

MONA OFFSHORE WIND PROJECT

Outline Skills and Employment Plan (F01 F02)

Tracked

Reference Deadline: 4

Application Number: EN010137

Document Number: MOCNS-J3303-RPS-10160

Document Reference: J24 Document Reference: J24 F02

APFP Regulations: 5(2)(e)

4 November February 2024

F01 F02



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Document status

Version	Purpose of document	Authored by	Reviewed by	Approved by	Review date
F01	Application	HJA RPS	Mona Offshore Wind Ltd.	Mona Offshore Wind Ltd.	Feb 2024
F02	Submission at D4	RPS	Mona Offshore Wind Ltd.	Mona Offshore Wind Ltd.	4 Nov 2024

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Glossary

Term	Meaning
Applicant	Mona Offshore Wind Limited.
Bodelwyddan National Grid Substation	This is the Point of Interconnection (POI) selected by the National Grid for the Mona Offshore Wind Project.
Development Consent Order (DCO)	An order made under the Planning Act 2008 granting development consent for one or more Nationally Significant Infrastructure Project. (NSIP).
Environmental Statement	The document presenting the results of the Environmental Impact Assessment (EIA) process for the Mona Offshore Wind Project.
Inter-array cables	Cables which connect the wind turbines to each other and to the offshore substation platforms. Inter-array cables will carry the electrical current produced by the wind turbines to the offshore substation platforms.
Interconnector cables	Cables that may be required to interconnect the Offshore Substation Platforms in order to provide redundancy in the case of cable failure elsewhere.
Mona 400kV Grid Connection Cable Corridor	The corridor from the Mona onshore substation to the National Grid substation.
Mona Array Area	The area within which the wind turbines, foundations, inter-array cables, interconnector cables, offshore export cables and offshore substation platforms (OSPs) forming part of the Mona Offshore Wind Project will be located.
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 (OSPs), 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.
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.
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 Employment and Skills Plan	A plan identifying opportunities for the employment and skills development of local people in relation to the Mona Offshore Wind Project.
Wind turbines	The wind turbine generators, including the tower, nacelle and rotor.

Acronyms

Acronym	Description
APS	Annual Population Survey
BRES	Business Register and Employment Survey
DCO	Development Consent Order
EIA	Environmental Impact Assessment

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Acronym	Description
DESNZ	Department for Energy Security & Net Zero
EnBW	Energie Baden-Württemberg AG
ERB	Employer Representative Body
GCSE	General Certificate of Secondary Education
GNVQ	General National Vocational Qualification
HVAC	High Voltage Alternating Current
LEP	Local Enterprise Partnership
LSIP	Local Skills Improvement Plan
MHWS	Mean High Water Springs
NEET	Not in education, employment or training
NPS	National Policy Statement
NVQ	National Vocational Qualifications
OEA	Offshore Energy Alliance
ORE	Offshore Renewable Energy
ONS	Office for National Statistics
OSEP	Outline Skills and Employment Plan
OSP	Offshore Substation Platform
OWEC	Offshore Wind Evidence and Change Programme
OWIC	Offshore Wind Industry Council
OWSMRF	Offshore Wind Strategic Monitoring and Research Forum
PPW	Planning Policy Wales
STEM	Science, Technology, Engineering, and Mathematics

Units

Unit	Description
GW	Gigawatt
km	Kilometres
km ²	Square kilometres
MW	Megawatt
nm	Nautical miles
%	Percentage

1 Outline skills and employment plan

1.1 Introduction

1.1.1.1 The Applicant, Mona Offshore Wind Limited, is a joint venture of bp and Energie Baden-Württemberg AG (EnBW). This Outline Skills and Employment Plan (OSEP) has been produced as part of the Applicant's Development Consent Order (DCO) application.

1.1.1.2 The OSEP sets out an outline approach that will be finalised following the grant of the DCO and adopted by the Applicant to help develop and support the economic benefits associated with the Mona Offshore Wind Project in relation to skills and employment within the offshore wind sector. The final skills and employment plan, which will be informed by a community needs analysis, will be secured through a requirement in the draft DCO.

1.2 Project collaboration

1.2.1.1 This OSEP relates to the Mona Offshore Wind Project. However, there is anticipated to be significant overlap with other projects, most notably Morgan Generation Assets and Morgan and Morecambe Offshore Wind Farm Transmission Assets (as outlined in 1.4.2). Each of these projects involve bp/EnBW and, subject to consent, are likely to benefit from operational synergies. This could include the use of common support ports through the construction, operations and maintenance, and decommissioning phases, as well as the selection of supply chain partners. bp will look to liaise with other project parties through its connections as part of the Offshore Energy Alliance (OEA) (more details on the OEA are presented in 1.4.2.4).

1.2.1.2 On this basis, there will be opportunities for the [OSEPs final skills and employment plan \(SEP\)](#) prepared for each of the three projects to substantially align. Together, the [OSEPs SEPs](#) will support the successful delivery of the projects, maximise the benefit to local communities, and support the wider development of the offshore wind sector in a coordinated manner.

1.3 Proposed development

1.3.1 Mona Offshore Wind Project

1.3.1.1 The Mona Offshore Wind Project is a proposed offshore wind farm located in the east Irish Sea off the coast of North Wales and Northwest England. It comprises of offshore infrastructure and an onshore connection to the existing Bodelwyddan National Grid Substation in Denbighshire.

1.3.1.2 The Mona Array Area¹ covers approximately 300 km² and will lie entirely in Welsh waters. It is approximately 29 km from the Anglesey coastline, 30 km from the Welsh coast, 46.5 km from the northwest coast of England, and 46.5 km from the Isle of Man (when measured from Mean High Water Springs (MHWS)). The Mona Offshore Wind Project will consist of up to 96 wind turbines. The offshore infrastructure will include up

¹ Where the wind turbines, foundations, inter-array cables, Offshore Substation Platforms, as well as interconnector cables and offshore expert cables will be located.

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to 360 km of offshore export cables, 50 km of interconnector cables and 325 km of inter-array cables.

1.3.1.3 As the Mona Offshore Wind Project is an offshore generating station with a capacity of greater than 350 MW, it is a Nationally Significant Infrastructure Project (NSIP) as defined by Section 15(3) of the Planning Act 2008. As such, there is a requirement to submit an application for a DCO to the Planning Inspectorate, to be decided by the Secretary of State for the Department for Energy Security and Net Zero.

1.3.1.4 The onshore infrastructure will consist of up to 4 cable circuits buried in trenches and an onshore High Voltage Alternating Current (HVAC) substation to allow the power to be transferred to the National Grid (through Bodelwyddan National Grid Substation).

1.3.1.5 The key components of the Mona Offshore Wind Project include:

- Up to 96 Offshore wind turbines
- Foundations (for wind turbines and Offshore Substation Platforms (OSPs))
- Scour protection
- Inter-array cables linking the individual wind turbines to the OSPs
- Connection works to the existing Bodelwyddan National Grid substation
- Temporary construction compounds, including storage areas
- Permanent and temporary access roads
- HVAC transmission system including:
 - Up to 2 OSPs
 - Offshore interconnector cable(s)
 - Offshore export cable(s)
 - Mona 400kV Grid Connection Cable
 - Onshore export cable(s)
 - Onshore substation.

1.3.1.6 The Applicant anticipates a final decision to be made on the Mona Offshore Wind Project application in 2025, and if successful, for construction to start in 2026, and for the wind farm to be fully operational by 2030 to help contribute to meeting UK and Welsh Government renewable energy targets.

1.4 Purpose and scope

1.4.1 Purpose

1.4.1.1 The purpose of this document is to provide an outline plan that can be developed further with the relevant consultees into a final Skills and Employment Plan, which will be adopted by the Applicant, to underpin the construction and subsequent operation of the Mona Offshore Wind Project. Further development of the outline plan will be carried out through a community needs analysis which will include focus group and survey analyses. The final Skills and Employment Plan is secured through a requirement in the draft DCO.

1.4.1.2 This document aims to provide an insight into the Applicant's proposed approach to working with local stakeholders to maximise the employment opportunities associated with the offshore wind sector within the North Wales and Northwest England regions

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by the Applicant. It aims to facilitate positive and meaningful outline commitments which will support local residents access to skills training and employment, either directly through the Mona Offshore Wind Project or in the local supply chain. Outline commitments are made to help achieve the following objectives surrounding employment and skills training:

- Education and careers engagement
- Apprenticeships, work experience and graduate programmes provision and support
- Support the transition of workers from declining industries into the offshore wind sector
- Employability and recruitment (including individuals who are not in education employment and training)
- Diversity, equal opportunities, and supporting those from disadvantaged backgrounds
- Workforce development and advanced skills.

