

Rampion 2 Wind Farm

Category 7: Other Documents

Outline Skills and Employment Strategy

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Contents

1.	Introduction	5
1.1	Background	5
1.2	Purpose of this strategy	5
1.3	Project description	5
2.	Approach and Principles	7
2.1	Scope and aim	7
2.2	Principles	7
	Engagement and research	7
	Collaboration	7
	Strength of resources	7
	Sustainability and legacy	7
2.3	Industry Leadership	8
3.	Context and Demographics	9
3.1	Policy context	9
	Industry level	9
	UK and/or England	9
	Regional/Local Enterprise Partnerships (LEPs)	9
	County level	9
	Other key reports that may be significant	10
3.2	Demographics	10
	Population and employment	10
4.	Stakeholder consultation	12

4.1	Stakeholders	12
4.2	Current consultation	12
4.3	Skills and Employment Strategy	13
5.	Outline commitments	14
5.1	Objectives	14
5.2	Community Benefit Package	14
6.	Implementation and Monitoring	15
7.	Case studies	16
7.1	Rampion visitor centre	16
8.	References	17
9.	Abbreviations and Acronyms	18
10.	Glossary of Key Terms	19

List of Tables

<u>Table 4-1</u>	<u>Stakeholder consultees</u>	<u>13</u>
<u>Table 9-1</u>	<u>Abbreviations and Acronyms</u>	<u>18</u>
<u>Table 10-1</u>	<u>Glossary of Key Terms</u>	<u>19</u>

1. Introduction

1.1 Background

- 1.1.1 Rampion Extension Development Limited is developing the Rampion 2 offshore wind farm, located adjacent to the existing Rampion project in the English Channel. It is being developed and delivered as a joint venture between RWE Renewables, Enbridge, and a Macquarie-led consortium. Two of these joint venture partners are also shareholders in the Rampion project, with RWE being the majority shareholder and Development Service Provider for the joint venture.
- 1.1.2 Rampion 2 is located off the coast of Sussex and comprises both offshore infrastructure and onshore infrastructure to take the power from landfall at Climping Beach, to connect to the existing National Grid Bolney substation, in Mid Sussex, via a new onshore substation in Oakendene, near Cowfold.
- 1.1.3 This outline Skills and Employment Strategy (oSES) has been produced during the Development Consent Order pre-application phase and is provided as part of the Applicant's submission on 31 July 2023, in order to assist the Examining Authority in preparing a recommendation, and the Secretary of State in their decision-making.

1.2 Purpose of this strategy

- 1.2.1 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 area by the Applicant.
- 1.2.2 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

- 1.3.1 Rampion Extension Development Limited (hereafter referred to as 'RED') (the Applicant) is developing the Rampion 2 Offshore Wind Farm Project (Rampion 2) located adjacent to the existing Rampion Offshore Wind Farm Project ('Rampion 1') in the English Channel.
- 1.3.2 Rampion 2 will be located between 13km and 26km from the Sussex Coast in the English Channel and the offshore array area will occupy an area of approximately 160km².
- 1.3.3 The key offshore elements of the Proposed Development will be as follows:
- up to 90 offshore wind turbine generators (WTGs) and associated foundations;
 - blade tip of the WTGs will be up to 325m and will have a 22m minimum air gap above Mean High Water Springs (MHWS);

- inter-array cables connecting the WTGs to up to three offshore substations;
- up to two offshore interconnector export cables between the offshore substations; and
- up to four offshore export cables each in its own trench, will be buried under the seabed within the final cable corridor;
- the export cable circuits will be High Voltage Alternating Current (HVAC), with a voltage of up to 275kV.

1.3.4 The key onshore elements of the Proposed Development will be as follows:

- a single landfall site near Climping, Arun District, connecting offshore and onshore cables using Horizontal Directional Drilling (HDD) installation techniques;
- buried onshore cables in a single corridor for the maximum route length of up to 38.8km using:
 - ▶ trenching and backfilling installation techniques; and
 - ▶ trenchless and open cut crossings.
- a new onshore substation, proposed near Cowfold, Horsham District, that will connect to the existing National Grid Bolney substation, Mid Sussex, via buried onshore cables; and
- extension to and additional infrastructure at the existing National Grid Bolney substation, Mid Sussex District to connect Rampion 2 to the national grid electrical network.

1.3.5 A full description of the Proposed Development is provided in **Chapter 4: The Proposed Development, Volume 2** (Application Document Reference: TR010117/APP/6.2.4).

