
EAST YORKSHIRE SOLAR FARM

**East Yorkshire Solar Farm
EN010143**

Framework Skills, Supply Chain and Employment Plan

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Table of Contents

Executive Summary	1
1. Introduction	5
1.1 Purpose of this Report.....	5
1.2 The Scheme	5
1.3 Structure of this Document	6
2. Summary of Economic Benefits	7
2.1 Introduction.....	7
2.2 Summary of Employment and GVA Benefits	7
2.3 Summary of Jobs and Skills Requirements	10
2.4 Summary of Equipment Requirements.....	15
3. Local Community Profile and Economic Policy Summary	16
3.1 Overview.....	16
3.2 Local Community Profile.....	16
3.3 Economic Policy	17
4. Opportunities	19
4.1 Overview.....	19
4.2 Opportunity 1: Apprenticeships.....	19
4.3 Opportunity 2: Other Workforce Training	20
4.4 Opportunity 3: Education and Careers	20
4.5 Opportunity 4: Local Recruitment	22
4.6 Opportunity 5: Maximising Diversity of the Workforce	23
4.7 Opportunity 6: Business support and procurement strategy	23
5. Delivery	25
5.1 Introduction.....	25
5.2 Organisational Framework.....	25
5.3 Internal Joint Working.....	27
5.4 Engagement with External Stakeholders	27
5.5 Timelines	27
6. Monitoring and Feedback	29
6.1 Introduction.....	29
6.2 Monitoring.....	29
6.3 Potential Outputs and Outcomes.....	29
7. References.....	31
Abbreviations.....	34
Glossary of Frequently Used Terms.....	35
Appendix A Local Community Profile	36
Appendix B Key Messages from Policy	39

Figures

Figure 5-1. Indicative Organisational Framework for Delivery.....	26
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Tables

Table 2-1. Net Additional Construction Employment Per Annum from the Scheme...	8
Table 2-2. Gross Direct Value Added Per Annum from the Scheme During the Construction Phase.....	9
Table 2-3. Net Additional Decommissioning Employment Per Annum from the Scheme.....	9
Table 2-4. Potential Jobs and Skills Required during Construction and Operation of the Scheme.....	10
Table 2-5. Summary of Equipment and Material Requirements	15
Table 4-1. Potential Priority Primary and Secondary Schools for STEM Education and Careers Collaboration	21
Table 4-2. Details of Local Job Brokerage Agencies	22
Table 5-1. Timeline for Developing and Delivering the SSCE Plan	27
Table 6-1. Potential Measurable Outputs and Outcomes of the SSCE Strategy	30
Table 6-2. Employment by Broad Industrial Group.....	37

Executive Summary

Purpose

- ES1 This Framework Skills, Supply Chain and Employment Plan (FSSCEP) has been prepared to accompany the Application for a Development Consent Order (DCO) for the East Yorkshire Solar Farm (the Scheme). Its purpose is to maximise and pro-actively expand the economic benefits of the Scheme for the local community.
- ES2 It sets out the likely economic benefits of the Scheme, and the context and characteristics of the local community and economy in which it is located. It then identifies potential opportunities for activities relating to Skills, Supply Chain and Employment (SSCE) which the Applicant intends to take forward post-consent. These activities will help local individuals and businesses access the SSCE benefits associated with the Scheme. The FSSCEP identifies means for publicising SSCE opportunities and for joint working with key partners going forwards. It also provides a framework for future delivery.
- ES3 There will be a Requirement in the DCO for the FSSCEP to be developed into a full SSCE plan once consents are granted. The SSCE Plan will confirm the objectives and activities to be pursued. There will also be a Requirement in the DCO for the SSCE Plan to be approved by the relevant planning authorities (East Riding Council and North Yorkshire Council) before its implementation.

Economic Benefits of the Scheme

- ES4 The Scheme spans approximately 1,276 hectares (ha) of land, comprising 16 Solar Photovoltaic (PV) Areas, Ecology Mitigation Area, Interconnecting Cable Corridor, Grid Connection Corridor and Site Accesses. The 24-month construction period is expected to create total net employment of 401 jobs per annum (267 direct jobs and 134 indirect jobs). A large variety of roles and skills will be required, including electrical engineers, civil and construction workers, and assemblers for PV panels and racking. The main equipment requirements of the Scheme are electrical, civils and landscaping related.

Local Community Profile

- ES5 The characteristics of the workforce and economy were examined in order to set the context for the FSSCEP. The principal economic Study Area has been defined as a 60-minute drive time from the Scheme, with data for other geographies (including the two Local Authorities in which the Scheme is located) included where relevant, depending on the indicator being considered and data availability.
- ES6 Prior to 1 April 2023, the part of the Site now administered by North Yorkshire Council was administered by Selby District Council. On 1 April 2023 North Yorkshire County Council and its six constituent District Councils, were merged to form the new Unitary Authority of North Yorkshire Council. Given the recent nature of this change, Selby District is still referred to at points within this FSSCEP, in particular where the most recent or appropriate data is available at this geography.

- ES7 In 2020, there were 3,154,772 (62.5%) residents of working age within the 60-minute drive time Study Area. The residential population of the 60-minute drive time Study Area increased by 4.9% between 2011 and 2020.
- ES8 The most recent data shows economic activity rates were slightly higher and claimant count rates were lower in East Riding and North Yorkshire than the regional and national rates.
- ES9 In 2021, the proportion of working age residents in East Riding of Yorkshire and Selby District with a degree level qualification or higher was above the regional average.
- ES10 In 2019, East Riding of Yorkshire was the 217th most deprived local authority of 317 districts in England (where 1 is the most deprived), while Selby District was the 252nd most deprived.
- ES11 A comparable proportion of the workforce is employed by the construction sector in the Study Area compared to regional and national levels; and the mining, quarrying and utilities sector employs a similar proportion of the Study Area workforce compared to regional and national levels.

Economic Policy and Strategy Context

- ES12 Planning policies and economic development strategies relevant to the Scheme were identified at the national, regional and local levels.
- ES13 The National Policy, including the National Policy Statement and Draft National Policy Statements for Energy, state that Applicants should consider job creation, the necessary skills associated with employment opportunities and supply chains in their applications.
- ES14 The strategies of the York and North Yorkshire Local Enterprise Partnership (LEP), to which East Riding Council belongs, address how to achieve a low carbon energy industry, generate jobs, upskill local people and support local supply chains.
- ES15 The relevant Local Plans for the area identify renewable energy as a target sector and aim to generate economic growth and promote high-quality and diverse job opportunities for the local workforce.
- ES16 Local economic strategies have been produced by the Councils of East Riding of Yorkshire, Selby District and North Yorkshire (now East Riding Council and North Yorkshire Council). The three strategies identify that economic growth must be driven by a low carbon, circular economy.
- ES17 The provision of an FSSCEP is therefore in accordance with a planning policy and supports the achievements of aims which the relevant Local Plans identify relating to SSCE.

Opportunities

- ES18 Six potential opportunities or work areas, across the broad areas of skills, supply chain employment, have been identified that the Applicant could take forward. The objectives and activities set out here will be confirmed when the full SSCE Plan is developed post-consent.

Opportunity 1 – Apprenticeships

- ES19 While the Applicant does not anticipate creating apprentices directly, it is likely that the principal contractor and sub-contractors working on the Scheme will offer apprenticeships, and therefore that apprentices will be part

of the employed construction workforce. The Applicant will consider requiring contractors to provide opportunities for the creation of apprenticeships during construction, operation and decommissioning as part of its procurement process. The requirement could include early engagement with some of the local apprenticeship training providers which have been identified.

Opportunity 2 – Other Workforce Training

ES20 Again, the Applicant does not anticipate creating training places directly, but will consider requiring contractors to provide opportunities for the creation of training places during construction and decommissioning. The intent would be to support the achievement of vocational qualifications (e.g. BTEC, City and Guilds, NVQ, HNC/HND) at various levels which are relevant to the delivery of the Scheme. Engagement with potential contractors and local training providers (for example, via a Skills Forum organised by the Applicant or the principal contractor) could highlight gaps in the skills required to deliver the Scheme, and therefore identify specific courses which could be particularly relevant.

Opportunity 3 – STEM Education and Careers

ES21 The applicant will investigate the potential for a programme of activities which promote science, technology, engineering, and mathematics (STEM) education and careers. This could be targeted at primary school pupils, secondary school pupils, college students and / or other young people in the area. Initiatives could include project staff volunteering to run interactive workshops or give talks and site visits / tours during the construction and operational phase. Also, the Applicant is exploring the use of a community benefit fund as part of the Scheme, and there may be opportunities to fund projects which have a specific focus on education or skills.

Opportunity 4 – Local Recruitment

ES22 The Applicant will investigate measures to promote take up of jobs generated by the Scheme by local people, including requiring contractors to promote local employment during construction, operation and decommissioning. To identify the most effective measures and tap into existing local employment support networks, the starting point will be engagement with Local Authorities (including associated Career Hubs) and Jobcentre Plus. There may additionally be community and voluntary sector groups which specialise in local recruitment.

Opportunity 5 – Maximising Diversity of the Workforce

ES23 The Applicant will investigate measures to maximise the diversity of the workforce. This measure could relate to a variety of demographic or disadvantaged groups. The most appropriate target group(s) would be identified through consultation and research post-consent of the DCO.