1.4.1.3 This OSEP aims to set out actions 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 Mona Offshore Wind Project. It focuses on not just encouraging more people to enter the sector, but on providing people with the skills needed for their whole career.

1.4.1.4 The OSEP will align with a number of national and regional UK and Welsh policy strategies in regard to skills and employment opportunity development and the priority areas set out by the Offshore Wind Sector Deal (UK Government, 2019). Further detail is provided in section 1.6.

1.4.1.5 The Applicant is currently engaging, and will continue to engage, with key consultees and local stakeholders on the content of this OSEP and the subsequent Skills and Employment Plan. Table 1.3 (in section 1.7) provides a summary of skills and employment related issues raised during consultations undertaken for the Mona Offshore Wind Project.

1.4.1.6 The Mona Offshore Wind Project, if consented, will aim to begin construction in 2026 and start commercial operation by 2030. This presents opportunity to encourage, develop, and enhance the workforce that could be employed directly by the Mona Offshore Wind Project or its supply chain. There is the potential to help meet the needs of local communities in terms of skills development and employment opportunities and supporting the needs of the offshore wind sector.

1.4.1.7 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.

1.4.2 Geographic scope

1.4.2.1 Currently the areas that have been identified and determined for the Mona Offshore Wind Project are the location of the offshore array area within Welsh waters in the Irish Sea, and the onshore transmission assets within Conwy and Denbighshire.

1.4.2.2 The final selection of ports, potential manufacturing and fabrication facilities, and delivery models required for the Mona Offshore Wind Project have not yet been

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determined. The final selection of ports will be based on the potential capabilities, capacities, 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 and maintenance, and decommissioning phases of the Mona Offshore Wind Project as part of a wider supply chain. The potential geographic reach of appropriate labour market engagement is therefore uncertain. More detail on the identification of potential ports facilities can be found in Appendix A in the Socio-economics technical impact report, as set out in Volume 8, Annex 3.1 of the Mona Offshore Wind Project Environmental Statement (Document Reference F8.3.1).

- 1.4.2.3 Whilst there is an immediate focus on the North Wales area as a result of the onshore transmission assets, the potential synergies with the Morgan Generation and Morgan and Morecambe Transmission Assets projects requires consideration of Northwest England. Additionally, wider awareness of skills and employment opportunities related to offshore wind will be raised, such as for the populations on 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.
- 1.4.2.4 Northwest England and North Wales are already working together and has formed the OEA which aims to help deliver on the ambitions of the Offshore Wind Sector Deal (UK Government, 2019). The OEA is a collective of public and private partners who work under one umbrella, to promote and support the involvement and expansion of the offshore wind and renewable energy sectors. The OEA supports the development of a future skilled workforce, future infrastructure needs, and sustainable, low carbon energy, ensuring that benefits and opportunities are available to people and businesses across Northwest England and North Wales.

1.5 Skills and employment context

1.5.1 National context

- 1.5.1.1 The Offshore Wind Industry Council (OWIC) provides an estimate of direct and indirect employment in the sector in which they estimate a total of 32,257 people are currently employed in the UK offshore wind workforce (17,394 of these are direct jobs and 14,863 are indirect) (OWIC, 2023).
- 1.5.1.2 OWIC note that, within the workforce, 2.6% are currently apprentices and 0.9% are graduates and trainees. 20.6% of the sector workforce are women, and 7% have an ethnic minority background (OWIC, 2023).
- 1.5.1.3 OWIC forecast that by 2030, over 100,000 people will be employed in the sector, and approaches to recruitment and retention for the sector are key in supporting the future pipelines of offshore wind work (OWIC, 2023).
- 1.5.1.4 The Offshore Wind Skills Intelligence Report (OWIC, 2023) notes that to meet the British Energy Security Strategy's target of delivering 50 GW of offshore wind power by 2030, there is a need to attract and retain around 10,000 people every year to deliver the current pipeline (i.e., offshore wind projects which are being planned or are currently being developed)².
- 1.5.1.5 Attracting and growing the offshore wind workforce is identified as a key challenge for the offshore wind sector, hence emphasis is placed on developing the next generation

² This also assumes every project in the current pipeline is successful.

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of talent, through supporting apprenticeships and skills and science, technology, engineering, and mathematics (STEM) training opportunities.

1.5.1.6 Several skills gaps and shortages are highlighted in the OWIC Intelligence report (OWIC, 2023), and include:

- High level electrical skills
- Digital skills, such as data analysts and engineers who understand data analysis
- Marine and port oriented skills.

1.5.1.7 Longer term skill shortages that are anticipated include:

- Electrical and technical engineering skills (particularly for substations and cables)
- Project management, especially for significant sized projects and projects with multiple contractors
- High level digital specialisms, e.g. data analytics, robotics, digital engineering
- On and offshore logistics
- Construction resource for floating wind projects (which includes people in fabrication and welding).

1.5.1.8 Offshore Renewable Energy (ORE) Catapult also notes that the offshore wind industry calls upon a mix of skills, which will continue to provide opportunities for future innovation in areas such as vessels and logistics, subsea cables and transmission, foundations, turbines, robotics, and data analytics (ORE Catapult, 2018).

1.5.1.9 National and regional ambitions for the offshore wind sector are discussed in section 1.6 (policy context).

1.5.2 Regional context

1.5.2.1 The Mona Offshore Wind Project has the potential to be a catalyst for economic activity focused around the offshore wind sector for North Wales and Northwest England. These are the identified socio-economic study areas as set out in Volume 4, Chapter 3: Socio-economics of the Mona Offshore Wind Project Environmental Statement³ (Document Reference F4.3).

1.5.2.2 The OWIC skills report (2023) provides a regional breakdown of the industry survey results, which shows extrapolated results from the survey results to the whole sector. The OWIC indicate 2,750 jobs based in Northwest England (10.5% of the UK total), and 118 jobs in Wales (0.5% of the UK total). No data is provided for North Wales. This indicates only a small proportion of the existing sector operates within North Wales, hence raising awareness and providing training for the industry would be beneficial for the local communities.

1.5.2.3 This section will outline the demographics and baseline environments of these areas.

Population

North Wales

³ Further detail on the socio-economic baseline context of the Mona Offshore Wind Project can be found in this chapter.

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- 1.5.2.4 In 2021, the total population in North Wales⁴ was approximately 688,000, which is 22.1% of the total population of Wales (3.1 million residents) (Office for National Statistics (ONS), 2023a).
- 1.5.2.5 Between 2015 and 2021, the resident population in North Wales decreased by around 6,000 (an annual average rate of -0.2%). This change between 2015 and 2021 differs to the change of total population in Wales which increased by 6,000 (an annual average growth rate of +0.03%) (ONS, 2023a).
- 1.5.2.6 In North Wales, 407,000 residents are aged between 16 and 64 years of age (59.2% of the total population in North Wales). The size of this age group declined between 2015 and 2021 by an annual average rate of -0.3% (ONS, 2023a).

Northwest England

- 1.5.2.7 In Northwest England, the population in 2021 was approximately 7.4 million (ONS, 2023a). Between 2015 and 2021, this increased by approximately 247,000 at an annual average rate of +0.6%
- 1.5.2.8 In 2021, 4.6 million residents were aged between 16 and 64 years in Northwest England (62.5% of the total population in Northwest England). The size of this age group increased between 2015 and 2021 by an annual average rate of +0.4% (ONS, 2023a).

Employment

- 1.5.2.9 Employment data has been gathered using the Annual Population Survey (APS) and the Business Register and Employment Survey (BRES), where data on employment⁵, economic activity⁶, economic inactivity⁷, and unemployment⁸ is presented.
- 1.5.2.10 Employment data can be found in more detail (i.e. construction, operations and maintenance, and decommissioning employment data breakdowns), in relation to the Volume 4, Chapter 3: Socio-economics of the Mona Offshore Wind Project Environmental Statement (Document Reference F4.3).

North Wales

- 1.5.2.11 In 2022, the economic activity rate in North Wales was 77%, which increased by an annual average rate of 0.3% between 2015 and 2022, which is similar to the rates for the UK (ONS, 2023b). Out of those who were economically inactive in 2022 (23%), the share of those who wanted a job was 21%, which is higher than the UK share at only 18% (ONS, 2023b). This indicates that around a fifth of those economically inactive in North Wales want a job, and providing opportunities to develop skills and access employment would be beneficial.