2. Approach and Principles

2.1 Scope and aim

2.1.1 The scope of this oSES is to provide the basis for a final Skills and Employment Strategy to underpin the development, construction and subsequent operation of Rampion 2. 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 the Sussex area. 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 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

2.2 Principles

2.2.1 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, throughout UK and Ireland, and are summarised as:

Engagement and research

2.2.2 Any initiative or intervention shall be as the result of strong research, to ensure that it meets the needs of key stakeholders.

Collaboration

2.2.3 Builds on and adds value, and does not duplicate or overlap with existing initiatives working with others in collaboration.

Strength of resources

2.2.4 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

2.2.5 Considers sustainability and legacy from the outset of the initiative ensuring particularly that initiatives can be continued from construction through to the operation of the offshore wind farm.

2.3 Industry Leadership

- 2.3.1 The Applicant's parent company, 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 Rampion 2 Skills and Employment Strategy, 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-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.
 - ▶ 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 & development.
 - ▶ Early-stage careers – by providing work experience, apprenticeships, traineeships / internships.
 - ▶ Upskilling and encouraging Continued Professional Development of employees.
 - Expanding the talent pool:
 - ▶ Unemployed, under-employed, those experiencing employment poverty and the economically inactive.
 - ▶ Supporting the increase of diversity of people in the offshore wind workforce and improving inclusion in the industry.

3. Context and Demographics

3.1 Policy context

Industry level

- 3.1.1 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:
- 3.1.2 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.
- 3.1.3 The Offshore Wind Sector Deal set a target of 30GW in 2019 to be produced from fixed offshore wind; the British Energy Security Strategy (BESS) published in 2022, raised the ambition with the aim of delivering 50GW by 2030, including 5GW of floating offshore wind.
- 3.1.4 People and Skills theme within the UK Government’s Shared Prosperity Fund (part of the Levelling up programme).

UK and/or England

- 3.1.5 As part of the Contracts for Difference process, Rampion 2 may be required to commit to the delivery of skills and supply chain-related activities that will work towards the skills’ development of a future workforce. It is intended that these activities, where possible will complement and align with those planned as part of the SES.

Regional/Local Enterprise Partnerships (LEPs)

- 3.1.6 There are 36 Local Enterprise Partnerships across England. They are local business led partnerships between local authorities and businesses and play a central role in determining local economic priorities and undertaking activities to drive economic growth and the creation of local jobs. West and Mid Sussex are included within the Coast to Capital LEP and recently the responsibility for the Careers Hub moved from the LEP to Essex County Council. The South East Local Enterprise Partnership (SELEP) covers East Sussex.

County level

- 3.1.7 Coastal West Sussex – the skills and enterprise group which existed “to inspire more young people and adults into local, meaningful work, apprenticeships and long-term employment across Coastal West Sussex” was closed in July 2023.
- 3.1.8 The Local Skills Improvement Plan was produced in 2021 by Sussex Chamber of Commerce supported by Business West Sussex (‘The Local Skills Improvement

Plan’) published by Sussex Chamber of Commerce which includes a deep dive into engineering and manufacturing.

Other key reports that may be significant

- 3.1.9 Price Waterhouse Coopers (PwC) published the Green Jobs Barometer in December 2022, 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.
- 3.1.10 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.
- 3.1.11 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 the Southeast – pre-dominantly driven by London, Scotland, London, and Wales.

3.2 Demographics

Population and employment

- 3.2.1 Sussex has a total population of around 1.71 million people, of whom 1.03 million (or 60%) are of core working age (i.e., aged 16-64). Data from the ONS indicates that Sussex contributed just over £40.1 billion gross value added (GVA) to the UK economy in 2018. In relation to GVA per head of population, data shows a significant gap between Sussex and the UK, with GVA per head in Sussex approximately £23,600 compared with £28,700 per head nationally. The employment rate in Sussex is approximately 79% when compared with the national average of 76%; while the average unemployment rate is 3.9%, slightly higher than the average for the UK (3.7%).
- 3.2.2 Comparatively, in 2021, the total population of West Sussex was 885,100 across an area of 768 square miles. It is predominantly rural with most of the population based in the main towns of Crawley and Horsham in the north of the county; Bognor Regis and Worthing in the southern coastal areas. It is also home to Gatwick Airport, UK’s second largest airport.
- 3.2.3 In West Sussex, 526 800 people i.e., 60% of the total population and 81.2% of working age population, are in employment or self-employed. 2.2% are unemployed, compared with 3.1% in south-east of England and 3.6% across England. (NOMIS). 18.8% are economically inactive, a substantial proportion of which are retired

(23.1% compared with 13.8% in England). Of the 18 500 economically inactive, 19.8% want a job.

