



Triton Knoll Offshore Wind Farm Project

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EV126: Innogy apprenticeship scheme

INTRODUCING WALES' FIRST WIND TURBINE TECHNICIAN APPRENTICESHIP

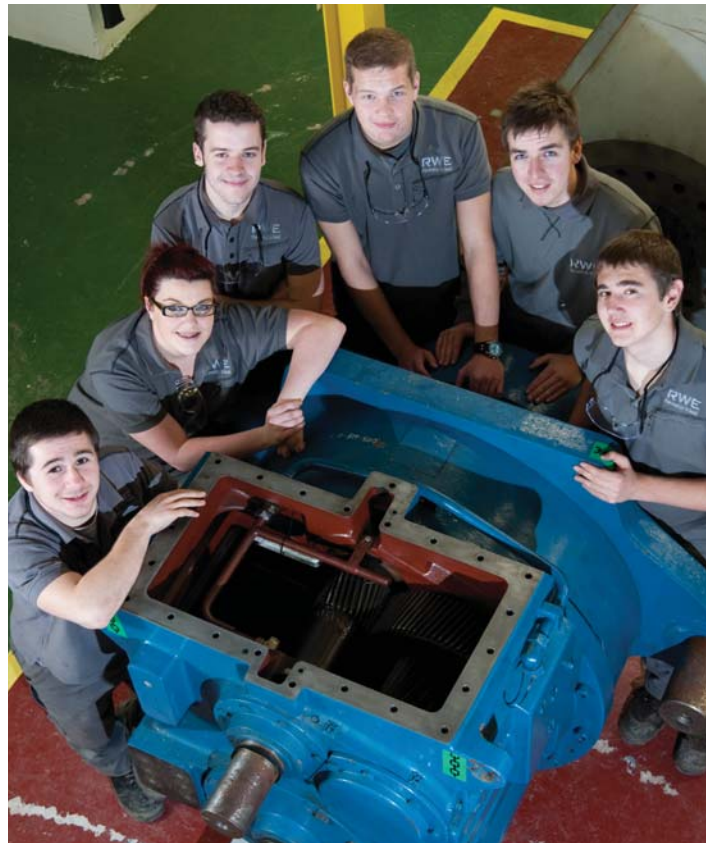
RWE npower renewables (RWE NRL) is one of Wales' largest inward investors and a leading Welsh developer and operator of wind farms and clean energy plant, including hydro and marine.

With five main offices across Wales, including a UK wind turbine service centre, at Llanidloes; and a UK operational control centre at Dolgarrog, north Wales, we already employ almost 100 of our staff (over 20% of our UK workforce) in support of our existing projects.

Through the delivery and operation of our current fleet of renewable energy projects in Wales, RWE NRL has already invested over £450million, and has committed a further £1billion investment in support of our pipeline of developing projects. In addition, by 2014 we will be investing over £1million a year, through our community benefits packages, which could be used for education and training initiatives, as well as local priorities in Wales.

Annually, RWE NRL works with hundreds of contractors on a short, medium and long term basis, to build and operate our energy plant, generating electricity from Wales' clean and abundant natural resources of wind and water.

Against a backdrop of the continuing threat of CO2 atmospheric pollution and climate change, the need to build and operate renewable energy projects like wind farms is ever more important.



RWE npower renewables is committed to delivering these projects to help achieve Wales', UK and EU carbon reduction goals, while at the same time ensuring the people and communities in which we work can benefit and grow as a result of our activities.

Our ground-breaking Wind Turbine Technician Apprenticeship in Wales creates high-skilled, long-term opportunities, and is delivered through a small network of local colleges in north and south Wales.

The course has been specially designed by RWE npower renewables, Energy and Utility Skills, National Skills Academy for Power, and its consulting engineers to specifically meet the growing needs of the industry. It will also provide highly-sought after and transferable engineering skills for the future.

The scheme will support a batch of new apprentices each year, who will be able to be deployed at wind farms across Wales and the wider UK, both in support of RWE npower renewables and also other renewables companies, which are already keen to engage with the specialist training programme.

