



N O R T H F A L L S

Offshore Wind Farm

Addendum to the Outline Skills and Employment Plan

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NORTH FALLS

Offshore Wind Farm

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Glossary of Acronyms

CBCs	Community Benefits Contributions
DCO	Development Consent Order
dDCO	draft Development Consent Order
ECC	Essex County Council
EEEGR	East of England Energy Group
FID	Final Investment Decision
FTE	Full Time Equivalent
KPIs	Key Performance Indicator
NSIP	Nationally Significant Infrastructure Project
OSEP	Outline Skills and Employment Plan
RSCF	Regional Skills Coordination Function
SCC	Suffolk County Council
SEP	Skills and Employment Plan
STEP	Supplier Transparency Engagement Programme
STEM	Science, Technology, Engineering and Mathematics

Glossary of Terminology

Community Benefits Contributions (CBCs)	Voluntary contributions made by the developer to support local communities affected by the project.
Development Consent Order (DCO)	A statutory instrument granting permission for Nationally Significant Infrastructure Projects (NSIPs) in the UK.
Final Investment Decision (FID)	The point at which the project sponsors commit to funding and delivering the project.
Full Time Equivalent (FTE)	A unit that indicates the workload of a full time employed person.
Green Energy Hub (Harwich)	A proposed development in Harwich to support offshore wind and renewable energy sectors, including port infrastructure and innovation.
Key Performance Indicators (KPIs)	Metrics used to measure the success of the SEP, such as training hours, apprenticeships, and local employment.
Local Impact Report	A report submitted by local authorities outlining the likely impact of the proposed development on the local area.
Nationally Significant Infrastructure Project	Large-scale infrastructure projects in the UK that require DCO approval.
Outline Skills and Employment Plan (OSEP)	A preliminary plan outlining the Applicant's approach to skills development and employment opportunities.
The Project or 'North Falls'	North Falls Offshore Wind Farm, including all onshore and offshore infrastructure.
Regional Skills Coordination Function (RSCF)	A Suffolk-led initiative to coordinate skills and employment strategies across multiple NSIPs and stakeholders.
Skills and Employment Plan (SEP)	The full, post-consent plan detailing how the project will deliver skills development, training, and employment benefits.

Tendring for Growth Scheme	A local initiative aimed at boosting economic development and employment in the Tendring area.
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1 Introduction

1.1 Purpose of this document

1. During the Examination phase of the North Falls project (herein ‘the Project’ or ‘North Falls’), the Applicant has maintained a log of comments made by interested parties in relation to the content of the final Skills and Employment Plan (SEP) and future workforce and skills requirements for North Falls, should it receive Development Consent Order (DCO) consent.
2. This addendum to the Outline Skills and Employment Plan (OSEP) serves as the central record for capturing those comments made during the Examination period. It is intended to support further consultation and development of the final SEP with stakeholders should North Falls secure DCO consent. This ‘comments log’ would be taken into account during the inception stage for the development of the final SEP.
3. The addendum provides a summary list of comments in Table 2.1. Multiple representations from different interested parties were made on specific themes, and the summary table draws together these comments relating to each identified theme. Table 2.2 provides a comprehensive list of all representations on matters relating to the OSEP.

2 Comments log

4. Table 2.1 below summarises the key comments made on the OSEP during the Examination phase, including those raised through representations by interested parties. Where relevant, the table refers to how those requests have been addressed in the Applicant’s responses made during the Examination to date. A key next step is for the Applicant to further discuss the comments below with Five Estuaries, to ensure coordination and alignment (where practicable) across the two projects.

Table 2.1 Skills and Employment – Applicant’s Summary Comments Log

Comment ID	Comments
1	<p>SEP Development and Consultation</p> <p>Pre-Final Investment Decision (FID) Consultation: Conduct further consultation on the SEP before the FID, including a new round of targeted skills and employment consultations to inform the SEP.</p> <p>Coordination with Five Estuaries, other projects and governance: Align SEP development with Five Estuaries, involving previous and new consultees as appropriate. The production and governance of the SEP will be further explored, including coordination with Five Estuaries and other projects</p> <p>Suffolk County Council (SCC): Engagement with SCC on the Steering Group, Major Infrastructure Skills Group and the Regional Skills Coordination Function.</p>
2	<p>Policy and Data Refresh</p> <ol style="list-style-type: none">a. Include key skills infrastructure (e.g. University of Suffolk, Suffolk New College, West Suffolk College, East Coast College, Norfolk and Suffolk Learning Providers Network).b. Refresh “Appendix A: Skills and Employment Baseline” with the latest labour market data and policy updates.c. Update data on other relevant projects to assess cumulative workforce and skills considerations.

Comment ID	Comments
	<ul style="list-style-type: none"> d. Incorporate specific local evidence and data (e.g. from the Technical Skills Legacy Report, SCC's Supplementary Guidance Document on Skills and Workforce) into the final SEP, including defined Key Performance Indicators (KPIs), delivery mechanisms and monitoring arrangements. e. Update policy document references. References to New Anglia Local Enterprise Partnership will be updated in the SEP. The Applicant will review specific requirements Essex Developers' Guide to Infrastructure Contributions around preparation of Employment and Skills plans as part of the SEP policy review.
3	<p>Workforce and Skills Information <i>(please note that there are limitations to the level of detail available, which varies depending on the stage of the project and information available. Once detailed design information on procurement is known, then this enables a more granular breakdown of workforce and skills projections)</i></p> <ul style="list-style-type: none"> a. Provide further detailed information on workforce and skills: disaggregated, phase-by-phase workforce demand profile by occupation (Standard Occupational Classification), including forecast timing, skill levels, and indicative geographic sourcing. b. Estimate non-local workforce based on supply chain and contractor commitments. c. Assess labour mobility and accommodation by role type. d. Strategies will be explored with stakeholders to address workforce competition.
4	<p>Workforce Displacement</p> <ul style="list-style-type: none"> a. Develop measures to address workforce displacement, to be discussed in future SEP consultations. b. When developing the SEP the Applicant will consider the proposal on supporting workers in transitioning to new employment once their roles on the project end. This could include helping them move into related industries, securing roles on other Nationally Significant Infrastructure Projects (NSIP/s), or developing tailored transition pathways in collaboration with SCC. c. Consider efforts to control the rate of displacement and ensure that local workers, particularly those lacking necessary skills are supported through targeted training and upskilling initiatives.
5	<p>Supply Chain Engagement Strategy</p> <p>Develop a strategy based on lessons from previous projects, focusing on:</p> <ul style="list-style-type: none"> a. Local supply chain engagement across all role types. b. Sharing opportunities early (e.g. participation in the East of England Energy Group (EEEGR) Southern North Sea Conference, May 21–22).
6	<p>SEP Proposals Under Consideration</p> <p>Consider including the following proposals in the SEP:</p> <ul style="list-style-type: none"> a. Stronger commitment to invest in a Skills Fund that could support a variety of functions which are to be developed. b. Reference to the development of a green energy hub at Harwich. Note that the Applicant has already engaged in preliminary discussions with Freeport East to understand its future development plans and opportunities that could be created. c. Commitment for the Project to contribute to research and development activity for green energy sectors associated with Harwich port. d. Related commitment to a ring-fenced Skills Fund for Tendring. e. Comments on how local suppliers should be engaged, encouraged to bid and evaluated at every stage of the Project and how those opportunities will be shared and made known. The Applicant notes that it is already working to share these opportunities as early as possible. By way of example, the Applicant was present at the EEEGR Southern North Sea Conference on 21st and 22nd May and engaged significantly with the local supply chain to help access opportunities that the Project can offer. f. Comments on access to supply chain portals. The Applicant notes that the Project has an established portal for all potential suppliers to register and this is heavily promoted by the Applicant. g. More coordination with other Nationally Significant Infrastructure Project (NSIP) applications in Tendring and more assessment of the Tendring supply chain. h. Co-ordinating with Five Estuaries to fund appropriate training courses.

