

East Anglia ONE Limited

Skills Strategy

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Revision and Approvals					
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1 East Anglia ONE Skills Strategy

1.1 Introduction to the Project

1. East Anglia ONE Limited (hereon referred to as EAOL) was awarded consent for a Development Consent Order (DCO) by the Secretary of State, Department of Energy and Climate Change (DECC) on June 17th 2014. The decision followed a six month examination period by the Planning Inspectorate (PINS) resulting in a recommendation that the development should be awarded consent.
2. In 2009, ScottishPower Renewables (SPR), working in a 50:50 joint venture partnership with Vattenfall Wind Power, was awarded rights to develop offshore capacity off the coast of East Anglia as part of the Crown Estate's Round Three programme. East Anglia ONE was the first project to be identified for development in the East Anglia Zone. In February 2015, SPR announced its role in leading East Anglia ONE towards construction
3. In July 2014 the UK Government announced the first budget of the Contract for Difference (CfD) regime asking projects to bid against each other for funding from an annual budget. EAOL was successful in the first bidding round and on February 26th 2015 EAOL secured a CfD award to build a 714MW project. In April 2015 EAOL submitted a non-material change application to DECC to amend the consent from direct current (DC) technology to alternating current (AC). At the time of writing this strategy the outcome of this application is pending a decision from DECC.
4. Based on the AC technology with a capacity of 714MW the Project will;
 - Have up to 102 Wind Turbine Generators
 - Up to two offshore substation platforms
 - Two seabed export cables approx. 73km in length
 - A landfall site at Bawdsey, Suffolk
 - Up to six underground cables, approx. 37km in length
 - Up to eight cable ducts for two future East Anglia projects
 - An onshore substation located at Bramford next to existing National Grid infrastructure

1.2 Background to the Outline Skills Strategy

5. During examination of EAOL the examining panel held a hearing on socio-economic issues including relevant DCO provisions. Prior to this hearing, EAOL shared letters of intent with Suffolk County Council (SCC), Mid Suffolk District Council (MSDC) and Suffolk Coastal District Council (SCDC) to address concerns about the mitigation of impacts identified in the socio-economic chapter of the Environmental Statement, by proposing that EAOL would implement a Skills Strategy.
6. At this hearing EAOL agreed to include the requirement for a skills strategy as mitigation for the impacts addressed in the Environmental Statement, which found that *'the impacts on the labour markets in each area of the catchments is assessed as being of moderate to major and hence significant impact.'* (Volume 4, chapter 28, para 170). EAOL emphasised that this inclusion should be subject to the Secretary of State's confirmation that the tests for the requirements set out in paragraph 4.1.7 of *'Overarching Policy Statement for Energy (EN-1)'* had been met. The award of consent confirmed that the Secretary of State agreed that these tests had been made therefore the following requirement was included in the DCO;
7. **30.—(1) No stage of the connection works** shall be commenced until a skills strategy (which accords with the draft skills strategy) has been submitted to and approved in writing by the relevant planning authority, after consultation with Suffolk County Council. (2) The skills strategy must be implemented as approved.
8. Following the hearing EAOL submitted an Outline Skills Strategy to the panel of examiners that identified four principles which the strategy would accord with;
 - To utilise existing parent company skills programmes where and when possible and appropriate
 - To make best use of existing local and national education and skills infrastructures and add value to these where appropriate

- To promote employment and re-skilling opportunities in the communities most closely associated with the development of EA ONE
 - To ensure the necessary balance of demand and supply of skills to support the delivery of EA ONE and leave a legacy;
9. The Skills Strategy builds on the four key principles identified above and presents a number of initiatives and mechanisms to achieve these principles. These each take into account SPR's experience in similar schemes, are considered achievable in a timescale relevant to the East Anglia ONE Offshore Windfarm and complement the work of the East Anglia ONE Supply Chain Plan. It should be noted that some elements of the strategy are repeated against more than one principle.

1.3 Consultation

10. EAOL began consultation with the relevant local authorities after receipt of the CfD. In April 2015 EAOL invited SCC, MSDC, SCDC and also Babergh and Waveney District Councils to comment on the proposed programme of consultation below and it was agreed that this would be achievable.

Action	Description	Date	Update
EAONE Steering Group Meeting	Present programme	22 nd April 2015	Complete
Agree representation	Confirm County and Local Authority representation in agreement of strategy	30 th April 2015	Complete
Present 1 st draft of Strategy	Provide 1 st draft for comment	29 th May 2015	Complete
Meeting	Discuss 1 st draft	12 th June 2015	Complete
EAOL develop strategy and detail delivery of the proposed mechanisms			Complete
Present 2 nd draft of Strategy	Provide 2 nd draft for comment	29 th September 2015	Complete
Finalise strategy for written approval	Finalise for discharge of condition	October/November 2015	Complete

11. The consultation has been undertaken on the understanding that the relevant Local Planning Authorities (LPAs) of Mid-Suffolk District and Suffolk Coastal District Council will be responsible for approval of the final strategy and discharge of the requirement in consultation with SCC.
12. Through consultation EAOL has amended and developed the initiatives in the Skills Strategy based on recommendations and advice from the local authorities. It has been agreed that the table of initiatives below and the information appended to the strategy provide enough information for the LPAs to approve the Skills Strategy and for SPR to progress with implementation.

