FIVE ESTUARIES OFFSHORE WIND FARM

VOLUME 9, REPORT 27: OUTLINE SKILLS AND EMPLOYMENT STRATEGY

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CONTENTS

DEFINITION OF ACRONYMS

Term	Definition
BESS	British Energy Security Strategy
CITB	Construction Industry Training Board
CTV	Crew Transfer Vessel
DCO	Development Consent Order
DESNZ	Department Energy Security and Net Zero
DWP	Department for Work and Pensions
ECC	Export Cable Corridor
EEEGR	East of England Energy Group
EofE	East of England
ES	Environmental Statement
FTE	Full Time Employee
Galloper	Galloper Wind Farm
GB	Great Britain
ILO	International Labour Organisation
LEPS	Local Enterprise Partnerships
MW	Megawatt
NEET	Not in Education, Employment or Training
North Falls	North Falls Offshore Wind Farm
NPS	National Policy Statement
NSIP	Nationally Significant Infrastructure Project
O&M	Operations and Maintenance
ONS	Office for National Statistics
OnSS	Onshore Substation
OSES	Outline Skills and Employment Strategy
SELEP	South East Local Enterprise Partnerships
SES	Skills and Employment Strategy
SMEs	Small and Medium-sized Enterprises
Sofia	Sofia Offshore Wind Farm
SoS	Secretary of State
SOV	Service Operation Vessel

Term	Definition
TCC	Temporary Construction Compound
The Applicant	Five Estuaries Offshore Wind Farm Limited
UoE	University of Essex
VE	Five Estuaries Offshore Wind Farm

GLOSSARY OF TERMS

Term	Definition
Development Consent Order	An order made under the Planning Act 2008 granting development consent for a Nationally Significant Infrastructure Project (NSIP) from the Secretary of State (SoS).
Environmental Statement	Environmental Statement (the documents that collate the processes and results of the EIA).
Economically Inactive	Those who do not have a job or cannot start work within two weeks. This includes those that are retired; full-time students; looking after home or family; long-term sick or disabled; or Other.
Economically Active	In employment (an employee or self-employed) or unemployed (those who are looking for work and could start within two weeks)
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.
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.
Under-employed	When a person works less hours than they would want or is employed in a job with a lower skill requirements that 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
Order Limits	The extent of development including all works, access routes, TCCs, visibility splays and discharge points.
Tier 1	In the context of supply chain, Tier 1 is the company contracted as the direct supplier
The Applicant	Five Estuaries Offshore Wind Farm Ltd.

1 INTRODUCTION

1.1 THE FIVE ESTUARIES PROJECT

1.1.1 Five Estuaries Offshore Wind Farm Limited (the Applicant) has submitted an application to the Planning Inspectorate on behalf of the Secretary of State, for a Development Consent Order (DCO) for the Five Estuaries Offshore Wind Farm (herein referred to as Five Estuaries or VE) under section 37 of the Planning Act 2008.

1.1.2 VE is the proposed extension to the operational Galloper Wind Farm (Galloper). The project includes provision for the construction, operation, maintenance and decommissioning of an offshore wind farm located approximately 37 kilometres off the coast of Suffolk at its closest point in the southern North Sea; including up to 79 wind turbine generators and associated infrastructure making landfall at Sandy Point between Frinton-on-Sea and Holland-on-Sea, the installation of underground cables, and the construction of an electrical substation and associated infrastructure near to the existing Lawford Substation to the west of Little Bromley in order to connect the development to National Grid's proposed East Anglia Connection Node substation, which would be located nearby. All onshore connection infrastructure would be located in the administrative area of Tendring District Council, within Essex County Council. VE will have an overall capacity of greater than 100 Megawatts (MW) and therefore constitutes a Nationally Significant Infrastructure Project (NSIP) under the Section 15 (3) of the Planning Act 2008.

1.1.3 This Outline Skills and Employment Strategy (OSES) has been produced to be submitted as part of the DCO application.

1.2 COORDINATING WITH NORTH FALLS

1.2.1 North Falls Offshore Wind Farm (North Falls) is the proposed extension to the operational Greater Gabbard Offshore Wind Farm situated approximately 42 km from the coast of Essex.

1.2.2 In accordance with the provisions of NPS EN-5 to seek to develop coordination solutions for onshore grid connections, VE has been working with North Falls on a coordinated solution to reduce the overall environmental and community impacts of the proposals, and to enhance the benefits of the projects efficiently. Further information is included in the Coordination Document (Application Document 9.30).

1.2.3 As such, this OSES for VE has been produced in close collaboration with North Falls. North Falls will produce its own strategy for employment and skills, but both will be cognisant and reflective of each other.

1.2.4 A key element of this is in consideration of the number and type of opportunities brought forward by the Projects during the construction phase where infrastructure and therefore labour and supply chain is likely to be shared. Five Estuaries and North Falls include almost fully overlapping, or combined onshore export cable corridors (ECCs) and a co-located site for the onshore substation (OnSS) to the west of Little Bromley. It is proposed the two projects' ducts will be installed adjacent to each other within the corridor. The level of coordination between the two projects has led to a higher degree of understanding and interactions with the North Falls proposals than would be normal for other developments at a similar stage in the planning process.

1.3 PURPOSE OF THIS STRATEGY

1.3.1 The purpose of this document is to provide an outline strategy that can be developed further with the relevant key stakeholders into a Skills and Employment Strategy (SES) that will facilitate positive and meaningful commitments and activities within focused on Tendring and the wider Essex and Suffolk region.

1.3.2 The Applicant is currently engaging, and will continue to engage, with key consultees (listed in Section 5) on the content of this OSES and iterations following submission of the DCO that will be developed into the final SES.

1.3.3 This Strategy should be read in conjunction with Volume 6 (ES) Part 2, Chapter 3 (Socio-economics, Tourism and Recreation) which sets out the assumptions about employment supported by the construction and operational phases of VE.

2 APPROACH AND PRINCIPLES

2.1 SCOPE

2.1.1 The scope of this OSES is to provide the basis for a final SES to underpin the development and subsequent operation of VE. This document sets out the approach that will be adopted by the Applicant, with the aim of promoting skill and employment opportunities for local economic benefit within Essex and wider region. Based on engagement undertaken to date, a key ambition of the Applicant is to focus on providing sustainable careers, rather than just jobs.

2.1.2 This OSES set out the following:

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

2.1.3 The Applicant intends to feed into existing local and regional structures and workstreams rather than duplicating them and ensure coordination with other NSIP projects in the area, such as North Falls and the National Grid Norwich to Tilbury project. The Applicant also anticipates the benefits of integrating workstreams and existing initiatives will streamline the point of entry for local companies within the supply chain and minimise the duplication of effort by internal and external resources in managing these processes.

2.2 PRINCIPLES

2.2.1 The Applicant established principles to use when consulting with stakeholders and identifying objectives and commitments. These principles were developed following engagement with relevant stakeholders and community groups, and are summarised below:

ENGAGEMENT AND RESEARCH

- Any initiative or intervention shall be as the result of engagement and 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 the others in collaboration

STRENGTH OF RESOURCES

- Makes best use of Project resources; other developing renewable energy projects, existing 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 through to the operation of the offshore wind farm.

2.3 INDUSTRY LEADERSHIP

2.3.1 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.

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

2.3.3 Examples of these initiatives that will be leveraged as part of the SES, include:

- 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 Enterprises (SMEs) within the employment market;
  - Promoting training and employment opportunities to local residents;
  - Supporting transition from other sectors e.g. military, care-leavers etc; and
  - Creating opportunities to collaborate with other developers, tier 1s and companies in the supply chain.
- Supporting the whole career:
  - Primary education;
  - Secondary education;
  - Tertiary education linking with innovation and research and development;
  - Early-stage careers- by providing work, experience, apprenticeships, traineeships/internships; and
  - Upskilling and encouraging Continued Professional Development of employees.
- 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 and improving inclusion in the industry.

2.4 GALLOPER WIND FARM

2.4.1 Five Estuaries is the proposed extension to the existing Galloper Wind Farm. Each year Galloper's 56 turbines generate enough green electricity to power the equivalent of more than 444,000 British homes. A 60-strong team operates and maintains the wind farm from a state-of-the-art, purpose-built Operations & Maintenance facility in Harwich International Port in Essex.

