

Prosiect Maen Hir

Solar a Storio Ynni



Preliminary Employment, Skills and Supply Chain Strategy (PESS)

Prosiect Maen Hir - September 2024

EN010156



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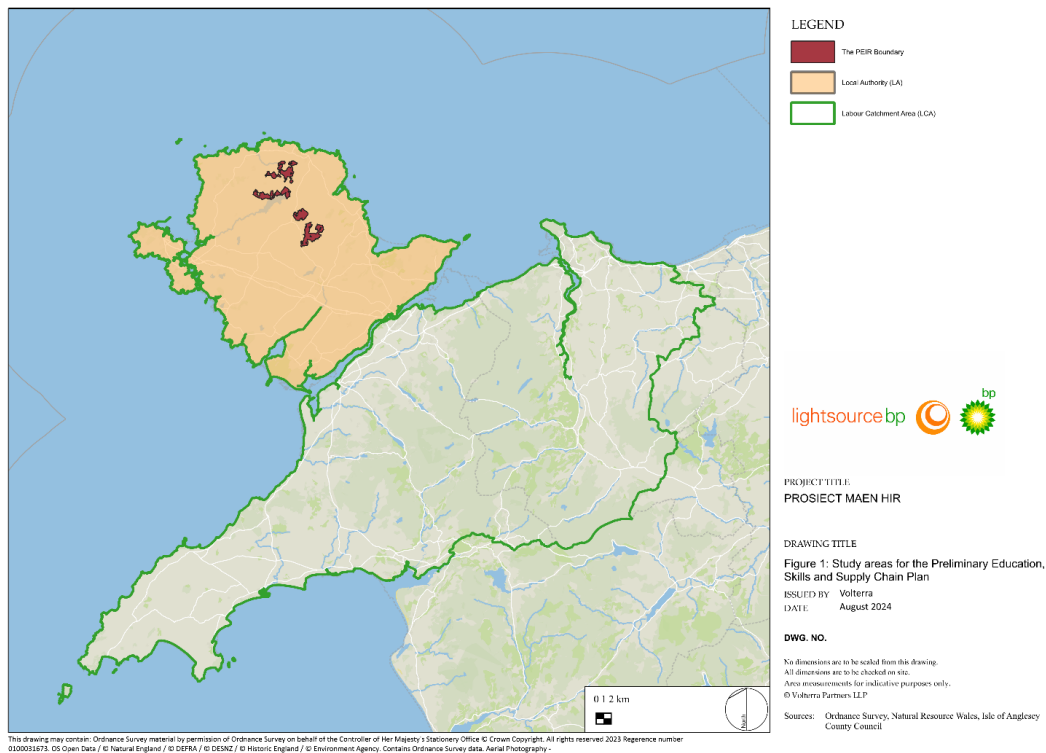
Introduction

1.1 Purpose of this document

1.1.1 This Preliminary Employment, Skills and Supply Chain Strategy (the ‘Strategy’ or ‘PESS’) has been prepared on behalf of Lightsource SPV 204 Limited (the “Applicant”) for the construction, operation and maintenance, and decommissioning of a solar photovoltaic (PV) electricity generating station with a capacity of over 350 megawatts (MW) Alternating Current (AC), and Associated Development including a Battery Energy Storage System (BESS), Community Solar Project, Project Substation and Ancillary Infrastructure at land in Anglesey (see **Figure 1**).

1.1.2 The Project, known as ‘Prosiect Maen Hir’, will form a key part of the Isle of Anglesey County Council’s (IoACC) Energy Island Programme (EIP). The Project Site is located in the north of Anglesey and comprises approximately 1,284 hectares (ha) of land with potential to accommodate Solar PV development (approximately 1,023 ha), mitigation and enhancement land (261 ha), and associated infrastructure including the Project Substation and BESS.

Figure 1 Study Areas considered for the Strategy



Note: The Labour Catchment Area (LCA) is a 60-minute travel time to the PEIR Boundary as defined by three Travel to Work Areas (TTWAs), namely Bangor and Holyhead, Pwllheli and Porthmadog, and Colwyn Bay. It is assumed that 'local employment' will come from residents within this study area, given it is considered a reasonable time in which workers would commute to the PEIR Boundary.

