DBS Offshore Wind

RWE Renewables UK Dogger Bank South (West) Limited

RWE Renewables UK Dogger Bank South (East) Limited

Dogger Bank South Offshore Wind Farms

Skills and Employment Strategy

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Glossary

Term	Definition
Array Area	The offshore area within which wind turbines and associated infrastructure may be installed.
Care Quality Commission	Independent regulator of health and adult social care services in England.
Contracts for Difference (CfD)	A Government-backed mechanism that provides long-term price certainty for low-carbon electricity generation by paying the difference between a fixed strike price and the market price.
Decommissioning	The process of safely removing, making safe or otherwise managing offshore and onshore infrastructure at the end of a project's operational life in accordance with relevant regulatory requirements.
Export cable	A high-voltage cable that transmits electricity from the offshore wind farm to the onshore electricity network.
Horizontal Directional Drilling (HDD)	A trenchless construction technique used to install underground cables or pipes beneath roads, rivers or environmentally sensitive areas with minimal surface disturbance.
Just Transition	An approach to achieving the transition to a low-carbon economy in a way that is fair and inclusive, supporting workers, businesses and communities affected by industrial change.
Landfall	The location where offshore export cables come ashore and transition from the marine to onshore environment.
Local Communities	Throughout this document, references to "local communities", "the local area" and "local people" relate to the Projects' geographical areas of focus.
Nationally Significant Infrastructure Project (NSIP)	A major infrastructure project requiring development consent under the Planning Act 2008, determined by the Secretary of State.
Office for National Statistics (ONS)	The UK's largest independent producer of official statistics.
Offshore Converter Platform (OCP)	An offshore platform that converts electricity generated by the wind farm into a form suitable for efficient transmission to shore.

Term	Definition
Offshore Wind Industry Council (OWIC)	Joint government and industry body established to support the growth of the UK offshore wind sector.
Operations & Maintenance	The ongoing inspection, servicing, repair and management activities required to keep the wind farm operating safely and efficiently.
Projects' geographical areas of focus	The principal geographic areas where the Projects will focus skills, employment and related socioeconomic initiatives. These areas are identified in Section 7.1 and may be reviewed periodically to reflect changes to the Projects, delivery programme and local needs.
RenewableUK	The UK's leading renewable energy trade association, representing companies involved in wind, marine and renewable energy technologies.
Skills England	The Government's national body responsible for identifying skills needs and helping shape the skills system to support economic growth and workforce development.
The Crown Estate	Organisation responsible for managing the seabed around England, Wales and Northern Ireland.
The Developers	The Developers of the Projects are RWE Renewables UK Dogger Bank South (East) Limited and RWE Renewables UK Dogger Bank South (West) Limited. The Developers are themselves jointly owned by the RWE Group of companies (51% stake) and Masdar (49% stake).
The Humber region	The functional economic area centred on the Humber Estuary, comprising Hull, the East Riding of Yorkshire, North Lincolnshire and North East Lincolnshire.
The Projects	DBS East and DBS West (collectively referred to as the Dogger Bank South Offshore Wind Farms).
Under-represented groups	People or communities whose participation in a particular sector, workforce or activity is disproportionately lower than their representation within the wider population.

Acronyms

Term	Definition
BAME	Black, Asian and Minority Ethnic
BGS	Business, Growth and Skills
CfD	Contract for Difference
CPD	Continuing Professional Development
CP	Collection Platform
DCO	Development Consent Order
DBS	Dogger Bank South
DBSEL	Dogger Bank South East Limited
DBSWL	Dogger Bank South West Limited
dML	Deemed Marine Licence
DWP	Department for Work and Pensions
EMG	Ethnic Minority Group
EN-1	Overarching National Policy Statement for Energy
EROY	East Riding of Yorkshire Council
ESP	Electrical Switching Platform
EV	Electric Vehicle
GW	Gigawatt
HDD	Horizontal Directional Drilling
HEY	Hull and East Yorkshire
HEYCA	Hull and East Yorkshire Combined Authority
HR	Human Resources
HVAC	High Voltage Alternating Current

Term	Definition
HVDC	High Voltage Direct Current
kV	Kilovolt
LEP	Local Enterprise Partnership
MCA	Mayoral Combined Authority
MHWS	Mean High Water Springs
MLWS	Mean Lower Water Springs
MOD	Ministry of Defence
NEET	Not in Education, Employment or Training
NPS	National Policy Statement
NSIP	Nationally Significant Infrastructure Project
OCP	Offshore Converter Platform
ONS	Office for National Statistics
OSES	Outline Skills and Employment Strategy
OWIC	Offshore Wind Industry Council
R&D	Research and Development
SCADA	Supervisory Control and Data Acquisition
SEND	Special Educational Needs and Disabilities
SES	Skills and Employment Strategy
SME	Small and Medium-sized Enterprise
STEM	Science, Technology, Engineering and Mathematics
TJB	Transition Joint Bay
WiME	Women into Manufacturing and Engineering

Executive summary

Dogger Bank South Offshore Wind Farms ('the Projects') represent a significant investment in the UK's clean energy infrastructure. Once operational, the Projects will generate enough renewable electricity to power the equivalent average annual needs of more than three million UK homes[1], supporting the UK's transition to net zero while delivering long-term economic benefits.

This Skills and Employment Strategy (SES) sets out how RWE Renewables UK Dogger Bank South (East) Limited (DBSEL) and RWE Renewables UK Dogger Bank South (West) Limited (DBSWL) will work with partners to maximise those benefits by supporting local people, strengthening the regional supply chain and helping develop the skilled workforce needed to deliver and maintain the Projects.

The SES is structured around a series of priority themes that together support the development of a resilient and inclusive workforce:

- Education and skills;
- Employability, work readiness and Not in Education, Employment or Trainings (NEETs);
- Transition support;
- Supply chain;
- Diversity and inclusion (cross-cutting);
- Knowledge and awareness of offshore wind;
- Coastal communities (place-based focus);
- Approach to employment and recruitment; and
- Employee engagement, volunteering and Continued Professional Development (CPD).

Recognising that the benefits of major infrastructure extend beyond construction alone, the SES supports skills development throughout the Projects' lifecycle, while acknowledging that detailed workforce requirements for future operational and decommissioning activities will evolve over time.

Its principal focus is therefore on the planning, construction and operational phases, where the greatest opportunities for employment, training and supply chain growth can be realised.

Implementation of the SES will be monitored throughout delivery, with activities reviewed to ensure they remain responsive to changing skills needs, emerging opportunities and the evolving offshore wind sector.

[1] Calculation based on 2020-2024 five-year rolling average offshore wind sector load factor, assuming typical UK household consumption, based on latest statistics from DUKES (2025) and Ofgem (2026).

1 Introduction

1.1 Projects' description and background

1. DBSEL and DBSWL are owned by RWE Renewables UK (51% stake) and Masdar (49% stake) (the 'Developers'). Collectively, Dogger Bank South Offshore Wind Farms are referred to as 'the Projects'.

2. The Projects were granted a Development Consent Order[2] (DCO) on 14th May 2026, having already secured Contracts for Difference (CfDs) earlier in 2026.

3. The Array Areas for theProjects are located more than 100 kilometres (km) from the Yorkshire and Humber coast of England and have a combined maximum number of 200 turbines.

4. Both wind farms will use High Voltage Direct Current (HVDC) to transmit electricity to the shore through an offshore export cable to a landfall point near Skipsea, in the East Riding of Yorkshire.

5. From there, underground onshore cables will transport electricity approximately 32km to up to two onshore converter stations co-located near the village of Bentley to the southwest of Beverley in the East Riding of Yorkshire.

6. The electricity will be converted to High Voltage Alternating Current (HVAC) before it travels approximately 2.5km via underground cables to the proposed new Birkhill Wood National Grid substation located near Creyke Beck, also in the East Riding of Yorkshire, where it will join the electricity distribution network and power homes and businesses. See **Table 1-1** for an overview of the Projects' key onshore and offshore components.

