

Rampion 2 Wind Farm

Category 7: Other Documents

Outline Skills and Employment Strategy (OSES) (Tracked Changes)

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Abbreviations and Acronyms

Term/Abbreviation	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



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Glossary of Key Terms

Term/Abbreviation	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
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

Term/Abbreviation	Definition
	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

1. Introduction

1.1 Background

- 1.1.1 Rampion Extension Development Limited is developing the Rampion 2 [offshore wind farm](#), [Offshore Wind Farm \(Rampion 2\)](#), 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~~ [was initially](#) produced during the Development Consent Order pre-application phase and ~~is~~ provided as part of the Applicant's submission on 31st July 2023, in order to assist the Examining Authority in preparing a recommendation, and the Secretary of State in their decision-making.
- 1.1.4 [This is an updated iteration following consultation with key skills stakeholders in the Sussex area.](#)

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 [34](#)) 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 [34](#)) on the content of the oSES and subsequent Skills and Employment Strategy.

1.3 Project description

- 1.3.1 Rampion Offshore Wind Farm was developed following award of Zone 6 in the United Kingdom Round 3 offshore wind development leasing round run by The Crown Estate (TCE) in 2009. Located between 13km and 25km from the Sussex coast, it occupies an area of 78km² with an installed capacity of 400 megawatts (MW). The 116 wind turbine generators (WTGs) with a 140m blade tip height transmit the energy they generate along an array cable to the offshore substation. The offshore substation transforms the energy and sends it to the shore via 16km of offshore export cable. From a landfall located at Worthing, West Sussex, 27km of onshore cable connects Rampion into the onshore transmission network via a

substation located next to the existing 400 kilovolt (kV) National Grid substation at Bolney in Mid Sussex

1.3.2

Rampion 2 similarly comprises of both onshore and offshore infrastructure associated with the proposed offshore wind farm including:

- an estimated installed capacity in excess of 1,000MW
- offshore wind turbine generators (WTGs), associated foundations and inter-array cables, with the wind farm not exceeding 90 WTGs
- inter-array cables connecting the WTGs to up to three offshore substations.
- up to four offshore export cables, each in its own trench; and
- up to two offshore interconnector export cables between the offshore substations.
- buried onshore cables in a single corridor approximately 38.8 km in length, starting from landfall at Climping Beach, to the connection point into the National Grid substation, Bolney.
- a new onshore substation, proposed at Oakendene near Cowfold, that will connect to the existing National Grid Bolney substation, Mid Sussex, via buried onshore cables; and
- additional infrastructure at the existing National Grid Bolney substation to connect Rampion 2 to the national grid electrical network.
- the export cable circuits will be High Voltage Alternating Current (HVAC), with a voltage of up to 275kV. Both High Voltage Direct Current (HVDC) and HVAC with a voltage of 400kV, were considered during the Rampion 2 design process. No booster stations are required.

1.3.3

As the Proposed Development will have a capacity greater than 100MW it is defined as a Nationally Significant Infrastructure Project (NSIP) under Section 15(3) of the Planning Act 2008. An application for Development Consent for Rampion 2 will therefore be required. The Development Consent Order (DCO) Application will be accompanied by an Environmental Statement (in accordance with the EIA Regulations 2017). The Proposed Development falls within the definition of Schedule 2 development under the EIA Regulations 2017.

1.3.4

The offshore element of the Proposed Development will be located adjacent to the existing Rampion project comprising a seabed area awarded in 2019 under the TCE wind farm extension process (to the west of Rampion) and part of the remainder of the original Round 3 Zone 6 area (to the south of Rampion). Agreements for Lease have been entered into with TCE for both of these seabed areas. There will also be with a small link or 'bridge' area between the two areas for cabling, as well as an agreement for lease for the marine export cable to shore.

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 [via education and training](#) 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**~~2-2~~;
- The experience the Applicant has within the industry on supporting jobs and skills – **Section 2.3**~~2-3~~;
- The approach to stakeholder consultation – **Section 3**~~3~~, and
- ~~Example outline commitments and activities that have been formed in consideration of consultation feedback gathered to date.~~
- [The main issues identified during the first round of consultation – Section 4](#)~~5~~; and
- [Example activities that will be explored working alongside stakeholder organisations as we work towards identifying commitments within the subsequent Skills and Employment Strategy – Section 5](#)~~5~~.