Comment ID	Comments
	<ul style="list-style-type: none"> i. Collaboration with Suffolk County Council to address the risk of NSIP-related shortfalls of labour and skills and the use of Tendering for Growth Scheme and future skills programme to access local suppliers and employment.
7	<p>Monitoring, SEP Metrics and KPIs</p> <p>Consider use of monitoring in consultations on and development of the SEP. The SEP will detail the specific outcomes and outputs to be monitored to demonstrate social impact. Methods of monitoring skills and employment benefits could include undertaking surveys, monitoring training and certification, monitoring engagement with educational institutions, keeping detailed employment metrics, monitoring feedback from local communities and publishing reports on workforce development, training outcomes and community benefits. The Applicant will consider suggested metrics/KPIs including:</p> <ul style="list-style-type: none"> a. No. of training hours b. No. of careers events/job fairs c. No. of school talks & seminars/webinars d. No. of workshops e. No. of site visits and sector-based workshops f. No. of Skills Boots Camp g. University engagement h. No. of new entrants i. No. of new apprenticeships/ internship/work placement (SCC have also included request for a plan for an apprenticeship strategy for Suffolk, in collaboration with SCC, in future iterations of the SEP, so that apprenticeship opportunities in Suffolk are maximised). j. Supply Chain Briefing Days/events k. Non-Financial Support e.g. donations of time, equipment or materials that would otherwise go to landfill, mentoring programme l. Supply chain - Supply chain portal - additional weight for local suppliers during tendering process. SCC adapt its approach to activities with Suffolk's supply chain accordingly, especially in regard to activities undertaken by other NSIPs in Suffolk such as Sizewell C.
8	<p>Consideration of Community Benefits Contributions (CBC)</p> <ul style="list-style-type: none"> a. Consider the relevance of the CBC when developing the SEP. A request for project manager resource was made to support implementation of the CBC.
9	<p>Governance</p> <ul style="list-style-type: none"> a. Consider establishing further detail on governance arrangements involving relevant local authorities to oversee the ongoing delivery and adaptation of the SEP as required in response to new information and changes in socioeconomic conditions. This could be in the form of an Employment, Skills and Education working group.

Table 2.2 Skills and Employment Representations

Representation Reference and document name	Representation Text	Commentary on comments made on the OSEP
Local Authorities Local Impact Report, SCC, REP1-074	9.34 SCC recognises that the focus of the activities outlined in the OSEP is in Tendring, but the Applicant is clear that the OSEP includes commitments relevant to Suffolk (see Section 1.3 of [APP-253]). SCC wants to see that the economic and skills benefits maximised in a way which doesn't involve duplicate or discordant initiatives coming forward due to a lack of coordination. This point extends to initiatives, activities and effects on Suffolk's workforce resulting from other NSIPs in the region. So, SCC contends that there should be, written into the Requirement, a clear commitment that there is consultation with SCC, which is coordinating those various employment skills matters within Suffolk, to ensure that the maximum benefit is gained from the measures in the strategy. SCC believes that there is nothing problematic with this proposal and that it is a better way of ensuring that the benefits are widespread and are realised. Specifically, this requested change to Requirement 18 must ensure that SCC be named as a statutory consultee of the discharging authority of the Requirement.	<p>The Applicant is already participating in the Major Projects Group and is open to participating in a regional skills coordination group but would not lead this group. SCC will be invited to join the Major Projects Group.</p> <p>The Applicant has submitted an addendum to the OSEP, rather than a complete revision, to document the comments on the OSEP made during the Examination.</p> <p>The SEP will provide further detail on workforce and skills data, post consent.</p> <p>The Applicant will maintain ongoing dialogue throughout the lifecycle of the Project to adapt strategies as needed. SCC are a primary stakeholder and have been since the development of the OSEP. They will continue to be as the SEP is developed.</p>
Local Authorities Local Impact Report, SCC, REP1-074	9.35 Although SCC is happy to be consulted by the Applicant during the formation of the SEP, SCC ought to be a statutory consultee of the discharging authority for this requirement to ensure that SCC's interests are properly considered by the Applicant. This alteration is vital for SCC to ensure that it is satisfied with the details of the final SEP as they relate to Suffolk and to ensure that the public interest is properly safeguarded in relation to the important issue of skills and employment benefits.	<p>No further action: For several reasons outlined in its representations, the Applicant does not consider that SCC should be a statutory consultee to the discharging authority for the SEP. ECC remains the named discharging authority for the SEP.</p> <p>The Applicant will incorporate a Suffolk-specific section in the SEP.</p>
Local Authorities Local Impact Report, SCC, REP1-074	9.36 SCC notes that Suffolk is considered to be a region within the scope of activities which will be carried out by the Applicant as detailed in the final SEP, as stated, for instance, in section 1.3 of the OSEP [APP-253] . It should also be noted that there is a high likelihood that the Applicant's offshore activities, both during the construction and operational phases of the project, will be centred around ports in, or adjacent to, Suffolk due to the proximity of the offshore aspects of the project to the region. This means that the Applicant's skills and employment activities which relate to its offshore activities are likely to be relevant to Suffolk. Moreover, whilst the focus of the activities in the SEP relating to the Applicant's onshore works will focus on Tendring, the Applicant agrees that they will be of some	<p>No further action: For several reasons outlined in its representations, the Applicant does not consider that SCC should be a statutory consultee to the discharging authority for the SEP. ECC remains the named discharging authority for the SEP.</p>

