

MORGAN OFFSHORE WIND PROJECT: GENERATION ASSETS

Outline skills and employment plan

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Image of an Offshore Wind Farm

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Glossary

Term	Meaning
Applicant	Morgan Offshore Wind Limited.
Development Consent Order (DCO)	An order made under the Planning Act 2008 granting development consent for a Nationally Significant Infrastructure Project.
Environmental Statement	The document presenting the results of the Environmental Impact Assessment (EIA) process for the Morgan Offshore Wind Project: Generation Assets.
Mona Offshore Wind Project	The Mona Offshore Wind Project is comprised of both the generation assets and offshore and onshore transmission assets and associated works.
Morgan and Morecambe Offshore Wind Farms: Transmission Assets	The transmission assets for the Morgan Offshore Wind Project and the Morecambe Offshore Windfarm. This includes the Offshore Substation Platforms, interconnector cables, Morgan offshore booster station, offshore export cables, landfall site, onshore export cables, onshore substations, 400kV grid connection cables and associated grid connection infrastructure such as circuit breaker infrastructure (as defined in the Morgan and Morecambe Offshore Wind Farms: Transmission Assets PEIR).
Morgan Offshore Wind Project	The Morgan Offshore Wind Project is comprised of both the generation assets and offshore and onshore transmission assets and associated activities.
Morgan Offshore Wind Project: Generation Assets	This is the name given to the Morgan Generation Assets project as a whole (includes all infrastructure and activities associated with the project construction, operations and maintenance, and decommissioning).
Offshore Wind Sector Deal	A long-term strategy that aims to make the offshore wind industry an integral and leading part of the UK's shift to clean growth.
Outline Skills and Employment Plan	An outline plan identifying opportunities for the skills and employment development related to the Morgan Offshore Wind Project: Generation Assets

Acronyms

Acronym	Description
DCO	Development Consent Order
DESNZ	Department for Energy Security & Net Zero
EnBW	Energie Baden-Württemberg AG
IoM	Isle of Man
LSIP	Local Skills Improvement Plan
NEET	Not in Education, Employment or Training
OEA	Offshore Energy Alliance
OSEP	Outline Skills and Employment Plan
STEM	Science, Technology, Engineering, and Mathematics

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Units

Unit	Description
MW	Megawatt

1 Outline skills and employment plan

1.1 Introduction

- 1.1.1.1 The Applicant, Morgan Offshore Wind Limited, is a joint venture of bp and Energie Baden-Württemberg AG (EnBW).
- 1.1.1.2 This Outline Skills and Employment Plan (OSEP) sets out the outline approach adopted by the Applicant to help generate and support the economic benefits associated with the Morgan Offshore Wind Project: Generation Assets (hereafter Morgan Generation Assets) in relation to skills and employment within the offshore wind sector.
- 1.1.1.3 This document sets out the principles for the Morgan Generation Assets which will form part of a full skills and employment plan for the whole Morgan Offshore Wind Project, secured via the Morgan and Morecambe Offshore Wind Farms: Transmission Assets (hereafter Transmission Assets) Development Consent Order (DCO). This will secure the economic benefits associated with the Morgan Generation Assets in relation to skills and employment within the offshore wind sector.

1.2 Proposed development

1.2.1 Morgan Generation Assets

- 1.2.1.1 The Applicant is developing the Morgan Generation Assets, a proposed wind farm located in the east Irish Sea.
- 1.2.1.2 As the Morgan Generation Assets is an offshore generating station with a capacity of greater than 100 MW located wholly in English waters, it is a Nationally Significant Infrastructure Project as defined by Section 15(3) of the Planning Act 2008 (as amended) (the 2008 Act). As such, there is a requirement to submit an application for a Development Consent Order (DCO) to the Planning Inspectorate to be decided by the Secretary of State for Department for Energy Security & Net Zero (DESNZ).
- 1.2.1.3 A coordinated grid connection for the Morgan Offshore Wind Project and the Morecambe Offshore Windfarm, including the co-location of offshore and onshore export cable corridors and grid connection location at Penwortham, will be delivered as part of a separate Transmission Assets DCO application.

