

RWE Renewables UK Dogger Bank South (West) Limited

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Dogger Bank South Offshore Wind Farms

Outline Skills and Employment Strategy Volume 8

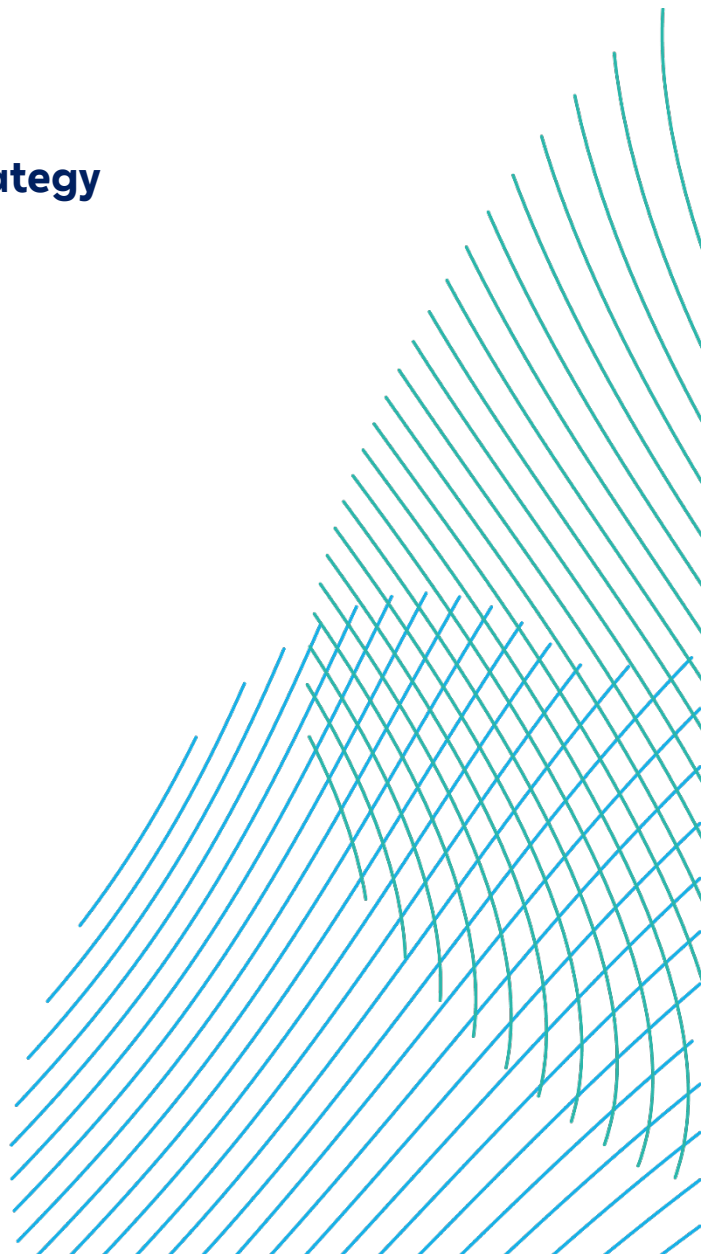
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Glossary

Term	Definition
Concurrent Scenario	A potential construction scenario for the Projects where DBS East and DBS West are both constructed at the same time.
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).
Development Scenario	Description of how the DBS East and / or DBS West Projects would be constructed either In Isolation, Sequentially or Concurrently.
Dogger Bank South (DBS) Offshore Wind Farms	The collective name for the two Projects, DBS East and DBS West.
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).
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.
In Isolation Scenario	A potential construction scenario for one Project which includes either the DBS East or DBS West array, associated offshore and onshore cabling and only the eastern Onshore Converter Station within the Onshore Substation Zone and only the northern route of the onward cable route to the proposed Birkhill Wood National Grid Substation.

Term	Definition
Onshore Development Area	The Onshore Development Area for ES is the boundary within which all onshore infrastructure required for the Projects would be located including Landfall Zone, Onshore Export Cable Corridor, accesses, Temporary Construction Compounds and Onshore Converter Stations.
Sequential Scenario	A potential construction scenario for the Projects where DBS East and DBS West are constructed with a lag between the commencement of construction activities. Either Project could be built first.
Unemployed	A person looking for work and could start within two weeks or, waiting to start a job that had been offered and accepted.
Tier 1	A company that has a contract/agreement in place to provide products or services directly to the Developer/Employer.
The Applicants	The Applicants for the Projects are RWE Renewables UK Dogger Bank South (East) Limited and RWE Renewables UK Dogger Bank South (West) Limited. The Applicants are themselves jointly owned by the RWE Group of companies (51% stake) and Masdar (49% stake).
Sequential Scenario	A potential construction scenario for the Projects where DBS East and DBS West are constructed with a lag between the commencement of construction activities. Either Project could be built first.

Acronyms

Term	Definition
BEIS	Department for Business, Energy and Industrial Strategy
BESS	British Energy Security Strategy
CITB	Construction Industry Training Board
DBS	Dogger Bank South
DCO	Development Consent Order
DESNZ	Department Energy Security and Net Zero
DWP	Department for Work and Pensions
ECITB	Engineering Construction Industry Training Board
ERoY	East Riding of Yorkshire
ES	Environmental Statement
FE	Further Education
FTE	Full Time Employee
GB	Great Britain
GW	Gigawatt
HDD	Horizontal Direction Drill
HEY	Hull and East Yorkshire
HEY LEP	Hull and East Yorkshire Local Enterprise Partnership
Humber Gateway	Humber Gateway Offshore Wind Farm

Term	Definition
HVDC	High Voltage Direct Current
ILO	International Labour Organisation
LEP	Local Enterprise Partnership
LSIF	Local Skills Improvement Fund
LSIP	Local Skills Improvement Plan
LSOAs	Lower-layer Super Output Areas
MSc	Master of Science
MW	Megawatt
NEET	Not in Education, Employment or Training
NELC	North East Lincolnshire Council
NPS	National Policy Statement
NSIP	Nationally Significant Infrastructure Project
NVQ	National Vocational Qualifications
O&M	Operations and Maintenance
ONS	Office for National Statistics
OnSS	Onshore Substation
OSES	Outline Skills and Employment Strategy
OWIC	Offshore Wind Industry Council
SDF	Skills Development Fund
SEND	Special educational Needs and Disabilities

Term	Definition
SES	Skills and Employment Strategy
SMEs	Small and Medium-sized Enterprises
Sofia	Sofia Offshore Wind Farm
SoS	Secretary of State
SOV	Service Operations Vessel
STEM	Science, Technology, Engineering, and Mathematics
TCE	The Crown Estate
TCC	Temporary Construction Compound
Triton Knoll	Triton Knoll Offshore Wind Farm
WiME	Women into Manufacturing and Engineering

1 Introduction

1.1. The Applicants

1. RWE Renewables UK Dogger Bank South (West) Limited and RWE Renewables UK Dogger Bank South (East) Limited (the Applicants) have submitted an application to the Planning Inspectorate on behalf of the Secretary of State, for a Development Consent Order (DCO) for the Dogger Bank South offshore wind farm projects (Dogger Bank South (DBS) East and DBS West herein referred to as the Projects) under Section 37 of the Planning Act 2008. The Applicants are themselves jointly owned by the RWE Group of companies (51% stake) and Masdar (49% stake).
2. RWE is a leading partner in the delivery of the United Kingdom's (UK) net zero ambitions and energy security, as well as in contributing to the UK build-out target for offshore wind of 50 Gigawatts (GW) by 2030. Following completion of the acquisition of the three Norfolk offshore wind projects, RWE is developing ten offshore wind projects in the UK & Ireland representing a combined potential installed capacity of over 10.5GW, with RWE's pro rata share amounting to around 7.5GW. RWE is also constructing the 1.4GW Sofia offshore wind project in the North Sea off the UK's east coast. RWE's unparalleled track record of more than 20 years in offshore wind has resulted in 19 offshore wind farms in operation, with a goal to triple its global offshore wind capacity from 3.3GW today to 10GW in 2030.
3. Abu Dhabi Future Energy Company (Masdar) is the United Arab Emirates' clean energy champion and one of the fastest growing renewable energy companies in the world, advancing the development and deployment of renewable energy and green hydrogen technologies to address global sustainability challenges. Established in 2006, Masdar has developed and partnered projects in over 40 countries, helping them to achieve their clean energy objectives and advance sustainable development. Masdar is jointly owned by Abu Dhabi National Oil Company (ADNOC), Mubadala Investment Company (Mubadala), and Abu Dhabi National Energy Company (TAQA), and under this ownership the company is targeting a renewable energy portfolio capacity of at least 100GW by 2030.