Representation Reference and document name	Representation Text	Commentary on comments made on the OSEP
	relevance to Suffolk. SCC, therefore, considers it good practice and beneficial for it to be a named statutory consultee of Requirement 18 of the draft Development Consent Order (dDCO) which relates to the SEP. Also, given that many initiatives will affect Essex as well as Suffolk, it would make sense and be consistent for Essex County Council also to be named as a consultee.	
Local Authorities Local Impact Report, SCC, REP1-074	9.37 This could be done by adding the words “after consultation with Essex County Council and Suffolk County Council” at the end of paragraph (1) of Requirement 18.	No further action: For several reasons outlined in its representations, the Applicant does not consider that SCC should be a statutory consultee to the discharging authority for the SEP. ECC remains the named discharging authority for the SEP.
Local Authorities Local Impact Report, SCC, REP1-074	9.38 SCC understands that the successful implementation of skills and employment activities must be done on a consensual and collaborative basis between the Applicant and relevant authorities. SCC considers its request to be a consultee to the discharging authority to support this principle by ensuring that SCC's position is properly informed and fairly considered by the discharging authority. SCC appreciates the potential for economic benefits to result from the delivery of this project and wants to ensure that activities within Suffolk which contribute towards these positive effects are effectively implemented. By being a named consultee of the requirement, SCC will be able to give feedback in a positive way to the discharging authority on the Applicant's approach to activities in Suffolk. SCC would also be able to suggest changes to facilitate a better approach between the Applicant and SCC towards these activities given the complex and dynamic effects of the many NSIPs happening in Suffolk on its labour market. SCC envisages this process to be mutually beneficial in nature due to the effectiveness of such activities affecting the benefits gained by both the Applicant and Suffolk.	No further action: For several reasons outlined in its representations, the Applicant does not consider that SCC should be a statutory consultee to the discharging authority for the SEP. ECC remains the named discharging authority for the SEP.
Local Authorities Local Impact Report, SCC, REP1-074	9.39 Being named as a consultee in the DCO, as opposed to being an optional consultee, alters the procedures of the consultation which ensures that SCC's comments are properly informed and fairly considered. As detailed in subparagraph (3) of article 32 and subparagraphs (1) and (2) of article 33 of schedule 1 of the dDCO [AS-022] , statutory consultees will be able to request more information, and be informed of extra information, and will be bound to timescales to ensure a swift decision is made by the discharging authority. SCC will also have enough time to give an adequate	No further action: For several reasons outlined in its representations, the Applicant does not consider that SCC should be a statutory consultee to the discharging authority for the SEP. ECC remains the named discharging authority for the SEP.

Representation Reference and document name	Representation Text	Commentary on comments made on the OSEP
	response to the consultation. The discharging authority will have regard to SCC's comments so far as they are relevant to the decision they have to make, and it will be against SCC's interests to undermine the consensual basis of the Applicant's proposed activities relating to Suffolk.	
Local Authorities Local Impact Report, SCC, REP1-074	9.40 SCC notes that neither the OSEP [APP-253] , nor the Socio-Economics assessment [AS-010] include any statement on the issue of workforce displacement. SCC contends that the SEP should include workforce displacement within its scope of mitigations. Examples of how this could be achieved include the Applicant assisting its workforce with finding employment after their tenure is complete. This could be achieved either by helping them transition into industries related to their previous ones, or by helping them transition into working on other, similar NSIPs, or by some other means created through collaboration between SCC and the Applicant.	The SEP will explicitly address workforce displacement. When developing the SEP the Applicant will consider the proposal on supporting workers in transitioning to new employment once their roles on the project end. This could include helping them move into related industries, securing roles on other NSIPs, or developing tailored transition pathways in collaboration with SCC.
Local Authorities Local Impact Report, SCC, REP1-074	9.41 SCC appreciates that the Applicant includes career transitions in table 8.3 of the OSEP [APP-253] as a raised theme which it plans on approaching with various activities. However, the type of transition referred to only covers the transition into employment with the Applicant and not transition once a worker's services are no longer required by the Applicant. In order to secure a lasting skills and employment legacy from this project, the Applicant should include in its approach activities to ensure that workers who will no longer be needed after the construction period can find employment once their tenure with the Applicant is over.	When developing the SEP the Applicant will consider the proposal on supporting workers in transitioning to new employment once their roles on the project end. This could include helping them move into related industries, securing roles on other NSIPs, or developing tailored transition pathways in collaboration with SCC.
Local Authorities Local Impact Report, SCC, REP1-074	9.42 To mitigate this impact, the Applicant should also include provision in the OSEP to work collaboratively with SCC to ensure a strategic approach in order to help control the rate of workforce displacement. Labour required should also include members of the local workforce who might not have the necessary skills without some investment in training locally.	Consider efforts to control the rate of displacement and ensure that local workers, particularly those lacking necessary skills are supported through targeted training and upskilling initiatives.
Local Authorities Local Impact Report, SCC, REP1-074	9.43 SCC is content with the Applicant's intention to develop the SEP in collaboration with supply chain organisations (see paragraph 86 of [APP-253]) and believes that this intention should include collaboration with Suffolk's local supply chain. SCC appreciates the Applicant's identification of relevant parts of Suffolk's supply chain and its relative strengths in relation to the Applicant's offshore construction and maintenance activities (see paragraph 103 of [APP-253]) SCC believes that the SEP should include activities and strategies to support the development of local supply chains with the scope extending beyond the Applicant's project. To ensure	Consider active engagement with Suffolk's local supply chain, particularly given strengths in offshore construction and maintenance. Consider the use of strategies to develop and future-proof local supply chains, enabling them to support not only the Applicant's project but also future NSIPs. SCC encourages the Applicant to coordinate with other major energy projects in Suffolk,

Representation Reference and document name	Representation Text	Commentary on comments made on the OSEP
	maximal benefits, Suffolk's supply chain ought to be equipped to deal with future NSIPs of a similar nature to that of the Applicant's. SCC is satisfied that the Applicant is committed to coordinating with Five Estuaries on skills and employment strategies [APP-253, section 1.2] and suggests that the Applicant explore collaborative strategies with other energy NSIPs in Suffolk. This point is especially pertinent to Sizewell C as this project will have the biggest impact on Suffolk's workforce and supply chain both in terms of its demand for workers and the skills and employment activities undertaken. Therefore, SCC considers that it would be beneficial, both for Suffolk and the Applicant, for the Applicant to explore collaborative activities with other NSIPs in Suffolk in order to avoid the occurrence of duplicate and discordant activities.	especially Sizewell C, to avoid duplication and ensure coherent, region-wide skills and supply chain development.
Local Authorities Local Impact Report, SCC, REP1-074	9.44 SCC expects the Applicant to at least demonstrate that it has considered utilising and engaging with Suffolk's local supply chain, as section 5.13.6 of EN-1 requires. SCC's comments on supply chains should be understood to cover all phases of the project, with emphasis on the construction phase, as this is the phase most relevant to Suffolk's supply chains. Where relevant, SCC's comments cover both the operational and decommissioning phases too. It is vital for the Applicant to ensure that it leaves whatever entities it engages with the tools to thrive after their work with the Applicant is completed.	Undertake engagement with Suffolk's local supply chain. This engagement will span all Project phases, with a particular focus on the construction phase, which is most relevant to Suffolk.
Local Authorities Local Impact Report, SCC, REP1-074	9.45 SCC is pleased that the OSEP mentions that the Applicant will develop monitoring strategies for their activities whilst engaging with stakeholders and will detail them in the SEP. [APP-253, section 10]. SCC welcome the commitment [APP-253, section 10] to evaluate activities and interventions on a periodic basis but expects that further details will be provided in future iterations of the SEP as to the specific outputs and outcomes to be monitored and reported on to demonstrate social impact.	Undertake stakeholder engagement and periodic evaluation of activities as outlined in the OSEP. The SEP will provide clearer detail on the specific outputs and outcomes that will be monitored and reported on. This will be essential to demonstrate the social impact of the Applicant's interventions and ensure transparency and accountability in delivering skills and employment benefits.
Local Authorities Local Impact Report, SCC, REP1-074	9.46 SCC notes that the SEP should include detailed, enforceable commitments to ensure that SCC is satisfied that the Applicant's activities will adequately support the size and diversity of Suffolk's labour pool.	The Applicant will include detailed, enforceable commitments in the SEP.
Local Authorities Local Impact Report, SCC, REP1-074	9.47 Whilst SCC appreciates the Applicant's assessments of how NSIPs in Suffolk are projected to impact the workforce, and scoping in of several NSIPs in the region in the cumulative effects assessment, in its OSEP, SCC points out that several relevant NSIPs in Suffolk are scoped out of the	In the SEP the Applicant will revisit other projects, such as Sea Link and Lion Link, in the cumulative analysis.