1.2 Vision and objectives

- 1.2.1 The Applicant wishes for the Project to create opportunities for local residents to be able to access employment and skills opportunities, as well as ensure local business participation in the supply chain. This Strategy sets out work to date in developing the PESS; emerging themes and initiatives; and how the Applicant intends to work with stakeholders to establish and deliver the opportunities.
- 1.2.2 A number of key themes have been developed within this Strategy. These have been identified through a review of national, regional and local policy, analysis of baseline socio-economic data and engagement with local stakeholders. The emerging themes include:
- Developing a skilled workforce for renewable energy;
 - Promoting Science, Technology, Engineering, and Mathematics (STEM) education and training;
 - Enhancing local business participation in the renewable energy sector; and
 - Supporting Welsh language and culture.
- 1.2.3 This preliminary Strategy will continue to be developed in response to consultation and further engagement with relevant stakeholders. While a Strategy of this nature is not formally required to be submitted in support of an application for development consent, it has emerged as a good practice and reflects the Applicant's ambitions. The document developed for the DCO Application will be the Outline Employment, Skills and Supply Chain Strategy ("OESS"). The OESS will inform the commitments made in the final ESS, which will be approved by IoACC pre-commencement of construction and secured by requirement in the DCO, should the Secretary of State be minded to grant development consent. IoACC will be key partners in the development and delivery of the Strategy.
- 1.2.4 In the OESS Strategy, an overview will be provided of how the developed commitments will likely be implemented. This will include a broad approach for

delivery, methods for measuring and reporting on compliance, and a list of potential delivery partners.

Key issues and priorities in Anglesey

1.3 Policy review and ongoing engagement

Policy, legislation and existing evidence documents

National Policy Statement for Energy (EN-1) (2023)
 Planning Policy Wales (PPW) (2024)
 Well-being of Future Generations Act (Wales) (2015)
 Stronger, fairer, greener Wales: a plan for employability and skills (2022)
 Updates to Future Wales: National Plan 2040
 North Wales Skills and Employment Plan (2023-2025)
 IoACC Council Plan (2023-2028)
 Anglesey and Gwynedd Joint Local Development Plan (2011-2026)
 Anglesey's Energy Island Programme
 Anglesey – A vision for 2025 – Legacy Framework
 IoACC Community Benefits Contributions Strategy (2021)
 Consultation Draft North Anglesey Economic Regeneration Plan (2023-2028)
 North Anglesey Socio-Economic Impact Report (2024)

Engagement held to date

The Applicant is actively engaging with various local stakeholders. To date, the Applicant has engaged with the following groups on the development of this Plan:

- Energy Island Programme delivery manager at IoACC;
- Regional skills manager at Ambition North Wales;
- Programme manager at IoACC Regulation and Economic Development;
- Director of commercial and work-based learning at Coleg Llandrillo;
- Senior manager in learning services (secondary sector) at IoACC;
- STEM improvement adviser at GwE, the North Wales Schools Consortium;
- Senior lecturer in economics at the business school at Bangor University; and
- Low Carbon Innovation Manager at M-Sparc.

1.4 Issues and priorities identified

1.4.1 A summary of the issues and priorities that this Strategy can seek to address or contribute towards is provided here. A more detailed evidence base, reflecting engagement and desk-based research, will be provided in the OESS.

Economic decline is driving key priorities in Anglesey

1.4.2 Over the past 25 years, Anglesey has faced significant economic challenges as its economy has grappled with a gradual deindustrialisation. This trend has resulted in negative impacts on the local economy with the loss of key employers

including but not limited to the Anglesey Aluminium (2009), Wylfa Power Station decommissioning (2015), 2 Sisters (chicken processing factory) (2023), and Gwynedd Shipping Ltd and Gwynedd Transport Ltd (2024). These shutdowns not only meant substantial job losses but have also likely accelerated the outmigration of young people, who are seeking employment opportunities elsewhere. This emigration directly impacts aims to enhance the Welsh language and Anglesey's communities.

An economic transformation through renewable and low carbon energy

- 1.4.3 In response to this, IoACC is focusing on creating high-quality jobs through the EIP. In the coming years, Anglesey is expected to host a series of major projects within the renewable and low carbon energy sector. This represents a substantial opportunity to create positive benefits and bring forward a fair transition to a modern economy. The EIP initiative aims to develop a skilled local workforce to support these projects, with job opportunities expected in construction, engineering, project management, and STEM fields.

Developing a skilled workforce for renewable energy

- 1.4.4 The North Wales Skills and Employment Plan identifies a skills gap between residents and employer needs, with 37% of vacancies judged to be hard to fill in North Wales – higher than the national average (35%).¹ The hardest occupations to fill are skilled trades – electricians, plumbers, welders, engineers, and project managers. Any initiatives coming forward need to focus on delivering transferable skills to residents, that can be used on a range of development projects. Engagement to date also identified a need for better coordination of energy projects in Anglesey, to enhance job prospects and legacy benefits.

Promoting STEM education and training

- 1.4.5 IoACC are prioritising STEM education and training to ensure that the workforce possesses the necessary skills to support the EIP. The North Wales Employment and Skills Plan identifies a skills shortage in the energy and environmental sector of individuals with STEM qualifications.² The Welsh Government's STEM Action Plan prioritises increasing interest and participation in STEM learning for children aged 7-14, particularly among girls and other underrepresented demographics, in the hope of encouraging more individuals to pursue careers in these fields.³ It will

be important for major projects to work closely with local providers to help promote STEM careers, with growing opportunities for collaboration available locally between employers and education providers. The Careers Pathways Pilot focuses on involving employers in schools to align the curriculum with industry needs, particularly in the renewable energy sector. Site visits, industry lectures and interactive workshop sessions are all encouraged.

