



Awel y Môr Offshore Wind Farm

Outline Skills and Employment Strategy

Deadline 4

Date: 30 January 2023

Revision: B

Document Reference: 4.7

Application Reference: N/A



REVISION	DATE	STATUS/ REASON FOR ISSUE	AUTHOR	CHECKED BY	APPROVED BY
A	January 2023	Draft for consultation	GoBe	RWE	RWE
B	January 2023	Deadline 4	GoBe	RWE	RWE

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Abbreviations and Acronyms

Table 1: Abbreviations and Acronyms.

TERM/ABBREVIATION	DEFINITION
AyM	Awel y Môr Offshore Wind Farm (the Project)
APS	Annual Population Survey
DCC	Denbighshire County Council
dDCO	Draft Development Consent Order
DWP	Department for Work and Pensions

TERM/ABBREVIATION	DEFINITION
ExAQ1	First Written Questions by the Examining Authority
ES	Environmental Statement
GVA	Gross Added Value
GW	Gigawatt
GyM	Gwynt y Môr Offshore Wind Farm
HNC	Higher National Certificate
HND	Higher National Diploma
LFS	Labour Force Survey
LSOA	Lower Layer Super Output Area
MoD	Ministry of Defence
MW	Megawatt
NIP	National Infrastructure Planning
NRW	Natural Resources Wales
NSIP	Nationally Significant Infrastructure Project
NWRSP	North Wales Regional Skills Partnership
OEA	Offshore Energy Alliance
ONS	Office for National Statistics
oSES	Outline Skills and Employment Strategy
RWE	RWE Offshore Wind (and related RWE companies)
SNPP	Sub-National Population Projections
SoS	Secretary of State

TERM/ABBREVIATION	DEFINITION
STEM	Science, Technology, Engineering and Mathematics
WIMD	Welsh Index of Multiple Deprivation

Glossary of Key Terms

Table 2: Glossary of Key Terms.

TERM/ABBREVIATION	DEFINITION
The Applicant	Awel y Môr Offshore Wind Farm Limited
Development Consent Order (DCO) Application	An application for consent to undertake a Nationally Significant Infrastructure Project made to the UK Planning Inspectorate who will consider the application and make a recommendation to the Secretary of State for Business, Energy and Industrial Strategy (BEIS), who will decide on whether development consent should be granted for the Proposed Development
Development Consent Order (DCO)	The form of consent for a Nationally Significant Infrastructure Project (NSIP), under the Planning Act 2008
Economically active	In employment (an employee or self-employed) or, unemployed (those who are looking for work and could start within two weeks)
Economically inactive	Those who do not have a job or cannot start work within two weeks This includes those that have retired early; full-time students; looking after home or family; long-term sick or disabled; or others who are unavailable for work

TERM/ABBREVIATION	DEFINITION
Employment poverty	Also known as 'In-work poverty', this is when a working person's income, after housing costs, is less than 60% of the national average and they do not earn enough to meet the cost of living
Order Limits (OL)	The OL include the areas for the offshore and onshore infrastructure associated with the Proposed Development. It is defined as the area within which the Proposed Development and associated infrastructure will be located, including the temporary and permanent construction and operational work areas
Full-time equivalent (FTE) jobs	Full-time Equivalent (FTE) is a unit that indicates the workload of an employed person. An FTE of 1.0 is equivalent to one full-time employee, whilst a part-time employee working half the hours a full-time employee does would be recorded as 0.5 FTE
Nationally Significant Infrastructure Project (NSIP)	Nationally Significant Infrastructure Projects are major infrastructure developments in England and Wales which are consented by a DCO. These include proposals for offshore renewable energy projects with an installed capacity of over 100MW in England and greater than 350MW in Wales
Under-employed	When a person works fewer hours than they would want or is employed in a job with lower skill requirements than they have
Unemployed	A person looking for work and could start within two weeks or, waiting to start a job that had been offered and accepted

1 Introduction

1.1 Background

- 1 Awel y Môr Offshore Wind Farm Limited (the Applicant) submitted an application for a Development Consent Order (DCO) to the Secretary of State (SoS) for the Awel y Môr Offshore Wind Farm (AyM) on 20 April 2022. AyM was accepted for consideration by the SoS on 18 May 2022. In addition, an application for a marine licence was made by the Applicant and was accepted by the Natural Resources Wales (NRW) Marine Licencing team on 20 June 2022.
- 2 AyM is located off the coast of North Wales and comprises both offshore infrastructure in the Irish Sea and onshore infrastructure within the administrative area of Denbighshire County Council (DCC).
- 3 This outline Skills and Employment Strategy (oSES) has been produced during the examination phase of AyM, and is provided as part of the Applicant's submission at Deadline 4.

1.2 Purpose of this strategy

- 4 The purpose of this document is to provide an outline strategy that can be developed further with the relevant key consultees (refer to Section 3) into a Skills and Employment Strategy that will facilitate positive and meaningful commitments and activities within the North Wales region by the Applicant.
- 5 This document is also provided as part of a commitment made during Issue Specific Hearing 1 on 21 September 2022 on the draft Development Consent Order (dDCO) (REP1-006) as part of the Applicant's DCO examination, and the First Written Questions by the Examining Authority (ExAQ1) (PD-009), which included the request in a question (ExQ1.3.44). The dDCO now includes a requirement which states that:

“No stage of the authorised development may commence until a skills and employment strategy, substantially in accordance with the outline skills and employment strategy has been submitted to and approved by the relevant planning authority.”

- 6 The Applicant is currently engaging, and will continue to engage, with key consultees (as listed in Section 3) on the content of the oSES and subsequent Skills and Employment Strategy.

1.3 Project description

- 7 AyM will be located off the coast of North Wales. It will comprise up to 50 wind turbine generators and associated onshore and offshore infrastructure. The offshore elements of AyM will be located within Welsh waters and the onshore infrastructure located within the administrative area of DCC.
- 8 AyM is the proposed sister project to the operational Gwynt y Môr Offshore Wind Farm (GyM). At its closest point, AyM's array area will be located approximately 10.5 km from the North Wales coast. The offshore export cable corridor will be approximately 21 km in length, and the onshore export cable corridor will be approximately 12 km in length, running from the landfall (located between Rhyl and Prestatyn), and a grid connection point in Bodelwyddan, west of St Asaph Business Park.
- 9 Development consent is required to the extent that development is or forms part of a Nationally Significant Infrastructure Project (NSIP) pursuant to sections 14(1)(a) and 15(3B) of the Planning Act 2008 (the Act). As AyM will have an overall capacity greater than 350 megawatts (MW) and is located in Welsh waters, it is an NSIP for the purposes of the Act. It is for this reason that AyM falls within the remit of the relevant SoS.
- 10 The development also contains associated development under section 115 of the Act, including the infrastructure necessary to connect AyM to the National Grid. Further explanation on the approach to associated development is contained within the Explanatory Memorandum (REP1-017).
- 11 Details of the activities and infrastructure are fully set out in the Environmental Statement (ES) Volume 3, Chapter 1: Onshore Project Description (APP-062) and ES Volume 2, Chapter 1: Offshore Project Description (APP-047).

