

South Kyle II Wind Farm

Skills and Employment Plan

This document outlines Vattenfall's approach to maximising local employment and skills opportunities and contribute to Community Wealth Building objectives within East Ayrshire through development of South Kyle II wind farm.

As part of our commitment to ensuring that the economic benefits of this development are deeply rooted in the local community, Vattenfall has prioritised the cultivation of local skills and has worked with local schools from the start of the proposed project to maximise the creation of skills and employment opportunities.

This plan outlines the key activities that Vattenfall will undertake, aligning with both Scottish National and Regional Strategies to support these goals. The plan includes firm commitments to providing local employment and skills opportunities and contribute to Community Wealth Building objectives within East Ayrshire.

Vattenfall recognises that 'local' can be interpreted in a number of ways. For the purposes of this Skills and Employment Plan, 'local' refers broadly to Ayrshire plus Dumfries and Galloway. The actions outlined below will strongly focus on East Ayrshire and the local opportunities for those living in the communities of Dalmellington, New Cumnock and Patna.

In 2020 Vattenfall constructed South Kyle Wind farm near Dalmellington and undertook research to find out what local people wanted us to deliver whilst building the wind farm. The priorities that came out at the top of that list were local jobs and employment. During those 3 years we learned a lot about the barriers and challenges in ensuring local people had access and opportunity to local jobs on- site and we have incorporated that learning, where employment opportunities can be unlocked for locals, into this plan.

The below graphic shows a snapshot of employment during the construction of South Kyle Windfarm. This proposed project, South Kyle 2 Windfarm is a significantly smaller site, and would unlikely employ as many people, however proportionally we will be looking to align, and attempt to exceed these employment figures.



1. Project/Site:	South Kyle II Wind Farm
b) Planning Application Ref:	TBC
c) Contractor:	Vattenfall
d) Lead Contact:	Simon Lejeune Tel: 07855 173381 Email: simon.lejeune@vattenfall.com

2. Project Outline:
<p>South Kyle II Wind Farm is a proposed renewable energy project by Vattenfall of up to 11 wind turbines and battery storage with a capacity of up to 92.4MW. This wind farm would be located between Dalmellington and New Cumnock, wholly within East Ayrshire.</p> <p>The proposed wind farm is adjacent to South Kyle Wind Farm, a major renewable energy development that Vattenfall progressed over the last decade and went into commercial operation in 2023.</p> <p>South Kyle II Wind Farm if consented would likely enter into the construction phase in 2027 / 2028, and be commercially operational from 2030, with a proposed lifespan of 40 years.</p>

It is estimated that the total development and construction expenditure would be between £90 million and a £105 million. Main expenditure is split according to the following areas:

- development and planning;
- turbine purchase / installation;
- balance of plant (civils/electricals, and tree felling); and
- on-site grid connection.

The greatest expenditure component by far is associated with turbine procurement and installation, followed by civils and electrical balance of plant contracts, with development and planning and grid connection costs account for the final elements of total expenditure.

Throughout the construction of South Kyle wind farm Vattenfall conducted extensive analysis into the supply chain to identify opportunities for maximising community benefit and local wealth creation. This analysis identified that the majority of opportunities existing in the balance of plant and turbine installation elements. No UK manufacturer of wind turbines currently exists.

3. a) Recruitment Approach:

[Please provide details of how employment opportunities for the local community will be maximised, including: links to employability programmes; support for the Living Wage; commitments to being an inclusive employer; attendance at local careers fairs]

Actions

- Vattenfall will work to maximise employment opportunities for the local community and will seek to ensure that a minimum of 50% of site workers during the construction phase on the projects civils workforce live within the South West Scotland area. Vattenfall has taken into consideration the experience of maximising local employment and skills opportunities gained during the construction of South Kyle Wind Farm and subsequent projects; with feedback from local stakeholders;
- This will be actioned through the procurement process and supply chain by ensuring that our Tier 1 contractors demonstrate as part of the tendering process how they will deliver local recruitment opportunities and link to local employment programmes, and how they will engage with Tier 2 and Tier 3 suppliers to ensure that at least 10 local supply chain contractors are engaged; and
- Build a directory containing details of local companies who can supply products and services in Tiers 2,3 and 4 of the project's supply chain.