Table 1-1 Onshore and offshore components

Key onshore components	Key offshore components
• Landfall works and construction of Transition Joint Bays (TJBs); • Onshore export cables installed underground from the TJBs to the onshore converter stations and associated jointing bays and link boxes; • Onshore cables installed within ducts except under specific circumstances for example where an unknown obstacle is identified which may result in direct lay; • Trenchless crossing locations (e.g., horizontal directional drilling (HDD) at	• Wind turbines; • Offshore platforms, including Offshore Converter Platforms (OCPs), and an Accommodation Platform (collectively referred to as Offshore Platforms); • Foundation structures for wind turbines and offshore platforms; • Array cables; • Inter-platform cables; • Offshore export cables from the Array Areas to landfall;

[2] Development Consent Order as Made by the Secretary of State

Key onshore components	Key offshore components
certain locations such as some roads, railways and sensitive habitats (e.g. rivers of conservation importance); • Temporary Construction Compounds (TCC's) (Main or Satellite) and vehicular accesses; • Temporary and permanent bridges and culverts; • Onshore Converter Stations and Onward HVAC Cable Connections to the proposed Birkhill Wood National Grid Substation; and • Permanent operational converter station and cable route access.	• Landfall works seaward of MLWS for a long trenchless crossing; and • Scour / cable protection (where required).

1.2 Purpose of this strategy

7. The expansion of offshore wind energy offers significant opportunities for local jobs, skills development, and economic growth. This SES aims to ensure the Projects deliver lasting benefits by building a skilled and inclusive workforce. By working with local partners, educational institutions, and industry stakeholders, as well as supporting the provision of training and creation of career pathways, the Projects aim to maximise employment opportunities for those within the Projects' geographical areas of focus throughout their lifecycle. Throughout this document, references to 'local communities', 'the local area' and 'local people' relate to the Projects' geographical areas of focus (see section 6.1).

8. The SES builds upon **8.5 Outline Skills and Employment Strategy (OSES)** [APP-230] which was submitted as part of the Projects' DCO application.

9. The DCO contains the following Requirement, which this document is intended to discharge:

26.—(1) No phase of the DBS East Project may be commenced until a skills and employment strategy (which accords with the outline skills and employment strategy) in respect of that phase has been submitted to and approved in writing by the relevant planning authority.

(2) Any phase of the DBS West Project must not be commenced until a skills and employment strategy in respect of that phase (which accords with the outline skills and employment strategy) has been submitted to and approved in writing by the relevant planning authority.

(3) All skills and employment strategies must be implemented as approved.

(4) A skills and employment strategy submitted under sub-paragraph (1) may cover one or more phases of the onshore works.

10. Initial discussions were held with key stakeholders to develop the OSES, which formed the basis for the development of this SES.

11. The SES has been developed following further consultation with both primary and secondary stakeholders (see Annexes 2-3 in sections 8.2 - 8.4) to facilitate positive, effective and meaningful skills and employment commitments, as well as activities focused in the SES's geographical focus areas and wider Humber region (defined as East Riding of Yorkshire, City of Hull, and North East Lincolnshire).

12. The OSES established the overarching approach to skills and employment, whereas this SES sets out the commitments and how they will be delivered.

13. The SES is a live document and will be reviewed periodically, as and when required. Currently, the Projects consider every three years to be a suitable frequency for updates and reviews, although this will be discussed and agreed with the East Riding of Yorkshire Council (ERYC). It will also be dependent on any changes to the Projects, such as which port(s) are chosen for offshore construction and operation, as well as the local skills landscape or national policies.

14. The production and implementation of the SES will help ensure the SES's geographical areas of focus (see section 6.1 and **Plate 6-1**) benefit from the opportunities presented by the Projects as they progress towards construction, operation and, eventually, decommissioning.

1.3 Benefits

15. For local authorities, the SES supports economic growth by increasing local residents' access to employment opportunities. This approach helps local authorities deliver their employment and skills objectives while complementing wider regeneration and economic strategies. Additionally, it promotes social impact by helping to reduce unemployment and enhance community wellbeing.

16. Local communities benefit from enhanced access to job opportunities and apprenticeships facilitated by the SES, which can help to lower unemployment levels. The SES also creates pathways for upskilling and reskilling, thereby strengthening long-term employability among local residents.

17. For the potential workforce, the SES provides routes into employment through entry-level and skilled roles, apprenticeships, and work placements associated with the Projects.

18. The Projects are committed to delivering targeted support for under-represented and minority groups, including young people, women, and Armed Forces veterans, to promote greater workforce diversity and inclusion.

19. Education providers benefit from the alignment of their courses and training programmes with the evolving needs of industry. This ensures curriculum relevance and increases student employability.

20. The SES strengthens partnerships with the Projects and supply chain employers, enhancing opportunities for work placements and apprenticeships, and offering students clearer pathways from education into rewarding local employment.

21. Training providers gain insights into the demand for specific skill sets, enabling them to develop tailored, relevant training programmes in collaboration with the Projects. This also creates opportunities for closer engagement with industry partners, positioning training providers at the forefront of regional workforce development.

22. The supply chain will also have access to a pipeline of skilled workers, helping to ensure successful contract delivery.

1.4 Discharging Requirement 35 (onshore collaboration)

23. This application is submitted jointly by DBSEL and DBSWL. Both Developers have been actively involved in the preparation of all plans and documents submitted as part of the application and have had full sight of, and agreed to, all documents submitted herewith. By virtue of the joint submission, DBSEL and DBSWL confirm that the obligations under Requirement 35 are fulfilled.

24. The joint preparation and submission of this application constitutes confirmation that the content has been agreed by both undertakers, thereby satisfying the requirements of both Requirement 35(a) and Requirement 35(b). No separate comments have been provided by either undertaker because both have been equally involved in, and are in full agreement with, the content of this submission.

1.5 RWE and Masdar: joint venture partners

25. The Projects are a joint venture between RWE (with a 51% operating stake) and Masdar (with a 49% stake). RWE has led on the development of the Projects on behalf of the joint venture partners and will also lead on their construction and operation.

26. As such, the SES references RWE's experience and credentials relating to skills and employment, however the responsibility for delivering the commitments agreed within the SES will sit with the Projects.

27. For over 125 years, RWE has been reliably supplying electricity. Its team of around 20,000 people is shaping the energy world of tomorrow. Today, RWE is one of the world's leading renewable energy companies.

28. Established in 2006, Masdar (Abu Dhabi Future Energy Company) is leading the global energy transformation by investing in, developing and operating renewable energy projects that deliver commercial returns while providing reliable, affordable clean power worldwide.

2 Approach and principles

29. The SES sets the Projects' strategy for promoting skills and employment throughout the Projects' geographical area of focus and its entire lifecycle, including development, construction, operation, and decommissioning.

30. Given the Projects' decommissioning phase is anticipated to occur more than 30 years after the commencement of the Projects becoming operational, it will be appropriate to revisit and update the SES multiple times before the decommissioning phase begins.

2.1 Approach and aims

31. The SES has been developed by following the structure below:

- Key principles guiding the Projects (section 2.2);
- RWE's relevant experience in supporting jobs and skills (section 6.12);
- Socioeconomic context of the Humber region (section 4);
- Stakeholder engagement approach (section 5); and
- Commitments and activities being proposed (section 6).

32. The Projects' ambition is to create lasting careers, coordinate with existing local and regional initiatives, and, where possible, work alongside other Nationally Significant Infrastructure Projects (NSIPs) to maximise benefits, avoid duplication and streamline supply chain participation.

33. The Projects are committed to supporting local communities, expanding employment opportunities, and enhancing workforce diversity and inclusion through collaboration and targeted initiatives.

34. The SES's strategic initiatives are likely to include the following:

2.1.1 Local supply chain skills support

- Facilitate employment and growth in local suppliers;
- Boost small and medium enterprise (SME) visibility and recruitment;
- Advertise opportunities locally;
- Support job transitions from other sectors; and
- Encourage collaboration among developers and supply chain companies.

35. All non-skills related engagement, including supply chain engagement, will be covered separately to the SES (as per section 6.12.1).