1.4 Demographics

1.4.1 Population

- 12 In 2021, the total population of North Walesⁱ and Wales amounted to approximately 687,000 and 3.1 million residents respectively (Office of National Statistics (ONS), 2021).
- 13 From 2011 to 2021, the total resident population of North Wales decreased (-0.1%) which is different to the population growth rate seen across Wales (1.42%) and also markedly lower than the England and Wales growth rate (of 6.3%). Nearly two-thirds (62.2%) of the Welsh population (1,931,800) were aged 15 to 64 years (525,600 within North Wales). The size of this age group has declined slightly since 2011, when 64.7% of the overall population of Wales (1,981,784) were aged 15 to 64 years.
- 14 The Census 2021 records three main types of economic activity status of the population:
- ▲ Economically active: in employment (an employee or self-employed)
 - ▲ Economically active: unemployed (those who are looking for work and could start within two weeks, or waiting to start a job that has been offered and accepted)
 - ▲ Economically inactive (those who did not have a job between 15 March and 21 March 2021 or could not start work within two weeks)
- 15 A summary of the economic activity in relation to North Wales from the census is provided below, however Census 2021 responses were collected during the coronavirus (COVID-19) pandemic, a period of unparalleled and rapid change. The labour market topic in the census will have been affected by the national lockdown, associated guidance and furlough measures.

ⁱ Defined as: Isle of Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham.

- 16 In North Wales, the Census 2021 reports that of the 568,236 usual residents aged 16 years and over, around 306,210 were in employment (54%), 16,653 were unemployed (3%) and 245,373 were economically inactive (43%) (those who did not have a job or could not start work within two weeks).
- 17 In comparison to England and Wales, North Wales is slightly below the average figures for employment (57.2%) and unemployment (3.4%) and has a higher number of people who are economically inactive (39.4%).
- 18 More recent data on economic activity is collected via the Labour Force Survey (LFS) as it is run as a quarterly survey. The Annual Population Survey (APS) uses data from the LFS as both the APS and LFS sources are recommended for employment-related statistics, which have been used in presenting further information on employment in section 1.4.2 below.
- 19 According to the 2018-based Sub-National Population Projections (SNPP), there will be a total of about 718,800 residents in North Wales and 3.3 million residents in Wales by 2043, an increase of 3% and 5% respectively compared with the base year (i.e. 2018).
- 20 In North Wales, the core working age population (i.e. people aged 16 - 64) is expected to decline at a faster rate between 2018-43 relative to the Wales average. By 2043, the core working age population is estimated to reach about 394,100 residents in North Wales and 1.9 million residents in Wales, a decline of 5% and 1% respectively compared with the base year.

1.4.2 Employment

- 21 In the ten years to 2019, the North Wales economy grew by about 19,700 FTE jobs (+9%) and Wales saw the addition of a further 72,400 FTE jobs (+7%). In both cases, FTE employment growth was below the national average (of +12%). Between 2019 and 2020, North Wales saw the addition of 2,500 FTE jobs (+1%), despite FTE employment growth being stagnant in Wales (0%) and negative across Great Britain (-2%) reflecting the impact of the Covid 19 pandemic.

- 22 Looking at annual growth rates, the change in FTE jobs in North Wales broadly follows the pattern observed across Wales. The employment growth fluctuations are asynchronous with the cyclical pattern seen at the national level, with growth peaking in 2013/14.
- 23 According to the Annual Population Survey (APS) data (July 2021 to June 2022), with a labour market engagement rate (also referred to as the economic activity rate of core working age residents) of 77.8%, North Wales has a slightly more engaged labour market than the national Wales average (of 76.5%) but is below the UK wide average (of 78.4%). Similarly, the employment rate in North Wales (of 75%) is slightly higher relative to the national Wales average (of 73.7%) and in line with the UK rate (of 75.4%). Reflecting this pattern, the economic inactivity rate (including students) observed for North Wales (22.2%) is lower than the Wales national average (23.5%), but both are higher than the UK rate (21.6%).
- 24 According to the latest APS data (July 2021 to June 2022), the unemployment rate (16 or over) in North Wales (of 3.4%) is lower than the rate seen across Wales (of 3.5%). Unemployment appears to be lower than the UK average (of 3.8%) across both locations.
- 25 The unemployment rate between January 2015 and December 2019 across these locations is examined to gauge unemployment levels prior to the COVID-19 pandemic.
- 26 Historically, the unemployment rate in North Wales has been lower than Wales and UK averages. However, unemployment in North Wales has been increasing since the end of 2017, despite the declining unemployment rates seen in both Wales and the UK over this period.
- 27 The COVID-19 pandemic has not translated into stark increases in the unemployment rates in North Wales. The unemployment rate for 2020 (of 4%) and 2021 (3.4%) remained below their pre-pandemic historic average for 2015-19 (approximately 4.6%). North Wales saw a significant improvement in unemployment in 2021 compared to the Wales average for that year (4.5%) however, a slight increase in 2022 sees North Wales in line with the national average (3.6%). Although the recent unemployment rates in Wales have not exceeded their pre-pandemic average, they have been steadily increasing over the past two years.

1.4.3 Community

- 28 The 2019 Welsh Index of Multiple Deprivation (WIMD) measures relative deprivation across Lower Layer Super Output Areas (LSOAs) in Wales by compiling data across eight domains of deprivation, which include income, employment, health, education, access to services, housing, community safety and physical environment.
- 29 Overall deprivation levels appear to be lower in North Wales when compared with the rest of Wales. About 38% of LSOAs in North Wales are in the 50% most deprived LSOAs nationally, compared with 53% across the other Welsh regions. A fifth (20%) of LSOAs in North Wales are in the 30% most deprived compared to a third (33%) of LSOAs across the other regions. Only 5% of LSOAs in North Wales are the 10% most deprived; about half the share seen across other regions (11%).
- 30 North Wales performs better than the rest of Wales on most metrics of deprivation. A notable exception is the access to services domain, whereby it consistently features a larger share of LSOAs among the most deprived, at 10%, 30% and 50% respectively. Moreover, its performance with regards to community safety and housing is broadly comparable to that of the rest of Wales.
- 31 Deprivation levels vary across local authorities within North Wales. Relatively higher levels of deprivation are observed in Denbighshire and Conwy, with higher concentrations of deprived areas along the North Wales coast, for example in the coastal town of Rhyl, which includes some of the most deprived neighbourhoods in Wales, with the highest levels of unemployment and economic inactivity.