3.2.4 Whilst median gross weekly pay by place of residence in West Sussex is comparable with the rest of Great Britain (£639.20 versus £642.20) it is £46.10/week less than the south-east. However, the differences are more pronounced when earnings by place of work are considered. Gross weekly pay is £613.30 v £664.30 in Great Britain with females being paid £66.50/week less than males.

3.2.5 The job density (ratio of total jobs to the population aged 16-64) for West Sussex is 0.83 compared with 0.85 for both Great Britain and the south-east. For East Sussex it is 0.75.

3.2.6 At the UK level, the potential employment supported by the construction of Rampion 2 (i.e., when taking account of the direct, Tier-1 and wider supply chain impact) is estimated to average around 4,040 FTE jobs per annum (APP-062, NIP, 2022). The direct employment effects supported by Rampion 2 at the national level can be expected to be concentrated in a relatively small number of employment sectors, namely:

- manufacturing and engineering – particularly in the manufacture of fabricated metal products, electric motors, wiring and general-purpose machinery.
- construction – particularly the building of ships, boats and civil engineering projects.
- transport – particularly freight transport by road, sea and coastal freight, as well as support activities for transportation.
- professional services – notably management consultancy activities, architectural and engineering consultancy and other professional, scientific and technical sectors; and
- other sectors – which include accommodation, and food and beverage service activities.

3.2.7 Based on research about offshore wind supply chain engagement (Renewable UK, n.d.), it is estimated that currently there are in the order of 20 businesses directly engaged in offshore wind supply chain activity within the Sussex area, several of which are local offices of much larger (often national/international) players within the sector. On this basis, it was anticipated that the majority of jobs supported during the construction phase of Rampion 2, would be supporting development and consent activities, including engineering and professional services.

3.2.8 The Applicant is hoping to encourage more businesses within the Sussex area to directly engage in offshore wind supply chain activity. This will be done through the launch of RWE's STEP (Supplier Transparency and Engagement Programme). The initiative will; create a database of national, regional and local suppliers to improve communications of opportunities around Rampion 2, host regular supply chain engagement events and provide updates on project development, construction and operational phases.

4. Stakeholder consultation

4.1 Stakeholders

4.1.1 Rampion 2 is in the process of developing relationships with key local stakeholders across the Sussex area. 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 the existing, operational Rampion offshore wind farm in the area. It will continue to work with these stakeholders in development of the Skills and Employment Strategy in due course.

4.2 Current consultation

4.2.1 To develop the oSES, including its key principles and approach, Rampion 2 will actively engage several key stakeholders in the education / training / employment / skills sector within the Sussex area. The intention is build on the oSES to form the final Skills and Employment Strategy which will detail the commitments planned for delivery to address issues and gaps identified through the consultation process.

4.2.2 These key stakeholders include:

- The Local Planning Authorities who will be required to discharge the requirement for this oSES (and the subsequent Skills and Employment Strategy), including county and district / borough councils
- Key educational providers such as Universities of Sussex and Chichester, Brighton, and local colleges,
- The Regional Skills Partnership/Skills Advisory Panels,
- Rampion Open Wind Limited as owner of the adjacent operational wind .

4.2.3 Please refer to Table 3 for the full list of stakeholder consultees who will be engaged with when agreeing the final Skills and Employment Strategy.

4.2.4 Some of the discussions that will be explored as part of the first tranche of stakeholder engagement, include:

- 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; and
- identification of existing programmes and activities (whether to rule-out, or to collaborate).

4.2.5 As engagement continues, this document will focus on its general approach and key areas of exploration and will be circulated to current consultees for high-level feedback following submission into the Development Consent Order (DCO) Examination.

4.2.6 Consultation on the forthcoming Skills and Employment Strategy will include other key stakeholders such as:

- UK government including Department for Work and Pensions; and
- other key bodies e.g., STEM Learning UK.