This Directory will be made available to our Tier 1 suppliers and contractual obligations will be incorporated into their contracts to ensure they embed as many of these companies as possible in their supply chains.

- For companies interested in work within the main packages of work, we will encourage them to register with our supplier portal, to ensure that local companies interest in working on our pipeline of projects is highlighted to our Tier One Contractors. This is already underway and has been included as part of our pre-application consultation engagement.

Vattenfall will adopt a procurement scoring system that places an importance to local employment and this will be an integral part of selecting an experienced and competent contractor to lead with the construction of the project.

During the construction of the project, the majority of employment opportunities will be within employers in our supply chain. To achieve the project target set out above measures will be taken by Vattenfall to support contractors in recruiting locally. This will include obligations on Vattenfall and our contractors to;

- a) publicise employment opportunities within local communities by utilising local Employment Agencies, PR and social media extensively to engage with residents and provide updates on the project;
- b) utilise our Supplier Directory to contact local employers and businesses that have previously expressed an interest to participate in future tenders;
- c) guaranteed interviews to suitably qualified applicants living within the target area;
- d) commitments to participate in relevant and local jobs fairs and ensure a range of communication channels including recruitment events, careers fairs and via local community networks are used;
- e) detailed job descriptions with specific geographic information and posting these roles on the Department for Work and Pensions' 'Find a Job' website;
- f) develop a job brokering service that matches local job seekers with on site suppliers who require specific skills;
- g) Vattenfall will establish a dedicated point of contact for local job seekers, (at South Kyle this resulted in our successfully connecting over 100 individuals with potential employers through their suppliers);
- h) Vattenfall will develop a local network of key individuals and organisations to widely disseminate job opportunities; and
- i) Work with partners to provide training and support for 10 disadvantaged young people to obtain CSCS cards, thereby enhancing their employability in the construction sector.

With respect to (g) regular engagement with these organisations allows Vattenfall to share insights and collaborate on programs that address industry needs, encouraging Tier 1 contractors to participate in these knowledge-sharing activities. These efforts

underscore Vattenfall's commitment to integrating local workforce development into their broader project objectives.

These Actions will be monitored and supported by Vattenfall throughout the construction phase by;

- connecting recruiting contractors with local employability services;
- broadcasting job opportunities to local networks;
- raising awareness of opportunities through local media;
- ensuring contractors organise workshops for employability and economic development professionals, covering industry insights, job opportunities, and career pathways

3. b) Approximate Number of (FTE) Jobs to be Created:

The sector anticipates an average of 14,256 FTE jobs annually until 2030, with high demand for civils contractors and grid connection specialists.

While construction jobs may decrease after 2028, these skills are highly transferrable to other infrastructure projects including offshore wind. Operations and Maintenance jobs offer more long-term stability, likely lasting throughout wind farm lifespans.

During the development and construction phase, we estimate South Kyle II Wind Farm will create up to 467 years of employment. We anticipate that for each year during the operational phase up to 18 FTEs will be generated in Scotland.

4. Education:

[Please detail any plans for engagement with local educational establishments, including graduate programmes, any course sponsorships, research collaboration, etc.]

Vattenfall has an extensive track record in engaging with local schools and educators across East Ayrshire. For South Kyle II Wind Farm, we will build on this to inform, inspire and sign-post the next generations of local talent for the renewables sector.

We have strong links with Ayrshire College, Doon Academy, Robert Burns Academy, EAC Clean Green Schools team and local primary schools and colleges and will aim to engage with over 500 school children and young people during the development, construction and early operational period of the project.