Enhancing local business participation in the renewable energy sector

- 1.4.6 61% of all businesses in Anglesey belong to three main industries: agriculture, construction, and accommodation & food services.⁴ Many of these businesses will have a crucial role to play in the local economy's transformation. The EIP will establish Anglesey as a world-renowned centre for low-carbon energy, with a strong local supply chain desired to create legacy benefits. Anglesey does have an existing supply chain geared towards nuclear and servicing nuclear industries, as well as other energy projects which are being developed. Feedback suggests, however, that local businesses can often be difficult to engage in the supply chain given resource constraints. It will be important that the Project provides local businesses with opportunities and these opportunities are advertised effectively.

Supporting the agricultural sector in Anglesey

- 1.4.7 While total employment in Anglesey grew by 4% between 2015 and 2022, agricultural employment saw a significant decline of 50% during the same period, indicating that many people have moved away from farming in Anglesey. During this time, the proportion of agricultural employment in Anglesey dropped from 11% to 5%, indicating that agriculture is becoming a less dominant industry. This decline is part of a broader trend affecting agriculture across the UK, driven by challenges such as rising costs for inputs like fertilisers and fuel.⁵
- 1.4.8 In light of these challenges, solar farms offer a valuable opportunity for diversified land use. They disturb less than 2% of the underlying land and are entirely reversible.⁶ Solar farms offer an attractive diversification income opportunity for farmers. Solar farms support multifunctional land use by generating clean energy and providing opportunities for livestock grazing, such as sheep. This approach offers a supplementary revenue stream for farmers, enhancing economic

resilience. Moreover, solar farms can promote biodiversity and improve soil health by providing a break from intensive cultivation, benefiting future agricultural productivity.

Supporting the Welsh Language and culture

- 1.4.9 The Welsh Government has a target of 1 million Welsh speakers by 2050. The “Cymraeg 2050: A million Welsh speakers” highlights the need to create opportunities for Welsh speakers to use their skills at work, within the education system, and socially. Anglesey has the second highest proportion of Welsh speakers in Wales, (56% compared to 18% across Wales), but the number is declining. The Welsh Language Promotion Strategy (2021-26) aims to increase the number of Welsh speakers in Anglesey by 2026, reversing the recent decline. A lack of employment and skills opportunities for residents is a key driver of why some people choose to leave Anglesey, which has an adverse impact on the preservation of the Welsh language and existing communities. Providing work opportunities will help to ensure younger people in Anglesey have the option to stay to live and work, which may help to enhance the area's Welsh language and culture.

Opportunities created by the Project

1.4.10 This section identifies opportunities created by Prosiect Maen Hir, such as jobs, skills and local procurement opportunities, during all phases of the Project. The estimates presented in this section should be considered preliminary and subject to refinement as the Project evolves.

1.5 Opportunities during construction and decommissioning

- 1.5.1 **Table 1** provides an estimated breakdown of construction jobs developed by the Applicant and its advisory team. It is important to note that this breakdown is an early and indicative estimate of the expected profile of the construction workforce. In particular, an EPC (Engineering, Procurement, and Construction) contractor has not yet been brought on board to deliver the Project. The EPC that is appointed will have their own estimate of how they expect to deliver the Project, both in terms of skills required and the total workforce needed. This figure will be subject to change once the preferred EPC contractor is appointed and will likely be reviewed at the stage between the OESS being submitted and the detailed ESS being conditioned pre-commencement of construction.
- 1.5.2 The Construction Phase is currently expected to last 24 months. Currently, there are two options being considered for the construction period: (i) a single phase over 24 months between 2026 and 2028, and (ii) a two phase build with either sequential phases or a gap in between the two phases. More information on the likely construction phasing will be provided as plans evolve and so for the purposes of aligning with PEIR Chapter 16: Socio-economics , a single-phased 24-month construction period is considered here.
- 1.5.3 The 24-month construction period would support a peak of approximately 650 construction jobs (period 3) and in total would support approximately 1,320 construction job opportunities during this phase (see **Table 1** for periods and estimated job breakdowns). The Decommissioning Phase of the Project is anticipated to span 12-24 months at the end of the operational life of the Project. It is currently assumed that a workforce equivalent to the size of approximately 50%-80% of the construction workforce will be required for decommissioning.

Local employment

- 1.5.4 It is expected that there will be opportunities for local employment of residents within the Labour Catchment Area (LCA) during construction.¹ The range of jobs required includes specialised solar PV professions, with some roles potentially facing scarce resources in terms of skills and labour availability locally. It is therefore inevitable that some roles will be filled by people living outside the LCA. Construction workforces for major development projects tend to be highly mobile with workers moving to where the work is.
- 1.5.5 Work is ongoing to understand the availability of skills locally, establish a reasonable local employment target during for the construction of the Project and identify measures to both upskill and attract a local workforce. The work undertaken to date to develop this understanding is detailed in the tables below.