36. The Projects are still evaluating how best to promote supply chain opportunities and this will, to a certain extent, be dependent on the tier one contractors appointed. Where possible and deemed feasible, the Projects will endeavour to work with the ERYC to raise awareness of potential opportunities and / or the appropriate platform through which those opportunities can be accessed. This may include, for example, utilising ERYC's Supply Chain Network project to promote potential opportunities.[3]

2.1.2 Career development across all stages

- Engage in primary, secondary, and tertiary educational partnerships;
- Offer early career "earn and learn" programmes, such as apprenticeships, graduate development programmes and internships; and
- Promote ongoing professional development and upskilling.

2.1.3 Expanding the talent pool

- Target unemployed, under-employed, and economically inactive individuals (including those at risk of becoming NEET and care experienced young people); and
- Promote inclusivity and diversity through opportunities in offshore wind.

2.2 Principles

37. The Projects have established a set of principles, aligned with the central RWE approach, which have helped to inform consultation with stakeholders and establish key objectives and commitments.

38. These principles have been developed following extensive experience in working with communities throughout the UK and Ireland, as well as broad engagement with relevant stakeholders. These principles are summarised below.

2.2.1 Evidence based

- Any initiative or intervention shall be as the result of engagement and research, to ensure that it meets the needs of key stakeholders.

2.2.2 Collaboration

- Build on and add value without duplicating or overlapping with existing initiatives by working collaboratively with others.

2.2.3 Strength of resources

- Make the best use of resources from across the supply chain, other existing or developing renewable energy projects (i.e., non-RWE NSIPs), existing RWE assets

[3] Supply Chain Network, East Riding of Yorkshire Council

(onshore and offshore), and people (e.g., Science, Technology, Engineering and Mathematics (STEM) ambassadors and volunteers).

2.2.4 Sustainability and legacy

- Take into account sustainability of delivery and legacy from the outset of the initiative, ensuring that initiatives can be continued throughout the Projects' entire lifecycle.

Table 2-1 Skills and Employment Framework

Skills and Employment Framework		
Purpose: Maximise socioeconomic benefits in the area local to the Projects by creating quality jobs, building skills and expanding access to careers in the low-carbon economy.		
Support for jobs and skills in the local supply chain	**Supporting the whole career**	**Expanding the talent pool and improving inclusion**
Objective Drive employment and growth across the local and regional supply chain	**Objective** Enable progression across the full career lifecycle, from education to experienced professionals.	**Objective** Broaden and diversify the talent pool, improving access to offshore wind careers.
Key activities • Encourage employment in local supply chain companies; • Encourage the supply chain, if possible, to offer experiences of the workplace; • Support transition from other sectors; • Collaborate with other developers, tier 1s and supply chain; and • Consider joining ERYC's Supply Chain Network, signing up to the 'Supply Chain Promise', and, where possible, using the 'Opportunity Map' to promote relevant opportunities and / or the appropriate platform	**Key activities** • Primary and secondary education engagement; • Tertiary education, innovation and R&D; • Early careers (apprenticeships, graduates, interns, V / T levels, work experience); • Explore opportunities to engage with those outside mainstream education; and • Upskilling and continuous professional development.	**Key activities** • Engage unemployed, underemployed, and economically inactive groups (including those at risk of becoming NEET and care experienced young people); • Explore opportunities to engage those outside mainstream education; and • Increase workforce diversity and inclusion.

Skills and Employment Framework		
through which those opportunities can be accessed.		

39. A review was undertaken of the OSES to record pre-identified priorities for the Projects. Those that have been included have been assessed against the following criteria:

- Whether they are appropriate for the Projects to undertaken;
- A priority (some may be considered at a later stage);
- Whether it is something about which the Projects or RWE has prior knowledge and / or resources to support with directly, or support other organisations with the necessary knowledge, skills, or client base (where possible); and
- Whether they will be addressed in other areas of work.

3 Community benefits

40. RWE and its partners are deeply committed to supporting the communities living closest to their renewable energy projects by fostering growth, resilience, and sustainability.

41. The Projects will develop a community benefit package, which will feature a dedicated community fund designed in accordance with UK Government guidance[4]. This guidance outlines best practices for delivering a lasting positive legacy by helping to directly benefit communities living closest to eligible infrastructure, including onshore substations and converter stations.

42. The scope, structure, and areas of benefit for the community fund will be shaped through consultation with local stakeholders. The Projects are committed to creating a flexible fund, responsive to local priorities, and enabling community-led decisions so that residents have genuine control over how funds are allocated.

43. Whilst some communities choose to use these resources for education and training initiatives, the fund can also support a broad range of other projects, such as improving community buildings, supporting local services (e.g., community shops), transport projects, and environmental projects.

44. Whilst there is some overlap between the SES and the Projects' community benefit package – which, at the time of writing the SES, has not been finalised – the community benefit package sits outside the scope of this SES.

45. Consultation on the Projects community fund is underway and it is anticipated that it will open for the first applications as the Projects move into their main construction phase, which we expect to commence in early 2027.

[4] Community funds for transmission infrastructure, Department for Energy Security and Net Zero

4 Socioeconomic context

46. The following section provides an update on the information provided in the OSES and should be read alongside that document.

4.1 Demographics

47. East Riding of Yorkshire covers an area of approximately 930 square miles including urban, coastal, and rural communities. The coastline stretches for 53 miles from Bempton to Spurn Point.

48. The local authority borders North Yorkshire to the north and west, South Yorkshire to the south-west and Lincolnshire to the south across the Humber Estuary. The East Riding also surrounds Kingston-upon-Hull which is administered by Hull City Council.

49. The East Riding of Yorkshire is home to approximately 350,119 people according to 2023 data. The majority of the population are White (97.35%), with 1.08% of people who are Asian or Asian British, 0.93% who are from a Mixed or multiple background, 0.26% from a Black, Black British, Caribbean or African background and 0.37% are from other ethnic groups.

50. There is a higher proportion of the population in the county who are aged 65 or older (26.85%) compared to the England average (18.69%). Population projections suggest this proportion will increase to 34% by 2043 at a higher rate than the Yorkshire and Humber region and compared to national estimates[5].

4.2 Deprivation

51. According to the Care Quality Commission, as of October 2025, the East Riding of Yorkshire has an Index of Multiple Deprivation score of 2 (with 10 being the highest and most deprived), and is rated 126 out of 153 (with 1 being most deprived). There are pockets of higher deprivation in Bridlington, Withernsea, Goole and South-East Holderness. Rural communities can also be quite isolated.

52. The healthy life expectancy in the East Riding of Yorkshire was similar to the national average. Women can expect to live around 61.6 years in good health, which is similar to the England average of 61.9 years. Men can expect to live 61.3 years in good health, which is similar to the average for England of 61.5 years. Healthy life expectancy for men and women at 65 are higher than the national averages.

[5] East Riding of Yorkshire Council: local authority assessment, Care Quality Commission, 22 October 2025

4.2.1 Employment

53. Of people aged 16 to 64 years living in the East Riding of Yorkshire, 77.3% were employed in the year ending December 2023. This is a slight decrease compared with the year ending December 2022 when the local rate was 77.6%.

54. Across Yorkshire and the Humber in the year ending December 2023, 74.2% of people aged 16 to 64 years were employed. This was slightly lower compared with the previous year, when 74.6% of people were employed. [6]

55. **Plate 4-1** shows employment rates of areas in Yorkshire and the Humber among those aged 16 to 64 years (%), year ending December 2013 to year ending December 2023.