Opportunity 6 – Business Support and Procurement Strategy

ES24 The Applicant will work with local partners to communicate purchasing and contracting opportunities arising from the Scheme to local businesses. This could include holding ‘meet the buyer’ events and working with local partners

such as the local Chambers of Commerce and YORhub¹, as well as ensuring publication of contracting opportunities to maximise local reach. The Applicant will also be open to collaboration with local businesses and organisations in the fields of research and development.

Delivery

ES25 Potential delivery arrangements for the FSSCEP are set out. These include an organisational framework with suggested roles and responsibilities, identification of key partners, and a timeline for development of a full SSCE plan and its implementation post-consent.

Monitoring

ES26 It is important that the Applicant's SSCE activities can be effectively monitored and measured. Potential methods for performance monitoring are set out, including some illustrative outputs and outcomes which would indicate if the objectives and aims of the FSSCEP are being achieved.

¹ YORhub comprises collaborative frameworks to help the public sector deliver infrastructure projects across Yorkshire and the Humber, finding contractors and consultants. It is managed by the five councils of East Riding of Yorkshire, North Yorkshire, Leeds, Rotherham and Sheffield. Source: <https://www.yorhub.com/> [Accessed 19 September 2023]

1. Introduction

1.1 Purpose of this Report

- 1.1.1 East Yorkshire Solar Farm (the Scheme) will generate substantial economic benefits including new jobs and expenditure, as established in **Section 12.7 of Chapter 12: Socio Economics and Land Use, Environmental Statement (ES) Volume 1 [EN010143/APP/6.1]**. The Applicant aims to maximise and pro-actively expand these benefits for the local community.
- 1.1.2 This Framework Skills, Supply Chain and Employment Plan (FSSCEP) is an important early step in achieving this goal. It sets out the likely economic benefits of the Scheme, and the context and characteristics of the local community and economy in which it is located. It identifies potential opportunities for activities relation to Skills, Supply Chain and Employment (SSCE) which the Applicant will explore taking forward post-consent. These activities will help local individuals and businesses access the SSCE benefits associated with the Scheme. The FSSCEP also identifies a framework for future delivery and monitoring.
- 1.1.3 This document is an outline plan that will be developed into a more detailed SSCE plan post consent, which will be secured through a requirement included in the DCO for the Scheme. The SSCE plan will be subject to approval by the relevant planning authorities: East Riding of Yorkshire and North Yorkshire Council.
- 1.1.4 **Chapter 12: Socio Economics and Land Use, ES Volume 1 [EN010106/APP/6.1]** identifies no adverse effects of the Scheme which are relevant to skills, supply chain and employment. Therefore, this FSSCEP does not represent mitigation of any such effects, but rather a plan to help maximise the positive gain for the local community.

1.2 The Scheme

- 1.2.1 **Chapter 1: Introduction, ES Volume 1 [EN010143/APP/6.1]**, outlines that the Applicant (East Yorkshire Solar Farm Limited) is a wholly owned subsidiary of BOOM Developments Limited.
- 1.2.2 As outlined in **Chapter 2: The Scheme, ES Volume 1 [EN010143/APP/6.1]**, the Scheme will comprise the construction, operation (including maintenance), and decommissioning of a solar photovoltaic (PV) electricity generating facility and export connection to the national grid, at National Grid's Drax Substation.
- 1.2.3 The Scheme spans approximately 1,276 hectares (ha) of land. The Solar PV Site comprises 16 Solar PV Areas and two Grid Connection Substations. Electricity will be generated on site through the ground mounted solar PV panel arrays and supporting electrical infrastructure. Each Solar PV Area has been assigned an identification number, as shown in **Figure 1-2, ES Volume 3 [EN010143/APP/6.3]**, relating to geographical location.
- 1.2.4 Habitat creation/enhancement mitigation measures and landscape screening are incorporated at Solar PV Areas. An Ecology Mitigation Area is located in the north-east of the Site.

- 1.2.5 The Grid Connection Corridor links the Grid Connection Substations to the existing National Grid Drax Substation. There will be no overhead electricity cables used or constructed as part of the Scheme, with all Grid Connection Cables buried.
- 1.2.6 Underground Interconnecting Cables are required to transfer the electricity generated within the Solar PV Areas to the two Grid Connection Substations.
- 1.2.7 The indicative timescales for the construction and operation of the Scheme that have been assumed for the purposes of the Environmental Impact Assessment are as follows:
- a. It is currently anticipated that (subject to the necessary consents being granted) construction work will commence, at the earliest, in 2025 and will run for 24 months.
 - b. The design life of the Scheme is 40 years, with decommissioning to commence 40 years after final commissioning (currently anticipated to be 2027 to 2067).
- 1.2.8 The Scheme is located within the administrative areas of East Riding of Yorkshire Council and North Yorkshire Council. Prior to 1 April 2023, the part of the Site now administered by North Yorkshire Council was administered by Selby District Council. North Yorkshire County Council and its six constituent District Councils, including Selby District Council, have now been merged to form the new Unitary Authority of North Yorkshire Council. Given the recent nature of this change, Selby District is still referred to at points within this chapter, in particular when presenting baseline data.

1.3 Structure of this Document

- 1.3.1 The remainder of this document is structured as follows:
- a. Section 2 summarises the scale and nature of likely economic effects of the Scheme, which the FSSCEP aims to maximise. The key impacts comprise jobs generated during the construction and decommissioning phase, and spending on goods and services.
 - b. Section 3 summarises a profile of the local population, workforce and economy, as well as the aims of local planning policy and economic development strategy, in order to understand how a SSCE plan can best meet local needs and maximise economic benefits of the Scheme for the local area with regards to jobs, skills and economic development.
 - c. Section 4 presents a long-list of potential opportunities for the Scheme relating to SSCE. Within each opportunity or area of work, several activities are described which could be developed in more detail and pursued post-consent.
 - d. Section 5 proposes a broad approach to developing and delivering the FSSCEP post-consent, including a potential organisational structure and partnerships. An indicative timeline for SSCE plan development and implementation is also set out.
 - e. Section 6 describes elements of a potential monitoring framework, including potential target outputs and outcomes.

2. Summary of Economic Benefits

2.1 Introduction

2.1.1 This section summarises the scale of employment and Gross Value Added (GVA) benefits that may arise from delivery of the Scheme. It also summarises the type of jobs, skills, equipment, and materials required for the delivery of the Scheme.

2.2 Summary of Employment and GVA Benefits

2.2.1 The employment and GVA benefits associated with the construction, operation and decommissioning of the Scheme are summarised in the sections below. Full details are available in **Chapter 12: Socio-economics and Land Use** of the Environmental Statement [EN010106/APP/6.1].

Study Area

2.2.2 The Study Area for assessment of economic impacts has been defined in accordance with Homes England's 'Additionality Guide, A Standard Approach to Assessing the Additional Impacts of Projects, 4th Edition' (The HCA Additionality Guide) (Ref. 1).

2.2.3 The potential economic impacts arising from the Scheme (e.g. employment) are considered relative to a 60 minute travel Study Area (based on drive times). This represents the principal labour market catchment area for the Scheme, particularly given the absence of a functional economic market area within local policy. A 60-minute drive time Study Area incorporates the population that may reasonably be expected to travel to the Scheme and which will experience the primary economic impacts arising from the Scheme.

Construction (estimated 2025 to 2027)

Employment

2.2.4 The Applicant estimates that the Scheme will require a peak workforce of 400 full-time equivalent (FTE) staff per day, and an average of 356 gross direct FTE jobs on-site per day during the construction period, assumed to be equivalent to 356 FTE jobs per annum².

2.2.5 Leakage effects are the benefits to those outside the Study Area, defined as a 60-minute travel area in any direction. It is estimated that 45% of construction staff could be sourced from the Study Area. This will be subject to labour availability and take-up at the time of construction; however it is considered to be a reasonable assumption on which to base this assessment, based on professional experience and benchmarking against other comparable renewable energy projects. As such, 55% of staff would be likely to reside outside of the Study Area. This indicates that although a reasonably high proportion of employment opportunities will be retained in

² 400 FTE staff per day may represent an overestimate of the maximum number of jobs during peak construction, however, should the construction period be extended and the peak job numbers be reduced, the amount of construction activity and spending overall and therefore the employment benefits of the Scheme would remain unchanged.

the Study area, a noticeable number of jobs will be taken up by people living outside of the Study Area. It is noted that a larger proportion of the jobs taken-up by people living outside the area will likely be in more specialised solar PV professions owing to the scarcity of such resources within localised areas compared with less skilled professions.

2.2.6 Displacement measures the extent to which the benefits of a development are offset by reductions in output or employment elsewhere. Based on the HCA Additionality Guide, a displacement factor of 25% is applied. This reflects the expectation that construction workers will move between projects when faced with delays or deadlines.

2.2.7 In addition to the direct employment generated by the construction of the Scheme, there will be an increase in local employment arising from indirect and induced effects of the construction activity. Such employment could range from offsite manufacture of goods and equipment to provision of services such as onsite catering, and spending in local shops and on accommodation for workers. Based on HCA Additionality Guide's 'ready reckoner' composite multipliers (the combined effect of indirect and induced multipliers) a medium multiplier effect of 1.5 has been considered appropriate. Applying a 1.5 multiplier to the total net direct employment figure of 267 workers results in a net indirect and induced employment of 134 jobs per annum during the construction period.

Table 2-1. Net Additional Construction Employment Per Annum from the Scheme

	Study Area (60-minute travel area)	Outside Study Area	Total
Gross Direct Employment	160	196	356
Displacement	-40	-49	-89
Net Direct Employment	120	147	267
Indirect & Induced Employment	61	73	134
Total Net Employment ³	181	220	401

Source: AECOM Calculations 2023

2.2.8 The impact of construction employment generation on the local economy has been assessed within the Environmental Statement as temporary low beneficial, which results in minor beneficial (not significant) effect.

