# Great North Road Solar and Biodiversity Park

Environmental Statement

Volume 4 – Technical Appendices

Technical Appendix 13.2 – Outline Skills, Supply Chain and Employment Plan

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Infrastructure Planning (Applications: Prescribed Forms and Procedure) Regulations 2009, APFP Regulation 5(2)(a)

# Contents

# A13.2.1 EXECUTIVE SUMMARY

## A13.2.1.1 PURPOSE

1. This Outline Skills, Supply Chain, and Employment Plan (OSSCEP) has been prepared to accompany the Application for a Development Consent Order (DCO) for the Great North Road Solar and Biodiversity Park (the Development). Its purpose is to maximise and proactively expand the Development's economic benefits for the local community.

2. The OSSCEP sets out the likely economic benefits of the Development and the context and characteristics of the local community and economy in which it is located. It then identifies potential opportunities for activities relating to Skills, Supply Chain and Employment (SSCE). Prior to construction, the Applicant will prepare a final SSCEP based on this OSSCEP and submit it to Newark and Sherwood District Council (NSDC) for approval, and thereafter implement it. This is secured through a DCO Requirement. These activities will help local individuals and businesses access the SSCE benefits associated with the Development. The OSSCEP identifies means for publicising SSCE opportunities and working jointly with key partners going forward. It also provides a framework for future delivery.

## A13.2.1.2 OPPORTUNITIES

3. Seven opportunities or work areas across skills, employment, and supply chain have been identified that the Applicant will take forward.

### A13.2.1.2.1 Skills Opportunities

#### *A13.2.1.2.1.1 Opportunity 1 – Apprenticeships*

4. The Applicant will create a programme to promote apprenticeships during the various phases of the Development. The Applicant has already engaged with some key stakeholders in this area such as Newark and Lincoln college and their engineering students, and the OSSCEP has identified other relevant local partners. The Applicant will liaise with the relevant local authorities, Newark and Sherwood District Council (NSDC) and Nottinghamshire County Council (NCC), to agree on a minimum number of apprentices to hire during construction.

#### *A13.2.1.2.1.2 Opportunity 2 – Other Workforce Training*

5. The Applicant will support the training of employees and workers on the Development. This will include identifying gaps in the skills required to deliver the Development and supporting employees in gaining the relevant vocational qualifications to fill these gaps. The Applicant will work with the Academy of Solar Excellence for the skills required for the construction. The Applicant is already providing skills training to employees and the local community for earlier stage Development focussed renewable industry skills formalized through the EG (Elements Green) Academy. The EG Academy is a vehicle for UK based solar and BESS education, training and careers.

6. As of mid-June 2025 The EG Academy has had:

   - 113 individual member sign-ups;

- 142 course enrolments (some users registered for multiple courses); and
- 657 unique website visitors.

7. The Applicant is working with and will continue to work with the local DWP office, local colleges and the local authority to promote and expand the EG Academy, the online, free, CPD accredited learning platform created by Elements Green for the Great North Road Solar and Biodiversity Park: www.egacademy.co.uk. This work will continue up to the construction phase.

#### *A13.2.1.2.1.3 Opportunity 3 – STEM Education and Careers*

8. The Applicant is committed to advancing renewable energy education through the EG Academy, with a particular focus on engaging schools and colleges local to the Great North Road Solar and Biodiversity Park. The EG Academy has already delivered talks and educational sessions, including a lecture on renewable energy and investment at Nottingham Trent University's Department of Economics in October 2024. The Academy was also formally launched in May 2025 during a dedicated Engineering Day, where students explored renewable technologies through an exhibition hosted by Elements Green. Looking ahead, the Academy intends to continue collaborating with further education providers through expert talks and industry engagement opportunities. The Applicant also plans to begin engaging with younger age groups including secondary and primary school children from late 2025 onwards, with activity days and learning experiences delivered in partnership with their biodiversity collaborators.

### A13.2.1.2.2 Employment Opportunities

#### *A13.2.1.2.2.1 Opportunity 4 – Local Recruitment*

9. The Applicant will investigate measures to promote local people's take-up of jobs generated by the Development. The starting point will be engagement with Local Authorities and Job Centre Plus (which the Applicant has already begun) to tap into existing local employment support networks. The Applicant will continue to liaise with the relevant local authorities to set a percentage target for local hiring and has already made two local personnel hires in terms of a Community Liaison Officer from Newark and a footpaths consultant from Egmanton. The Applicant's planning consultant from Newark is also a major local contractor. This localism agenda in hiring for essential roles for the project will continue.

#### *A13.2.1.2.2.2 Opportunity 5 – Maximising Diversity of the Workforce*

10. The Applicant is committed to fostering a diverse and inclusive workforce and has already demonstrated this through local employment practices. Of the two local employees currently working on the Great North Road Solar and Biodiversity Park, one is a disabled individual, reflecting the Applicant’s inclusive employment approach. Building on this foundation, the Applicant will implement initiatives that promote workforce diversity across a range of underrepresented and disadvantaged groups. These initiatives will particularly focus on supporting those Not in Employment, Education or Training (NEETs), including young people, military veterans and families, and individuals with disabilities.

### A13.2.1.2.3 Supply Chain Opportunities

#### *A13.2.1.2.3.1 Opportunity 6 - Business Networking and Support*

11. The Applicant will work with local partners to communicate opportunities for purchasing products and services from the Development to local businesses. The Applicant has set up a supply chain register on the project website which has been successful in allowing local businesses to benefit from goods and services needed for the Development: www.gnrsolarpark.co.uk/supplier-opportunities. The Applicant held a meeting with over 100 local businesses in the Newark area and will continue to hold such events. The Applicant has engaged the services of a local renewable energy business to conduct surveys and carry out works on homes, schools and businesses in the Study area. This Energy Efficiency program will continue post-consent.

#### ***A13.2.1.2.3.2*** *Opportunity 7 – Procurement Strategy*

12. The Applicant has created a procurement strategy for the Development with the purpose of maximising opportunities for local businesses. The Applicant will continue to liaise with the relevant local authorities and particularly the East Midlands Chamber of Commerce of which they are a member and Newark Business Club, , to further inform their procurement strategy and source local suppliers. This will continue post submission.

### A13.2.1.3 DELIVERY

13. Potential delivery arrangements for the OSSCEP have been set out in the Delivery section A13.2.6. These include an organisational framework with suggested roles and responsibilities, identification of key partners, and a timeline for developing a full SSCE plan and its implementation post-consent.

### A13.2.1.4 MONITORING

14. It is important that the Applicant's SSCE activities are effectively monitored and measured. Potential methods for performance monitoring are set out in the Monitoring and Feedback section A13.2.7, including some illustrative outputs and outcomes which would indicate if the objectives and aims of the OSSCEP are being achieved.

## A13.2.2 INTRODUCTION

15. The Development will generate substantial economic benefits including new jobs and expenditure. The Applicant aims to maximise and proactively expand these benefits for the local community.

16. This OSSCEP is an important early step in achieving this goal. It sets out the likely economic benefits of the Development and the context and characteristics of the local community and economy in which it is located. It describes the initial work undertaken by the Applicant to identify the potential workers, skills, equipment, and services required to deliver the Development and engage with relevant stakeholders. The OSSCEP goes on to identify the opportunities for activities relating to Skills, Supply Chain and Employment (SSCE), which the Applicant will take forward post-consent. These activities will help local individuals and businesses access the SSCE benefits associated with the Development.

17. The majority of economic activity opportunities will be located in Newark and Sherwood District Council, and Mansfield.

18. Such opportunities may include job creation in construction, landscaping, and long-term site maintenance; apprenticeships and training programmes focused on renewable energy and green skills; and local procurement of services such as catering, transport, security, and accommodation. The OSSCEP identifies the means for publicising SSCE opportunities and for working jointly with key partners going forward. It also provides a framework for future delivery.

19. Prior to construction, the Applicant will prepare a final SSCEP based on this OSSCEP and submit it to Newark and Sherwood District Council (NSDC) for approval, and thereafter implement it. This is secured through a DCO Requirement.

### A13.2.2.1 THE DEVELOPMENT

20. The Development would be located to the northwest of Newark, in the Newark and Sherwood district of Nottinghamshire, East Midlands. The Development would be within an area bound by the Order Limits. The Order Limits are to the west of the A1, north of the A617, east of Eakring, and south of Egmanton, to the north and northwest of Staythorpe.

21. The Development is described by ES Chapter 5, Development Description, [EN010162/APP/6.2.5], and briefly summarised here. The Development essentially consists of discrete land parcels proposed to be occupied by solar PV panels and associated infrastructure (Work no. 1), connected by cable route areas (Work no. 2). Up to 4 intermediate substations (Work no. 4) will be spaced around the solar areas, and a Battery Energy Storage System (BESS; Work no. 5a) and 400 kV Compound (Work no. 5b) will collate the electrical energy and step up the voltage before cabling it to the National Grid Staythorpe Substation (Work no. 6), likely via the Consented Staythorpe BESS (Work no. 7). Road works (Work no. 8; access) will be undertaken, principally to create passing places and create or upgrade access points. Other areas within the Order Limits are identified for mitigation/enhancement (Work no. 3). The Work Areas are shown on ES Figure 5.1 [EN010162/APP/6.3.5.1] and a summary of

mitigation/enhancement measures is shown on ES Figure 5.2 [EN010162/APP/6.3.5.2].The Development will connect to the existing National Grid Electricity Transmission (NGET) 400 kV substation located at Staythorpe. The Development will comprise an array of solar PV modules, inverters, intermediate high voltage substations, main substation, battery energy storage system, and associated infrastructure. A description of the physical characteristics and land-use requirements of the Development during the construction, operational and decommissioning phases is provided in Chapter 5: Development Description [EN010162/APP/6.2.5] of the ES.

22. The indicative timescales for the construction and operation of the Development that have been assumed for the purposes of the Environmental Impact Assessment are as follows:

- It is currently anticipated that (subject to the necessary consents being granted). Construction will commence in 2027 and will run for 24 months;
- It is currently anticipated that the Development will commence electrical export in 2028. Depending on the final construction programme, the operation is likely to overlap due to phasing; and
- The Development is for an operation phase of duration 40 years, after which it will be decommissioned in accordance with an Outline Decommissioning and Restoration Plan (oDRP, ES TA A5.6 [EN010162/APP/6.4.5.6]).

### A13.2.2.2 STRUCTURE OF THIS DOCUMENT

23. The remainder of this document is structured as follows:

- Section A13.2.3 presents a profile of the local population, workforce, and economy in order to understand how an SSCEP can best meet local needs and maximise the economic benefits of the Development for the local community;
- Section A13.2.4 summarises the aims of local planning policy and economic development strategy with regard to jobs, skills, and economic development;
- Section A13.2.5 presents a long list of potential development opportunities related to SSCE. Within each opportunity or area of work, a number of activities are described that will be developed in more detail and pursued post-consent;
- Section A13.2.6 proposes a broad approach to developing and delivering the OSSCEP post-consent, including an organisational structure and partnerships. An indicative timeline for SSCEP development and implementation has also been set out; and
- Section A13.2.7 describes elements of a monitoring framework, including evaluation of target outputs and outcomes.