1.3 Scope

- 1.3.1.1 This document provides an outline plan for the Morgan Generation Assets that will be developed further with the relevant consultees into a final skills and employment plan which will cover the whole Morgan Offshore Wind Project.
- 1.3.1.2 The OSEP will be developed through consultation with relevant stakeholders informed by a community needs analysis, which will include focus groups and survey analysis. This will inform the Applicant's proposed approach to working with local stakeholders to establish positive and meaningful outline principles, which will support local residents to gain access to skills training and employment opportunities (either directly through the Morgan Generation Assets or in the wider supply chain).
- 1.3.1.3 This document sets out the principles underpinning activities relevant to the Morgan Generation Assets. Once agreed, the final skills and employment plan will be adopted

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by the Applicant and integrated into the construction process and subsequent operation of the whole Morgan Offshore Wind Project.

- 1.3.1.4 The final skills and employment plan will set objectives to develop the skills and employment pathways and opportunities into and within the offshore wind sector, which includes the construction, operations and maintenance and decommissioning of the Morgan Offshore Wind Project. It will focus on not just encouraging more people to enter the sector, but on providing people with the skills needed for a potential career in the sector.
- 1.3.1.5 This OSEP aligns with national and regional UK strategies in regard to skills and employment opportunity development and the priority areas set out by the Offshore Wind Sector Deal (UK Government, 2019).
- 1.3.1.6 The Applicant is currently engaging, and will continue to engage, with key consultees and local stakeholders on the content of this OSEP and the final skills and employment plan.
- 1.3.1.7 Appendix A presents case studies summarising previous actions and initiatives bp has instigated or is currently developing (including in conjunction with partners) to boost education, skills, and employment in the offshore wind sector, or other related large infrastructure investments.

1.3.2 Geographic scope

- 1.3.2.1 The area that has been identified and determined for the Morgan Generation Assets is the location of the offshore array area in the Irish Sea.
- 1.3.2.2 The final selection of ports, potential manufacturing, and fabrication facilities and delivery models required for the Morgan Offshore Wind Project have not yet been determined. The final selection of ports will be based on their potential capabilities, capacity and availability, as well as ongoing engineering and procurement considerations. However, it is likely that more than one port will be used to support elements of the construction, operations/maintenance and decommissioning phases of the Morgan Offshore Wind Project, as part of a wider supply chain. The potential geographic reach of labour market engagement is therefore uncertain and at this time the Applicant has considered national and regional UK and Welsh policy.
- 1.3.2.3 More detail on the identification of potential ports facilities can be found in potential ports listed in Appendix A in Volume 4, Annex 13.1: Socio-economics technical impact report of the Environmental Statement.
- 1.3.2.4 As the Morgan Generation Assets are to be located in the east Irish Sea, with the Transmission Assets connecting to the National Grid at Penwortham, focus is placed on the relevant planning jurisdiction of England, being North West England.
- 1.3.2.5 The Offshore Energy Alliance (OEA) aims to help deliver on the ambitions of the Offshore Wind Sector Deal (UK Government, 2019). The OEA is a collective of North West England and North Wales public and private partners working under one umbrella, to promote and support the involvement and expansion of the offshore wind and renewable energy sectors within the cluster. The OEA supports the development of a future skilled workforce, future infrastructure needs, and sustainable, low carbon energy across the cluster, ensuring that benefits and opportunities are available to local people and businesses. The Applicant will continue to engage the OEA during preparation of the final skills and employment plan.

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- 1.3.2.6 Mona Offshore Wind Project is also being developed by a joint venture between bp and EnBW. If opportunities for synergies between Morgan Offshore Wind Project and Mona Offshore Wind Project exist post-consent, these opportunities will be explored by the Applicant.
- 1.3.2.7 Wider awareness of skills and employment opportunities related to offshore wind will be raised in other proximate geographies, such as the Isle of Man (IoM). Engagement with IoM communities and businesses can help to deliver greater understanding of the opportunities that will arise from these projects.