Gross Value Added (GVA)

2.2.9 In Yorkshire and the Humber, GVA per worker in the construction sector is estimated to be £63,314 per head. Applying this figure to the total direct construction workers generated by the Scheme, it is estimated that construction will contribute approximately £22.5 million to the national economy, of which £10.1m would likely be within the Study Area.

³ Sum of Net Direct Employment and Indirect & Induced Employment

Table 2-2. Gross Direct Value Added Per Annum from the Scheme During the Construction Phase

	Study Area (60-minute travel area)	Outside Study Area	Total
GVA (£m)	10.1	12.4	22.5

Source: AECOM Calculations 2023

2.2.10 The impact of GVA generation from the construction phase on the local economy has been assessed in the Environmental Statement as temporary low adverse, which results in minor beneficial (not significant) effect.

Operation (estimated no earlier than 2027)

2.2.11 It is anticipated that there will be a gross number of three FTE jobs generated by the Scheme once operational.

2.2.12 Accounting for a leakage of 55% outside the Study area, a displacement of 25% and multiplier of 1.5, as identified in the above section on the construction phase, it is estimated that the Scheme will result in a total creation of an estimated 5 jobs, of which 2 are in the Study area.

2.2.13 This calculation must also consider 'deadweight'. This refers to outcomes which would have occurred without intervention. At present, the Site predominantly consists of agricultural land, and the Applicant has estimated (based on previous experience and benchmarking against other comparable solar schemes) that there are three existing jobs on the Site related to agricultural activities. Therefore, there is expected to be an employment loss of three jobs as a result of the Scheme. This means that overall, the Scheme will not result in any additional jobs in the Study Area, i.e. there will be no net change in the employment supported by activities on the Site.

Decommissioning (estimated 2067)

2.2.14 While conditions could be very different in 40 years, it is estimated that the number of workers needed during the decommissioning phase will be similar to that during construction, supporting on average 401 total net jobs per annum during the decommissioning period.

2.2.15 **Table 2-3** summarises the temporary employment generated by the Scheme during decommissioning, accounting for leakage, displacement, and multiplier effects as identified in the above describing construction period employment.

Table 2-3. Net Additional Decommissioning Employment Per Annum from the Scheme

	Study Area (60-minute travel area)	Outside Study Area	Total
Gross Direct Employment	160	196	356
Displacement	-40	-49	-89

	Study Area (60-minute travel area)	Outside Study Area	Total
Net Direct Employment	120	147	267
Indirect & Induced Employment	61	73	134
Total Net Employment ⁴	181	220	401

Source: AECOM Calculations 2023

2.2.16 The impact of the decommissioning employment generation on the local economy has been assessed in the Environmental Statement as temporary medium beneficial, which results in a minor beneficial (not significant) effect.

2.3 Summary of Jobs and Skills Requirements

2.3.1 The Applicant has identified the potential types of jobs and skills likely to be required during the construction and operation phases of the Scheme. This information is summarised in **Table 2-4**.

Table 2-4. Potential Jobs and Skills Required during Construction and Operation of the Scheme

Phase	Job Name	Job Description	Skills
Construction	Construction Management Team	<ul style="list-style-type: none"> Construction Management. Health and Safety Management. Co-ordination of procurement and deliveries. 	Relevant qualifications and experience.
	Site Supervisors	<ul style="list-style-type: none"> Manage smaller areas of construction. Co-ordinate trades. 	Relevant qualifications and experience.
	Fencing Installation Workers	<ul style="list-style-type: none"> Installation of the perimeter fencing including any gates for access. Installation of internal fencing where necessary. 	No specific qualifications required; however relevant experience necessary at supervisory level.
	Civil Workers	Preparation of the Sites. Work includes: <ul style="list-style-type: none"> the removal and storage of topsoil 	Use of machinery, such as dump trucks, diggers, compactors, lifting

⁴ Sum of Net Direct Employment and Indirect & Induced Employment.

Phase	Job Name	Job Description	Skills
		and levelling of the land as required. <ul style="list-style-type: none"> • preparation and construction of any internal access roads, and for access onto and away from the site; • the digging of trenches for wiring; and • preparation and laying foundations for any site equipment. 	equipment, tractors and trailers.
	Drainage Personnel	Construction and installation of appropriate drainage equipment as detailed through design	Relevant qualifications and experience.
	Horizontal Directional Drilling (HDD) Operations	To install cables in areas where traditional open cut cannot be used.	Relevant qualifications and experience, particularly for HDD under marine areas, rivers and the railway.
	Labourers	Labour to place wiring and ducting in the trenches and to transport materials as required around the Sites.	No specific qualifications required.
	Building Construction	Labour workers under direction to build or renovate buildings. Installation of the substation buildings.	Relevant construction qualifications and experience required.
	Racking Structure Assembler	Manage a ramming machine to create the solar structure and assemble the associated structures.	<ul style="list-style-type: none"> • Skilled and experienced workers required to control the ramming machines; and • Less skilled workers

Phase	Job Name	Job Description	Skills
			required to assemble other components of the structures.
	Panel Assembler	Individuals to manage the process of mounting the solar modules onto the structures.	Experience of electromechanics tools required
	Low Voltage (LV) Electrical Engineers	Connecting the panels with inverters and solar stations.	Relevant qualifications for LV wiring and installation of equipment required.
	Medium Voltage (MV) Electrical Engineers	Connecting the solar stations with the on-site substations.	Relevant qualifications for MV wiring and installation of equipment required.
	High Voltage (HV) Engineers	Connecting the on-site substations and transformers with the transmission network.	Relevant qualifications for HV wiring and installation of equipment required.
	Security Guards	Protecting the site during the construction process.	Relevant experience.
	CCTV Workers	Setting up the security system.	Relevant experience.
	Landscape Installation Workers	Installation of all landscaping such as planting and maintenance.	Relevant qualifications at managerial level for managers / supervisors; and ground workers with relevant experience (or other workers under supervision).
Operation	Electrical Engineers	To monitor and resolve any problems.	LV, MV and HV electrical specialists may be required.

Phase	Job Name	Job Description	Skills
	Solar Park Performance Managers	To monitor and resolve any problem via software remotely from the office or on the site as necessary.	Relevant experience.
	CCTV and Security	To monitor security of the site.	Relevant experience.
	Shepherd	To maintain overview of the grazing where employed directly by the owner.	Relevant experience.
	Landscape, Monitoring and Managing	To monitor and maintain the landscape/ecology areas within the Scheme.	Relevant experience.
Decommissioning	De-Commissioning Management Team	<ul style="list-style-type: none"> • Construction and decommissioning Management. • Health and Safety Management. • Co-ordination of recycling and waste. 	Relevant qualifications and experience.
	Site Supervisors	<ul style="list-style-type: none"> • Manage smaller areas of decommissioning. • Co-ordinate trades. 	Relevant qualifications or experience.
	Fencing Workers	<ul style="list-style-type: none"> • Removal of the perimeter fencing. • Installation of internal fencing where necessary for safety through decommissioning. • Review of site entrances in consultation with the management team and landowners. 	No specific qualifications required; however relevant experience necessary at supervisory level.
	Civil Workers	Reinstatement of the Site. Work includes: <ul style="list-style-type: none"> • The reinstatement of topsoil and levelling of the land as required. 	Use of machinery, such as dump trucks, diggers, compactors, lifting equipment, tractors and trailers.

Phase	Job Name	Job Description	Skills
		<ul style="list-style-type: none"> Removal of internal access roads. 	
	Drainage personnel	<ul style="list-style-type: none"> Full drainage assessment and reinstatement. 	Relevant qualifications and experience.
	Labourers	Labour as required to assist in operations mentioned above.	No specific qualifications required – working under supervision.
	Racking Structure Personnel	Remove the structures for recycling.	Skilled and experienced workers required to use the equipment to lift the piles. Less skilled workers required to collect for recycling.
	Solar Panel Personnel	Individuals to manage the process of removing the solar modules from the structures.	Knowledge of the industry and experience.
	Low Voltage (LV) Electrical Engineers	Disconnecting the panels with inverters and solar stations.	Relevant qualifications for LV wiring.
	Medium Voltage (MV) Electrical Engineers	Disconnecting the solar stations with the on-site substations.	Relevant qualifications for MV wiring.
	High Voltage (HV) Electrical Engineers	Disconnecting the on-site substations and transformers with the transmission network.	Relevant qualifications for HV wiring.
	Security Guards	Protecting the site during the decommissioning process.	Relevant experience.
	CCTV Workers	Decommissioning the security system.	Relevant experience.
	Landscape Workers	Review and consideration of all landscape areas – carrying out works as required.	Relevant qualifications at managerial level and ground workers with relevant.

Phase	Job Name	Job Description	Skills
		Work with the civils team to reinstate the land where necessary.	experience or other workers under supervision.

Source: East Yorkshire Solar Farm Limited

2.4 Summary of Equipment Requirements

2.4.1 The Applicant has identified the likely equipment and material requirements for each element of the Scheme. This equipment and material will need to be procured to deliver the Scheme and therefore presents opportunities for businesses, including those local to the Scheme. This information is summarised in **Table 2-5**.