1.4 Implementation and Future Projects

13. In preparing of the draft Skills Strategy, EAOL has planned for its implementation and intends to begin this formally following written approval from the LPAs. EAOL will provide quarterly updates to all relevant local authorities on the Strategy's implementation.

14. SPR will continue to build on the initiatives identified in this strategy beyond the construction of East Anglia ONE with the intention that future projects developed by SPR in the East Anglia Zone will evolve and support the strategy. This work will be led by ScottishPower Renewables Offshore Business and will be developed with involvement from the team leading on supplier engagement.

1.5 Supply Chain Plan

15. DECC published the East Anglia ONE Supply Chain Plan in May 2015. This sets out EAOL's plans to promote competition, innovation and skills through engagement with the Supply Chain. The plan specifically seeks to ensure that a fully skilled workforce and appropriate trained workforce is available to deliver EAOL safely and efficiently. Potential constraints to achieving this are addressed in the plan through initiatives that will be delivered by the Project and chosen suppliers. These have been drafted in line with the principles of this skills strategy and EAOL will work collaboratively on the initiatives identified in the Supply Chain Plan and this strategy.

Principle	Element of strategy	Description	Detail	Start - ie implementation of measure	Duration
To utilise existing parent company skills programmes where and when possible and appropriate	Promotion of Iberdrola graduate placement and vocational placement opportunities	EAOL will promote existing SPR programmes in East Anglia region at skills and employment events and through identified regional career services. Encourage application through staff engagement with regional boards. The intention of this initiative is to promote applications from the East Anglia region. EAOL will present periodic reporting on the numbers of regional applicants that are successful to the Local Planning Authority. SPR will seek to establish relationships with higher education and further education bodies in the East Anglia region and support delivery of collaborative engineering curriculums in their undergraduate courses.	SPR programmes identified for promotion; Engineering Foundation Programme ; Craft Apprenticeship Programme; Higher Skills Power Engineer Apprenticeship; Adult Craft Trainee; UK Graduate Programme. List of up to 23 regional services to advertise these provided (appendix 1). SPR will seek to emulate the relationship between SPR and Strathclyde University at higher education bodies in the East Anglia region where possible.	Post FID	Duration of Project
	STEM Ambassador representation at regional skills and employment events and EAOL sponsorship of identified events.	An agreed number of STEM ambassadors from across the EAOL business to attend STEM related skill events in the region. Training provided through ConnectEB programme and commitment to 12 school/college sessions in the first year. EAOL will seek to improve this number on an annual basis after review of resource implications and project workload. EAOL understands that an Enterprise Advisor programme supported by relevant local authorities and the New Anglia Local Enterprise Partnership (NALEP) board is being formed. When the programme is finalised EAOL will review and consider ways in which the Project might support this work.	Suggested events for potential sponsorship can be found in Appendix 2. These are provided to give an indication of the type of event that EAOL intend to sponsor.	Post FID	Identify events for 3 - 5 year programme with review period at 3 years. Flexible programme for SPR to react to new events coming up in region.
To make best use of existing local and national education and skills infrastructures and add value to these where appropriate.	Partner relationship with 'ICANBEA' online platform	EAOL commit to supporting development of a tool for a) online curriculum engagement focussed on STEM subjects for primary school level engagement and b) generic learning theme around EAOL project for secondary school level. EAOL view the online platform 'ICANBEA' due to be launched October 2015 as a likely way to achieve this.	A commitment to develop a partner relationship with 'ICANBEA' would follow the launch of this tool, review of its initial content and an agreement of the role that EAOL would have. At this time it is understood that the role of EAOL would be to provide a mixture of content support and sponsorship. SPR will also continue to review a relationship with U-Explore a national online learning platform for education engagement across the renewables business in the UK.	Post FID	3 - 5 years then review programme of events but assume continued activity on this scale.

