



Triton Knoll Offshore Wind Farm Project

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EV117: TKOWFL Humber Skills Strategy



Humber Skills Strategy

April 2016

Objectives



Contribute to a Winning Supply Chain Plan

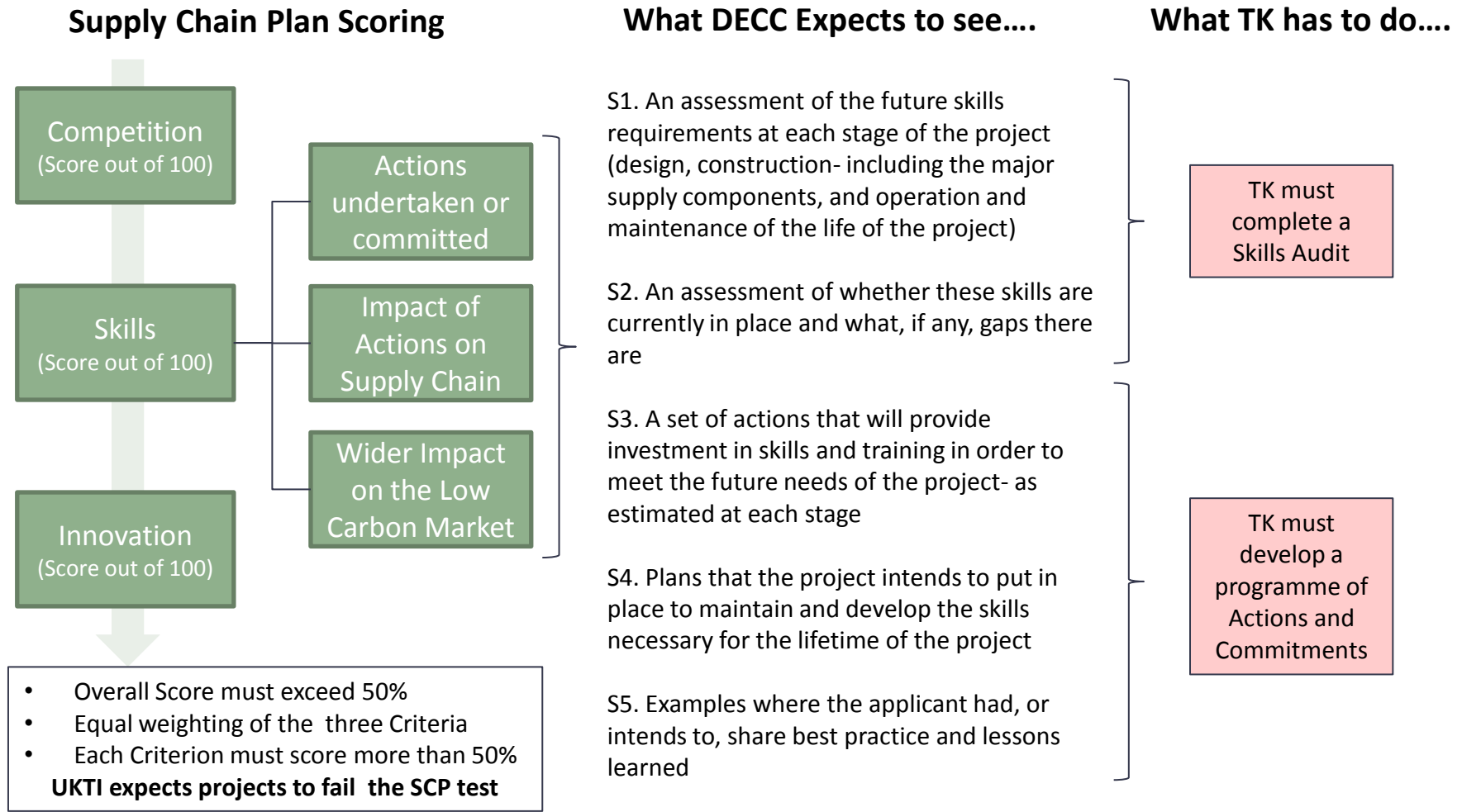
De-risk the Supply of Key Resources

Maximise Local Content

Build on Local Infrastructure

- Build a robust programme of actions and commitments that demonstrate a genuine and deep-rooted determination to maximise local and UK employment in the project.
- Ensure there are sufficient professional and vocational skills to support project delivery in an area where there will be significant competition between projects for the best people.
- Promote employment and re-skilling opportunities in the communities most closely associated with the development of the project to maximise the local content in the project.
- Optimise the use of existing local and national education and skills infrastructures and add value to these where possible.