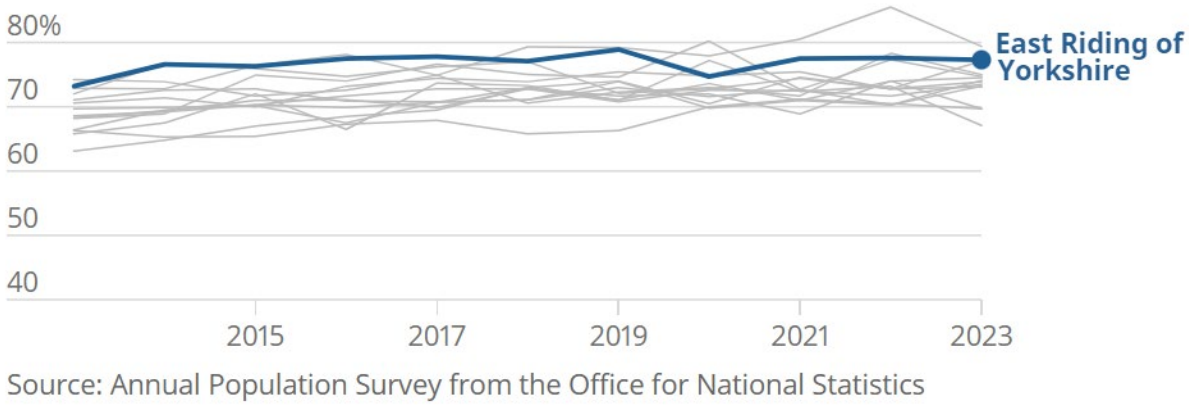


Plate 4-1 Employment rates of areas in Yorkshire and the Humber

56. The Projects expect to generate employment and skills development opportunities throughout their lifecycle. Construction employment is notably mobile and, as a result, much of the construction workforce is anticipated to be drawn from across the North East of England. However, a sizeable proportion will likely come from the Humber region, which is the primary focus of the SES.

57. While the East Riding of Yorkshire generally scores as less deprived than the England average, with inequalities and concentrated areas of deprivation, the wider Humber region is characterised by higher levels of socioeconomic deprivation, low qualifications, and employment inequalities. This presents these Projects with an opportunity to contribute positively to long-term socioeconomic outcomes.

[6] Employment, unemployment and economic inactivity in East Riding of Yorkshire, Office for National Statistics, May 2024

58. This focus is guided by stakeholder recommendations and aims to ensure economic benefits remain within communities most affected by the Projects. Supporting local employment has the potential to reduce travel demand, associated emissions and traffic impacts.

4.3 Policy

4.3.1 Industry level

59. The Offshore Wind Industry Council (OWIC) brings together industry and government to realise the UK's offshore wind ambitions for 2030 and beyond. OWIC actively drives progress towards offshore wind delivery, supported by an industry-funded work programme and dedicated team Offshore Wind Delivery Team within RenewableUK (a trade association working with the energy sector across UK). The current UK Government is committed to radically increasing offshore wind deployment by 2030 to support its 2030 clean power mission.

60. The Projects' skills interests are represented indirectly via a number of workstreams – people and skills, supply chain, and clusters – by RWE personnel who ensure the Projects benefit from relevant initiatives.

4.3.2 UK policy and strategic developments

61. The SES draws on major national and regional strategies and policies focused on harnessing the economic, employment, and skills opportunities presented by offshore wind developments across the UK, with a particular emphasis on supporting local communities. The policies referenced below represent those considered most relevant to the delivery of the Projects' skills and employment objectives.

62. It provides an updated overview reflecting recent changes in UK government policy, the skills landscape, and new legislation (building on those referenced in the OSES) – mainly resulting from the change in UK Government and subsequent significant policy changes.

63. The UK's Modern Industrial Strategy (2025)[7] set out a coordinated approach to tackling skills and employment challenges in priority sectors, including offshore wind and renewables.

64. It aligns the skills system with major economic goals such as clean energy, defining clean energy through the Clean Energy Superpower Mission[8]. Delivering this mission requires robust support for foundational industries and supply chains across designated Investment Zones (such as North East Scotland, North East England, South Yorkshire, East Midlands, and West Midlands), backed by £160 million over ten years.

[7] The UK's Modern Industrial Strategy, Department for Business and Trade, 2025
[8] Make Britain a Clean Energy Superpower, gov.uk

65. The Clean Power 2030 Action Plan (2024)[9] emphasises the urgent requirement for workforce development in renewables to achieve the UK's clean power targets. To address ongoing systemic skill shortages, Skills England was established (an Executive Agency established to oversee post 16 skills system strategy in England) to work in partnership with industry co-designing solutions creating coherent learning pathways and lifelong learning opportunities.

66. The report, Skills England: Driving growth and widening opportunities (2024)[10], details initiatives to improve qualifications and lifelong learning, equipping the workforce to support the expanding renewables sector.

67. Updated analysis highlights strong growth in the UK's renewables workforce. In 2022, the low carbon and renewable energy economy supported over 272,000 jobs, with offshore wind experiencing the fastest turnover growth. By 2030, offshore wind alone is forecast to create around 39,000 direct and 33,000 indirect jobs.

68. Workers from oil and gas can transition smoothly due to high skill transferability. However, the report highlights that there are regional disparities in qualifications such as "33% of people in Greater Lincolnshire qualified at Level 4 or above, compared to 61% in London" and ongoing challenges for businesses in recruiting skilled workers.

69. Critical skills gaps persist in electrical engineering, project management, digital specialisms, logistics, and construction. Addressing these needs requires targeted reskilling and upskilling initiatives. A major milestone was the Clean Energy Jobs Plan (2025)[11], developed by Skills England as part of the Modern Industrial Strategy[12], aiming to increase offshore wind roles from 31,000 in 2023 to 100,000 by 2030, and to grow total clean energy jobs to 856,000.

70. The Post-16 Education and Skills White Paper (2025)[13] , a delivery mechanism for the UK government's Modern Industrial Strategy, introduced reforms to better align training programs with key priority sectors like clean energy. With more than one in four UK vacancies due to skills shortages, creating effective talent pipelines is a government priority. The new data-driven, employer-led approach via Skills England is designed to map and meet skills needs both locally and nationally.

[9] Clean Power 2030 Action Plan, Department for Energy Security and Net Zero, 2024

[10] Skills England report: driving growth and widening opportunities, Department for Education, 2024

[11] Clean energy jobs plan, Department for Energy Security and Net Zero, 2025

[12] The UK's Modern Industrial Strategy 2025, Department for Business and Trade, 2025

[13] Post-16 education and skills white paper, Department for Education, Department for Work and Pensions and Department for Science, Innovation and Technology, 2025

71. The Get Britain Working White Paper (2024)[14] further underscores the role of skills development in driving economic progress, aiming to boost employment to 80% and opening up new opportunities in sectors such as renewables and offshore wind. The transition to net zero is expected to impact one in five UK jobs, requiring the creation of 725,000 new low-carbon roles by 2030 and upskilling for three million workers.

72. Skills England's Sector Skills Needs Assessment: Clean Energy Industries and Construction (2025)[15] identifies the rapid expansion of clean energy jobs the UK's low carbon and renewables workforce has grown five times faster than overall employment since 2020. Offshore wind and renewables demand specialist engineering, welding, electrical trades, and managerial roles.

73. While transitioning oil and gas workers presents significant opportunities, barriers include mismatches between training and job requirements, inadequate training infrastructure in some regions, limited workforce diversity, and challenges in attracting young people.

4.3.3 Regional and local level policy and strategic developments

74. The Hull and East Yorkshire region is undergoing significant transition in governance and economic framework, marked by the movement from Hull and East Yorkshire (HEY) Local Enterprise Partnership (LEP) to the new HEY Business, Growth & Skills Hub (BGS).

75. The Hull and East Yorkshire Devolution Deal, signed in September 2024, paved the way for the creation of the HEY Mayoral Combined Authority (MCA), intended to underpin a new, integrated regional economic strategy and approach to partnership working. The HEY MCA will be crucial players in the deployment of offshore wind within the Humber region.

76. HEY LEP produced an Employment & Skills Strategy for the region (A Skilled, Healthy and Inclusive Economy for Hull and East Yorkshire 2021-2026), which is due to be updated in 2026.

77. HEY BGS included Skilled and Inclusive Economy as one of the four priorities, which "*targets improvement of regional skills, aiming for a highly skilled, healthy, productive, and inclusive workforce, addressing inequalities and supporting community life chances.*"

[14] Get Britain Working White Paper, Department for Work and Pensions, HM Treasury and Department for Education, 2024

[15] Sector Skills Needs Assessment: Clean Energy, Skills England, 2026

78. The Projects note the publishing of Hull and East Yorkshire Combined Authority's (HEYCA) Local Growth Plan[16] and Local Skills Improvement Plan[17] in July 2026 and will explore relevant opportunities to collaborate. Where necessary, future iterations of the SES will have regard for both documents.