Principle	Element of strategy	Description	Detail	Start - ie implementation of measure	Duration
	Membership and support for regional agencies and groups focussing on skills development and employment promotion in energy industry.	A number of established regional agencies and groups exist in East Anglia. The Project would seek to join these and identify key activities to provide support and backing for. In particular adult re-skilling, up-skilling and re-training opportunities would be sought. Involvement would range from senior management board membership, sponsorship of events, promotional backing and bringing our Tier 1/Tier 2 suppliers into events.	Suggested opportunities for involvement are as follows; New Anglia Local Enterprise Partnership (NALEP) Skills board; New Anglia Colleges Group; East of England Energy Group; Energising Harwich and Suffolk Coast Delivery Board. Further detail on specific areas of support are provided (appendix 3)	Post FID	Sponsorship of group ongoing assuming there are not major restructure changes. Funding of initiatives dependent on length of activity but assume ongoing.
To promote employment and re-skilling opportunities in the communities most closely associated with the development of EA ONE	Promotion of Iberdrola graduate placement and vocational placement opportunities	EAOL will promote SPR programmes in East Anglia region at skills and employment events and through identified regional career services. Encourage application through staff engagement with regional boards. The intention of this initiative is to promote applications from the East Anglia region. EAOL will present periodic reporting on the numbers of regional applicants that are successful to the Local Planning Authority. SPR will seek to establish relationships with higher education and further education bodies in the East Anglia region and support delivery of collaborative engineering curriculums in their undergraduate courses.	SPR programmes identified for promotion; Engineering Foundation Programme ; Craft Apprenticeship Programme; Higher Skills Power Engineer Apprenticeship; Adult Craft Trainee; UK Graduate Programme. List of up to 23 regional services to advertise these provided (appendix 1). SPR will seek to emulate the relationship between SPR and Strathclyde University at higher education bodies in the East Anglia region where possible.	Post FID	Duration of Project
	Funding of places established technician and college course training initiatives in local area.	EAONE would seek to join with existing colleges to sponsor a number of places on courses focussed on the energy industry.	The New Anglia Colleges Group acts on behalf of a number of colleges in the region and presents a focus point for this initiative. EAOL would collaborate with Tier 1 supplier and New Anglia Colleges Group to agree a number of places, circa 10, across a number of selected courses to sponsor.	Post FID	Ongoing
	Membership and support for regional agencies and groups focussing on skills development and employment promotion in energy industry.	A number of established agencies and groups exist in East Anglia. The project would seek to collaborate with these and identify key activities to provide support and backing for. In particular adult re-skilling, up-skilling and re-training opportunities would be sought. Involvement would range from senior management board membership, sponsorship of events, promotional backing and bringing our Tier 1/Tier 2 suppliers into events.	Suggested opportunities for involvement are as follows; New Anglia Local Enterprise Partnership (NALEP) Skills board; New Anglia Colleges Group; East of England Energy Group; Energising Harwich. Further detail on specific areas of support are provided (appendix 3)	Post FID	Sponsorship of group ongoing assuming there are not major restructure changes. Funding of initiatives dependent on length of activity but assume ongoing.
To ensure the necessary balance of demand and supply of skills to support the delivery of EA ONE and leave a legacy;	Promotion of Iberdrola graduate placement and vocational placement opportunities	EAOL will promote SPR programmes in East Anglia region at skills and employment events and through identified regional career services. Encourage application through staff engagement with regional boards. The intention of this initiative is to promote applications from the East Anglia region. EAOL will present periodic reporting on the numbers of regional applicants that are successful to the Local Planning Authority.	SPR programmes identified for promotion; Engineering Foundation Programme ; Craft Apprenticeship Programme; Higher Skills Power Engineer Apprenticeship; Adult Craft Trainee; UK Graduate Programme. List of up to 23 regional services to advertise these provided (appendix 1). SPR will seek to emulate the relationship between SPR and	Post FID	Indefinite

Principle	Element of strategy	Description	Detail	Start - ie implementation of measure	Duration
		SPR will seek to establish relationships with higher education and further education bodies in the East Anglia region and support delivery of collaborative engineering curriculums in their undergraduate courses.	Strathclyde University at higher education bodies in the East Anglia region where possible.		
	Supply chain events to engage the region and promote opportunities for work available.	Supplier engagement events have been scheduled and would be promoted through membership on regional agencies and groups.	EAOL has a Supply Chain Plan approved by the Department of Energy and Climate Change (DECC). This contains information on EAOL's intentions for supplier engagement.	Post FID	Dealt with through supplier
	Supplier 5 year plan	5 year plan as part of the Supply Chain Plan requires suppliers to prepare a skills plan and contact point in company to update EAOL on progress. EAOL will share updates with local authorities on progress of these plans and where appropriate extend invitation to local authorities to be included in appropriate Tier 1 and 2 meetings with further education colleges and higher education institutions. Invitations will be subject to the agreement of all convening parties.	EAOL has a Supply Chain Plan approved by the Department of Energy and Climate Change (DECC). This contains information on EAOL's intentions for supplier engagement including a section on skills. This strategy is designed to complement the work of the Supply Chain Plan.	Post FID	Dealt with through supplier