

Tween Bridge Solar Farm

7.9 Outline Supply Chain, Employment and Skills Plan

Planning Act 2008
Infrastructure Planning (Applications: Prescribed Forms
and Procedure) Regulations 2009

APFP Regulation 5(2)(q)

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1 Introduction

1.1. Overview

- 1.1.1. RWE Renewables UK Solar and Storage Ltd (hereafter, the “Applicant”) has commissioned the preparation of an **Outline Supply Chain, Employment and Skills Plan (Outline SCESP) [Document Reference 7.9.9]** that forms part of a suite of documents supporting an application under Section 37 of the Planning Act 2008 **[Ref. 1–1]** to the Secretary of State (SoS) for the Department for Energy Security and Net Zero (DESNZ) for a Development Consent Order (DCO) for the Tween Bridge Solar Farm (hereafter, the “Scheme”).
- 1.1.2. A DCO provides the necessary authorisations and consents for the construction, operation and decommissioning of the Scheme.
- 1.1.3. This Outline SCESP provides a high-level overview of the supply chain, employment, training, and educational opportunities associated with the construction, operation and decommissioning of the Scheme. The plan anticipates future consultation with councils (City of Doncaster, North Lincolnshire (as host authorities) and East Riding of Yorkshire (local authority in close proximity to the site and considered as part of the study area) and relevant stakeholder groups (see Section 4 of this Outline SCESP for further information) and identifies and addresses the policy priorities of the three local authorities under consideration.
- 1.1.4. This Outline SCESP is to be secured via a Requirement in Schedule 2 of the DCO. The final, detailed SCESP will be for the approval of the relevant planning authority post-consent.
- 1.1.5. Information relating to the Applicant, Site Location and Scheme is presented in detail in Chapter 1 **[Document Reference 6.1.1]**, Chapter 2 **[Document Reference 6.1.2]**, Chapter 3 **[Document Reference 6.1.3]**, and Chapter 4 **[Document Reference 6.1.4]** of the Environmental Statement.

1.2. Report Structure

- 1.2.1. The remainder of the report is structured as follows:
 - **Section 2 Economic Policy** – a review of relevant local, regional and national economic policy is provided.

- **Section 3 Economic impacts** – a summary of estimated employment generated as a result of construction, operation and decommissioning phases of the Scheme is provided.
- **Section 4 Opportunities, Performance, Monitoring and Delivery** – outlines the Applicant's intention in respect of opportunities associated with the SCESP, and describes the delivery plan including roles, responsibilities, and timelines.

2 Economic Policy

2.1. National Policy

Overarching National Policy Statement for Energy (NPS EN-1)

- 2.1.1. The Overarching National Policy Statement (NPS) for Energy (EN-1) [Ref 1-2] provides a comprehensive framework for the development of energy infrastructure in the UK. The NPS EN-1 sets out the general policies for the submission and assessment of applications relating to nationally significant energy infrastructure. In considering any scheme, the Secretary of State should weigh up adverse impacts against benefits, such as job creation (Paragraph 4.1.5). NPS EN-1 goes on to address various specific impacts, including socio-economic impacts.
- 2.1.2. NPS EN-1 states that an applicant is strongly encouraged to engage with relevant local authorities during the early stages of project development to gain a better understanding of local issues and opportunities (Paragraph 5.13.3).
- 2.1.3. Paragraph 5.13.12 of NPS EN-1 states that *'the Secretary of State may wish to include a requirement that specifies the approval by the local authority of an employment and skills plan detailing arrangements to promote local employment and skills development opportunities, including apprenticeships, education, engagement with local schools and colleges and training programmes to be enacted.'* This Outline SCESP aligns with NPS EN-1, providing detail on the topics listed within paragraph 5.13.12.

2.2. Local Policy

Greater Lincolnshire County Combined Authority (GLCCA)

- 2.2.1. The GLCAA is a new organisation, established in February 2025, which has taken on responsibilities from Central Government to drive decisions on economic growth, transport and infrastructure projects, and training opportunities and employment. A number of plans and strategies which will inform decision making are being developed, to be published in due course.

Doncaster Local Plan

- 2.2.2. The Doncaster Local Plan 2015–2030 (adopted September 2021) [Ref 1–3] outlines the vision, aims and objectives that enable development in Doncaster up to 2030. The plan aims to deliver positive sustainable economic, social and environmental development. The vision for Doncaster is for it to be 'a thriving place to learn, work, live and care'. The strategy has four themes to help to achieve this vision:

- Learning – that prepares all children and young people for a life that is fulfilling.
- Working – in ways that create purpose and meaning and allow more people to pursue their ambitions.
- Living – in a place that is vibrant and full of opportunity, where people enjoy spending time.
- Caring – together for the most vulnerable in communities.