⁴ Defined by the Office for National Statistics as: Conwy, Denbighshire, Flintshire, Gwynedd, Isle of Anglesey, and Wrexham

⁵ Employment includes the number of working owners (not paid via Pay as You Earn) to the number of full and part time employees. It is a measure of persons, not full-time equivalents.

⁶ Economically active individuals are in employment (an employee or self-employed), as well as those actively looking for work between the ages of 16 and 64.

⁷ Economically inactive individuals are not in employment and who have not been seeking work within the last four weeks and/or are unable to start work within the next two weeks between the ages of 16 and 64.

⁸ Unemployment is defined as individuals without a job who are able to start work in the two weeks following their participation in the APS, and who had either looked for worked in the four weeks prior to survey or were waiting to start a job they had already obtained. The unemployment rate is therefore the share of economically active individuals who are unemployed.

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- 1.5.2.12 North Wales had a higher percentage of those economically active and those economically inactive who wanted a job compared to the total share in Wales in 2022, which were 76% and 17% respectively (ONS, 2023b).
- 1.5.2.13 In 2022, the number of unemployed individuals in North Wales was 9,000 (2.7% of the total workforce in North Wales) (ONS, 2023b). Between 2015 and 2022 the number of unemployed individuals decreased by an annual average rate of -7.1%.
- 1.5.2.14 According to data from the BRES, in 2022, employment across all industries in North Wales was approximately 310,000 (ONS, 2023c). Between 2015 and 2022, the number of employed persons in North Wales increased by 3,000 (an annual average growth of +0.1%) (ONS, 2023c).

Northwest England

- 1.5.2.15 In 2022, the economic activity rate in Northwest England was 77%, which increased by an annual average rate of 0.3% between 2015 and 2022, which is similar to the UK rates (ONS, 2023b). Out of those who were economically inactive in 2022 (23%), the share of those who wanted a job was 18%, which is the same share as on a UK level (ONS, 2023b).
- 1.5.2.16 The number of unemployed individuals in Northwest England in 2022 was 146,000 (4.1% of the total workforce in the region) (ONS, 2023b). Between 2015 and 2022 the number of unemployed individuals decreased by an annual average rate of -3.4% (ONS, 2023b).
- 1.5.2.17 BRES data showed in 2022, all industries employment in Northwest England was approximately 3.6 million (ONS, 2023c). Between 2015 and 2022, the number of employed persons in Northwest England increased by 310,000 (an annual average growth of +1.3%) (ONS, 2023c).

Qualifications

North Wales

- 1.5.2.18 In 2021, 86.0% of individuals aged between 16 and 64 in North Wales had qualifications of NVQ1⁹ or higher; 75.5% had NVQ2¹⁰ or higher, 57.8% had NVQ3¹¹ or higher, and 38.9% had NVQ4¹² (ONS, 2023b). These figures are similar to the share of qualifications found for Wales but are lower than the figures for the UK (87.4% NVQ1 or higher; 78.1% NVQ2 or higher; 61.4% NVQ3 or higher; 43.5% NVQ4 (ONS, 2023b)). This indicates that North Wales residents could benefit from having more opportunities to develop skills and gain qualifications in order to catch-up to UK averages.
- 1.5.2.19 7.7% of 16- to 64-year-olds had no qualifications in the North Wales region in 2021, which is slightly lower than the population with no qualifications in Wales (8.3%) (ONS, 2023b).

⁹ Fewer than 5 General Certificate of Secondary Education (GCSEs) at grades A-C, foundation General NVQ (GNVQ) (either Part 1 Foundation GNVQ – broadly equivalent to 2 GCSE subjects grade D-G – or Foundation GNVQ - broadly equivalent to 4 GCSE subjects grade D-G), NVQ 1, intermediate 1 national qualification (Scotland) or equivalent.

¹⁰ 5 or more GCSEs at grades A-C, intermediate GNVQ (either Part 1 Intermediate GNVQ – broadly equivalent to 2 GCSE subjects grade A*-C – or Intermediate GNVQ - broadly equivalent to 4 GCSE subjects grade A*-C), NVQ 2, intermediate 2 national qualification (Scotland) or equivalent.

¹¹ 2 or more A levels, advanced GNVQ (subjects with vocational elements and are broadly equivalent to 2 A levels), NVQ 3, 2 or more higher or advanced higher national qualifications (Scotland) or equivalent.

¹² Higher National Diploma, Degree and Higher Degree level qualifications or equivalent.

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1.5.2.20 The North Wales Skills and Employment Plan (North Wales Regional Skills Partnership, 2023) notes the distribution of wages and qualifications are not even across the region. The plan identifies some hard to fill occupations which include skilled trades (such as electricians, welders), engineers, data analysts, and project management.

Northwest England

1.5.2.21 In 2021, 87.2% of individuals aged between 16 and 64 in Northwest England had qualifications of NVQ1 or higher; 77.2% had NVQ2 or higher, 58.2% had NVQ3 or higher, and 38.6% had NVQ4 (ONS, 2023b). 7.5% of 16- to 64-year-olds had no qualifications in Northwest England in 2021 (ONS, 2023b). Compared to UK averages (as shown in paragraph 1.5.2.18) Northwest England shows a lower proportion of residents attaining NVQs, indicating that communities in this region could benefit from having more opportunities to develop skills and gain qualifications in order to catch-up to UK averages.

1.6 Policy context

1.6.1 Overview

1.6.1.1 This OSEP and subsequent final Skills and Employment Plan has been, and will be, informed by the relevant UK, Welsh, and North Wales policies and priorities.

1.6.1.2 As the Mona Offshore Wind Project will have potential synergies with the Morgan Generation Assets and Morgan and Morecambe Transmission Assets projects, Northwest England policy contexts will also be considered. Relevant policy and ambitions from Local Enterprise Partnerships (LEPs) (and their successor organisations¹³) and employer representative bodies (ERBs)¹⁴ in Northwest England will help to inform this OSEP alongside priorities set out by the OEA.

1.6.1.3 Currently in policy, there is a key focus on maximising the economic benefits for people and local communities from the offshore wind and renewable energy sector as the UK transitions to a low carbon economy.

1.6.1.4 The Mona Offshore Wind Project 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 employment and skills development.

1.6.1.5 Case studies of previous skills and employment type interventions and engagement by the Applicant can be found in Appendix A and throughout this plan.

1.6.1.6 Policies that have been considered in producing this OSEP can be found in Appendix B. Policies included in this OSEP will be continued to be reviewed in the subsequent Skills and Employment Plan.

1.6.1.7 Section 1.6.2 and 1.6.3 highlights the relevant extracts from these key policy documents and contexts and outlines where the OSEP addresses them.

1.6.2 National policy context

1.6.2.1 The UK and Welsh Government recognise the economic, social, and environmental opportunities created by the transition to a cleaner, renewable energy system. The

¹³ Note that LEPs are being disbanded and integrated into other organisations.

¹⁴ Designated eligible body decided by the Secretary of State to lead the development of local skills improvement plans for a specified area.

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governments seek to grow the supply of skilled workers and strengthen the supply chains which support and service the development of clean energy infrastructures.

1.6.2.2 The Offshore Wind Sector Deal sets out the ambitions to grow and diversify the offshore wind workforce, supporting training and employment opportunities for individuals new to the sector or already working within the sector. The Sector Deal aims to support sector collaboration amongst government, universities, industry programmes etc., to deepen the skills base.

1.6.2.3 Policy from Welsh Government note that offshore wind projects can generate economic benefits for local communities through job creation and skills development, especially during operations and maintenance phases. There are aims to create links between Welsh academic institutions and businesses and leading suppliers in the offshore wind market and establish pathways into education and training to create a high-skilled workforce for the offshore wind industry.

1.6.2.4 Table 1.1 shows relevant national policy considerations and details how the Applicant intends to address them.

Table 1.1 Summary of relevant national policy considerations and how these have been addressed within the OSEP.

Policy	Key considerations ¹⁵	How and where addressed in the OSEP
Planning Policy Wales (PPW) Edition 11 (Welsh Government, 2021b)	PPW commits to providing well-connected employment. (Page 72)	Addressed in the employability and recruitment objective in paragraph 1.8.1.13.
Prosperity for All: Economic Action Plan (Welsh Government, 2019a)	<p>This plan aims to create inclusive growth and equal opportunities across Wales, through delivering better jobs closer to home and supporting partnerships and enterprises to increase productivity and encourage skills progression. (Page ii, 8 - 11)</p> <p>The Plan also sets the aim to improve the skill levels of people from all backgrounds and places. (Page 30)</p>	<p>Addressed in the employability and recruitment objective in paragraph 1.8.1.13.</p> <p>Addressed in the diversity and equal opportunities objective in paragraphs 1.8.1.16 and 1.8.1.17.</p>
All Wales Plan 2021-2025 Working Together to Reach Net Zero (Welsh Government, 2022)	<p>This document outlines a set of pledges towards achieving Net Zero made by businesses, public bodies, communities, schools and individuals across Wales. These include:</p> <ul style="list-style-type: none"> • Marine Energy Wales pledges to increase collaboration and support within the marine energy industry, helping to develop jobs and skills within the sector (Page 14) • Awel Amen Tawe pledges to develop a low carbon education social enterprise centre and to enrol 50 more schools in their energy education and monitoring platform. (Page 13) 	Addressed in the education and careers engagement objective in paragraphs 1.8.1.3 and 1.8.1.5.