Table 2-5. Summary of Equipment and Material Requirements

PV Park	Substations
Transformer	Transformer
Switchgear (cells)	Switchgear (cells)
HV Cable	HV Cable
LV Cable	LV Cable
Earthing	Earthing
Civil Materials (e.g. gravel)	Civil Materials (e.g. gravel)
Solar PV Module	Fence
Inverter	CCTV
Racks/Structure	-
CCTV	-
Fence	-

Source: East Yorkshire Solar Farm Limited

3. Local Community Profile and Economic Policy Summary

3.1 Overview

- 3.1.1 Identifying the characteristics of the local population, workforce and economy are essential to developing an SSCE plan that will effectively meet local needs and maximises the benefits of the Scheme.
- 3.1.2 Additionally, it is important to understand the economic development aims and aspirations of local stakeholders, as these set the context for, and are also key drivers of, the FSSCEP.
- 3.1.3 A local community profile and economy policy review have been undertaken to inform the FSSCEP. The community baseline and policy review can be found in **Appendix A** and **Appendix B** respectively. Key messages are set out below.

3.2 Local Community Profile

- 3.2.1 The principal economic Study Area has been defined as a 60 minute drive time from the Scheme, with data for other geographies (including the two relevant Local Authorities) included where relevant, depending on the indicator being considered and data availability.⁵
- 3.2.2 The local community profile is set out in **Appendix A**. The key findings from the local community profile include:
 - a. In 2020, there were 3,154,772 (62.5%) residents of working age within the 60-minute drive time Study Area. The residential population of the 60-minute drive time Study Area increased by 4.9% between 2011 and 2020;
 - b. The most recent data shows economic activity rates were slightly higher and claimant count rates were lower in East Riding and North Yorkshire than the regional and national rates;
 - c. In 2021, the proportion of working age residents in East Riding of Yorkshire and Selby District with a degree level qualification or higher was above the regional average;
 - d. The level of qualifications in the principal economic Study Area is higher than regionally and nationally;
 - e. In 2019, East Riding of Yorkshire was the 217th most deprived local authority of 317 districts in England (where 1 is the most deprived), while Selby District was the 252nd most deprived;

⁵ On 1 April 2023, North Yorkshire County Council and its six constituent District Councils, including Selby District Council, were merged to form the new Unitary Authority of North Yorkshire Council. Given the recent nature of this change, Selby District is still referred to when presenting baseline data.

- f. A comparable proportion of the workforce is employed by the construction sector in the Study Area compared to regional and national levels; and
- g. The mining, quarrying and utilities sector employs a similar proportion of the Study area workforce compared to regional and national levels.

3.3 Economic Policy

- 3.3.1 Planning policies and economic development strategies relevant to the Scheme exist at the national, regional, and local levels.
- 3.3.2 The Yorkshire, North Yorkshire and East Riding LEP strategies address how to achieve clean economic growth and secure low carbon energy that can contribute to economic objectives.
- 3.3.3 The relevant Local Plans for the area identify renewable energy as a target sector and aim to promote opportunities for the local workforce, attempting to promote high quality and diverse job opportunities.
- 3.3.4 The Councils of East Riding of Yorkshire, Selby District and North Yorkshire (now East Riding Council and North Yorkshire Council) each have a local economic strategy. The three strategies identify that economic growth must be driven by a low carbon, circular economy.
- 3.3.5 The FSSCEP is therefore in accordance with planning policy and supports achievement of the aims which the relevant Local Plans and strategies identify relating to SSCE.
- 3.3.6 Documents which are relevant for the Scheme's FSSCEP are reviewed in **Appendix B** and listed below.

National Policy

- a. Overarching National Policy Statement (NPS) for Energy (EN-1) (2011) (Ref. 10)
- b. Draft Overarching National Policy Statement (NPS) for Energy (EN-1) (2023) (Ref. 11)
- c. Overarching National Policy Statement (NPS) for Renewable Energy Infrastructure (EN-3) (2011) (Ref. 12)
- d. Draft Overarching National Policy Statement (NPS) for Renewable Energy Infrastructure (EN-3) (2023) (Ref. 13)
- e. National Planning Policy Framework (NPPF) (2023) (Ref. 14)
- f. The Government's Industrial Strategy White Paper (Ref. 15)

Regional and Local Policy and Strategy

- g. York, North Yorkshire and East Riding's Local Enterprise Partnership (LEP) Local Energy Strategy (undated) (Ref. 16)
- h. York, North Yorkshire and East Riding's Local Enterprise Partnership (LEP) Skills Strategy 2021-2026 (undated) (Ref. 17)
- i. York, North Yorkshire and East Riding's Local Enterprise Partnership (LEP) Circular Economy Strategy (undated) (Ref. 18)

- j. East Riding Local Plan Strategy 2012-2029 adopted April 2016 (Ref. 19)
- k. East Riding of Yorkshire Local Plan Strategy Document Update (2022) (Ref. 20)
- l. Adopted Selby District Publication Consultation Local Plan (2013) (Ref. 21)
- m. Selby District Local Plan (2005) – Saved Policies (Ref. 22); and
- n. Selby District Publication Consultation Local Plan (2022) (Ref. 23).
- o. East Riding of Yorkshire Economic Strategy 2019-2022 (2021) (Ref. 24)
- p. Selby District Economic Development Framework: 2017-2022... and beyond (2018) (Ref. 25)
- q. North Yorkshire County Council plan for Economic Growth 2021-2024 (2021) (Ref. 26).

4. Opportunities

4.1 Overview

- 4.1.1 This section sets out potential activities which the Applicant will seek to pursue as part of a programme of work relating to SSCE.
- 4.1.2 The opportunities described here reflect the likely impacts of the Scheme and respond to the local context set out in previous chapters. They are an illustrative long-list, and will be modified, refined and agreed through development of a full SSCE plan, which will be secured via a Requirement included in the DCO for the Scheme. The SSCE plan will be subject to approval by the relevant planning authorities.

4.2 Opportunity 1: Apprenticeships

- 4.2.1 As set out in **Table 2-4**, a variety of skills and disciplines are required for successful delivery of the Scheme. Apprenticeships can help fulfil labour and skills requirements for employers in a cost-effective way, while also providing paid employment, training, and potential pathways into employment for apprentices.
- 4.2.2 While the Applicant does not anticipate creating apprenticeships directly, it is likely that the principal contractor and sub-contractors working on the Scheme will offer apprenticeships, and therefore that apprentices will be part of the employed construction workforce.
- 4.2.3 The Applicant will consider requiring contractors to provide opportunities for the creation of apprenticeships during construction and decommissioning. Any such contractual requirement will be confirmed in the full SSCE plan. The requirement could include early engagement with local apprenticeship training providers, some of whom are listed below⁶:
- a. East Riding College
 - b. Bishop Burton College
 - c. Heart of Yorkshire Education Group⁷
 - d. Craven College
 - e. Scarborough Sixth Form College
 - f. York College
 - g. University of Hull
 - h. University of York
 - i. University of Leeds.
- 4.2.4 Additionally, Skills Hull and East Yorkshire (Ref. 27). and the York and North Yorkshire Apprenticeship Hub (Ref. 28) could be useful partners in this context.

⁶ Colleges have been sourced from: <https://www.gov.uk/school-performance-tables> (search for East Riding of Yorkshire and East Riding of Yorkshire local authorities).

⁷ With campuses in Castleford, Selby and Wakefield, Heart of Yorkshire College Group was formed following the merger of Selby College and Wakefield College on 1st March 2022.

- 4.2.5 The need for interventions to support skills development and training of local people is highlighted in the York and North Yorkshire LEP Skills Strategy 2021–2026, which sets out the ambition to ensure employers can access talent through taking on apprentices.

4.3 Opportunity 2: Other Workforce Training

- 4.3.1 The Applicant will also consider other interventions to support the training of employees and workers on the Scheme.
- 4.3.2 Again, the Applicant does not anticipate creating training places directly, but it is likely that the principal contractor and sub-contractors would provide training to employees and workers as appropriate to their role on the project. Contractors may have experience of workforce training on similar schemes, and their own established training programmes which they will utilise for the Scheme.
- 4.3.3 The Applicant will consider requiring contractors to provide opportunities for the creation of training places during construction and decommissioning. Any such contractual requirement will be confirmed in the full SSCE plan.
- 4.3.4 The intent would be to support the achievement of vocational qualifications (e.g., BTEC, City and Guilds, NVQ, HNC) at various levels which are relevant to the delivery of the Scheme.
- 4.3.5 Engagement with potential contractors and local training providers, for example via a Skills Forum organised by the Applicant or the principal contractor, could highlight gaps in the skills required to deliver the Scheme, and therefore identify specific courses which could be particularly relevant. It may also be constructive to engage with the promoters of other infrastructure projects coming forward in the vicinity (for example, National Grid and Drax Power Limited) to co-ordinate any activities around workforce planning and skills development.
- 4.3.6 The need for interventions to support skills development and training of local people is highlighted in the York and North Yorkshire LEP Local Energy Strategy. Here attention is drawn to the relatively low proportion of the population employed in the energy sector both locally and nationally. As York, North Yorkshire and East Riding transition to a low carbon economy, the LEP will need to work with employers, job centres and learning providers to ensure appropriate measures and training are provided for employees migrating between declining and emerging sectors.

4.4 Opportunity 3: Education and Careers

- 4.4.1 The Scheme will be a significant renewable energy project in terms of its scale and its profile, both locally and nationally. It presents an opportunity to advance the knowledge base around operational solar generating stations.
- 4.4.2 There is currently poor take-up nationally of STEM subjects within colleges and higher education (Ref. 29), and the UK's workforce of engineers is aging (Ref. 30). This implies a potential shortage of technical and professional skills required to deliver the Scheme and other large infrastructure projects.
- 4.4.3 The York and North Yorkshire LEP Skills Strategy 2021–2016 sets out the importance of young people becoming equipped to make quality decisions and having access to education, training and careers. Furthermore Ambition

3 of the strategy promotes local skills providers to enable businesses to respond skills demands in a dynamic economy.