Representation Reference and document name	Representation Text	Commentary on comments made on the OSEP
	cumulative effects assessment [AS-010 , table 31.50], namely Sea Link and Lion Link. SCC considers that the reasoning given to scope in Sizewell C applies to Sea Link and Lion Link too.	
Local Authorities Local Impact Report, SCC, REP1-074	9.48 Moreover, with the exception of Five Estuaries, the Applicant does not state how it intends to adapt its activities to the various other initiatives undertaken by other NSIPs in Suffolk. The Applicant does state in [APP-253 , table 8.3] that it intends to collaborate with nearby projects, but SCC believes that this area should be extended to include other large-scale NSIPs within Suffolk in order for the Applicant to adequately fulfil its stated aims [APP-253 , section 5]. SCC requests that the Applicant include a detailed strategy on how it will adapt its approach to its various activities and employment strategies in Suffolk based on the presence of other NSIPs which demand high numbers for their own workforce including commitment to engage with and work alongside the RSCF delivered by SCC.	The Applicant will consider further collaboration with nearby projects, particularly those with significant workforce demands. The SEP will include a strategy outlining how the Applicant will adapt its employment and skills activities in light of these projects, including a commitment to engage with and support the Suffolk-led Regional Skills Coordination Function (RSCF).
Local Authorities Local Impact Report, SCC, REP1-074	9.49 Although Suffolk's existing skills infrastructure is mentioned in the relevant section [APP-253 , section 2.8], the specifics of such infrastructure listed does not include any reference to Suffolk. So, existing skills infrastructure in Suffolk which the Applicant intends to work and collaborate with should be included in this section.	The SEP will explicitly include Suffolk's existing skills infrastructure that the Applicant intends to work with.
Local Authorities Local Impact Report, SCC, REP1-074	9.50 SCC acknowledges the activities proposed in the OSEP, including estimated numbers of employees during construction and operations, though it notes that the Applicant does not specify what approximate proportion of the workforce will be homebased and non-home-based, and to what extent they will impact Suffolk economically.	The SEP will include further information on the proportion of home-based versus non-home-based workers, and the anticipated economic impact on Suffolk.
Local Authorities Local Impact Report, SCC, REP1-074	9.51 Critical national infrastructure must not only deliver the Government's energy objectives but also deliver sustainable societal and economic impacts in the regions that are hosting them and as set out in Suffolk County Council's Energy and Climate Adaptive Infrastructure Policy. North Falls, as a responsible corporate entity should actively engage with the Council and its partners to identify and deliver inclusive growth, social value and additional wider benefits.	N/A
Local Authorities Local Impact Report, SCC, REP1-074	9.52 SCC notes that the sections relevant to skills, employment and economic development from its Energy and Climate Adaptive Infrastructure Policy and Strategic Engagement are omitted from the OSEP. Such references are relevant to section 3.2 of the OSEP and are desirable to be included. The policy states that applicants ought to seek to maximise their	SCC notes that the OSEP omits references to key sections of its Energy and Climate Adaptive Infrastructure Policy and Strategic Engagement, particularly those related to skills, employment, and economic development. The Applicant will integrate these policy references into SEP and clearly signpost

Representation Reference and document name	Representation Text	Commentary on comments made on the OSEP
	economic benefits, such as from economic growth, skills, STEM education for the benefit of the communities of Suffolk to support long-term economic growth. Applicants should also aim to add social value through their projects and should integrate relevant communities into their projects. Another point of note is the requirement for applicants to promote synergies between projects in order to maximise the resulting economic benefits. It would be valuable for the Applicant to signpost how its OSEP fulfils these criteria, along with the criteria from other relevant policy, so that SCC can be satisfied that the project meets Suffolk's policy requirements.	how the SEP aligns with Suffolk's policy objectives. This includes demonstrating how the project will maximise economic growth, support STEM education, deliver social value, engage local communities, and promote synergies with other projects to enhance regional economic benefits.
Local Authorities Local Impact Report, SCC, REP1-074	9.53 SCC welcomes the Applicant's mention of apprenticeships as an example of activities it could undertake in the OSEP [APP-253, table 8.3] but notes that the Applicant should ensure that its apprenticeship strategy adequately covers Suffolk in the final SEP. The Applicant should ensure that it develops a clear, detailed plan for an apprenticeship strategy for Suffolk in collaboration with SCC in order to maximise apprenticeship opportunities in Suffolk. This point also demonstrates why SCC considers it necessary for itself to be consulted by the Applicant during the formation of the SEP, and with the relevant discharging authority for this Requirement. Such consultation is necessary to ensure that the final apprenticeship strategy is as effective as possible and coordinated with other apprenticeship activities happening within a similar timeframe by other NSIPs in Suffolk.	The Applicant will consider and consult on apprenticeships in collaboration with SCC and ECC to maximise local opportunities and ensure alignment with other apprenticeship initiatives across the region, particularly those linked to other NSIPs.
Local Authorities Local Impact Report, SCC, REP1-074	9.54 There are several mentions of the New Anglia Local Enterprise Partnership in the OSEP which has since been dissolved meaning the data and references should be updated.	References to New Anglia Local Enterprise Partnership will be updated in the SEP.
Local Authorities Local Impact Report, SCC, REP1-074	9.55 Community benefits should be in addition to the required secondary mitigation for the development, including those based on any emerging requirement in the Government's recent consultation on Community Benefits, which the County Council has responded to. SCC encourages the promoter to consider such community benefit options and would be happy to discuss how community benefits suitable for the locality could be incorporated. Given the visual impacts on the Suffolk coast, community benefit must be considered for those affected communities.	The Applicant will take note of the development of the CBC and any contributions relevant to skills and employment when developing the SEP.
Responses to ExQ1, SCC, REP2-059	ii) SCC has set out its detailed position on what it expects in terms of the Applicant's approach to activities with Suffolk's supply chain in paragraphs 9.19, 9.20, 9.43 and 9.44 of its LIR [REP1-074]. However, a brief summary of SCC's position is provided here. SCC is pleased that the Applicant	Suffolk's supply chain will be included under the term "local supply chain" in the SEP, especially in relation to commitments to promote opportunities, boost skills, and support recruitment. The Applicant will ensure its strategies reflect Suffolk's evolving

