C-DICE Roadmap for Higher-Level Skills Readiness for the Net Zero Transition



reduce barriers.

Progress toward net zero by 2050 will require a highly skilled workforce. C-DICE identifies the current challenges for developing a highly skilled, postdoctoral-level workforce to meet the needs of industry, and ranks them in order of priority. This roadmap sets out a five-year plan and breaks down the actions for each challenge.

2024 Action 1.0. Papers and policies relating to net zero skills do not cover all of the skills value chain, up to and beyond doctoral level. C-DICE 2.1 Grand Review of net zero Challenge skills papers and policies. **Evaluate how the** Review the Precarious nature of grant funded research careers contributes to the loss of Event. research grant review employment practises Lhe high-level talent and skills, and the lack of joined-up thinking. process could best that contribute 1.2 support postdoc to job security Policy commission. development and job for postdoctoral Industry professionals lack communication and sharing best practice between security. researchers. industry, academia and others in relation to skills needs. 1.3 5.1 Analysis of high-Lack of clarity on what an excellent people, culture and environment looks like, Gap analysis to identify skills needed by level skills needed in industry and skills currently provided and how to achieve and monitor progress towards this. industry. through doctoral training to make 5.0. recommendations for next CDT call. 3.1 PhD qualification does not fully equip researchers with "business" skills for Assessment of the successful careers in industry, limiting intersectoral mobility. 7.1 net zero skills related 8.2 Awareness campaign **6.0.** networks and activities. 9.1 that can match skills Review of the Grant criteria and awards do not mandate professional development for the and competencies impact that Pilot innovation postdoctoral researchers they support, making this a lesser priority. that industry need excellence fellowship TRL with those that frameworks have Level (3-6). postdocs have. on researcher Industry professionals lack awareness of the skills and competencies development. 10.1 of postdoctoral researchers. Undertake research to Events to support excellent people, culture establish if there is a The excellence frameworks such as KEF/TEF/REF drive university strategies and environment. link between a publish but can create barriers to research culture change. and perish culture, research quality and 8.1 6.1 9.0. researcher career Feasibility study Create a research Lack of funding addressing Technology Readiness Levels 3-6, limits highlydevelopment. on making CPD for culture good practise skilled researchers with the capability to drive innovation and scale-up. researchers employed guide for inclusion in 11.2 on UKRI grants a framework submissions. 10.0. condition of funding. **Develop mechanism for** "Publish or perish" culture in academia shifts focus from the benefits of aligning CDT and PhD 11.1 broader postdoctoral contributions and their development. scholarship investment in Identify where highstrategic skills needs. level skills gap exist for Current process for selecting Centres of Doctoral Training (CDT) for training the net zero transition. 12.2 does not account for high-level skills gaps in industry. **Evaluate mobility** 12.1 initiatives and then make Red tape creates barriers to mobility/cross collaboration between academic Create and pilot mobility initiatives. recommendations to and industrial sectors.