1.2. The Projects

4. The Projects' Array Areas are located in the Dogger Bank region of the southern North Sea. The closest point to the coast from the Array Areas is 100km from DBS West and 122km from DBS East. When operational, DBS East and DBS West combined would have the potential to generate renewable power for up to three million UK homes¹. A maximum of 200 wind turbines would be installed across both Projects.
5. The Offshore Development Area includes the DBS East and DBS West Array Areas where the wind turbines, array cables and offshore platforms would be located, the Inter-Platform Cable Corridor between the two Array Areas, and the Offshore Export Cable Corridor that connect the Array Areas to the landfall. In addition, there is the Export Cable Platform Search Area located mid-way along the Offshore Export Cable Corridor and is the area of search for an Electrical Switching Platform, if required.
6. The Onshore Development Area includes the boundary within which all onshore infrastructure required for the Projects would be located including Landfall Zone, Onshore Export Cable Corridor, accesses, Temporary Construction Compounds and Onshore Converter Stations. All onshore connection infrastructure would be located in the administrative area of East Riding of Yorkshire Council (ERYC).
7. The earliest date construction could commence is 2026, with the onshore construction works likely to commence first. Further details of the key offshore and onshore components can be found in **Volume 7, Chapter 5 Project Description (application ref: 7.5)**.
8. This Outline Skills and Employment Strategy (OSES) has been produced to be submitted as part of the DCO application.

2 Purpose of this strategy

9. 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 skills and employment commitments and activities focused on the Humber region (the study area).
10. The Applicants are 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.

11. This Strategy should be read in conjunction with **Volume 7, Chapter 28 Socio-economics (application ref: 7.28)** which sets out the assumptions about employment supported by the construction and operational phases of the Projects.

3 Approach and Principles

3.1 Scope

12. The scope of this OSES is to provide the basis for a final SES to underpin the development and subsequent operation of the Projects. This document sets out the approach that will be adopted by the Applicants, with the aim of promoting skills and employment opportunities for local economic benefit within the Humber region (defined as East Riding of Yorkshire, City of Hull, North East Lincolnshire and North Lincolnshire).
13. Based on engagement undertaken to date, a key ambition of the Applicants is to focus on providing sustainable careers, rather than just jobs.
14. This OSES sets out the following:
 - The key principles to the approach that have been set by the Applicants;
 - The experience the Applicants have 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.
15. The Applicants intend to feed into existing local and regional structures and workstreams rather than duplicating them and ensure coordination with other Nationally Significant Infrastructure Projects (NSIPs) projects in the area, such as Dogger Bank A, B & D and Hornsea 4. 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.

3.2 Principles

16. 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 are summarised below:

- Evidence based- 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 resources; other developing renewable energy projects, existing projects, existing assets (on and offshore) and people e.g. STEM ambassadors, volunteers; and
- 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.

3.3 Industry Leadership

17. The Projects' 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.
18. This includes developing initiatives and collaborating with other organisations to improve diversity and inclusion within the potential and existing workforce.
19. 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.

4 Socioeconomic Context

4.1 Spatial Context

20. The Projects will create employment opportunities and the potential for skills development within the labour market during the construction, operational and decommissioning stages.
21. 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 North East of England, CITB survey information shows that 19% of construction workers live outside of the region that they work in, and 77% travel more than 20 miles to work (32% travel more than 50 miles).
22. As such, it is anticipated that the 'local' workforce will be drawn from across the entire North East England region.
23. Some workers will be drawn from a much more local area – likely within the Humber region –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;
 - Secondly, promoting local workforce and supply chain will retain economic benefit to those communities most likely to experience change from the Projects;

- Thirdly, reducing workforce travel by employing local labour will reduce carbon and wider effects on traffic and transportation; and
- Finally, the Humber region currently experiences high 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 the Projects.

4.2 Policy Context – UK and Industry Level

24. 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.
25. 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.
26. 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.
27. 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; and

- 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).
28. 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.
29. The Clean Growth Strategy (Department for Energy Security and Net Zero (DESNZ) and Department for Business, Energy & Industrial Strategy (BEIS), 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.
30. The Net Zero: Build Back Greener strategy (DESNZ and BEIS, 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.

31. The Offshore Wind Sector Deal (HM Government, 2020) – outlines in particular, the commitments given by the industry to diversity and inclusion, apprenticeships and supporting 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.
32. People and Skills theme within the UK Government’s Shared Prosperity Fund (part of the Levelling up programme).

4.3 Policy Context – Local/ Regional

33. At a regional level the Hull and East Yorkshire LEP (HEY LEP) produced an Employment & Skills Strategy for the region. The former HEY LEP team has now transitioned to the HEY Business, Growth and Skills Hub (HEY BGS) as part of the move towards the proposed Mayoral Combined Authority. An updated regional economic strategy will form part of the new governance arrangements. In the period to the end of 2026, the HEY BGS Hub will work to deliver this strategy by focusing its partnership activity on four key priorities:
 - Priority 1 – Productive & Innovative Economy – To stimulate business growth, increase productivity and employment by developing the conditions in the HEY region for business to start ups, innovation, investment and trade.
 - Priority 2 – Clean Growth Economy – To maximise opportunities to drive economic growth in green industries, whilst meeting decarbonisation targets. To be significantly lower carbon industrial cluster by 2030 and net carbon zero by 2040. This work is being driven by the Humber Energy Board which has taken on responsibility for the delivery of the Humber Industrial Cluster Plan www.humberindustrialclusterplan.org.
 - Priority 3 – Skilled and Inclusive Economy – To lead the transformation of the HEY regional skills profile, to deliver a highly skilled, healthy and productive workforce, reducing inequality and increasing life chances for our communities.
 - Priority 4 – Competitive and Resilient Locations – To enhance the region’s infrastructure and natural assets so as to maximise the contribution to the HEY economy and generate competitive locations in which to invest.

34. The strategy states that ‘two thirds of major capital investments planned in the Yorkshire and Humber region are within the ‘Green Economy’’. The strategy also states that ‘the region’s education, learning and skills providers must continue to collaboratively plan future provision around major investments and identified growth in the Green Economy. Further investment in accessible training provision underpinned by capital infrastructure to support growth in new and emerging technologies is also required.’. The strategy sets out the below action plan:
- Maximise investment in skills provision to drive growth in the Green Economy to meet the requirements of major investments and key sectors;
 - Identify green skills requirements and deliver a responsive curriculum;
 - Inspire young people to acquire green skills and progress into occupations and sectors in demand; and
 - Offer decarbonisation and energy efficiency skills support to businesses through the HEY Growth Hub, advising businesses on how to access the skills they need.
35. Skills Hull & East Yorkshire state that, in 2021, the construction industry provided 7,165 jobs in East Yorkshire which was an increase of 9% on 2015 (source: Business Register and Employment Survey 2021 (BRES)). In Hull, 7260 jobs were within the construction sector in 2021 which was an increase of 25% on 2015 figures (source: BRES 2021).
36. Currently, the energy sector accounts for less than 1% of employment in Yorkshire and the Humber but Skills Hull & East Yorkshire notes that ‘to achieve the UK governments target of 50GW of power generated by offshore wind by 2030, the offshore wind workforce in Yorkshire and the Humber is forecast to grow from 1,291 to 14,815 by 2030.’ The Projects could provide many of these employment opportunities.
37. The latest research by the Offshore Wind Industry Council (OWIC) reports that the total UK offshore wind workforce is estimated to be 32,257 – up 4% from 2021/22. Yorkshire and Humber region accounting for around 16% (c4,300) of jobs. This is the largest regional workforce outside of Scotland (source Green Jobs Skills Analysis Report, Humber HEY Skills Partnership 2023).
38. It is likely that the main entry routes into the offshore renewable energy industry will continue to be:
- Apprenticeships and graduates;