Skills opportunities

- 1.5.6 The construction workforce will require a mix of skill levels, with some workers specialist and highly skilled. The Applicant will appoint EPC (Engineering, Procurement, and Construction) contractors to manage the construction of Prosiect Maen Hir. Currently, no EPC has been procured as the Project is still at an early stage. The EPC will ultimately be in control of hiring workers. An obligation to meet the local workforce targets, so far as reasonably practicable, in accordance with outline commitments in the OESS, will be put forward to potential contractors during the EPC tender stage. **Table 2** identifies the number of direct job opportunities and skill requirements related to the roles expected to be required to deliver Prosiect Maen Hir.

¹ The LCA is a 60-minute travel time to the PEIR Boundary as defined by three Travel to Work Areas (TTWAs), namely Bangor and Holyhead, Pwllheli and Porthmadog, and Colwyn Bay.

Table 1 Estimated direct jobs in the Construction Phase

Activity	Period 1 Mobilisation and Ground Works	Period 2 Civil Work / Piles / Framing	Period 3 Civil, Framing, Modules, Electrical	Period 4 Mechanical Completion, Electrical	Period 5 Commissioning
Engineering & Project Management	10	25	65	20	15
Other	5	5	10	5	2
Civil Workers (ground workers up to and including supervisors and site engineers)	35	100	175	10	0
Mechanical	0	250	250	63	0
Electrical	0	10	150	98	20
Estimated Peak	50	390	650	195	37

Table 2 Construction jobs and skills expected to be created through the Project (preliminary overview)

Job names	Types of roles	Responsibilities	Skills	Local employment potential
Project Management, Engineering & Technical	Client project director, project manager, project engineers, project planner, engineering manager, design engineers, head of site, site construction managers, site construction engineers (elect/mech/civil), site engineering manager, site design engineers.	Project managers are responsible for planning, directing, and coordinating construction and maintenance activities throughout the Project's Construction Phase. They oversee various aspects of the process to ensure the Project progresses smoothly and is delivered on time.	Degree in engineering or related field with an understanding of engineering principles and management and HSE qualification with construction experience.	Unlikely, given likely utilisation of existing in-house employees of appointed EPCs, but with some limited potential opportunities
Engineering & Technical	Client environmental compliance, client supervisor, SCADA engineers, CCTV engineers,	Engineers will research and advise on mechanical systems, including energy use and	Degree in engineering or related field with an understanding of engineering principles.	Potentially some limited opportunities through sub-contracting

Job names	Types of roles	Responsibilities	Skills	Local employment potential
	commissioning engineers, topographers, electrical MV connection specialist.	materials handling etc. They will advise on the types of materials, equipment to be used, and the layout for plants or systems and help to install and maintain electrical systems.	Understanding of mechanical and electrical engineering principles, ability to use CAD software and familiarity with industry standards.	
Health Safety Environmental & Quality	Client HSE, HSE manager, quality manager, site HSE engineers, site QA/QC engineers, HSE engineers.	Health and safety personnel are responsible for ensuring the safety of everyone on-site. They implement and monitor safety procedures and regulations to minimise risks and prevent accidents.	Recognised HSE qualifications and/or quality management qualifications with solar construction experience.	Yes
Procurement and Logistics	Procurement engineer, site logistics, site procurement	Responsible for procuring all necessary materials and organising their delivery to the site. They ensure timely and efficient logistics to support the construction process.	Experience in procurement and logistics management, with recognised procurement qualifications.	Potentially, but roles typically filled by in-house expertise at the EPC or the Applicant
Finance and Administration	Accountant, administrators	In charge of managing financial records, accounting, and reporting to the applicant. They ensure accurate financial documentation and compliance with relevant regulations.	Accounting qualification	Yes
Fencing Installation Workers	Fencing foreman	Responsible for the installation of perimeter fencing, including gates for access. They ensure the fencing is installed securely and correctly according to specifications.	Ability and proficiency in basic labouring tasks	Yes

Job names	Types of roles	Responsibilities	Skills	Local employment potential
Operative (Specialist)	Drilling and piling, mechanical workers, electrical workers	Operatives manage, operate and maintain mechanical systems, including energy use, materials handling, thermodynamic processes, fluid mechanics, vehicles, and environmental controls.	Degree in engineering or related field with an understanding of engineering principles and qualifications for the role and suitable CSCS equivalent	Potentially, particularly through sub-contracting
Civil Workers	Operators of different equipment such as: wagon drill, pile driver, telehandler, bulldozer, excavators, grader, roller, crane, bobcat, JCB, loader, trucks	Responsible for preparing the site, including removal and storage of topsoil, levelling the land, building access roads, digging trenches for cabling, and laying foundations for solar stations, substations, and BESS.	Ability and proficiency in operating various construction equipment and performing basic labouring tasks	Potentially, dependent on local availability
Security	Physical security during construction and local temporary CCTV	Responsible for protecting the site during the construction process. They monitor surveillance systems and control access to ensure site security.	Basic understanding of security practices	Yes

1.5.7 Feedback is sought from stakeholders on local skills and the types of roles that have potential to be filled locally. Feedback would also be sought on determining the extent of the local area in establishing local employment targets during construction to ensure the Project maximises benefits from employment and skills provision to the considered local community.