- 4.4.4 Additionally, the Applicant will investigate the potential for a programme of activities which promote STEM education and careers. This could be targeted at primary school pupils, secondary school pupils, college students and/or other young people in the area. The primary and secondary schools which are closest to the Site, and which could be prioritised for engagement as part of this programme are set out in **Table 4-1** below. Colleges in East Riding and North Yorkshire are set out in Section 4.2.

Table 4-1. Potential Priority Primary and Secondary Schools for STEM Education and Careers Collaboration⁸

Stakeholder	Stakeholder Type
Barmby-on-the-Marsh Primary School	Education – Primary School
Camblesforth Community Primary Academy	Education – Primary School
Howden School	Education – Secondary School
The Read School	Education – Independent School

Source: Aecom 2023, <https://www.gov.uk/school-performance-tables>.

- 4.4.5 Given the Scheme’s timescale and phases, some of these target individuals could ultimately become part of the Scheme’s workforce. However, the key aim would be to inform and inspire young people about STEM careers more generally.
- 4.4.6 Initiatives could include project staff (both from the Applicant and from contractors) volunteering to run interactive workshops or give talks. The first step would be engagement with local schools and relevant facilitators (e.g., the Local Authorities) to establish the need and design appropriate initiatives.
- 4.4.7 Site visits during the construction period could be an effective way to educate and inspire students. The Applicant will also consider the organisation of site visits during the operational phase, to deliver STEM initiatives, with provision of infrastructure/facilities such as meeting points, viewing platforms and/or noticeboards, that could be used by local groups and school children, making the solar farm an educational resource for the local area.
- 4.4.8 The Applicant will investigate the potential for a programme of educational activities which promote environmental and ecological management. For example, as outlined in **Chapter 8: Ecology, ES Volume 1 [EN010143/APP/6.1]**, preliminary discussions have been undertaken with the Lower Derwent Valley Conservation Trust, a registered charity set up to fund and deliver training, monitoring and research work within the Lower Derwent Valley National Nature Reserve.
- 4.4.9 The Applicant is exploring the use of a community benefit fund as part of the Scheme and aims to work with local organisations that will best spend the

⁸ Schools have been sourced from: <https://www.gov.uk/school-performance-tables>. Schools identified fall within 2km of the Solar PV Site and Grid Connection Corridor.

money to support the community. During Statutory Consultation, responses were sought on causes which the fund might support. There may be opportunities to fund projects which have a specific focus on education or skills, or which inform young people, workers, local residents and visitors about the Scheme more generally.

- 4.4.10 The provision of STEM initiatives and facilities which could be used for educational purposes aligns with requirements set out in the NPS for Energy (EN-1).

4.5 Opportunity 4: Local Recruitment

- 4.5.1 The expected employment benefits of the Scheme are shown in Section 2.2.

- 4.5.2 The Applicant will investigate measures to promote take up of jobs generated by the Scheme by local people. The Applicant will consider requiring contractors to promote local employment during construction, operation and decommissioning. Any such contractual requirement will be confirmed in the full SSCE plan. While supporting the principle of local staffing in order to generate benefits for the local community, the Applicant also recognises the need to hire staff with the required skills to deliver the project, especially given the technical complexity of some elements of the Scheme.

- 4.5.3 To identify the most effective means to promote the take-up of jobs by local people and to tap into existing local employment support networks, the starting point will be engagement with Local Authorities (including associated Career Hubs) and Jobcentre Plus. The local Job Centre Plus offices (within 25 km of the Site) and Career Hubs are identified in **Table 4-2** below.

- 4.5.4 There may additionally be community and voluntary sector groups which specialise in local recruitment, and placing job adverts with local private sector recruitment companies will also support this initiative.

Table 4-2. Details of Local Job Brokerage Agencies

Organisation	Address	Contact Details
Goole Jobcentre Plus	Mulberry House, North Street, Goole, East Yorkshire, DN14 5QB	0800 169 0190
Selby Jobcentre Plus	Flaxley Chambers, Flaxley Road, Selby, North Yorkshire, YO8 3BH	
York Monkgate Jobcentre Plus	11-17 Monkgate, York, North Yorkshire, YO31 7JZ	
York and North Yorkshire Local Enterprise Partnership Careers Hub	County Hall, 2 Racecourse Lane, Northallerton, DL7 8AD	Details available online at: https://www.ynylep.com/

Organisation	Address	Contact Details
West Yorkshire Combined Authority Careers Hub	Wellington House, 40-50 Wellington Street, Leeds LS1 2DE	Details available online at: https://www.the-lep.com/skills/the-schools-partnership-team/careers-hubs-provider-access/

Source: Aecom 2023

4.5.5 The creation of such jobs for local people aligns well with the objectives set out in Local Plans and strategies. In particular, the need to create job opportunities in low carbon and sustainable sectors, such as renewable energy, is highlighted in the York and North Yorkshire LEP Local Energy Strategy and in the York and North Yorkshire LEP Circular Economy Strategy.

4.6 Opportunity 5: Maximising Diversity of the Workforce

- 4.6.1 The Applicant will investigate initiatives to maximise the diversity of the project workforce.
- 4.6.2 The most relevant target groups for this measure would be identified through consultation and research post-consent.
- 4.6.3 Measures could include:
- Ensuring that jobs are communicated to target groups, including identifying and working with specialised job brokerage agencies; and
 - Working with job support and training providers who operate programmes aimed at getting people into work (for example, young people who are Not in Education, Employment or Training (NEET) may require pre-employment, basic skills training and work placements).
- 4.6.4 Any measures adopted will comply with employment law.
- 4.6.5 It will be important to report on the demographic profile of applicants for new jobs and the workforce. This would likely involve regular reporting, for example on age, ethnicity, gender, and disability, with data to be collected through a voluntary survey.

4.7 Opportunity 6: Business support and procurement strategy

- 4.7.1 The Applicant and its contractors will work with local partners to communicate opportunities for purchasing and contracts arising from the Scheme to local businesses.
- 4.7.2 There may be opportunities to work with local partners in this regard – for example, West and North Yorkshire Chamber of Commerce has run Supply Chain events e.g., Manufactured Yorkshire, where local businesses that want to become part of the supply chain can be effectively identified and engaged. YORhub may also be able to help the Applicant arrange ‘meet the buyer’ events to reach out to potential suppliers to boost the local content within the Scheme.

- 4.7.3 Other relevant partner agencies could include Hull and Humber Chamber of Commerce, Mid Yorkshire Chamber of Commerce, the Federation of Small Businesses Yorkshire, Humber and the North East, and the Local Authorities.
- 4.7.4 Contracting opportunities will be publicised to maximise local reach (for example, using social media and industry publications).
- 4.7.5 Initiatives in this area align with the need to consider indirect beneficial impacts for the region hosting the infrastructure, as set out in the Draft NPS for Energy (EN-1). The York and North Yorkshire LEP Local Energy Strategy also sets out the aim to strength the local energy industry by supporting local supply chains, growing skills and knowledge bases and securing investment.
- 4.7.6 The Applicant will also be open to collaboration with local businesses and organisations in the fields of research and development, sharing experience and expertise and in order to promote and advancing the clean energy sector.

5. Delivery

5.1 Introduction

5.1.1 This section described how the SSCE plan could be delivered, including potential roles, responsibilities and timelines.

5.2 Organisational Framework

5.2.1 **Figure 5-1** shows a potential organisational framework for developing and delivering the SSCE work programme post DCO consent.

5.2.2 The programme would be driven forward by a SSCE Function Lead, overseen and governed by a steering group which would include senior members of East Yorkshire Solar Farm Limited management team.