Representation Reference and document name	Representation Text	Commentary on comments made on the OSEP
	identifies the strengths of Suffolk's supply chain in its OSEP (section A.2, [APP253]). SCC is also satisfied that the Applicant recognises the increasing challenges to Suffolk's supply chain (section 2.3, [APP253]) and expects the Applicant to adapt its approach to activities with Suffolk's supply chain accordingly, especially in regards to activities undertaken by other NSIPs in Suffolk such as Sizewell C. SCC expects the Applicant to be including Suffolk's supply chain in the term "local supply chain" in the OSEP in relation to commitments to promote opportunities in and engage the supply chain on proposed activities to boost skills and recruitment (table 8.3, [APP-253]).	supply chain landscape and coordinate with regional initiatives to maximise long-term benefits.
Comments on any submissions received at the previous deadline, SCC, REP3-068	SCC appreciates the engagement with the Applicant on employment and skills matters which took place on 14th February 2025 and welcomes further engagement on the formation of the SEP. SCC has recommended collaborative working with its RSCF to ensure that the Applicant's skills and employment activities are effective and not duplicate or discordant with those of other NSIPs in Suffolk. SCC welcomes the Applicant's commitment to do this.	The Applicant will work closely with its RSCF to ensure that skills and employment activities are effective, aligned, and not duplicative of other NSIPs in Suffolk.
Comments on any submissions received at the previous deadline, SCC, REP3-068	SCC notes that it requested to be a named consultee to the discharging authority for Requirement 18 relating to the SEP in its LIR [REP1-074], including suggested wording to amend the dDCO. Paragraphs 9.34 to 9.39 explain SCC's reasoning behind this request which includes ensuring procedural fairness for SCC during the consultation period and to maximise the potential positive impacts from this project both for the Applicant and SCC.	No further action: For several reasons outlined in its representations, the Applicant does not consider that SCC should be a statutory consultee to the discharging authority for the SEP. ECC remains the named discharging authority for the SEP.
Issue Specific Hearing 1 Post-Hearing Written Submission, SCC, REP4-094	SCC is supportive of the engagement, research-led approach proposed by the Applicant, and agrees that collaborative commitments are vital. SCC considers the suggested activity within the themes of the SEP, including outreach activity to support Suffolk's hardest to reach groups, and education and inspiration content for schools, essential.	The Applicant will consider further measures which address outreach to Suffolk's hardest-to-reach groups and educational content for schools.
Issue Specific Hearing 1 Post-Hearing Written Submission, SCC, REP4-094	SCC requests that binding provisions are considered in the DCO to secure the delivery of a coproduced and co-governed SEP, to improve accountability and transparency on these socioeconomic matters. Through the newly established RSCF, SCC is able to help resource and address these challenges and opportunities. SCC is therefore able to assist in, and would expect, co-development of the SEP. This would include governance	The production and governance of the SEP will be further explored, including coordination with Five Estuaries and other projects.

Representation Reference and document name	Representation Text	Commentary on comments made on the OSEP
	arrangements to oversee the delivery and adaptation of the SEP to be able to respond to new information and changes in socio-economic conditions.	
Issue Specific Hearing 1 Post-Hearing Written Submission, SCC, REP4-094	<p>SCC considers that greater clarity is needed regarding role types and their quantity over the duration of the project lifecycle, split by phase. This would help to provide more information regarding how the spectrum of roles will be accessed by local people in a strategic manner that goes beyond workforce recruitment drives. Although these are fundamental, the significant competition created by multiple NSIPs competing for the same labour market must also be addressed. Although the Applicant acknowledges these tightening labour market conditions, an indication of potential mitigation strategies is required within the SEP. With the appropriate governance arrangements, this could be overseen by the Applicant and the local authorities affected by this matter.</p>	With the caveat of limitations on availability of data, the Applicant will provide greater clarity on the types and quantities of roles expected throughout each phase of the project lifecycle in the SEP. In developing the SEP strategies will be explored with stakeholders to address workforce competition.
Issue Specific Hearing 1 Post-Hearing Written Submission, SCC, REP4-094	<p>SCC expects the Applicant to support the delivery of SCC's inclusive growth agenda. SCC considers that this can be achieved through:</p> <ol style="list-style-type: none"> 1. Sharing of information in relation to contracts to be won as far in advance as possible, allowing local supply chains to make the necessary adjustments to their own organisations in order to be in a position to win work. 2. More coordinated efforts with other NSIPs that will be looking to procure similar contracts, creating a clear pipeline of activity for local companies to understand. 3. In order to accurately assess the local supply chain, the capabilities of local companies to actually win work must also be assessed, not merely the number of businesses in that sector. This would also allow issues to be identified and programmes to be developed by SCC, either alone or with other partners, to allow local companies to address these problems and put them in a better position to win work. SCC would be happy to work with the Applicant in relation to this matter. 	The Applicant will consider supply chain measures that promote sharing contract information early and coordination with other NSIPs, as well as early assessment of the capabilities of local companies through the SEP. The Applicant will collaborate with stakeholders on these matters.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	Unemployment and economic inactivity rates have changed significantly since the data provided in the OSEP (Paragraph 30). It is expected that this information is updated in the SEP and that there is a clear commitment to continually updating the SEP in line with the changing labour market conditions.	The SEP will reflect any changes in unemployment and economic inactivity rates.