¹⁵ Paragraph numbers for policy considerations provided where available.

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Policy	Key considerations ¹⁵	How and where addressed in the OSEP
<p>Future Potential for Offshore Wind in Wales (Welsh Government, 2018)</p>	<p>This report sets out opportunities for increasing the economic benefits gained from offshore wind projects, which include: (Section 4.5, 5.3)</p> <ul style="list-style-type: none"> Supporting business start-ups and creating links between Welsh academic institutions, businesses, developers and leading suppliers in the offshore wind market Leveraging existing assets to host training for offshore wind technicians and the existing engineering expertise in Wales that stem from automotive, aviation and energy sectors Establishing apprenticeships with local colleges and suppliers to help create a high-skilled workforce for the industry 	<p>Addressed in the education and careers engagement objective in paragraphs 1.8.1.3 and 1.8.1.5.</p> <p>Addressed in the apprenticeships, work experience and graduate programmes objective in paragraphs 1.8.1.6 and 1.8.1.8.</p> <p>Addressed in the transition objective in paragraph 1.8.1.9.</p> <p>Addressed in the workforce development and advanced skills objective in paragraphs 1.8.1.18 and 1.8.1.19.</p>
<p>Future Wales: the National Plan 2040 (Welsh Government, 2021a)</p>	<p>Policy 24 for Northwest Wales supports the area as a location for new energy development and investment. The policy notes that new energy-related developments should support local and regional communities; provide jobs and investment in training and skills; and work with universities and businesses across the region and the Northwest of England. (Page 125)</p>	<p>Addressed in the apprenticeships, work experience and graduate programmes objective in paragraphs 1.8.1.6 and 1.8.1.8.</p> <p>Addressed in the employability and recruitment objective in paragraph 1.8.1.13.</p>
<p>Overarching National Policy Statement (NPS) for Energy (EN-1) (Department for Energy Security & Net Zero (DESNZ), 2023)</p>	<p>The Secretary of State 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. (Paragraph 5.13.12)</p>	<p>Addressed in section 1.8 which outlines objectives to promoting local employment and skills development opportunities.</p>
<p>British Energy Security Strategy (UK Government, 2022)</p>	<p>The strategy notes the transition to a cleaner, renewable energy system will help to deliver new high-skilled employment opportunities, with offshore wind anticipated to support jobs of all skill levels. (Page 17)</p>	<p>Addressed in the employability and recruitment objective in paragraph 1.8.1.13.</p>
<p>Industrial Strategy: Offshore Wind Sector Deal (UK Government, 2019)</p>	<p>The sector deal sets out ambitions to support training and the development of skills needed for the industry. (Page 20)</p> <p>The deal also sets the aim to increase diversity within the workforce, aiming to support and employ more women and people from ethnic minority backgrounds. (Page 25)</p> <p>The deal outlines the importance of sector collaboration to deepen the skills base, e.g., through developing curricula, encouraging apprenticeships and T level qualifications. (Page 6)</p>	<p>Addressed in the education and careers engagement objective in paragraphs 1.8.1.3 and 1.8.1.5.</p> <p>Addressed in the apprenticeships, work experience and graduate programmes objective in paragraphs 1.8.1.6 and 1.8.1.8.</p> <p>Addressed in the employability and recruitment objective in paragraph 1.8.1.13.</p> <p>Addressed in the diversity and equal opportunities objective in paragraphs 1.8.1.16 and 1.8.1.17.</p>

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Policy	Key considerations ¹⁵	How and where addressed in the OSEP
Net Zero Strategy: Build Back Greener (UK Government, 2021)	<p>The strategy aims to help individuals get the training they need to access employment opportunities either at the start of their career or through retraining or upskilling if already in the workforce. (Section 4iii)</p> <p>The strategy sets the ambition to grow key post-16 training programmes (such as apprenticeships, skills bootcamps, and T levels) and develop training in STEM and other key related subjects. (Section 4iii)</p>	<p>Addressed in the education and careers engagement objective in paragraphs 1.8.1.3 and 1.8.1.5.</p> <p>Addressed in the apprenticeships, work experience and graduate programmes objective in paragraphs 1.8.1.6 and 1.8.1.8.</p> <p>Addressed in the transition objective in paragraph 1.8.1.9.</p>

1.6.3 Regional policy context

- 1.6.3.1 North Wales Regional Skills Partnership (2023) identifies North Wales's strengths in renewable energy generation and recognises the new employment opportunities that can be facilitated by the growth of the renewable energy sector. Alongside the North Wales Growth Deal (Welsh Government, 2019b), there is a focus on increasing engagement with STEM) and developing skills to drive growth, especially in the low carbon sector.
- 1.6.3.2 Employment and skills related issues in Northwest England are reflected in the local LEP strategies and local skills improvement plans (LSIPs), outlined in Appendix 0. Broadly, LEPs in Northwest England aim to reduce economic inactivity rates and encourage a higher proportion of young people into apprenticeships aligned with local key sectors, including the clean energy sector. Designated ERBs in Northwest England have produced LSIPs, drawing on the views of employers, to set out priorities in relation to developing identified skills needs and in post-16 education in specified areas.
- 1.6.3.3 Table 1.2 shows relevant regional policy considerations and details how the Applicant intends to address them.

Table 1.2 Summary of relevant regional policy considerations and how these have been addressed within the OSEP.

Policy	Key considerations ¹⁶	How and where addressed in the OSEP
North Wales Skills and Employment Plan 2023-2025 (North Wales Regional Skills Partnership, 2023)	<p>The plan aims to improve the links between local employer skills and recruitment needs and the courses/training/qualifications that are provided in the region. (Page 25)</p> <p>The plan aims to focus on increasing STEM learners, upskilling the current workforce, and work with 'renewable energy clusters' to develop training frameworks and target progression routes for further and higher education, to drive the transition to net zero. (Page 38)</p>	<p>Addressed in the apprenticeships, work experience and graduate programmes objective in paragraphs 1.8.1.6 and 1.8.1.8.</p> <p>Addressed in the workforce development and advanced skills objective in paragraphs 1.8.1.18 and 1.8.1.19.</p>

¹⁶ Paragraph numbers provided for policy considerations where available.

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Policy	Key considerations ¹⁶	How and where addressed in the OSEP
North Wales Growth Deal (Welsh Government, 2019b)	The deal sets out the aims to retain young people in the region, increase employment and skills, and maximise local strengths and competitive advantages to drive growth, especially in the low carbon energy sector. (Page 7)	Addressed in the education and careers engagement objective in paragraphs 1.8.1.3 and 1.8.1.5. Addressed in the apprenticeships, work experience and graduate programmes objective in paragraphs 1.8.1.6 and 1.8.1.8. Addressed in the employability and recruitment objective in paragraph 1.8.1.13.
Local Skills Action Plan 2022/23 (Liverpool City Region, 2021).	The plan aims to reduce high levels of unemployment and economic inactivity, particularly for women, those from an ethnic minority background, those with a disability, and older people (Page 3)	Addressed in the diversity and equal opportunities objective in paragraphs 1.8.1.16 and 1.8.1.17. Addressed in the employability and recruitment objective in paragraph 1.8.1.13.
Local Skills Improvement Plan (Liverpool City Region, 2023)	<p>The LSIP sets out priorities to ensure delivery and opportunity for training and progression pathways, including net zero upskilling and low carbon energy apprenticeships. (Page 15, 17)</p> <p>The LSIP also aims to strengthen employability, through employer and college and training provider collaboration to establish training offers, especially for young people. (Page 26)</p> <p>The LSIP also aims to increase diversity, including promoting career pathways to young women and ethnic groups in manufacturing. (Page 17, 26)</p>	<p>Addressed in the education and careers engagement objective in paragraphs 1.8.1.3 and 1.8.1.5.</p> <p>Addressed in the apprenticeships, work experience and graduate programmes objective in paragraphs 1.8.1.6 and 1.8.1.8.</p> <p>Addressed in the employability and recruitment objective in paragraph 1.8.1.13.</p> <p>Addressed in the diversity and equal opportunities objective in paragraphs 1.8.1.16 and 1.8.1.17.</p>
Cumbria Apprenticeship Strategy (Cumbria LEP, 2023).	The strategy aims to develop more high-quality apprenticeships in skill areas to meet the current and future needs of the economy. (Page 4)	Addressed in the apprenticeships, work experience and graduate programmes objective in paragraphs 1.8.1.6 and 1.8.1.8.
LSIP (Cumbria Chamber of Commerce, 2023)	<p>The LSIP identifies actions to improve the skills and employability in the region. Actions relating to the low carbon and energy sectors include:</p> <ul style="list-style-type: none"> • Focusing on developing core engineering skills, which can then be adapted to each clean energy technology as required • Participate and work with schools to inspire young people, teachers, parents and peers to seek careers in clean energy. This could include offering apprenticeship programmes and internships. <p>(Section 3.1.11, page 32)</p>	Addressed in the employability and recruitment objective in paragraph 1.8.1.13.