Actions

Our education engagement will be moulded by the requirements of the schools, colleges and young people. However, it is likely to include:

- Classroom presentations/workshops on wind farm jobs;
- Careers and STEM Fairs (eg in schools or at Dumfries House);
- In school mock interviews;
- Presentations to and resources for careers advisers and employability colleagues to raise awareness of the range of opportunities;
- Continued support for Clean Green East Ayrshire Schools Awards and renewables initiatives in schools across the authority; and
- Work experience and site visits.

In preparing our plan, we have sought feedback from Doon Academy and Ayrshire College. A number of opportunities to deliver bespoke skills-focused engagement specific to the needs of the local area have been identified.

We will explore with our partners and contractors a plan as to how we can support the following

- Doon Academy Engineering Workshop – a new in-campus engineering learning facility geared towards renewables and wind farm engineering with Vattenfall providing expertise, presenters, work experience and some funding support.
- Work experience risk assessment – expertise support for Doon Academy and other schools to meet the risk assessment needs required for young people to take up work experience weeks with external employers;
- Ayrshire College collaboration to create temporary outdoors classroom at Doon Academy to develop operative/CSCS skills (modelled on social housing initiative);

- Collaboration with Skill Development Scotland to support Learning Providers to identify and discuss with employers' appropriate activities for learners during a Foundation Apprenticeship work placement.
- We will also engage with University West of Scotland and with other organisations delivering education and skills support such as SL33 and The Zone.

Note on the above Foundation Apprenticeships are designed to provide school pupils with industry experience whilst gaining a work-based learning qualification at the same level as a Scottish Higher (SCQF Level 6). Vattenfall and our Tier 1 contractors will be involved with the following:

- Providing learners with a work placement to enable them to gain valuable experience in the workplace
- Providing learners with appropriate work-based opportunities to enable them to develop their learning and skills
- Ensuring all work-based learning provided is based on current expertise, equipment, practices and processes;
- Employers may also be involved in other activities, for example, the recruitment and selection process, guest speaking, coaching and mentoring, and in the assessment of practice of learners.

Identifying any barriers for the local community in seeking and applying for employment opportunities and working in partnership with local employability services, communities and contractors to identify and address barriers to local employment where feasible.

5. Apprenticeships & Upskilling:

In 2023, Vattenfall launched a new apprenticeship scheme designed to provide young people with training opportunities across its supply chain. This initiative, being rolled out across all future approved onshore wind farms, includes a variety of industry roles such as Wind Turbine Technicians, Project Managers, Electrical and Mechanical Engineers, Construction Specialists, Habitat Managers, and Project Communicators.

Vattenfall is aiming to deliver at least 50 apprenticeships by 2030 as their project pipeline progresses. This initiative highlights the crucial role that work-based learning plays in Scotland's transition to a low-carbon economy. By actively engaging with local communities and investing in emerging talent, Vattenfall is building a skills pipeline that will position them to capitalise on the opportunities presented by the energy transition.

Action

- For South Kyle II Wind Farm Vattenfall commits to creating a minimum of 2 new apprenticeships internally, one of these being within the construction team and the other within the Operations and Maintenance Team.
- The majority of apprenticeships will be via our Tier 1 contractors, and their sub-contractors, particularly during construction. Vattenfall will ensure that contract obligations and commitments on our suppliers to create apprenticeships from the local workforce is maximised and aim for a minimum of 5 apprenticeships from key contract suppliers.
- We will work with our suppliers to support the delivery of Foundation Apprenticeships as part of our school's outreach and engagement activity.
- Work with East Ayrshire Councils Employability Team to assist with how we can identify and implement specific support for job opportunities and training for all ages and abilities within the local community.
- Vattenfall and our Tier 1 contractors will sign up to the Scottish Governments initiative for Developing the Young Workforce by being part of the Young Person Guarantee and submitting a Pledge Form. Tier 1 contractors will use the partner toolkit and Vattenfall will monitor compliance with the Pledges made.