- From other, technically-related, industries (including those from other aspects of the wider energy industry – both onshore and offshore); and
 - Those with cross-industry skills (e.g. business/ commercial, IT and data analytics, drone/ ROV operators, etc.)
39. In relation to the second and third points above, having appropriate conversion programmes, as well as recognition of prior learning/experience, will be a crucial route to competency for the industry. Recent research estimates that over 90% of the UK’s oil and gas workforce have medium to high skills transferability to offshore wind activities, particularly around construction and installation jobs. While soft skills, business skills and other non-technical skills are generally highly transferable, transition training and upskilling will be required on technical skills associated with offshore wind (source Green Jobs Skills Analysis Report, Humber HEY Skills Partnership 2023).
40. The Strategic Development Fund provides investment to enable areas across England to:
- reshape their teaching and training provision; and
 - update their facilities in preparation for the rollout of local skills improvement plans.
41. In the 2022 to 2023 financial year, £2,719,168 of funding was approved via the SFD to be delivered into the Hull and East Yorkshire region. Delivery partners included:
- Bishop Burton College;
 - Hull College;
 - Tec Partnership;
 - Wilberforce Sixth Form College;
 - Wyke Sixth Form College; and
 - Humberside Engineering Training Association (HETA).
42. Amongst other projects, the SFD enabled Hull College to invest in a range of new technologies to ensure their provision is fit to deliver the skills needed to support the offshore renewable energy industry. Including the installation of new wave technology equipment for use by students and employers.
43. The SFD also allowed HETA to procure state-of-the-art welding equipment to introduce and train their apprentices and adult course delegates on the latest kit to fill the need for skilled welders across the region.

44. A number of FE providers have responded positively to the region's future workforce requirements and have (or are) developing new courses to help combat the future skills gap in the region, examples include (but are not limited) the following:
- The Grimsby Institute has developed CO2 welding modules along with 3D immersive training;
 - The University of Hull has developed a Master of Science (MSc) Renewable Energy degree, the work of its Aura Centre for Doctoral Training, and its close partnership with the Offshore Renewable Energy Catapult to develop a skilled workforce and talent pool around offshore wind energy; and
 - Hull College is developing:
 - Foundation Degree in Sustainable Development, including modules in Policy, Governance and Sustainability, Materials and the environment, Future energy systems and sustainability and Climate change, science and symptoms; and
 - Foundation Degree in Renewable Energy and Technology, including modules in Wind and Hydro Engineering, The fundamentals of energy, Understanding decarbonisation, Policy, Governance and Sustainability, Empowering Communities, Health and safety in the energy sector, Energy Project Management and Personal development and The economics of renewable energy.
45. The Green Jobs Skills Analysis Report makes a number of recommendations noting that the labour market entrants of 2030 will have started in Year 7 (Key Stage 3) in September 2023:
- Engage with young people to make them aware of the available learning and career pathways:
 - Clear learning and career pathways for critical roles within each of the green industries should be developed that articulate the learning, qualification and experience requirements from entry level through to level 8; and
 - Strengthen links between industry and school links through the activities such as:

- HEY Careers Hub and its Enterprise Adviser Network (<https://enterpriseadviser.careersandenterprise.co.uk/becoming-an-enterprise-adviser/>);
 - Founders4Schools (<https://www.founders4schools.org.uk/>);
 - STEM Ambassadors (<https://www.stem.org.uk/stem-ambassadors>) • High quality, meaningful experiences of the workplace and employer encounters;
 - More project-based activities and “sector weeks” (along the lines of Apprenticeship week);
 - Engage and support pupil support services • Teacher workplace experiences and CPD events for Careers and Employability professionals;
 - The HEY Apprenticeship and Technical Education Group can support with key priorities;
 - Talks and presentations to current students by former students and apprentices; and
 - Reach out and engage young people outside of the school/education system.
- Ensure opportunities for all by widening access to learning and careers opportunities:
 - Innovative and practical ways of improving the supply of people into the green industries via appropriate learning pathways needs to be developed, particularly in relation to:
 - Disadvantaged and deprived communities: Consider what additional support may be required in order to open up opportunities for those in deprived areas and/or with low educational attainment (for example, pre-employment or pre-apprenticeship support programmes);
 - Economically inactive and unemployed: Reducing the barriers to entry, particularly those:
 - With physical or learning disabilities;
 - With caring responsibilities;
 - Who are retired, but want to play an active role in bringing the next generation through;

- Females (particularly in technical, engineering and managerial roles);
- Long-term unemployed;
- Youth unemployed;
- Refugees; and
- Young people from socio-economically disadvantaged backgrounds.
- Options should be investigated as to how to incentivise/promote participation from these groups on provision at all levels (this applies to both individuals and employers) – and particularly at level 3;
- Consideration should be given to how a more proactive approach could be taken to support the upskilling/reskilling of people who are at risk of losing their current job or any employed in declining industries/occupations;
- More work needs to be done to understand and address why so few STEM graduates enter employment in the green industries; and
- Employers and stakeholders should consider how they can do more to create social value as a means of raising awareness of the various green industries and the role that they play in a sustainable, vibrant economy.
- Ensuring effective pathways to competency:
 - Existing education and skills provision at all levels and stages needs to be “future-proofed” in terms of content relating to technology, data and digital advancements and sustainability/circular economy principles;
 - Apprentices in the electrotechnical industry (e.g. electricians and plumbers) and construction trades are seen as a vital component of the current and future workforce – and more are needed to support the deployment of technologies such as heat pumps and EV charging points;
 - Collaboration amongst employers within the green industries should be promoted and facilitated;

- The utilisation of the full range of available apprenticeship standards and T Levels needs to be improved;
 - Promote T Level provision across the green industries;
 - Promote collaboration/sharing of resourcing between employers and education and skills providers;
 - As demand for modular/short course provision increases to upskill the current workforce, the options for “micro-credentials” need to be explored;
 - Education and skills providers should review how they provide their services to ensure that learning of all styles and types can benefit; and
 - Stakeholders and training providers should work with employers to ensure that their Skills Bootcamp offer is meeting the needs of the green industries in the HEY area and whether there are any gaps (currently and, potentially, in the future).
46. In addition to the overall recommendations listed above, there are a small number of industry-specific actions that the Green Jobs Skills Analysis Report indicates that stakeholders and employers might consider implementing:
- With just 17% of the workforce being female (the lowest of all UK regions), more targeted work needs to be done to promote this industry to women and other under-represented groups;
 - Employers and stakeholders need to work together to identify where local content can be maximised in each of the project stages – from development through to operation and maintenance; and
 - The relative lack of training providers in the HEY area that can deliver industry-specific training within the areas of apprenticeship standards, the Institute of Technology or Skills Bootcamps should be reviewed to see whether this is acting as a barrier to skilling the future workforce.
47. The Greater Lincolnshire and Rutland LSIP Local Skills Improvement Plan outlines 40 actions which are split across eight priority areas to be actioned in the over 16 years of age sector. The actions relevant to the Projects are as follows:
- Work Readiness & Essential Skills:
 - Develop partnerships to offer placements;

- Short CV writing courses;
 - Develop a skills Framework / Skills passport;
 - Work readiness bootcamps;
 - Assess current 'work readiness' and create a consistent programme; and
 - Short course on essential workplace skills.
- Construction:
 - Recruitment drive for 21st century construction;
 - Mentor /coach construction business owners to support strategic planning;
 - Targeted marketing campaign to females;
 - Establish a provider – employer forum to ensure course content is relevant; and
 - Review construction course content to ensure essential skills are included.
- Engineering:
 - Collaboration to create careers campaigns;
 - Create a recruitment drive for 21st century engineering;
 - Explore delivery of tailored bespoke short courses;
 - Target communication campaign to females; and
 - Review course content to ensure essential skills are included.
- Decarbonisation & Green Skills:
 - Assess and develop programmes where there are gaps in priority occupations;
 - Develop and implement online net zero modules; and
 - Develop a retro-fit steering group.
- Local Socio-Economic Conditions:
 - Short courses to employers to highlight barriers for people with disabilities; and
 - Young people not in education, employment or training (NEET) task force.
- Local Skills System:

