

Could you Pass the EMA Gap Analysis Interview?

The EMA believes that the knowledge and understanding of a range of energy management competencies are required for individuals to effectively manage organisational energy cost, consumption and its monitoring and reporting, as well as energy efficiency requirements. Many energy management practitioners have the skills to understand their organisation's energy usage, consumption patterns, trend data and operational requirements but very few are professionally recognised as Energy Managers.



The EMA introduced the Knowledge and Skills Gap Analysis Interview to assess a professional's knowledge and skillset at any point in their career through an informal conversation based on a professional's experience achieved to date.

As a result of the interview, professionals who demonstrate holistic knowledge of energy management will be awarded the EMA Recognised Energy Manager status. Why not start the New Year with a self-assessment of your energy management knowledge and skills, and see how you would do?

Technical and operational competencies

- ✓ Do you know where energy is generally consumed in different types of buildings within your remit?
- ✓ Do you know what type of major energy using equipment and systems are used in your business?
- ✓ Do you understand how energy consumption plays a role in the design, installation and commissioning of equipment, systems and buildings?
- ✓ Do you understand how good control systems and effective maintenance can be used to make equipment and systems efficient?

Energy assessments (finding energy savings opportunities), measurements and verification

- ✓ Do you understand basic metering types and the data they collect?
- ✓ Do you know how to carry out basic checks on bills and other recorded data to verify accuracy and repeatability?
- ✓ Do you know how to set targets in line with published guidelines?
- ✓ Are you able to explain reports against targets to a range of stakeholders?
- ✓ Are you able to compare energy assessment methods?

Behavioural change and motivation

- ✓ Are you able to identify changes required to improve energy performance?
- ✓ Are you able to develop structures and strategies for change to improve energy performance?
- ✓ Are you able to monitor and report on progress towards defined goals?.

Regulatory & legal compliance and carbon management

- ✓ Do you understand key EU directives and UK legislation relevant to energy and climate change?
- ✓ Do you understand economic incentives that may encourage energy generation or efficiency?
- ✓ Are you able to anticipate broad changes that might affect long-term organisational plans?
- ✓ Do you know how to assess simple carbon footprints?
- ✓ Are you able to factor the cost of carbon into business cases?

Energy management strategy/plan

- ✓ Do you understand global energy trends and their impact on business operations?
- ✓ Are you able to determine suitable objectives and targets for improvement?
- ✓ Do you know how to develop a basic action plan around energy, carbon and water?
- ✓ Do you understand how success can be measured and verified?

Waste management

- ✓ Do you understand the key challenges in dealing with waste streams?
- ✓ Do you understand financial advantages and opportunities of an organisation's waste stream?
- ✓ Do you understand the possible use of waste as a renewable resource via recycling?
- ✓ Do you know how to undertake a basic waste audit?

Procurement

- ✓ Do you understand what may drive energy prices in the UK?
- ✓ Are you able to carry out simple procurement actions?
- ✓ Do you have a basic understanding of electricity tariffs to allow best use of time of day charges?

Transport

- ✓ Do you understand the overall use of transport within an organisation?
- ✓ Do you understand what impact transport has on the organisation and potential ways to reduce its impact?

Water management

- ✓ Do you know how to undertake a basic water audit of a workplace, identify water using fixtures and fittings and suggest water efficient replacements?
- ✓ Are you able to identify water efficiency within processes?
- ✓ Do you understand the links between water and energy in a workplace?
- ✓ Are you able to develop behaviour change programmes and communications for water efficiency?

Information technology

- ✓ Do you understand where energy and water are used by ICT in a workplace?
- ✓ Are you able to estimate the carbon footprint of an organisation's ICT infrastructure including offsite services?

If you have answered yes to the majority of the questions, then you may be eligible for the EMA Recognised Energy Manager status. Get in touch with the EMA to arrange the EMA Gap Analysis Interview and start the New Year with taking a step forward in your professional development.

If you have identified competencies where you may need up-skilling, then check out the courses the EMA offers in these areas.

If you are unsure which areas to focus on, then also consider the EMA Gap Analysis Interview. The interviewees receive a verbal and written feedback on how to develop their professional career further and, if necessary, are given advice and guidance on which areas of energy management to focus on in order to up-skill.

For more information or to arrange the EMA Gap Analysis Interview, please email jana.skodlova@theema.org.uk.



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