2.4.2 Since operation began in 2018 the project has built a strong focus on its local and regional skills and employment activity. The Galloper team have undertaken a significant amount of community activity local to the Operations and Maintenance (O&M) base since 2018 to establish itself as a good neighbour and support the regions skills and employment ambitions.

2.4.3 The project has set the following objectives for creating or aligning with any initiatives:

- Promote the profile of Galloper with the local community through active involvement.
- Increase local and regional understanding of the benefits of offshore wind (and the Galloper O&M base specifically).
- Gain local support, maintain and increase the favourability for Galloper.
- Mitigate any perceived negatives of offshore wind.
- Capitalise on the goodwill of a strong local initiative or activity to reinforce the Galloper values.
- Raise awareness of offshore wind (Galloper and other offshore wind farms in development) and the career options available.
- Provide opportunities for young people interested in offshore wind as a career to learn more about the sector.
- Support sustainable initiatives.

3 EMPLOYMENT AND SKILLS OPPORTUNITIES AT FIVE ESTUARIES

3.1.1 As part of the assessment of socio-economic effects set out within Volume 6 (ES) Part 2, Chapter 3 (Socio-economics, Tourism and Recreation), an assessment of the potential number of Full Time Equivalent (FTE) roles generated by each component of the Project's construction (supply chain, installation and commissioning) and operation and maintenance has been provided.

3.1.2 This includes 'assessment case' assumptions about the extent to which employment might be taken by companies and workforce in the existing labour market based on the availability of local supply chain and labour types. The activities set out within this Strategy aim to reach and potentially exceed these estimates.

3.2 CONSTRUCTION

3.2.1 During the construction phase, employment will be supported as a result of the following labour and goods requirements of the supply chain, as informed by standard methodology for determining economic impacts from offshore wind:

- Development and Project Management:
  - Onshore developing, engineering, and permitting (onshore)
  - Offshore developing, engineering, and permitting (offshore)
  - Project management (technical and nontechnical) (onshore)
- Turbine Supply:
  - Turbine nacelle and hub (offshore)
  - Turbine blades (offshore)
  - Turbine tower (offshore)
  - Turbine other (offshore)
- Balance of Plant Supply:
  - Foundation (offshore)
  - Array cable (offshore)
  - Onshore export cable (onshore)
  - Cable protection (offshore)
  - Offshore export cable (offshore)
  - Onshore substation equipment and components (onshore electricals and buildings, access and security) (onshore)
  - Offshore substation (offshore electricals, foundation and topside) (offshore)
  - Others (cables design) (offshore)
- Installation and Commissioning:
  - Turbine installation and commissioning (offshore)
  - Foundation installation (offshore)
  - Array cable installation (offshore)

- Offshore export cable installation (offshore)
- Offshore substation installation (offshore)
- Onshore substation installation (Enabling works, Buildings, Steel fabrications, Civil works, Site management and Electrical works) (onshore)
- Onshore export cable installation (Horizontal direct drilling, Civil works and Cable terminations) (onshore)
- O&M base construction (Materials, Equipment and Labour) (onshore)

3.2.2 The principal direct (onshore) employment effects supported by VE are expected to be generated by the onshore civils work related to the installation and commissioning of the export cable and onshore substation.

- For substation construction – employment sourced from the labour market of the wider study area (which is a proxy for the regional economy based on observed trends in construction labour mobility) is likely to be in the form of enabling works, buildings, steel fabrications, civil engineering works, and site management.
- The installation of onshore export cables also present opportunities for the WSA's companies and labour market. This involves excavating the cable route, performing horizonal directional drilling where excavation is not possible, and cable terminations. Supporting civils activities such as road cleaning, traffic management, signage and security is also likely to be sourced more locally.
- The construction of an operations base (should a new base be required rather than use of an existing port) would likely draw on local suppliers for materials, equipment and labour. The location of the operations base will not be confirmed until closer to the start of construction.
- VE will include the junction improvements and the widening of Bentley Road, with Route Section 5 extending from the north of the crossing of the A120 to Bentley Road and Route Section 6 extending from Bentley Road to the crossing of Ardleigh Road. Junction improvement works are also proposed where Bentley Road meets the A120, with further widening of the public highway needed to along Bentley Road to where it meets a Temporary Construction Compound. Employment related to this element is likely to be sourced from within the WSA and would mainly comprise civils construction skills.

3.2.3 The principal direct (offshore) employment effects supported by VE during the construction phase are expected to be generated by the installation and commissioning of turbines and foundations, array cables and offshore substation. In general, UK and local suppliers provide support services including marshalling while installation crew is often internationally sourced.

3.2.4 It is anticipated that the onshore substation, onshore export cable and Bentley Road Widening Works would be constructed over a period of 19 months in total (up to two years), supporting an average of between 340 and 390 direct, on-site FTE roles during that time, with a peak of between 540 to 600 FTE jobs supported for a short time.

3.2.5 The following charts identify the anticipated workforce profile for these jobs by each element of onshore installation and commissioning:

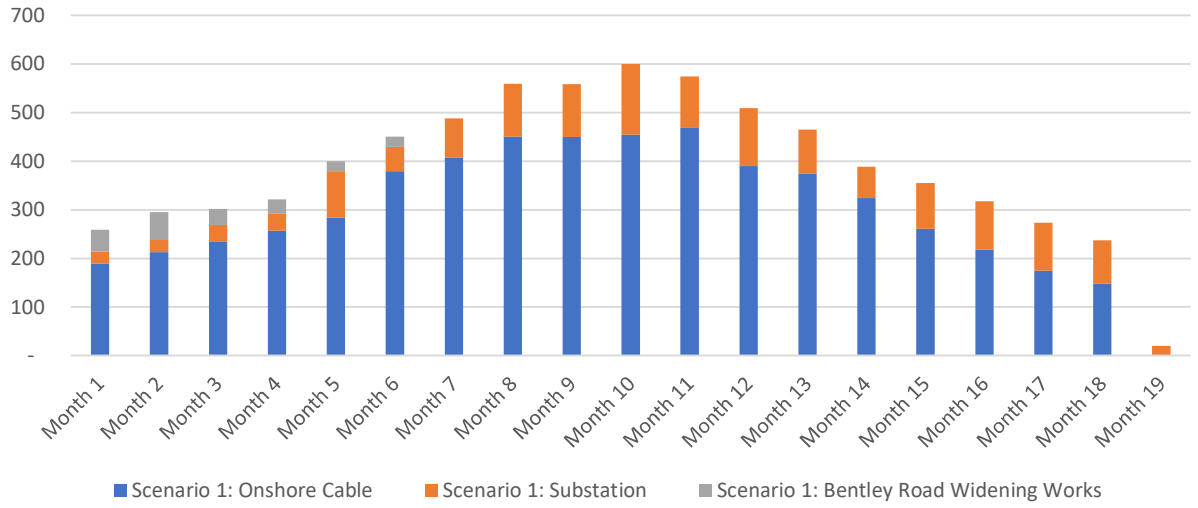

Figure 1: Workforce Profile for Installation and Commissioning (Onshore) by Work Element (Scenario 1)