- Collaborative approach to bidding for funding from colleges, universities and employers; and
 - Service to employers (possibly website) to demystify the skills system and communicate training.
48. The HEYLEP LSIP also includes a section on 'Engineering, Construction including Offshore Wind & Carbon Capture'. The LSIP states that by 'utilising existing research from the Humber Industrial Cluster Plan and information provided by Engineering Construction Industry Training Board (ECITB), we are aware that:
- 5100 new direct jobs are supported in Engineering Construction per £1bn invested;
 - The current workforce across the Humber is estimated by ECITB to comprise of around 5300 jobs;
 - Cluster stakeholders are already experiencing significant challenges in staffing existing operations, retaining their existing workforce and recruiting individuals with the right experience;
 - There has been unanimous agreement from all stakeholders that without action there will be a critical skills shortage, which would result in Net Zero ambitions not being realised;
 - There is a low appetite for industrial career paths;
 - Collaboration is needed in the region to strengthen the voice on concerns over skills shortages;
 - Local contractors are not guaranteed long-term work; and
 - Electrical installation, maintenance and instrument and control technicians are critical areas of concern for the future of Net Zero projects.
49. The LSIP hopes that:
- There would be a short cross area events programme funded by employers themselves, possibly with an Local Skills Improvement Fund (LSIF) input;
 - A more substantial input specific to sector/occupation funded by employers and LSIF; and
 - A much more significant up-skilling programme publicly funded by LSIF and/or Adult Education Budget innovation. It should also be noted grant funding may be available from other sources such as ECITB and CITB.

50. The LSIF enables further education (FE) providers across a geographic area to respond collectively to the priorities in the LSIPs.
51. The LSIF supports the reforms introduced in the Skills for Jobs White Paper', providing investment in the technical skills system to better support the needs of the local labour market and wider economy.
52. The LSIF will:
 - Provide investment in new facilities and equipment;
 - Fund the development and delivery of new courses and curriculum; and
 - Support excellence in college leadership, governance and teaching to create a sustainable approach to addressing local skills needs, particularly at levels 3 to 5.
53. At the time of drafting this OSES, no formal decision had been taken in regard to the Hull and East Yorkshire Devolution Deal.
54. Hull and East Riding Unitary Leaders have agreed to establish an interim HEY Combined Authority, which would then become formalised if the 'order' is 'made' by Parliament in the autumn. The date for a Mayoral election would be May 2025.
55. The devolution deal states:
 - Government recognises the potential of the Hull and East Yorkshire Combined Authority to play a critical role in the manufacture of strategically important offshore wind components. Businesses investing in the Humber Freeport can take advantage of a range of tax reliefs designed to attract investment and create jobs, currently available in the Hull East and Able Marine Energy Park Tax Sites and with Goole Tax Site expected to be designated in the near future. Through these incentives, Government is already supporting Siemens Gamesa's Offshore Wind Facility Phase 2 Expansion in the Hull East Tax Site;
 - As part of the devolution deal, government will provide up to £5 million of capital funding in the current Spending Review period to further support Hull and East Yorkshire's economic growth priorities, including any potential future expansion of the Siemens Gamesa Offshore Wind Facility, subject to a full business case and clear value for money. Government also commits to working with the constituent authorities and the proposed Hull and East Yorkshire Combined Authority to explore ways in which further support for the expansion might be provided. Any additional support for the expansion would not be precluded by the

capital funding provided through the deal and would also be subject to a full business case and clear value for money; and

- The Department of Energy Security and Net Zero has provided observer representation on the Humber Energy Board, through which they will support the development of a Net Zero Strategy to accelerate the green energy transition across the Humber industrial cluster. This Net Zero Strategy will inform a detailed investment plan for the region, underpinned by strong collaboration between public and private sector partners across the Humber.

4.4 Labour Market, Economic Activity and Employment

56. The labour market in the Humber Region performed worse than the wider UK labour market across most measures, including economic activity, jobs growth and pay.
57. 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.
58. 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.
59. In 2021 the Humber Region had a lower economic activity rate (77%) than the UK (78%). In 2022, the unemployment rate was similar in the Humber Region (3.7%) and across the UK (3.6%). This is the lowest rate the region has experienced over the past ten years, falling from slightly over 9% in 2011.
60. In the Humber Region around 23% of those of working age were economically inactive, which is a larger share compared to the UK (22%). Of those who are economically inactive in the Humber Region, approximately 22% want a job, representing 27,700 residents seeking job opportunities in the area to re-join the labour market.

61. 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.
62. The level of employment growth in the Humber Region has been lower than the UK as a whole. Over the period 2011-2021, the total number of jobs in the Humber Region has increased by 10%. This is lower than the growth rate for the UK as a whole.
63. Residents of the Humber Region have lower average earnings than those living in the UK, with the median annual gross income for full-time workers being £29,508 and £33,000 respectively.

4.5 Occupational Skills, Jobs and Sectors

64. Almost a fifth (18%) of employment in the Humber Region is concentrated in the manufacturing sector. This is considerably larger than the relative employment supported by the sector across the UK economy (8%).
65. In 2022, there were a total 2,250 manufacturing businesses in the Humber Region, accounting for 7.2% of businesses in the area (Office of National Statistics (ONS), 2022).
66. Employment in the construction industry in the Humber Region is above the UK average at 6% compared to 5% respectively, and accounts for 14.6% of all businesses.
67. The manufacturing and construction sectors are of particular relevance to the Projects and provide benefit from the relative strength of these sectors in the Humber Region.
68. The working-age population of the Humber Region has achieved lower levels of educational qualifications than that of the UK. A total of 31% of the working age population of the Humber Region hold at least a National Vocational Qualification 4+ (NVQ) (a bachelor's degree or equivalent), in comparison to 44% across the UK.
69. Lower educational attainment in the Humber Region is also captured by the lower shares of those holding at least an NVQ at levels 3, 2 and 1.
70. Approximately 10% of residents in the Humber region hold no qualifications which is higher than the national average of 7%.

4.6 Deprivation

71. The Index of Multiple Deprivation considers seven different dimensions of deprivation related to income, crime, employment, education, health, housing and the living environment. These data are gathered for each of the Lower-layer Super Output Areas (LSOAs) of England.
72. Data from the Index of Multiple Deprivation suggest that the Humber Region is relatively more deprived than England as a whole, 29% of those living in the region fall within England's 20% most deprived areas. Almost 50% of LSOAs in the Humber Region are within the country's 40% most deprived areas. In comparison, 16% of LSOAs in the Humber Region are within England's least 20% deprived areas.