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Policy	Key considerations¹⁶	How and where addressed in the OSEP
<p>Lancashire Skills and Employment Strategic Framework 2021 refresh. (Lancashire LEP, 2021)</p>	<p>The framework aims to support the future workforce in improving employability and boosting social mobility, particularly for those who are NEET. (Page 11, 13)</p>	<p>Addressed in the education and careers engagement objective in paragraphs 1.8.1.3 and 1.8.1.5.</p> <p>Addressed in the apprenticeships, work experience and graduate programmes objective in paragraphs 1.8.1.6 and 1.8.1.8.</p> <p>Addressed in the employability and recruitment objective in paragraph 1.8.1.13.</p>
<p>Lancashire LSIP (North & Western Lancashire Chamber of Commerce and East Lancashire Chamber of Commerce, 2022)</p>	<p>The LSIP aims to boost employability and skills of unemployed and economically inactive residents (Section 4.2.2, Page 12)</p> <p>The Plan also aims to provide better links for employers into the school systems, working with existing delivery partners for industries struggling to recruit (Paragraph 10.1.3, Page 128)</p>	<p>Addressed in the education and careers engagement objective in paragraphs 1.8.1.3 and 1.8.1.5.</p> <p>Addressed in the employability and recruitment objective in paragraph 1.8.1.13.</p>
<p>Cheshire and Warrington Skills Report 2022. (Cheshire and Warrington LEP, 2022)</p>	<p>The report sets out priorities which include improving job opportunities and tackling skills gaps to support key sectors, particularly in digital and STEM skills. (Paragraph 04.2, Page 19, 20)</p>	<p>Addressed in the education and careers engagement objective in paragraphs 1.8.1.3 and 1.8.1.5.</p> <p>Addressed in the employability and recruitment objective in paragraph 1.8.1.13.</p>
<p>Cheshire and Warrington LSIP (South Cheshire Chamber of Commerce & Industry, 2023)</p>	<p>The LSIP aims to, in relation to low carbon and green skills, embed skills needed for the low carbon sector into existing training as standard, noting, in particular, in the construction sector there is a need for greater integration of construction and green/renewable technology courses and training to be made available. (Section 4.13, Page 17)</p> <p>The LSIP provides more general aims to work with providers to ensure opportunities and information for employers is easily accessible, develop employability by raising the skills across various partners (e.g. educational institutions, independent training providers, local authorities), engage with young people to better understand career opportunities, and develop the capacity of educational professionals to meet skills demands. (Pages 18 - 21)</p>	<p>Addressed in the education and careers engagement objective in paragraphs 1.8.1.3 and 1.8.1.5.</p> <p>Addressed in the employability and recruitment objective in paragraph 1.8.1.13.</p> <p>Addressed in the workforce development and advanced skills objective in paragraphs 1.8.1.18 and 1.8.1.19.</p>

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1.7 Consultation and stakeholder engagement

1.7.1 Previous consultation and engagement

1.7.1.1 Statutory and non-statutory consultations undertaken for the Mona Offshore Wind Project have highlighted a number of issues related to skills and employment. These issues are outlined in Table 1.3, alongside the potential response and how considered within this OSEP.

Table 1.3 Summary of key skills and employment related issues raised during consultations undertaken for the Mona Offshore Wind Project

Date	Consultee and type of response	Issues raised	Response and how considered in this OSEP
January 2023	Barrow Port Cumbria LEP Liverpool City Region Combined Authority Online consultation	Consider building apprenticeship programmes and using skills and training facilities already in place.	Considered through outline commitment items 6 and 8.
January 2023	Denbighshire Council Online consultation meeting	Future opportunity to use local labour. Planned new large engineering department at Rhyl College will provide further skilled labour in the local workforce.	Considered through outline commitment item 13.
January 2023	Denbighshire Council Online consultation meeting	There is a need to recognise the value of utilising local labour and maximising local benefits and social value.	Considered through outline commitment items 11, 12 and 13.
January 2023	Denbighshire Council Online consultation meeting	Opportunity to transition skilled workers from sea defence projects to offshore wind due to transferable skills. Construction sector in Denbighshire has a good baseline of good practice so can provide some capacity.	Considered through outline commitment item 9.
January 2023	Welsh Government (relevant representative) Online consultation	Consider how to make skills sustainable beyond construction of single offshore wind farm and understand time scales for demand.	Considered through outline commitment item 5.
January 2023	Welsh Government (relevant representative) Online consultation	Transferability of skills in the region from a range of past and current projects that can be adapted and taken advantage of.	Considered through outline commitment item 11.
June 2023	Isle of Anglesey Council, Llanfairfechan Town Council Section 42 statutory consultation	Local benefits including opportunities for local employment, skills enhancement and supply chain should be maximised and realised.	Considered through outline commitment 11, 12 , 13.

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Date	Consultee and type of response	Issues raised	Response and how considered in this OSEP
June 2023	Isle of Anglesey Council Section 42 statutory consultation	Technical roles should be accessible to the economically inactive and unemployed individuals that want a job. Likely to require a high degree of 'upskilling' and transitioning for workers. Also opportunities in indirect roles that are potentially more accessible.	Considered through outline commitment 9.
June 2023	Isle of Anglesey Council Section 42 statutory consultation	The Council would also like to see minimum local employment targets set as well as details as to the provision of apprenticeship and work placement opportunities that will be made available in order to ensure that local young people can capitalise on the opportunities during both construction and operation stage.	<p>The final selection of ports, potential manufacturing and fabrication facilities, and delivery models required for the Mona Offshore Wind Project has not yet been determined. The Applicant will explore ports, supporting infrastructure and labour markets to understand the potential capabilities, capacities and availability that exists – this will be carried out post-consent. It is therefore not possible to adopt minimum local employment targets.</p> <p>There will be future engagement around local employment, in which Table 1.4 outlines a number of commitments in engaging with young people so they are made aware of opportunities within the sector.</p>
June 2023	Isle of Anglesey Council Section 42 statutory consultation	The Council would encourage early and meaningful engagement with the Ambition North Wales, who will deliver the Growth Deal for North Wales, to maximise the potential economic value of the project for the region. The Council would also encourage early engagement with local education providers including primary schools, secondary schools, Coleg Llandrillo Menai and Bangor University to ensure that local young people are given the opportunity to train and work on these large infrastructure projects.	Considered through outline commitment 3 and 7.

1.7.2 Future consultation and engagement

1.7.2.1 In order to develop the OSEP, including its objectives and outline commitments, further engagement will be undertaken with key stakeholders from education, training and skills sectors. Stakeholders are likely to include North Wales and Northwest England

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local authority councils, key educational providers, skills partnerships and other developments in the pipeline within the North Wales and Northwest England regions.

- 1.7.2.2 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.

1.8 Outline objectives and commitments

- 1.8.1.1 A number of outline objectives and commitments to support employment and skills needs in North Wales and Northwest England have been made by the Applicant; awareness of skills and employment opportunities will also be raised through stakeholders on the IoM. These have been identified based on themes and issues identified in regional and national policy. The objectives range from engagement with all stages of the education system to approaches to recruitment and ongoing workforce training and development.

- 1.8.1.2 The objectives are set out below, and outline commitments to help meet these objectives are provided in Table 1.4.