1.5 Policy context

1.5.1 Well-being of Future Generations (Wales)

- 32 The Well-being of Future Generations (Wales) Act 2015 (the Well-being Act) seeks to improve the social, economic, environmental and cultural wellbeing of Wales through seven well-being goals. Whilst the Well-being Act is clear that its duties only apply to public bodies in Wales in the carrying out of their functions and therefore are not directly applicable to the Applicant, the well-being goals relevant to skills and employment are considered with regard to AyM below.
- 33 **A Prosperous Wales** - 'an innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.'
- 34 As noted in the ES, Volume 3, Chapter 3: Socio Economic Assessment, (AS-034), the construction, operation and decommissioning of AyM has the potential to support supply chain businesses located in North Wales and wider Wales. It is estimated that construction activity will contribute to between £8.8 to £11.8 million Gross Value Added (GVA) per annum to the Wales economy, totalling between £44.2 and £59.2 million over AyM's assumed five-year development and construction phases. Of this, an estimated £8.7 to £15.7 million GVA (or up to £3.1 million per annum) is anticipated to be generated by businesses in North Wales that are engaged in AyM's supply chain.
- 35 It is estimated that the operational phase of AyM has potential to generate annual GVA impact of between £32 and £38 million to Wales' national economy, totalling to between £793 million and £962 million over the course of its anticipated 25-year operational lifetime. At the North Wales level, the direct and wider supply chain employment supported has potential to generate an annual impact of between £14 and £17 million, adding up to between £347 million and £424 million over AyM's lifetime.

- 36 AyM will make a significant contribution to the further development of a low carbon society within Wales by providing clean energy for 500,000 homes. In overall terms, AyM will provide approximately 6% of Wales' electricity consumption, and make a significant contribution towards Wales' target of meeting 70% of its electricity demand with renewables by 2030, and the ambitious UK's deployment target of 40 Gigawatts (GW) by 2030 (a figure which was revised upward to 50 GW by 2030 in the April 2022 UK Government Energy Security Statement).
- 37 RWE has a commitment to training people locally and investing in the training of its current and future employees. It has sought to skill the future generation through the creation of its Wind Turbine Apprenticeship programme in partnership with the Grŵp Llandrillo Menai. The course has trained 30 new apprentices thus far, producing high-quality technicians who are primarily deployed on offshore and onshore wind farms, both locally (North Wales) and across the United Kingdom (UK).
- 38 ES, Volume 3, Chapter 3: Socio Economic Assessment, (AS-034) sets out the employment generation of AyM, creating an estimated peak employment of over 300 staff per day during onshore construction and between 100 to 300 Full Time Equivalent (FTE) jobs for offshore construction within North Wales.
- 39 **A More Equal Wales** – 'A society that enables people to fulfil their potential no matter what their background or circumstances (including their socioeconomic circumstances).'
- 40 The Applicant has also been undertaking community consultation to understand more about how the local community would like to benefit from the project. In this early-stage consultation, education and training were already identified as one of the communities top four priorities. The detail of any community benefit package offered in addition to the employment and training opportunities outlined in this document, will be developed following ongoing engagement with the local community and remain separate from the planning process.

- 41 The project's Supply Chain Plan will commit to the delivery of skills and supply chain-related activities that work towards improving diversity and inclusion, whilst assessing and addressing the skills' requirements of AyM. In addition to growing the local supply chain, it will work towards the skills' development of a future workforce. This will support the Well-being Act's 'A More Equal Wales' goal, enabling local people to fulfil their potential through a legacy of skills and training benefits.
- 42 **A Wales of Vibrant Culture & Thriving Welsh Language** – 'A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.'
- 43 This goal lays out that part of the journey towards a Wales of vibrant culture and thriving Welsh language, and includes 'developing skills, increasing opportunities and respecting [Wales'] status as a bilingual nation.' AyM will continue to look for opportunities to incorporate the Welsh language into its skills and employment work and future strategy, including the ways in which AyM already actively does so, and as is laid out in AyM's existing, *Welsh Language Policy*. This document can be found online on the AyM website: [AyM-Welsh-Language-Policy.pdf \(awelymor.cymru\)](#), or in Welsh on the AyM website here: [AyM-Welsh-Language-Policy-Cymraeg.pdf \(awelymor.cymru\)](#)
- 44 The AyM *Welsh Language Policy* illustrate the project's implementation of the Welsh language into its work, including its communications, for example, through its website (AyM's website is in both English and Welsh), regularly distributed project newsletters, key correspondence, consultations, and other documents. The project also utilises Welsh-speaking resources at its publicly facing consultations, and select briefings where it is deemed relevant and appropriate. In addition to this, the AyM DCO examination hearings always have a translator present.
- 45 In addition, AyM's Community and Linguistic Statement (ES, Category 8: Other Documents (APP-325)) identifies that due consideration has been given to any effects of the project on the Welsh language as the project has developed, and continues to develop.

46 AyM will continue to work with key stakeholders in recognition of the desire to further endorse the use of the Welsh language, as skills and employment initiatives are developed.

1.5.2 Green Jobs

47 Price Waterhouse Coopers (PwC) published the Green Jobs Barometer in December 2022 (PwC, 2022), which is a research document created to measure and track the impact on jobs, of decarbonisation efforts and net zero activity, as well as the adoption of green practices in the workplace.

48 The Barometer provides five key pillars which aim to capture a different aspect of the impact of a transition to a green economy on the UK labour market, and is broken down into regions and sectors. The pillars are:

- ▲ Green job creation;
- ▲ Wider benefits from green jobs;
- ▲ Sunset jobs to disappear;
- ▲ Carbon intensity of jobs; and
- ▲ Green workplaces.

49 The Barometer reports that green jobs across all regions account for a larger share of the job market than they did last year, with the highest proportional increases occurring in Scotland, London, Wales and the South East.

50 In March 2022, the Welsh Government released plans for a “stronger, fairer, greener Wales”: a 5-year plan for employability and skills in which it identified its key priorities as part of its aim to leave a positive legacy for future generations (Welsh Government, 2022). These included:

- ▲ Young people realising their potential;
- ▲ Tackling economic inequality;
- ▲ Championing Fair Work for all;
- ▲ Supporting people with a long-term health condition to work; and
- ▲ Nurturing a learning for life culture.

- 51 The Welsh government is also heavily investing in the net zero transition, and has committed to building 20,000 low-carbon homes by 2026, while continuing to develop more offshore wind farms. Further green investment is found in the North Wales Growth Deal, which aims to position the region as a leader in low-carbon energy with a target of up to 980 new green jobs. Additionally, the Welsh government awarded £2 million to educational colleges in 2021 to further the green skills agenda.
- 52 The Welsh Government's Net Zero Skills Plan is expected to be published in early 2023.