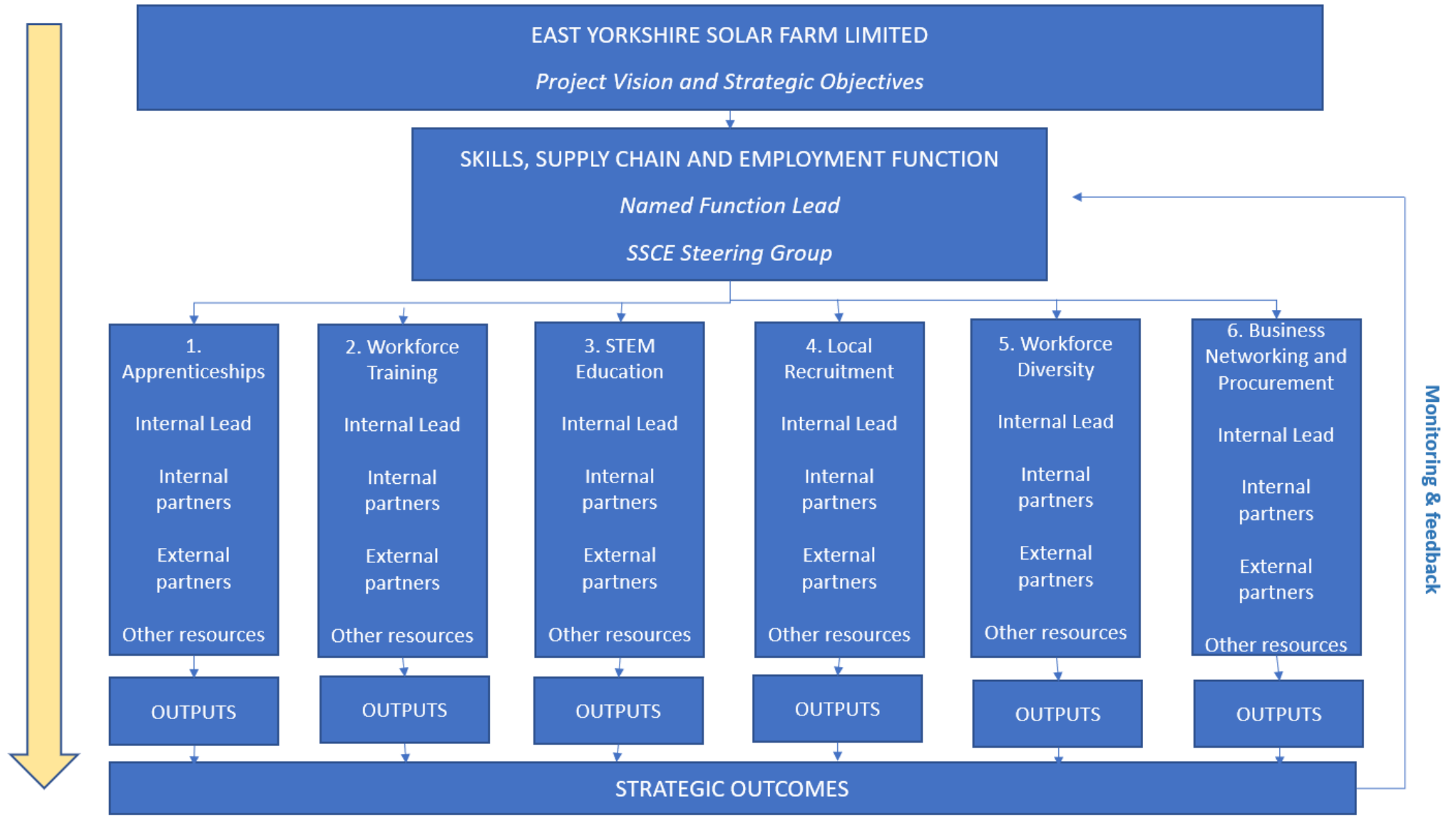
5.2.3 The SSCE work programme would then break down into a number of activities or workstreams (some or all of which could align with the opportunities described in Section 4). Each activity would have a named lead (which could be the SSCE Function Lead), and internal partners (from within the Applicant's project team) to support delivery.

5.2.4 External partners and stakeholders (for example, Local Authorities, education and training providers, job brokerage agencies, Chambers of Commerce) could be engaged as appropriate, as their detailed local knowledge and experience will be critical to success. Additional resources such as professional support, capital funding or physical facilities may be relevant.

5.2.5 If successful, each activity will result in achievement of the outputs and, ultimately, the outcomes identified within the SSCE plan. A monitoring system will measure outputs and outcomes, and reporting will be undertaken. Lessons learned will be fed back in order to shape and improve SSCE work programme over time.

5.2.6 The indicative organisational framework will be developed as part of the full SSCE plan, including confirmation of which roles and responsibilities will sit with the Applicant and which will sit with the principal contractor.

Figure 5-1. Indicative Organisational Framework for Delivery



5.3 Internal Joint Working

- 5.3.1 Development and delivery of the SSCE work programme will require joint working between various parts of the East Yorkshire Solar Farm Limited project team and its contractors. Areas of joint working will include commercial strategy, community engagement, personnel, and project/programme management.
- 5.3.2 There could be value in incorporating the SSCE work programme into a wider community benefits or social value programme associated with the Scheme. This would allow all the benefits of the Scheme to be managed and measured in a coherent, effective and consistent way.

5.4 Engagement with External Stakeholders

- 5.4.1 Working with external stakeholders will be fundamental to the success of the SSCE programme.
- 5.4.2 As noted within this report, potentially relevant external stakeholders include:
- a. Local Authorities
 - b. The Local Enterprise Partnership
 - c. Skills and training providers
 - d. Schools, colleges and universities
 - e. Job Centre Plus and other employment brokerage agencies
 - f. Local Chambers of Commerce
 - g. YORhub
 - h. The Federation of Small Businesses Yorkshire, Humber and the North East.
- 5.4.3 There may in addition be potential to engage with local residents and community groups on issues relating to SSCE, building on the consultation undertaken and during Scheme development and preparation on the DCO.

5.5 Timelines

- 5.5.1 **Table 5-1** sets out a timeline for developing and delivering the SSCE plan.

Table 5-1. Timeline for Developing and Delivering the SSCE Plan

Key Milestone	Address
2024 – after DCO application	<ul style="list-style-type: none"> • Engage with Local Authorities and other stakeholders to identify preferred SSCE workstreams, using FSSCEP as a basis for discussion.
2025 – assuming consents granted	<ul style="list-style-type: none"> • Develop FSSCEP into a full SSCE plan, confirming objectives and activities to be pursued. Discharge requirement in the DCO for the SSCE plan to be approved by the relevant planning authorities. • Include SSCE requirements in the Invitation to Tender (ITT) for contractors, if/as relevant.

Key Milestone	Address
	<ul style="list-style-type: none">• Early SSCE activities in progress, e.g., networking and market information events to publicise opportunities to local businesses.
2025 – earliest start point for construction	<ul style="list-style-type: none">• Continue delivery of early SSCE activities, e.g., establishment of training and schools programme.• Work with contractor(s) to plan how any SSCE requirements in contracts will be delivered and monitored during the construction period.• Once construction has started, the SSCE activities and outputs should be in delivery.
5.5.2	Once the full SSCE plan is finalised, the document will be reviewed regularly, so it can be refined and adjusted as the Scheme moves towards its construction and operational phase, and during construction and operation.

6. Monitoring and Feedback

6.1 Introduction

6.1.1 This section sets out the methods through which the SSCE plan can be monitored, measured, and reported.

6.2 Monitoring

6.2.1 It is important that the objectives and activities of the SSCE plan are effectively monitored, measured and reported. This enables an understanding of whether the plan is achieving its goals and contributing to the over-arching vision and provides feedback accordingly.

6.2.2 A monitoring and reporting plan will be developed as part of the full SSCE plan.

6.2.3 Effective performance monitoring will be achieved by following the methods below:

- a. Developing specific, measurable, attainable, realistic, and time-bound (SMART) performance indicators;
- b. Aiming for quality over quantity of performance indicators;
- c. Ensuring performance monitoring mechanisms are consistent with the stated objectives of the FSSCEP;
- d. Ensuring performance indicators are flexible and updateable; and
- e. Scoping out the practicality of how data will be collected before defining measurable targets.

6.3 Potential Outputs and Outcomes

6.3.1 **Table 6-1** sets out some illustrative outputs or indicators which could be relevant to the Scheme's SSCE plan. Outputs are the tangible results of pursuing the specific opportunities of the Scheme.

6.3.2 **Table 6-1** also sets out illustrative outcomes, which are the longer-term results of implementing the SSCE plan. They include changes to the local community, environment and workforce that the activities and initiatives aim to achieve.

6.3.3 Outcomes are generally measured and documented through evaluations undertaken at various intervals during the life of the Scheme.

6.3.4 The evaluation should be tailored to the agreed outcomes and outputs and could be conducted either internally or externally. The key questions the evaluation should seek to answer include the following:

- a. What has been achieved?
- b. Have the specific outcomes been realised?
- c. What would have happened anyway?
- d. Was it value for money?
- e. What lessons can be taken into other projects?

- f. How will the lessons be communicated to the wider public (as the SSCE plan is a positive story)?

Table 6-1. Potential Measurable Outputs and Outcomes of the SSCE Strategy

Opportunity	Potential Outputs	Potential Outcomes
Opportunity 1: Apprenticeships	Number of apprenticeships funded/taken-up	Reduction in proportion of population with no qualifications
Opportunity 2: Other Training	Number of relevant vocational qualifications achieved	Reduction in proportion of population with no qualifications
Opportunity 3: STEM Education and Careers	<ul style="list-style-type: none"> • Number of schools engaged • Number of events delivered • Number of pupils participating • Increased awareness of STEM careers 	<ul style="list-style-type: none"> • GCSE attainment in participating schools • Take up of STEM subjects in Further Education
Opportunity 4: Local Recruitment	Number/proportion of workers employed from the local area	Increase in employment levels in the local area
Opportunity 5: Maximising Diversity of the Workforce	<ul style="list-style-type: none"> • Proportion of workforce employed from target groups • Proportion of employees who are happy with working environment/culture 	<ul style="list-style-type: none"> • Increase employment levels for target groups
Opportunity 6: Business Support and Procurement Strategy	<ul style="list-style-type: none"> • Number of supplier events delivered • Number/proportion of business contracts secured by local businesses 	<ul style="list-style-type: none"> • Increase in turnover of local businesses

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Abbreviations

Abbreviation/Term	Definition
BMV	Best and Most Versatile
BRES	Business Register and Employment Survey
BTEC	Business and Technology Education Council
DCO	Development Consent Order
FSSCEP	Framework Skills, Supply Chain and Employment Plan
FTE	Full Time Equivalent
GVA	Gross Value Added
Ha	Hectares
HDD	Horizontal Directional Drilling
HNC	Higher National Certificate
HND	Higher National Diploma
HV	High Voltage
IMD	Index of Multiple Deprivation
km	Kilometres
kV	Kilovolt
LEP	Local Enterprise Partnership
LSOA	Lower Level Super Output Area
LV	Low Voltage
MV	Medium Voltage
NEET	Not in Employment, Education or Training
NPPF	National Planning Policy Statement
NPS	National Policy Statement
NVQ	National Vocation Qualification
ONS	Office for National Statistics
PV	Photovoltaic
SSCE	Skills, Supply Chain and Employment