### A13.2.2.3 SUMMARY OF JOBS AND SKILLS REQUIREMENTS

24. The Applicant has identified the potential types of jobs and skills likely to be required during the construction and operation phases of the Development. This information is summarised in Table A13.2.1.

25. Although not a ranking of specialism or GVA, out of the 24 jobs listed above, 8 (30%) relate directly to solar farm or net zero industry activities (these are highlighted in green), therefore *"help to develop the skills needed for the UK's transition to Net Zero*" (EN-1).

***Table A13.2.1: Summary of Jobs and Skills Requirements***

| Phase | Job Name | Job Description | Skills |
|---|---|---|---|
| Construction | Civil Workers | Site preparation.<br>Work includes:<br>The removal and storage of topsoil and levelling of the land as required;<br>Scaffolding<br>Preparation and build of both internal and external access roads;<br>The digging of trenches for cabling; and<br>Preparation for and laying the foundations for the<br>substations and BESS. | Use of machinery, such as dump trucks, diggers and compactors etc. As well as 'marking out' and 'coordinating' etc |
| | Labourers | Labour will place cabling and ducting in the trenches and transport materials as required. | No specific qualifications are required. |
| | Building Construction | Labour to build the buildings and structures in the substation compounds. | Relevant construction qualifications are required. |
| | Mounting Frame Builder & Assembler | Building the frames on site.<br><br>Manage a piling machine to create the solar structure and assemble the | Skilled workers are required to control the piling machines.<br>Less skilled workers are required to |

| Phase | Job Name | Job Description | Skills |
|---|---|---|---|
| | | associated mounting frames on site. | assemble other components of the mounting frames . |
| | Panel Assembler | Individuals manage the process of mounting the solar modules onto the mounting structures. | Knowledge of electromechanics tools is required. |
| | Low Voltage (LV) Electrical Engineers | Connecting the panels with string inverters and substations. | Skills for LV wiring and installation of equipment required. |
| | Medium Voltage (MV) Electrical Engineers | Connecting the low voltage with medium voltage switchgear on on-site substations. | Skills for MV wiring and installation of equipment required. |
| | High Voltage (HV) Electrical Engineers | Connecting the on-site substations and transformers with the transmission network. | Skills for HV wiring and installation of equipment required. |
| | Electric Vehicle Charging Installer | Installing car charging points for the EV vehicles at the substations | EV charging installation skill |
| Operation | Cleaners | Cleans offices, clothes and equipment | Cleaning and basic maintenance skills |
| | Traffic Management and Parking Operative | Using Traffic Management and Parking Plan to ensure the flow of traffic safely | Traffic Risk Management |
| | Inspection: site and drone survey | Using drones to inspect the site aerially | Drone operation and surveying equipment use |
| | Local electrician, light and heat pump Installer | Ensuring heat and light is installed onsite | Electrical |
| | Security Guards | Protecting the site during the construction process. | Protection and security |
| | Security, fire detection, Surveillance and First Aid | Setting up the security system and first aid plans. | Installation of CCTV systems and equipment. |

| Phase | Job Name | Job Description | Skills |
|---|---|---|---|
| | | | First Aid |
| | Fencing Installation Workers | Installation of the perimeter fencing including any gates for access. | Installation of fencing. |
| | Landscape Installation Workers | Installation of all landscaping, such as planting. | Installation of the landscaping works area. |
| | Electrical Engineers | To monitor and troubleshoot any problems. | LV, MV, and HV electrical specialists are required. |
| | Performance Managers | To monitor and troubleshoot any problems remotely via software from the office. | Data analysis, research |
| | General Operations and Maintenance Personnel | General operation personnel, including but not limited to solar panel cleaners | Varied |
| | Agricultural, Gardening and Horticulture Workers | This includes tree planters, fruit pickers, beekeepers, sheep grazing, and wildlife monitoring. | Agricultural, Gardening and Horticulture |
| | Lighting and Broadband Installers | To implement energy-saving lights and broadband for operational use | Fibre optics and electrical lighting installation |
| | CCTV and Security | To monitor the security of the site. | Security and safety qualifications such as CITB |
| | Landscape Monitoring and Managers | To deliver a watering strategy and monitor and maintain the landscape/ecology areas within The Development. | Landscaping and ecological background and skill |

### A13.2.2.4 SUMMARY OF EQUIPMENT REQUIREMENTS

26. The Applicant has identified the potential types of jobs and skills likely to be required during the construction and operation phases of the Development. This information is summarised in Table A13.2.2.

27. Energy generated by the Development will be stored, as required, by Battery Energy Storage Systems (BESS) until it is ready to be exported to the national grid at the Staythorpe Substation.

***Table A13.2.2: Summary of Equipment and Material Requirements***

| **Solar PV Park (Direct)** | **Solar PV Park (Indirect)** |
|---|---|
| Solar PV Modules | Cleaning Equipment |
| Groundworks Equipment | Security Equipment |
| Generator | Fire Safety Equipment |
| Transformer | Welfare Facilities |
| Inverters | Water Supply Systems |
| Tools | Traffic Management Tools |
| Consumables | Tree |
| Rooftop Solar Panels | Agricultural, Gardening and Horticulture Equipment |
| EV Charging Points | Drones |
| Transformer & Inverter | Infra-red Heating Systems |
| Switchgear (cells) | Snow Removal Tools |
| Fasteners | EV Charging Points |
| HV Cable | Rainwater Harvesting Systems |
| LV Cable | Civil Materials (e.g. gravel) |
| Earthing | Lighting and Broadband |
| N/A | Inverter |
| N/A | Tree Planting Equipment |
| N/A | Fencing and Barriers |
| N/A | Racks/Structure/Scaffolding |
| N/A | CCTV |
| N/A | PPE |

28. The Applicant has undertaken initial investigations to identify what equipment and materials can be sourced locally.

29. In the context of local supply chain relationships Applicant has built relationships with Newark Business Club, Air and Space Institute (ASI) in Newark, local printing and supply services, and has signed an MOU (memorandum of understanding) with UK Solar manufacturer Pro

Renewables, who will provide local jobs and training through onsite manufacturing of mounting frames.

30. The Applicant has given a presentation to the Newark Business Club in August 2024, highlighting employment, equipment and service supplier opportunities.

31. The Applicant has proactively created a 'supplier opportunities' form on their website, with a clear emphasis on the importance of hiring local suppliers. The webpage also includes a link to a list of the types of products and services they will need across the timelines of the Development. As of 11 June 2025 there have been 40 submissions on this website supplier opportunities form.

## A13.2.3 LOCAL COMMUNITY PROFILE

### A13.2.3.1 OVERVIEW

32. This section identifies the characteristics of the local population, workforce, and economy that are relevant to developing an SSCE plan that effectively meets local needs and maximises the benefits of the Development.

33. This Local Community Profile uses the Study Area defined in the ES. The methodology for deciding the Study Area is further explained in Section 13.4.3, "Defining the Study Area" of the Socio-Economics and Tourism ES Chapter [EN010162/APP/6.2.13].

### A13.2.3.2 POPULATION

34. The evidence in this section is primarily based on Office for National Statistics (ONS) Census 2021 data, NOMIS (official labour market statistics) datasets, and housing market data from the Land Registry online, which provides data for Lower Super Output Areas (LSOAs) and Middle Super Output Areas (MSOAs) and allows for an analysis of the characteristics of the Study Area. While this data is not recent, it provides the most robust evidence base for local-level data as it is the most recent data source to provide the required level of geographic breakdown.

35. Office for National Statistics (ONS) population estimates for 2022 show that the total population of Newark and Sherwood equated to 125,089, which represents just 2.5% of the East Midlands population and 0.2% of the total population of England. The population of the Study Area is estimated to have increased by 8.1% since 2012. This is slightly higher than the growth observed regionally (8.0%) and nationally (6.7%) during the same time period.

36. In addition to understanding the total resident numbers, it is also useful to analyse the age profile of the population. Newark and Sherwood has a median age of 45, which appears typical of local authorities in the surrounding area, with only moderate fluctuation observed. However, it appears that the median age is higher than observed in the North West and the South of England.

37. Newark and Sherwood did have a slightly smaller working age population, (60.2%), when compared to the wider region (62.2%) and nationally (62.9%). The population is ageing, a trend widely observed throughout the UK.

38. Looking at the most recent employment rate and unemployment rate data, the Study Area has an average employment rate of 75.7%, whilst the average unemployment rate is 4% (as of December 2023), as shown on Table A13.2.3.

39. Out of the five local authorities, Bassetlaw has the highest employment rate (77.9%) and the lowest unemployment rate (3%).

***Table A13.2.3: ONS Employment and Unemployment Rate Activity (Year ending December 2023)***

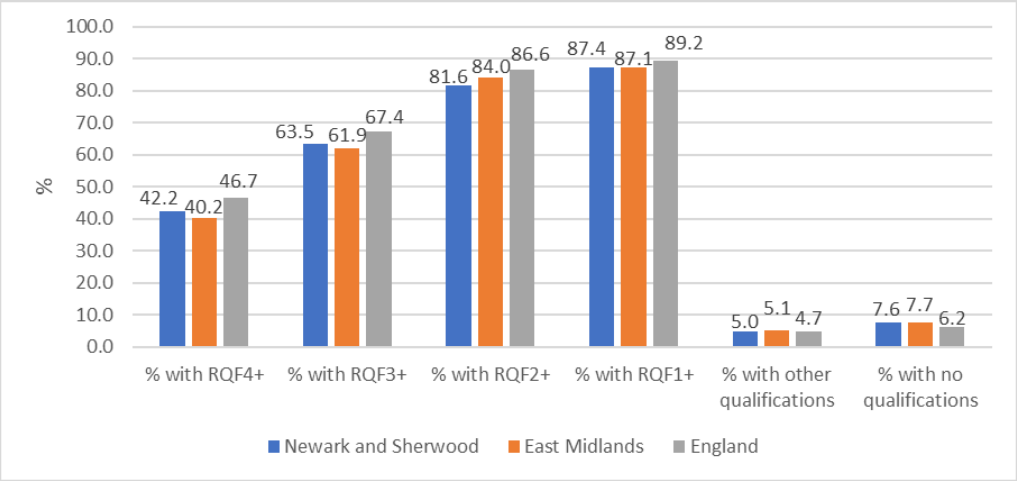
| **Local Authority** | **Employment Rate Activity and Unemployment Rate (Year ending December 2023)** | |
|---|---|---|
| | **Employment Rate** | **Unemployment Rate** |
| Newark and Sherwood | 77.5% | 3.7% |
| Mansfield | 71.9% | 3.6% |
| Lincoln | 75.5% | 5.6% |
| Gedling | 75.9% | 4.1% |
| Bassetlaw | 77.9% | 3% |
| Average Total (TTW Study Area) | 75.7% | 4% |
| East Midlands | 75.5% | 3.7% |

### A13.2.3.3 EDUCATION

40. Annual Population Survey data for 2023 provides information on the highest level of qualification gained in a given area. 1 illustrates that the Study Area population had a lower share of the 16–64-year-old population educated to RQF1, RQF2, RQF3 and RFQ4+ than was observed nationally. However, the Study Area had a higher share of individuals RQF qualified[1] across all levels, aside from RQF2+. Whilst the Study Area and region did have a slightly larger share of individuals with other qualifications, the proportion of individuals with no qualifications nationally was somewhat lower than observed in the Study Area.