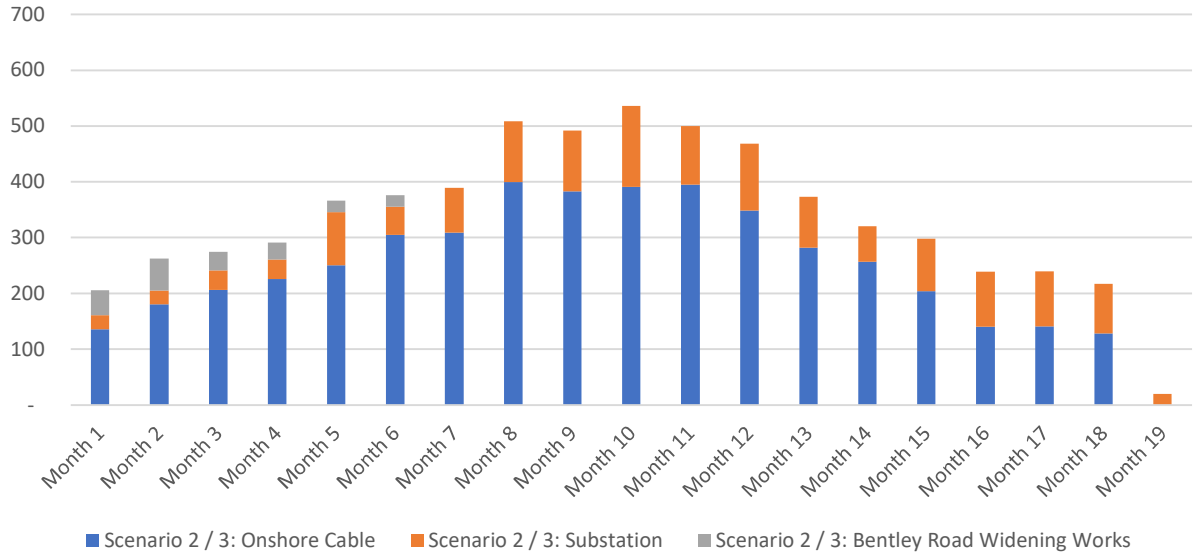

Figure 2: Workforce Profile for Installation and Commissioning (Onshore) by Work Element (Scenario 2 and 3)

3.2.6 It is not yet known whether there would be a need to construct a new operations and maintenance base for the operation of VE, though should this be required it is estimated that it would support around 330 FTE years of construction employment (in all scenarios), or around an average of around 165 FTEs during the construction phase

3.2.7 The skills required for the installation and commissioning of the known onshore works are primarily civils construction-based and would include cable pulling, cable terminations and HDD, construction of buildings, and electrical works.

3.2.8 A breakdown of the average number of roles supported during the 19 month construction phase by skill type for onshore elements (not including the operations base) is as follows (rounded to nearest 10):

- Horizontal directional drilling – 60 roles
- Onshore export cable / substation civil works – 250 roles
- Cable terminations – 40 roles
- Buildings – 10 roles
- Steel fabrications – 10 roles
- Site management – 10 roles
- Electrical works – 30 roles

3.3 OPERATION

3.3.1 During the operational phase, employment will be supported as a result of the following labour and goods elements of the supply chain:

- Operations, Maintenance and Service:
  - Operations (wind farm administration, Vessel operation and Training and health and safety);
  - Turbine maintenance (Routine and minor maintenance, and Major component maintenance);
  - Balance of plant maintenance (Foundations, Offshore cable, Substation and Transmission maintenance onshore)
  - Fees, rent and transmission charges

3.3.2 The majority of this employment supported is related to the offshore infrastructure, with the exception of the transmission maintenance onshore.

3.3.3 Operational activities would support permanent employment which could relate to options available for existing bases like Harwich, Lowestoft and Great Yarmouth from which wind farm administrative staff could be based, subject to decisions on recruitment.

3.3.4 Crew transfer vessels (CTVs) would be used to transfer technicians to the wind farm offshore.

3.3.5 Training and health, and safety roles are anticipated to be national in nature with some limited support from local suppliers.

3.3.6 Scheduled minor maintenance is likely to be undertaken using local labour while some contractor work is led by UK suppliers on a peripatetic basis. It is not anticipated that major component maintenance will be undertaken locally – sourcing of spare parts, consumables and major unplanned maintenance are generally likely to use national and international sources.

3.3.7 Foundation, offshore cable, substation, and transmission maintenance and components is likely to be national in nature with some opportunities for local support services.

3.3.8 The operation of VE is likely to generate direct employment in the form of offshore operations (including wind farm administration, vessel operation and training and health and safety), turbine maintenance (both minor/routine and major maintenance), and maintenance of the foundation, offshore cable, and offshore substation.

3.3.9 In total, the operational phase is anticipated to support between 110 and 220 direct, indirect and induced FTE jobs on average during the operational phase, of which around 35 to 70 would be expected to be the WSA (with between 80 and 150 within the national labour market).

3.3.10 Based on the lowest capacity / turbine scenario, VE is anticipated to support at least the following indicative types of direct FTE jobs in Essex and Suffolk during its operational lifetime:

- 16 FTEs within the Operation and Maintenance Team;
- 14 FTE Technicians (across two shifts);
- 4 FTE Vessel crew (across two shifts, used to transfer technicians to the wind farm offshore); and
- 1 FTE cleaner.

3.3.11 As a comparison, RWE, one of the shareholders of VE, owns a stake in a number of operational offshore wind projects on the East coast of England, including Galloper and Greater Gabbard. These two projects have led to the creation of 15 skilled apprentice opportunities, and around 180 long-term skilled jobs to support the operation and maintenance of the OWFs. These projects have worked extensively with schools and educational institutes, as well as teachers and pupils along the East coast, to deliver career insight sessions and STEM presentations to promote knowledge of the renewables industry and associated job opportunities.

4 SOCIO-ECONOMIC CONTEXT

4.1 SPATIAL CONTEXT

4.1.1 VE will create employment opportunities and the potential for skills development within the labour market during the construction, operational and decommissioning stages.

4.1.2 Construction employment is highly mobile, and travel-to-work patterns are far wider than average with Construction Industry Training Board (CITB) surveys showing workers travelling long distances to work, daily and on a regular basis. In the East of England, CITB survey information shows that 29% of construction workers live outside of the region that they work in, and 66% travel more than 20 miles to work (35% travel more than 50 miles).

4.1.3 As such, it is anticipated that the 'local' workforce will be drawn from across central and east Essex and parts of south Suffolk, in the main.

4.1.4 Some workers will be drawn from a much more local area – likely within Tendring – and this is the primary target area for the measures within this Strategy for a number of reasons.

- Firstly, this has been identified as a key focus area by consulted stakeholders (including Suffolk and Essex County Councils).
- Secondly, promoting local workforce and supply chain will retain economic benefit to those communities most likely to experience change from VE.
- Thirdly, reducing workforce travel by employing local labour will reduce carbon and wider effects on traffic and transportation.
- Finally, Tendring (as set out further within this section) currently experiences severe socio-economic deprivation which is in part driven by low skills, low qualification attainment and income and employment inequalities – and therefore offers the greatest potential for effective change driven by VE.

4.2 POLICY CONTEXT

4.2.1 This OSES is informed by relevant national and regional policies, strategy and priorities which have a focus on maximising the economic, employment and skills benefits from offshore wind farm developments in the UK and particularly for local communities.

UK AND INDUSTRY LEVEL

4.2.2 The Overarching National Policy Statement (NPS) for Energy (EN-1) (2023) suggests that the construction, operation and decommissioning of energy infrastructure may have socio-economic impacts at the local and regional levels including job creation and the provision of local services. The NPS also sets out that Applicants may wish to provide information on the sustainability of the jobs created, including where they will help to develop the skills needed for the UK's transition to Net Zero.

4.2.3 EN-1 also outlines that the SoS may wish to include a requirement that specifies the approval by the local authority of an employment and skills plan detailing arrangements to promote local employment and skills development opportunities, including apprenticeships, education, engagement with local schools and colleges and training programmes to be enacted.

4.2.4 The policy statement also states that the applicant's assessment should consider all relevant socio-economic impacts which include (paragraph 5.13.4):

- The creation of jobs and training opportunities, with applicants encouraged to provide information on the sustainability of jobs created and where they will help develop the skills for the UK's transition to Net Zero;
- The contribution to the development of low-carbon industries at the local, regional and national levels;
- Any indirect beneficial impacts for the region hosting the infrastructure, with a particular focus on the use of local support services and supply chains;
- Cumulative effects in order to assess the short-term negative effects (e.g. potential shortage of construction workers to meet the needs of other industries and major projects within the region).