[16] Local Growth Plan, HEYCA
[17] Local Skills Improvement Plan (LSIP), HEYCA

5 Stakeholder consultation

5.1 Stakeholders

79. The Projects have established strong working relationships with a range of key local stakeholders. These include those within the local education, and skills and employment sectors that are, in part, due to RWE's existing and ongoing investment in the region through its operational wind farms.

80. The Projects continued to work with these stakeholders in the development of the OSES into the final SES.

81. **Table 5-1** outlines the key stakeholders that the Projects have engaged with throughout the development of the SES.

Table 5-1 OSES stakeholders consulted

Organisation	Stakeholder type
ERYC (skills and employment)	Discharging authority / host authority (construction phase)
ERYC (business)	Discharging authority / host authority (construction phase)
North East Lincolnshire Council	Local authority
Triton Knoll Offshore Wind Farm	Neighbouring operational offshore wind farm
Hull and East Yorkshire LEP	Local enterprise partnership
Humber Offshore Wind Cluster	Industry

5.2 OSES consultation

82. To develop the OSES, the Projects engaged with several key stakeholders in the education, training, employment and skills sector within the Humber region.

83. The discussions held as part of this first tranche of stakeholder engagement included:

- Key concerns and issues regarding skills and employment within the local communities;
- Opportunities for collaboration with both external and internal bodies where it would enhance the Projects' delivery in this area;
- Identification of existing programmes and initiatives (whether to rule out, or to collaborate); and

- Key focus topics and populations from a stakeholder perspective for maximising impact through the SES.

84. Key findings from comments raised by stakeholders during OSES engagement are detailed in Annex 2 (section 8.3).

85. The following is a consolidated summary of the points raised where the Projects believe it may be able to make an impact either directly or in partnership with others.

- High levels of unemployment, deprivation, and low aspirations – fundamental barriers to socio-economic development in the region;
- Low levels of qualifications, lack of soft skills, and poor work readiness – root issues impacting employability and workforce preparedness;
- Employability of young people (including those with additional needs) and preparing for transition from study to work (including skills gaps and support needed for all young people, especially those with special educational needs and disabilities (SEND));
- Shortage of teachers / tutors in construction and engineering (and better pay in industry) – limiting the quality and capacity to deliver key technical education;
- Core skills and supply chain shortages, including a lack of support and opportunities for SMEs – direct impact on the offshore wind sector and wider regional economy;
- Curriculum challenges (e.g., making STEM subjects more exciting) – critical for building future workforce pathways and engagement;
- Recruitment process inclusivity (especially for SEND) – ensuring that hiring practices do not exclude key groups;
- Getting more females into the industry, addressing gender imbalance and widening the talent pool;
- Understanding the range of roles and career pathways in offshore wind, and improving knowledge about available options for career entry / progression; and
- Visibility of offshore wind and jargon busting, making the industry more accessible and understandable for all.

5.3 Development of the SES

86. As the Projects have progressed, the outline strategy has evolved to refine the approach and identify the key areas of focus. A working group has been established to regularly discuss the approach to developing the strategy and ensure new challenges and opportunities are considered.

87. Through this engagement, it has been possible to shortlist and prioritise actions and activities that have formed the basis of the agreed commitments within this final SES, including details on timelines and monitoring.

88. The working group consists of previous stakeholders that were engaged during the development of the OSES, as well as additional stakeholders, to obtain valuable insight and advice. **Table 5-2** outlines the stakeholders engaged through the working group.

Table 5-2 SES working group stakeholders

Organisation	Stakeholder type
ERYC (skills and employment)	Discharging authority / host authority (construction phase)
ERYC (business)	Discharging authority / host authority (construction phase)
North East Lincolnshire Council	Local authority
HEY Business Growth Skills Hub	Business support organisation
UK STEM	Independent educational consultant

6 Commitments

6.1 Focus areas for engagement

89. The Projects' proposed focus has been discussed with the primary stakeholders listed in **Table 5-2**.

90. For the implementation of the SES, the Projects propose a phased geographical approach, as illustrated in **Plate 6-1** below.

91. This approach will begin with communities immediately impacted by the Projects' onshore infrastructure. This comprises the Projects' proposed landfall location near Skipsea, its 32km onshore cable route, and proposed onshore converter station(s) southwest of Beverley (see **Table 1-1** for the Projects' key onshore infrastructure).

92. The Projects' focus will then widen to capture coastal communities in the vicinity of the onshore Projects area and then the wider Humber region, particularly areas of high deprivation.

93. The SES' focus, at some point, may also expand to areas in the vicinity of whichever port(s) the Projects select to use for offshore construction and operation. Following port selection, the SES will be reviewed and, where appropriate, updated.

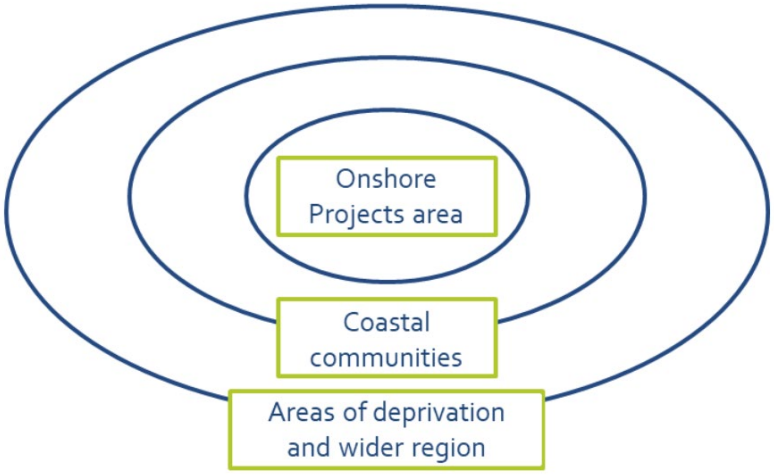


Plate 6-1 SES's geographical focus

94. The SES's priorities for delivery are as follows:

- Engaging with education at all levels to:
  - Increase engagement with STEM subjects;
  - Understand roles and career pathways into offshore wind to improve Careers, Education, Information, Advice and Guidance;

  - Increase awareness and understanding of offshore wind (including through plain English and jargon-busting communications);
  - Reach underrepresented groups, such as care experienced and those with SEND; and
  - Attract more women into the industry.
- Improve employability, including:
  - Broadening aspirations of those within our geographical focus; and
  - Supporting transition from oil and gas and other sectors, alongside military veterans.

6.2 Objectives

95. Through the engagement process undertaken, themes have been identified that have informed the Projects' objectives and approach to address key skills and employment issues and challenges within the Humber region.

96. **Table 6-1** to **Table 6-9** explore each of the nine priority themes in detail. They describe the related stakeholder priorities, geographical focus, delivery timing and the activities that the Projects propose to deliver. In summary, the nine identified themes are as follows:

1. Education and skills;
2. Employability, work readiness and NEETs;
3. Transition support (oil and gas, military veterans and other sectors – Just Transition);
4. Supply chain;
5. Diversity and inclusion (cross-cutting);
6. Knowledge and awareness of offshore wind;
7. Coastal communities (place-based focus);
8. Approach to employment and recruitment; and
9. Employee engagement, volunteering and Continued Professional Development (CPD).