1.5.3 Other relevant policies and initiatives

- 53 Other relevant policies and initiatives (not exclusive) that have been considered in producing this outline strategy and will continue to be reviewed as the Skills and Employment Strategy is developed, include:
- ▲ Offshore Wind Sector Deal – in particular the commitments given by the industry to diversity and inclusion, apprenticeships and people transitioning into the industry such as the military;
 - ▲ People and Skills theme within the UK Government's Shared Prosperity Fund (part of the Levelling up programme);
 - ▲ Welsh Government's Youth Engagement and Progression Framework 2022 – to identify young people and provide support to ensure positive outcome;
 - ▲ Personal Learning Accounts (PLA), Welsh Government – support for Further Education providers to help people aged 19 and over to improve their skills and employment prospects; in particular the focus on digital and net zero skills;
 - ▲ Welsh Government Apprenticeship Strategy Apprenticeships skills policy plan | GOV.WALES;
 - ▲ Welsh Government's Employment and Skills programme: Communities for Work Plus;
 - ▲ North Wales Regional Skills Partnership's Regional Employment & Skills Plans 2019-2022 and the current plan that is being finalised (Ambition North Wales);
 - ▲ North Wales Growth Deal to support low carbon energy, advanced manufacturing, digital connectivity, and strategic transport;

- ▶ Economic & Community Ambition Strategy 2013-2023 Denbighshire, which lays out the ambition that Denbighshire is a county with high levels of employment and good levels of income for residents in all of its towns and communities;
- ▶ Working Denbighshire Strategy (Working Denbighshire Employment Framework (Working Denbighshire, 2022)); and
- ▶ North Anglesey Economic Regeneration Plan addressing the economic challenges facing the area and ensuring the long-term prosperity and well-being of the North Anglesey area.

2 Approach and Principles

2.1 Scope and aim

54 The scope of this oSES is to provide the basis for a final Skills and Employment Strategy to underpin the development and subsequent operation of AyM. The oSES sets out the approach that will be adopted by the Applicant, with the aim of promoting skills and employment opportunities for local economic benefit within North Wales. Based on engagement undertaken to date, a key ambition of the Applicant is to focus on providing sustainable careers, rather than just jobs.

55 This document then outlines:

- ▲ The key principles to the approach that have been set by the Applicant – Section 2.2;
- ▲ The experience the Applicant has within the industry on supporting jobs and skills – Section 2.3;
- ▲ The approach to stakeholder consultation – Section 3; and
- ▲ Example outline commitments and activities that have been formed in consideration of consultation feedback gathered to date.

56 The Applicant is intent on feeding into existing structures and workstreams where possible, rather than duplicating them, and in line with the Principles set out in Section 2.2 below. The Applicant also anticipates that one of the benefits of integrating workstreams will be to maximise use of internal and external resources, in addition to encouraging local companies in the supply chain to engage in existing initiatives.

2.2 Principles

57 The Applicant has established principles that will be relied upon when consulting with stakeholders and establishing objectives and commitments. These principles have been developed following extensive experience in working with communities, including within Wales, and are summarised as:

- ▲ Engagement and research;

- Any initiative or intervention shall be as the result of strong research, to ensure that it meets the needs of key stakeholders.
- ▲ Collaboration;
 - Builds on and adds value, and does not duplicate or overlap with existing initiatives working with others in collaboration.
- ▲ Strength of resources; and
 - Makes best use of RWE resources; other developing renewable energy projects, existing assets (on and offshore) and people e.g. STEM Ambassadors, volunteers.
- ▲ Sustainability and legacy.
 - Takes into account sustainability and legacy from the outset of the initiative, ensuring in particular that initiatives can be continued from construction through to the operation of the offshore wind farm.

2.3 Industry Leadership

58 The Applicant's lead developer, RWE, aims to be an industry-leading organisation in supporting communities and individuals into employment and training; career development; and expanding the talent pool; particularly in support of the companies within the supply chain.

59 This includes developing initiatives and collaborating with other organisations to improve diversity and inclusion within the potential and existing workforce.

60 Examples of these initiatives that will be leveraged as part of the AyM Skills and Employment Strategy, include:

61 Support for jobs and skills in the local supply chain:

- ▲ Encouraging and supporting growth and employment in local supply chain companies;
- ▲ Increasing visibility of local Small and Medium-sized Enterprises (SMEs) within the employment market;
- ▲ Promoting training and employment opportunities to local residents;
- ▲ Supporting transition from other sectors, e.g. military, fossil fuel-based sectors, etc; and

- ▶ Creating opportunities to collaborate with other developers, tier 1s, and companies in the supply chain.

62 Supporting the whole career:

- ▶ Primary education;
- ▶ Secondary education;
- ▶ Tertiary education linking with innovation and R&D Early-stage careers – by providing work experience, apprenticeships, traineeships/internships; and
- ▶ Upskilling and encouraging Continued Professional Development of employees (including higher-level and degree apprenticeships).

63 Expanding the talent pool:

- ▶ Unemployed, under-employed, those experiencing employment poverty and the economically inactive; and
- ▶ Supporting the increase of diversity of people in the offshore wind workforce, e.g. gender, ethnicity, disability, social mobility and improving inclusion in the industry.

3 Stakeholder consultation

3.1 Stakeholders

64 AyM has a continuous history of excellent working relationships with key local stakeholders across the region of North Wales. These include those within the local education, skills and employment sectors that are, in part, due to RWE's existing and ongoing investment in the region through its operational wind farms in the area. It will continue to work with these stakeholders in development of the final Skills and Employment Strategy.

3.2 Consultation to date

65 In order to develop the oSES, including its key principles and approach, AyM has actively been engaging a number of key stakeholders within the education/training/employment/skills sector within the North Wales region.

66 These key stakeholders include the North Wales Local Planning Authorities (including DCC who will be required to discharge the requirement for the subsequent Skills and Employment Strategy), key educational providers such as Bangor University and Grŵp Llandrillo Menai, the North Wales Regional Skills Partnership (NWRSP), operational wind farms within vicinity of the project (e.g. Rhyl Flats, North Hoyle), other developments in the pipeline within the North Wales region, (e.g. BP EnBW's Mona/Morgan projects) and others across the region (please refer to Table 3 for the full list of stakeholder consultees engaged in the first tranche of engagement to inform the creation of the oSES).

67 Some of the discussions that ensued as part of the first tranche of stakeholder engagement, included:

- ▲ Key concerns and issues regarding skills and employment within the local communities;
- ▲ Opportunities for collaboration with both external and internal bodies e.g., looking at other assets that are owned or operated by RWE, including in partnership, where it would enhance what we do in this area; and

- ▲ Identification of existing programmes and activities (whether to rule-out, or to collaborate on).

