Solar Farm Development on Land at Bicker Fen

Training and Employment Management Plan

Version 1

Pre-Construction

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1. Introduction

1.1 The Training and Employment Management Plan has been developed by AGR Solar 2 Limited as the Applicant in relation to the approved development of a photovoltaic solar array, grid connection, access improvement works & ancillary development on land at Bicker Fen, Boston, and South Holland. AGR is an experienced UK based renewable energy developer, which has specialised in delivering low carbon energy infrastructure in partnership with private landowners since 2011.

1.2 AGR is committed to maximising the possible benefits of its projects to the local economy and will do this by prioritising local people where there are employment opportunities and by offering educational opportunities to local schools and universities.

1.3 The Training and Employment Management Plan includes the following:

- Measures to ensure the owner and contractors work directly with local employment and training agencies;
- Targets for employing local labour;
- Targets for work experience opportunities and apprenticeships;
- Measures to provide training opportunities in respect of any new jobs created;
- An Educational Strategy/Plan, which sets out opportunities and measures for Education benefit in connection with local schools, colleges, and universities;
- Requirements to submit monitoring information on the plan at regular intervals to the Local Planning Authority.

1.4 The measures, objectives and targets we identified are set out in the following sections in detail.

2. Employing local labour

2.1 The following points have been identified with respect to targets for employing local labour:

- Determine the amount of local labour that will be targeted for employment throughout the project (anticipated target: 7 people during the peak period of the project construction; this target will be reviewed on a regular basis by the project management staff and updated subject to demand and availability of local labour).
- Collaborate with local employment agencies and community organisations to identify suitable candidates for various job roles within the project.
- Give preference to suitably qualified local applicants when hiring for positions within the project.
- Regularly review and assess progress towards meeting the targets for employing local labour and make necessary adjustments as required.
- Regular tracking and reporting of the amount of local labour employed at various stages of the project to ensure transparency and accountability.

3. Work experience opportunities and apprenticeships

3.1 AGR has identified the following points as the base for achieving our targets for work experience and apprenticeships:

- Determine the amount of work experience and apprenticeship positions to be made available throughout the project by consultation with an appropriate organisation (anticipated target: 5 people; this target will be reviewed on a regular basis by the management staff and updated subject to demand and availability).
- Collaborate with local schools, colleges, and vocational training institutes to identify potential candidates for work experience and apprenticeship opportunities.
- Encourage subcontractors to include apprentices in their workforce where reasonably practically possible.
- Provide mentorship and support to work experience participants and apprentices throughout their engagement with the project.
- Monitor and evaluate the outcomes of the work experience and apprenticeship programs, including the number of participants, their skill development and subsequent employment within the renewable energy sector.
- Regularly review and adjust the targets for work experience and apprenticeship opportunities to align with the changing needs and requirements of the project.

4. Measures to provide training opportunities for jobs created

4.1 AGR is committed to providing staff with the skills and training necessary for them to undertake their duties efficiently and safely. The following measures have been identified in this respect:

- Identify the specific job roles that will be created by the project and assess the skills and qualifications required for those roles.
- Develop on-the-job training programs that allow individuals to gain practical experience while working on the project. Along with any ad hoc training that may be required from time to time as the requirements arise.
- Provide mentorship and guidance to support trainees in their learning and professional development journey.
- Continuously seek feedback from trainees, trainers, contractors, and industry partners to improve the quality and relevance of the training opportunities provided.
- Encourage and support continuous learning and professional development of employees through ongoing training.

5. Educational strategy

5.1 The following is our educational strategy to set out opportunities and measures for educational benefit:

- Liaise with local schools, colleges, and universities to establish partnerships and identify opportunities for educational benefit within the project.
- Make reasonable endeavours to organise site visits and educational tours for students and teachers to learn about the project and its role in sustainable energy generation.
- Making reasonable endeavours to host internship or work-study opportunities for students to gain practical experience and exposure to the renewable energy sector.
- Regularly evaluate the impact and effectiveness of the educational initiatives implemented (gathering feedback to continuously improve and refine the educational strategy).

5.2 By implementing this educational strategy, the Bicker Fen project will provide valuable educational benefits to local schools, colleges, and universities, fostering a greater understanding and appreciation for renewable energy and sustainability.

6. Plan to submit monitoring information

6.1 The objective is to ensure regular and transparent reporting of progress and compliance with the local training and employment plan to the Local Planning Authority.

1. Define reporting requirements:
    - Identify the specific monitoring information that needs to be submitted to the Local Planning Authority. This may include data on local labour employment, work experience/apprenticeship participation, training, and educational initiatives.
    - Determine the frequency of reporting, whether it is monthly, quarterly, or annually and agree on the approach with the Local Planning Authority.
2. Establish Data Collection Mechanisms:
    - Identify the key data points and indicators that need to be tracked and recorded for each reporting period.
    - Assign responsible personnel or teams to gather and compile the data accurately and in a timely manner.
3. Data Analysis and Documentation:
    - Analyse the collected data and assess progress towards meeting the targets and goals set in this document.
    - Prepare reports that summarise the findings.
4. Timely Submission:
    - Establish internal timelines and deadlines to ensure timely submission of the monitoring information to the Local Planning Authority.
5. Communication with the Local Planning Authority:
    - Establish clear lines of communication with the Local Planning Authority to understand their specific requirements for monitoring information submission.
    - Maintain open and regular communication to address any queries, clarifications, or additional information requested by the Local Planning Authority.
6. Review:
    - Periodically review the monitoring information submission process to identify areas for improvement or streamlining.
7. Compliance and Accountability:

- Ensure that the monitoring information submitted to the Local Planning Authority is accurate, reliable, and compliant with this Local Employment and Training Plan.

6.2 By following this monitoring information submission plan, the Bicker Fen project will demonstrate its commitment to transparency, accountability and compliance with the Local Employment and Training Management Plan.