4.2.5 The Build Back Better – Our Plan for Growth Report (HM Treasury, 2021) sets out the government's plans to generate economic growth, in addition to supporting levelling up prosperity and the transition to Net Zero by 2050. It sets out a plan to deliver growth that will create high quality jobs across the UK. The three core pillars of this growth plan are as follows:

- Infrastructure – stimulating short-term economic activity and driving long-term productivity improvements through record investment in broadband, providing opportunities through the Levelling Up Fund and UK Shared Prosperity Fund and supporting investment through the UK Infrastructure Bank;
- Skills – supporting productivity growth through high quality skills and training, introducing the Lifetime Skills Guarantee to enable lifelong learning through free fully funded level three courses and focusing on the quality of apprenticeships; and
- Innovation – supporting and providing incentives for the development of creative ideas and technologies, supporting access to finance to help unleash innovation, developing the regulatory system to support innovation, attracting the brightest and best people and supporting SMEs.

4.2.6 The Clean Growth Strategy (Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy, 2018) was developed to set out actions that the UK government are taking to ensure that clean growth is at the heart of the UK's modern industrial strategy.

4.2.7 The Net Zero: Build Back Greener strategy (Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy, 2021) presents the government's priorities for 'green' investment and skills, which relates to finance and regulation, as well as incentivisation of local supply chain transition towards renewable technologies.

4.2.8 The Offshore Wind Sector Deal (HM Government, 2020) – outlines in particular, the commitments given by the industry to diversity and inclusion, apprenticeships and help people transition into the industry. The Offshore Wind Sector Deal set a target of 30GW in 2019 to be produced from offshore wind; the British Energy Security Strategy (BESS), published in 2022, raised the ambition to aim for delivering 50GW by 2030, including 5GW of floating offshore wind.

- People and Skills theme within the UK Government's Shared Prosperity Fund (part of the Levelling up programme).

REGIONAL

4.3 ESSEX AND SUFFOLK COUNTY COUNCILS AND LOCAL ENTERPRISE PARTNERSHIPS

4.3.1 Local Enterprise Partnerships (LEPs) are local business led partnerships between local authorities and businesses and have played a central role in determining local economic priorities and undertaking activities to drive economic growth and the creation of local jobs. Their functions will effectively continue through the economic development plans for devolved authorities, County and District councils following recent Government proposals to dissolve LEPs. The research, strategy and sector skills priorities produced by LEPs remains an important part of the policy context for the Project.

4.3.2 At a regional level the South East LEP and New Anglia LEP have produced regional level economic and skills strategies based on quantitative assessment of the baseline growth in employment, by sector, within the additional context of NSIP projects in these areas which often represent 'above trend' growth.

4.3.3 The South East LEP Skills Strategy (2018-2023) (SELEPs) sets out an employer and growth led approach to skills, informed by a large evidence base to flourish an inclusive economy. The priorities set out in the SELEP Skills Strategy are as follows:

- Increase apprenticeships and industry relevant qualifications for all ages, particularly in priority sectors and at higher and degree level;
- Simplify the skills landscape for employers, stakeholders and individuals;
- Build an inclusive economy, creating opportunities for all;
- Raise awareness of jobs and growth across the SELEP area and its size, scale, national and international significance; and
- Foster and support the spirit of pride, entrepreneurship innovation and enthusiasm across the SELEP area to bring about change.

4.3.4 The Applicant has engaged with regional plans and initiatives. This has included The Applicant signing up to the Essex County Council Green Skills Pledge to help the transition to net zero and upskill the local workforce with green skills. The Green Skills Pledge aims to provide support through joining up resources, collaborating on green initiatives, sharing best practices in green skills development and contributing to the public debate on climate change.

4.3.5 The Green Skills Infrastructure Review for Essex (Essex County Council, 2022) highlights the fact that over the next decade, there is likely to be a large amount of growth in green jobs within the Essex economy which will contribute towards the UK making the transition to net zero. The report suggests that green skills are currently the core function of the job role, with there estimated to be between 3,000 to 4,000 green skilled jobs within Essex.

4.3.6 The North Essex Economic Strategy (Braintree District Council, Colchester City Council, Essex County Council, Tendring District Council and Uttlesford District Council, 2019) was produced by the North Essex Economic Board (Braintree, Maldon, Tendring and Uttlesford) and sets out the following priorities:

- Driving innovation and technology adoption
- Developing a skilled and resilient workforce

- Creating a network of distinctive, cohesive communities
- Growing a greener, more sustainable economy

4.3.7 The Essex Skills Plan 2022-2023 (Essex County Council, 2023) demonstrates an employer led partnership approach to deliver local skills to all individuals residing in Essex gain the skills they need to progress, in addition to contributing positively to the local economy and clean growth. The plan outlines the following priorities:

- Simplifying the landscape for employers and individuals
- Raising awareness of jobs and growth across Essex and the area's size, scale, national and international significance
- Increasing apprenticeships and industry-relevant qualifications for all ages and at all levels, particularly in priority sectors
- Building a diverse and inclusive economy and reduce polarisation
- Fostering and supporting the spirit of pride, entrepreneurship innovation and enthusiasm across Essex to bring about change

4.3.8 Essex County Council has presented 20 commitments within the Everyone's Essex 2021 to 2025 report (Essex County Council, 2021), focusing on four key areas: economy, environment, health and family. The commitments of particular relevance to skills and employment are presented below:

- Good jobs – working hard to address the impacts of the Covid pandemic on unemployment by supporting business recovery and building a stronger economy for the future, enabling people to build the skills they need to be part of it;
- Future growth and investment – helping grow existing businesses and the economic sectors of the future in Essex;
- Green growth – developing Essex as a centre for innovation, supporting new technologies and business models to enable our economy to transition to net zero and secure green jobs for the future
- Levelling up the economy – working to level up the economy by addressing the drivers of socioeconomic inequality (including income, education, employment, health and housing)

4.3.9 The latest Essex Sector Development Report (Essex County Council, 2023) identifies key sectors that have the potential to contribute to growth that will accelerate the wider economy, which include the following:

- Construction – currently worth £5.4 billion and expected to contribute an extra £4.1 billion and 37,000 jobs over the next 20 years
- Energy – currently worth £288 million and expected to contribute an extra £18 million and 1,00 jobs over the next 20 years
- Advanced Manufacturing & Engineering – currently worth £2 billion and expected to contribute an extra £312 million

4.3.10 The Essex Sector Development Strategy (Essex County Council, 2022) was drafted to support businesses and learning providers in planning for the future, with the five main growth sectors including construction, advanced manufacturing and engineering, digital technology and life sciences. One of the key commitments within the strategy is based around hitting net zero targets.

4.3.11 The Construction Growth in Essex 2020-2040 report (Essex County Council, 2020) highlights the challenges that the Essex construction industry will face in the coming years and recommends various measures that can be taken to maximise opportunities within the sector.

4.3.12 The county states that opportunities should be focused on:

- Developing capabilities at level 2 and above in construction occupations;
- Building a legacy and capability in the county beyond the lifetime of the project; and
- Offering a long-term focus on transferable skills, fabrication and assembly, manufacturing and engineering supply-chains.

4.3.13 The Technical Skills Legacy Report (Suffolk Growth Partnership, 2022) produced by the Suffolk Growth Partnership sets out workforce needed within the construction and engineering sectors to deliver the forecasted regional infrastructure over the next 15 years (In Suffolk and Norfolk), which is in the excess of 220 projects. All employers interviewed as part of the evidence base for the report agreed that there are significant skills gaps within existing workforces, extending from entry-level skills such basic computer software skills to senior management skills and advanced technical skills. Detail relating to specific areas of skills need identified by the Technical Skills Legacy Report are set out within Table 3.21 of Volume 6, Part 4, Chapter 3: Socio-Economic, Tourism and Recreation.

LOCAL

4.4 TENDRING DISTRICT COUNCIL

4.4.1 The Tendring Local Plan (2013-2033) 'Policy PP 12 'Improving Education and Skills' states that Tendring will work with partners (including Essex University, Colchester Institute and local schools and academies) to deliver new and improved facilities for early years, primary, secondary and further education, with the council set to support proposals that will result in improved education facilities.

4.4.2 Objective 2 of the Local Plan highlights Tendring's strategic objective of creating conditions for economic growth and employment opportunities across a range of economic sectors in such as renewable energy and care and assisted living. This objective also highlights the need to provide for the development of employment land on a variety of sites to support diversity of employment opportunities and to achieve balance between the location of jobs and housing.