68 Engagement in early 2023 focussed on this document's general approach and key areas of exploration, and was circulated to existing consultees for high-level feedback prior to submission into the DCO Examination.

69 Consultation on the final Skills and Employment Strategy will include other key stakeholders such as the Welsh Government, Department for Work and Pensions, Careers Wales, and others.

Table 3: Stakeholder consultees.

NO.	INDUSTRY/SECTOR	ORGANISATION
1	Council (Host Authority)	Denbighshire County Council
2	Council	Isle of Anglesey/Ynys Môn County Council
3	Council	Gwynedd Council
4	Council	Conwy County Borough Council
5	Council partnership	North Wales Economic Ambition Board
6	Education and Training provider	Bangor University
7	Education and Training provider	Grŵp Llandrillo Menai
8	Business/science/innovation	M-SParc (Menai Science Park) : wholly owned subsidiary of Bangor University
9	Operational Offshore Wind Farm	Rhyl Flats
10	Operational Offshore Wind Farm	North Hoyle
11	Developer	BP EnBW (Mona/Morgan projects)

3.3 Skills and Employment Strategy

- 70 The feedback from engagement on the oSES will be collated and will be used to shortlist and prioritise actions and activities that will form the basis of the agreed commitments within a subsequent Skills and Employment Strategy, which will include greater detail on timelines, monitoring and commitments.
- 71 AyM will continue to look towards working in a 'joined up' or collaborative approach with other key developments or organisations in the area, which might include, for example, umbrella organisations such as the Offshore Energy Alliance (OEA). The OEA is an offshore and energy supply chain cluster for the North Wales and North West region of the UK.
- 72 As the project timeline moves towards construction and beyond, this will help to ensure that the region continues to benefit most from the opportunities that NSIPs like AyM bring to the unique region of North Wales.

4 Outline commitments

4.1 Objectives

73 Through the consultation process undertaken to date, a number of objectives have been identified that would support the skills and employment needs within the North Wales region.

74 These objectives are outlined below, and outline commitments that would aim to meet these objectives are provided in Table 4.

4.1.1 Approach to recruitment

75 This objective recognises that there is preference amongst stakeholders to maximise the opportunities for the local community; to provide employment and address under-employment and employment poverty.

76 RWE has extensive experience in recruiting within North Wales through its existing assets, but would also seek to work with other emerging and existing projects (such as floating wind ambitions in Celtic Sea, the Pembroke Net Zero Centre and onshore wind farms within North Wales, such as Clocaenog Forest and Alwen Forest wind farms) and other developers on the approach to supporting local employment.

77 RWE will look to collaborate with other infrastructure developments, including energy projects.

4.1.2 Education

78 This objective is focussed on supporting the development of a long-term pipeline of talent through the provision or support of education opportunities.

79 The initial focus of the discussions with stakeholders has been exploring the short-term concerns of ensuring the availability of a suitably skilled workforce, and a strategy for engagement with education will need to be included within the subsequent Skills and Employment Strategy. This is vital as young people at school today provide the talent needed to support AyM throughout its lifespan.

80 The Applicant is currently engaging with a number of stakeholders to define the appropriate strategy for supporting education. As this objective is intended to support AyM throughout its lifespan, the Applicant will be continuing engagement into the immediate future and is likely to be ongoing as the project progresses.

81 The strategy will be developed so that it can be undertaken by working in collaboration with supply chain to encourage their engagement with local schools, colleges and universities.

4.1.3 Apprenticeships

82 This objective seeks to provide apprenticeship opportunities to local community members and support the upskilling of existing staff members.

83 Gwynt y Môr Offshore Wind farm invested in Grŵp Llandrillo Menai (Coleg Llandrillo) to develop an industry-leading, prestigious technical apprenticeship training programme to support RWE's earlier wind farm projects. The existing hub based at Coleg Llandrillo (Grŵp's Rhos-on-Sea campus, soon to move to Rhyl campus with a new engineering centre) is now supported more broadly by RWE Offshore UK and will continue to be central to the delivery of technical turbine apprenticeships for RWE going forwards.

84 RWE was delighted to recently announce the launch of an online technical pathway which will be delivered by Coleg Llandrillo to support the upskilling of RWE technical staff, many of whom were apprentices.

85 Section 6 provides a case study example of an existing relationship with Coleg Llandrillo to deliver new entrant training and upskilling of current employees.

4.1.4 Interns and Graduate Programmes

86 This objective promotes and provides opportunities for paid internships and renewables graduates' development, within RWE.

87 RWE already employs a number of interns across the business, and will be looking to ensure these opportunities are available to the community in North Wales, and particularly those working with AyM.

88 RWE has an international Graduate Programme providing a career entry point for graduates, which will be promoted to graduates living locally.

4.1.5 Transition

89 This objective supports the transition of people into the offshore wind industry from other sectors which are in decline (such as fossil fuel-based sectors, including coal and heavy industries such as steel). Many bring with them skills that can be adapted to the new environment of working in offshore wind and/or help address skills shortages.

90 It is understood that local people had prepared for the possibility of work regarding the development and operation of Wylfa Newydd nuclear power station, and that significant skills infrastructure exists within the region to support career transition and training for the energy sector. Opportunities to support those with transferable skills will be explored further with key stakeholders.

91 There is also the opportunity for transition for ex-military wishing to move to or return to North Wales at the end of their military service. RWE has experience in supporting military transitioning into the energy industry, having already gained Silver Employer Recognition Award and is currently working towards its gold award.

4.1.6 Unemployed, under-employed, economically inactive and those experiencing employment poverty

92 Through the consultation and research undertaken to date, key issues are emerging that relate to persons who are unemployed, under-employed, economically inactive or experiencing employment poverty. Please refer to Table 2 Glossary of Key Terms, for information regarding these terms.

93 The Applicant recognises that these are major concerns within North Wales, and will work with key consultees to explore further to better understand which interventions will best address these issues and expand the potential workforce available, as well as getting people into skilled jobs. In some cases it may be most effective to support existing initiatives such as Welsh Government's flagship programme: Jobs Growth Wales+, Working Denbighshire's Work Start Scheme, the Department for Work and Pension's new In Work Progression programme; or to introduce new ones to fill gaps in current provision or to respond to changes. RWE's overall aim will be to add value to the communities it works within.

4.1.7 Employee engagement: volunteering

94 Whilst formal programmes and initiatives provide the backbone of delivery, many of RWE's employees are passionate and enthusiastic about engaging in local skills initiatives, such as supporting schools' engagement activities. It is something that the company actively encourages.