Table 4-1 Stakeholder consultees

No.	Industry / sector	Organisation
1	Council (Host Authority)	West Sussex County Council
2	Council	East Sussex County Council
3	Council	Brighton & Hove City Council
4	Council partnership	Adur & Worthing Councils
5	Chamber of commerce	Sussex Chamber of Commerce
6	Education provider	STEM Learning UK
7	Local enterprise partnership	South East LEP
8	Local Enterprise Partnership	Coast to Capital
9	Military support organisation	Career Transition Partnership
10	Operational Offshore Wind Farm	Rampion Offshore Wind Limited
11	UK Government	Department of Work & Pensions

4.3 Skills and Employment Strategy

4.3.1 The feedback from engagement on the oSES will be collated and used to shortlist and prioritise actions and activities forming the basis of agreed commitments within a subsequent Skills and Employment Strategy. It will include greater detail on timelines, monitoring and commitments.

4.3.2 The Applicant 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 local cluster bodies, industry support organisations and trade associations.

4.3.3 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 Rampion 2 bring to the unique region of Sussex.

5. Outline commitments

5.1 Objectives

- 5.1.1 Once the consultation process with key skills stakeholders has been undertaken, objectives will be identified that will support the skills and employment needs within the Sussex region.
- 5.1.2 Some areas that will be considered are likely to include:
- a. approaches to recruitment;
 - b. engagement with education;
 - c. apprenticeships;
 - d. interns and graduate programmes;
 - e. transition support from other sectors;
 - f. unemployed, under-employed, economically inactive and employment poverty;
 - g. RWE employee engagement; and
 - h. diversity including gender, ethnicity, social mobility, disability.

5.2 Community Benefit Package

- 5.2.1 The detail of any community benefit package offered in addition to the actions outlined in this document, will be developed following engagement with the local community and remain separate from the planning process.

6. Implementation and Monitoring

- 6.1.1 This oSES provides outline commitments and provides examples of potential measures that will be 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 time frames where appropriate. This will be detailed within the subsequent Skills and Employment Strategy.
- 6.1.2 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 Rampion 2 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.

7. Case studies

7.1 Rampion visitor centre

- 7.1.1 The Rampion visitor centre, located in The Kings Road Arches, Brighton seafront, opened in 2020 and forms part of the £4 million Rampion Community fund. Brighton seafront was chosen as the ideal location due to its clear view of the wind farm, high footfall and excellent public transport connections. The Rampion Community Fund, following the wind farm construction, has benefited projects from Littlehampton in the west to Beachy Head in the east, including installing telescopes along the coast.
- 7.1.2 The aim of the centre is to increase awareness and understanding of the wind farm itself, as well as to raise knowledge about offshore wind energy and global climate change. It houses hands-on exhibitions, videos, and other interactive displays so that visitors can learn more about wind energy and discover the whole Rampion story since its inception over ten years ago.
- 7.1.3 The centre also houses a 360° virtual reality (VR) experience that takes users out to the wind farm itself. The visitor centre is completely free and can be booked by school groups. Free school workshops can also be arranged which include a mixture of practical activities with a focus on wind power, renewable energy and climate change.
- 7.1.4 Activities during the school workshops can include:
- Hands-on practical activities like measuring wind speed and wind direction.
 - Trying out the centres model turbines – “can you produce maximum power output?”
 - An opportunity to plan and design a wind farm.
 - Wind-related games and crafts.
- 7.1.5 There are also 22 downloadable resources on the Rampion website that visitor centre users are encouraged to utilise. These include a variety of crafts and STEM activities for teachers or parents looking for fun and educational activities for their children.

8. References

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9. Abbreviations and Acronyms

Table 9-1 Abbreviations and Acronyms

Abbreviation / Acronym	Definition
DCO	Development Consent Order
ES	Environmental Statement
GVA	Gross Added Value
GW	Gigawatt
HVAC	High Voltage Alternating Current
MW	Megawatt
NIP	National Infrastructure Planning
NSIP	Nationally Significant Infrastructure Project
ONS	Office for National Statistics
oSES	Outline Skills and Employment Strategy
RWE	RWE Offshore Wind (and related RWE companies)
SoS	Secretary of State
STEM	Science, Technology, Engineering and Mathematics
TCE	The Crown Estate
WTG	Wind turbine generator

10. Glossary of Key Terms

Table 10-1 Glossary of Key Terms

Term	Definition
The Applicant	Rampion Extension Development 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 are retired; full-time students; looking after home or family; long-term sick or disabled; or Other.
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. OL are 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

Term	Definition
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 less 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