1.5.8 IoACC's legacy benefits framework highlights that major projects are expected to enhance social well-being by improving the quality of employment and training opportunities. The information presented above shows that the construction period has the potential to create substantial employment opportunities across a range of different occupation types. To maximise legacy benefits, it is essential to equip Anglesey's residents with transferable skills for future opportunities becoming available on other development projects.

Supply chain and procurement opportunities

1.5.9 There will be opportunities for materials and services within the supply chain to be procured locally. Direct opportunities for services to be procured (through sub-contracting) are covered in **Table 2** (e.g. security services), although other there may be opportunities for local procurement of typical indirect services such as catering or cleaning services for example. **Table 3** outlines expected opportunities for local procurement of materials. This is important to meet the aims of IoACC's EIP legacy benefits framework, which targets the attraction of inward investment and the expansion of local and regional businesses (including those linked to potential supply chain opportunities). Whilst the Applicant buys the solar modules directly and provides them to the designated EPC contractor, and also often procurers other specialised equipment such as BESS cells and Transformers, the majority of other equipment is likely to be purchased by the EPC contractor directly.

1.5.10 The procurement of all key equipment, whether by the Applicant or its contractors, is undertaken via standard competitive bidding practises with final award decisions made based on technical compliance, price and other key onboarding criteria such as quality and ESG. **Table 3** identifies the materials that local suppliers or distributors are likely to be able to bid for. In general, the list of locally

supplied equipment will be dependent upon price competitiveness and availability in the region. It is noted that this is an emerging list of local opportunities, with more engagement required to be undertaken with both EPC contractors (to discuss feasibility and delivery plans) and IoACC (to improve understanding of the local supply chain offer) as the Project progresses.

Table 3 Local procurement opportunities – preliminary estimates

Item description – construction activity and material requirement	Opportunities for local suppliers to tender
Fencing Materials: Posts, Net, Strainers & Gates	Yes
Mounting Structure: Mounting Structure Piles & Upper Structure	Yes
Landscaping materials: local, native plants	Yes
Cabling Materials & Ancillary: Including but not limited to: Cable Ducts, AC/MV Cables, ACLV Cables, DC Cables & Communication Cables	Yes, in part
HV Equipment (Other): Including but not limited to: Aux Transformer, Switchboard, HAM Unit, Protection Panel, Surge Arrestors, Battery Charger, Enclosures, 22kV Cable, Circuit Breakers, Termination Sets, Busbar	Yes, in part
HV Equipment: Lighting/CCTV Columns	Yes, in part

1.6 Opportunities during operation

1.6.1 **Table 4** presents the current expectation of the type of roles and skill requirements during the Operational Phase which is likely to include maintenance crews, landscaping, and field service engineers. It is expected that there would be between 10-12 full-time workers, during this phase. In addition to this, occasional employment opportunities are expected to be periodically created through requirements to replace panels and BESS cells (distinct activities from routine maintenance) throughout the lifetime of the Project. During the Operational Phase of the Project it is likely that most of the employment will be based locally or regionally, aligning with the Applicant’s management of a broader portfolio of solar assets.

Table 4 Description of jobs during Operational Phase

Job name	Responsibilities	Skills
Electrical Engineers	The electrical engineer would advise on the mechanical systems and would help to reinstall broken panels and maintain solar plants in an optimum operating condition.	Degree in engineering or related field with an understanding of engineering principles. Understanding of mechanical and electrical engineering principles, ability to use CAD software and familiarity with industry standards.
Field Service Engineers	The primary role would be to maintain solar plants in an optimum operating condition, through playing an active role in risk assessment and the performance of preventative and corrective maintenance of relevant components and systems.	At a minimum, Field Service Engineers would be electrically trained to a Level 3 Electrical NVQ and be able to pass an LV1 assessment. Recognised electrical qualification and/or experience would be an advantage.
Senior Engineer	To provide technical leadership ensuring the quality of preventative and corrective maintenance activities and reporting. Ensuring standards defined by the Engineering team are implemented and adhered to.	A strong understanding of health and safety legislation and broad knowledge of solar PV operation and maintenance. Experience in the management of complex repair projects, PV operation and maintenance techniques, and writing and reviewing risk assessments and method assessments.
High Voltage (HV) Senior Authorised Person	To ensure the optimum safe performance of PV solar plants within a region by undertaking preventative and corrective maintenance activities on HV and LV (Low Voltage) systems. Full control and ownership of the HV systems.	Educated to a minimum higher national certificate qualification in electrical engineering or equivalent. Working knowledge of HV distribution systems and the ability to read schematic drawings and understand content. Knowledge of relevant health and safety regulations. Experience as a Senior Authorised Person would also be required.
Landscape Monitoring and Managers	Responsible for monitoring and maintaining the Site. This role involves ensuring the landscape remains in optimal condition and oversees plant health.	Ability and proficiency in operating various equipment and performing basic labouring tasks to maintain the landscape
CCTV and security	Responsible for protecting the Site during the Operational Phase of the Project. They monitor surveillance systems and control access to ensure Site security.	Basic understanding of security practices

