



**NORTH
LINCOLNSHIRE
GREEN
ENERGY PARK**

Planning Act 2008

Infrastructure Planning
(Applications
Prescribed Forms and
Procedure) Regulations
2009

North Lincolnshire Green Energy Park

Volume 9

9.35 Outline Employment and Skills
Policy

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GLOSSARY

Acronym	Full term / Description
2008 Act	Planning Act 2008
AGI	Above Ground Installations
BNG	Biodiversity Net Gain
CCTV	Closed Circuit Television
CBMF	Concrete Block Manufacturing Facility
CEMP	Construction Environmental Management Plan
CCUS	Carbon Capture, Utilisation and Storage
CO2	Carbon Dioxide
CoCP	Code of Construction Practice
CoPA	Control of Pollution Act
DCO	Development Consent Order
DHPWN	District Heating and Private Wire Network
EA	Environment Agency
EN-1	Overarching National Policy Statement for Energy
EN-3	National Policy Statement for Renewable Energy Infrastructure
EN-5	National Policy Statement for Electricity Networks Infrastructure
EV	Electric Vehicle
ERF	Energy Recovery Facility
ES	Environmental Statement
FRA	Flood Risk Assessment
FGTr	Flue Gas Treatment Residue
H2	Hydrogen
IAQM	Institute of Air Quality Management
IDB	Internal Drainage Board

LVIA	Landscape and Visual Impact Assessment
LLFA	Lead Local Flood Authority
NPS	National Policy Statement
NSIP	Nationally Significant Infrastructure Project
NLC	North Lincolnshire Council
NLGEP	North Lincolnshire Green Energy Park
PRF	Plastic Recycling Facility
PEIR	Preliminary Environmental Information Report
PRoW	Public Rights of Way
RLB	Red Line Boundary
RHTF	Residue Handling and Treatment Facility
SoS	Secretary of State
SoCG	Statement of Common Ground
SoCC	Statement of Community Consultation
SuDS	Sustainable Drainage Systems
TCPA	Town and Country Planning Act
WSI	Written Scheme of Investigation

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1.0 INTRODUCTION

1.1 Overview

- 1.1.1 This Outline Employment and Skills Policy has been prepared on behalf of North Lincolnshire Green Energy Park Limited ('the Applicant'). It forms part of the application (the 'Application') for a Development Consent Order (a 'DCO') for the North Lincolnshire Green Energy Park ('NLGEP') ('the Project'), that was submitted to the Secretary of State (the 'SoS') for Business, Energy and Industrial Strategy (now the Secretary of State for Energy Security and Net Zero), under Section 37 of 'The Planning Act 2008' (the '2008 Act').
- 1.1.2 The Project is an Energy Recovery Facility (ERF) capable of converting up to 760,000 tonnes of non-recyclable waste into 95 MW of electricity and a carbon capture, utilisation and storage (CCUS) facility which will treat a proportion of the excess gasses released from the ERF to remove and store carbon dioxide (CO₂) prior to emission into the atmosphere. It is described in Chapter 3: Project Description and Alternatives of the Environmental Statement (ES).
- 1.1.3 The Project meets the criteria to be considered as an NSIP under the 2008 Act as a 'generating station' under section 15(2). Section 15(2) defined an NSIP as a proposed generating station which would be located within England, would not be offshore, and would have a total generating capacity of more than 50MW.

1.2 The Project

- 1.2.1 The Project, located at Flixborough, North Lincolnshire, comprises an ERF capable of converting up to 760,000 tonnes of non-recyclable waste into 95 MW of electricity and a carbon capture, utilisation and storage ('CCUS') facility which will treat a proportion of the excess gasses released from the ERF to remove and store CO₂ prior to emission into the atmosphere. The design of the ERF and CCUS would also enable future connection to the Zero Carbon Humber pipeline, when this is consented and operational, to enable the possibility of full carbon capture in the future.
- 1.2.2 The NSIP incorporates a switchyard, to ensure that the power created can be exported to the National Grid or to local businesses, and a water treatment facility, to take water from the mains supply or recycled process water to remove impurities and make it suitable for use in the boilers, the CCUS facility, concrete block manufacture, hydrogen production and the maintenance of the water levels in the wetland area.
- 1.2.3 The Project includes the following Associated Development to support the operation of the NSIP:
 - a bottom ash and flue gas residue handling and treatment facility (RHTF);