Glossary of Frequently Used Terms

Term	Definition
Business and Technology Education Council (BTEC)	A qualification from the Business and Technology Education Council. BTECs are specialist work-related qualifications which combine practical learning with subject and theory content. They are available from entry level through to professional qualifications at level 7 (equivalent to postgraduate study).
Demographic	Relating to the structure of populations
Development Consent Order (DCO)	Where the Secretary of State (SoS) proposes to grant consent for a NSIP, this will be through a DCO which is normally made as a statutory instrument – a form of secondary legislation. The DCO not only provides planning consent for the Project but may also incorporate other consents and include authorisation for the compulsory acquisition of land.
Gross Value Added (GVA)	A measure of the total value of goods and services produced in an economy. It is the difference between the total value of output and the intermediate costs that went into producing it.
Higher National Certificate (HNC)	A level 4 vocational qualification that takes one year to complete full-time, or two years part-time. A practical-based courses to prepare for either work after completion or studies at degree level.
Higher National Diploma (HND)	A level 5 vocational qualification provided by higher and further education colleges. It takes two years to complete full-time, or three to four years if studying part-time. A practical-based course, ideal for those wanting to enter the workforce or study towards a bachelor's degree.
Index of Multiple Deprivation (IMD)	The IMD is the official measure of relative deprivation for small areas (neighbourhoods) in England. The IMD are calculated based on the following factors: income deprivation, employment, health and disability, education, skills and training, barriers to housing and services, crime and living environment.
Local Enterprise Partnership (LEP)	A partnership between local authorities and businesses that seek to foster enterprise and innovation in their local area.
Lower Level Super Output Areas (LSOA)	LSOAs are a geographic hierarchy designed to improve the reporting of small area statistics in England and Wales.

Appendix A Local Community Profile

- A.1.1 This community profile uses the Study Area as defined in Section 2.2, i.e. a 60 minute travel Study area (based on driving), with data for other geographies (including the two relevant Local Authorities) included where relevant, depending on the indicator being considered and data availability.
- A.1.2 On 1 April 2023, North Yorkshire County Council and its six constituent District Councils, including Selby District Council, were merged to form the new Unitary Authority of North Yorkshire Council. Given the recent nature of this change, Selby District is still referred to when presenting baseline data.
- A.1.3 A more detailed local community profile and baseline conditions can be found in Section 12.7 of **Chapter 12: Socio-economics and Land Use** of the Environmental Statement [EN010106/APP/6.1].

Population

- A.1.4 According to the 2011 and 2021 Censuses (Ref. 2, Ref. 3), the residential population of East Riding of Yorkshire has increased from 334,673 in 2011 to 342,217 in 2021, representing a 2.4% increase over 10 years. This growth is lower than that in Yorkshire and the Humber (3.7%) and England (6.6%) over the same period. Data for Selby District is not available for the 2021 Census, due to it becoming part of North Yorkshire Council, meaning that comparison between the 2011 and 2021 Census data is not possible. According to ONS Mid-Year Population Estimates (Ref. 4), the population increased by 9.8% from 83,547 in 2011 to 91,697 in 2020.
- A.1.5 The residential population of the Study Area (the 60-minute drive time radius) has increased from 4,812,251 in 2011 to 5,051,069 in 2020, representing a 4.9% increase over 9 years (Ref. 4).
- A.1.6 In 2020, there were 3,154,772 (62.5%) residents of working age within the 60 minute drive time Study Area. This is slightly higher than or in line with the percentages in East Riding of Yorkshire (57.2%), Selby District (61.1%), Yorkshire and the Humber (62.1%) and England (62.3%) (Ref. 4).
- A.1.7 The claimant count records those individuals who are unemployed and claiming job seekers allowance or other unemployment related benefits. The July 2023 claimant count for residents as a proportion of residents aged 16-64 was 2.4% in East Riding and 1.9% in North Yorkshire. This is below the rates in Yorkshire and the Humber (4.1%) and England (3.8%) (Ref. 5). Data is not available at the LSOA level.
- A.1.8 According to the Annual Population Survey (Ref. 6), in 2022 the economic activity rate (amongst 16- to 64-year-olds) was 79.7% in East Riding and 80.0% in North Yorkshire, which is comparable to that in both Yorkshire and the Humber (77.4%) and England (78.7%).
- A.1.9 In 2021, the Annual Population Survey (Ref. 6) showed that 39.7% of working age residents in East Riding of Yorkshire and 44.5% of working age residents in Selby District have a degree level qualification or higher (National Vocational Qualification (NVQ)) Level 4+). This is above the average for Yorkshire and the Humber (38.0%) and, in the case of Selby District, the average for England more widely (43.2%).
- A.1.10 Based on the 2019 Indices of Multiple Deprivation (IMD) (Ref. 7), East Riding of Yorkshire is the 217th most deprived local authority of 317 districts

in England (where 1 is the most deprived). Within East Riding, 13 of the LSOAs are within the top 10% most deprived LSOAs in England. Selby District is the 252nd most deprived local authority in England. Within the local authority, 13 LSOAs are within the top 10% most deprived in England.

Workforce

- A.1.11 According to Business Register and Employment Survey (BRES) data, employment (amongst 16-64 year olds) reached 2,372,500 in 2021 in the Study Area (Ref. 8).
- A.1.12 **Table 0-1** presents a detailed breakdown of employment by broad industrial group across the Study Area and its comparators. Based on the most recently available data (2021) (Ref. 8), the highest levels of employment in the Study Area are recorded in Health (14.5%), Manufacturing (12.0%) and Education (9.2%). In Yorkshire and the Humber, Health (13.3%), Manufacturing (11.6%) and Education (9.4%) also make up the three largest industries by employment.
- A.1.13 The Construction broad industrial group accounts for 4.8% of employment within the Study Area, comparable to that in Yorkshire and the Humber (4.6%) and England (4.9%).
- A.1.14 The Mining, Quarrying and Utilities broad industrial group (which includes employment from the generation of energy) comprises 1.1% of employment within the Study Area. This is comparable with that in Yorkshire and the Humber (1.0%) and England (1.1%).

Table 0-1. Employment by Broad Industrial Group

Industry	Study Area (%)	Yorkshire and the Humber (%)	England (%)
Agriculture, forestry & fishing	0.1	1.5	1.3
Mining quarrying & utilities	1.1	1.0	1.1
Manufacturing	12.0	11.5	7.3
Construction	4.8	4.6	4.9
Motor trades	2.0	1.8	1.7
Wholesale	3.7	3.5	3.6
Retail	8.3	8.2	9.0
Transport & Storage (inc. postal)	6.3	5.6	5.3
Accommodation & food services	6.7	7.2	7.4
Information & communication	3.1	3.1	4.5
Financial & insurance	2.7	2.7	3.6

Industry	Study Area (%)	Yorkshire and the Humber (%)	England (%)
Property	1.5	1.6	2.0
Profession, scientific & technical	6.6	6.5	9.3
Business administration & support services	8.8	8.7	8.9
Public administration & defence	4.6	4.5	4.1
Education	9.2	9.4	8.5
Health	14.5	14.4	13.1
Arts, entertainment, recreation & other services	4.1	4.2	4.3

Source: BRES (2021). Please note that totals may not equal 100 due to rounding.

A.1.15 Gross Value Added (GVA) is a measure of value of goods and services produced in an area of the economy. GVA per head (Ref. 9) is slightly lower in East Riding of Yorkshire (£20,533) compared to the average for Yorkshire and the Humber (£21,250) and for England (£27,717). GVA per head is slightly higher in Selby District (£23,752) compared to East Riding of Yorkshire (£20,533) and Yorkshire and the Humber (£21,250) and England (£27,717).

Appendix B Key Messages from Policy

National Policy Statement (NPS) for Energy

- B.1.1 Section 5.12 of the NPS EN-1 (Ref. 10) states that all relevant socio-economic impacts should be assessed, including the following which are relevant to this FSSCEP:
- a. The creation of jobs and training opportunities
 - b. The provision of additional local services and improvements to local infrastructure, including the provision of educational and visitor facilities.

Draft National Policy Statement (NPS) for Energy

- B.1.2 A new draft of NPS EN-1 (Ref. 11) was released for consultation in March 2023. Whilst *“The 2023 amendments will...have effect only in relation to those applications for development consent accepted for examination after the designation of those amendments,”* it should be noted that, *“any emerging draft NPSs (or those designated but not having effect) are potentially capable of being important and relevant considerations in the decision-making process”* (Ref. 11).
- B.1.3 The draft NPS largely replicates the existing NPS EN-1. However, within Section 5.13, which highlights relevant socio-economic impacts, the following statements have been added:
- a. “The applicant is strongly encouraged to engage with relevant local authorities during early stages of project development so that the applicant can gain a better understanding of local or regional issues and opportunities” (Ref. 11, page 144);
 - b. “Applicants are encouraged, where possible, to demonstrate that local suppliers have been considered in any supply chain” (Ref. 11, page 145); and
 - c. “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” (Ref. 11, page 145).

National Policy Statement (NPS) for Renewable Energy Infrastructure

- B.1.4 The NPS EN-3 (Ref. 12) aims to support the transition to a low carbon economy. Section 1.7 states that there are positive effects on the economy and skills from developing renewable energy infrastructure.