6. Green Transition:

[Please detail any preparations for the green transition, including green job opportunities and associated training]

The same actions that we set out in Recruitment section 3 a) of this skills and employment plan apply equally to this section on the green transition.

The construction of South Kyle II Wind Farm will provide an opportunity to raise awareness of careers and employment associated with the green transition in East Ayrshire.

Action

Vattenfall and its contractors will;

- Create opportunities for young people, families and communities to find out more about green careers – example - schools presentations, careers events, and attendance at STEM Fairs such as at Dumfries House.
- Inform and support educators, careers advisers and employability colleagues on the range of jobs associated with onshore wind development, and sign-post to local colleges, training providers and universities.

- Engage with local Jobcentre Plus and other employability services to identify potential areas of collaboration;
- Engage with Dalmellington Community Council to ensure that any potential opportunities for local employment in the green energy transition are aligned to the Dalmellington Parish Community Action Plan 2024-2029;
- Engage with East Ayrshire Council to seek advice on how the skills and education for higher value and growth sectors, of which green energy is part of within East Ayrshire, can be achieved. Aligning with the aspirations of the Community Plan, and in particular youth employment.

Other Considerations

Vattenfall UK is a signatory of the Armed Forces Covenant and holds a silver award from the Defence Employer Recognition Scheme (ERS). With 6% of our UK workforce coming from an armed forces background, this initiative directly supports the Sector Deal's focus on developing onshore wind industry employment and skills. Vattenfall's involvement in both offshore and onshore wind sectors provides valuable insights into how best practices can be effectively transferred between these two domains. The company's experience with offshore projects, such as the European Offshore Wind Deployment Centre in Aberdeen, offers lessons that can significantly benefit onshore wind initiatives.

The Community benefits arising from South Kyle II Wind Farm will also have the potential to support and develop green transition opportunities as community organisation will be able to apply and seek funding for training, upskilling and other employment opportunities thus supporting local businesses and community projects.

7. Local Business & Procurement:

[Please describe how local businesses and those employed by them will benefit through procurement and supply chains, including any 'buy local' policies, etc.]

The same actions that we set out in Recruitment section 3 a) of this skills and employment plan apply equally to this section on local businesses and procurement.

Actions

- We commit to ensuring local businesses benefit from the construction and maintenance of South Kyle II Wind Farm and will incorporate requirements into our contracts to maximize the number of local companies who gain work in the supply chain. This will be actioned through the procurement process and supply chain by ensuring that our Tier 1 contractors demonstrate as part of the tendering process how they will deliver local recruitment opportunities and link to local employment programmes.

- Vattenfall will adopt a procurement scoring system that places an importance to local employment and this will be an integral part of selecting an experienced and competent contractor to lead with the construction of the project.
- Vattenfall has established an accommodation register to assist local residents in renting out spare rooms to contractors working on the proposed South Kyle II Wind Farm, thereby supporting the local economy.
- We will continue to engage with Ayrshire Chamber of Commerce and other local business groups and will participate and host supply chain events to promote opportunities in the supply chain to local companies.

8. Volunteering:

[Please provide details of any community volunteering opportunities that will be offered to employees, or any partnerships with local community groups or charities]

We will deliver a range of in-kind benefits and other forms of support to local community groups and projects during construction and operations.

Actions

Throughout the development, construction and operational period of South Kyle II Wind Farm we will continue to work with local communities – in particular Dalmellington and New Cumnock – to identify areas where the project can support local initiatives.

We will seek through our procurement contracts with key contractors that a proportion of the employees within their organisations which are employed to work on South Kyle II Wind Farm will undertake some volunteering work within the local communities during the construction phase of the project.

Other Considerations

In the operational phase of the windfarm, Community Benefit also supports a wide range of volunteering through supported projects.