95 RWE Renewables has a volunteering policy which provides staff with the opportunity to request up to 3 days paid volunteering leave per year. A Community Volunteer award is also available which donates up to £500 to the relevant charity, where employees volunteer their own time. RWE has recently launched a partnership with the volunteering platform, Neighbourly, across its UK business. This will allow RWE staff to search for existing volunteering opportunities and also to request suitable opportunities for themselves or their team. AyM will also work in collaboration with supply chain companies to encourage their engagement with schools, colleges and universities.

4.1.8 Diversity

- 96 Through the Offshore Wind Sector Deal, the offshore wind industry has a commitment that a third of the workforce will be female (aspirational target of 40%) and 9% of people from Black, Asian or minority ethnicity background (aspirational target of 12%) by 2030. Through the Offshore Wind Industry Council's Diversity Working Group (which RWE co-chairs), significant work is being undertaken to drive these commitments forward as well as improve the proportion of disabled people and increasing social mobility within the offshore wind industry and its supply chain.
- 97 RWE is fully committed to these targets and has also committed to having 30% women in its senior management by 2030. As a result, all employment and education initiatives will be considered through the lens of diversity whilst the company is also introducing programmes internally to become more diverse and inclusive.
- 98 It is recognised that many of the minority communities are more seriously impacted by unemployment, disadvantaged lives, health inequality, etc., and so diversity and inclusion will play a vital role in this strategy.

Table 4: AyM Skills and Employment example outline commitments.

ITEM NO.	OBJECTIVE/S	EXAMPLE OUTLINE COMMITMENTS	EXAMPLE ACTIVITIES
1	Approach to recruitment	Commitment to work with RWE existing assets including Gwynt y Môrand Rhyl Flats offshore wind farms; as well as onshore wind farms (e.g. Clocaenog Forest) to promote opportunities in the wider RWE community. Also looking at how RWE could provide better access to hybrid and home-based working for roles outside the region that could be delivered by people living in North Wales.	<ul style="list-style-type: none"> ▲ Succession planning with other RWE assets; ▲ Cohort recruitment with supply chain companies; and ▲ Training in advance of need, e.g. apprenticeships.
2	Approach to recruitment	Explore collaboration with other developing wind farms (e.g. BP EnBW's Mona/Morgan) and existing and potential supply chains in the area.	<ul style="list-style-type: none"> ▲ Supporting existing initiatives and/or putting in place new interventions e.g. attracting from other sectors; ▲ Sector-based academy to support employability; and ▲ Promotion of local opportunities in the supply chain.
3	Approach to recruitment	Work with existing stakeholders such as Department for Work and Pensions (DWP) and bodies/initiatives such as Working Denbighshire,	<ul style="list-style-type: none"> ▲ Webinars with their work coaches, to give an understanding of project timing and employment opportunities;

ITEM NO.	OBJECTIVE/S	EXAMPLE OUTLINE COMMITMENTS	EXAMPLE ACTIVITIES
		to support their delivery and encourage the supply chain to be actively engaged.	<ul style="list-style-type: none"> ▲ Supporting activities to increase employability, such as Welsh Government's Jobs Growth Wales+; and ▲ Providing careers information.
4	Education	Promotion of careers so that students recognise the opportunities not only for highly skilled people, but also entry level roles, non-technical and semi-skilled roles too.	<ul style="list-style-type: none"> ▲ Attending events; and ▲ Providing careers material, including case studies as examples of job roles.
5	Education	Aim to support the whole career, including the upskilling of employees already employed in the industry.	<ul style="list-style-type: none"> ▲ RWE Technician Career Pathway at Coleg Llandrillo; and ▲ Degree apprenticeships.
6	Apprenticeships	Explore working with other providers to increase apprenticeships delivered locally.	<ul style="list-style-type: none"> ▲ Delivery of other technical programmes, non-technical training, degree apprenticeships, etc; and ▲ to encourage the supply chain to use them as well.

ITEM NO.	OBJECTIVE/S	EXAMPLE OUTLINE COMMITMENTS	EXAMPLE ACTIVITIES
7	Interns and graduate programmes	RWE will be looking to ensure intern and graduate development opportunities are available to the community in North Wales and particularly those working with AyM.	<ul style="list-style-type: none"> ▲ Promote RWE internship opportunities; and ▲ RWE International Renewables Graduate programme.
8	Transition	Continue to facilitate the movement of ex-military into the offshore wind industry.	<ul style="list-style-type: none"> ▲ Information provision to the Career Transition Partnership (MoD); ▲ Mentoring support for individual service leavers; and ▲ Participation in and/or delivery of recruitment events.
9	Diversity and inclusion: unemployed, under-employed, economically inactive and employment poverty	Look at how best to work with supply chain to improve the diversity of the workforce and inclusion within the companies, recognising that many of those worst affected are in the minority communities, e.g. in terms of age, disability, ethnicity, gender and social mobility.	<ul style="list-style-type: none"> ▲ Supply chain skills events to build relationships; and ▲ Work with supply chain to grow more diverse and inclusive cultures.

ITEM NO.	OBJECTIVE/S	EXAMPLE OUTLINE COMMITMENTS	EXAMPLE ACTIVITIES
10	Unemployed, under-employed, economically inactive and employment poverty	RWE will continue to work with key stakeholders to understand which communities need support and how best to offer it where their skills either already align with offshore wind needs, or where people can be re-skilled or upskilled.	<p>This could be supporting initiatives such as:</p> <ul style="list-style-type: none"> ▶ Work Start scheme (<i>Working Denbighshire</i> (DCC) programme); ▶ 'ready to work'; and ▶ DWP's In Work Progression Programme.
11	Employee engagement: volunteering	Promote opportunities for RWE staff to be involved in education and skills-focused volunteering activities, using their skills and experience to support initiatives being delivered in the area. Using technical expertise to support activities as well as talking about their role and career path to inspire and enthuse people about opportunities in STEM and within the industry.	<ul style="list-style-type: none"> ▶ Identify and encourage local partners to share volunteering opportunities on Neighbourly, a volunteering platform promoting volunteering opportunities to other staff in RWE; ▶ Use RWE's volunteering policy providing (allowing up to 3 days paid volunteering leave); and ▶ Use RWE's Community Volunteer award to encourage and support RWE staff to get involved in volunteering outside of work time:- up to £500 is donated to any charity with which they are volunteering.

ITEM NO.	OBJECTIVE/S	EXAMPLE OUTLINE COMMITMENTS	EXAMPLE ACTIVITIES
12	Employee engagement	Active support and encouragement of RWE volunteers living and working in the area.	<ul style="list-style-type: none"> ▶ Encourage RWE staff living and working in the area to consider including volunteering on their Personal Development Plans.
13	Employee engagement	Expanding volunteering policy to enable people to support people transitioning e.g. graduates, military as well as education.	<ul style="list-style-type: none"> ▶ Expand RWE volunteering policy to support wider volunteering opportunities.