[1] The Regulated Qualifications Framework (RQF) accredits qualifications in England, Wales and Northern Ireland. The rough equivalent for RQF 1+ is GCSEs grades 3-1: previously D-G; RQF 2+ is GCSEs grades 9-4: previously A*-C; RQF3+ Advanced level (A level) grade A-E and RQF4+ is Vocational Qualification level 4

***Inset A13.21: Proportion of 16 to 64 Year Old Population with Qualifications***




41. 2021 Census data identifies the highest level of qualification within each Lower Super Output Area (LSOA) in Newark and Sherwood. An LSOA is a geographic area designed to improve the reporting of small area statistics in England and Wales. An LSOA has an average population of 1,500 people or 650 households.

42. The areas with the lowest proportion of individuals who have a Level 3 qualification or higher are typically within/adjacent to Newark-upon-Trent, Broughton and Mansfield (along the western border of Newark and Sherwood). EG Academy educational initiatives, discussed in detail in section 3, will aim to target areas of educational deprivation in order to maximise positive outcomes.

### A13.2.3.4 COMMUTING

43. In September 2016, the Office for National Statistics (ONS) published its latest Travel to Work Area (TTWA) boundaries, derived from Census 2011 data. Travel to Work Area's are a useful starting point for understanding the spatial extents of labour markets. Each TTWA has a high degree of self-containment; meaning that the vast majority of people who work within the TTWA also live in that same area.

44. The table above is extracted from the ONS data on the location of usual residence compared with the usual place of work. As can be seen; the majority of workers in Newark and Sherwood also live in the borough (22,891). Aside from Amber Valley, there are reasonable levels of commuting to and from the local authorities that fall within the Mansfield TTWA. These include Mansfield, Bassetlaw, Bolsover, Gedling and Ashfield. It is, therefore, appropriate to also assess the impact of the proposals on these areas.

***Table A13.2.4: Newark and Sherwood Commuting Patterns (2011)***

| Usual Residence | Place of work (Newark and Sherwood) |
|---|---|
| Newark and Sherwood | 22,891 |
| Mansfield | 3,593 |
| Bassetlaw | 1,489 |
| Lincoln | 1,426 |
| Gedling | 1,410 |
| North Kesteven | 1,338 |
| Nottingham | 1,156 |
| South Kesteven | 1,114 |
| Ashfield | 1,036 |
| Rushcliffe | 994 |
| Bolsover | 566 |

45. This implies that Newark and Sherwood is the main significant employment hub for residents within the borough as a majority of Newark and Sherwood residents (62%) work within the borough.

### A13.2.3.5 WORKFORCE

46. Table A13.2.5 presents a detailed breakdown of employment by broad industry group in the Study Area across relevant areas to the Development.

47. Across the TTWA Study Area 5% of people are employed in Construction, which is above the national average. Gedling has the highest proportion (6.1%) of workers employed in Construction, however Newark and Sherwood has the highest total number (3,000). A total number of 11,250 construction workers within the TTWA Study Area is a large pool to draw upon for the Development's construction works.

48. As a proportion of those employed, there is a marginal amount of people employed in Electricity, Gas, Steam and Air Conditioning Supply. On average, across all 5 Study Area Boroughs, 0.3% of people are employed in Electricity, Gas, Steam, and Air Conditioning supply, which aligns with the wider statistic for England. The borough of Bassetlaw has the highest proportion, which is 0.6%. This is indicative of the specialised nature of such roles in this industry.

49. Within the Study Area there are there are approximately 15 times more people proportionally employed in Professional, Scientific and Technical Activities, as compared to in Electricity, Gas, Steam and Air Conditioning Supply.

50. England has proportionally more (9%) people employed in Professional, Scientific and Technical Activities when compared to the Study Area (6%) which implies an opportunity for STEM job creation within the Study Area.

***Table A13.2.5: Relevant Employees by Industry (BRES, 2023)***

| Area | Construction | | Electricity, Gas, Steam and Air Conditioning Supply | | Professional, Scientific and Technical Activities | |
|---|---|---|---|---|---|---|
| | Number | % | Number | % | Number | % |
| Bassetlaw | 2,500 | 5 | 300 | 0.6 | 3,500 | 7 |
| Gedling | 2,000 | 6.1 | 5 | 0.0 | 1,250 | 3.8 |
| Lincoln | 1,500 | 2.7 | 200 | 0.4 | 3,000 | 5.4 |
| Mansfield | 2,250 | 5.2 | 0 | 0.0 | 1,750 | 4.1 |
| Newark and Sherwood | 3,000 | 6 | 200 | 0.3 | 3,000 | 6 |
| Local Authorities Combined (TTWA Study Area) (%) | 11,250 | 5 | 705 | 0.3 | 9,500 | 5.3 |
| England (%) | 1,298,000 | 4.7 | 92,000 | 0.3 | 2,642,000 | 9.5 |

## A13.2.4 ECONOMIC POLICY & STRATEGIC REVIEW

### A13.2.4.1 INTRODUCTION

51. It is important to understand the economic development aims and aspirations of local stakeholders, as these set the context for, and are also key drivers of, the OSSCEP.

52. For this reason, a review has been undertaken of the planning policy and economic development strategies of the administrative bodies local to the Development. Documents which are relevant for the Development's OSSCEP are listed below, followed by the key relevant policies and messages from these documents.

### A13.2.4.2 NATIONAL POLICY

#### A13.2.4.2.1 Rigour and Responsiveness in Skills (2013)[2]

53. Although over a decade old, The Government's skills strategy 'Rigour and Responsiveness in Skills' (2013) is the most recent comprehensive report that outlines the UK government's ambitions to upskill its population. It discusses several key themes that are relevant to Employment and Skills Training. The Applicant has included commitments which respond directly to the chapters as set out in Table A13.2.6.

[2] Department for Business, Innovation & Skills, 2013. *Rigour and Responsiveness in Skills*. Available at: https://assets.publishing.service.gov.uk/media/5a7a490ded915d1a6421c60b/13-960-rigour-and-responsiveness-in-skills-amended.pdf [Accessed 23 May 2025].

***Table A13.2.6: How this document responds to the 'Rigour and Responsiveness in Skills'***

| Summary of Relevant Rigour and Responsiveness in Skills requirements | How and where considered in the OSSCEP |
|---|---|
| The Applicant commit to offering apprenticeships to those "..at the start of a new job role or occupation, and to support people to train for jobs at a higher skilled level". | RPS have considered apprenticeship opportunities within Section 5 (Opportunities) of this report. |
| The Applicant commit to offering apprenticeships to those who "have a grounding in core skills, which enable them to progress further. English and maths [GCSE grade C/4] are essential in this respect". The Applicant will make clear as part of their recruitment process that eligible applicants must have a GCSE grade 4 in English and Maths. | RPS have considered apprenticeship opportunities within Section 5 (Opportunities) of this report. |
| The Applicant commit to using Occupational Qualifications (OQs) for those aged 16 to 19 that evidence "end to end employer involvement" and we will be "central to their design and development". | The Applicant has outlined a range of Occupational Qualifications that they will launch through their EG Academy. These can be seen in section 5. |
| The Applicant commit to using Qualifications and Credit Framework (QCF) for adults, particularly for the "hardest-to-reach learners such as offenders with little previous attainment, the ability to offer learning in accessible, bite-sized units can be an effective way of kindling their interest in acquiring skills" this also extends to "unemployed adults". | The Applicant has a desire to engage with hard-to-reach groups and its commitments to do so are outlined in section 5. |

### A13.2.4.2.2 EN-1 (Overarching National Policy Statement for energy – 2024)[3]

54. There are 6 National Policy Statements for Energy, however EN-1 (Overarching National Policy Statement for energy) and EN-3 (National Policy Statement for renewable energy infrastructure) are most relevant to the Great North Road Solar and Biodiversity Park. Both were updated in January 2024.

[3] Department for Energy Security & Net Zero (2023). Overarching National Policy Statement for Energy (EN-1). Available at: https://assets.publishing.service.gov.uk/media/65bbfbdc709fe1000f637052/overarching-nps-for-energy-en1.pdf [Accessed on 04/10/2024].

***Table A13.2.7: Summary of Relevant NPS Policy and Consideration in OSSCEP***

| Summary of Relevant NPS Policy requirement | How and where considered in the OSSCEP |
|---|---|
| When considering the potential effects of a Development, applicants should consider "matters such as employment" (para 4.3.4) | RPS have considered employment effects in detail in their Socio-economics ES chapter and re-iterated in section **Error! Reference source not found.** of this report. |
| When considering socio-economic impacts, applicants should consider "the creation of jobs and training opportunities. Applicants may wish to provide information on the sustainability of the jobs created, including where they will help to develop the skills needed for the UK's transition to Net Zero" (para 5.13.4) | RPS have considered in section A13.2.2.3 the summary jobs created and also highlights that 30% of the jobs directly relate to the upskilling of Net Zero jobs. |
| In regards to the Secretary of State decision-making, they 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." (para 5.13.12) | The entirety of this document is an OSSEP to be approved by NSDC. |

#### A13.2.4.2.3 EN-3 (National Policy Statement for renewable energy infrastructure – 2024)[4]

55. EN-3 makes no specific reference to skill development, training, employment or jobs.

#### A13.2.4.2.4 NPPF (National Planning Policy Framework – 2024)[5]

56. The NPPF makes no relevant reference to skill development, training, employment, or jobs provision.

[4] Department for Energy Security & Net Zero (2023). Overarching National Policy Statement for Renewable Energy Infrastructure (EN-3). Available at: https://assets.publishing.service.gov.uk/media/65a7889996a5ec000d731aba/nps-renewable-energy-infrastructure-en3.pdf [Accessed on 31/03/2025]
[5] Ministry of Housing, Communities and Local Government, 2024. *National Planning Policy Framework*. Available at: https://www.gov.uk/government/publications/national-planning-policy-framework--2 [Accessed 23 May 2025].

#### A13.2.4.2.5 NPPG (National Planning Policy Guidance – Renewable and low carbon energy - 2023)[6]

57. The NPPG gives practical guidance on a number of planning specific issues for local policy makers and applicants. The most relevant NPPG, which is on "Renewable and low carbon energy", elements are set out in Table A13.2.8.