- 2.2.3. The plan notes that a strong, diverse economy is not solely built on providing land in the right place at the right time, there also needs to be other interventions to help deliver that land as well as the jobs and conditions for employees to secure a job. Other measures include marketing, promotion and branding of Doncaster and its available sites; work and skills plans; training plans; master planning; travel plans; and training and recruitment plans.

Doncaster Local Labour Agreements SPD

- 2.2.4. The implementation of Doncaster Local Labour Agreements [Ref 1–4] will help the City of Doncaster Council to support and promote the employment, upskilling, training and development of local people and business both through the construction and implementation stages of employment proposals. Relevant local planning applications are required to submit an Employment and Training Skills Plan. This approach is a way in which the planning system can help in the upskilling of local people, and this is particularly relevant due to Doncaster having significant

levels of deprivation, with 36% of the population living in areas rated in the top 20% deprived in England.

2.2.5. The objectives of the Local Labour Agreements are to:

- Encourage the use of local labour within the developer's project team and the wider company.
- Where feasible (economically and practically), procure goods and services from local contractors.
- Encourage sub-contractors and suppliers to support employment from the local community.
- Demonstrate recruitment and training opportunities within the contractor's company.
- Provide opportunities for local residents to access jobs created during the construction phase of the development and subsequent occupation.
- Reduce economic inactivity in the local area.
- Encourage and support the development of skills within the local community.

North Lincolnshire Local Development Framework

2.2.6. North Lincolnshire Local Development Framework Core Strategy **[Ref 1-5]** was adopted in June 2011 and covers the twenty-year period up to 2026. The Strategy indicates that the ambition is to grow North Lincolnshire into an attractive and thriving place to live and work, while ensuring that all developments are sustainable and complement and enhance the area's high quality natural and built environment without any detrimental impact.

2.2.7. Spatial Objective 4: 'Creating Greater Economic Success' aims to create a strong, competitive and diverse economy by encouraging business growth and employment opportunities supported by the delivery of strategic employment sites and improvement of the range and level of skills by developing a higher education sector.

North Lincolnshire Skills and Employability Plan

- 2.2.8. The North Lincolnshire Skills and Employability Plan (2023–2028) [Ref 1–6], developed by North Lincolnshire Council, outlines a strategy to strengthen the region’s workforce, driving economic growth, and equipping residents with the skills required for long-term, high-value employment. The plan is structured around three priorities, each designed to support individuals, businesses, and the broader economy. These priorities are supported by a series of key actions to achieve these:

A Place to Build a Great Career

Key Actions:

- Deliver consistent, high-quality careers education and work experience for young people.
- Address barriers to employment for the unemployed and economically inactive.
- Promote lifelong learning and in-work progression, especially for older workers.
- Support the growth of Disability Confident employers.
- Emphasise the development of employability skills alongside technical and higher-level qualifications.
- Align skills initiatives with regeneration efforts in town centres and market towns.

A Place Enabling Businesses to Grow Through Skills and Careers Investment

Key Actions:

- Provide targeted in-work training and support for Level 3+ qualifications.
- Promote T Levels and apprenticeships as high-quality alternatives to A Levels.
- Expand work experience opportunities in key sectors.
- Support postgraduate employment through tailored roles and training.
- Encourage business participation in the Local Skills Improvement Plan.

- Foster workplace wellbeing through sustainable employer partnerships.

A Place with a Proud Culture of Local Skills Aspirations and Collaboration

Key Actions:

- Govern the plan through the Skills Transformation Board.
- Launch a Local Skills Pledge to formalise employer commitment to skills development.
- Monitor the Greater Lincolnshire Devolution Deal for local implications.
- Facilitate collaboration between investors, businesses, and education providers.
- Develop a unified post-16 and adult learning prospectus.
- Position North Lincolnshire as a centre of skills excellence.
- Strengthen ties with universities to drive innovation and productivity.
- Promote equality of opportunity through place-based programmes.

East Riding of Yorkshire Local Plan

- 2.2.9. The current East Riding of Yorkshire Local Plan **[Ref 1-7]** has been updated and was adopted in April 2025. This strategy document covers the period 2020–2039. Objective 11 of the Local Plan encourages growth, modernisation and diversification of the local economy to support existing and emerging economic sectors. Linked to this is objective 14, which requires support to be given to a wide portfolio of energy infrastructure and businesses, and maximisation of the potential for renewable energy and low carbon energy generation, whilst also minimising adverse impacts, including any cumulative landscape and visual effects.
- 2.2.10. Policy EC1: ‘supporting the growth and diversification of the East Riding economy’ aims to strengthen and encourage growth of the East Riding economy. It highlights how employment development will be supported where the proposal is of a scale suitable to the location. Proposals will be encouraged where they:

- Contribute to the modernisation, decarbonisation, development and diversification of the local economy, including remote working and co-working.
- Develop and strengthen the East Riding's key employment sectors and clusters including renewable and low carbon energy.
- Contribute towards reducing social exclusion and provide employment opportunities in deprived areas.
- Contribute to the improvement in the physical appearance of an existing or vacant employment site or premises.
- Support the vitality and viability of a Town or District Centre.
- Support the delivery of the Freeport initiative and its associated tax sites through comprehensive planning. The tax sites are shown on the Policies Map.

