



Triton Knoll Offshore Wind Farm Project

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EV127: Innogy apprenticeships

Apprenticeships Briefing (Updated 08/02/16)

The benefits of apprenticeships

- Ours is a bespoke apprenticeship designed to fit specifically with our way of working and therefore perhaps more likely to lead to a job at the end
- Our staff are supported and encouraged to develop, and many of our turbine technicians have progressed onwards and upwards within the company - we are keen to maintain a steady growth of technicians in this area
- Apprentices get to learn by doing the job, rather than training and then having to retrain to do the job
- Establishes a strong set of high quality, engineering based skills which are transferable across various sectors
- By learning and training with us, apprenticeships help us, as an employer, build a strong cultural identity amongst our employees from the very start, which, in turn, leads to greater long term staff retention
- Offering apprenticeships allows us to invest in our future and the future of the industry by encouraging people into our sector creating a skilled Engineering workforce
- Apprentices have helped us understand issues in our local communities and been ambassadors for our business
- Being able to create apprenticeships local to our wind farms allows us to create local long term skilled jobs and supports our investment in the local communities
- Apprentices have benefited our business by bringing new perspectives, enthusiasm, willingness to learn and experience new things
- We've had to look even further at career paths to ensure lasting employment which benefits all employees.

BACKGROUND INFO

Our ground-breaking Wind Turbine Technician Apprenticeship in Wales was established in 2012 and officially launched by the First Minister of Wales, the Rt Hon Carwyn Jones AM.

It creates high-skilled, long-term opportunities, and is delivered through a Llandrillo College.

The course has been specially designed by RWE Innogy UK, 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 has so far supported a new batch of apprentices each year, who will be able to be deployed at wind farms across Wales and the wider UK, both in support of RWE Innogy UK and also other renewables companies, and which are already keen to engage with the specialist training programme.

To date (January 2016), we have appointed 21 people to the programme, our first ever intake completed their full apprenticeship in 2015, many of who are already working on site at both our onshore and offshore wind farms.

Q&As

Why did we decide to set up the RWE Innogy Wind Turbine Apprenticeship programme?

Construction and engineering sectors face challenging times, while the renewables sector offers an important opportunity for personnel to develop new skills and connect with our growing industry.

We're looking for:

- An enthusiastic and trained workforce that underpins our ambition for an economically successful Wales
- Our business strives to maintain a steady growth of skilled technicians in the sector to meet the growing needs of the industry
- Each apprentice to progress into sustainable employment within the sector.

Our wind turbine apprenticeship scheme opens doors for young people seeking engineering and renewables careers, providing both life-skills, on-the-job training and experience, and meaningful qualifications.

It benefits our business by developing a skilled workforce to help us grow and meet future demands, and helps inject a much needed skills development and financial boost into local economies.

Staff at RWE Innogy UK are encouraged and supported to develop, and many of our turbine technicians have progressed onwards and upwards within the company, while we remain keen to maintain a steady growth of technicians in this area.

In Wales particularly ...

... we wanted to ensure the company and industry as a whole has a sufficiently skilled local workforce for our wind farm sites in Wales. As a business, we support the growth of young engineering talent in Wales. We already have a good number of staff in Wales, however as major projects like Gwynt y Môr become operational, and our onshore wind farms at Clocaenog Forest in North Wales, and Brechfa Forest West and Mynydd y Gwair in South Wales are constructed, we anticipate we will need more.

How did we get this scheme off the ground?

RWE Innogy UK worked closely with a number of colleges and industry experts to develop a focused and high-quality scheme. Grŵp Llandrillo Menai is the perfect partner, committed to high quality training at its wind turbine technician training centre at Coleg Llandrillo, North Wales, 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 has consistently remained at a very high standard.

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

Earlier in 2015, Grŵp Llandrillo Menai was voted winner of the Renewable UK Cymru Green Energy Awards for Contribution to Skills & Training, while RWE's own Gwynt y Môr Offshore Wind Farm was

voted outstanding renewable energy project of the year, in part thanks to its role supporting the Apprentice programme.

What kind of people do we tend to look for and why?

- People who are really interested in the renewables industry
- People who value hands-on skills
- People who like to work outdoors – heading up mountains, or heading offshore to our sites.
- We look for GCSE level qualifications
- It's as much to do with attitude as anything else, people who really embody the skills and ethos of our business. You'll find our staff are really committed to their work and to renewable energy. That's nowhere more evident than in the apprentices we have on our courses today – they regularly perform and achieve at high levels, winning awards both within their own colleges and against national competition, such as Renewable UK Apprentice of the Year Awards 2014.

You'll find that there are a lot of senior people in our business who began life as an apprentice with RWE!

How does RWE Innogy help to build skills among young people and the wider working community?

- We are focused on long term, skilled and sustainable jobs within the Science, Technology, Engineering and Maths arena, while also supporting initiatives in other education areas to encourage interest in the wider renewables sector.
- Our school STEM days get the ball rolling by raising awareness of engineering careers; we also offer workplace insights and experience to young people at school and college.
- Nationally, we work with universities to offer engineering placements and internships via our network of offices and enabling real experience.
- We operate a renewables graduate scheme, which runs across Europe, providing 18 months of placements to high achieving graduates to experience the spectrum of the growing green economy.
- Our industry faces a pronounced skills shortage as it grows; we are attracting people from the engineering sector. Across all ages, RWE seeks to attract new and upskill an existing workforce that can meet the demands of the sector now and in the future.

What other apprentices do we do?

In RWE Innogy UK, the wind turbine apprenticeship is the only apprenticeship we do. Across our wider RWE business our apprenticeships are focused on traditional technical and maintenance based roles which fit with the kind of work we are most focused on.