6.3 Education and skills

Table 6-1 SES priority: Education and skills

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
Priorities: • Engaging with education (at all levels); • Improving employability; and • Broadening aspirations of education leavers. **Themes**: • Education / skills knowledge and awareness of offshore wind; and • Work readiness (coastal communities).	**Initial focus**: • Educational settings and communities immediately adjacent to the Projects' onshore infrastructure; and • Coastal communities. **Later**: • Wider region and areas of deprivation.	**Short term (years 1–2):** • Core focus on outreach, awareness and early careers engagement. **Medium term (years 3-6):** • Scale up to wider deprived areas.	**Engaging with education (at all levels) to:** • Increase engagement with STEM subjects; • Understand roles and career pathways into offshore wind; • Increase awareness and understanding of offshore wind (including via jargon busting); • Attract more females into the industry; and • Include young people with special educational needs. • Encourage the supply chain to support education engagement where possible. **Example delivery activities:** • School and college engagement (assemblies, curriculum-linked projects, careers talks, site visits where feasible); • Use of virtual work experience to provide accessible, online work experience and awareness of offshore wind; • Development of jargon-busting materials to improve understanding of offshore wind technologies and careers;

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
			• Inclusion of SEND learners in programme design and delivery; • Employer-led sessions to support work readiness (CVs, interview skills, workplace behaviours); • Exploring touch points for university engagement (e.g. guest lectures, joint projects, research links); • Explore participation in "Champions for Wind" for teachers, supporting them to develop offshore wind-focused curriculum materials in their subject; • Explore opportunities to support ERYC with its intention to establish a coastal plan for education and its Pride of Place Programme; and • Supporting opportunities to facilitate work place experiences and mentoring opportunities.

6.4 Employability, work readiness and NEETs

Table 6-2 SES priority: Employability, work readiness and NEETs

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
Priorities: • Work readiness; and • Approach to recruitment. **Themes**: • Work readiness; • Approach to recruitment; and • Coastal communities.	**Initial focus**: • Onshore infrastructure and coastal communities, targeting school / college leavers and unemployed residents. **Later**: • Wider areas of deprivation, specific interventions for NEETs and ex-offenders when job opportunities are closer.	**Short term (years 1–2):** • General employability and work readiness support. **Medium term (years 3-6):** • NEETs and ex-offenders – low priority initially, to be picked up at next SES review and closer to the creation of employment opportunities.	NEETs and ex-offenders – low priority in the shorter term, considered at next review of SES and closer to the provision of jobs. In the interim, explore how the Projects could support work with those at risk of becoming NEET. **Example delivery activities:** • Webinars with Department for Work and Pensions (DWP) work coaches to explain Projects timeline and job opportunities; • Work readiness programmes for young people and unemployed adults (e.g., CV workshops, interview preparation, mock assessment centres); • Activities focused on broadening aspirations and awareness of offshore wind career options, particularly in communities with high under-employment and in-work poverty (e.g., the Humber); • Collaboration with education settings, Jobcentre Plus and community organisations to identify participants and coordinate support; • Localised recruitment support aligned to Projects vacancies and supply chain opportunities; and

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
			• Development of targeted NEETs pathways in later phases, once there is more clarity regarding specific jobs and apprenticeships.

6.5 Transition support

Table 6-3 SES priority: Transition support

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
Priorities: • Supporting transition from oil and gas and other sectors, alongside military veterans. **Themes**: • Transition; and • Work readiness.	**Initial focus**: • Coastal communities and areas affected by industrial change, including those with oil and gas heritage. **Ongoing**: • Expansion to wider areas of deprivation where relevant skillsets exist.	**Short term (years 1–2):** • Early action to support Just Transition pathways. **Ongoing:** • Continues throughout the Projects' lifecycle as job opportunities arise.	Transition support from other sectors, also reflecting the Just Transition from fossil fuel-based sectors. **Example delivery activities:** • Targeted information and conversion sessions for oil and gas workers and other sectors with transferable skills; • Promotion of offshore wind career pathways through the Ministry of Defence (MOD), veterans' charities and industry bodies; • Sharing best practice on Just Transition across the offshore wind industry through OWIC / RenewableUK working groups; • Participation in, via RWE's central programme of events, targeted recruitment events for those transitioning from the Armed Forces; • Applying a diversity and inclusion lens to all initiatives through a diversity and inclusion lens, including setting Diversity and Inclusion related targets; and • Seek to work with initiatives such as Women into Construction; Women into Manufacturing and

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
			Engineering; BuildForce; Careers and Enterprise Company; King's Trust; Shaw Trust; Mencap, and other relevant organisations where appropriate.

6.6 Supply chain

Table 6-4 SES priority: Supply chain

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
Priorities: • Supply chain and SMEs. **Themes:** • Opportunities for SMEs; • Approach to recruitment; and • Coastal communities.	**Initial focus**: • Onshore Projects area and coastal communities; and • SMEs that can support early works and operations. **Later**: • Areas of deprivation with potential to host or support supply chain activity.	**Short term (years 1–2):** • Supplier engagement and awareness of opportunities. **Medium term (years 3+):** • Capacity building across a wider regional SME base.	Support local and regional companies to access supply chain opportunities. **Example delivery activities:** • People and Skills in the Supply Chain events; and • Encouraging contractors and tier one suppliers to recruit locally and adopt inclusive practices (e.g., Armed Forces friendly, diversity commitment).

6.7 Diversity and inclusion (cross-cutting)

Table 6-5 SES priority: Diversity and inclusion (cross-cutting)

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
Priorities: • Engaging with education, including under-represented groups (e.g.., care experienced people); • Improving employability; • Transition; and • Employee engagement and volunteering. **Themes:** • Diversity and inclusion; and • Coastal communities.	**Cross-cutting focus**: • Applied across onshore Projects area, coastal communities and areas of deprivation. **Initial emphasis:** • Groups facing particular barriers in coastal and deprived communities.	**Short term (years 1–2):** • Embedded in all areas. **Medium term (years 3+):** • Continuous improvement informed by data and feedback.	Diversity and inclusion: support under-represented groups, including women, the disabled, ex-offenders, SEND into employment within the offshore wind industry. **Example delivery activities:** • Targeted outreach and role-modelling to women and ethnic minority groups to increase representation in line with OWIC targets; • Partnership working with organisations supporting disabled people, ex-offenders, and SEND learners; • Ensuring recruitment processes are inclusive and accessible (plain English, reasonable adjustments, alternative formats); • Monitoring diversity of participants in programmes and of hires and using monitoring data to inform future delivery; and • Support and actively participate in initiatives such as, Women in Manufacturing and Engineering (WiME) and the Technical Women's Impact Network (To-WIN), to encourage women and girls to consider STEM subjects and associated career opportunities.

6.8 Knowledge and awareness of offshore wind

Table 6-6 SES priority: Knowledge and awareness of offshore wind

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
Priorities: • Engaging with education; and • Improving employability. **Themes:** • Knowledge and awareness of offshore wind; • Coastal communities; and • Education / skills.	**Initial focus**: • Onshore Projects area / where onshore activity associated with Projects is most visible. **Then:** • Coastal communities with limited direct visibility of offshore wind assets. **Later:** • Areas of deprivation and wider region.	**Short term (years 1–2):** • To continue work already carried out throughout the Projects' development phase to raise awareness and build understanding of offshore wind, including all that it entails and the potential opportunities. **Ongoing:** • Continuous improvement informed by data and feedback; and • Reinforced as Projects progress and new phases are developed.	Raising awareness and increasing understanding of offshore wind. As offshore wind farms are often so far offshore and not always visible, there is sometimes a lack of understanding. **Example delivery activities:** • Delivery of activities at relevant science festivals / STEM events (or similar); • Ensuring accurate and up-to-date information is available on the Projects' website, including relevant skills and employment-related information in the Projects' communications (e.g., community newsletter); • School sessions explaining what offshore wind is, how it works and what benefits it brings; • Jargon-busting communications – simple explanations of technical terms, processes and job roles; • Activities that will focus on making offshore wind accessible, understandable and relevant to different audiences (e.g., online tours, videos, virtual reality experiences); and

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
			• Integration of offshore wind case studies into STEM outreach and early careers activities.