***Table A13.2.8: Summary of Relevant NPPG Policy and Consideration in OSSCEP***

| Summary of Relevant NPPGS Policy requirement | How and where considered in the OSSCEP |
|---|---|
| The NPPG states that "Increasing the amount of energy from renewable and low carbon technologies will help to make sure the UK has a secure energy supply, reduce greenhouse gas emissions to slow down climate change and stimulate investment in new jobs and businesses." | RPS have considered GVA contributions from both direct and indirect jobs which would include multiplier effects from business supply chains in as seen in section 3.2. |

### A13.2.4.3 REGIONAL POLICY

#### A13.2.4.3.1 The Nottinghamshire Plan – 2021 to 2031[7]

58. The Nottinghamshire County Council Plan is Nottinghamshire's 10 Year plan to ensure "A healthy, prosperous and greener future for everyone" within the County. Most relevant to this OSSCEP are themes broadly focused on energy operation, use and maintenance. Relevant aspects are set out in Table A13.2.9.

***Table A13.2.9: Summary of The Nottinghamshire Plan Nottinghamshire County Council***

| Summary of Relevant NCC Plan Policy requirement | How and where considered in the OSSCEP |
|---|---|
| Ambition 4 is about "Building skills that help people get good jobs". Among other things, there is an emphasis for adults to re-skill as well as creating diverse pathways from training into employment | The OSSCEP has explained how a variety of pathways can lead to green employment for both young people and adults who want to reskill. |
| Ambition 9 is about "Protecting the environment and reducing our carbon footprint". Amongst other things it seeks to "Support cleaner economic growth" | The Nottinghamshire Plan is focused on wider themes of health, economic growth and sustainability. The Applicant has engaged with NCC – via its Business Support department – following a presentation delivered at the Newark |

[6] Department for Levelling Up, Housing and Communities, 2023. *National Planning Policy Guidance – Renewable and Low Carbon Energy*. Available at: https://www.gov.uk/guidance/renewable-and-low-carbon-energy [Accessed 23 May 2025].
[7] Nottinghamshire County Council, 2021. *The Nottinghamshire Plan – 2021 to 2031*. Available at: https://www.nottinghamshire.gov.uk/policy-library/40648/council-plan [Accessed 23 May 2025].

| Summary of Relevant NCC Plan Policy requirement | How and where considered in the OSSCEP |
|---|---|
| | Business Club in 2024. This engagement, initiated through direct follow-up with the Business Support team, highlighted forthcoming supply chain, training, and energy efficiency opportunities linked to the Great North Road Solar Park. The Applicant will continue to engage with NCC and its stakeholders post-submission to ensure continued alignment with the ambitions of the Nottinghamshire Plan and maximise local benefit. |

### A13.2.4.3.2 Employment and Health Strategy – 2019 to 2030 [Nottinghamshire County Council][8]

59. The Nottinghamshire County Council Employment and Health Strategy seeks ways to improve employment and skills training across the county whilst also improving health outcomes. Relevant aspects are set out in Table A13.2.10.

***Table A13.2.10: Summary of Relevant Employment and Health Strategy Nottinghamshire County Council***

| Summary of Relevant NCC Employment and Health Strategy Policy requirement | How and where considered in the OSSCEP |
|---|---|
| The Strategy has four key areas of focus. Most pertinent to this OSSCEP is the focus of "Productive Economy" (Inclusive Growth) which seeks to "Encourage employers to improve the skills of their employees to raise our productivity and encourage businesses to recruit inclusively". | The Applicant has explored ways that they can recruit inclusively through educational institution partnerships (both universities and FE colleges) and by offering different roles at internship and apprenticeship levels. |

60. The below 2 D2N2 (LEP) policies are not officially adopted policies but are strategic guidance that are aligned to national and regional policies.

[8] Nottinghamshire County Council, 2020. *Employment and Health Strategy – 2019 to 2030*. Available at: https://www.nottinghamshire.gov.uk/media/2887426/employment-and-health-strategy-2020-30.pdf [Accessed 23 May 2025].

#### A13.2.4.3.3 Energy Strategy – 2019 to 2030 [D2N2 Local Economic Partnership][9]

61. The D2N2 (Derby, Derbyshire, Nottingham, Nottinghamshire) Energy Strategy discusses the need to begin a clean growth revolution. It is a strategic framework for securing smart, clean energy infrastructure in the Derbyshire and Nottinghamshire regions. It does not have any specific goals or objectives. Relevant aspects are set out in Table A13.2.11.

***Table A13.2.11: Summary of Relevant Energy Strategy Policy and Consideration in OSSCEP***

| Summary of Relevant Energy Strategy Policy requirement | How and where considered in the OSSCEP |
|---|---|
| It goes on to discuss the need to "Invest in cross-sector opportunities to build local leadership capacity to accelerate the shift to a local low carbon economy." | The Applicant has outlined their vocational jobs and training provision in more detail in section A13.2.5. It covers apprenticeship, traineeships and even work placements to ensure a steady pipeline across generations of future renewable energy employees. |
| The Strategy highlights the importance of the Low Carbon and Renewable Energy Economy. It goes on to recommend that "each key sector identifies the niches of 'pro-environmental' business activity and the key skill requirements associated with growth of 'low carbon' supply." | The Applicant has outlined their collaborative approach by ensuring they compound already existing Nottinghamshire efforts to help re-skill and upskill people into the zero-carbon economy. |

#### A13.2.4.3.4 Recovery and Growth Strategy – 2019 to 2030 [D2N2 Local Economic Partnership][10]

62. The D2N2 Recovery and Growth Strategy focuses on how people can be upskilled to help deliver the clean growth revolution. It contains three guiding principles, most relevant are "Low Carbon Growth" and "Productivity". Relevant aspects are set out in Table A13.2.12.

[9] D2N2 Local Economic Partnership, 2019. *Energy Strategy – 2019 to 2030*. Available at: https://d2n2lep.org/d2n2-energy-strategy/ [Accessed 23 May 2025]
[10] D2N2 Local Economic Partnership, 2019. *Recovery and Growth Strategy – 2019 to 2030*. Available at: https://d2n2lep.org/strategy/ [Accessed 23 May 2025]

***Table A13.2.12: Summary of Relevant D2N2 Recover and Growth Strategy Policy and Consideration in OSSCEP***

| Summary of Relevant RGS Policy requirement | How and where considered in the OSSCEP |
|---|---|
| Principle 1 (Low Carbon Growth) focused on the production of "More low carbon energy produced and consumed in the region." | N/A |
| Principle 2 (Productivity) focuses on a "more highly skilled workforce able to access jobs that are already vacant and new jobs that will be created." With a focus on jobs that "take advantage of [the regions] clean growth ambition." | The Applicant's proposal directly relates to this as it will promote net zero skills development amongst young people via roles (that young people can do) directly related to renewable solar technology as outlined in section A13.2.2.3. |

### A13.2.4.4 LOCAL POLICY

63. This section focuses on the 5 local authorities that make up the Travel to Work Study Area, as mentioned in **Error! Reference source not found.**.

***Table A13.2.13: Summary of local planning policy relevant to this chapter***

| Policy | Key provisions | How and where considered in the OSSCEP |
|---|---|---|
| Newark & Sherwood Local Plan (adopted 2019)[11] | | |
| Core Policy 6 | Supports sustainable economic growth through employment maintenance and development. It specifically Encourages "the development of priority business sectors [such as]…sustainable energy and environmental technologies" | Section **Error! Reference source not found.** outlines employment opportunities and skills. |
| Newark & Sherwood Community Plan (2023-2027)[12] | | |
| Objective 3 | This relates to raising "people's skills levels and creat[ing] employment opportunities for them to fulfil their potential" | Section A13.2.5 outlines employment and skills opportunities. |

[11] Newark & Sherwood District Council, 2019. *Newark & Sherwood Local Plan*. Available at: https://www.newark-sherwooddc.gov.uk/media/newark-and-sherwood/images-and-files/planning-policy/pdfs/core-strategy/2019-Adoption-Statement-NSDC.pdf [Accessed 23 May 2025]
[12] Newark & Sherwood District Council, 2023. *Newark & Sherwood Community Plan (2023-2027)*. Available at: https://democracy.newark-sherwooddc.gov.uk/documents/s18024/31.10.23%20-%20Community%20Plan%20-%20Appendix.pdf [Accessed 23 May 2025]

| Policy | Key provisions | How and where considered in the OSSCEP |
|---|---|---|
| Bassetlaw Local Plan 2020 to 2038 (adopted 2024)[13] | | |
| Policy 6.1 | This relates to the "Promoting [of] Economic Growth". The approach taken is to "support low carbon growth; promote productivity, particularly around employment and skills…" | Section A13.2.5 outlines employment and skills opportunities. |
| Gedling Local Plan 2031 (adopted 2023)[14] | | |
| Policy LPD 44 | To minimise employment loss due to developments | The economic impacts of job creation and loss associated with this development is assessed within Chapter 13 Socioeconomics and Tourism [EN010162/APP/6.2.13]. |
| Central Lincolnshire (adopted 2020)[15] | | |
| Policy S14 | This policy refers to "Renewable Energy". It emphasises the importance of "supporting the transition to a net zero carbon future and will seek to maximise appropriately located renewable energy generated in Central Lincolnshire" | Considered throughout this document |
| Mansfield 2013 to 2033 (adopted 2018)[16] | | |
| E5 | Discusses the need to improve skills and economic inclusion. It states a desire to support "opportunities which assist with the long term re-skilling" and to | Section A13.2.3 outlines employment opportunities and skills. |

[13] Bassetlaw District Council, 2024. *Bassetlaw Local Plan 2020 to 2038*. Available at: https://www.bassetlaw.gov.uk/planning-and-building-control/planning-policy/bassetlaw-local-plan-2020-2038/bassetlaw-local-plan-2020-2038/ [Accessed 23 May 2025]
[14] Gedling Borough Council, 2023. *Gedling Local Plan 2031*. Available at: https://www.gedling.gov.uk/resident/planningandbuildingcontrol/planningpolicy/adoptedlocalplanandpolicydocuments/ [Accessed 23 May 2025]
[15] Central Lincolnshire Joint Strategic Planning Committee, 2020. *Central Lincolnshire Local Plan*. Available at: https://www.n-kesteven.gov.uk/central-lincolnshire/planning-policy-library [Accessed 23 May 2025]
[16] Mansfield District Council, 2018. *Mansfield District Local Plan 2013 to 2033*. Available at: https://www.mansfield.gov.uk/local-plan/adopted-local-plan-2013-2033 [Accessed 23 May 2025]

| Policy | Key provisions | How and where considered in the OSSCEP |
|---|---|---|
| | enable local people to access "on-site training, development and employment opportunities in the construction of the Development" | |

### A13.2.4.5 POLICY SUMMARY

64. Planning policies and economic development strategies relevant to the Development exist at the national, regional, and local levels.

65. The Nottinghamshire Skills Strategy and Energy Strategy are comprehensive strategic policy documents created by D2N2 (the Study Area's regional Local Enterprise Partnership). They are not officially adopted policies, but strategic guidance aligned to National and Local policy. They address how to achieve clean economic growth while ensuring that there is a diverse pipeline of skilled talent to enable the green transition.