5 Implementation and Monitoring

- 99 This oSES provides outline commitments and example activities. As these are confirmed through further stakeholder engagement, the Applicant will continue to develop the approach to implementing the agreed activities and propose measures for monitoring them, with timeframes where appropriate. This will be detailed within the subsequent Skills and Employment Strategy.
- 100 Evaluation of the success of the activities will be undertaken on a periodic basis and will be key to understanding if the Skills and Employment Strategy objectives are being met and also understanding the wider economic benefits AyM is having within the local region. Where relevant, this will be communicated to key stakeholders and the Skills and Employment Strategy updated with feedback as it is received.

6 Case studies

6.1 Offshore Wind Technician Apprenticeship Programme

101 Since 2012, RWE's Offshore Wind Technician Apprenticeship programme has been based at Grŵp Llandrillo Menai's Coleg Llandrillo campuses. Currently, 30 apprentices have trained at the college. After they successfully complete their first year of college-based training, they are able to put their learning into practice on offshore wind turbines, working with offshore wind farms throughout UK. The recruitment for the next cohort is due to start in early 2023.

6.2 Technician Career Pathway

102 In December 2022, RWE launched a new three-year green qualification that will be delivered in North Wales through Grŵp Llandrillo Menai, working to upskill the green workforce.

103 RWE is committed to attracting and developing the next generation of green energy professionals with high quality training and long-term, skilled roles for the future. To demonstrate this commitment, the company will fully-fund the studies of 23 employees to obtain a Higher National Certificate (HNC), or Higher National Diploma (HND) in Engineering.

104 The employees, who work all over the UK, will be able to progress at their own pace, and access the lectures virtually.

105 One-to-one tutorial sessions will be offered every fortnight, and all resources will be readily available online via Google Classroom and Moodle, so that the learners can access the materials when suitable around work and personal commitments.

106 RWE has developed a national apprenticeship hub at Coleg Llandrillo, where it has already successfully trained over 30 apprentices. The successful apprenticeship programme was first launched in 2012 to generate skilled wind technicians who could meet the growing needs of the offshore wind sector. A purpose-built workshop for RWE apprentices and staff will also be housed in the brand new £14 million Engineering Centre currently under development in Rhyl.

7 References

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Available from: <https://statswales.gov.wales/Catalogue>
- Environmental Statement (ES) Volume 3, Chapter 1: Onshore Project Description (APP-062, NIP, 2022)
- ES Volume 2, Chapter 1: Offshore Project Description (APP-047, NIP, 2022)
- National Infrastructure Planning (NIP) 2022, Awel Y Mor Examination document library [online].
Available from : <https://infrastructure.planninginspectorate.gov.uk/>
- Office of National Statistics (ONS) 2021, Census 2021, Office for National Statistics licensed under the Open Government Licence [online].
Available from: <https://www.ons.gov.uk/census>
- Price Waterhouse Coopers (PwC), 2022, Green Jobs Barometer [online].
Available from: <https://www.pwc.co.uk/who-we-are/purpose/green-jobs-barometer-2022.pdf>
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- Welsh Government (2019) Welsh Index of Multiple Deprivation (full Index update with ranks): 2019 [online].
Available at: <https://www.gov.wales/welsh-index-multiple-deprivation-full-index-update-ranks-2019>
- Welsh Government (2022) Stronger, fairer, greener Wales: a plan for employability and skills: summary [online].
Available from: <https://www.gov.wales/stronger-fairer-greener-wales-plan-employability-and-skills-summary-html>
- Working Denbighshire (2022): Working Denbighshire Framework [online].
Available at: <https://www.denbighshire.gov.uk/en/documents/jobs->

[and-employees/working-denbighshire/working-denbighshire-framework.pdf](#) [Accessed January 2023].

8 Appendix A - Stakeholder Engagement Table

Stakeholder engagement table – outline Skills & Employment Strategy (oSES):

**Please note that feedback from the oSES consultation has been incorporated into the submitted version of the oSES*

First tranche stakeholder engagement to inform drafting of oSES ('oSES consultees')					
No.	Date of meeting	Meeting detail	Stakeholders present	RWE staff/contractors present	Notes/information shared
1	19/10/2022 @ 11AM	Skills & Employment Plan discussion (MS Teams meeting): Gwynedd Council & AyM	<p>Gwynedd Council/NWEAB:</p> <ul style="list-style-type: none"> Sian Lloyd Roberts: NWEAB Regional Skills Manager Nia Carys Bowden: Gwynedd Council's High Value Jobs Programme and Snowdonia Enterprise Zone Manager Regional Skills Partnership: Buddug Wiliam Owen <p><i>(Apologies: Henry Aron - leads on Energy Programme NW Growth Deal: Buddug and Sian sit in same team as Henry's)</i></p>	<ul style="list-style-type: none"> Celia Anderson (Skills Lead: UK and Ireland) Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	<p><i>Forthcoming: Ambition North Wales' draft plan (relevant WG policies, including regional strategies, enablers - is currently in consultation with WG). The Regional Energy Strategy will be borne out of this (six local energy plans through LPAs).</i></p>
2	24/10/2022 @ 10AM	Skills & Employment Plan discussion (MS Teams meeting): Isle of Anglesey/Ynys Môn County Council (IoACC) & AyM	<p>Isle of Anglesey/Ynys Môn County Council:</p> <ul style="list-style-type: none"> Iwan W. Jones: Lead Case Officer Tudur H. Jones: Economic Development 	<ul style="list-style-type: none"> Celia Anderson (Skills Lead: UK and Ireland) Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	<p><i>Resources shared via email after meeting:</i></p> <p><i>i) Jobs and Skills Strategy for Wylfa Newydd Power Station</i></p> <p><i>ii) NWEAB Employment & Skills Brokerage (June 2016)</i></p>
3	25/10/2022 @ 14:00	Skills & Employment Plan discussion (MS Teams)	<ul style="list-style-type: none"> Michael Bradley: Rhyl Flats General Manager 	<ul style="list-style-type: none"> Celia Anderson (Skills Lead: UK and Ireland) 	