6.9 Coastal communities (place-based focus)

Table 6-7 SES priority: Coastal communities (place-based focus)

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
Priorities: • Geographical focus on coastal communities; • Supply chain; • Transition support; and • Education and employability. **Themes:** • Coastal communities; • Education / skills; • Work readiness; and	**Initial focus**: • Coastal communities in the immediate vicinity of the onshore Projects area. **Later:** • Coastal communities characterised by high deprivation throughout the wider region.	**Short term (years 1–2):** • Coastal communities as an early priority once onshore Projects' area engagement is underway. **Medium term (years 3+):** • Deepening and widening of activities in coastal areas.	People living in coastal communities can face additional barriers to accessing employment and skills opportunities associated with major infrastructure projects. The Projects will liaise with ERYC to explore opportunities to support the Changing Coasts East Riding programme, administered by the ERYC and funded by the Department for Food and Rural Affairs. **Example delivery activities:** • Place-based programmes in coastal towns, combining education outreach, employability support, transition pathways and supply chain engagement;

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
• Transition.			• Local partnerships with councils, education providers and community organisations to tailor interventions to specific local needs; and • Ensuring that benefits (jobs, supply chain opportunities, skills programmes etc.) are visible and accessible to residents of coastal communities – not only to larger urban centres; • Jargon-busting communications – simple explanations of technical terms, processes and job roles; • Use of digital tools (e.g., online tours, videos, virtual reality experiences) to make offshore wind visible despite distance from shore; and • Integration of offshore wind case studies into STEM outreach and early careers activities.

6.10 Approach to employment and recruitment

Table 6-8 SES priority: Approach to employment and recruitment

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
Priorities: • Improving employability; • Supporting transition; and • Employee engagement. **Themes:** • Approach to recruitment; • Work readiness; and • Coastal communities.	**Initial focus**: • Onshore Projects area and coastal communities, as well as the wider Humber region and other local labour markets. **Later:** • Broader regional areas of deprivation.	**Short term (years 1–2):** • Setting inclusive, local-first recruitment approach. **Ongoing:** • Embedded throughout the Projects' recruitment and supply chain practices.	Approach to recruitment: maximising opportunities for the local region to provide employment and address under-employment and in-work poverty that is prevalent with the Humber region. Also encourage the supply chain to consider local recruitment. **Example delivery activities:** • Local-first recruitment approaches where possible, including targeted advertising in local channels and jobs fairs; • Collaboration with education and training providers to support and / or advise on pathways from courses and programmes into real roles; • Alignment of Projects and supply chain recruitment practices within RWE's wider commitments on Just Transition, Armed Forces support and diversity and inclusion; • Succession planning with other RWE assets; • Support cohort recruitment with supply chain companies; and

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
			• Explore engagement with technical colleges to connect with people who have the potential to be apprentices in advance of need (e.g., apprenticeships linked to future Projects' phases); • Collaboration with other developing and / or operational wind farms (e.g., Dogger Bank A-D, Hornsea 1-3), and local supply chain to promote opportunities and coordinate recruitment. To also include other operational RWE offshore wind farms, including Triton Knoll and Humber Gateway; and • Supporting existing initiatives and / or establishing new interventions to attract people from other sectors.

6.11 Employee engagement, volunteering and Continued Professional Development (CPD)

Table 6-9 SES priority: Employee engagement, volunteering and CPD

Related priorities and stakeholder themes	Primary geographical focus and phasing	Delivery priority and timing	What will be delivered
Priorities: • Employee engagement, including volunteering and CPD. **Themes:** • Education / skills knowledge and awareness of offshore wind; • Diversity and inclusion; and • Coastal communities.	**Initial focus**: • Staff in Projects and nearby RWE offices supporting onshore Projects area and coastal communities. **Later:** • Wider employee base as Projects mature.	**Short term (years 1–2):** • Mobilise staff volunteers for outreach and mentoring.	Employee engagement, including volunteering and CPD. **Example delivery activities:** • Structured volunteering programmes for staff to support education settings and employability workshops; • Use of employee expertise (engineering, Health, Safety and Environment, environmental science, information technology etc.) in STEM outreach and awareness-raising activities; • CPD opportunities for staff through participation in community engagement, mentoring and skills initiatives; and • Internal communications and recognition to encourage participation and embed a culture of community-focused engagement.

6.12 Additional information

97. Sections 6.12.1 to 6.12.4 expand on some of the key topic areas included in **Table 6-1** to **Table 6-9** above, providing further context, explanation and insight. The topic areas covered in more detail include supply chain, education, apprenticeships, interns and graduates, Armed Forces community, and diversity and inclusion.

6.12.1 Supply chain

98. The Projects anticipate that the majority of new roles associated with the Projects' delivery will be located within the local / regional supply chain, and that SMEs will have a particularly important role to play in supporting and / or fulfilling those roles.

99. All non-skills related engagement, including engagement with the local / regional supply chain, and the SMEs within it, will be managed separately to this SES.

6.12.2 Apprenticeships, internships and graduates

100. RWE's Early Careers Programmes are centrally managed and locally adapted to meet specific business and project needs, spanning disciplines such as engineering, information technology, and environmental science. Many interns and graduates gain experience across multiple projects across the UK, enabling broader professional exposure. These initiatives prioritise the development of skills identified as industry shortages, supporting the future pipeline of industry professionals.

101. The Projects intend to take on four technical apprentices per year (two per project per year) throughout the operations and maintenance phase. The first apprentices will be recruited during the construction phase in readiness for the Commercial Operational Date . Additional apprentices may be recruited to meet the needs of the Projects and, particularly for non-technical apprentices, to meet the development needs of individuals.

102. To increase accessibility, RWE has partnered with a national virtual work experience platform, Springpod. The specific RWE Springpod programme is targeted at young people aged 14-18, but general engagement is carried out more widely than this.

103. This initiative aims to expand knowledge of the energy sector and encourage a diverse range of participants. In-person engagement activities conducted by the Project teams further enhance opportunities for direct interaction and inclusion.

104. While virtual work experience partners (i.e., Springpod) may change throughout the duration of the SES, the Projects will remain committed to making work experience as accessible as possible.

105. If required, the Projects will explore utilising ERYC's network to promote relevant apprenticeships, internships and graduates opportunities to careers leaders in education settings throughout the East Riding of Yorkshire.

6.12.3 Armed Forces community

106. RWE, having signed the Armed Forces Covenant, was the first offshore wind developer to achieve a Gold Award in the MOD's Employer Recognition Scheme.

107. RWE's approach to supporting the Armed Forces community is embedded across recruitment, employment, and internal culture. It implements Armed Forces-friendly human resource policies, proactively recruits from service leaver and reservist talent pools.

108. Internally, RWE fosters inclusion through peer-support groups, visible celebration of Armed Forces events, and regular communications about achievements.

109. The company raises awareness of the benefits of supporting the Armed Forces community by ensuring accessible information is available to all staff and partners and promoting best practices via multiple internal channels.

110. Externally, RWE engages through advocating the Armed Forces Covenant among supply chain partners, participating in sector events, and collaborating with MOD and relevant charities.

111. A veteran within RWE is the chair of the OWIC / RenewableUK's Military Working Group which supports the transition of veterans into the offshore wind industry, shares best practice and lessons learnt to improve engagement across the industry.

112. Ex-military and allies within the company are encouraged to participate in events for service-leavers looking at their transition into the civilian world and potentially the offshore wind industry such as the OWIC / RenewableUK's initiatives with Mission Renewables, exhibiting at numerous Careers Transition Partnership fairs and the National Transition Event.

113. The company's commitment is underpinned by active monitoring of participation, member feedback and employment outcomes.

6.12.4 Diversity and inclusion

114. The Projects' team will adopt a data-driven and consultative approach to identifying and developing skills initiatives, including a focus on increasing workforce diversity and the inclusion of under-represented and minority communities within the industry.

115. Using the most recent workforce demographics information, the Projects will engage with community organisations and collaborate with partner organisations to deliver initiatives that address challenges towards meeting the OWIC targets for gender and ethnicity.

116. In June 2025, the OWIC and RenewableUK produced a Wind Industry Skills Intelligence Report[18], covering both onshore and offshore wind. The offshore wind sector has a target of 33% by 2030 for female representation which is projected to be achieved by 2032.

117. The gender composition of the workforce in 2025 was predominantly male, with a split of approximately 78.1% male and 21.9% female among respondents who disclosed their gender in the survey on which the report was based (The survey was undertaken by RenewableUK in early 2025 and received 12,323 individual responses from 20 participating companies). 21.9% reflected a continued upward trend in female representation, rising from 19.25% in 2022 and 20.55% in 2023.