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Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	SCC would expect Suffolk's skills infrastructure to also be detailed in the OSEP (Section 2.8) including the University of Suffolk and the three Further Education colleges: Suffolk New College, West Suffolk College and East Coast College.	The SEP will reference Suffolk's key skills infrastructure, including the University of Suffolk and the three Further Education colleges: Suffolk New College, West Suffolk College, and East Coast College. Including these institutions will help clarify the Applicant's intended partnerships and strengthen the regional relevance of the SEP.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	A further skills network to be included at Paragraph 36 of the OSEP is the Norfolk and Suffolk Learning Providers Network.	Norfolk and Suffolk Learning Providers Network will be included in the SEP as a key regional skills network.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	SCC would expect inclusion of the Suffolk Economic Strategy (SCC, 2024) and the Energy and Climate Adaptive Infrastructure Policy and Strategic Engagement in Section 3.2 of the OSEP.	The SEP will include references to the Suffolk Economic Strategy (2024) and the Energy and Climate Adaptive Infrastructure Policy and Strategic Engagement.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	In Section 6 of the OSEP, the Applicant does not specify what approximate proportion of the workforce will be homebased and non-homebased, and to what extent they will impact Suffolk economically. Clarity is required in the SEP, as per the guidance in the SCC Energy and Climate Adaptive Infrastructure Policy, around role types, their quantity over the duration of the project and split by phase. This could be if the in the form of an annual update on 'workforce information'.	The SEP will provide clear information on the proportion of home-based and non-home-based workers. Details on role types, quantities, and their distribution of roles across project phases will be provided.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	Clearer commitment is required to an ongoing development of the Applicant's assessment as data for other projects becomes available to collaborating and coordinating activities and interventions with these projects and to update its SEP according to relevant new information.	The SEP will reflect more recent data as new data from other projects becomes available. The Applicant will seek to coordinate and align activities with other NSIPs and adapt interventions based on emerging information.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	The OSEP should include a clearer recognition of the significant competition in the local area to be created by multiple NSIPs, and future SEPs should include an explanation of the displacement mitigation strategies that the project will implement or contribute to.	The SEP will acknowledge the competitive pressures from multiple NSIPs in the area and consider specific strategies to address workforce displacement.
Response to action points arising from Issue Specific	There should a firm commitment from the applicant in the OSEP to engage with SCC's established RSCF. The Applicant needs to commit to work collaboratively with the RSCF and local stakeholders, share detailed skills	The Applicant will seek to collaborate with RSCF, sharing information, and supporting targeted funding to ensure local people are trained and ready to fill roles created by the project.

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Hearings 1 & 2, SCC, REP4-095	and job information in advance, and help direct funding for interventions that will ensure a pipeline of local people can be trained and enter the labour market at the right time with the right skills to take up opportunities that the scheme will provide.	
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	SCC contends that the OSEP should include workforce displacement within its scope of mitigations. Working closely with other developments via engagement with the SCC Regional Skills Coordination Function will support the mitigation of this risk.	The SEP will further consider workforce displacement, and the Applicant will see to collaborate through SCC's RSCF to help SCC manage the risks across multiple developments.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	SCC welcomes the applicant's intention to develop the SEP in collaboration with supply chain organisations and would welcome inclusion in the OSEP of a specific intention to collaborate with Suffolk's local supply chain.	The Applicant will consider a commitment in the SEP to collaborate specifically with Suffolk's local supply chain.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	The OSEP should contain a commitment to produce a clear, detailed plan for an apprenticeship strategy for Suffolk, in collaboration with SCC, in future iterations of the SEP, so that apprenticeship opportunities in Suffolk are maximised.	The Applicant will consider a commitment in the SEP to produce a clear, detailed plan for an apprenticeship strategy for Suffolk, in collaboration with SCC.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	The OSEP should include a commitment to establishing clear Governance arrangements involving relevant local authorities to oversee the ongoing delivery and adaptation of the SEP as required in response to new information and changes in socioeconomic conditions. This could be in the form of an Employment, Skills and Education working group.	The Applicant will further consider governance arrangements, involving relevant local authorities, to oversee the ongoing delivery and adaptation of the SEP, potentially through an Employment, Skills and Education working group.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	Future SEPs should include details of the actions that the Applicant will undertake to ensure employment opportunities across the spectrum of roles to be created (by type, phase and level) will be made available to local people.	The SEP will outline the specific measures the Applicant will take. When developing this measure the Applicant will explore measures that ensure that employment opportunities across all roles, categorised by type, phase, and level, are accessible to local people, where there is the opportunity to do so.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	Future iterations of the SEP will be expected to detail the specific outcomes and outputs to be monitored to demonstrate social impact.	The SEP will detail the specific outcomes and outputs to be monitored to demonstrate social impact.
Response to action points arising from Issue Specific	Future SEPs should include activities to support the transition from, as well as into, employment on the project, ensuring that workers who will no longer be needed after a relevant construction phase can find employment.	The SEP will consider activities that support the transition from, as well as into, employment on North Falls, ensuring that

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Hearings 1 & 2, SCC, REP4-095		workers who will no longer be needed after a relevant construction phase can find employment.
Response to action points arising from Issue Specific Hearings 1 & 2, SCC, REP4-095	Further information justifying SCC's request to be a named consultee to the discharging authority for the SEP (Requirement 18) (action point arising from ISH2) (paragraphs 25 to 29).	No further action: For several reasons outlined in its representations, the Applicant does not consider that SCC should be a statutory consultee to the discharging authority for the SEP. ECC remains the named discharging authority for the SEP.
Comments on submissions received at Deadline 4, SCC, REP5-116	Suffolk County Council is expected to be a part of the OSEP steering group in the capacity of RSCF Function which covers Suffolk, Norfolk and Essex boundaries.	The Applicant is open to participating in the steering group for the RSCF. The Applicant would welcome further discussion with SCC on this matter.
Comments on submissions received at Deadline 4, SCC, REP5-116	Cumulative effect assessment is not undertaken as the Applicant deems there to be insufficient evidence. Socio-economic impacts (on skills/employment/training) are being investigated with the RSCF as referenced by the applicant under 3.7.1. In this discussion with SCC the Applicant was made aware of a major infrastructure skills group that SCC is developing to gather better evidence and resources to inform and respond to cumulative impact. The Applicant is expected to support and contribute to this objective of better understanding and addressing the cumulative skills/employment/training impact.	The Applicant is open to participating in the steering group for the RSCF. The Applicant would welcome further discussion with SCC on this matter.
Local Authorities Local Impact Report, ECC, REP1-065	The Essex Developers' Guide to Infrastructure Contributions is a well established vehicle for setting out planning obligation requirements relating to the work of Essex County Council. It contains specific requirements around the preparation of Employment and Skills plans/strategies to ensure residents of the County benefit from opportunities presented by development projects.	The Applicant will review the specific requirements related to preparation of Employment and Skills plans set out in the Essex Developers' Guide to Infrastructure Contributions as part of the SEP policy review.
Local Authorities Local Impact Report, ECC, REP1-065	The applicant has demonstrated extensive research of the local skills and employment needs alongside existing projects in the area. The inclusion of the skills and employment strategy document is welcomed, and it 72 supports this application further, outlining the skills and jobs requirement. The strategy could be furthered strengthened with reference to the number of FTE jobs that the project will likely generate, with clear reference to the number expected to be available to Essex residents. ECC would welcome the opportunity to continue to work with the applicant to help shape and	Section 6 of the OSEP sets out the number of FTE jobs that North Falls will generate. The SEP will present further information on job creation, at a more granular geographic level as well as a more granular level of types of roles. The Applicant will work with ECC to develop KPIs for the SEP.