2.2 Principles

2.2.1 The Applicant has established principles that will ~~be relied upon~~ [form the basis of discussion](#) 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 [and is delivered](#) 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, [initiatives, materials etc.](#)

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.; 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 & 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.



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3. Context and Demographics

3.1 Policy context

Industry level

- 3.1.1 ~~Other relevant~~[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. [South East LEP and Coast to Capital are the LEPs that cover the project area.](#)

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 (<https://www.sussexchamberofcommerce.co.uk/education-skills>) supported by The Local Skills Improvement Plan (LSIP) (<https://www.sussexchamberofcommerce.co.uk/storage/resources/engineering-1680178614.pdf>) and included 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 [Office of National Statistics \(ONS, 2021\)](#) 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 average 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~~The UK 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~~indirect and induced sectors – which include accommodation, and food and beverage service activities.

~~1 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.~~

3.2.7 From previous experience, The Applicant anticipates that the largest percentage of jobs within the local area will be during the construction and operation phases of the Rampion 2 Project.

~~3.2.7~~3.2.8 Information from Marine South East's Offshore Energy Supply Chain Database shows over 200 suppliers registered in East and West Sussex. The Applicant is hoping to encourage more businesses within the Sussex area to directly engage in

offshore wind supply chain activity. This ~~will be~~ currently being done through the launch of RWE's ~~STEP (Supplier Transparency and Engagement Programme)~~ (STEP) which is currently live for Awel y Môr, Celtic Sea and Dublin Array. The initiative will aim to; create a database of national, regional, and local suppliers to improve communications of opportunities around Rampion 2 RWE's UK development projects, host regular supply chain engagement events and provide updates on project development, construction, and operational phases.

3.2.9 -An area of interest for The Applicant is improving the diversity of suppliers engaging in offshore wind supply chain activities, recognising that this contributes towards the diversity of the workforce. There are numerous directories listing suppliers that fall under categories including: gender, ethnicity, disability and military veterans.

4. Stakeholder consultation

4.1 Stakeholders

4.1.1 Rampion 2 is in the process of developing relationships with key local [skills](#) 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 Rampion as its existing operational wind farm in the area. It will continue to work with these stakeholders in development of the Skills and Employment Strategy in due course [and its subsequent delivery](#).

Current consultation

4.2 Consultation to date

~~4.1.24.2.1~~ To develop the oSES, including its key principles and approach, Rampion 2 will [continue to](#) actively engage several key stakeholders in the education/training/employment/skills sector within the Sussex area.

~~4.1.3~~ [These key stakeholders include:](#)

~~4.1.4~~ [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](#)

~~4.1.5~~ [Key educational providers such as Universities of Sussex and Chichester, Brighton, and local colleges,](#)

~~4.1.6~~ [The Regional Skills Partnership/Skills Advisory Panels,](#)

~~4.1.7~~ [Rampion as the nearest operational wind farm](#)

~~4.1.84.2.2~~ [Please refer to Table 3 for the full list of stakeholder consultees who will be](#) ~~engaged~~ [engaged](#) in the first tranche of engagement to inform the creation of this oSES. ~~include:~~

Table 4-1 Round 1 consultation - key skills stakeholders

<u>No.</u>	<u>Industry/sector</u>	<u>Organisation</u>
<u>1</u>	<u>Local Authority (Host Authority)</u>	<u>West Sussex County Council</u>
<u>2</u>	<u>Local Authority</u>	<u>East Sussex County Council</u>
<u>3</u>	<u>Local Authority</u>	<u>Brighton & Hove City Council</u>
<u>4</u>	<u>Chamber of commerce</u>	<u>Sussex Chamber of Commerce</u>

<u>5</u>	<u>Education provider</u>	<u>STEM Learning UK</u>
<u>6</u>	<u>Local Enterprise Partnership</u>	<u>Coast to Capital*</u>
<u>7</u>	<u>Military support organisation</u>	<u>Career Transition Partnership</u>
<u>8</u>	<u>Operational Offshore Wind Farm</u>	<u>Rampion</u>
<u>9</u>	<u>UK Government</u>	<u>Department of Work & Pensions</u>

*Coast to capital LEP has rebranded to West Sussex, Brighton, and Hove Careers Hub, with the team now a part of West Sussex County Council.