Opportunities for local businesses

- 1.6.2 During the Operational Phase, financial agreements would be in place with local landowners. This additional rental income provided to landowners could mean that marginal agricultural jobs (that would otherwise have likely declined, in line with trends presented in **para 1.4.7**) will be retained in Anglesey. This potential retention of jobs and financial boost to local businesses will help to preserve the Welsh language in Anglesey. There will also be training opportunities available to local businesses and residents during the Operational Phase, to provide the skills necessary to work or for local businesses to participate (**Table 4** demonstrates the skills needed during the Operational Phase).
- 1.6.3 Prosiect Maen Hir will be a significant renewable energy project, both locally and nationally. The Strategy will ensure that the commitments made by the Applicant are relevant to the type of project being proposed and its location. This preliminary Strategy presents potential opportunities, with supply chain, employment and skills initiatives required to be appropriately tailored to respond to these opportunities.

Emerging employment and skills initiatives

1.6.4 The Applicant intends to make a strong commitment to implementing supply chain, employment and skills initiatives as part of the Project. **Table 5** presents a list of emerging initiatives that the Applicant is actively exploring and developing, around the key themes identified in **para 1.2.2**. These initiatives will develop as the Project evolves and in response to consultation, setting out more specific commitments in the OESS which will be submitted with the DCO Application.

Table 5 Emerging employment and skills initiatives

Theme	Initiative	Next steps
Participate in the EIP working group focused on collaboration on skills and employment outcomes for Anglesey's residents	<p>Collaborate with other major development projects coming forward in Anglesey to coordinate on skills and employment commitments and ensure maximum cumulative impact on outcomes for Anglesey's residents.</p> <p><i>Identify employment and skills opportunities arising through the EIP more widely, when projects are combined, to jointly tackle the identified issue in Anglesey relating to a lack of jobs available for local residents. This, in turn, can help to create a place where opportunities exist for young people to remain in Anglesey to live and work.</i></p>	<p>Responsibility: IoACC and North Wales Regional Skills Partnership</p> <p>Key stakeholders: Regional Skills Board, IoACC, the Applicant and other major project developers in Anglesey</p> <p>The Applicant will continue their engagement with the Regional Skills Board and IoACC to demonstrate their willingness to be part of a skills and employment working group. In summary, the Applicant would like to participate in a working group aimed at understanding the commonalities among major projects coming forward in Anglesey to work together to deliver joined-up employment and skills initiatives. The suggested information to be shared among the projects includes:</p> <ul style="list-style-type: none"> • Construction programme. • Manpower estimates (both construction and operational). • Workforce skills profile. • Transferable skills courses and opportunities to enable residents to transition across projects.
Developing a skilled workforce for renewable energy	<p>Apprenticeship opportunities during the Construction Phase of the Project</p> <p><i>Improving provision, quality and uptake of apprenticeships in the energy sector aligns with the ambitions of a number of the relevant local and national plans.</i></p>	<p>Responsibility: Applicant</p> <p>Key stakeholders: IoACC, M-SParc, Grŵp Llandrillo Menai</p> <p>The Applicant will seek to identify where potential apprenticeship opportunities may be delivered during the Construction Phase of the Project. In developing the OESS the Applicant will consider a programme to promote apprenticeships, as well as opportunities to sponsor students through existing programmes. The</p>