Draft National Policy Statement (NPS) for Renewable Energy Infrastructure

- B.1.5 A new draft of NPS EN-3 was released for consultation in March 2023. Section 3.10 outlines that solar energy *‘has an important role in delivering the government’s goals for greater energy independence’*. Therefore, the government commits to be *‘supportive of solar that is co-located with other functions (for example, agriculture, onshore wind generation, or storage) to maximise the efficiency of land use’*. (Ref. 13, page 82).

National Planning Policy Framework

- B.1.6 The NPPF (Ref. 14) sets out the Government's planning policies for England and how these should be applied. Paragraph 81 states that, *"Planning policies and decisions should help create the conditions in which business can invest, expand and adapt. Significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and wider opportunities for development. The approach taken should allow each area to build on its strengths, counter any weaknesses and address the challenges of the future. This is particularly important where Britain can be a global leader in driving innovation, and in areas with high levels of productivity, which should be able to capitalise on their performance and potential."*

The Government's Industrial Strategy White Paper

- B.1.7 The Government's Industrial Strategy White Paper (Ref. 15) outlines its ambitions to increase productivity and drive growth across the whole country. The strategy sets out four 'Grand Challenges' to ensure Britain is at the forefront of the industries of the future, one of these being Clean Growth to lead the world in the development, manufacture and use of low carbon technologies. One of the key tenets of the White Paper is the upgrading of infrastructure to support productivity, and ultimately, economic growth. One of the focuses of upgrading this infrastructure is to provide clean and affordable energy.

York, North Yorkshire and East Riding Local Enterprise Partnership (LEP) Local Energy Strategy

- B.1.8 The York, North Yorkshire and East Riding LEP Local Energy Strategy (Ref. 16) sets out a defined transition to a low carbon economy whilst ensuring that the area is well-positioned to realise potential economic, environmental and social benefits from the shift.
- B.1.9 The strategy is broken down into four key elements:
- a. Place-based strategic priorities;
 - b. High-impact low carbon energy technologies;
 - c. Designing circular systems; and
 - d. Cross-cutting strategic enablers.
- B.1.10 The fourth element, 'cross-cutting strategic enablers', states that in order to implement low carbon solutions, systems need to change. This will be achieved by strengthening local supply chains, growing skills bases, securing investment and developing infrastructure to achieve substantial carbon savings and economic benefits.
- B.1.11 The document draws attention to the relatively low proportion of the population employed in the energy sector both locally and nationally. As York, North Yorkshire and East Riding transition to a low carbon economy, the LEP will need to work with employers, job centres and learning providers to ensure appropriate measures and training are provided for employees migrating between declining and emerging sectors.

York, North Yorkshire and East Riding Local Enterprise Partnership (LEP) Skills Strategy 2021-2026

B.1.12 The York, North Yorkshire and East Riding LEP Skills Strategy (Ref. 17) sets out *‘a five year plan to address local skills challenges and raise productivity, earnings and performance in a greener, fairer, stronger economy’*.

B.1.13 The strategy is broken down into four ambitions:

- a. Ambition 1: Young people are equipped to make quality decisions about education, training and careers;
- b. Ambition 2: Employers can access the skills to grow highly productive and inclusive work places;
- c. Ambition 3: Local skills providers enable businesses to respond with innovation and resilience to a dynamic economy; and
- d. Ambition 4: Communities are empowered by learning and skills that enable everyone to participate fully in society.

B.1.14 Ambition 2 states that *‘employers need to be able to recruit people with appropriate technical skills and invest in continuous workforce training to remain competitive’*. Here, the document states the importance of apprenticeships for developing technical competence of individuals and providing employers with talent. A York and North Yorkshire Apprenticeship Hub will be created to support Ambition 2.

B.1.15 Additionally, Ambition 2 states that retaining qualified graduates remains a problem in the York and North Yorkshire economy, particularly in STEM. Therefore, York and North Yorkshire Skills and Employability Board will work with local employers to develop a strategy to encourage graduates to seek employment locally.

B.1.16 Ambition 3 states the York and North Yorkshire Skills and Employability Board will be actively investing in and working alongside employers and local providers to address how skills needs can be effectively met in a dynamic economic environment.

York, North Yorkshire and East Riding Local Enterprise Partnership (LEP) Circular Economy Strategy

B.1.17 The York, North Yorkshire, and East Riding LEP Circular Economy Strategy (Ref. 18) sets out an action plan between 2019 and 2030 to ‘future-proof’ the local economy and create a competitive, carbon-neutral, circular economy in York and North Yorkshire. This will be centred around the idea of decoupling economic activity with the consumption of finite resources and greenhouse gas emissions, and keeping materials circulating within the economy.

B.1.18 The action plan identifies six phases. Phase 4 ‘Educate, Inspire & Build Skills’ states that human capital needs to be developed through educating, inspiring and building necessary skills and raising awareness of the circular economy. The Circular Economy Steering Group will provide strategic leadership to the implementation of the plan.

East Riding Local Plan Strategy 2012-2029 (2016) & Document Update (2022)

B.1.19 Policy S4 ‘Supporting Development in Villages and the Countryside’ states that development will be supported to maintain the vibrancy of Villages and

the Countryside where it is of an appropriate scale, does not involve a significant loss of Best and Most Versatile Land (BMV) and promotes economic development (Ref. 20).

- B.1.20 Policy EC1 ‘Supporting the Growth and Diversification of the East Riding Economy’ states that proposed developments should strengthen and encourage growth of the East Riding economy. Proposals will be encouraged where they strengthen East Riding’s key employment sectors and clusters, including renewable energy.
- B.1.21 Policy EC5 ‘Supporting the Energy Sector’ states that proposals for the development of the energy sector will be supported where benefits outweigh any adverse impacts and adverse impacts are satisfactorily addressed.

Adopted Selby District Publication Consultation Local Plan (2013)

- B.1.22 Policy SP17 ‘Low-Carbon and Renewable Energy’ states that the Council will support low carbon energy resources and supporting infrastructure where it can meet the following criteria: it is designed and located to protect the environment and local amenity, it can demonstrate that wider environmental, economic and social benefits outweigh any harm caused to the environment and local amenity and it can ensure that impacts on local communities are minimised (Ref. 21).

Selby District Local Plan 2005 Saved Policies

- B.1.23 Policy EMP10 ‘Additional Industrial Development at Drax and Eggborough Power Stations’ sets out the aim to generate electricity, either by making use of by-products from the power station or utilising a direct source of electricity and that the development would not have a significant adverse effect on residential amenity in nearby settlements (Ref. 22).

Selby District Publication Version Consultation Local Plan (2022)

- B.1.24 Policy EM3 ‘Economic Development’ states that new economic development will be supported where possible, following particular criteria are being met. These include that the development is of an appropriate scale to the settlement in which it is proposed and that the development would not cause undue harm to local amenity or landscape (Ref. 23).
- B.1.25 Policy EM4 ‘The Rural Economy’ states that a prosperous rural economy will be supported by allowing development in the District’s smaller villages and countryside, including diversification and must successfully mitigate any harmful impacts on the countryside, biodiversity, landscape or local character of the area.

East Riding of Yorkshire Economic Strategy 2019 – 2022

- B.1.26 The East Riding Economic Strategy 2018-2022 (Ref. 24) discusses the long-term vision and strategic framework of East Riding Council, with the vision “to be a competitive and resilient low-carbon economy that supports sustainable and inclusive growth”.
- B.1.27 The strategy sets out four key priority areas: business growth; lifelong learning; quality locations and sustainable economy.
- B.1.28 In particular, the section ‘A World-Leading Renewable Energy Sector’ highlights the major opportunities for the area in terms of the renewable sector. It states that East Riding of Yorkshire Council, Hull City Council and the University of Hull will work in partnership “to support sustained growth in

the area, expansion into new technologies and work to ensure a lasting legacy on an international scale”.

Selby District Economic Development Framework: 2017-2022... and beyond

B.1.29 The Selby District Economic Development Framework (Ref. 25) sets out three key priorities:

- a. Priority 1: Making Selby District a Great Place for Enterprise and Business Growth: This sets out the objective to attract new business investments to create employment opportunities in priority growth sectors (including energy), to engage with local businesses to support growth and resilience and to develop infrastructure to unlock economic growth;
- b. Priority 2: Making Selby District a Great Place to Live and Work: this sets out objectives including protecting and promoting green infrastructure and understanding the ongoing impacts of climate change and sustainable development to foster business resilience and assurance; and
- c. Priority 3: Making Selby District a Great Place to Achieve Your Potential: this sets out objectives to increase apprenticeship and vocational training opportunities to meet current and future workforce development needs, support unemployed adults to gain suitable skills and achieve sustainable work and to identify and seek to address existing health and transport barriers to learning and employment.

North Yorkshire County Council Plan for Economic Growth 2021-2024

B.1.30 The North Yorkshire County Council Plan for Economic Growth 2021-2024 (Ref. 26) sets out a short to medium term framework and vision for how North Yorkshire will recover and grow following the COVID-19 Pandemic.

B.1.31 The Plan sets out three key objectives: generating a larger business base and more good quality jobs, ensuring equal economic opportunity county-wide, and increasing overall average median wage.

B.1.32 Section 7.0 Strategic Context states the Plan’s vision for York and North Yorkshire to become England’s first carbon negative region. This will be achieved *“by transforming the way our economy works to deliver a carbon negative, circular economy that increases productivity and provides higher paid jobs”.*