4.1.94.2.3 Some of the discussionsthemesthat will bewere explored as part of the first tranche of stakeholder engagement, includeconsultation, included:

- Key concerns and issues regarding education, 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 and activities (whether to rule-out, or to collaborate)

4.1.104.2.4 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.

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

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

Further consultation

4.2.5 The feedback from the initial round of consultation on the oSES has been collated and used to inform The Applicant of organisations/bodies they should include on the next round of consultation (see **Table 4-2table 4**). These stakeholders have been recommended as having significant skills interests within the region and will therefore be consulted in the same manner as the round 1 stakeholders.

Table 4-2 ~~Stakeholder~~ Recommended round 2 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
41	Council partnership <u>Local Authority Partnership</u>	Adur & Worthing Councils
2	<u>Nationally Significant Infrastructure Project (NSIP)</u>	<u>Gatwick Airport</u>
3	<u>Education</u>	<u>East Sussex College</u>
54	Chamber of commerce <u>Academia</u>	Sussex Chamber <u>University of Chichester</u>
65	Education-provider	STEM Learning UK <u>Institute of Technology Sussex</u>
76	Local enterprise partnership <u>Authority</u>	South-East LEP <u>Horsham District Council</u>
87	Local Enterprise Partnership <u>Authority</u>	Coast to Capital <u>Arun District Council</u>
9	Military support organisation	Career Transition Partnership
10	Operational Offshore Wind Farm	Rampion
11	UK Government	Department of Work & Pensions

4.2.6 ~~The Applicant has also reflected on the results of the first series of meetings and has added Lewes & Eastbourne and Mid Sussex District Councils to the list of those who will be consulted.~~

4.24.3 Skills and Employment Strategy

4.2.14.3.1 ~~The feedback from engagement on the oSES~~ Further consultation will be collated and used to ~~shortlist and prioritise actions and activities held with the stakeholders listed in Table 4-2~~ table 4 forming the basis of ~~agreed~~ commitments within a subsequent Skills and Employment Strategy. ~~It~~ which will include greater detail on timelines, monitoring and commitments.

4.2.24.3.2 ~~The Applicant will continue to look towards working in a 'joined up' or~~ and collaborative approach with other ~~key developments or~~ NSIP developers and

organisations in the area, which might include, for example, umbrella organisations such as the local cluster bodies, industry support organisations and trade associations.

4.2.34.3.3 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 area.

5. Outline ~~commitments~~Activities

5.1 Objectives

5.1.1 ~~Once Through~~ the consultation process that has been undertaken to date with key skills stakeholders ~~has been undertaken, objectives will be, several areas of focus have been~~ identified that will support the skills and employment needs within ~~the~~ Sussex region:

~~3~~ ~~Some areas that will be considered are likely to include:~~

ApproachesApproach to recruitment

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

Engagement with education

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

5.1.4 The initial focus of the discussions with stakeholders has been exploring the short-term concerns of ensuring the availability of a suitably skilled workforce for the deployment of offshore wind projects both in the UK and globally. A strategy for engagement with education will need to be included within the subsequent Skills and Employment Strategy.

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

Apprenticeships

5.1.6 This objective seeks to provide apprenticeship opportunities to the local community.

Interns and graduate programmes

5.1.7 This objective promotes and provides opportunities for paid internships and renewables graduates' development, within The Applicants organisation. The Applicant already employs a number of interns across the business and will be looking to ensure these opportunities are available to the community in Sussex.

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

Transition support ~~from other sectors~~ for ex-military

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

Unemployed, under-employed, or economically inactive ~~and~~ employment poverty

5.1.10 This objective supports the transition of people into the offshore wind industry from other sectors. Many bring with them technical and non-technical skills that can be adapted to the new environment of working in the offshore wind industry and/or help address skills shortages. The aim of this objective would be to support those that are unemployed, under-employed or economically inactive. Please refer to Table 2 Glossary of Key Terms, for information regarding these terms.

RWE employee engagement

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

5.1.12 The Applicant has a volunteering policy which provides staff with the opportunity to request up to 3 days paid volunteering leave per year. A Community Volunteer award is also available which donates up to £500 to the relevant charity, where employees volunteer their own time.

Diversity including gender, ethnicity, social mobility, disability

5.1.13 The applicant is committed to the targets set by the Offshore Wind Sector Deal. These targets include: a commitment that a third of the workforce will be female (aspirational target of 40%) and 9% of people from Black, Asian or minority ethnicity background (aspirational target of 12%) by 2030. As a result of these, The Applicant has committed to having 30% females in its senior management by 2030.