Education and careers engagement

- 1.8.1.3 This objective relates to encouraging and inspiring future generations into STEM and to pursue opportunities in the offshore wind sector. Education and careers engagement focusses on students at the primary and secondary stages of education. As an organisation, the Applicant has limited direct input to this stage of the education system, however, with evidence suggesting that students begin to develop ideas around their future career in primary school (Archer et al., 2020), there are potential long-term benefits to engagement with students at the early stages of the education system. Greater engagement can be undertaken with students at secondary school, particularly around raising awareness of future career paths in the renewable energy sector, including apprenticeships in STEM, work experience, and the offshore wind sector post-secondary education.

- 1.8.1.4 Examples of early stage education engagement by bp includes We Volunteer, a global volunteering programme engaging employees in supporting STEM initiatives and careers education programmes in schools, including mentoring through STEM Learning, Inspiring the Future, and other non-profit partners. Wider research into understanding how young people from all backgrounds engage with science¹⁷ has also been undertaken.

- 1.8.1.5 Supporting early engagement in STEM aligns with Welsh Government ambitions, including the North Wales Growth Deal (as set out in section 1.6) and the Offshore Wind Skills Intelligence Report (OWIC, 2023) which identifies encouragement into STEM as an approach to growing the future offshore wind workforce (as set out in section 1.5.1.5).

Apprenticeships, work experience and graduate programmes

- 1.8.1.6 An objective to support the provision of apprenticeships, work experience and graduate programmes is aimed towards students at higher and further education

¹⁷ bp has undertaken extensive research into how young people from all backgrounds engage with science and how their engagement might be supported through its Enterprising Science partnership with University College London (UCL), King's College London (KCL) and the Science Museum.

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stages. There is 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.

- 1.8.1.7 An example of a similar existing graduate programme delivered by bp is the X-Academy, a world first transition skills initiative designed to provide its cohort of Xcelerators with the knowledge, skills and experience required to enable them to thrive in a career in the energy transition, by providing them with 6 month secondments on the Morven project. bp currently offer work experiences in the UK via multiple partner organisations including Career Ready, Upskill Me, The Forage, U-Explore, and the Social Mobility Foundation. The programmes include a range of options with both in-person and virtual experiences over varying durations from 1-day insights (unpaid) up to 4-weeks (paid).
- 1.8.1.8 Outline commitments to support the provision of apprenticeships, work experience and graduate programmes help contribute to ambitions of the Future Potential for Offshore Wind in Wales report (Welsh Government, 2018) and will help close longer term skills gaps in the sector, as outlined in section 1.5.1.7.

Transition

- 1.8.1.9 In addition to supporting medium to long term skills development in the future workforce, there are opportunities around assisting the transition of current workers into the offshore wind industry from other sectors which are in decline. For example, workers in fossil fuel based sectors, including coal and heavy industries such as steel and other forms of power generation such as Nuclear Restoration Services (formerly known as Magnox nuclear), could bring skills that can be adapted to working in the offshore wind sector. Promoting the transition for these workers could help address short term skills shortages in the sector (outlined in section 1.5.1.6), as well as support the wider transition to Net Zero.
- 1.8.1.10 There are also potential opportunities to retrain ex-armed forces or other offshore workers with the relevant skills required for the offshore wind sector. bp has supported the movement and transition of ex-armed forces such as through the bp trading and shipping business.
- 1.8.1.11 Central to bp's Just Transition is the provision of ongoing support to transitioning workers through assisting the development of skills for the future energy system.
- 1.8.1.12 Supporting worker transition from declining industries, including underemployed persons, into the offshore wind sector contributes to the wider net zero transition and aligns with ambitions set out in the Offshore Wind Sector Deal.

Employability and recruitment

- 1.8.1.13 This objective aims to maximise opportunities for local communities to access employment, either through direct employment at Mona Offshore Wind Project or indirectly through the supply chain. Specifically, this objective is targeted at ensuring those from areas of higher economic inactivity or with lower skill levels or those who are NEET can access employment opportunities. This objective relies on effective linkages between employment opportunities in the offshore wind industry and potential candidates in North Wales and Northwest England, alongside raising awareness of such opportunities to IoM residents.
- 1.8.1.14 bp has experience recruiting within North Wales through its involvement in the 350 MW Môn Solar Farm on Anglesey and has demonstrated a commitment to communities in

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the UK over the past 50 years through supporting STEM subjects to develop talent in local communities. Previous activities of bp/EnBW which have supported recruitment of local candidates include, sharing vacancy information with local authority councils to help employability, and training providers invest in training individuals who could be potential candidates.

Diversity and equal opportunities

- 1.8.1.15 This objective supports the recruitment of a diverse workforce, ensuring 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.
- 1.8.1.16 bp's commitments to Diversity, Equity & Inclusion (DE&I) will be mainstreamed throughout commitments on workforce and supplier development. There are also opportunities to drive specific investments focusing on community value creation e.g. Community funds – providing small-scale funding to a range of community projects, either focused more generally on local community need, or accelerating specific themes around sustainability and low carbon. Such efforts may indirectly benefit the workforce and supply chain efforts by increasing communities' ability to participate in such programmes.
- 1.8.1.17 The Offshore Wind Sector Deal set a commitment that at least a third of the offshore wind sector workforce will be female and 9% will be people from Black, Asian or minority ethnicity backgrounds by 2030. The Applicant is fully committed to supporting the ambition to meet these targets and will support these aims through integrating existing working practices and standards to recruitment processes for direct employment at the Mona Offshore Wind Project. The Applicant also recognises that engagement with supply chain partners could help improve diversity and equal opportunities in the wider Mona Offshore Wind Project workforce.

Workforce development and advanced skills

- 1.8.1.18 This objective supports the ongoing provision of high-quality learning and skills development for Mona Offshore Wind Project workers and, more broadly, knowledge development and sharing in the wider offshore wind sector. Previous commitments made in relation to the Morven Offshore Wind Farm included participation in long term research programs with UK universities via ORE Catapult (The UK's primary technology innovation and research centre for offshore renewable energy). This could involve harnessing local stakeholder engagement and supply chain managers to connect providers in the region to wider research programs through a knowledge sharing hub around offshore wind.
- 1.8.1.19 Ongoing skills development and investment in research for the wider offshore wind sector could help stimulate a knowledge cluster around North Wales and Northwest England, and foster high quality employment opportunities for workers in the long term. Collaboration of this kind would help contribute to goals outlined in the Offshore Wind Sector Deal, and improve networks between suppliers, academic institutions and industry programmes.

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Table 1.4 Objectives and outline commitments

Item no.	Objective	Outline commitment
1	Education and careers engagement	Commission and support an ENTHUSE partnership ¹⁸ in Wales. Commence engagement with STEM Learning to identify potential schools linked to operating locations in Wales.
2	Education and careers engagement	Commission and support an ENTHUSE partnership in Northwest England.
3	Education and careers engagement	Support employee volunteering in local schools, both virtually and in-person, to help engage primary school pupils with STEM subjects, in accordance with community needs.
4	Education and careers engagement	Encourage greater utilisation of wind energy teaching resources across schools in North Wales (including Welsh speaking schools) and Northwest England. This could include resources from Energising Futures (including offshore wind challenge) and other UK-based organisations (refer to Appendix A.1).
5	Apprenticeships, work experience and graduate programmes	Encourage supply chain partners to provide apprenticeships through EPCC local content requirements the construction phase of the Mona Offshore Wind Project.
6	Apprenticeships, work experience and graduate programmes	Operations and maintenance focussed technician apprenticeship pathway to employment, either through direct partnership with a local further education college(s) or through integration into an existing industry wide technician training programme.
7	Apprenticeships, work experience and graduate programmes	Provide young people direct exposure to potential opportunities in the energy industry through quality work placements and experiences with partners such as Career Ready.
8	Apprenticeships, work experience and graduate programmes	Funding and participation of higher level degree apprenticeship programmes for employment in offshore wind Construction and Operations and Maintenance phases in North Wales via supply chain partners, and funding and participation in equivalent supply chain partner programmes in England.
9	Transition	Continue to support the transition of underemployed workers in declining regional industries to the offshore wind sector.
10	Transition	Support for facilitating the movement of ex-armed forces workers into the offshore wind sector.
11	Employability and recruitment	Conduct offshore wind skills gap studies to raise awareness of sector skills demand and influence local training provision. This could involve partnering with other industry leaders to inform demand led training programmes and establish seed funding for new skills initiatives. There are opportunities for this programme to be part tailored to supporting the transition of workers into the offshore wind sector.
12	Employability and recruitment	Engagement with relevant stakeholder Department for Work and Pensions/Job Centre Plus) to understand local employment support/training needs to improve employability prospects, engage with people who are NEET, and plan activities accordingly, e.g. careers events.