East Riding Economic Strategy

- 2.2.11. The East Riding of Yorkshire Council developed this Economic Strategy **[Ref 1–8]** to guide economic development from 2023 to 2025. Building on the 2018–2022 strategy, it outlines priorities to boost productivity, support business growth, create higher-level jobs, and raise earning potential through investment in skills, industries, and infrastructure.
- 2.2.12. Priority 2, Lifelong Learning, focuses on equipping residents with the skills needed to thrive in the labour market. It targets those furthest from employment or education and aims to deliver higher-level skills aligned with local economic needs. Strengthening ties between business and education is key to raising aspirations and providing effective careers guidance. The strategy includes priority actions through to 2025, which include:
- Advocate for devolution of the Adult Education Budget to the combined local authority.
 - Work with relevant partners to address skills and labour market challenges in key sectors (e.g., retraining, reskilling).
 - Support the implementation and delivery of the Local Skills Improvement Plan.

- Complete delivery of the Multiply programme and UKSPF People and Skills investment priority by 2025.
- Maximise how the apprenticeship levy is utilised in the East Riding Support the delivery of high quality and impartial careers education, information, advice and guidance for people of all ages.
- Encourage young people into STEM jobs and make them more aware of the career prospects in the green economy.
- Deliver employability and worklessness programmes to improve access to learning and employment opportunities.
- Broaden range of SEND and high needs provision and enhance engagement with local employers to increase the number of local opportunities.
- Seek innovation funding to enable providers to bridge the vocational and academic divide between apprenticeships and T-levels.

3 Economic Impacts

3.1.1. This section presents the opportunities that exist in relation to each of the development phases. It is acknowledged that this principally relates to the construction and decommissioning stages, as there is no full-time employment generated by the Scheme during the operational phase.

3.2. Construction

3.2.1. Investment in the Scheme is likely to create opportunities for local businesses through the supply chain, during the construction process. It is estimated that there will be an average of 176 on-site jobs generated across the Scheme during the construction period, which is estimated to be up to 4.5 years. Once displacement and leakage has been accounted for, the number of net jobs totals 99.

3.2.2. In terms of solar powered growth in the UK report¹, The Centre for Economics and Business Research (Cebr) give an employment multiplier for large-scale solar PV investments of 2.33 – i.e. for every job supported on-site, 1.33 indirect/induced jobs are supported in the wider economy. Applying this multiplier to the 99 on-site jobs, the Scheme could support 132 temporary jobs in the wider economy during the 4.5-year build phase.

3.2.3. In total, the Scheme could support 231 temporary jobs, both direct jobs on-site and indirect/induced roles in the wider economy, during the 4.5-year construction period.

3.3. Operation

3.3.1. It is expected that during the operational phase, there will be approximately 1 visit per month to the Site by workers. This means that no full-time jobs will be supported specifically by the Scheme.

3.4. Decommissioning

3.4.1. Economic benefits will arise through the provision of temporary jobs during the decommissioning phase of the Scheme. It is estimated that the number of workers on-site for the decommissioning phase will equate to 50% of the number for the construction phase. This means that on average, 88 jobs will be supported by the decommissioning phase which is expected to last for around 2 years. After taking displacement and leakage into account, there will be around 50 net decommissioning jobs.

3.4.2. Applying the same multiplier as previously used to the 50 on-site jobs the scheme could support 66 temporary jobs in the wider economy during the 2-year decommissioning phase.

3.4.3. In total, the Scheme could support 115 temporary jobs, both direct jobs on-site and indirect/induced roles in the wider economy, during the 2-year decommissioning period.

¹ Solar powered growth in the UK – the macroeconomic benefits for the UK of investment in solar PV: Cebr (report for the Solar Trade Association), September 2014.

4 Opportunities, Performance, Monitoring and Delivery

4.1.1. This section sets the intention for enhancement of project impacts in respect of employment and skills through taking forward opportunities within each of the relevant local authorities. A summary of key opportunities and intentions to monitor performance are presented, followed by principles for delivery success.