		meeting): operational OWFs: Rhyl Flats, North Hoyle, AyM	<ul style="list-style-type: none"> • Sam Willis: North Hoyle General Manager • Rhian Hughes: Assets coordinator 	<ul style="list-style-type: none"> • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	
4	25/10/2022 @ 15:30	Skills & Employment Plan discussion (MS Teams meeting): Denbighshire County Council (DCC)/Working Denbighshire & AyM	DCC: Mel Evans: Principal Manager Strategic Employment /Working Denbighshire/Communities and Customers	<ul style="list-style-type: none"> • Celia Anderson (Skills Lead: UK and Ireland) • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	<i>Economy Overview: Denbighshire (Lightcast Q2 2022 Data Set www.economicmodeling.com)</i>
5	26/10/2022 @1PM	Skills & Employment Plan discussion (MS Teams meeting): M-SParc & AyM	M-SParc (Menai Science Park: Bangor University): <ul style="list-style-type: none"> • Debbie Jones: Low Carbon Innovation Manager 	<ul style="list-style-type: none"> • Celia Anderson (Skills Lead: UK and Ireland) • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	
6	26/10/2022 @3:30PM	Skills & Employment Plan discussion (MS Teams meeting): Grŵp Llandrillo Menai & AyM	Grŵp Llandrillo Menai (GLM): areas covered – north Anglesey down to south Gwynedd: <ul style="list-style-type: none"> i) Paul Bevan: Executive Director for Commercial Development ii) Aled Jones-Griffiths: Principal of Coleg Menai and Coleg Meirion-Dwyfor 	<ul style="list-style-type: none"> • Celia Anderson (Skills Lead: UK and Ireland) • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	
7	09/11/2022 @ 3:30PM	Skills & Employment Plan discussion (MS Teams meeting): Conwy County Borough Council (CCBC) & AyM	CCBC: <ul style="list-style-type: none"> • Libby Duo: Strategic Manager – Conwy Employment Service Social Care and Education Services 	<ul style="list-style-type: none"> • Celia Anderson (Skills Lead: UK and Ireland) • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	
8	14/11/2022 @ 10AM	Skills & Employment Plan discussion (MS Teams	Bangor University: <ul style="list-style-type: none"> • Paul Spencer: Pro Vice Chancellor: Research and Innovation/Head of 	<ul style="list-style-type: none"> • Celia Anderson (Skills Lead: UK and Ireland) 	

		meeting): Bangor University & AyM	College: College of Environmental Sciences and Engineering (also sits on the RSP and is a Director of M-SParc); <ul style="list-style-type: none"> Chris Drew: Head of Strategic Partnerships and Projects 	<ul style="list-style-type: none"> Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	
9	15/11/2022 @10AM	Skills & Employment Plan discussion (MS Teams meeting): BP EnBW & AyM	BP EnBW: <ul style="list-style-type: none"> Ifer Gwyn: Stakeholder Engagement Lead (Wales) 	<ul style="list-style-type: none"> Celia Anderson (Skills Lead: UK and Ireland) Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	Ifer emailed post-meeting to introduce Tom Thayer from BP, who is working on their approach to skills & training for offshore wind (<i>subsequent meeting to follow</i>)
Stakeholder engagement beyond 'first tranche' (includes oSES consultation: 5-16 January 2023)					
10	04/01/2023 @1PM	Department for Work and Pensions (DWP) and AyM meeting (MS Teams): DWP's In Work Progression/other initiatives & Skills and Employment	DWP: <ul style="list-style-type: none"> Lucy Beaumont: In Work Progression Lead North and Mid Wales: DWP, Work and Health Services 	<ul style="list-style-type: none"> Celia Anderson (Skills Lead: UK and Ireland) Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	
11	11/01/2023 @9:30AM	Skills meeting (MS Teams): oSES consultation and broader S&E discussion: Welsh Government and Regional Skills Partnership (RSP, through Ambition North Wales)	<ul style="list-style-type: none"> Welsh Government: Heledd Cressey: Senior Regional Planning Manager, North Wales RSP: Sian Lloyd Roberts: Regional Skills Manager (Ambition North Wales) 	<ul style="list-style-type: none"> Celia Anderson (Skills Lead: UK and Ireland) Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	WG confirmed would review oSES and provide feedback by 16/01/23 (received)
12	11/01/23 @2PM	oSES consultation meeting (MS Teams) with Isle of Anglesey/Ynys Môn County Council (IoACC)	IoACC: <ul style="list-style-type: none"> Iwan Jones (AyM Case Manager) & Tudur Jones: Principal Officer – Economic Development 	<ul style="list-style-type: none"> Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	IoACC had provided feedback prior to meeting.
13	13/01/23 @1PM	oSES consultation meeting (MS Teams) with BP EnBW	BP EnBW:	<ul style="list-style-type: none"> Celia Anderson (Skills Lead: UK and Ireland) 	

			<ul style="list-style-type: none"> • Ifer Gwyn: Stakeholder Engagement Lead (Wales) • Ian Duffy: Head of Communications and Advocacy (UK Offshore Wind) • Tom Thayer: Education & Employability consultant (BP) 	<ul style="list-style-type: none"> • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	
14	16/01/23 @ 9:30AM	oSES consultation meeting (MS Teams) with Bangor University	<p>Bangor University:</p> <ul style="list-style-type: none"> • Paul Spencer: Pro Vice Chancellor: Research and Innovation/Head of College: College of Environmental Sciences and Engineering • Chris Drew: Head of Strategic Partnerships and Projects 	<ul style="list-style-type: none"> • Celia Anderson (Skills Lead: UK and Ireland) 	
15	19/01/23 @11AM	oSES consultation meeting (MS Teams) with M-SParc	<p>M-SParc (Menai Science Park: Bangor University):</p> <ul style="list-style-type: none"> • Debbie Jones: Low Carbon Innovation Manager 	<ul style="list-style-type: none"> • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	
16	17/01/23	oSES consultation response (received via email)	<p>Operational OWFs (Rhyl Flats & North Hoyle: combined response):</p> <ul style="list-style-type: none"> • Mike Bradley: General Manager, Rhyl Flats OWF • Sam Willis: General Manager, North Hoyle OWF • (in conjunction with Rhian Hughes: Technical Asset Coordinator – North Hoyle and Rhyl Flats OWFs) 	<ul style="list-style-type: none"> • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	
17	19/01/23	oSES consultation correspondence via email	<p>Conwy Borough County Council (CCBC):</p> <ul style="list-style-type: none"> • Libby Duo: Strategic Manager – Conwy Employment Service / Social Care and Education Services / Conwy County Borough Council 	<ul style="list-style-type: none"> • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	

18	20/01/23	oSES consultation response (received via email)	Denbighshire County Council (DCC): <ul style="list-style-type: none"> • Melanie Evans: Principal Manager Strategic Employment - Working Denbighshire - Communities and Customers 	<ul style="list-style-type: none"> • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	
19	20/01/23	oSES consultation response (received via email)	Grŵp Llandrillo Menai (GLM): areas covered – north Anglesey down to south Gwynedd: <ul style="list-style-type: none"> • Paul Bevan: Executive Director for Commercial Development • Aled Jones-Griffiths: Principal of Coleg Menai and Coleg Meirion-Dwyfor 	<ul style="list-style-type: none"> • Poppy Tremayne (Stakeholder & Consultation Manager: AyM) 	



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