¹⁸ ENTHUSE partnerships improve young people's attainment and engagement in STEM subjects and develop awareness and understanding of STEM careers. They bring together six to ten schools and colleges to support collaboration to address joint aims and ultimately benefit young people.

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Item no.	Objective	Outline commitment
13	Employability and recruitment	Engagement with further education colleges to raise awareness of employment opportunities throughout the supply chain (engagement required from supply chain partners) to students undertaking construction and operations and maintenance related courses.
14	Diversity and equal opportunities	Integration of existing recruitment practices of bp and EnBW which promote diversity and equal opportunities into the recruitment process of direct employment at Mona Offshore Wind Project.
15	Diversity and equal opportunities	Engagement with supply chain partners to improve the diversity of the wider Mona Offshore Wind Project workforce, in terms of age, disability, ethnicity, gender and social mobility.
16	Workforce development and advanced skills	Upskilling operations and maintenance phase workers to facilitate the achievement of various recognised qualifications.
17	Workforce development and advanced skills	Promote opportunities for Operations and Maintenance phase of the Mona Offshore Wind Project employees to be involved in education and skills-focused volunteering activities in the local area, particularly relating to the promotion of careers in STEM and the Offshore Wind Sector.
18	Workforce development and advanced skills	Invest in a flagship upskilling/reskilling initiative, such as X Academy (refer to paragraph 1.8.1.7), to provide on-the-job project experience and formal learning, supporting graduates and experienced professionals transition to renewables.
19	Workforce development and advanced skills	Participate in long-term research programmes with UK universities via, for instance, Offshore Wind Evidence and Change Programme (OWEC), Offshore Wind Strategic Monitoring and Research Forum (OWSMRF) and Offshore Renewable Energy (ORE) Catapult with a particular aim of investing in knowledge, research and innovation to drive local research.

1.9 Implementation and monitoring

1.9.1.1 This OSEP sets out objectives and outline commitments related to employment and skills at Mona Offshore Wind Project. As further stakeholder engagement is undertaken and outline commitments are confirmed, the Applicant will continue to develop an approach to implementation and monitoring of commitments. It will seek to do this in collaboration with the Welsh Government, the Regional Skills Partnership, relevant Local Authorities and other key regional partners to establish an effective monitoring and evaluation approach that will allow those stakeholder organisations to play a role in reviewing how effective the Skills and Employment Plan will be and discuss any necessary improvements if applicable. The subsequent final Skills and Employment Plan will detail these approaches, including timeframes where appropriate.

1.9.1.2 Potential regional partners to help deliver outline commitments could include:

- North Wales and Northwest England local authority councils
- Regional partnerships (e.g. LEPs, ERBs)
- Further and higher education providers
 - Bangor University
 - Liverpool John Moores University
 - University of Liverpool

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- University of Manchester
- Lancaster University
- Glyndwyr University (Wrexham)
- Coleg Cambria (North Wales)
- University of Salford
- Blackpool and the Fylde College
- OPS Training (Liverpool)
- Sector and skills partnerships
 - North Wales Regional Skills Partnership
 - The OEA for North Wales and Northwest England
- Employment/recruitment organisations
 - Department for Work and Pensions
 - Job Centre Plus.

1.9.1.3 Once the outline commitments set out in Table 1.4 have been confirmed and subsequently detailed as final commitments within the final Skills and Employment Plan, it is important to undertake an evaluation of the commitments to understand whether the objectives are being met. The Skills and Employment Plan will outline the mechanisms for ongoing collaboration and engagement on the Plan, to ensure that its objectives are being met. This is likely to include regular meetings with key stakeholders to discuss the implementation of the plan and provide feedback on the delivery of the objectives and commitments.

1.9.1.31.9.1.4 Evaluation of commitments will provide an indication of the scale of positive economic benefits and social value being delivered by the Mona Offshore Wind Project in North Wales and Northwest England. As commitments are finalised and key stakeholders identified, an evaluation plan will be outlined in the final Skills and Employment Plan to drive positive change and continuous improvement.

1.10 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 15–17-year-olds with a study abroad component, a 12-week virtual Accelerators programme for 15-17-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.
- A.1.1.1.11 Energising Futures is our 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. www.energisingfutures.co.uk

Appendix B: Policy Context

B.1 Wales

Policy	Description
<p>Planning Policy Wales (PPW) Edition 11 (Welsh Government, 2021b)</p>	<p>PPW aims to ensure that the planning system in Wales contributes to sustainable development and delivers the various goals of the Well-being for Future Generations Act 2015 (e.g. prosperous Wales, more equal Wales). (Paragraph 1.2)</p> <p>PPW commits to providing well-connected employment and identifies that developing a mix of renewable energy provisions, such as offshore wind, can bring economic benefits. (Page 72, 96)</p>
<p>Prosperity for All: Economic Action Plan (Welsh Government, 2019a)</p>	<p>This plan aims to generate inclusive growth and equal opportunities across Wales, through delivering better jobs closer to home and supporting partnerships and enterprises to increase productivity and encourage skills progression. The Plan also sets the aim to improve the skill levels of people from all backgrounds and places to match the needs of employers, and to open up access to employment opportunities. (Page 8 - 11)</p> <p>The plan sets out the ambition to transition to a low carbon economy and use this as an opportunity to invest and support businesses, and work with developers and providers to identify market opportunities that arise from low carbon industries, such as the deployment of renewable energy generation. (Page 25-29)</p>
<p>All Wales Plan 2021-2025 Working Together to Reach Net Zero (Welsh Government, 2022)</p>	<p>This document outlines a set of pledges towards achieving Net Zero made by businesses, public bodies, communities, schools and individuals across Wales. These include:</p> <ul style="list-style-type: none"> • Marine Energy Wales pledges to increase collaboration and support within the marine energy industry, helping to develop jobs and skills within the sector. (pg.14) • Awel Amen Tawe pledges to develop a low carbon education social enterprise centre and to enrol 50 more schools in their energy education and monitoring platform. (pg. 13).
<p>Future Potential for Offshore Wind in Wales (Welsh Government, 2018)</p>	<p>This report evaluates the case for offshore wind in Wales and sets out the potential for increased offshore wind development and its associated economic benefits and potential recommendations to maximise such economic benefits.</p> <p>The report recognises offshore wind projects can help facilitate investment in local infrastructure and supply chains, localised job creation, and skills development through their construction, operations and maintenance, and decommissioning phases. In particular the report highlights how sustainable long-term employment can be created from the longevity of operations and maintenance activity.</p> <p>The report sets out opportunities for increasing the economic benefits gained from offshore wind projects, which include: (section 4.5, 5.3)</p> <ul style="list-style-type: none"> • Actively marketing Welsh capabilities and skills in the offshore wind sector in order to support SME's in the industry; • Implementing policy interventions which aim to support business start-ups and create links between Welsh academic institutions, businesses, and developer and leading suppliers in the offshore wind market; • Leveraging existing assets to host training for offshore wind technicians and the existing engineering expertise in Wales that stem from automotive, aviation and energy sectors; • Establishing apprenticeships with local colleges and suppliers to help create a high-skilled workforce for the industry.

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Policy	Description
<p>Future Wales: The National Plan 2040 (Welsh Government, 2021a)</p>	<p>The Plan is the national framework for all future development in Wales up to 2040. The Plan sets the aim to support developing renewable and low carbon energy, and notes that developers should explore how these projects can bring additional social and economic benefits to local communities.</p> <p>Policy 18 for renewable energy developments of national significance notes the Welsh Government will help to unlock the economic, social, and cultural benefits renewable energy projects can bring by working with relevant stakeholders. The policy notes that large scale developments can generate direct social and economic benefits to local communities. (Page 95)</p> <p>Policy 24 for Northwest Wales supports the area as a location for new energy development and investment. The policy notes that new energy-related developments should support local and regional communities; provide jobs and investment in training and skills; and work with universities and businesses across the region and the Northwest of England. (Page 125)</p>