Importance of Skills in the Supply Chain Plan



Humber Skills Landscape



	Schools	Colleges	Further Education and University	Re-Training and Re-Skilling
Training and Education	Humber UTC Top-class education. Engineering and renewables focus. 14/19 years.		National College for Wind Energy Aims to provide high level technical skills through national hub & spoke model infrastructure.	Tata Response Task Force Steering and Action Groups led by council to retrain steel workers and suppliers. Supports the community.
	School STEM Activity Support existing LEP and LA initiatives.	Humber Energy Campus Employers, University, colleges and training providers seeking become a centre of excellence for energy skills.		
	Employability Passport Developing the benchmark for employability skills		Humber Apprentice Support Service Brokerage service providing support to employers of Apprentices	
Careers Education, Information, Advice, Guidance	The Humber Gold Standard Developing benchmark for youth careers advice.		‘Bridging the Gap’ Online portal to raise aspirations/awareness of career pathways.	
	Festival of Skills & Opportunities - Month long series of skills initiatives in N Lincs (Oct)			
	Careers and Enterprise Company Nat. initiative developed on Humber. Aims to motivate and inform choices. Trial with 40 schools and education establishments.			Labour Market Intelligence Online resource to provide sector stats.
Recruitment	The Humber Skills Pledge Links employers, trainers, councils, Jobcentre to pledge one of six skills initiatives.			
	Skills Network Training providers, LAs, agencies and employers discuss skills issues.		Recruiters Forum HR professionals informing the LEP of real skills needs on hard-to-fill roles and to steer skills funding.	

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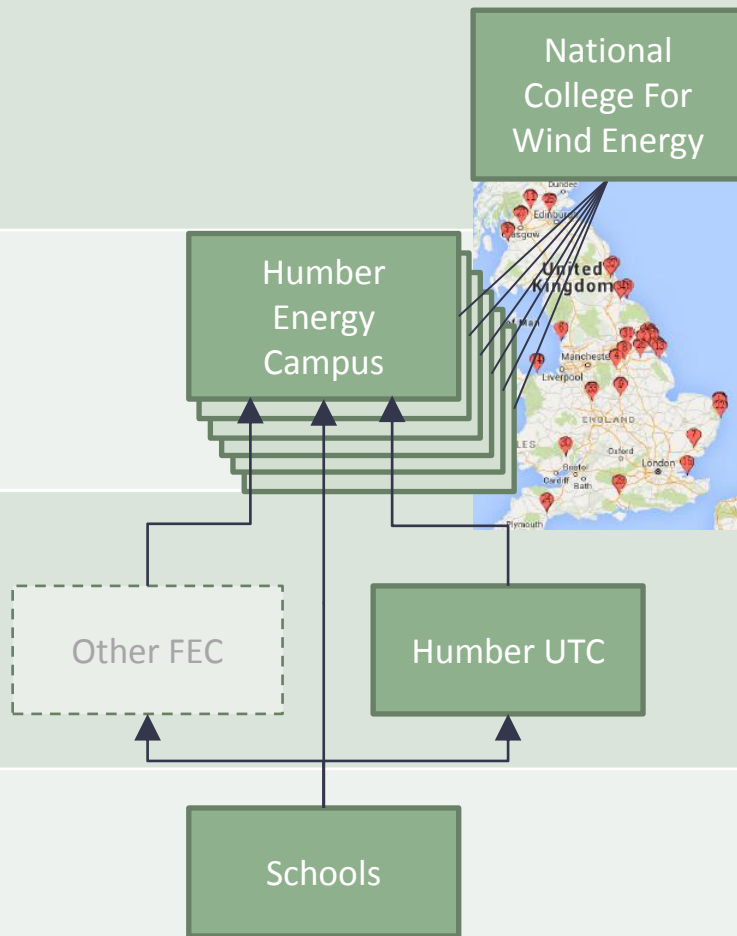
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Education Overview

Outline of Proposed Education System

Description

Opportunities for TK



- Proposed Hub & Spoke arrangement
- LEP developing bid to Govt in August
- Backing of local and nat. politicians
- Developers needed on the Board
- Operational in 2 years

- Board role
- Possible Chair
- Steer Bid process to ensure success
- Sponsorship

- LEP led collaboration of employers and training providers
- Aims to be centre of excellence on energy skills

- Support by providing breakdown of skills that the project needs
- Help shape the make up of courses to deliver skilled workforce for TK and the supply chain

- UTC similar to school for 14 – 19 year olds
- Launched in 2015
- Core skills plus engineering and renewables

- Board role
- Curriculum shaping
- Sponsorship

- Existing Schools

- STEM support to programmes that others are running.
- Outreach to support UTC goals
- Future: Careers and Enterprise Co

Proposed Immediate Engagement

A range of initiatives that will play well in the SCP, represent good value to the project and require limited project resources.