4.4.3 Tendring's Economic Strategy 2020-2024 identifies the District's growth priorities, including:

- Promoting diversification within the local business base while recognising the need to target new sectors
- Recognising and promoting Tendring's role in regional and national economies
- Promoting improved partnership working with sub-regional and regional partners

- Prioritising investment into areas that need it the most

4.4.4 The locations that have the most potential for demonstratable economic improvement include Clacton (biggest centre of population/employment and popular summer trip location), Jaywick Sands (high levels of deprivation so a need for intervention), Tendring/Colchester border (long-term opportunity as part of the North Essex Garden Communities initiative to deliver 9,000 homes) and Harwich & Dovercourt (second largest centre with a major port, providing a significant opportunity for the clean energy sector).

4.4.5 The Strategy aspires that in the next five years, Tendring will clearly define and communicate its offer to become a key location in the UK for Clean Energy. This will recognise the breadth of the sector and the transferable STEM related skills which cut across different industries and activities. Construction represents several significant opportunities expected to evolve locally which include housing delivery, transport infrastructure and clean energy developments.

4.4.6 Ensuring that residents have the skills and information to participate is a key action – with the Strategy identifying the need for the council to secure more long-term careers in the area, with this being embedded in young people at an early age. Key actions include:

- Building the capacity of local civil society and third sector organisations to support the development of routes to employment
- Give employers a more prominent role in education and training
- Understand the key skills which are needed to equip Tendring's workforce for the future
- Work with core Higher Education and Further Education partners (primarily the University of Essex and the Colchester Institute) to promote this strategy and facilitate a conversation with local businesses
- Develop a specific long-term vision/concordat on skills for Tendring
- Work with local community groups to understand the key challenges and barriers facing community participation

4.4.7 The Tendring Future Skills programme, which will be run by the University of Essex (UoE) Outreach team and East of England Energy Group (EEEGR), recognises that the District is expecting to see over six thousand new jobs in the next 10 years as a result of local infrastructure projects. The Tendring Future Skills Programme is aimed at supporting Tendring residents gain the skills to seize these new employment opportunities.

4.4.8 Tendring Future Skills will be delivered at primary and secondary schools, colleges, universities and with training providers. The programme will include:

- building knowledge on industry practical work-readiness support
- careers advice
- mentoring
- resource packs
- support for applications and interviews

4.5 LABOUR MARKET CHARACTERISTICS

4.5.1 Labour Market, Skills and Qualifications as set out above, construction labour is highly mobile in the South East and East of England. Recruitment for construction projects is driven by the availability of skills in a labour market, and the extent to which Tier 2 and 3 supply chain can be procured locally (supporting existing employment and upskilling). This section sets out some headline characteristics of the regional and local labour market, representing a 'point in time' which will be updated in subsequent ESES in order to reflect the changing availability of labour and skills over time and economic cycles.

ECONOMIC ACTIVITY AND EMPLOYMENT

4.5.2 Suffolk and Essex have 1.35m residents aged 16-64, of which 1.08m are economically active (an economic activity rate of 80%) and 1.04m are in employment (an employment rate of 77%) (ONS Annual Population Survey, 2023).

4.5.3 Within Tendring, both employment rates and economic activity rates are lower than the regional scale – at 74% and 71% respectively – which is also a lower rate than the national scale. Tendring has around 54,100 people currently in work.

ECONOMIC INACTIVITY AND WORKLESSNESS

4.5.4 There are generally two components of worklessness – economically active people who are unemployed (but are actively seeking work via claiming Job Seekers Allowance), and people who are economically inactive, but are ready to and want to work. The number of people who are economically inactive but who want to work is significantly greater than the numbers who are registered as unemployment benefit claimants.

4.5.5 The Government's preferred definition of unemployment – the International Labour Organisation (ILO) measure – shows higher numbers of people unemployed than either the Job Seekers Allowance measure or the economically inactive who want to work.

4.5.6 There are 267,000 people in Essex and Suffolk who are economically inactive (an economic inactivity rate of 20%) and around 40,300 who are unemployed within that population (4%). In Tendring, rates of economic inactivity are far higher – with 20,200 people representing an economic inactivity rate of 26%. However, unemployment rates are around the same as wider scales (just over 4%, or 2,600 people).

4.5.7 The ILO definition of unemployment includes both those who are economically active, but unemployed and seeking work (for example, claiming Job Seekers Allowance), and people who are economically inactive but want to work and are work-ready (but are not actively seeking work). Taken together, these groups offer a considerable source of spare capacity for the labour market.

4.5.8 In Tendring, there are 2,900 people who are economically inactive but want a job, in addition to the 2,600 people who are unemployed.

4.5.9 Claimant count data provides the most recent information on the number of people claiming unemployment-related benefits in a particular spatial area, which includes Jobseekers' Allowance and Universal Credit. The count is calculated for all working age residents aged between 16 and 64 years. This dataset is unable to capture all unemployed individuals as some local residents may not claim these benefits or may be ineligible. This dataset is not considered to be a national statistic.

4.5.10 Claimant count data from December 2023 reveals a claimant rate (as a proportion of all working age residents aged 16 to 64) of 4.1% for Tendring, which is greater than claimant rates within Essex (2.9%), Suffolk (2.8%) and England (3.8%).

OCCUPATIONAL SKILLS AND SECTORS

4.5.11 When assessing industries of particular relevance to the VE, construction is recorded to account for 12.1% of the total resident workforce in Tendring which is higher than proportions in Essex (11.9%), Suffolk (9.5%) and England (8.7%).

4.5.12 Tendring is recorded to have a lower proportion of residents working in higher skilled occupations (managerial, professional and associate professional occupations) at 36% when compared to proportions in Essex (47%), Suffolk (43%) and England (46%),

4.5.13 Despite this, the proportion of residents working in skilled trades occupations was greater in the Tendring (14%) was greater than the national (10%) average. The proportion of caring, leisure and other service occupations and sales and customer service occupations within Tendring was also greater than proportions of both of these occupations at the regional and national levels.

4.5.14 The following map shows that there is a high concentration of working age people with low skills (elementary or process/plant skills) in coastal areas of Essex and particularly within Tendring, using locational quotients which compare the rate per total population with the national average:

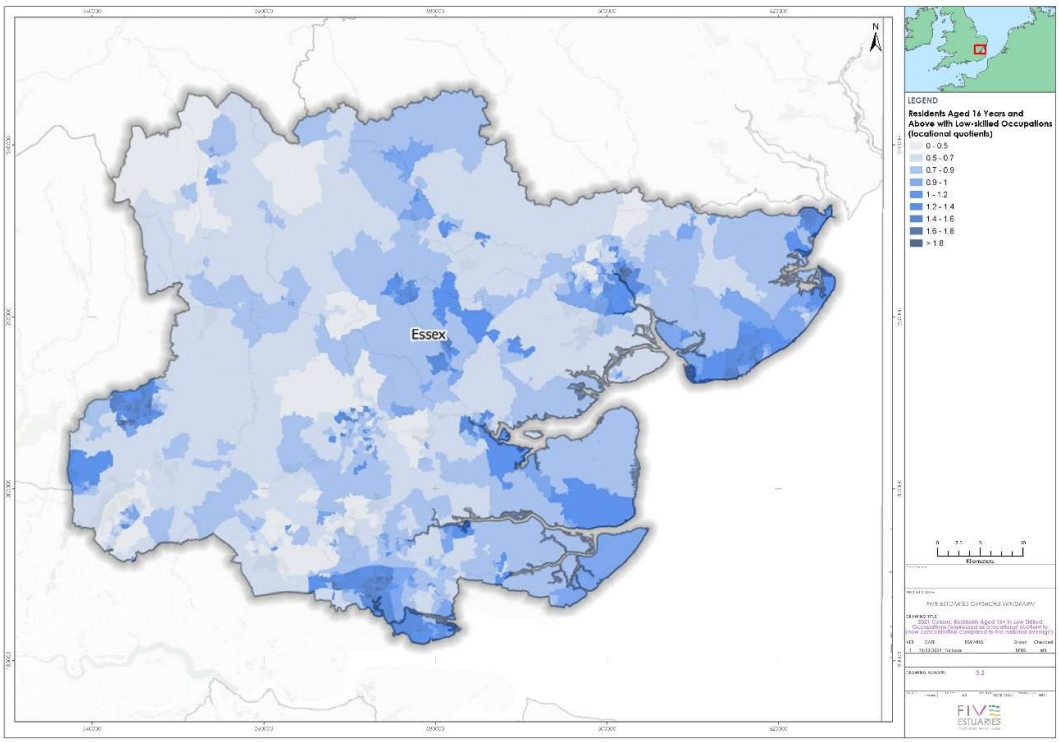

Figure 3: 2021 Census: Residents Aged 16+ in Low Skilled Occupations (expressed as a locational quotient to show concentration compared to the national average)

QUALIFICATIONS

4.5.15 Approximately 24% of residents in Essex and Suffolk have no qualifications, which is slightly higher than the national average (22%). A lower proportion have 'higher' (degree level) qualifications (24%) compared to 27% in England.