1.4 Policy context

1.4.1 Overview

- 1.4.1.1 This OSEP and the subsequent final skills and employment plan(s) have been, and will be, informed by the relevant policies and priorities at the time.
- 1.4.1.2 A current key focus within policy contexts is maximising the economic benefits for people and communities from the offshore wind and renewable energy sector, as the UK transitions to a low carbon economy.
- 1.4.1.3 bp already contributes to the Green Jobs Delivery Group¹, especially in terms of projects and tasks related to Power and Networks, including work related to offshore wind. The Morgan Generation Assets presents an opportunity to work towards achieving various national and regional policy ambitions, where the Applicant recognises it can take an active role in supporting skills and employment development.
- 1.4.1.4 Case studies of previous skills and employment type interventions and engagement by bp can be found in Appendix A and throughout this plan.
- 1.4.1.5 Policies considered within this OSEP will continue to be reviewed in preparation of a full policy review within the subsequent final skills and employment plan.

1.5 Consultation and stakeholder engagement

- 1.5.1.1 Statutory and non-statutory consultation already undertaken for the Morgan Generation Assets has highlighted several topics related to skills and employment. These responses have been considered in the development of this OSEP. To develop the final skills and employment plan, including its objectives and commitments, further engagement will be undertaken with relevant key stakeholders from education, training, and skills sectors. Stakeholders are likely to include local authority councils, regional bodies, key educational providers, skills partnerships, and other developments in the pipeline.
- 1.5.1.2 A community needs analysis study will also be undertaken, which will involve engagement with local focus groups to inform the wider approach and outline commitments.

1.6 Outline principles

- 1.6.1.1 Several outline principles to support education and employment needs have been set out by the Applicant. These have been identified based on themes and topics identified

¹ The Green Jobs Delivery Group acts as a central forum for continued action on green jobs and skills, working collaboratively across multiple institutions and stakeholders.

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in regional and national policy. The principles range from engagement with all stages of the education system to approaches to recruitment and ongoing workforce training and development.

1.6.1.2 The outline principles are set out below:

- **Education and careers engagement:** this principle relates to encouraging future generations into Science, Technology, Engineering, and Mathematics (STEM) and to pursue opportunities in the offshore wind sector. Education and careers engagement would focus on students at the primary and secondary stages of education.
- **Apprenticeships, work experience and graduate programmes:** a principle to support the provision of apprenticeships, work experience and graduate programmes would be aimed towards students at higher and further education stages. There may be potential for direct engagement with apprentices and graduates to support skills development and access to employment opportunities in the offshore wind sector, as part of a wider approach supporting younger age groups and delivering legacy benefits.
- **Transition:** in addition to supporting medium to long term skills development in the future workforce, there may be opportunities around assisting the transition of current workers into the offshore wind industry from other sectors which are in decline. There could also be potential opportunities to retrain ex armed forces or other offshore workers with the relevant skills required for the offshore wind sector. bp has previously supported the movement and transition of ex-armed forces, for example, through the bp trading and shipping business.
- **Employability and recruitment:** this principle aims to maximise opportunities for local communities to access employment, either through direct employment with Morgan Offshore Wind Limited or indirectly through the supply chain. Specifically, this principle is targeted at aiming for those from areas of higher economic inactivity or with lower skill levels or those who are Not in Education, Employment or Training (NEET) to be able to access employment opportunities.
- **Diversity and equal opportunities:** this principle supports the recruitment of a diverse workforce, aiming to ensure equal opportunities for those from backgrounds which are underrepresented in the STEM and offshore wind sector. It is noted that in addition to practices implemented at the recruitment stage, engagement needs to occur in the early stages of education to encourage individuals from underrepresented backgrounds into the sector in the future.
- **Workforce development and advanced skills:** This principle is aimed at supporting the ongoing provision of high-quality learning and skills development for Morgan Offshore Wind Project workers and, more broadly, knowledge development and sharing in the wider offshore wind sector.

1.6.1.3 Ongoing skills development and investment in research for the wider offshore wind sector could help stimulate a knowledge economy within the OEA cluster and foster high quality employment opportunities for workers in the long term. Collaboration of this kind is anticipated to help contribute to goals outlined in the Offshore Wind Sector Deal, and improve networks between suppliers, academic institutions, and industry programmes.