118. The survey reported that 7.2% of the workforce identified as belonging to an Ethnic Minority Group (EMG) which was consistent with the OWIC's Offshore Wind Skills Intelligence Report[19] in 2023. By comparison, the UK proportion of EMG for working-age people was 19.3%. Although the response rate for ethnicity data had improved from 12% in 2023 to approximately 25% in 2025, it still lagged significantly behind the reporting of other demographics such as age and gender, which typically exceed 90%.

[18] Wind Industry Skills Intelligence Report, Offshore Wind Industry Council and RenewableUK, June 2025
[19] Wind Industry Skills Intelligence Report, RenewableUK, Offshore Wind Industry Council, 2023

7 Implementation and monitoring

119. Evaluation of the success activities will be undertaken on a periodic basis and will be key to understanding if the SES objectives are being met, as well as understanding the wider economic benefits the Projects are having within the geographical areas of focus. Where relevant, this will be communicated to key stakeholders and feedback regarding potential changes to the SES will be considered on a case-by-case basis.

120. The SES is a live document and will be reviewed periodically, as and when required. Monitoring outcomes will inform future revisions of the SES. Currently, the Projects consider every three years to be a suitable frequency for updates and reviews, although this will be discussed and agreed with the ERYC. It will also be dependent on any changes to the Projects, such as which port(s) are chosen for offshore construction and operation, as well as the local skills landscape or national policies.

8 Reference materials

8.1 Document references

- UK's Modern Industrial Strategy (2025);
- Clean Power 2030 Action Plan (2024);
- Skills England: Driving Growth and Widening Opportunities (2024);
- Clean Energy Jobs Plan (2025);
- Post-16 Education and Skills Strategy (2025);
- Get Britain Working White Paper (2024); and
- Skills England: Sector Skills Needs Assessment – Clean Energy Industries Construction (2025).

8.2 Annex 1: Stakeholder engagement overview

121. The SES will be delivered through a comprehensive stakeholder engagement approach, targeting both primary and secondary stakeholders across the region.

122. Engagement principles:

- Inclusive and iterative engagement: Engagement will be adapted and extended as the project evolves, ensuring all relevant stakeholders are consulted at appropriate phases;
- Collaborative working groups: Key stakeholders will be invited to participate in project working groups to foster joint solutions and drive regional skills initiatives; and
- Regular updates and two-way communication: Engagement will include frequent updates, open feedback mechanisms, and flexibility to address emerging needs and opportunities.

8.2.1 Primary stakeholders

123. Primary stakeholders are those directly influencing or impacted by the Skills & Employment delivery and include key local authorities and statutory bodies:

- ERYC;
- North East Lincolnshire Council; and
- Hull and East Riding Combined Authority.

124. Role and interest: Local economic benefit, planning, inward investment, educational outcomes, skills and employment.

125. Engagement approach: regular individual and group meetings, participation in Projects working groups, and submission of relevant documentation for consent discharge and policy alignment.

126. Engagement will focus on collaborative working, individual and group meetings, and regular progress updates.

8.2.2 Secondary stakeholders

127. Secondary stakeholders are partners and organisations with an indirect influence or interest, including business networks, educational institutions, community and diversity groups, industry bodies, and supply chain partners:

- Careers Hubs;
- Skills Hubs;
- Chambers of Commerce;
- Future Communities Initiatives;
- WiME; and
- Local colleges and universities.

128. Role and interest: Careers outreach, employer collaboration, supporting local businesses, inclusivity, training delivery, and workforce development.

129. Engagement approach: Participation in sector forums, employment and skills events, partnership working through cluster groups, and targeted outreach both virtually and in person.

130. Other secondary stakeholders include:

- Industry bodies;
- Offshore wind cluster organisations;
- Other NSIPs;
- Supply chain partners; and
- Training providers.

131. Role / interest: Skills coordination, collaboration and joint delivery, supply chain development, job creation, recruitment pipelines.

132. Engagement approach: Active participation in working groups and business environment forums, supply chain events, direct meetings, and ongoing partnership development. As well as:

- Government departments;
- Employment agencies;
- Sector skills councils; and
- Trade unions.

133. Role / interest: Labour market support, training delivery and policy oversight, workforce standards.

134. Engagement approach: Collaboration through established regional initiatives and invitations to supply chain skills events.

8.2.3 Next steps

135. Stakeholder mapping will be reviewed regularly, incorporating additional stakeholders as required and drawing on established contacts. The approach will remain flexible to ensure relevant parties are engaged throughout the life of the Projects.

8.3 Annex 2: Feedback from stakeholders during OSES development

Table 8-1 Feedback from stakeholders during OSES development

Theme	Comments
Challenges	• Visibility of offshore wind and jargon busting; • Understanding the wide range of roles available within offshore wind and career pathways; • Recruitment process to ensure inclusivity (e.g. those with (SEND); • Preparing young people for the transition from study into working life (employability); • Employability of young people with additional needs; • Curriculum challenges (making STEM subjects more exciting to encourage study); • English is not the first language for many residents living in the Humber; • Getting more females into the industry; • Core skills and supply chain shortages; • Shortage of teachers / tutors to deliver construction and engineering who can earn more in their sectors rather than teach; • Low levels of qualifications, a lack of 'soft skills' and general lack of work readiness; • Employed people currently in low paid jobs; • Lack of opportunities for coastal communities and education settings; • Lack of opportunities and support for SMEs; and • High levels of unemployment and deprivation and low aspirations.
Opportunities	• Many initiatives already in place in the Humber region which the Projects could support; • Offer more site based experiences; • Develop clear career paths into the offshore wind industry; • Support for local and regional SMEs; • Support or training with CV and supply chain tender writing and interview preparation; • Support to existing Skills Bootcamps; • Supported internships; • Vocational education; • Skills Hull and East Yorkshire website; • Careers brochures, list of roles available in offshore wind in the region;

Theme	Comments
	• Transferable skills from other industries (including the military and former semi-professional athletes); • Initiatives to support 'care experienced' children and young adults; • Coordination with other developments in Humber region; • 'Projekt Renewable' – box park based in Grimsby town centre focused on developing green skills. Venue offers funded boat trips to offshore wind farms available to local schools and is home to the RWE East Coast Visitor centre. • Engagement through from primary to secondary school to help shape views early; • Alignment with Humber Freeport; and • Train the trainers – engage directly with teachers and parents.
Existing programmes / initiatives	• Skills Bootcamps; • Active Humber; • WiME; • 'Log on – Move on' - a free, independent and impartial website which supports and inspires young people in Hull and the East Riding to succeed on their education and training journey; • RWE's Champions for Wind programme; • 'Teacher Encounters' – teachers gain experience of business and industry and improve young people's career opportunities; • Job Centre Work Coach Encounters; • CareerShift - tools for job search and career success; • Parental engagement; • The Crown Estate and DWP Offshore Wind pilot for work coaches; • National Careers Service; • 'New Futures' - working with ex-offenders developing work skills and work readiness; • Cornerstone Employer network – RWE sit on Greater Lincolnshire network but not the Hull and East Yorkshire network at present; • Virtual Work Experience; • HEY Hub Net Zero Work Experience; and • East Riding of Yorkshire Future Communities Initiative.

8.4 Annex 3: National Policy Statement (NPS) requirements

136. The overarching NPS for Energy (EN-1) (2025) suggests that the construction, operation and decommissioning of energy infrastructure may have socio-economic impacts at the local and regional levels including job creation and the provision of local services.

137. The NPS also sets out that Applicants may wish to provide information on the sustainability of the jobs created, including where they will help to develop the skills needed for the UK's transition to Net Zero.

138. The policy statement also states that the applicant's assessment should consider all relevant socio-economic impacts which include:

- The creation of jobs and training opportunities, with applicants encouraged to provide information on the sustainability of jobs created and where they will help develop the skills for the UK's transition to Net Zero;
- The contribution to the development of low-carbon industries at the local, regional and national levels;
- Any indirect beneficial impacts for the region hosting the infrastructure, with a particular focus on the use of local support services and supply chains; and
- Cumulative effects in order to assess the short-term negative effects (e.g. potential shortage of construction workers to meet the needs of other industries and major projects within the region).

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