5 Employment and Skills Opportunities

5.1 Development Scenarios

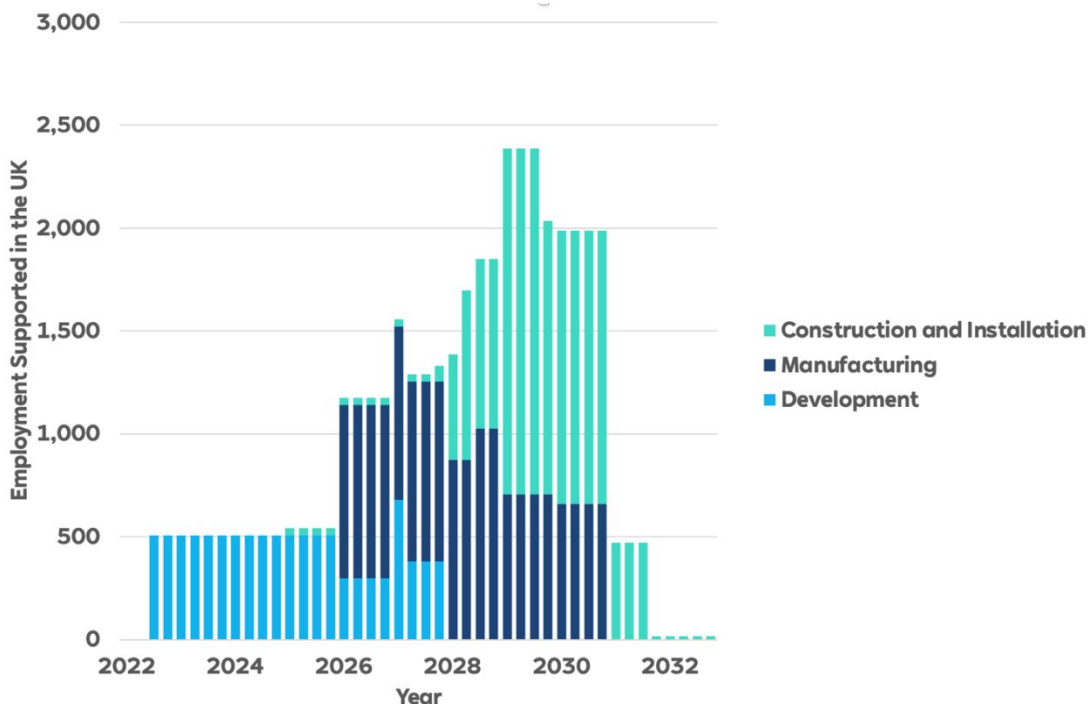
73. The Environmental Statement (ES) considers the following development scenarios:
 - Either DBS East or DBS West is built In Isolation; or
 - DBS East and DBS West are both built Sequentially or Concurrently.
74. An In Isolation Scenario has been assessed within the ES on the basis that theoretically one Project could be taken forward without the other being built out. If an In Isolation Scenario is taken forward, either DBS East or DBS West may be constructed. As such, the onshore assessment considers both the Projects In Isolation.
75. If an In Isolation Scenario is taken forward, only the eastern Onshore Converter Station within the Onshore Substation Zone would be constructed. In either the concurrent or sequential scenario, both Onshore Converter Station locations within the Onshore Substation Zone would be taken forward.
76. Further details are provided in **Volume 7, Chapter 5 Project Description (application ref: 7.5)**.

5.2 Construction – Concurrently

77. If the Projects are constructed Concurrently, it was estimated that the construction and development of the Projects could support a total (direct and indirect) 5,410 years of employment in the Humber Region.

78. The spending of those working towards the delivery of the Projects (induced impact) is expected to support a further 1,460 years of employment across the Humber Region.
79. An indicative programme for the construction of the Projects is described in **Volume 7, Chapter 5 Project Description (application ref: 7.5)**. For the purposes of the Socioeconomic assessment, it was assumed that the construction period would start in 2027. The development and construction of the Projects Concurrently is expected to cover the period of 2022 to 2031. The majority of this activity would occur during the construction stage between 2027 and 2031. It is at this point that the economic activity supported by the Projects would peak. It is assumed that the manufacturing of components, including jackets and wind turbine components, would occur in the year prior to their installation. Figure 1 below represents an indicative employment profile for the Projects when delivered Concurrently, by year.

Figure 1 Indicative Employment Profile for the Projects (direct and indirect) in the UK, by Year

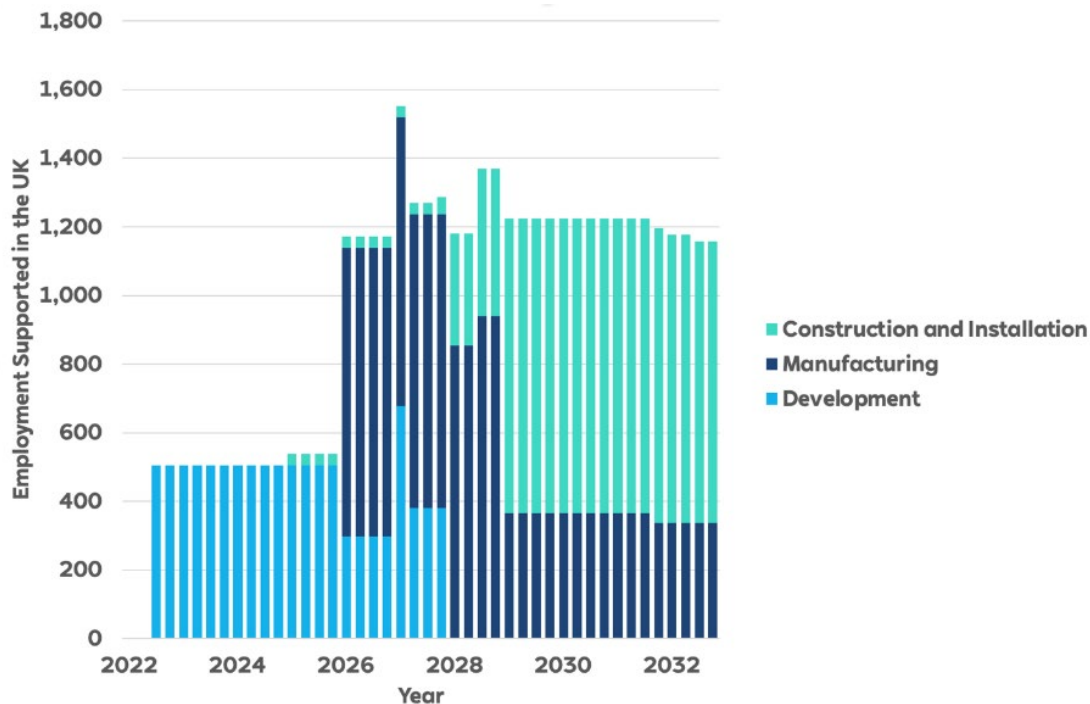


80. Based on the indicative construction programme, at its peak the construction of the Projects Concurrently is expected to support 1,520 jobs in the Humber Region. This peak is expected to occur in 2029, to reflect the overlap of manufacturing and installation activities.

5.3 Construction - Sequentially

81. If the Projects are constructed Sequentially, it was estimated that the construction and development of the Projects could support a total (direct and indirect) 5,410 years of employment in the Humber Region.
82. The spending of those working towards the delivery of the Projects (induced impact) is expected to support a further 1,460 years of employment across the Humber Region.
83. An indicative programme for the construction of the Projects is described in **Volume 7, Chapter 5 Project Description (application ref: 7.5)**. For the purposes of the Socioeconomic assessment, it was assumed that the construction period would start in 2027. The development and construction of the Projects Sequentially is expected to cover the period of 2022 to 2033. The majority of this activity would occur during the construction stage between 2027 and 2032. It is at this point that the economic activity supported by the Projects would peak. It is assumed that the manufacturing of components, including jackets and wind turbine components, would occur in the year prior to their installation. Figure 2 below represents an indicative employment profile for the works when delivered Sequentially, by year.

Figure 2 Indicative Employment Profile for The Projects (direct and indirect) in the UK, by Year