	Resources Required from Project	Importance to Project Delivery	SCP Scoring Impact	Proposed Actions
Humber UTC	Mgt time for Board Role Sponsorship [£TBC]	Med	High	Consider sponsorship, Board role?
National College for Wind Energy	Monthly Development Boards to Aug . Inc commitment for Chair. Sponsorship [£TBC]	Med	V High – Regional project, National impact, Political weight.	Identify best candidate and pitch for role as Chair Consider sponsorship
Tata Response	Low – Supply skills info . Present at seminar	High	V High for Competition, Innovation and Skills	Generate skills data and work with N Lincs Council ASAP
School Stem Activity	Low - Mgt Time working with existing schemes	Med – possible future staff and good local PR	Med - Expected Activity	Engage with LEP on options for STEM work
Humber Energy Campus	Low – Supply indicative profile of workforce	Med	Med	Generate workforce data and work with LEP
Bridging the Gap	Low – supply aspiration for project and branding	Low	Med - Can implement Immediately	Work with LEP on branded web material
The Humber skills Pledge	Almost nil - Sign Up!	Low	Med - Can implement Immediately	Review 6 pledges. Sign up.

Proposed Delayed Engagement

A group of initiatives where engagement will be required during construction / operation but SCP and PR benefits can be gained through an early MOU with the Humber LEP.

	Description	Project Resources	Recommendation
Humber Apprenticeship Support Service (HASS)	<ul style="list-style-type: none"> Roll out following successful pilot Brokerage providing support to employers of apprentices 	Quarterly meeting of LEP Apprenticeships Group	<p>Develop a single MOU with Humber LEP to demonstrate that we will engage in partnership across all these areas when we have a construction project.</p> <p>Plays well in the SCP.</p> <p>Provides great PR Opportunity.</p>
Employability Skills	<ul style="list-style-type: none"> Improving employability skills Employability Passport Framework 	Support the Working Group Support testing of Passport validation	
The Humber Gold Standard	<ul style="list-style-type: none"> Benchmark for advice developed National interest 	Engage & shape the standard. Provide info on skills needed. Or simply Sponsor it (c.£5k)	
Careers and Enterprise Company	<ul style="list-style-type: none"> National Initiative delivered in Humber Working with schools Motivate and inform choices 	6 hrs/month with 1 year commitment	
Labour Market Intel	<ul style="list-style-type: none"> Online sector stats 	Provide Employment details Qtrly	
Skills Network	<ul style="list-style-type: none"> Good Sounding Board 270 Organisations 	Quarterly Meeting (or can use LEP to sound out issues)	
Recruiters Forum	<ul style="list-style-type: none"> Good HR Sounding Board 28 HR Professionals 	Quarterly Meeting (or can use LEP to sound out issues)	

Festival of Skills and Opportunities (FOSO)

- North Lincolnshire Council initiative
- A one month programme of events in October each year
- Designed to help children and adults consider career, skills and training opportunities
- Potential to engage and steer individual events that are linked to offshore wind/energy/engineering
- **BUT the event is throughout October..... we may be busy and distracted this year.**
- Consider engagement for future years



Sector specific event for those interested in having or developing a career within the sector.

Event to be held at the Pods inviting schools to attend to gain career advice from companies and information stands. To provide attendees with the information needed to help make their decision in further education choices to move into their desired career.

Event aimed at those looking for a specific apprenticeship. All companies are invited to attending if have any current or up and coming apprenticeships.

Event	Date
Open Doors	29 Sept
Sector Saturday - Discover Health	01 Oct
Action station One Year On	03 Oct
Graduate Speed Networking	04 Oct
CIP Event	05 Oct
Discover Schools	07 Oct
Sector Saturday – Engineering, Construction and Renewables	08 Oct
Big Dinner	09 Oct
Business Support Breakfast	11 Oct
Armed Forces Eng Challenge	12 Oct
Careers Event	13 Oct
Armed Forces and Veterans Event	15 Oct
Code Breaker Yr 6	19 Oct
Code Breaker Yr 8	20 Oct
Sector Saturday – Teaching	22 Oct
Apprenticeship Event	27 Oct
Discover	29 Oct
Celebration Event	03 Nov

Resourcing and Recommendation

Resourcing

- Implementation
 - Responsible - Communications and Stakeholder Officer
 - Accountable – Consents Delivery Manager
 - Support – Communications Manager, Stakeholder Manager
 - Additional Support from Westbourne may be possible
- Humber UTC and Nat College Board membership
 - SMT Commitment needed

Recommendations

- SMT is requested to:
 - Support the objectives of the Skills Strategy
 - Approve the proposal for immediate actions to engage with the region's Skills and Education infrastructure
 - Commit SMT resources for National College for Wind Energy development board meetings
 - Approve the development of a Memorandum of Understanding on our future partnership with the Humber LEP.

Backup Slides

The Humber Skills Pledge

Select one of the pledges below to find out more:



Invest in increasing the skills of your workforce



Mentor a budding entrepreneur



Offer a work placement to a young person or adult



Employ a graduate



Offer an Apprenticeship / Traineeship



Support the development of employability skills

To get involved and support skills and training in the Humber, please fill in the online form and we will try and contact you within 48 hours to gain further details and take the next step.



to the pledge



Pledge supporters

Humber ESB Infrastructure