5.1.14 It is recognised that many of the minority communities are more seriously impacted by unemployment, disadvantaged lives, health inequality, etc., and so diversity and inclusion will play a vital role in this strategy.

5.1.15 It is recognised that there are high levels of deprivation within areas of West Sussex; with Crawley being amongst the top 10% most deprived areas of the United Kingdom (Crawley Borough Council, 2021). Hastings Borough, East Sussex is the most deprived local authority in the South East. Hastings experiences in-migration of vulnerable younger populations which are drawn by the availability of cheap housing. There are also significantly more children in low income families in Hastings and Eastbourne compared to other districts within East Sussex (Gov.uk, 2021).

5.1.16 [The Chief Medical Officer's Annual Report 2021 - Health in Coastal Communities, also highlights the relationship between higher levels of deprivation within coastal communities \(Gov.uk, 2021\). **Figure 5-1** highlights areas of East Sussex where there are higher levels of deprivation compared to the rest of England.](#)

Figure 5-1 Selected Public Health Outcomes Framework indicators where Hastings is significantly different from East Sussex and England

Compared with England	Indicator	Period	England	Eastbourne	Hastings	Lewes	Rother	Wealden
	Children in low income families (all dependent children under 20) (Persons) (%)	2016	17	18.2	25.7	13.4	16.8	10.2
	Average Attainment 8 score	2018/19	46.9	43.1	40.9	46.6	46.3	49.6
	Pupil absence (%)	2018/19	4.73	5.15	5.35	5.33	5.11	4.87
	Under 18s conception rate/1,000 (Female, <18yrs)	2018	16.7	22.5	25.2	15.4	14	7
	Smoking status at time of delivery, (Female, All ages) (%)	2019/20	10.4	11	14.4	7.7	14.4	8.8
	Percentage of physically active children and young people (Persons, 5-16yrs)	2018/19	46.8	50.6	59.8	50.1	44.7	52.9
	Cancer screening coverage – cervical cancer (aged 50 to 64 years old) (F) (%)	2019	7.62*	73.8	73	75.8	76	77
	Cancer screening coverage – bowel cancer (Persons, 60-74yrs) (%)	2019	60.1*	59.7	55.8	63.1	64.8	64
	Suicide rate/100,000 (Persons, 10+yrs)	2017-19	10.1	15.5	15.1	13.7	13.3	11.1
	Emergency readmissions within 30 days of discharge from hospital (Persons, All ages) (%)	2018/19	14.3	14.5	15.4	13.3	13.8	13.9

Source: Public Health England Fingertips tool (Office for Health Improvement and Disparities, 2023)

Activities

5.1.17 [Table 5-1](#) outlines the existing skills programmes and initiatives within Sussex which The Applicant will further explore; to identify where such initiatives meet the objectives set out within this oSES and subsequently identify where The Applicant can add value through their support. Where there are identified gaps, The Applicant will seek to work with skills stakeholders to develop new initiatives to address these.

Table 5-1 Existing skills programmes and initiatives within Sussex

<u>Item</u>	<u>Related Objective</u>	<u>Initiative</u>	<u>Aim(s) of initiative</u>
<u>1</u>	<u>Approach to recruitment</u>	<u>Skills East Sussex</u>	<u>'To improve local employment and skills levels to increase economic prosperity in East Sussex' (ESCC, 2023)</u>
<u>2</u>	<u>Approach to recruitment</u>	<u>Careers Hub West Sussex County Council</u>	<u>'The Careers Hub offers schools and colleges dedicated support to build lasting partnerships with key employers and to improve employment outcomes for young people.'</u> (WSCC, 2023)
<u>3</u>	<u>Apprenticeships</u>	<u>Apprenticeship Programme – Rampion</u>	<u>Three-year placement which results in an NVQ level 3 qualification in wind turbine operations and maintenance and a level 3 diploma in wind turbine maintenance</u>
<u>4</u>	<u>Engagement with education</u>	<u>University of Chichester Tech Park (degree apprenticeship programme)</u>	<u>Producing highly skilled and knowledgeable graduates in STEM subjects</u>
<u>5</u>	<u>Engagement with education</u>	<u>Sussex & Surrey Institute of Technology</u>	<u>Addressing Higher level skills needs in: Engineering & manufacturing technologies, digital technologies, construction, planning & the built environment, and sustainable technologies & practices</u>
<u>6</u>	<u>Engagement with education</u>	<u>East Sussex College – Decarbonisation Academy</u>	<u>Establishing a network of Decarbonisation Academies to support retrofitting and green energy installation. The academies will have a key focus on upskilling the existing workforce</u>
<u>7</u>	<u>Transition support for ex-military</u>	<u>Op NOVA – Ministry of Defence</u>	<u>'Delivered by the Forces Employment Charity and commissioned by NHS England, provides support for veterans who are in contact with the justice system, enabling them to access the services they need.'</u> (Forces Employment Charity, 2022)