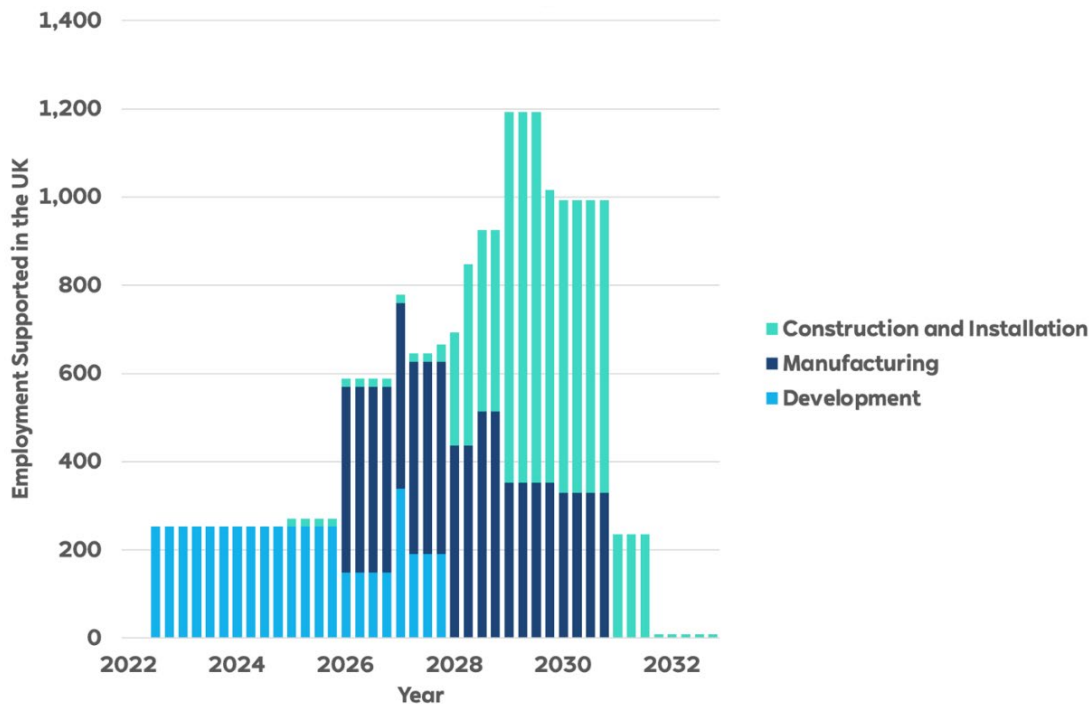


84. Based on the indicative construction programme, at its peak, the construction of the Projects Sequentially is expected to support 930 jobs in the Humber region. This peak is expected to occur in 2029.

5.4 Construction – In Isolation

85. If the Projects are constructed In Isolation, it was estimated that the construction and development of the Projects could support a total (direct and indirect) 2,700 years of employment in the Humber Region.
86. The spending of those working towards the delivery of the Projects (induced impact) is expected to support a further 730 years of employment across the Humber Region.
87. An indicative programme for the construction of the Projects is described in **Volume 7, Chapter 5 Project Description (application ref: 7.5)**. For the purposes of the Socioeconomic assessment, it was assumed that the construction period would start in 2027. The development and construction of the Projects Sequentially is expected to cover the period of 2022 to 2031. The majority of this activity would occur during the construction stage between 2027 and 2031. It is at this point that the economic activity supported by the Projects would peak. It is assumed that the manufacturing of components, including jackets and wind turbine components, would occur in the year prior to their installation. Figure 3 below represents an indicative employment profile for the works when delivered In Isolation, by year.

Figure 3 Indicative Employment Profile for The Projects (direct and indirect) in the UK, by Year



5.5 General Construction

88. The principal direct (onshore) employment effects support by the construction of the Projects are expected to be generated by the onshore civils work related to the installation and commissioning of the export cable and onshore converter stations.
89. For converter station construction – employment sourced from the labour market of the study area is likely to be in the form of enabling works, buildings, steel fabrications, civil engineering works and site management.
90. The installation of the onshore export cables also present opportunities for study area based companies and the local labour market. This involves excavating the cable route, performing horizontal 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.
91. Any construction works required for an operations base (assumed to be located in Grimsby) would likely draw on local suppliers for materials, equipment and labour.

92. Any junction improvement of road widening works required as part of the construction of the Projects is an element likely to be sourced from within the study area and would mainly comprise civils construction skills.

5.6 Operations

93. 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, converter station and transmission maintenance onshore); and
 - Fees, rent and transmission charges.
94. The majority of this employment supported is related to offshore infrastructure, with the exception of the transmission maintenance onshore.
95. Operational activities would support permanent employment at an operational base (assumed Grimsby) from which wind farm administrative staff could be based.
96. Service operations vessels (SOVs) would be used to transfer technicians to the wind farm offshore.
97. Training and health and safety roles are anticipated to be sourced from the local region.
98. Scheduled minor maintenance is likely to be undertaken using local labour while some contractor works is led by UK suppliers on a peripatetic basis. It is not anticipated that major component maintenance will be undertaken locally.
99. Foundation, offshore cable, converter station and transmission maintenance and components is likely to be notional in nature.

100. RWE, the lead developer of the Projects, owns a stake and operates a number of operational wind farms from its operations and maintenance bases located in Grimsby providing long term employment for the local region. These projects have worked extensively with schools and education institutes, as well as teachers and pupils in the Humber region, to deliver career insight sessions and STEM presentations to promote knowledge of the renewables industry and associated job opportunities.

5.7 Operations – Concurrently

101. The operations and maintenance of the Projects (if built Concurrently) are expected to support 810 jobs (direct and indirect) in the Humber region each year.

5.8 Operations – Sequentially

102. The operations and maintenance of the Projects (if built Concurrently) are expected to support 810 jobs (direct and indirect) in the Humber region each year.

5.9 Operations – In Isolation

103. The operations and maintenance of the Projects (if built In Isolation) are expected to support 400 jobs (direct and indirect) in the Humber region each year.

6 Stakeholder Consultation

6.1 Stakeholders

104. The Applicants have excellent working relationships with many key local stakeholders across the Humber region. 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 (Humber Gateway and Triton Knoll). The Applicants will continue to work with these stakeholders in the development of the SES.
105. To develop the outline strategy, including its key principles and approach (as set out in Section 2), the Applicants have engaged with several key stakeholders in the education / training / employment / skills sector within the Humber region (See Table 6-1 for list of Stakeholder Consultees).

Table 6-1 Stakeholder Consultees

Industry Sector	Organisation
Local Authority (Host Authority Construction Phase)	East Riding of Yorkshire Council (Skills and Employment)
Local Authority (Host Authority (Construction Phase))	East Riding of Yorkshire Council (Business)
Local Authority (Operations)	North East Lincolnshire Council
Operational Wind Farm	Triton Knoll Offshore Wind Farm
Local Enterprise Partnership	Hull & East Yorkshire LEP
Industry	Humber Offshore Wind Cluster

6.2 Engagement

106. The discussions held 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.
107. Key comments raised by stakeholders during engagement are detailed in Table 6-2 below.

Table 6-2 Key Comments raised through Engagement

Theme	Comments
Challenges	<ul style="list-style-type: none"> • Visibility of offshore wind and jargon busting; • Understanding the wide range of roles available within offshore wind and career pathways; • Recruitment process to ensure inclusivity (e.g. those with special educational needs and disabilities (SEND)); • Preparing young people for the transition from study into working life (employability); • Employability of young people with additional needs; • Curriculum challenges (making STEM subjects more exciting to encourage study); • English is not the first language for many residents living in the Humber; • Getting more females into the industry; • Core skills and supply chain shortages; • Shortage of teachers/tutors to deliver construction and engineering who can earn more in their sectors rather than teach; • Low levels of qualifications, a lack of 'soft skills' and general lack of work readiness; • Employed people currently in low paid jobs; • Lack of opportunities for coastal communities and schools; • Lack of opportunities and support for SMEs; and • High levels of unemployment and deprivation and low aspirations.

Theme	Comments
Opportunities	<ul style="list-style-type: none"> • Many initiatives already in place in the Humber region which the Projects could support; • Offer more site based experiences; • Develop clear career paths into the offshore wind industry; • Support for local and regional SMEs; • Support or training with CV and supply chain tender writing and interview preparation; • Support to existing Skills Bootcamps; • Supported internships; • Vocational education; • Skills Hull and East Yorkshire website; • Careers brochures, list of roles available in offshore wind in the region; • Transferable skills from other industries (including the military and former semi-professional athletes); • Initiatives to support 'care experienced' children and young adults; • Coordination with other developments in Humber region; • 'Projekt Renewable' – box park based in Grimsby town centre focused on developing green skills. Venue offers funded boat trips to offshore wind farms available to local schools and is home to the RWE East Coast Visitor centre. • Engagement through from primary to secondary school to help shape views early; • Alignment with Humber Freeport; and

Theme	Comments
Existing programmes/ initiatives	<ul style="list-style-type: none"> • Train the trainers – engage directly with teachers and parents. • Skills Bootcamps; • Active Humber; • Women into Manufacturing and Engineering (WiME); • ‘Log on – Move on’ - a free, independent and impartial website which supports and inspires young people in Hull and the East Riding to succeed on their education and training journey; • RWE’s Champions for Wind programme (see case study in Section 9); • ‘Teacher Encounters’ – teachers gain experience of business and industry and improve young people’s career opportunities; • Job Centre Work Coach Encounters; • CareerShift - tools for job search and career success; • Parental engagement; • Crown Estate (TCE) and Department for Work and Pensions (DWP) Offshore Wind pilot for work coaches; • National Careers Service; • ‘New Futures’ - working with ex-offenders developing work skills and work readiness; • Cornerstone Employer network – RWE sit on Greater Lincolnshire network but not the Hull and East Yorkshire network at present;

Theme	Comments
	<ul style="list-style-type: none"><li data-bbox="719 379 1106 411">• Virtual Work Experience;<li data-bbox="719 427 1323 459">• HEY Hub Net Zero Work Experience; and<li data-bbox="719 475 1509 507">• East Riding of Yorkshire Future Communities Initiative.