4.2. Opportunities, Performance and Monitoring

4.2.1. Key opportunities relevant to the Scheme, informed by a review of economic policy in each of the local authorities as well as the NPS (EN-1 and EN-3) are as follows:

- **Local workforce:** The Applicant will look to maximise opportunities for local people and use local labour where possible. This will be supported through engagement with appropriate departments and organisations associated with each local authority. Each development phase will require a varied workforce profile, including a range of skills and experience, presenting opportunities for local residents from varying backgrounds.
- **Recruitment and training:** Opportunities for employment will be made available via the appropriate forums in association with each local authority.
- **Local supply chain:** Where practically feasible, available and cost competitive, the Applicant will procure goods and services from local contractors, sub-contractors and suppliers to support local employment and the economy.
- **Partner organisations:** The Applicant will seek to generate partnerships with key local organisations, including but not limited to education institutions and local recruitment partners.

4.2.2. Effective measurement, monitoring and reporting of relevant opportunities are important to ensure that the Applicant is successful in delivery of the plan throughout the various development phases. Key considerations include:

- Consideration of the most appropriate data with which to measure achievement of each target.
- Consideration of the most appropriate and practical way to collect such data.

- Development of specific, measurable, attainable, realistic and timely (SMART) performance targets.
- Ensuring targets are sufficiently flexible to account for changing circumstances.
- Consideration of the appropriate frequency of review, monitoring and evaluation.

4.2.3. A detailed performance and monitoring plan will be prepared and agreed as part of a final, detailed SCESP prior to construction. The Applicant intends to engage with City of Doncaster, North Lincolnshire and East Riding of Yorkshire local authorities in order to inform the opportunities relevant to each administrative area, including quantified targets and their measurement, monitoring and reporting.

4.2.4. Regular reporting and evaluation of commitments will be carried out to ensure accountability. It is essential that all responsible parties retain evidence of actions taken in association with their role. It is acknowledged that factors contributing to the achievement of the plan are wide ranging, some of which are outside the control of the Applicant or any stakeholder. Nevertheless, the onus will be on evidence indicating reasonable efforts were made.

4.3. Delivery

4.3.1. An Organisational Framework including multiple roles and responsibilities will be required to facilitate successful delivery of the final SCESP(s). At this time, the expectation is for such roles to include:

- Supply Chain, Employment and Skills (SCES) Programme Lead: assumed to be an employee within the Principal Contractor.
- Opportunity Leads (if deemed necessary): assumed to be employee/s within the Principal Contractor.
- Project Committee: inclusive of Applicant representatives and Principal Contractor representatives (e.g. SCES Programme Lead).
- Local Facilitators: appropriate department/personnel from local authorities.

- 4.3.2. In addition, regular and meaningful engagement with a range of stakeholders is recommended for successful delivery of the plan. Stakeholders are expected to include education providers, job centre plus, Business Doncaster, and Invest in North Lincolnshire. Engagement with the relevant local authorities will help to identify all appropriate stakeholders.
- 4.3.3. An indicative timeline for the Scheme and key action of relevance to the SCESP is set out in **Table 4-1**.

Table 4-1: Indicative Timeline

Indicative Dates	Action
Spring 2027 – Pre-commencement	<p>Approval of a final, detailed SCESP.</p> <p>Applicant to initiate tender process with contractors and work with relevant local authorities to progress commitments made.</p>
2028 – Construction begins	<p>Applicant to outline expectations of SCESP, and roles to be assigned to appropriate personnel, as depicted in Organisational Framework.</p> <p>Progression of SCESP against Performance and Monitoring Plan.</p> <p>Continued engagement with stakeholders as work begins on Site.</p> <p>Regular review and monitoring, coordinated by named roles within Organisational Framework – including regular meetings with relevant parties.</p>
Decommissioning phase (exact timeframe undefined at this stage)	<p>Roles to be assigned to appropriate personnel, as depicted in Organisational Framework.</p> <p>Progression of SCESP against Performance and Monitoring Plan.</p> <p>Continued engagement with stakeholders as work begins on Site.</p>

	Regular review and monitoring, coordinated by named roles within Organisational Framework – including regular meetings with relevant parties.
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5 **References**

- Ref 1-1: HMSO (2008) The Planning Act 2008.
- Ref 1-2: Department for Energy Security and Net Zero (2025) Overarching National Policy Statement for Energy (EN-1).
- Ref 1-3: Doncaster Local Plan (2015–2035): Doncaster Council, September 2021.
- Ref 1-4: Local Labour Agreement SPD: City of Doncaster Council, August 2023.
- Ref 1-5: North Lincolnshire Local Development Framework Core Strategy: North Lincolnshire Council, June 2011.
- Ref 1-6: North Lincolnshire Skills and Employability Plan: North Lincolnshire Council.
- Ref 1-7: East Riding Local Plan Update (2020–2039): East Riding of Yorkshire Council, April 2025.
- Ref 1-8: East Riding Economic Strategy (2023–2025): East Riding of Yorkshire Council.