4.5.16 The following map shows that there is a high concentration of working age people with no qualifications in coastal areas of Essex and particularly within Tendring, using locational quotients which compare the rate per total population with the national average:

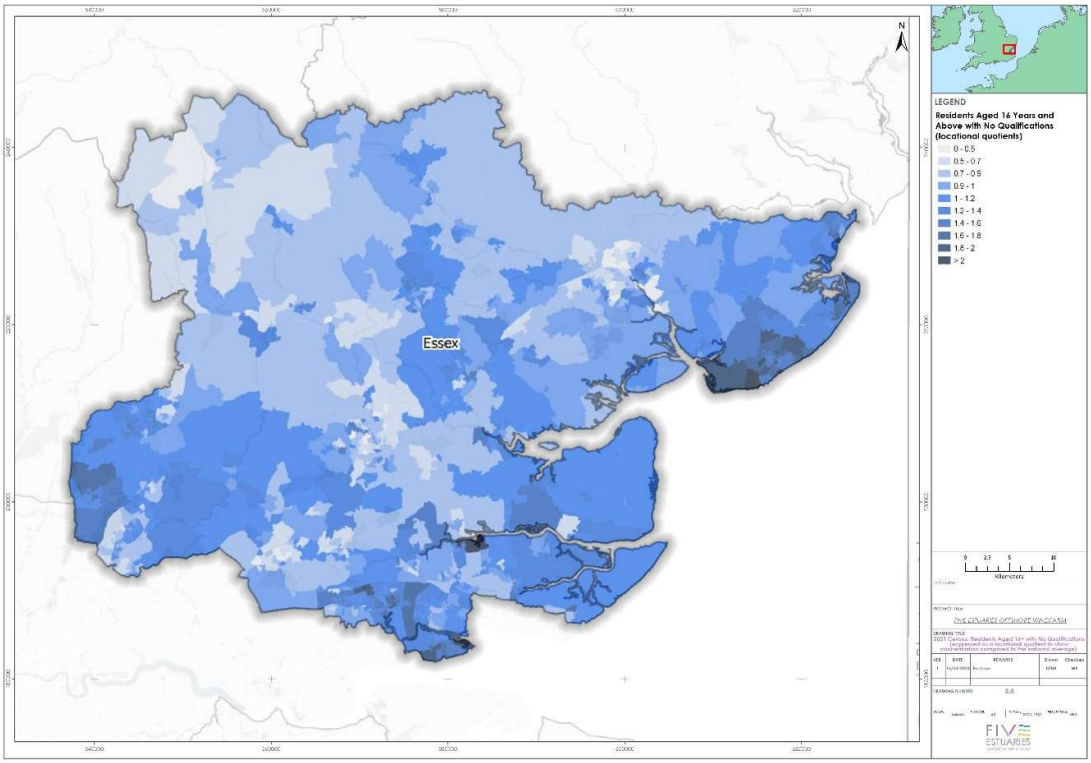

Figure 4: 2021 Census: Residents Aged 16+ with No Qualifications (expressed as a locational quotient to show concentration compared to the national average)

SOCIO-ECONOMIC DEPRIVATION

4.5.17 Coastal / urban deprivation in Essex is primarily driven by health (Tendring), skills (Tendring, Maldon, Basildon, Castle Point, Thurrock) and indicators for children / young people, with the sub-domain of the Government's 2019 Index of Deprivation that measures 'adult skills' deprivation showing that Tendring accommodates areas within the top 10% and top 20% of deprivation in England on that metric:

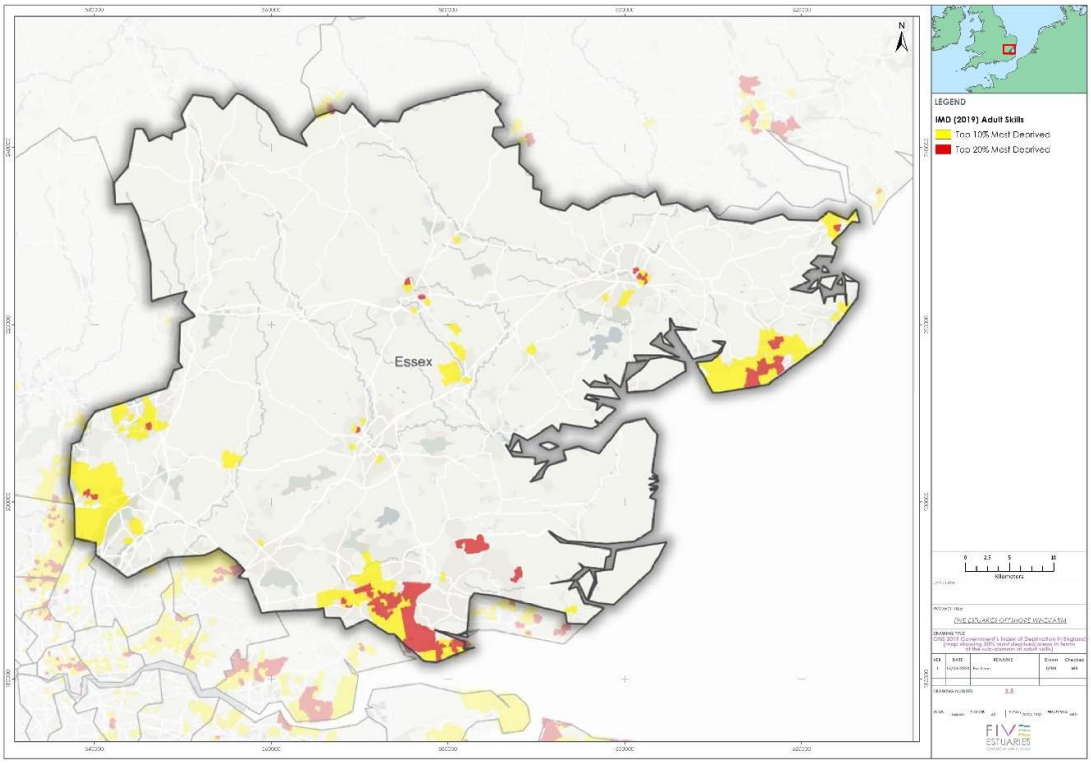

Figure 5: ONS 2019 Government's Index of Deprivation in England (map showing 30% most deprived areas in terms of the sub-domain of adult skills)

JOBS AND SECTORS

4.5.18 In 2022 there were an estimated 969,500 jobs in the Wider Study Area, of which 51,000 are located in VE's host district (Tendring). According to data from BRES (2023), there has been relatively high growth in total employment between 2015 and 2022 within Tendring (24%), which was greater than growth rates in Essex (7%), Suffolk (6%) and England (8%).

4.5.19 Construction accounts for 79,000 jobs in the WSA – contributing up to 8.9% of jobs in Essex and 6.5% in Suffolk (a higher than average representation compared to England as a whole at 4.9%).

4.5.20 Looking within the construction sector, by 2 digit SIC codes, both the construction of buildings (SIC code 41) and specialised construction activities (SIC code 43) are recorded to have high representation in the WSA compared to wider averages. There are 22,000 'construction of buildings' jobs in the WSA and 9,000 civil engineering jobs, along with 47,500 in 'specialised construction activities'.