6.3 Continued Engagement

108. As the Projects develop, this strategy will evolve to focus the approach and key areas of exploration. A working group will be established to regularly discuss the OSES and ensure new challenges and opportunities are listed.
109. The working group will continue to develop the OSES and, through this engagement, it will be possible 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.
110. The working group will consist of previous stakeholders engaged in the development of the OSES and additional stakeholders not yet consulted to obtain valuable insight and advice. Future engagement will include additional stakeholders such as:
 - Devolved administrations;
 - UK government including DESNZ and DWP;
 - Regional training providers;
 - Hull and Humber Chamber of Commerce; and
 - Other nearby NSIPs and developers.
111. The production and implementation of an SES will help to ensure that the region benefits from the opportunities that NSIPs bring to a unique region like the Humber as the Projects moves towards construction and then operation.

7 Identified Themes and Approach

112. Through the engagement process undertaken, a number of themes have been identified from the comments raised (as identified in Table 2).
113. These themes are outlined within Table 3 below alongside our approach to address these to support the skills and employment needs within the Humber region.

Table 7-1 Identified themes and potential approaches

Themes Raised	Description	Approach	Example Activities
<p>Opportunities for SMEs</p> <p>Provide support and supply chain opportunities for local and regional SMEs.</p>	<p>94% of business in the East Riding have under 10 employees. The Projects need to provide support and opportunities for local and regional SMEs.</p> <p>From consultation held to date, it is understood that the offshore wind sector has not been providing this support so this is a huge opportunity for the Projects to leave a lasting legacy.</p>	<p>Continue to liaise with ERO Y Council to develop a strategy specifically related to SMEs in the local region.</p>	<p>Meet the Buyer events specifically aimed at SMEs.</p> <p>Clear list of contracts available for SMEs.</p> <p>Guidance in developing tenders.</p> <p>Coaching for SME owners.</p> <p>SME Skills or Development funds.</p>
<p>Knowledge and awareness of offshore wind</p> <p>As offshore wind farms are now so far offshore and not always visible, there is a lack of awareness.</p>	<p>People are not aware of what offshore wind actually is and the wide range of roles available in the industry.</p>	<p>Better visibility of careers in offshore wind and the opportunities for the local supply chain.</p> <p>Jargon busting and using non-technical language.</p>	<p>Careers days and work experience.</p> <p>Site based events for people to better understand the industry.</p> <p>School visits.</p> <p>Presentations to adult careers evenings and careers fairs.</p>

Themes Raised	Description	Approach	Example Activities
<p>Approach to recruitment</p> <p>Maximising opportunities for the local region to provide employment and address under-employment and employment poverty that is prevalent within The Humber region.</p>	<p>It is recognised that 22% of the Humber region’s population is looking for a job. It is important that the Projects address this and ensure the local region benefits from employment opportunities. The Projects must also ensure that the types of roles available are clearly advertised to the local region. There is a need to ensure the recruitment process is inclusive for those with additional needs (e.g. SEND).</p>	<p>The Applicants will look to actively engage with initiatives that exist within the local region to support, promote and provide opportunities to aid growth in green skilled jobs across the region.</p> <p>RWE has extensive experience in recruiting within the Humber region from its existing operational assets. The Projects will look to emulate these initiatives and create similar socio-economic benefits in the local area.</p> <p>Work with existing stakeholders such as DWP and STEM Learning to support their delivery and encourage the supply chain to be actively engaged.</p> <p>Provide support for those that have additional needs during recruitment process (e.g. SEND).</p>	<p>Supporting existing initiatives and/or putting in place new interventions e.g. attracting from other sectors.</p> <p>Promotion of local opportunities in the supply chain.</p> <p>Webinars with work coaches/ teachers to give an understanding of project timings and opportunities.</p> <p>Providing clear and detailed careers information and skills requirements.</p> <p>Apprenticeships / Internships / work experience.</p> <p>Develop CV writing courses specific to offshore wind.</p> <p>Training or coaching provided to individuals with SEND.</p>

Themes Raised	Description	Approach	Example Activities
<p>Education/ Skills</p> <p>Focussing on supporting the development of a long-term local pipeline of talent through the provision or support of education and upskilling opportunities.</p>	<p>Concerns around ensuring the availability of a suitably skilled workforce for the deployment of offshore wind projects both in the UK and globally.</p>	<p>Provide an opportunity for teachers to engage directly with The Applicants 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.</p> <p>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.</p> <p>Aim to support the whole career, including the upskilling of employees already employed in the industry and providing Adult Career Pathways into the industry.</p> <p>The full SES will be developed in collaboration with the supply chain, to encourage their engagement with local schools, colleges, and universities.</p>	<p>Sector-based academy to support employability.</p> <p>RWE Champions for Wind type programmes for supporting teachers.</p> <p>Development of careers materials (including case studies) to support career decisions and subject choices.</p> <p>Explore touch points for university engagement.</p> <p>Teacher Encounters and Skills Bootcamps.</p> <p>Work with the Humber Offshore Wind Cluster to develop sector specific initiatives.</p> <p>Development of upskilling initiatives for those already working in the industry at entry level.</p> <p>Develop Adult Career Pathways for existing workforce.</p>

Themes Raised	Description	Approach	Example Activities
<p>Transition</p> <p>Supporting the transition of people into the offshore wind industry from other sectors (including the military or oil and gas).</p>	<p>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.</p> <p>From consultation held to date it, is understood that there are many individuals within the region that could transition from engineering and military sectors.</p>	<p>Continue to facilitate the movement of individuals transitioning from other sectors e.g. ex-military into the offshore wind industry.</p> <p>Helping identify and detailing transferable skills from other industries.</p>	<p>Information provision on potential for experience and skills transfer.</p> <p>Mentoring support for individual service leavers.</p> <p>Participation in and/or delivery of engineering and oil and gas specific recruitment events;</p> <p>Participation in and/ or delivery of military transition events; and</p> <p>Skills Bootcamps.</p>
<p>Work Readiness</p> <p>Helping to prepare young people and the unemployed to be ready to work.</p>	<p>Ensuring that young people are prepared for the transition between study and work and also ensuring the unemployed are prepared for interviews and recruitment processes.</p>	<p>Developing initiatives and providing support to existing initiatives to help people move closer to work readiness.</p>	<p>Coaching sessions;</p> <p>CV and Interview support;</p> <p>Developing 'Career Toolkits'; and</p> <p>Support to careers fairs and open days.</p>

Themes Raised	Description	Approach	Example Activities
<p>Diversity and Inclusion</p> <p>Provide support to diverse groups (including women, the disabled, ex-offenders, SEND and those that English is not their first language) into employment within offshore wind.</p>	<p>The growth of the offshore wind industry is likely to provide opportunities for local people to access employment that may not have been available in the past. The Applicants lead developer, RWE, is working to have a more diverse and inclusive workforce and be more inclusive, and is keen to support working with local people to raise their aspirations and employability.</p>	<p>All initiatives will be created and considered through the lens of diversity and inclusion.</p> <p>Where specific under-represented or minority communities have been identified as a priority by key strategic stakeholders, the Projects will work with them to either add value to existing or planned activities or look at ways that the Projects might be able to address gaps.</p> <p>Support initiatives that deliver English courses as industry/ employer representatives.</p> <p>Support initiatives that provide guidance and coaching for ex-offenders wanting to gain employment as industry/ employer representatives.</p>	<p>Work with Women into Manufacturing and Engineering (WiME) to develop new initiatives.</p> <p>Promote/ provide opportunities for those with disabilities.</p> <p>Work with existing bodies to identify and support minority and under-represented groups into employment.</p> <p>Interview coaching and careers events for under-represented groups.</p> <p>Support initiatives such as 'New Futures' which provides coaching to ex-offenders.</p> <p>Work with existing bodies to identify and provide support and/ or training to those that English is not their first language.</p>