Theme	Initiative	Next steps
		Applicant will work with the designated EPC contractor to better understand the delivery of apprenticeship opportunities.
	Support local green energy students into work	<p>Responsibility: Applicant</p> <p>Key stakeholders: Grŵp Llandrillo Menai, Bangor University</p> <p>The Applicant will continue engagement with Grŵp Llandrillo Menai and Bangor University, together with other local stakeholders, to help to educate and raise awareness of employment opportunities available to students undertaking relevant courses. Examples of the type of initiatives the Applicant could deliver includes:</p> <ul style="list-style-type: none"> • Industry lectures • Meet and greets that align with courses (e.g., engineering, construction, science, maintenance) • Career fairs
	Advertising jobs on local job boards	<p>Responsibility: Applicant</p> <p>Key stakeholders: IoACC</p> <p>The Applicant will ensure jobs opportunities that can be filled by local people are advertised on local job boards within the LCA, in Welsh and English.</p>
	<p>Upskilling and reskilling local people and communities during all phases</p> <p><i>Existing evidence suggests significant upskilling and reskilling of people is required to meet labour requirements for future green sectors being brought forward in North Wales. Training opportunities need to focus on providing residents with the transferable skills needed to access a range of opportunities across major development projects in Anglesey.</i></p>	<p>Responsibility: Applicant</p> <p>Key stakeholders: IoACC, M-SParc, Grŵp Llandrillo Menai</p> <p>The Applicant will continue engagement with local college providers such as M-SParc and Grŵp Llandrillo Menai to see where they could potentially support local people (particularly those currently within other declining industries or adult education) into employment.</p> <p>The Applicant could support skills courses at the local colleges, focusing on teaching the skills needed during the Operational Phase of the Project, such as tractor driving, electrical engineers, fencing and estate skills. There may also be future opportunities identified for new skills emerging, such as drone surveyors.. Additional mechanisms include the provision of apprenticeships (as discussed above) or providing continued professional development opportunities to operational employees.</p> <p>The Applicant is also committed to providing greater awareness of educational opportunities and sought after skillsets.</p>
	Provide local jobs within the LCA area	Responsibility: Applicant and EPC Contractors

Theme	Initiative	Next steps
	<p><i>Ensuring that some job opportunities go to local residents, helping to tackle issues with job shortages recorded in Anglesey in recent years.</i></p> <hr/> <p>Ensure diverse and equal opportunities</p>	<p>Key stakeholders: IoACC and North Wales Regional Skills Partnership</p> <p>The Applicant and EPC contractors are committed to promoting, identifying, and hiring local people that possess the required qualifications, skills and whose services are available to the contractors. Some examples have been presented in this document for consideration. The local jobs proportion will be subject to commercial considerations, labour availability and take-up at the time of construction. A local jobs commitment will be developed further as the Project progresses and be outlined in the final ESS.</p> <p>Responsibility: Applicant</p> <p>Key stakeholders: IoACC, key EPC contractors</p> <p>The Applicant will work to ensure the integration of their existing recruitment practices, which promote diversity and equal opportunities, into the recruitment process for the Project.</p> <p>The Applicant will also engage with supply chain partners to improve the wider diversity of the workforce, in terms of protected characteristics such as age, disability, ethnicity, and gender.</p>
<p>Promoting STEM education and training</p>	<p>Provide opportunities for schools and their students to learn about solar energy</p> <p><i>Encouraging local students into STEM industries, meeting skills requirements for jobs of the future</i></p>	<p>Responsibility: Applicant</p> <p>Key stakeholders: IoACC, M-SParc, local schools</p> <p>The Applicant will investigate the potential to deliver activities which promote STEM education and careers through engaging with the IoACC in relation to the 'Careers Pathway Pilot' as the Project progresses. Suggested programmes that the Applicant could support during the include:</p> <ul style="list-style-type: none"> • Employee encounters – opportunities to learn from employers about work – visiting speakers, industry lectures and mentoring. • Workplace experience – for students to explore opportunities through site visits, careers events, job shadowing and work experience. • Enterprise advisor – nominated member of staff or a specific role to be provided as enterprise advisor/education coordinator.

Theme	Initiative	Next steps
	<p>Explore opportunities to support summer internship and research programmes with local providers</p>	<p>Responsibility: Applicant Key stakeholders: Bangor University</p> <p>The Applicant will consider funding additional research projects to local students around green and/or solar energy (one every academic year). The Applicant will engage with the local university (Bangor) to explore different projects that students could get involved in. An example of possible projects includes exploring the possibility of developing capacity for local solar recycling.</p>
	<p>Offer site tours during the Operational Phase of the Project for schools and colleges</p> <p><i>Studies show students begin to develop ideas around their future career in primary school. Therefore, inspiring primary school students into careers in renewable energy can create legacy benefits for Anglesey and its residents.</i></p>	<p>Responsibility: Applicant Key stakeholders: IoACC, Regional Careers Improvement Service, M-SParc</p> <p>The Applicant will work with IoACC and the Regional Careers Improvement Service to identify local schools who may be interested in collaborative site tours involving multiple schools, once Maen Hir is operational. The Applicant could work with third parties to help deliver these site tours, to make it an enhanced learning experience for students.</p>
	<p>Offer support and learning resources to educational organisations</p>	<p>Responsibility: Applicant Key stakeholders: IoACC, M-SParc</p> <p>The Applicant will continue to engage with M-SParc regarding their STEM programme to explore potential support opportunities. The Applicant could support the programme by offering employees to go into the classes and talk with the students about the benefits of renewable energy.</p>
<p>Enhancing local business participation in the renewable energy sector</p>	<p>Identify procurement opportunities in the supply chain that could be provided by local contractors and sub-contractors, wherever possible</p>	<p>Responsibility: Applicant and EPC Contractors Key stakeholders: IoACC, local businesses</p> <p>The Applicant is committed to promoting and maximising the use of local businesses in connection with the Project in the procurement of all goods and services. During construction, the Applicant and its EPC contractors will procure goods and services locally for the Project, where the goods and services are available to them at a price, quantity, quality and reliability, and within a timeframe, at least equivalent to goods and services available from non-local suppliers.</p> <p>For the Operational Phase, the Applicant will continue to work with local stakeholders to identify firms – such as agricultural contractors – who could benefit from Operational Phase contracts that are sought to supply or</p>