4.5.21 Overall, construction activity supports around £6.3bn in Gross Value Added each year in the WSA, with around £156m of that captured in Tendring.

5 STAKEHOLDER CONSULTATION

5.1 STAKEHOLDERS

5.1.1 The Applicant has excellent working relationships with key local stakeholders across the region of Essex. 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 e.g Galloper. The Applicant will continue to work with these stakeholders in development of the SES.

5.1.2 To develop the outline strategy, including its key principles and approach (as set out in Section 2), the Applicant has engaged with several key stakeholders in the education / training / employment / skills sector within the Essex and Suffolk area (See Table 1 for stakeholder consultees).

5.1.3 Engagement for the first phase for this OSES was held jointly with North Falls in support of our ongoing coordination efforts.

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Table 1: Stakeholder Consultees

Industry Sector	Organisation
Council (Host Authority)	Essex County Council
Local Authority	Suffolk County Council
Chamber of commerce	Essex Chamber of Commerce
UK Government	Department for Work and Pensions
Education and Training Provider	STEM Learning UK
Education and Training Provider	East of England Energy Group (EEEGR)
Education and Training Provider	University of Essex
Operational Wind Farm	Galloper Wind Farm
Developer(s)	Freeport East

5.2 ENGAGEMENT

5.2.1 The discussions held explored 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 where it would enhance the Applicant's delivery in this area;
- Identification of existing programmes, initiatives and activities (whether to rule-out, or to collaborate); and
- Key focus topics and populations from stakeholder perspective for maximising impact through the SES.

Table 2 - Key comments raised through engagement

Theme	Comments
Challenges	Understanding of the range of job roles available within offshore wind.
	Seasonal and care work provides a lot of the employment in the region – particularly coastal areas. Not long-term employment options.
	Some students/families are third generation benefits customers, with lack of educated / high-earning parents.
	Basic roles shortage i.e. bus drivers – impacting travel to work ability.
	Tendring are below the average UK wage.
	People are disenfranchised – people and projects come and go too quickly and are too high level.
	The area is missing long-term rolling programmes of activities – affecting buy-in and recruitment.
	Skills and supply chain shortages now and in the future – what will be the impact with numerous developments now and in the future.
	Tendring area isn't particularly well served from an education perspective, 8 or 9 high schools in Tendring but no HE or large FE colleges – learners don't travel particularly far.
	Workplace apprenticeships – schools do struggle to get meaningful work placements.
	Getting females into engineering.
Opportunities	Large number of people with disabilities with limited skills and job / career opportunities.
	50+ market.
	Utilise Job Centre to educate and engage community.
	Ability to provide careers not jobs.
	Coordination with other developments – lots of development in Tendring and Bathside Bay.
	Educate the educators. Schools have limited knowledge to be able to provide up to date, useful advice and knowledge to students.
	Offer more site-based experience – many employers can't afford to do this and only offer school based talks etc.
	Target Young People Not in Education, Employment or Training (NEET) with initiatives such as skills bootcamps.
	Engagement through from primary to secondary will help shape views early.
Existing programmes / initiatives	Department for Work and Pensions (DWP) 'sector-based work academy programme' – working with companies to provide work experience training for 18-30 year olds with guaranteed interview at the end while remaining on universal credit. Fully funded by DWP.

Theme	Comments
	Drive engagement via the Tendring Future Skills programme being executed by EEEGR and University of Essex.
	DWP – Restart Programme (50+ years).
	Skills Bootcamp model at Lowestoft College – a good example of a programme that pulls together useful resources and fills places. Rachel Bunn is the contact if we need further information.
	Federation of Colleges Essex – could put together some central training. Central to the college may be Chelmsford – an hour of travel each way is a big barrier.

5.3 CONTINUED ENGAGEMENT

5.3.1 As the project develops, this strategy will evolve to focus the approach and key areas of exploration. The feedback from the engagement on the OSES will used to shortlist and prioritise actions and activities that will form the basis of the agreed commitments within the final SES, which will include detail on timelines, monitoring and commitments.

5.3.2 Engagement will continue with previous stakeholders to obtain valuable insight and advice. Future engagement will include additional stakeholders such as

- Devolved administrations
- UK government including Department Energy Security and Net Zero.
- Other regional bodies e.g. South East LEP
- Other nearby projects who are further behind in the development process such as the National Grid Norwich to Tilbury project.

5.3.3 The Applicant will continue to work in a 'joined up' or collaborative approach with other major developments and initiatives in the area, particularly North Falls.

5.3.4 The production and implementation of an SES will help to ensure that the region benefits from the opportunities that NSIPs like VE bring to the unique region of Essex as the project moves towards construction and then operation.

6 IDENTIFIED THEME AND APPROACH

6.1.1 Through the engagement process undertaken, a number of themes have been identified from the comments raised (as identified in Table 2).

6.1.2 These themes are outlined within Table 3 below alongside our approach to addressing these that would support the skills and employment needs within the Tendring and beyond into the wider Essex and Suffolk regions.

Table 3: Themes and Approach

Themes Raised	Description	Approach	Example Activities
Approach to Recruitment Maximising opportunities for the local region to provide employment and address under-employment and employment poverty that is prevalent within Essex, particularly Tendring.	It is recognised that Tendring district is amongst the 10% of the most deprived areas in England with employment and skills factoring into this deprivation scale.	The Applicant will look to actively engage with initiatives that exist within the local region e.g Essex Green Skills Strategy, Tendring Future Skills Programme etc. to support, promote and provide opportunities to aid growth in green skilled jobs across the region. RWE has extensive experience in recruiting within the Essex region from its existing assets such as Galloper. VE will look to emulate these initiatives and create similar socio-economic benefits in the local area. The Applicant will also look to continue to collaborate with North Falls and look to collaborate with other infrastructure projects within the area such as Freeport East to add further value to the creation or pre-existing initiatives collectively. Work with existing stakeholders such as DWP and STEM Learning to support their delivery and encourage the supply chain to be actively engaged.	> Supporting existing initiatives and/or putting in place new interventions e.g. attracting from other sectors > Promotion of local opportunities in the supply chain > Webinars with their work coaches, teachers to give an understanding of project timing and employment opportunities; > Providing careers information and skill requirements. > Attending events and careers fairs > Providing careers materials, including case studies as examples of job roles. > Apprenticeships / Internships / work experience

Themes Raised	Description	Approach	Example Activities
Education Focussing on supporting the development of a long-term pipeline of talent through the provision or support of education opportunities.	Concerns around ensuring the availability of a suitably skilled workforce for the deployment of offshore wind projects both in the UK and globally.	Provide an opportunity for teachers to engage directly with The Applicant to see and learn about the different career pathways relevant to their subjects, and to observe how their subject can be applied practically in business. 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. Aim to support the whole career, including the upskilling of employees already employed in the industry. The full SES will be developed in collaboration with the supply chain, to encourage their engagement with local schools, colleges, and universities.	> Sector-based academy to support employability > Champions for Wind (see case study in section 8.1) type programmes for supporting teachers > Development of careers materials to support career decisions and subject choices > Explore touch points for university engagement
Transition Supporting the transition of people into the offshore wind industry from other sectors.	Many bring with them skills and experience that can be adapted to the new environment of working in offshore wind and/or help address skills shortage. From consultation held to date it is	Continue to facilitate the movement of individuals transitioning from other sectors e.g. ex-military into the offshore wind industry.	> Information provision on potential for experience and skills transfer > Mentoring support for individual service leavers; and

Themes Raised	Description	Approach	Example Activities
	understood that there are many individuals within the region over 50 that are currently unemployed as they transition from previous sectors.		> Participation in and/or delivery of recruitment events.
Diversity Provide support for over 50s into employment and those with disabilities.	Within Essex it is recognised that many of the minority communities are more seriously impacted by unemployment, disadvantaged lives, disabilities, etc. The growth of the offshore wind industry may provide opportunities for local people to access employment opportunities that may not have been available in the past. The Applicants lead developer RWE is working to have a more diverse workforce and be more inclusive, and is keen to support working with local people to raise their aspirations and employability.	All initiatives will be created and considered through the lens of diversity and inclusion. This includes targets such as: Where specific under-represented or minority communities have been identified as a priority by key strategic stakeholders VE will work with them to either add value to existing or planned activities or look at ways that VE might be able to address gaps. .	> Work with the DWP to develop a programme for over 50s returning to / starting employment. > Promote/ provide opportunities for those with disabilities to find career pathways. > Work with existing bodies to identify and support minority and under-represented communities into employment.