Themes Raised	Description	Approach	Example Activities
<p>Coastal Communities</p> <p>Those living in coastal communities tend to be further away from opportunities.</p>	<p>Those living and studying in coastal communities tend to get less visibility of the opportunities available than those living in-land.</p>	<p>Better visibility of careers in offshore wind and the opportunities available for those living in coastal communities.</p> <p>Developing initiatives that help coastal communities take advantage of the opportunities available within the offshore wind industry.</p>	<p>Support to careers fairs and open days;</p> <p>Presentations into coastal schools;</p> <p>Leaflets and literature in local coastal schools, shops, offices to advertise the opportunities available and how people can take advantage; and</p> <p>Sponsor transport for coastal schools to visit offshore wind hubs and visitor centres.</p>

8 Implementation and Monitoring

114. This OSES provides an understanding of the education and employment environment within the Humber region. Against this, the Applicants have identified key themes and approaches and example activities that could be implemented to support this.
115. Further stakeholder engagement to refine the approach and consider how the Projects 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 Applicants 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.
116. As well as supporting external initiatives, there are many existing initiatives that the Applicants have already implemented across other development and operational projects in the region that The Projects could adopt as part of its approach including:
- RWE Apprenticeships schemes – 11 Humber based apprentices are currently undertaking their studies and training at Humber Gateway and Triton Knoll and a further four apprentices are to be recruited in 2024. RWE already provides full time employment to 17 former apprentices across its Humber based sites. The RWE apprenticeship is a high quality course and is recognised by the Institute of Engineering.
 - RWE Champions for 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. RWE will be launching the Champions for Wind Programme in the Humber region in 2024.
 - RWE Wind Energy Workshops - The Wind Energy Workshop programme, which is now into its 7th year, has been delivered to over 2000+ Key Stage 2 students and seeks to encourage them to remain in the science based subjects required for careers in engineering.
 - Supergrid – Workshops developed and managed by UK STEM which involve small teams working together to build wind turbines and compete against each other in terms of the quantity and cost of energy

produced. Sofia have successfully facilitated these sessions in the Teesside and the Projects plan to implement in East Riding in 2024.

117. 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 the Projects are having within the local region. Where relevant, this will be communicated to key stakeholders and the SES updated with feedback as it is received.
118. 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.

9 Case Studies

9.1 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 this activity 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.

9.2 RWE Wind Energy Workshops

Over 200 Grimsby school children have taken part in the RWE Wind Energy Workshop programme throughout 2023 receiving great feedback from teachers and students alike. The hugely successful workshops, ran in collaboration with Lab Rascals, were adopted and launched by RWE in 2022. They are designed to give children the opportunity to work in a team with their classmates and focus on hands on learning by building Lego wind turbines and cars, and capturing data on wind generation from different fan speeds. The workshop programme supports RWE's commitment to skills, education and careers in the region.

After the success of the four workshops delivered in 2022, the team increased the number to eight for 2023 to enable them to reach out to even more local students. The workshops are delivered into schools located in and around Grimsby with Reynold Street School, Scartho Junior Academy, Laceby Acres Primary, Woodlands Academy, Strand Academy and Littlecoates Primary amongst the schools hosting a workshop this year.



The Wind Energy Workshop programme, which is now into its 7th year, has been delivered to over 2000+ Key Stage 2 students and seeks to encourage them to remain in the science based subjects required for careers in engineering. The workshops are led by 2023 Humber Renewables Woman of the Year, **Claire Swannick, who works as a Logistics Coordinator at Triton Knoll**. The sessions are supported by the RWE Operations Teams based at Humber Gateway and the Grimsby Hub, RWE's new state of the art operations and maintenance facility currently under construction.

Claire designed the workshop to help students better understand STEM (Science, Technology, Engineering, and Math) and raise interest in studying these subjects to gain a role in engineering later down the line. **She said:** *"it is so rewarding to work with younger peoples and educate them on renewable energy whilst also helping them learn important life skills. It is great to work for a company who embraces the same enthusiasm for the future of this region as I do."*

Lab Rascals is an award winning science party, school workshops & events company located in the Humber region and worked with Claire to develop the programme and deliver the workshops into schools. **Founder and Director, Katie Norman said:** *"I really enjoy working with the RWE team to deliver these successful workshops into local schools. Renewables is such an important sector for the region and it is vital that we reach as many children as possible to educate them on the role they can play in the regions fight against climate change."*

RWE has committed to delivering a further eight workshops in 2024 and will be confirming the schools to take part in due course.

9.3 Supergrid

Through hands-on wind turbine workshops, the Sofia education team has been part of Powering Potential, a four part mentoring programme run by independent charity The Talent Foundry in the Tees Valley.

The programme is supported by Dell Technologies and brings together local young people and Tees Valley businesses - such as RWE's Sofia - to increase awareness of valuable opportunities available in the local area and highlight career pathways for 16 to 18 year olds who may not be afforded the opportunities of others.

The Sofia workshops involved small teams working together to build wind turbines and compete against each other in terms of the quantity and cost of energy produced.

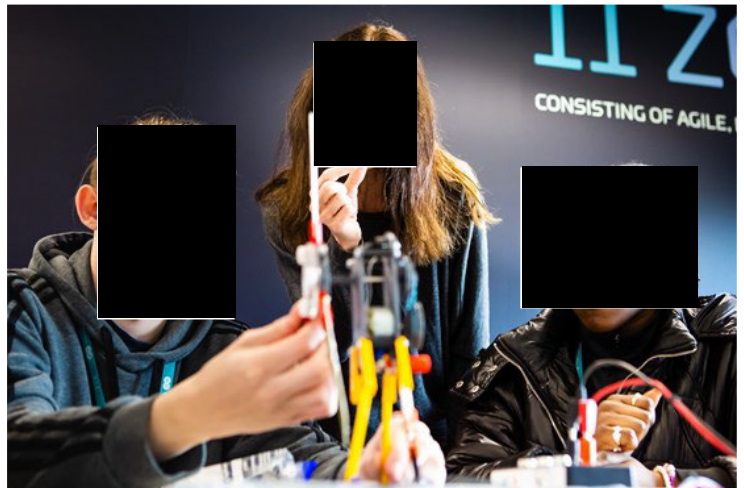
Dogger Bank South Offshore Wind Farms

A total of 30 young people from four secondary schools and colleges attended the sessions held at Teesworks Skills Academy, a facility which is set to play a key role in the transformation of Europe's largest brownfield site into a world-class industrial zone.

The Talent Foundry runs programmes that focus on levelling the playing field of opportunity for underserved young people, linking them to meaningful employment opportunities and delivering workshops and mentoring initiatives aimed at developing the core skills that will be crucial in the world of work.

By taking part, Sofia aimed to increase the awareness of offshore wind opportunities in the region and also hopefully spark the imagination of the young people involved who may not have previously considered offshore wind as a career option. It also gave the project a chance to be a part of showing students that there is a bright future for them in the area, and that there are plenty of ways to match their skills and attributes to renewable energy: one of the fastest growing sectors in Tees Valley.

To build on the success of this first series, The Talent Foundry is looking to potentially run Powering Potential in Tees Valley again in 2024.



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**RWE Renewables UK Dogger
Bank South (West) Limited**

**RWE Renewables UK Dogger
Bank South (East) Limited**

**Windmill Hill Business Park
Whitehill Way
Swindon
Wiltshire, SN5 6PB**