66. The relevant Local Plans for the area identify renewable energy as a target sector and aim to promote opportunities for the local workforce and supply chain, focusing on high-quality and diverse job opportunities. Promoting skills development is a common theme across all relevant plans and strategy documents. The OSSCEP is, therefore, in accordance with planning policy and supports the achievement of the aims of the relevant Local Plans relating to SSCE.

## A13.2.5 OPPORTUNITIES

67. This section sets out  activities the Applicant will pursue as part of a work programme relating to SSCE.

68. The opportunities described here reflect the likely impacts of the Development and respond to the local context, as set out in Chapter 13 Socioeconomics and Tourism [EN010162/APP/6.2.13]. They are an illustrative long list and will be modified, refined, and agreed upon through the development of a full SSCE plan, which will be secured via a DCO Requirement. The SSCE plan will be subject to approval by NSDC.

### A13.2.5.1 SKILLS

69. The Applicant in June 2025  proactively designed and distributed career path skills information to Newark DWP Job Centre, Newark College, ASI, NTU and NSDC members, offering guidance on careers in renewables, educational paths to take and signposting free courses on the Elements Green Academy to prepare local talent for roles.

70. As set out in **Error! Reference source not found.**, a variety of skills and disciplines are required for the successful delivery of the Development. Interventions relating to relevant skills training and education could benefit

local people while also promoting the supply of an appropriately skilled workforce to deliver the Development.

71. The Applicant has already identified a number of stakeholders for potential skills and educational collaboration and has made initial contact and carried out work with such institutions. This programme of engagement will be continued and expanded post-DCO consent to ensure skills and training initiatives are included in the full SSCE plan. A non-exhaustive list of potential skills stakeholders is presented in Table A13.2.14.

***Table A13.2.14: Stakeholders for Skills Collaboration***

| Stakeholder | Stakeholder Type | Contacted to Date | Collaboration |
|---|---|---|---|
| D2N2 Local Enterprise Partnership (Careers Hub) | Facilitator | Yes | Met with GNR team to align energy and skills strategies (NSDC LAEP, D2N2 Energy Strategy). Discussed avoiding duplication of training efforts and collaborating on Careers Hubs and IAT. Invited to EG Academy launch in May 2025. |
| Nottingham Skills Academy | Facilitator | Yes | Invited to January 2025 GNR Statutory Consultation and the EG Academy launch. Further engagement is planned. |
| East Midlands Chamber of Commerce | Facilitator | Yes | Engaged through regional business network channels and invited to consultation events. Supporting business outreach. |
| Lincoln College (Newark Campus) | Training Institution | Yes | Engaged as a key local training provider. Shared EG Academy plans. Discussions are ongoing around future student pathways. |
| Newark College and The Air and Space Institute (part of The Lincoln College) | Training Institution | Yes | Engagement via educational outreach. Future curriculum partnerships are under review. Hosted and representative attended GNR Statutory Consultation. |
| Nottingham College (Green Skills) and Nottingham College Construction Skills Centre | Training Institution | Yes | Invited to GNR Statutory Consultation and EG Academy launch. Exploring green skills collaboration. Further meetings are planned. |
| West Nottingham College | Training Institution | Yes | Invited to EG Academy launch. Engagement ongoing to explore training tie-ins. |

| Stakeholder | Stakeholder Type | Contacted to Date | Collaboration |
|---|---|---|---|
| Nottingham Trent University | Training Institution | Yes | Delivered a lecture in Oct 2024 via the Dept of Economics. EG Academy showcased two careers' events at NTU Nottingham City campus and Brackenhurst in 2024. Hosted and students attended EG Academy launch. Planning internships and student engagement. EG are sponsoring two PhDs. |
| University of Lincoln | Training Institution | Yes | Attended GNR Statutory Consultation and invited to EG Academy launch. Exploring academic collaboration. |
| University of Nottingham | Training Institution | Yes | Invited to GNR Statutory Consultation and EG Academy launch. |
| Newark Jobcentre Plus | Facilitator | Yes | Attended EG Academy launch. Distributing Careers Pathway leaflets, promoting roles, offering candidate sourcing and training. Work experience programme in planning. |
| Mansfield Jobcentre Plus | Facilitator | Yes - discussions via Newark Jobcentre | Proposal to mirror Newark partnership: job promotion, candidate training, work experience. Engagement to follow. |
| Opps in Notts (NCC) | Facilitator | Yes | Invited to GNR Statutory Consultation. |
| Midlands Net Zero Hub | Energy | Yes | Invited to GNR Statutory Consultation and EG Academy launch. Planning further meetings to coordinate green workforce development. |
| Primary Schools | Training Institution | Yes | EG Academy to run outreach events starting in late 2025. Focus on renewable energy and Biodiversity education. |
| Secondary Schools | Training Institution | Yes | Outreach activities planned for 2026. EG Academy education support materials and site visits under development. |

#### A13.2.5.1.1 Opportunity 1: Apprenticeships

72. Apprenticeships can help fulfil labour and skills requirements for employers in a cost-effective way, while also providing paid employment, training, and potential pathways into employment for apprentices, who are often young people, which helps to sustain the pipeline of future talent.

73. Apprenticeships can be delivered directly through the Applicant or indirectly through “flexi-job apprenticeship agencies”.

74. D2N2 Career’s Hub (part of the D2N2 LEP) aims to promote the growth of apprenticeships by supporting the engagement of all interested parties through information and guidance. Although not an exhaustive list, Apprenticeship providers in the area include:

    - Lincoln College (Newark Campus);
    - Nottingham College (Green Skills);
    - University of Nottingham (Degree Apprenticeships); and
    - Nottingham Trent University (Degree Apprenticeships).

75. In developing the OSSCEP and in preparation for the full SSCEP the Applicant has created the EG Academy for the Development. The EG Academy aims to plug the gap in UK construction education, which currently has no officially recognised accreditation for ground-mounted solar PV and BESS qualifications in the UK.

76. Students who have completed courses at the EG Academy would be eligible to apply for apprenticeships with the Applicant, as well as at other renewable development and construction companies.

77. The Applicant’s EG Academy has created a partnership with Newark College with the aim to hire skilled electricians, and construction operatives.

78. The Development will create apprenticeship opportunities across the key skilled sectors required to deliver the construction of the project. The Applicant will continue to engage with local bodies to hire apprentices up to and during the construction period.

#### A13.2.5.1.2 Opportunity 2: Other Workforce Training

79. The Applicant will also consider other interventions to support the training of employees and workers on the Development.

80. The Applicant will support the achievement of vocational qualifications (e.g., BTEC, City and Guilds, NVQ, HNC) at various levels relevant to the delivery of Development.

81. The Applicant will engage with Tier 1 contractors and local training providers to arrange skills and training workshops and apprentice hiring events for the project in collaboration with the institutions on the engagement list.

82. The Applicant is already a member of SolarEnergy UK, an established trade association working for and representing the entire solar and energy storage value chain.

83. The Applicant will continue work with the SEUK skills and training forum and support SEUK skills and training initiatives, particularly in relation to programmes focussed in the target area.

84. The Applicant recognises the exponential growth in career opportunities in the renewable energy industry, as illustrated in the Solar Energy UK 'Support Continued to grow for solar' report (2025)[17] which recognizes that the industry goal of providing 60 GW by 2030 needs jobs and skills to achieve it. To attract the best talent to work on the Development , the Applicant created the EG Academy.

85. EG Academy is a free, web-based and in-person renewable energy programme. There are four core physical venues from which learning will be taking place in 2025 / 2026. The venues are:

- Newark College;
- Air and Space Institute, Newark;
- Hockerton Sustainable Housing Project Classroom; and
- The Sherwood Energy Village, Ollerton.

86. The EG Academy website[18] was launched in January 2025 offering an initial six training courses free to access for residents of the Newark and Sherwood District and students of Newark and Lincoln College. The free courses were subsequently made available to the wider East Midlands area, with NTU students having taken courses at the Academy Course titles:

- Navigating ESG and Regulatory Frameworks in Renewable Energy;
- A Guide to the Solar Farm Development Process in the UK;
- Introduction to Supply Chain Management in Solar and Energy Storage Development;
- A Guide to Battery Energy Storage System (BESS) Design;
- A Guide to Photovoltaic (PV) Design for Solar Farm Projects; and
- Land Origination and Procurement for Solar Farm Projects.

87.

88. The Applicant is a member of the Continuous Professional Development (CPD) Accreditation Service. The EG Academy courses are accredited by Continuous Professional Development (CPD), and it is envisaged that more courses will be added to the Academy programme throughout 2025 and beyond.

89. The EG Academy offers CPD-accredited courses covering ESG and regulatory frameworks, solar farm development, supply chain management, BESS and PV system design, and land origination for solar and BESS projects in the UK. Further expansion of EG Academy will involve collaboration with at least 10 institutions from the identified stakeholder list, with the aspiration to see 250 CPD-accredited courses taken by the end of 2026. In parallel, 50 training courses will be delivered through the Academy of Solar Excellence, enabling local students and employees to gain skills that contribute directly to roles in solar farm construction and operation. To ensure these programmes align with live project needs, the Applicant is

[17] Solar Energy UK 'Support Continued to grow for solar' report (2025)
[18] https://elementsgreenacademy.thinkific.com/

actively engaging with industry stakeholders – including Pro Renewables, Nottingham Trent University and RSPB to co-develop relevant training pathways. Initial discussions have indicated strong interest in linking training delivery with project timelines and supply chain requirements. Moving forward, Elements Green will establish a Skills Delivery Working Group to develop a clear delivery framework, incorporating employer-led sessions, site placements, and apprenticeship entry points – aligning with both industry demand and local opportunities.

#### A13.2.5.1.3 Opportunity 3: STEM Education and Careers

90. There is currently poor take-up of STEM subjects within schools and colleges and the UK's workforce of engineers is aging[19]. This implies a potential shortage of the technical and professional skills required to deliver the Development and other large infrastructure projects in the future.

91. The D2N2 Recovery & Growth and D2N2 Energy Strategy both emphasise the need for specialist skills to help build the zero-carbon economy.

92. The Applicant will investigate the potential for a programme of activities which promote STEM education and careers. This could be targeted at primary school pupils, secondary school pupils, college students and / or other young people in the area.

93. The EG Academy provides various renewables-focused CPD accredited courses to help to deal with the skills shortage. The courses involve web-based video content which allows more people to access them. As part of the EG Academy, the Applicant will seek to offer internships and create funded partnerships to expand STEM education and career opportunities.

94. The CPD courses are targeted at a variety of groups from those who want to start their own solar developments e.g. "Solar Development Planning"; to those who want to build solar teams e.g. "Building Effective Teams", to those who want to work in solar construction "Solar PV Design" or "PV and BESS Integration" to those who want to finance solar Developments "How to finance a solar farm" to those who want to work in solar farm operations e.g. "Supply Chain Management" or "Developing Business Processes". New CPD courses are also being developed such as "Biodiversity", "Planning", "Energy System Integration", and "Community Engagement" – all aligned to roles needed across the UK renewable energy industry.