Representation Reference and document name	Representation Text	Commentary on comments made on the OSEP
	define the employment and skills strategy further. Working with them to bring together relevant stakeholders to support delivery of programmes to upskill local residents. In turn developing a talent pipeline for the project and ensuring that as many jobs as possible are available to local residents and reducing the need to bring in labour from outside of the county as much as possible. Further to this we would welcome working with the applicant to design a mechanism that will be put in place to report on all KPIs that will later be defined through the Employability and Skills Strategy.	
Local Authorities Local Impact Report, ECC, REP1-065	Where possible we would expect the applicant to fully engage with local supply chains for labour, material and equipment. This not only adds to local economic benefit but also reduces greenhouse gas and pollutants deriving from extended travel.	The Applicant is developing a Supply Chain Engagement Strategy based on lessons from previous projects, focusing on: a. Local supply chain engagement across all role types. b. Sharing opportunities early
Local Authorities Local Impact Report, ECC, REP1-065	The inclusion of the skills and employment strategy is a great addition to the documents for this application. We welcome continued engagement with ourselves, the applicant and key partners to develop the plan, securing ambitious targets for the development of employment and upskilling opportunities for Essex residents.	The Applicant will continue to closely engage with ECC on employment and skills matters, particularly in preparation of the SEP.
Comments on any submissions received at the previous deadline, ECC, REP3-045	ExQ1, Q16.1.6(ii) – Socio-economic Effects - Supply Chain The Councils are happy in principle with the proposal for a supply chain plan and the OSEP as a whole, with view to working with the applicant to developing them into full plans with relevant/current data (currently lots of references to SELEP) AND clear KPIs.	The Applicant will work with ECC and other stakeholders to develop clear KPIs for the SEP.
Post hearing submissions including written summaries of oral submissions made at the hearings, ECC, REP4-072	ECC acknowledges that the applicant has looked into the incentives and various different projects. The submitted OSEP only provide an insight, outlining the aims and objectives but currently does not contain solid or tangible provisions on what will be provided. The Councils would like to see a commitment to investment in the research and development within the Harwich area. Harwich is identified by the University of Essex as being a prime location for an innovation hub, ECC would like to see this referenced in the OSEP. In 2024 Tendring District Council agreed plans for a green energy hub at Harwich, designed to increase the port capabilities to accommodate the rapidly growing offshore energy sector. The Councils would like to see clear commitments from the Applicant to align relevant areas of the proposed development with available opportunities within Harwich.	The SEP will include specific, actionable provisions for skills development and employment. The Applicant will consider commitment to investing in research and development in Harwich, an area identified by the University of Essex as ideal for an innovation hub. Furthermore, in the development of the SEP, the Applicant will further consider the 2024 Tendring District Council-approved green energy hub, by exploring integration with Harwich's growing offshore energy sector and port expansion opportunities.

Representation Reference and document name	Representation Text	Commentary on comments made on the OSEP
Post hearing submissions including written summaries of oral submissions made at the hearings, ECC, REP4-072	The Councils would like to see a greater commitment from the applicant when preparing the final document for discharging the SEP under Requirement 18 and look forward to working with relevant and adjoining authorities such as Tendring District Council, Suffolk County Councils, education providers and relevant stakeholders to achieve synergy effects.	Requirement 18 mandates the submission and approval of a SEP. In the SEP the Applicant will set out clear, actionable measures to support local employment and skills development. The Applicant will consider measures that align with regional initiatives such as the Harwich innovation and green energy hubs. The Applicant will engage with authorities alongside education providers and key stakeholders, to maximise synergy and deliver meaningful local benefits.
Post hearing submissions including written summaries of oral submissions made at the hearings, ECC, REP4-072	The main thing that both Councils would like to point out is that it is not only about the applicant engaging with the local suppliers, but actually the need to go to them. Like when we had the Accompanying Site Inspection the other day, the transportation is actually not even provided by local supplier. We do not want all those things mentioned to be only putting on paper, but it actually needs to be embedded in the mindset, the applicant should have priority to use local suppliers in the first instance.	Through the development of the SEP the Applicant will further explore measures related to use of local suppliers and service providers, considering ways in which the Applicant can take an active role in actively seeking out suppliers.
Post hearing submissions including written summaries of oral submissions made at the hearings and comments on any submissions received at the previous deadline, ECC, REP4-072	The submitted OSEP [APP-253] only outlines the local skills context, the type of roles required and some examples of activities but currently does not contain solid or tangible provisions on what will be provided. The Councils would like to see a stronger commitment to investment in a Skills Fund that could support a variety of functions such as skills infrastructure, research and development, training programmes and skills bootcamps, which fine details on the scale and implementation, monitoring and management could be further developed in the detailed SEP when discharging the relevant requirement.	The Applicant will consider the request for a Skills Fund as part of the development of the SEP. This is requested to support areas such as infrastructure, R&D, training, and bootcamps. Scale, implementation, monitoring, and management would need to be developed during the development of the SEP.
Post hearing submissions including written summaries of oral submissions made at the hearings and comments on any submissions received at the previous deadline, ECC, REP4-072	Harwich is identified by the University of Essex as a prime location for an innovation hub that will provide interim support for offshore wind activities whilst laying groundwork for future renewable energy initiatives. In 2024 Tendring District Council agreed plans for a green energy hub at Harwich, designed to increase the port capabilities to accommodate the rapidly growing offshore energy sector. Both Councils would like to see this referenced in the OSEP and how the project could contribute to the research and development of the construction, renewable and sustainable sectors. Along with clear commitments from the Applicant to contribute toward a Skills Fund or dedicated programme that would be ring-fenced and dedicated to expanding current and future opportunities within Tendring.	In the SEP, the Applicant will make reference to Harwich's strategic role as identified by the University of Essex and supported by Tendring District Council's 2024 plans for a green energy hub, which aims to enhance port capabilities for the offshore energy sector and support future renewable initiatives. The Applicant, through the development of the SEP, will further explore how the project will contribute to research and development in the construction, renewable, and sustainable sectors. The Applicant will consider requests for firm commitment to a ring-fenced Skills Fund or dedicated