<u>Item</u>	<u>Related Objective</u>	<u>Initiative</u>	<u>Aim(s) of initiative</u>
<u>8</u>	<u>Diversity including gender, ethnicity, social mobility, disability</u>	<u>Funding for Ukrainian refugees</u>	<u>Providing language courses. Helping to access employment opportunities.</u>
5.1.18	<u>Through the consultation, a number of specific activities have also been suggested for The Applicant to consider. Some of the activities outlined are already in existence within Sussex. Table 5-2 Table 6 outlines these activities and the intended benefits.</u>		

Table 5-2 Stakeholder feedback: suggested activities for Rampion 2

<u>Item</u>	<u>Related Objective</u>	<u>Initiative</u>	<u>Intended benefit</u>
<u>1</u>	<u>Approach to recruitment</u>	<u>Promotion of roles and opportunities within offshore wind</u>	<u>Bring new entrants into the offshore wind industry in the UK and beyond</u>
<u>2</u>	<u>Approach to recruitment</u>	<u>Work experience opportunities</u>	<u>Provide an insight into the workplace and improve knowledge</u>
<u>3</u>	<u>Approach to recruitment</u>	<u>Interview practice</u>	<u>Provide opportunities for people applying for roles</u>
<u>4</u>	<u>Approach to recruitment</u>	<u>Open Doors Programme</u>	<u>Enhance knowledge and experience of the workplace</u>
<u>5</u>	<u>Engagement with education</u>	<u>Utilise the Rampion Visitor Centre facility</u>	<u>Improve local people's knowledge of Rampion 2 and provide a space for learning</u>
<u>6</u>	<u>Engagement with education</u>	<u>Careers fairs</u>	<u>Promote employment opportunities and routes to enter the offshore wind industry to students</u>
<u>7</u>	<u>Engagement with education</u>	<u>Teacher Encounters</u>	<u>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</u>
<u>8</u>	<u>Interns and graduate programmes</u>	<u>T-Levels</u>	<u>Develop a T-Level that can meet the needs of the offshore wind industry</u>

<u>Item</u>	<u>Related Objective</u>	<u>Initiative</u>	<u>Intended benefit</u>
			<u>and prepare students for work, further training, or study</u>
<u>9</u>	<u>Diversity including gender, ethnicity, social mobility, disability</u>	<u>Supporting over 50s into employment</u>	<u>Work with the Department of Work and Pensions to develop a programme for over 50s returning to employment</u>
<u>10</u>	<u>Transition support for ex-military</u>	<u>Transition programme</u>	<u>Support the transition of ex-military personnel into the offshore wind sector</u>

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 will provide ~~outline commitments and~~ example activities. As these are confirmed through further stakeholder engagement, the Applicant will continue to develop the approach to implementing the agreed activities and propose measures for monitoring them, with 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.



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7. Case studiesstudy

7.1 Rampion Visitor centreCentre

7.1.1 The Rampion ~~visitor centre~~Visitor Centre, located in The Kings Road Arches, Brighton ~~seafront~~Seafront, opened in 2020 and ~~forms~~formed part of the £4 million Rampion Community fund. Brighton ~~seafront~~Seafront was chosen as the ideal location due to its clear view of the ~~wind farm~~Rampion Offshore 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 (<https://www.rampionoffshore.com/visitor-centre/resources/>) that ~~visitor centre users are encouraged to~~ anyone can utilise. These include a variety of crafts and STEM activities for teachers or parents looking for fun and educational activities for their children.

7.1.6 To date (correct as of November 2023), the centre has hosted 43,866 visitors and 254 school groups.



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