FREQUENTLY ASKED QUESTIONS

Why did we decide to set up this programme?

We wanted to ensure the company and industry as a whole has a sufficiently skilled local workforce for wind farm sites in Wales. We already have a good number of staff in Wales, however as major projects like Gwynt y Môr become operational, we will need more. Staff at RWE npower renewables are encouraged and supported to develop, and many of our turbine technicians have progressed onwards and upwards within the company and we are keen to maintain a steady growth of technicians in this area.

How did we get this scheme off the ground?

RWE npower renewables worked closely with a number of colleges and industry experts to develop a focused and high-quality scheme. Grŵp Llandrillo Menai is a perfect partner, committed to high quality training at its wind turbine technician training centre at Coleg Llandrillo, resourced with top quality equipment direct from our own site resources.

As a result, we believe this is the best apprenticeship of its type across Wales, providing an excellent training platform, utilising the great resources and support available. Demand and quality of candidates who applied to join the scheme was of a very high standard, with interest in the post from over 600 online visitors.

Our aim is to continue to support the development of young talent in Wales, and to develop this scheme further into other parts of the UK. Other companies in the sector have already joined us in the scheme and we hope our partnership with Grŵp Llandrillo Menai will create a centre of excellence in training for the renewables sector.

How does RWE NRL build skills among young people?

We are focused on long term, skilled and sustainable jobs within the Science, Technology, Engineering and Maths arena, with our education partners Smallpiece, and we also support initiatives in other education areas with Rowanbank.

Our industry faces a large skills shortage as the industry grows; we are attracting people from the engineering sector which already has skills shortages. We have a variety of programmes in place to support the development and delivery of skills into the industry, for example graduate schemes, placements, internships, scholarships and work experience opportunities.

If you would like to know more about the Apprenticeship, please contact: nrlvacancies@rwe.com

If you would like to know more about other opportunities with RWE npower renewables within the wind industry, please visit the careers section of our website www.npower-renewables.com



Hind, Nick

From: Crowther, David (UI478222)
Sent: 18 July 2016 12:24
To: Hind, Nick; Fleming, Mark
Subject: FW: Triton Knoll Apprentices
Attachments: Apprenticeships in RWE Innogy.docx; Apprenticeship_launch_final.pdf

From Chris Griffiths

Dave

From: Griffiths, Chris
Sent: 15 July 2016 15:21
To: Crowther, David (UI478222)
Cc: Emanuel, Adrian; Drewitt, Adam
Subject: RE: Triton Knoll Apprentices

David,

As discussed, RWE have successfully established a highly successful Apprenticeship scheme in Llandrillo College in Rhos on Sea. The first cohort of six passed out in September 2016 and we currently have a further 10 going through the college and 5 in the work place in their year three.

We see Apprenticeships as sustainable skills for the future and our Wind Apprenticeship scheme is tailored to the industry providing those skills we require. We would consider it for TK if it can be demonstrated for:

- Skills shortage and meet the longer term technician demand
- Build new technical competence in a local college
- Add to the local stakeholder value
- reduce our Apprenticeship levy fee imposed by the Government

Some Q&A and Apprenticeship flyer attached for information. If we are to do something, it will need to have funding from TK and managed by a dedicated shared resource whom we could use across all of our schemes.

Please keep us informed of what the local Colleges are doing around Grimsby and the Humber.

Best regards,

Chris Griffiths
Head of Offshore O&M
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From: Crowther, David (UI478222)
Sent: 15 July 2016 14:30
To: Griffiths, Chris
Subject: Triton Knoll Apprentices

Hi Chris

Really good to speak today – thought I'd send a note to confirm contact details.

I will try to find out about Siemens apprenticeships increased stake in the Humber region. Any details of parent group Apprenticeship credential would be very helpful for the Supply Chain Plan submission to DECC (or I suppose it is now Business, Energy and Industrial Strategy).

Many thanks
Dave

David Crowther

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