- a concrete block manufacturing facility (CBMF);
 - a plastic recycling facility (PRF);
 - a hydrogen production and storage facility;
 - an electric vehicle (EV) and hydrogen (H2) refuelling station;
 - battery storage;
 - a hydrogen and natural gas above ground installation (AGI);
 - a new access road and parking;
 - a gatehouse and visitor centre with elevated walkway;
 - railway reinstatement works including; sidings at Dragonby, reinstatement and safety improvements to the 6km private railway spur, and the construction of a new railhead with sidings south of Flixborough Wharf;
 - a northern and southern district heating and private wire network (DHPWN);
 - habitat creation, landscaping and ecological mitigation, including green infrastructure and 65 acre wetland area;
 - new public rights of way and cycle ways including footbridges;
 - Sustainable Drainage Systems (SuDS) and flood defence; and
 - utility constructions and diversions.
- 1.2.4 The Project will also include development in connection with the above works such as security gates, fencing, boundary treatment, lighting, hard and soft landscaping, surface and foul water treatment and drainage systems and CCTV.
- 1.2.5 The Project also includes temporary facilities required during the course of construction including site establishment and preparation works, temporary construction laydown areas, contractor facilities, materials and plant storage, generators, concrete batching facilities, vehicle and cycle parking facilities, offices, staff welfare facilities, security fencing and gates, external lighting, roadways and haul routes, wheel wash facilities, and signage.
- 1.2.6 The overarching aim of the Project is to support the UK's transition to a low carbon economy as outlined in the Sixth Carbon Budget (December 2020), the national Ten Point Plan for a Green Industrial Revolution (November 2020), the Powering Up Britain plan (March 2023) and the North Lincolnshire prospectus for a Green Future which is currently being developed. It will do this by enabling circular resource strategies and low-carbon infrastructure to be deployed as an integral part of the design (for example by re-processing ash, wastewater and carbon dioxide to manufacture concrete blocks) and capturing waste-heat to supply local homes and businesses with heat via a district heating network.

- 1.2.7 Subject to planning approval it is anticipated that construction work would commence in early 2025. This would start with demolition and site clearance, construction of the main access road and rail installation and upgrading. The construction of the ERF and CCUS facilities would commence in mid-2025 with the other facilities following in 2026 and 2027.

1.3 Potential Economic Benefits of the Project

- 1.3.1 The NLGEP will have a positive impact on the local economy with the creation of up to 290 full time equivalent ('FTE') new jobs once operational and an apprenticeship scheme that will cover roles within the "green economy". By providing low-carbon heat and power, the Project could become an attractive place for businesses to locate, providing an additional 1000 jobs in the local area.
- 1.3.2 Construction of the Project will result in the creation of up to 600 jobs and up to 3350 FTE jobs over the whole duration of the construction phase. Direct construction employment could also lead to opportunities for local businesses to supply the Project or to benefit from expenditure of construction workers.
- 1.3.3 The NLGEP visitor centre also has the potential to support the local community, the wider area and the visitor economy.
- 1.3.4 An Economic and Employment Group has been established to help ensure that the economic benefits of the Project are maximised locally. The group includes various regional stakeholders, such as North Lincolnshire Council, Department for Work and Pensions North Lincolnshire, Hull and Humber Chamber of Commerce, North Lindsey College, CATCH, Greater Lincolnshire Local Enterprise Partnership ('Greater Lincolnshire LEP'), Humberside Engineering Training Association ('HETA'), STEM Learning, Engineering UTC Northern Lincolnshire and Lincolnshire Chamber of Commerce.
- 1.3.5 The purpose of the Economic and Employment Group is to:
- Maximise job opportunities for local people
 - Maximise supply chain opportunities for local businesses
 - Work with local training providers to ensure that local people have the right skills to take advantage of the opportunities the Project presents, including reskilling people that are unemployed
 - Raise awareness of the green jobs offered by the Project and inspire local people, particularly under represented groups, to consider a career in net zero

1.3.6 The NLGEP will contribute to the regional net zero opportunity, through the provision of jobs, training and supply chain opportunities. The Economic and Employment Group will be key in helping to ensure a joined up approach with other organisations involved in promoting the region's net zero cluster and maximising opportunities for all, including following the March 2023 budget announcement that £20bn is to be invested in carbon capture. There is the opportunity for the NLGEP to benefit from the Humber Industrial Cluster Plan work being undertaken on skills.

1.3.7 NLGEP Ltd is a member of the East Coast Cluster which has been named as one of the UK's first carbon capture, usage and storage clusters by Government. There is the opportunity for CO₂ captured from the NLGEP to be linked to the Humber Low Carbon Pipelines project, once consented and constructed, which is part of the East Coast Cluster.

1.4 Purpose of the Outline Employment and Skills Policy

1.4.1 This Outline Employment and Skills Policy will form the basis for a final Employment and Skills Plan, which will be prepared and submitted by the Applicant prior to the commencement of construction activities associated with the NLGEP.