1.7 Implementation

- 1.7.1.1 As further stakeholder engagement is undertaken, the Applicant will continue to develop an approach to implement the final measures. The subsequent final skills and employment plan(s) will detail these approaches, including timeframes where appropriate.
- 1.7.1.2 Potential regional partners to help deliver outline commitments may include:
- Local authorities
 - Public sector partnerships
 - Further Education and Higher Education institutions
 - Other skills, training, and employment stakeholders.
- 1.7.1.3 Once the detailed measures have been developed within the final skills and employment plan, it will be important to undertake an evaluation of the commitments to understand whether the objectives are being met. This will provide an indication of the scale of economic benefits and social value being delivered by the Morgan Offshore Wind Project. An evaluation plan will be included in the final skills and employment plan.

1.8 References

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Appendix A: Case Studies

A.1 bp STEM engagement and Energising Futures

- A.1.1.1.1 Over the past 50 years, bp has demonstrated a commitment to communities in the UK, particularly through supporting STEM (science, technology, engineering and maths) subjects to develop talent in local communities.
- A.1.1.1.2 bp's Energising Futures is their flagship education platform providing free, high-quality, curriculum-linked resources for UK teachers. Resources include essential science lesson materials, real-world challenges and careers videos and infographics. Green Skills Unlocked is a complementary CPD course for UK teachers that utilizes Energising Futures resources to help teachers feel confident in developing their students' green skills. The platform has helped to engage teachers from across the whole of the UK, in turning reaching students in primary and secondary schools to engage with STEM.
- A.1.1.1.3 The platform also launches the Ultimate STEM Challenge each year, which is designed to help young people develop their creativity, problem-solving skills and employability by tackling real-world challenges. The Challenge allows young people the opportunity to explore future career pathways in STEM (e.g. as scientists or engineers) and encourages them to continue studying STEM subjects throughout their education.
- A.1.1.1.4 In partnership with STEM Learning, bp funds two Enthuse Partnerships in Teesside and Aberdeen. Enthuse Partnerships are collaborative initiatives that aim to enhance STEM education by providing professional development opportunities, resources, and support for teachers, enabling them to inspire and engage students in these critical fields.
- A.1.1.1.5 bp also support STEM engagement on a global level through the AFS Global STEM Changemakers Initiative which supports young people in gaining key global competencies through a curriculum designed and facilitated by AFS Intercultural. The initiative comprises four bp-funded programmes including: a 16-week Academies programme for 15 to 17-year-olds with a study abroad component, a 12-week virtual Accelerators programme for 15 to 17-year-old girls from around the world, a 4-week Innovators UK-based programme, and a 6-week virtual programme for young teachers starting their careers.

A.2 Teesside, England engagement

- A.1.1.1.6 bp recognises the opportunity in Teesside to become a world-class low carbon hydrogen hub, as it has the appropriate natural resources, concentrated demand, hydrogen storage and pipelines, and ample access to carbon capture, utilisation and storage.
- A.1.1.1.7 bp's H2Teesside and HyGreen projects, as well as the proposed Net Zero Teesside Power project are expected to support local and economic supply chain development. This will also help the local community as local skills providers can play a key role in offering training and retraining.
- A.1.1.1.8 bp are collaborating with several partners including Tees Valley Combined Authority, Teesside University, and Redcar and Cleveland College to help inspire young people to benefit from the near-term job opportunities created by these anticipated projects.

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- A.1.1.1.9 Additionally, in partnership with STEM Learning, bp funds an Enthuse Partnership in Teesside, which creates the opportunity for colleges and schools to work together to create new and innovative ways of embedding STEM into current practices. The partnership will help to equip young people into developing the skills they will need for a career within the low carbon industry.
- A.1.1.1.10 The bp ENTHUSE Teesside partnership helps students and schools taking part to access to STEM enrichment opportunities, along with continual professional development training in delivering STEM subjects from the Science Learning Partnership and Computing Hub.