95. All courses are suitable for learners from aged 16. There are Downloadable Completion Certificates available – many of which have already been proudly shared by participants via LinkedIn, reflecting the growing community of engaged learners.

96. Through their EG Academy, the Applicant has also committed to hosting community workshops with groups such as Scouts & Girlguiding, Young Farmers, Women's Institutes, Men's Shed and other social/support groups for protected characteristics. The Applicant will commit to offering more open day educational opportunities to members of the public and students

[19] The UK Government's Industrial Strategy (2017) stressed the need to address skills shortages in STEM subjects and disciplines.

ranging from primary schools to tertiary education, having undertaken in person events in 2024 and 2025.

97. The Applicant has already organised 2 solar farm open days in June 2024, where members of the public were invited to visit an operational solar farm. The educational visits were led by a team of experts in various sectors of solar park development and operation.

98. Over 150 members of the public learned about the physical make up of an operational solar park, and how it is connected to the wider grid network. The visitors also became familiar with electrical operations and maintenance, as well as how sheep grazing is managed underneath solar panels. The Applicant will hold further solar farm open days, with a specific focus on training and education as part of the ongoing EG Academy offering.

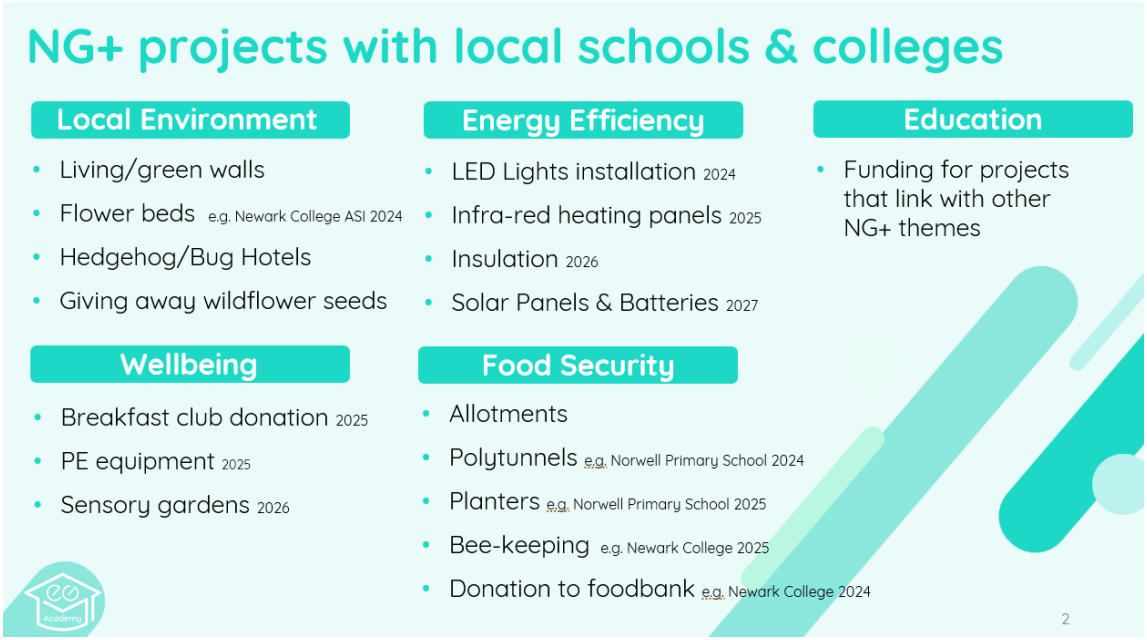
99. Given the Development's timescale and phases, some of the target individuals could ultimately become part of the Development's workforce. However, the key aim should be to inform and inspire young people about STEM careers more generally.

100. 2Initiatives could include project development staff volunteering to run interactive workshops or deliver talks. The Applicant has already begun to shape a programme of educational engagement through the EG Academy – for example, Mark Wheeler, Investment Manager at Elements Green, delivered a guest lecture at Nottingham Trent University in October 2024. The Applicant will look to expand this model by offering similar contributions at other educational institutions.

101. They have also considered a range of engagement formats, such as 'Solar Assemblies' and 'Solar Activity Days', aimed at bringing renewable energy concepts into the classroom in accessible and interactive ways. The first step will be to continue engagement with local schools and relevant facilitators (e.g. Local Authorities) to establish demand and co-design appropriate initiatives.

102. The Applicant will also continue to collaborate with local schools and colleges on themed project developments aligned with five priority areas: 'Local Environment', 'Energy Efficiency', 'Education', 'Wellbeing' and 'Food Security'. Further detail of these project themes can be found in Inset A13.2.2, taken from the Applicant's EG Academy presentation.

***Inset A13.2.2: NG+ Local Projects***




103. Site visits during the construction period will be an effective way to educate and inspire students, The Applicant will also establish a 'project hub' or facility at the Development to provide space and resources to deliver STEM initiatives. Inspiration will be taken from Eden Renewables, who offer site visits, STEM webinars that bring industry professionals directly into classrooms and engage with teachers.

104. The Applicant will develop a programme of activities in collaboration with local schools which promotes STEM education and careers. School visits with small-group talks and presentations, workshops on construction skills, operating skills and electricity market-related skills. Once the Development is built, there will be site visits with demonstrations of key parts of the Development, review of information boards and technical descriptions of the NGET substation site. Science walks, nature walks and environmental issues walks can be used to inspire pupils to work in all sectors of the green economy. The Applicant will setting up visitor, educational visits and technical exhibitions. The Applicant will participate in local Careers Fairs and Jobs Fairs.

105. The Applicant has already had discussions with Newark College and The Air and Space Institute (part of The Lincoln College Group), regarding potential collaboration on skills development programmes and held discussions with their engineering students at engagement events in 2024 and 2025. This engagement will continue and expand.

#### A13.2.5.1.4 PhDs

106. Since mid-2024, the Applicant has been working closely with Nottingham Trent University (NTU) to develop advanced research partnerships aligned with the goals of the Great North Road Solar and Biodiversity Park. Following exploratory discussions in June, July and October 2024, the collaboration progressed significantly in May and June 2025, culminating in the co-development of two PhD-level research projects, with the potential for one to advance as a Knowledge Transfer Partnership (KTP).

107. The first proposal, “Smart energy flows: Optimising surplus solar energy use for controlled environment agriculture,” explores how surplus solar generation - particularly when battery storage systems are at or near capacity - can be redirected to power controlled environment agriculture (CEA) systems, enabling the UK-based growth of high-value crops typically imported due to climate limitations. Tom Rogers, Senior Lecturer in Sustainable Energy Engineering at NTU, is highly supportive of the proposal and has suggested that, while it will be submitted as a PhD, it has strong potential to evolve into a Knowledge Transfer Partnership (KTP) in future. This would enable greater applied impact, with opportunities for practical delivery and potential pilot testing linked to GNR project sites.

108. The second PhD is titled “Quantifying Carbon Sequestration Dynamics in Solar Farm Landscapes: A Predictive Tool for Sustainable Land Use and Biodiversity Co-Benefits.” This project will develop a much-needed tool to model how solar farm development influences soil carbon storage and biodiversity net gain over time, an area with limited current data but growing regulatory relevance.

109. These proposals have grown from real-world observations, policy needs, and sectoral challenges. The ideas reflect a shared desire to produce high-impact, solution-focused research with commercial and environmental relevance. Both Tom Rogers and his NTU colleagues have expressed strong enthusiasm for these topics and the collaborative process, viewing them as timely, innovative, and aligned with national goals on net zero, food security, and biodiversity.

110. The Applicant is now working with NTU to confirm supervisory structures, funding models, and candidate recruitment, with the aim of launching these research roles as part of the GNR project’s long-term community and innovation legacy.

### A13.2.5.2 EMPLOYMENT

111. The expected employment benefits of The Development are assessed within Chapter 13 Socioeconomics and Tourism [EN010162/APP/6.2.13]. This section will discuss opportunities to maximise these employment benefits for local people and disadvantaged groups.

#### A13.2.5.2.1 Opportunity 4: Local Recruitment

112. The Applicant will investigate measures to promote the take-up of jobs generated by The Development of local people.

113. The starting point will be engagement with Local Authorities and Job Centre Plus, in order to tap into existing local employment support networks. The local Job Centre Plus offices are identified in Table A13.2.15 below.

114. The Applicant commits to engaging with job centres to promote their job opportunities.

115. There may be community and voluntary sector groups specialising in local recruitment, and placing job adverts with local private sector recruitment companies will also support this initiative.

***Table A13.2.15: Details of Local Job Brokerage Agencies***

| Organisation | Address | Contact Details |
|---|---|---|
| Newark Jobcentre Plus | Castle House,<br>Great N Road,<br>Newark,<br>NG24 1BY | 0800 169 0190 |
| Nottingham Central Job Centre | 57-59 Upper Parliament St,<br>Nottingham, NG1 6AX | 0800 169 0190 |
| Mansfield Jobcentre | District Council, Civic Centre, Chesterfield Rd S,<br>Mansfield, NG19 7BH | 0800 169 0190 |
| Lincoln Jobcentre | City Hall, Orchard St,<br>Lincoln, LN1 1YZ | 0800 169 0190 |
| Arnold JobCentre Plus | Civic Centre, Arnot Hill Park Arnold,<br>Nottingham, NG5 6LT | 0800 169 0190 |

116. The site managers will be briefed and given resources at the Development welfare units to encourage local prospective recruits in person, onsite to join the workforce.

117. For example, the Applicant will explore opportunities in relation to hiring a Skills and Employment manager at the site responsible for local outreach, and vacancies will be displayed at the site.

118. The Applicant has already accepted registration from students for their career training pathway platform, EG Academy, and exhibited at a Nottingham Trent University Careers Fair in October 2024.

119. A soft launch of The EG Academy began with community signposting in early 2025, before a high-profile launch event at NTU's Engineering Showcase Day in May 2025. The event featured expert careers stations, student debate zones and CV support, demonstrating how the EG Academy complements STEM learning and entry into real-world roles.

120. The EG Academy has also launched its own TikTok presence (@TheGreenGig), designed to engage younger learners via career-focused content and social media campaigns.

### A13.2.5.2.2 Tree Planting

121. Tree planting initiatives, in particular, not only enhance the environment but also strengthen communities, boost mental well-being, and create job opportunities.

122. The Applicant has signed a partnership agreement with the Sherwood Forest Trust. The Partnership aims to ensure that the 64,500 trees are planted within the Study Area.

123. This initiative has educational as well as well-being benefits. People will have the opportunity to learn tree-planting skills, and Sherwood Forest Trust will be involved in this training. Sherwood Forest Trust will also be involved in the work of the EG Academy.

124. Other partnerships have been established with the Royal Society for the Protection of Birds, Nottinghamshire Wildlife Trust and Trent River Trust charities.

#### A13.2.5.2.3 Opportunity 5: Maximising Diversity of the Workforce

125. The Applicant will introduce initiatives to maximise the diversity of the workforce. Groups which will be the target of this measure include: disadvantaged or under-represented groups, NEETs, women, ethnic groups, long-term unemployed, ex-offenders, military veterans and disabled people.