7 IMPLEMENTATION AND MONITORING

7.1.1 This OSES provides an understanding of the education and employment environment within Tendring, Essex and into Suffolk. Against this we have identified key themes and our approach and example activities that VE could look to implement to support this.

7.1.2 Further stakeholder engagement to refine our approach and consider how we can support existing initiatives and ambitions of education, skills and supply chain organisations in the region will be undertaken to support the development of the SES. 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 SES.

7.1.3 As well as supporting external initiatives, there are many existing initiatives that The Applicant has already implemented within across other development and operational projects across the country that VE could adopt as part of its approach including:

- **RWE Apprenticeships schemes -** within the UK RWE offer three separate schemes across IT, onshore and offshore wind turbine technicians. The apprenticeships last for three years split across college-based learning and onsite experience. (see Section 8.2 for Galloper case study)
- **Sofia Champions of Wind Programme** - Each year since 2020, Sofia Offshore Wind Farm (Sofia) has invited interested teachers to apply for the fully guided programme where they are supported in the development of tailored curriculum materials in their specialist subject, with a focus on offshore wind and its associated careers. Enabling students to have links to the vast array of job opportunities in their region. (See Section 8.1 for case study.)
- **Galloper Introduction to Offshore Wind Skills Programme** – launched in 2024, this annual programme invites students with an existing interest in engineering or offshore wind to take part in a six-session programme. Which takes them from O&M visits to speaking one on one with RWE employees that match their interests to find out more about their career paths. They'll take away first-hand experience and tangible skills such as CV writing and interview experience.

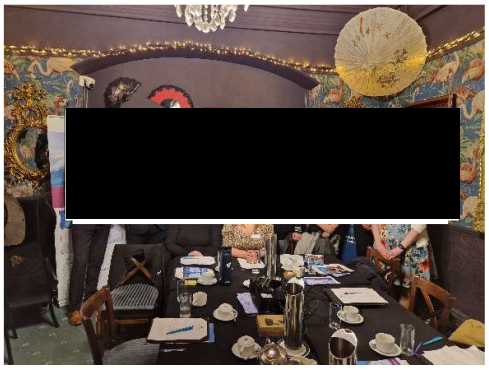
7.1.4 Evaluation of the success of the activities will be undertaken on a periodic basis and will be key to understanding if the SES objectives are being met and also understanding the wider economic benefits VE is having within the local region. Where relevant, this will be communicated to key stakeholders and the SES updated with feedback as it is received.

7.1.5 The approach identified within the SES will be open to adaptation and flexibility given it may be necessary to adapt the commitments, implementation and monitoring to reflect changes in the regional area, local economy, or industry as the project moves forward.

8 CASE STUDIES

8.1 SOFIA SUPPORTS TEACHERS TO CHAMPION OFFSHORE WIND

Encouraging Teesside 12 to 18 year olds to learn more about offshore wind energy and the myriad of career opportunities it offers is the aim behind the 'Sofia Champions for Wind' education programme.



A total of 22 teachers and careers leads from 11 Teesside secondary schools have so far taken part in Sofia's Champions for Wind careers education programme which is now in its third year. The third cohort of teachers joined the programme earlier in 2023 and is now well underway with their classroom initiatives which aim to both educate about offshore wind but also raise careers awareness and aspirations for local young people aged between 11 and 18.

Each year since 2020, Sofia has invited interested teachers to apply for the fully-guided programme where they are supported in the development of tailored curriculum materials in their specialist subject, with a focus on offshore wind and its associated careers. Feedback from teacher champions who are all or part-way through the programme has confirmed that through involvement in the project, students now have links to the vast array of job opportunities in their region and are showing signs of being inspired to consider STEM careers.

Concepts for range from the hands-on building of wind-powered appliances and in-depth studies of the technology to running intensive careers programmes and renewables writing workshops to create campaigns to attract people to the sector.

The programme is overseen by education professionals who work closely with the teachers to provide them with training and support sessions, ensure they have access to the most up-to-date offshore wind resources and also facilitate visits to the project's onshore converter station construction site near Wilton International. The programme is also assessed by a team from Teesside University who will manage entrance and exit research of both the teachers and their students, to gauge changes in awareness and attitudes and measure the effectiveness of the scheme.

When the teachers have completed their curriculum materials and they have been tried-and-tested in the classrooms, they will be made available for wider use by other teachers and schools.

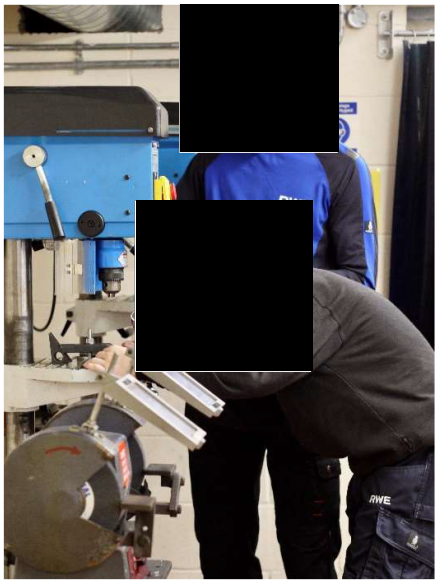
8.2 GALLOPER CELEBRATES APPRENTICES' SUCCESS

The RWE Turbine Technician Apprenticeship course offers a comprehensive and well supported learning programme, with a blend of classroom-based learning and time on site working with our technicians.

Our Wind Turbine Technicians work in teams dedicated to specific offshore wind farms. As part of programmes apprentices learn how these teams operate, and about the many aspects of wind turbine maintenance, working on highly advanced machinery in a challenging environment.

Galloper Wind Farm's first cohort for apprentices were taken onboard in 2019. They have since come to the end of their programme and moved on to begin their careers in the offshore wind industry as turbine technicians.

Rosie, Eve and Thomas have worked hard on their studies at college and joined the teams at site gaining experience in various roles over the last four years. Although joining shortly before some unprecedented times, navigating their entrance to the workforce through COVID, they have found their footing in one of the UK's fastest growing sectors. Their perseverance has paid off and we're delighted that they've found new roles to continue their career development.



Thomas has transferred the skills he's learnt here to join Lamborghini Motorsport Division Squadra Corse. Rosie has joined Galloper as a fully qualified Wind Turbine Technician while Eve has joined a Service Operation Vessel (SOV) at Triton Knoll Offshore Wind Farm, another RWE site.

"After completing my apprenticeship I have been able to appreciate all the skills I have learnt and been confident to put them to use on challenging tasks. Throughout the four years I have gained knowledge and skills to create a foundation in the industry, this coupled with the knowledge and experience handed down from working at site has been invaluable for my development. I am uncertain where my career will take me but I do know there are lots of opportunities and adventures out there in this industry." - Rosie

Our current apprentices Morgan and George continue with their course, Morgan is now in his third and final year, working on site at Galloper assisting the team in maintaining the wind farm, developing his on the job skills and putting the lessons he's learnt into practice. George has entered his second year of the specialist course at the Llandrillo College in north Wales, supported by RWE, gaining all the relevant knowledge and skills to pursue his career as a wind turbine technician.

"The RWE apprenticeship has taught me valuable, technical skills offshore and provided a supportive environment to learn the skills needed for the industry. The offshore role is exciting and very rewarding, giving me hands on practical experience. Coming to the end of my apprenticeship, I hope to gain a full-time technician role so I can progress my knowledge and skills further." - Morgan

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FIVE ESTUARIES
OFFSHORE WIND FARM

PHONE 0333 880 5306
EMAIL fiveestuaries@rwe.com
WEBSITE www.fiveestuaries.co.uk
ADDRESS Five Estuaries Offshore Wind Farm Ltd
Windmill Hill Business Park
Whitehill Way, Swindon, SN5 6PB
COMPANY NO Registered in England and Wales
company number 12292474