B.2 UK

Policy	Description
<p>Overarching National Policy Statement (NPS) for Energy (EN-1) (DESNZ, 2023)</p>	<p>The Secretary of State 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. (Paragraph 5.13.12)</p>
<p>British Energy Security Strategy (UK Government, 2022)</p>	<p>The British Energy Security Strategy sets out the plan to achieve net zero carbon emissions from energy generation. The strategy notes the transition to a cleaner, renewable energy system will help to deliver new high-skilled employment opportunities in the country. (page 17)</p> <p>The Strategy identifies offshore wind as an important source of renewable energy and notes the industry is anticipated to support 90,000 jobs, of all skill levels, in Britain by 2030. (page 17)</p>
<p>Industrial Strategy: Offshore Wind Sector Deal (UK Government, 2019)</p>	<p>The Sector Deal establishes the shared ambitions and commitments of the offshore wind sector and the UK Government to support the continued growth of the offshore wind sector.</p> <p>The sector deal sets out ambitions to support training and the development of skills needed for the industry, helping to grow the offshore wind workforce and facilitate job mobility. The deal also sets the aim to increase diversity within the workforce, aiming to support and employ more women and people from ethnic minority backgrounds into the sector. (Page 20, 25)</p> <p>In support of the offshore wind industry the deal also sets out the importance of sector collaboration with government, existing institutions, universities, and industry programmes to develop curricula and deepen the skills base. Building early-stage skills, through apprenticeships and T level qualifications will help address identified skills gaps in particular sectors such as construction, engineering and manufacturing. (Page 6)</p>

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<p>Net Zero Strategy: Build Back Greener (UK Government, 2021)</p>	<p>This strategy aims to creating economic opportunity for communities across the UK as well as working to generate 40GW (since updated to 50 GW via the UK Government's Offshore wind net zero investment roadmap) of offshore wind by 2030. (Section 3i)</p> <p>The strategy aims to grow the supply of skilled workers and further strengthen the UK supply chain to service the demands of energy infrastructure. It aims to help individuals get the training they need to access employment opportunities either at the start of their career or in terms of retraining or upskilling if already in the workforce. (Section 3i: Paragraph 33, Section 4iii)</p> <p>In order to meet the needs of employers in the green economy, the strategy sets the ambition to grow key post-16 training programmes (such as apprenticeships, skills bootcamps, and T levels) and develop training in STEM and other key related subjects. (Section 4iii)</p>
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B.3 North Wales

Policy	Description
<p>North Wales Skills and Employment Plan 2023-2025 (North Wales Regional Skills Partnership, 2023)</p>	<p>The plan sets a vision for the North Wales region where the people and their skills work as a key driver of economic development and well-being. The plan aims to maximise opportunities within the region, which includes opportunities in the offshore wind sector.</p> <p>The plan identifies the importance of education and skills for economic growth and aims to improve the links between local employer skills and recruitment needs and the courses/training/qualifications that are provided in the region. Inspiring and informing young people about local career opportunities and apprenticeships is also an objective of the plan. (Page 25)</p> <p>New economic activity created in the transition to a net zero economy will generate new employment opportunities which will require new or updated skills and qualification. The region has identified strengths in renewable energy generation, which includes offshore wind, and aims to maximise opportunities surrounding these. (Page 26)</p> <p>To ensure the North Wales region has a workforce with the capacity and skills to drive the transition to net zero, the plan aims to focus on increasing STEM learners, upskilling the current workforce, and work with 'renewable energy clusters' to develop training frameworks and target progression routes for further and higher education. (Page 38)</p>
<p>North Wales Growth Deal (Welsh Government, 2019b)</p>	<p>The North Wales Growth Deal is an agreement between the UK Government, Welsh Government and North Wales Economic Ambition Board which aims to deliver investment into the North Wales economy.</p> <p>The deal aims to build a more vibrant, sustainable, and resilient economy. Within its ambitions is the aim to deliver low carbon energy and innovation in high value manufacturing. (Page 5)</p> <p>The deal sets out the aims to retain young people in the region, increase employment and skills, and maximise local strengths and competitive advantages to drive growth, especially in the low carbon energy sector. The deal sets the ambition of positioning North Wales as a leading UK location for low carbon energy generation and innovation which will facilitate supply chain investment and new employment. (Page 7, 14)</p>

B.4 Northwest England

Policy	Description
Local Skills Action Plan 2022/23 (Liverpool City Region, 2021).	Key issues surrounding employment and skills in the Liverpool City Region include high levels of unemployment and economic inactivity, particularly for women, those from an ethnic minority background, those with a disability, and older people (Liverpool City Region, 2021). (Page 3)
Local Skills Improvement Plan (LSIP) (Liverpool City Region, 2023)	<p>The LSIP sets out the skills employers in the Liverpool City Region need the most in the workplace and sets out priorities for post-16 Level 3 and higher skills provisions. The LSIP highlights target areas for skills development and notes there are emerging employment and skills opportunities in the low carbon sector, which includes offshore wind. (Page 9) Priorities set out in other sectors relating to low carbon energy include:</p> <ul style="list-style-type: none"> • Construction: aim for colleges delivering construction training to be equipped and capable of making the offer for net zero upskilling (Page 15) • Manufacturing: colleges and schools to promote career pathways to young women and ethnic groups. Establishing low carbon energy programmes and apprenticeships related to manufacturing. (Page 16, 17) <p>The LSIP also sets out a number of interim recommendations which include: (Page 26)</p> <ul style="list-style-type: none"> • Improving employability skills through employer and college and training provider collaboration and increasing delivery of work readiness, employability, and behaviour elements in all courses for young people in particular • Employers to collaborate, extend work placement opportunities, and provide support/supervision to strengthen employability <p>Establishing training and progression pathways as a basis for communication with employers, and also aim to increase diversity of employment.</p>
Cumbria Apprenticeship Strategy (Cumbria LEP, 2023).	<p>The Cumbria LEP Apprenticeship Strategy highlights the importance of ensuring all apprenticeships take into account changing skills needs in regard to the green economy, and that there may be capacity issues linked to training equipment and kit in the area.</p> <p>The strategy aims to develop more high-quality apprenticeships in skill areas to meet the current and future needs of the economy. (Page 4)</p>
LSIP (Cumbria Chamber of Commerce, 2023)	<p>The LSIP sets out the key sectoral strengths in Cumbria and identifies actions to improve the skills and employability within them. Actions relating to the low carbon and energy sectors include:</p> <ul style="list-style-type: none"> • Focusing on developing core engineering skills, which can then be adapted to each clean energy technology as required • Participate and work with schools to inspire young people, teachers, parents and peers to seek careers in clean energy. This could include offering apprenticeship programmes and internships • Establishing relationships between Cumbria providers and key players in the clean energy industry to create greater employer engagement whereby programmes can be co-designed and innovations are shared. <p>(Section 3.1.11, page 32)</p>
Lancashire Skills and Employment Strategic Framework 2021 refresh. (Lancashire LEP, 2021)	The Lancashire LEP identifies that key issues in the area include low than average attainment levels and increased young people who are not in education, employment or training (NEET) in disadvantaged areas. Lancashire also has lower levels of Level 4+ attainment and lower than average weekly wages. A theme around supporting the future workforce aims to improve employability and boost social mobility, particularly for those who are NEET. (Page 11, 13)

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<p>LSIP (North & Western Lancashire Chamber of Commerce and East Lancashire Chamber of Commerce, 2022)</p>	<p>The LSIP aims to propose solutions to identified skills shortages in the County of Lancashire, which includes developing skills and employment in the low carbon and energy sector. Key actions include:</p> <ul style="list-style-type: none"> • Boosting employability and skills of unemployed & economically inactive residents (Section 4.2.2, Page 12) • Providing better links for employers into the school systems, working with existing delivery partners for industries struggling to recruit (Paragraph 10.1.3, Page 128)
<p>Cheshire and Warrington Skills Report 2022. (Cheshire and Warrington LEP, 2022)</p>	<p>The Cheshire and Warrington LEP sets out that economic development and replacement demand will accelerate demand for L3+ skills (particularly digital and STEM). Starts on substantial L3 qualifications for adults has been low and declining. The annual volume of adult L3 achievements will not deliver the volume of people required for L3+ roles by 2027. Because the population is old and getting older, the number of L3+ people leaving the workforce will exceed the number of L3 19-year-olds joining it.</p> <p>The report sets out priorities which include improving job opportunities and tackling skills gaps to support key sectors, particularly in digital and STEM skills. (Paragraph 04.2, Page 19, 20)</p>
<p>LSIP (South Cheshire Chamber of Commerce & Industry, 2023)</p>	<p>The LSIP aims to ensure the current and future workforce in the region have the necessary skills and access to local opportunities, as well being able to upskill or reskill to meet changes within industry.</p> <p>The LSIP aims to, in relation to low carbon and green skills embed skills needed for the low carbon sector into existing training as standard, noting, in particular, in the construction sector there is a need for greater integration of construction and green/renewable technology courses and training to be made available. (Section 4.13, Page 17)</p> <p>The LSIP provides more general aims to work with providers to ensure opportunities and information for employers is easily accessible, develop employability by raising the skills across various partners (e.g. educational institutions, independent training providers, local authorities), engage with young people to better understand career opportunities, and develop the capacity of educational professionals to meet skills demands. (Pages 18 - 21)</p>