126. Within the D2N2 LEP (2023)[20] boundary, there are 2.74% young NEETs (percentage of 16 to 17-year-olds Not in Employment, Education or Training), this is 0.2% higher than the national average. Using more localised data (Department for Education, 2022) – Nottinghamshire has a 2% NEET proportion which is actually slightly below the 2.4% East Midlands or 2.8% England average. Although Nottinghamshire has slightly fewer NEETs, there is an opportunity for the Applicant to build upon this by helping to reduce Nottinghamshire's NEET rate even further. The construction phase is most likely where this group can be targeted, and more detailed programmes can be created.

127. The most relevant target groups for this measure would be identified through consultation and research post-consent. Measures could include:

- Ensuring that jobs are communicated to target groups, including identifying and working with specialist job brokerage agencies; and
- Working with job support and training providers who operate programmes aimed at getting people into work (for example, young people who are Not in Education, Employment or Training may require pre-employment, basic skills training and work placements).

128. Any measures adopted will comply with employment law. It will be important to report on the demographic profile of applicants for new jobs and the workforce. This would likely involve regular reporting, for example on age, ethnicity, gender, and disability, with data to be collected through a voluntary survey.

129. Through their EG Academy, the Applicant has committed to hosting community workshops with social/support groups for protected characteristics. This can act as a pathway to diverse workforce hiring.

### A13.2.5.3 SUPPLY CHAIN

130. The Applicant will take measures to maximise benefits to local businesses from spending on goods and services during each phase of the Development.

[20] D2N2 Key Economic Indicators: People and Skills (Updated in October 2023)

131. The Applicant has built relationships with Newark Business Club and East Midlands Chamber of Commerce. The Applicant will use these facilitators to make connections with local suppliers. The Applicant commits to using ethical procurement practices in relation to their supply chain, and is a signatory of the March 2024 UK Solar Industry sustainable supply chain commitment that promotes the highest possible levels of transparency, social responsibility and good governance throughout global solar supply chains. This includes action to minimise and reduce the impact of extracting raw materials, to conserve water and to lower carbon emissions across the value chain, and to ensure the industry is free of any human rights abuses, including forced labour, anywhere in the global supply chain.

#### *A13.2.5.3.1.1 UK Industry Supply Chain Statement*

132. The statement below has been developed in consultation with industry members as part of Solar Energy UK's ongoing supply chain sustainability workstream.

133. "We, members of the UK solar energy industry, support the development of an industry that promotes the highest possible levels of transparency, including in areas of environmental sustainability, social responsibility, and good governance. This includes actions to minimize and reduce the impact of extracting raw materials, conserve water, lower carbon emissions across the value chain, and ensure the industry is free of any human rights abuses, including forced labour, anywhere in the global supply chain.

134. In 2021, Solar Energy UK members committed to developing a traceability protocol to increase sustainability across the industry. Since then, Solar Energy UK has taken robust action to drive change. This includes collaborating across the industry, with governments, and with sustainability experts to develop the Solar Stewardship Initiative, which launched in December 2023.

135. The Solar Stewardship Initiative is a solar-specific supply chain assurance scheme and has published a dedicated environmental, social, and governance standard. The Solar Stewardship Initiative will drive a more responsible, transparent, and sustainable value chain. To demonstrate our support for the principles set out in the Solar Stewardship Initiative, we will always seek to use PV modules from manufacturers that can demonstrate they are following the SSI Standard in future projects.

136. This industry-wide action complements the work that Solar Energy UK members have taken to strengthen supply chain standards, and we commit to continuing to use our best endeavours to deliver a sustainable industry."

137. The Applicant has a supplier registration form on their website which has already received 40 registrations of company interest.

### A13.2.5.3.2 Opportunity 6: Business networking and support

138. The Applicant will work with local partners to communicate opportunities for purchasing and contracts arising from The Development to local businesses.

139. This will include building on existing relationships with: Solar Energy UK; Newark Business Club; Pro-Renewables UK Ltd; Local services - printing, accommodation, storage and logistic companies; Nottinghamshire County

Council Business Advisor for New Businesses; Local business owners; Muskham Cougars Football Club (potential Sponsorship); Newark College Living Garden; Yasmine Mcclory Foundation; Community Allotments; Trusted Energy, as well as identifying other potential partners including the Local Authorities.

140. To strengthen ties with the business community, the Applicant plans to hold networking events where local suppliers can connect with our procurement and operations teams. These events will help businesses explore potential partnerships, learn about sustainable practices, and understand how they can contribute to and benefit from the Development.

141. The Applicant's NG+ scheme seeks to include grants specifically for Nottinghamshire businesses to support energy efficiency improvements or renewable energy, installed by local domestic and commercial market renewable energy companies.

#### A13.2.5.3.3 Opportunity 7: Procurement Strategy

142. Although a lot of local supply chain initiatives have begun to be implemented and will continue to do so, a Procurement Strategy (a comprehensive plan that guides the planning, design, execution, control, and monitoring of supply chain activities) has not been created yet. The Procurement Strategy will be created post-DCO consent and referenced as part of the full SSCE.

143. The procurement strategy for the Development will also reflect the aim of maximising benefits to local businesses, balanced against ensuring competitive delivery of the Development.

144. As well as early engagement with potential contractors via suppler information days, contracting opportunities will be publicised so as to maximise local reach (for example, using social media and industry publications).

145. The Applicant has proactively created a supplier opportunities form on their website, with a clear emphasis on the importance of hiring local suppliers. The webpage also includes a link to a list of the types of products and services they will need across the timelines of the Development. As of 11th June 2025, 40 companies have filled in this form.

146. The Applicant will work with East Midlands Chamber to provide a list of local companies who can contribute to the supply chain of the Development.

147. A Memorandum of Understanding was signed with ProRenewables in relation to mounting frame supply and potential contract. The contract would be for the supply of all mounting frames for the Solar PV panels being supplied by ProRenewables using British steel, milled at Port Talbot.

148. ProRenewables is a manufacturer specialising in the design and production of mounting frames for solar photovoltaic (PV) systems. These mounting frames are essential components that securely support solar panels on various surfaces, including rooftops, ground installations, and other structures. They assemble the frames on-site from steel coils, significantly reducing the number of vehicle movements required compared to traditional methods of transporting pre-assembled frames.

149. The Applicant has also engaged in early contractual discussions for the supply of steel for the mounting frames. This would involve the use of rail freight to deliver the steel part-way to the Development, thus reducing road miles and therefore carbon emissions relative to road and sea transport.

#### A13.2.5.3.3.1 The Applicant's Responsible Supply Chain

150. The Applicant is a solar and energy storage developer committed to powering a sustainable future and driving forward the energy transition with solar and storage solutions. The Applicant is committed to doing business responsibly and respecting the community and the environment in their supply chain operations. Ethical business practices are fundamental to the way the Applicant operates, and they apply the same high standards they have for themselves, to all suppliers that they work with. As well as being a signatory of the March 2024 UK Solar Industry sustainable supply chain commitment, the Applicant's supplier Code of Conduct sets out the core ethical business practices that they require from all of their suppliers.

151. 'Suppliers' includes any third party that provides goods or services to The Applicant, or any of its affiliates, subsidiaries or related parties.

152. This Code of Conduct applies to all workers employed by a supplier on any basis and includes temporary or agency workers and sub-contractors and their own employees, temporary workers and agency workers. This Code of Conduct applies to any affiliate or subsidiary of a supplier that is engaged in, responsible for, or has the power to direct the provision of goods or services to the Applicant.

153. Doing business responsibly goes beyond compliance with mandatory laws and regulations, although that is also something that the Applicant expects from all of their suppliers. It means demonstrating respect for people and the environment in all aspects of operating one's business. This Code of Conduct is based on internationally recognised standards, including the Universal Declaration of Human Rights, International Labour Standards and the United Nations Global Compact Principles.

#### *A13.2.5.3.3.2 Commitment Areas*

154. This Code of Conduct includes commitments relating to:

- Mandatory Law and Regulation;
- Anti-Money Laundering, Anti-Bribery and Corruption and Sanctions;
- Data Privacy and Protection;
- Fair Employment Practices;
- Sustainable Sourcing and Procurement; and
- Environmental Impact.

## A13.2.6 DELIVERY

155. This section describes how the SSCEP could be delivered, including potential roles, responsibilities, and timelines.

### A13.2.6.1 ORGANISATIONAL FRAMEWORK

156. 3 shows a potential organisational framework for developing and delivering the SSCE work programme post-DCO consent.

157. The programme would be driven forward by a SSCE Function Lead, overseen and governed by a steering group which would include senior members of Element Green's management team.

158. The SSCE work programme would then break down into a number of activities or workstreams (some or all of which could align with the opportunities described in Section 5). Each activity would have a named lead (which could be the SSCE Function Lead), and internal partners (from within the Element Green Limited's Development team) to support delivery. External partners and stakeholders (for example, Local Authorities, education and training providers, job brokerage agencies, Chambers of Commerce) could be engaged as appropriate, as their detailed local knowledge and experience will be critical to success. Additional resources such as professional support, capital funding or physical facilities may be relevant.

