



CLEVE HILL SOLAR PARK

OTHER DEADLINE 5 SUBMISSIONS OUTLINE SKILLS, SUPPLY CHAIN AND EMPLOYMENT PLAN

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CLEVE HILL
SOLAR PARK

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1 BACKGROUND

1. Cleve Hill Solar Park Limited (the Applicant) has submitted an application to build a Solar Park, called Cleve Hill Solar Park, located in Kent.
2. The Applicant intends to work with the relevant sector and local authority bodies to help secure economic benefits of the solar park to the local area. The local area specifically refers to the functional economic area surrounding the proposed solar park e.g., Kent.
3. This Outline Skills, Supply Chain and Employment Plan (OSSCEP) document sets out the manner in which the Applicant will work with local stakeholders to achieve this. This includes focusing upon:
 - The opportunities for the involvement of local companies in the construction and operation supply chain;
 - The ability of local residents to access employment opportunities associated with the construction and operation of the park; and
 - The ability of research organisations to use the site to enable research and innovation in the renewable energy sector.

2 PRINCIPLES OF THE APPROACH

4. Although consent has not yet been granted, it is important to plan the potential working relationships with relevant stakeholders to ensure that any future activities can be developed quickly.
5. This could be done around three themes of activity:
 - **Provide information and communication** – ensuring effective communication with appropriate stakeholders (including local authorities and public sector agencies with relevant economic development responsibilities, as well as business groups and research organisations) as the local economic opportunities associated with the development become clear. The aim of this activity will be to make sure that businesses and public sector agencies have time to plan for the supply chain and skills demands associated with the development.
 - **Understand intervention needs** – working with local stakeholders to assess whether there is a case for targeted actions to develop supply chain or labour market capability.
 - **Deliver other supportive activities** – identifying other opportunities where construction and operation could be configured to help maximise the potential for local economic benefits.
6. The principle of communication requires a network of contacts is developed. Table 1.1 includes an indicative list of organisations that could be engaged:

Table 1.1: Public and Private Sector Organisations

Primary Public Sector Partners	South East LEP
	Kent County Council
	All Local Authorities within Kent
Education and Training Providers	University of Kent
	Kent Association of Training Providers (KATO)
Business Sector Groups	Kent Invicta Chamber of Commerce
	Low Carbon Kent
	Kent Construction Focus Group

2.1 Timescales

7. The activities set out in this plan will commence following the grant of consent.
8. In order for the plan to be successful, it will need to be implemented as early as practicable prior to construction. This is to ensure that local organisations are aware of upcoming opportunities and able to prepare appropriately.
9. The potential activities set out in Table 2.1 against "Information and Communication" and "Identify Intervention Needs" should be undertaken in advance of the appointment of construction contractors.
10. The Applicant has begun to compile a list of contacts at the organisations listed in Table 1.1 and will seek to make relevant contacts at each organisation aware of this plan prior to the end of the examination (29 November 2019).

2.2 Monitoring the Success of the Plan

11. The Applicant is committed to realising local economic benefits and the activities set out in this plan are central to this. Monitoring the scale and type of local economic benefits that the development secures could provide intelligence about the success of particular measures employed in the E&S plan, as well as improving the wider evidence base about the local economic benefits associated with solar array developments. The detail of the monitoring plan is currently being developed but two suggested elements could be:
 - **Use of Cleve Hill Solar Park supply chain and employment records:** including anonymised information on the home and workplace locations of direct employees, data relating to the value and geography of the development's direct supply chain.
 - **Collection of additional supply chain and employment information from Tier 1 and Tier 2 suppliers:** all Tier 1 and Tier 2 suppliers to the project could be required to complete regular (monthly) monitoring returns. A data pro-forma could be used to collect this information in a consistent manner. This could be used to collect supply chain and employment information from both Tier 1 and Tier 2 companies and would provide information on the geography of the first three tiers of the construction and O&M supply chain.
12. This information could be used as the basis of a periodic analysis of the local economic impacts supported by the construction and operation of Cleve Hill Solar Park.

2.3 Enabling Research & Innovation in the Renewable Energy and Energy Storage Sectors

13. As a significant renewable energy asset both locally and nationally, the Park presents an opportunity in terms of advancing the knowledge base around operational solar arrays and battery storage.
14. The Applicant is committed to enabling research and innovation in the sector and will facilitate site visits and access to the Park for research organisations, subject to commercial considerations.

2.4 Committing to boosting the local economy

15. Table 2.1 presents examples of specific activities that could be delivered under these themes as the plan develops.

Table 2.1: Potential Commitments for Supply Chain Development and Skills Activity

Intervention	Supply Chain Development	Skills Activity
<p>Information and Communication</p>	<p>Communication with business groups: maintain open lines of communications with the business groups identified in Table 1.1 in order to provide updates on the development, notify of up and coming opportunities and encourage them to post opportunities on their web portals.</p> <p>Encourage engagement: use supply chain events to bring together upper tier suppliers from the industry with local companies, including encouraging upper tier suppliers to work on a collaborative basis with local suppliers in order to bid for contracts</p> <p>General awareness raising: continue to work with stakeholders to provide updates to local businesses on the progress of the project.</p>	<p>Communicate demands effectively to education and training providers: maintain communication with local education and training providers as construction and operation plans emerge and our understanding of the likely employment opportunities associated with the project emerges. This is to maximise the possibility of a timely response to specific training needs from providers.</p> <p>Communicate strategic messages about general skills demands to the LEP: provide market insight and intelligence to the LEP about industry trends, technology developments and associated pressure on skills to inform strategy development</p> <p>Promote job opportunities locally: provide information on the expected employment opportunities to local job seekers in an accessible format. This could include posting on the project's web portal, advertising in local news publication and working with local Job Centres.</p> <p>Communicate with businesses to identify skills needs: identify the skills needs associated with the various supply chain opportunities and communicate these to businesses.</p>
<p>Identify Intervention Needs</p>	<p>Identify supply chain development needs: work alongside the stakeholders, working on insights from local companies, business intermediaries and major component and service suppliers to identify any particular sector development needs locally so that firms will be better placed to access opportunities.</p> <p>Highlight gaps in provision: work with stakeholders to highlight any identified needs which are not being addressed by current business support provision in the local area. This will help to ensure that education and skills providers are able to tailor their provision to the requirements of industry.</p>	<p>Identify skills development needs: Work alongside the Local Enterprise Partnership, Local Authorities and relevant public sector agencies, as well as businesses in the supply chain, to ensure that relevant stakeholders are well informed about the labour requirements associated with Cleve Hill Solar Park and any particular gaps in the skills base of the local population that might need to be addressed to help ensure that local people have a good chance of accessing opportunities that arise in the area.</p> <p>Highlight gaps in provision: work with stakeholders to highlight any identified needs which are not</p>

Intervention	Supply Chain Development	Skills Activity
		being addressed by current skills development programmes in the local area. This will help to ensure that education and skills providers are able to tailor their provision to the requirements of industry.
Other Supportive Activities	Monitor local content – we will monitor the local supply chain and employment impacts associated with the construction and operation of Cleve Hill Solar Park. This involves using The Applicant’s data (on supply chain spend and direct employment) as well as data collected from Tier 1 and Tier Two suppliers to the development.	Promote opportunities widely: ensure that opportunities associated with Cleve Hill Solar Park and the renewables sector generally are promoted widely, including to groups that are disadvantaged in the labour market.