Theme	Initiative	Next steps
	<p>Promote supply chain opportunities on the IoACC website, where it provides links to developers who are part of the Energy Island Programme</p>	<p>service the Project. Within these contracts, the opportunity to encourage training opportunities to be provided to operatives will be explored going forward.</p> <p>Responsibility: Applicant and EPC contractors Key stakeholders: IoACC, local businesses</p> <p>The Applicant wants to maximise the benefits to local businesses. The Applicant and its EPC contractors will be committed to ensuring that opportunities are advertised locally and that local bidders are equally considered. The Applicant would also work with EPC contractors to engage early with potential contractors via meet the buyer events and ensure they are visible and contactable by local businesses who may be able to offer their services to the Project.</p>
<p>Supporting the Welsh language and culture</p>	<p>Support Welsh-speaking programmes for Anglesey’s young residents</p> <hr/> <p>Promotion of the Welsh language and culture to the wider public, and the Applicant’s key suppliers</p> <hr/> <p>Promoting job opportunities locally and targeting recruitment at Welsh speakers as part of broader recruitment strategies</p>	<p>Responsibility: Applicant Key stakeholders: IoACC</p> <p>The Applicant is committed to supporting Welsh-speaking programmes and promoting the use of the Welsh language through the Project. Work is ongoing to identify specific programmes that could be supported, such as Welsh immersion programmes in schools. The Applicant will engage with local institutions to understand how to best support programmes for Anglesey’s residents, particularly younger people.</p> <hr/> <p>Responsibility: Applicant Key stakeholders: IoACC, Learn Welsh North West, Local learning Welsh providers</p> <p>The Applicant is committed to supporting the Welsh language and culture. The Applicant will ensure that all signs relating to the Project are bilingual and other forms of communication will be available bilingually, where possible.</p> <p>The Applicant will also promote the use of the Welsh language and culture to all key EPC contractors and other suppliers during construction.</p> <hr/> <p>Responsibility: Applicant Key stakeholders: IoACC, Learn Welsh North West, local learning Welsh providers</p> <p>The Applicant commits to ensuring all job opportunities are advertised through recruitment channels that target a Welsh speaking audience. The Applicant will work with local and national partners that engage with Welsh speaking audience, with feedback currently being sought on who might be best placed to provide advice on this. Additionally, the Applicant will ensure Welsh language workforce skills are considered and valued during the Project.</p>

Theme	Initiative	Next steps
	<p>Explore how to utilise the community benefit fund to support local communities with respect to jobs and skills</p>	<p>Responsibility: Applicant Key stakeholders: IoACC, Menter Môn</p> <p>The Applicant is actively working to design the community benefit fund framework in collaboration with Menter Môn. As part of this work, mechanism to use this fund to support jobs and skills opportunities in local communities will be explored. IoACC will have a governance role in the distribution of the community benefit funding.</p>

Next steps

1.7 Next steps

1.7.1 The Applicant is actively working to develop the emerging initiatives outlined above, with feedback sought from key stakeholders and the local community as part of the statutory consultation for the Project.

1.7.2 The next steps, to develop the OESS and then the final ESS, include:

- **Stakeholder engagement:** The Applicant will continue engaging with key stakeholders to gather inputs and refine the initiatives based on local needs and considerations of deliverability. This will involve meetings, workshops, and feedback sessions.
- **Detailed planning:** The Applicant will work on developing detailed plans for each initiative, including timelines, resources required, and key milestones.
- **Risk assessment:** The Applicant will conduct a risk assessment for each initiative to identify potential challenges and develop mitigation strategies. This will help ensure that the initiatives are robust and can be delivered.

References

- Ref 1 North Wales Regional Skills Partnership, 2023. North Wales Skills and Employment Plan 2023-2025; CIPD, 2023. Devolution and evolution in UK skills policy
- Ref 2 North Wales Regional Skills Partnership, 2023. North Wales Skills and Employment Plan 2023-2025
- Ref 3 Welsh Government, (no date). Science, Technology, Engineering and Mathematics (STEM) in education and training
- Ref 4 ONS, 2023. Business Count
- Ref 5 Investment Monitor, 2022. What has caused the decline of British farming?
- Ref 6 Solar Power Portal, 2024. Mythbusting: solar PV's impact on agricultural land