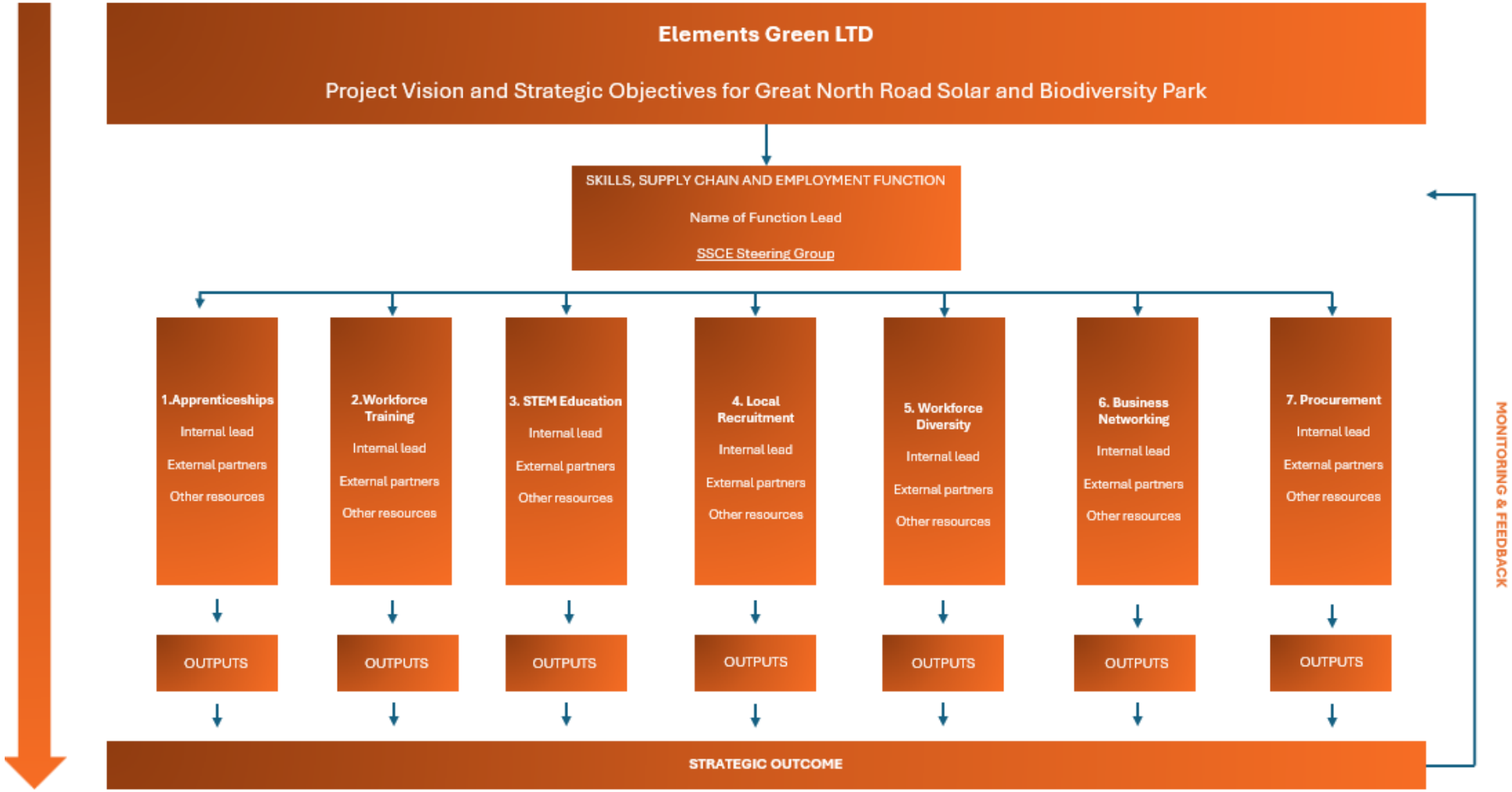
159. If successful, each activity will result in achievement of the outputs and, ultimately, the outcomes identified within the SSCE plan. A monitoring system will measure outputs and outcomes, and reporting will be undertaken. Lessons learned will be fed back in order to shape and improve SSCE work programme over time.

### A13.2.6.2 INTERNAL JOINT WORKING

160. Development and delivery of the SSCE work programme will require joint working between various parts of the Element Green Limited's Development team. Important internal partners will include the commercial team, the community engagement team, HR/personnel, and Development/programme management team.

161. There could be value in incorporating the SSCE work programme into a wider community benefits or social value programme. This would allow all the benefits of the Development to be managed and measured in a coherent, effective and consistent way. Other benefits of the Development are described in the Planning Statement [EN010162/APP/5.4] , EIA and relate to access, biodiversity, heritage, soils and water quality.

***Inset A13.2.3: Indicative Organisational Framework for Delivery***



### A13.2.6.3 ENGAGEMENT WITH EXTERNAL STAKEHOLDERS

162. Working with external stakeholders will be fundamental to the success of the SSCE programme.

163. An initial list of relevant partners is set out in **Error! Reference source not found.**. The Applicant has already made contact with all of them which include training providers, education institutions, local Chambers of Commerce and Local Authorities.

164. In addition, there may be potential to engage with local residents and community groups on issues relating to SSCE, building on the consultation undertaken and during scheme development and preparation of the DCO.

#### A13.2.6.3.1 Summary of Engagement to Date

*A13.2.6.3.1.1 April 2024*

165. Solar and Storage Live 2024 in Birmingham: The Applicant attended the Solar and Storage Live event, a leading UK industry gathering focused on solar and energy storage. Here, they engaged with supply chain stakeholders, exploring partnerships and examining research on solar-agriculture compatibility, agrivoltaics, biodiversity, and environmental health. This engagement supported the Applicant's commitment to sustainable, community-centred renewable projects.

*A13.2.6.3.1.2 June 2024*

166. Industry Networking and Supplier Engagement: The Applicant attended Intersolar (one of the world's Leading Exhibition for the Solar Industry) in June 2024, a premier event for the solar industry. They networked extensively with global developers, banks, suppliers, EPC companies, and investors. The event was instrumental in fostering relationships, understanding BESS trends, and strengthening supply chain partnerships for future projects. Daily meetings allowed the Applicant to reinforce supplier relations and advance operational goals.

*A13.2.6.3.1.3 August 2024*

167. Newark Business Club Meeting and Launch of Supplier Opportunities Portal: The Applicant presented at the Newark Business Club meeting, where they introduced the GNR Supplier Portal. The portal enables local businesses to register for potential contracts associated with the GNR Solar Park, supporting both short-term and long-term partnerships.

*A13.2.6.3.1.4 September 18, 2024*

168. Membership in CPD Accreditation Service: The Applicant became a member of the CPD Accreditation Service, with plans to launch multiple accredited courses. The first six courses were scheduled for release in November 2024, aiming to strengthen educational opportunities in renewable energy.

*A13.2.6.3.1.5 September 27, 2024*

169. Opening of the Air and Space Institute (ASI): The Applicant attended the ASI opening and explored potential uses of ASI's facilities for educational programs focused on solar and renewable energy.

#### *A13.2.6.3.1.6 October 23, 2024 to May 2025 (Ongoing)*

170. Nottingham Trent University (NTU): At the NTU Careers Fair, The Applicant promoted renewable energy training and employment opportunities. Approximately 200 students expressed interest in these offerings, reflecting significant demand for skills and career pathways in renewable energy.

#### *A13.2.6.3.1.7 April and September 2024 (Ongoing)*

171. Solar and Storage Live 2024 Engagements: Throughout April and September, The Applicant continued to leverage connections from the Solar and Storage Live event that they attended in September 2024, enhancing collaboration with suppliers in the solar and BESS (Battery Energy Storage Systems) sectors. They focused on integrating renewable solutions with community and environmental health objectives.

#### *A13.2.6.3.1.8 May 2025*

172. EG Academy officially launched during an NTU event, attended by NTU teaching facilitators and lecturers, Newark Job Centre Plus staff and the Mayor of Newark.

### A13.2.6.4 JUNE 2025

173. Attendance at Solar Energy UK Summer Reception 2025 meeting and collaborating with peers from across the solar and storage sector.

### A13.2.6.5 TIMELINES

174. Table A13.2.16 sets out an indicative timeline for developing and delivering the SSCE plan.

***Table A13.2.16: Timelines for Developing and Delivering the SSCE Plan***

| Key Milestone | Actions |
|---|---|
| Q3 2025 - After DCO application submission | Continue to engage with local stakeholders to strengthen links and to identify preferred SSCE workstreams, using the OSSCEP as a basis for discussion.<br>Continue in-person EG Academy courses and local education engagement |
| Q1 2026 - Assuming consents granted | Develop OSSCEP into a full SSCE plan, confirming objectives and activities to be pursued. Discharge requirement in the DCO for the SSCE plan to be approved by the relevant planning authorities.<br>Include SSCE requirements in the ITT for contractors, if/as relevant.<br>Early SSCE activities in progress, e.g. networking and market information events to publicise opportunities to local businesses. |
| Q2 2027 - Earliest start point for construction | Continue delivery of early SSCE activities, e.g. recruitment of apprentices and establishment of training and school programmes. |

| Key Milestone | Actions |
|---|---|
| | Work with contractor(s) to plan how any SSEC contract requirements will be delivered and monitored during the construction period.<br>Once construction has started, the SSCE activities and outputs should be fully in delivery. |

175. Once the full SSCE plan is finalised, the document is reviewed every six months, so it can be refined and adjusted as the Development moves towards its construction and operational phase.

## A13.2.7 MONITORING AND FEEDBACK

### A13.2.7.1 MONITORING

176. It is important that the objectives and activities of the SSCE plan are effectively monitored, measured and reported. This enables an understanding of whether the plan is achieving its goals and contributing to the over-arching vision and provides feedback accordingly.

177. A monitoring and reporting plan will be developed as part of the full SSCE plan.

178. It will measured against these “impact objectives”:

- Deliver industry-led training and support employability among communities neighbouring large-scale infrastructure Developments;
- Improve education-to-career pipelines in key renewable energy roles, increasing visibility of technical, environmental and back-office careers;
- Support the UK’s transition to clean energy through a more skilled, diverse, and future-proofed workforce; and
- Embed long-lasting economic and social value into the heart of our development.

179. Effective performance monitoring will be achieved by following the methods below:

- Developing specific, measurable, attainable, realistic, and timely (SMART) performance indicators;
- Aiming for quality over quantity of performance indicators;
- Ensuring performance monitoring mechanisms are consistent with the stated objectives of the OSSCEP;
- Ensuring performance indicators are flexible and updateable; and
- Scoping out the practicality of how data will be collected before defining measurable targets

180. **Error! Reference source not found.** sets out some illustrative outputs or indicators which could be relevant to the Development’s SSCE plan. Outputs are the tangible results of pursuing the specific opportunities of the Development.

181. **Error! Reference source not found.** also sets out illustrative outcomes, which are the longer-term results of implementing the SSCE plan. They include changes to the local community, environment and workforce that the activities and initiatives aim to achieve.

182. Outcomes are generally measured and documented through evaluations undertaken at various intervals during the life of the Development.

183. The evaluation should be tailored to the agreed outcomes and outputs and could be conducted either internally or externally. The key questions the evaluation should seek to ask, include the following:

- What has been achieved?
- Have the specific outcomes been realised? What would have happened anyway?
- Was it value for money?
- What lessons can be taken into other projects?; and
- How will the lessons be communicated to the wider public (as the SSCE plan is a positive story)?

## A13.2.7.2 POTENTIAL OUTPUTS AND OUTCOMES

***Table A13.2.17: Potential Measurable Outputs and Outcomes of the SSCE***

| Theme | Opportunity | Potential Outputs | Potential Outcomes |
|---|---|---|---|
| Skills | Opportunity 1: Apprenticeships | Number of apprenticeships funded / taken-up | Reduction in proportion of population with no qualifications |
| | Opportunity 2: Other Training | Number of relevant vocational qualifications achieved | Reduction in proportion of population with no qualifications |
| | Opportunity 3: STEM Education and Careers | Number of schools engaged<br>Number of events delivered<br>Number of pupils participating in events<br>Increased awareness of STEM careers<br>Number of people completing CPD | GCSE attainment in participating schools<br>Take up of STEM subjects in FE |
| Employment | Opportunity 4: Local Recruitment | Proportion of workforce employed from the local area | Increase employment levels in local area |
| | Opportunity 5: Maximising Diversity of the Workforce | Proportion of workforce employed from target groups<br>Number of employees who are happy with working environment/culture | Increase employment levels for target groups |
| Supply Chain | Opportunity 6: Business Networking and Support | Number of supplier events delivered | Increase in turnover of local businesses |
| | Opportunity 7: Procurement Strategy | Number/value of contracts secured by local businesses | Increase in turnover of local businesses |