1.4.2 It has been developed in conjunction with the Economic and Employment Group for the project.

1.4.3 The final Employment and Skills Plan will be secured by requirement in the DCO.

1.4.4 This Outline Employment and Skills Policy sets out the approach that will be adopted by the Applicant to promote local employment opportunities and ensure the economic benefits of the Project are maximised locally.

2.0 PRINCIPLES OF THE APPROACH

2.1 The Approach

2.1.1 The Applicant recognises that to maximise employment opportunities and economic benefits for local people it is important to engage with a wide range of public and private sector bodies.

2.1.2 The Applicant has already started discussions with these stakeholders through the formation of the NLGEP Economic and Employment Group (see membership above). The group first met in June 2021 and has met regularly since.

2.1.3 The group has focused on the following four workstreams:

- Training and skills

- Schools and careers
- Jobs and apprenticeships
- Supply chain

2.1.4 Examples of the specific activity that will be delivered under these workstreams is outlined in Table 2.1. The specific actions to be undertaken by the Applicant will be informed by discussions with the Economic and Employment Group and will be detailed in the final Employment and Skills Plan.

Table 2.1: Economic and Employment Group workstreams

Workstream	Activity
Training and skills	<p>The Applicant will maintain communication with the Economic and Employment Group about the types of roles that will be available at the NLGEP to ensure that training schemes are put in place to enable local people to take advantage of the opportunities on offer. This will help to identify any particular gaps in the skills base of the local community and identify opportunities for upskilling.</p> <p>The Applicant will continue to engage with relevant local education and training providers as construction and operation plans develop and an understanding of the likely direct employment and supply chain employment opportunities associated with the Project emerge. This will help to ensure a timely response to specific training needs from providers.</p> <p>The Applicant will continue to inform the Economic and Employment Group, and specifically the Greater Lincolnshire LEP and Hull & East Yorkshire LEP, about skills challenges and opportunities, providing industry insight that can inform strategy development. The Applicant will work with the Greater Lincolnshire LEP and Hull & East Yorkshire LEP to ensure the Final Employment and Skills Policy aligns with skills policies for the region.</p>
School and adult education and careers	<p>The Applicant has already attended a number of careers days in the local area to raise the profile of the types of jobs that will be on offer at the NLGEP. The Applicant is also a member of the DN Colleges Stakeholder Group.</p> <p>The Applicant will continue to work with the Economic and Employment Group to link into existing careers and</p>

Workstream	Activity
	<p>education programmes especially those that relate to net zero.</p> <p>There is also the opportunity for the NLGEP to support PHD and post-graduate students in the local area. Roles have been identified in CCUS, archaeology, Biodiversity Net Gain and hydrogen.</p>
Jobs and apprenticeships	<p>The Applicant will maintain communications with the Economic and Employment Group about employment opportunities at the NLGEP and work with local stakeholder groups to link in with existing apprenticeship schemes.</p> <p>When available, the Applicant will provide information on job opportunities in a variety of formats, including on the NLGEP project website, advertising in local news publications and working with local Job Centres.</p> <p>The Applicant will continue to work with the Economic and Employment Group to identify local apprenticeship providers that can be engaged to help fill the vacancies at the NLGEP. Specifically CATCH can offer the opportunity for the Applicant to present the project to member stakeholders from various network groups such as Engineering Managers, HR Managers and Skills & Training Managers.</p>
Supply chain	<p>The Applicant will hold a Meet the Buyer event to raise awareness of forthcoming supply chain opportunities at the NLGEP. In future, the events will bring together upper tier suppliers from the industry with local companies, to encourage the use of local labour during construction.</p> <p>The Applicant will continue to work with the Economic & Employment Skills Group to identify existing networks that can be used to promote supply chain opportunities to local businesses.</p> <p>The Applicant will work with the Economic and Employment Group to identify any particular interventions or development needs locally to enable local businesses to take advantage of supply chain opportunities. This will include identifying any additional business support provision not already being provided and enable this to be tailored to the requirements of the industry and project.</p>

2.2 Monitoring and evaluation

- 2.2.1 The Applicant is committed to realising local economic benefits and maximising the uptake of local employment opportunities. An annual monitoring report will be produced which reports on the criteria set in the Employment and Skills Plan, including the number of local people employed during the construction and operational periods and as apprentices.
- 2.2.2 Progress against targets set out in the Employment and Skills Plan will be reviewed in consultation with the Economic and Employment Group on a quarterly basis with a report published annually.
- 2.2.3 The stakeholder engagement activities associated with the four workstreams will be monitored and evaluated to ensure that consistency in messaging is being applied and that all workstreams are addressing the need.
- 2.2.4 Where appropriate, NLGEPL will also look to take part in existing surveys (such as those already undertaken by STEM Learning) to understand awareness of the project and opportunities within the sector, which can be used to help shape the offer to schools.