

# Outline Employment and Skills Strategy

Document A8.13

August 2021



# 1 INTRODUCTION

## 1.1 Overview

- 1.1.1 This Outline Employment and Skills Strategy (OESS) has been prepared by Thurrock Power Ltd, in support of the application for a Development Consent Order for the construction phase of the Thurrock Flexible Generation Plant (TFGP).
- 1.1.2 The construction of the TFGP is expected to generate opportunities for people to gain employment, learn new skills, and further their professional development. The jobs will vary in terms of the industry sector, the level of skills and experience required, the number of hours required and seasonality. The Applicant is committed to ensuring that local residents benefit from these opportunities.
- 1.1.3 This strategy outlines the approach through which local employment and skills benefits are secured by the TFGP. The Applicant's principal aim of the employment and skills offer is to positively impact on local people and ensure that the local community benefits from hosting the TFGP development.
- 1.1.4 This OESS will form the basis of a final Employment and Skills Strategy to be approved by Thurrock Council as the relevant planning authority under requirement before the commencement of the development.
- 1.1.5 The aim of the OESS is to ensure that local people and businesses are aware of and supported in applying for roles and providing services into the supply chain. Appointments for TFGP will be based on individual merit and a specific quota for local employment is accordingly not proposed.

## 1.2 Context

- 1.2.1 A detailed description of the TFGP project is provided in the ES chapter 2: Project Description (document A6.3). The proposed development comprises the construction and operation of reciprocating gas engines with a net electrical output<sup>1</sup> totalling 600 MW and batteries with a net electrical output of 150 MW and storage capacity of up to 600 MWh. The TFGP will be designed to operate for up to 35 years, after which time ongoing operation and market conditions will be reviewed.
- 1.2.2 Before a project has gone out to tender, it is not possible to know with certainty the level of employment which would be generated during the construction phase. However, it is possible to estimate the employment levels for a site, based on the total construction cost of a project, the build programme and the average turnover per UK construction worker per year. It is estimated by the Applicant that the construction workforce would average 250 FTE over a 24 month construction period. The levels of employment and the profile of skills will fluctuate, and it is estimated that it will peak at around 350 FTE during the construction period.
- 1.2.3 Using the Construction Industry Training Board Labour Forecasting Tool, the labour demand arising from the TFGP construction, is predicted to be 500 people. This is broken down into manual occupations at around 290 people (58%) and non-manual at around 210 people (42%).
- 1.2.4 In addition to the direct construction employment generated by work on site, there would be an associated increase in local employment arising from the indirect and induced effects of the construction activity (known as 'multiplier effects'). Such effects would arise through manufacturing and service provision along the supply chain and through the expenditure of construction workers (on food, accommodation etc.).
- 1.2.5 Official labour market statistics provided by NOMIS (ONS) show that the resident population of Thurrock totalled 172,500 in 2019. Of the resident population in 2018, there were 108,900 in the

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16-64 age category, 89,700 (48,400 males and 41,300 females) of whom are categorised as being 'economically active' i.e. people who are either in employment or unemployed. The unemployed as a percentage of the economically active population in the year up to March 2019 was 4.0%, which is higher than the wider Eastern region (3.4%) but slightly lower to Great Britain as a whole (4.1%)

## 2 STRATEGY

### 2.1 CITB National Skills Academy guidance

- 2.1.1 The Applicant will engage with CITB in preparing the final Employment and Skills Strategy and will where practical include within that strategy relevant outcomes as identified in the CITB publication “Client Based Approach To developing and implementing an Employment and Skills Strategy on construction projects Local Client Guidance – England V3 July 2017” (or any updated version of such guidance in force at time).

### 2.2 Local Employment

- 2.2.1 The Applicant will seek to maximise local employment on the TFGP through adopting measures such as:
- a. Advertising all non-specialist posts in the local press and through identified local channels; the Applicant will work with Thurrock Council in particular to identify suitable local communication channels;
  - b. Engaging with local colleges and further education providers on the roles which will be created to identify suitable future opportunities on the TFGP and means of making these known to students, including through Employment Fairs and Graduate recruitment programmes where applicable; and
  - c. To support the local long term unemployed in their return to work, TFGP will explore providing opportunities such as work experience;
- 2.2.2 The detail of the measures will be set out in the final version of this strategy.
- 2.2.3 The Applicant will make a financial contribution of £20,000 to a local jobs brokerage service in order to support it in promoting local employment on the project. The identity of a suitable local jobs brokerage service will be agreed in advance with the Council and documented in the final Employment and Skills Strategy. The Applicant will work with that service to advertise jobs locally, encourage applications from local people, and will interview local candidates with suitable skills and qualifications and experience.

### 2.3 Apprenticeships

- 2.3.1 The apprenticeship route forms an important entry point to various careers and TFGP wants to support that. Working with the supply chain and local colleges and further education providers, TFGP will seek to support apprenticeships on the project.
- 2.3.2 TFGP proposes to sponsor apprenticeships throughout the construction of the project in various roles. The detailed proposals for those apprenticeships will be set out in the final version of this strategy and will consider the CITB guidance on the number of apprenticeship weeks in coming to a final proposal, including explaining how that guidance has been taken into account in preparing the final Employment and Skills Strategy.
- 2.3.3 The Applicant will seek to use a variety of communication routes (including social media platforms) to enhance awareness of apprenticeship opportunities within the local community.

### 2.4 Local supply chain

- 2.4.1 The Applicant will seek to support local businesses in accessing suitable supply chain opportunities on the TFGP project. Measures proposed in the final version of this strategy to achieve this may include:

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- a. Avoiding imposing qualification requirements which act as a barrier to small and medium sized businesses bidding for work;
- b. Working with local business groups such the Essex Chamber of Commerce to make local businesses aware of potential opportunities and how they can bid for these;
- c. Holding 'meet the buyer' sessions where local businesses can ask questions on the procurement process and be supported in submitting bids.