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		programme that will expand current and future training and employment opportunities within Tendring.
Post hearing submissions including written summaries of oral submissions made at the hearings and comments on any submissions received at the previous deadline, ECC, REP4-072	Apart from bridging up the gap of roles required for the development and training for the next generations, objectives and measures should also include boosting up the residents' skill-set, creation of higher paid jobs, attraction and retention of the expertise to allow for coaching within the relevant sectors in the county.	The Applicant will consider and further consult on the request for the Applicant to propose measures which address the gap in roles essential for developing and training future generations by enhancing residents' skillsets, creating higher-paid job opportunities, and attracting and retaining skilled professionals.
Post hearing submissions including written summaries of oral submissions made at the hearings and comments on any submissions received at the previous deadline, ECC, REP4-072	ECC would like to highlight that the OSEP is not a tick-list exercise. It is essential that the preference of using local suppliers to be embedded into every stage of the development, from inception, design, construction, operation all the way to decommission, this could be achieved by ensuring local firms receive positive discrimination in the bidding/commissioning process through awarding favourable weighting for their local connections. The Councils request that contracts that will be up for tender to be shared as early as possible to assist local firms who are looking to make necessary adjustments so they can bid. By identifying local suppliers early on in the process the Applicant can share relevant information that will enable interested companies to make any necessary changes well in advance of works commencing. The Councils acknowledge the RWE Supplier Transparency Engagement Programme (STEP) and would like to see more positive proactive engagement from the applicant to local firms to ensure they are aware of this portal and be actively invited for quotations or tenders for any forthcoming work opportunities.	The Applicant will consider use of measures which give local firms favorable weighting in procurement processes, sharing tender opportunities early to allow them time to prepare, and proactively identifying and engaging with local suppliers. The Applicant will further consider the request to promote and actively use the RWE Supplier Transparency Engagement Programme.
Post hearing submissions including written summaries of oral submissions made at the hearings and comments on any submissions received at the previous deadline, ECC, REP4-072	The Councils request a more co-ordinated approach with the other NSIPs coming forward within Tendring to create a pipeline that local firms can engage with and secure work from. ECC supports the accurate assessment of the local supply chain capacity which could support local firms to win work. Any identified gaps in the supply chain could be addressed by supporting steps to ensure firms can bridge these gaps early and be ready when delivery requires.	The Applicant will work collaboratively with other NSIP promoters in Essex and Suffolk. The Applicant notes ECC's aim to establish a coordinated pipeline of contract opportunities that local firms can access early. The Applicant will work with stakeholders to help achieve this aim. This will include the SEP exploring the capacity and capability of the local supply chain, supply chain gaps, as well as considering use of measures in the SEP which benefit relevant local businesses through targeted interventions such as training or certification.

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Post hearing submissions including written summaries of oral submissions made at the hearings and comments on any submissions received at the previous deadline, ECC, REP4-072	Should the proposals receive consent, it is understood that North Falls and Five Estuaries would be working together to deliver skills and employment opportunities. ECC would like to see commitment to funded courses that will be delivered to target identified needs of both projects at all stages. The heightened volume of NSIPs with similar labour and supply requirements within a concentrated geographical area, could exacerbate existing identified shortfalls. The Councils support collaboration with the Applicant and Suffolk County Council to ensure this can be avoided. The Tendring for Growth scheme can be used alongside the Tendring future skills programme as a route to access local suppliers and local employment. The inclusion of the green energy hub and innovation hub at Harwich in future iterations of the OSEP will serve as a pivotal focus for expanding the capabilities of this and other NSIPs to deliver skills and employment to the local communities.	As part of future consultation on the SEP, the Applicant will further consider the request for delivering funded skills and employment courses tailored to the needs of both the North Falls and Five Estuaries projects. The consultation will include discussion on how to best address potential labour and supply chain shortfalls due to the concentration NSIPs in the region. The Applicant is open to engagement with the Tendring for Growth and Tendring Future Skills programmes to engage local suppliers and workforce. Through the development of the SEP the Applicant will consider requests to incorporate the green energy and innovation hubs at Harwich as central elements for enhancing local skills and employment opportunities.
Post hearing submissions including written summaries of oral submissions made at the hearings and comments on any submissions received at the previous deadline, ECC, REP4-072	The Councils would like to see a greater commitment from the applicant when preparing the final document for discharging the SEP under Requirement 18, and look forward to working with relevant and adjoining authorities such as Suffolk County Councils, education providers and relevant stakeholders to achieve synergy.	The Applicant will discuss the commitments with ECC when preparing the SEP and will work collaboratively with key stakeholders, to ensure alignment and maximise the impact of skills and employment initiatives.
Comments on any submissions received at the previous deadline, ECC, REP6-081	The Councils maintain the view that the OSEP [APP253] should be revised and strengthened to provide the necessary certainty of commitments from the applicant and as an effective guide to further develop the essential monitoring and mitigation measures required to address the potential skills, employment and supply chain impacts.	The Applicant will develop the SEP to provide skills and employment commitments.
Comments on any submissions received at the previous deadline, ECC, REP6-081	The document states in p. 24 Ref. REP4-073_h that the applicant welcomes the suggested proposals, however, the bullet points listed should be incorporated into the Outline SEP (APP-253) while details to be further developed with partners at the detailed stage prior to discharging the relevant requirement post consent.	The proposals will be considered further in the development of the SEP.
Comments on any submissions received at the previous deadline, ECC, REP6-081	Reference has been made to EEEGR in the applicant's response, however, both applicants of the Five Estuaries and North Falls windfarms have not been registered as a member of EEEGR. The EEEGR is a non-profit business association representing the interests of its members from energy producers through to the supply chain, including skills providers who	The North Falls Offshore Wind Farm is a 50:50 joint venture between SSE Renewables and RWE Renewables. RWE is a member of the EEEGR, with Alastair Gill from RWE serving on the EEEGR board. While SSE Renewables is not explicitly listed as an EEEGR member, it is part of Net Zero East, a regional

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	support the industry. Skills for Energy is one of the core programmes at EEEGR, with the main goal of ensuring ongoing diversity and volume of skilled individuals to support the current and future needs of the energy sector in the east, covering Norfolk, Suffolk, Essex as well as Cambridgeshire.	initiative involving several EEEGR stakeholders. EEEGR was consulted during the development of the OSEP and will continue to be engaged in the SEP process.
Comments on any submissions received at the previous deadline, ECC, REP6-081	The Councils have previously highlighted that there are significant skills, employment and supply chain impacts of the project itself, together with the other NSIP projects as well as strategic developments in the wider region. It is essential that the applicant is working with other partners and stakeholders in association with EEEGR to ensure that there are coordinated approach in terms of recruitment, training, skills shortage, skills retention, promotion of equality, diversity and inclusion, networking as well as sharing best practices. Both Councils would expect the applicant to commit in the Outline SEP to contribute into the Skills for Energy programme to help promote the industry as well as showcasing East of England on a national and international stage.	The Applicant will explore the merits of contributing to the Skills for Energy programme during the development of the SEP. The Applicant is already engaging with EEEGR on this matter.
Comments on any submissions received at the previous deadline, ECC, REP6-081	Further details and information on a breakdown of anticipated workforce and labour demands for the project is also required at this stage. As we have previously highlighted, the project needs to be considered within the context of other NSIPs and strategic developments in the wider region, including neighbouring counties. There will be significant impacts on employment, skills and supply chain from this project and cumulatively from all projects in the region. In order for ECC to work to address existing identified skills, labour and supply chain shortages and in turn support the applicants with delivery of projects across the county, ECC requires this information now in order for this planning and work to take place. ECC has also been communicated with Suffolk County Council on regional skills and their approach to NSIPs responses and know that they also support this stance.	At this stage of the Project, detailed information, particularly regarding procurement decisions, is not yet available to provide a more granular forecast of workforce and labour demands. This level of detail will be developed post-DCO consent and will inform the final SEP accordingly. The Applicant will obtain indicative information on workforce requirements to aid conversations around employment and skills challenges and training needs when developing the SEP.



HARNESSING THE POWER OF NORTH SEA WIND

North Falls Offshore Wind Farm Limited

A joint venture company owned equally by SSE Renewables and RWE.

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