

Tidal Lagoon Swansea Bay

EMPLOYMENT AND SKILLS PLAN

SUPPORTING DOCUMENT

DCO Requirement 41

MAY 2020

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1 Introduction

1.1 The Swansea Bay tidal lagoon

- 1.1.1 The Swansea Bay tidal lagoon (SBTL) will be the world's first purpose built tidal energy lagoon. The generating station will have an installed capacity of 320 megawatts (MW) and will enclose part of Swansea Bay, from the eastern side of the River Tawe to the eastern edge of the new Swansea University Bay-Campus. In total the seawall will form an approximately 9.5km-long, U-shape which will encompass approximately 11.5km² of the seabed, foreshore and intertidal area of Swansea Bay.
- 1.1.2 A development consent order for the project was granted by the Secretary of State (SoS) on 9 June 2015. The Swansea Bay Tidal Generating Station Order 2015 came into force on 30 June 2015.
- 1.1.3 This supporting document accompanies the following submissions to satisfy DCO Requirement 41 (Employment and Skills Plan):
- Employment and Skills Plan (Employment and skills plan_6.0_May2020_TLSB_DCO41)

1.2 DCO Requirement 41 – Employment and Skills Plan:

41.— (1) The authorised development shall not commence until an employment and skills plan detailing arrangements to promote employment and skills development has been submitted to and approved in writing by both The City and County of Swansea Council and Neath Port Talbot County Borough Council.

(2) The plan must include proposals for promoting such opportunities for local residents and the approved employment and skills plan must be implemented and maintained during the construction of the authorised development, and operation of the authorised development.

1.3 Purpose of amendment to the approved Employment and Skills Plan

- 1.3.1 An application to discharge requirement 41 of the DCO was previously submitted to Neath Port Talbot Council (NPTC) and the City and County of Swansea Council (CCSC) and. During this application process, a number of iterations of the proposed Employment and Skills Plan were prepared which were subject to consultation with CCSC and NPTC. The Construction Phasing Scheme (reference Employment and Skills Plan_5.0_May17_TLSB_DCO41) was approved in 2017.
- 1.3.2 The last few years has seen significant changes to key aspects of the project. It was previously considered that mobilisation of construction in the first phase would occur in parallel on land and in the marine area (below mean low water) in order to streamline the construction programme. It is more complex to commence the authorised development below mean low water, therefore attention is now focused on mobilising landward construction only in the first phase of the authorised

development. The proposed construction phasing is detailed in the Construction Phasing Scheme (Requirement 03 of the DCO).

- 1.3.3 It is proposed to undertake Phase 1 mobilisation of the authorised development through commencement of Work 7a and development (on land) in connection with Work 7a (in accordance with Schedule 1 Part 1A of the DCO).
- 1.3.4 Work 7a was previously planned for later in the construction programme. Therefore, a review of the Phasing Scheme, which included a sequence of work, was required in order to facilitate the revised approach to mobilisation in the first phase to commence the authorised development. **The revisions to the Construction Phasing Scheme has resulted in a need to revise the Employment and Skills Plan to reflect the amendments to the construction phasing.**
- 1.3.5 The DCO Works Construction Sequence sets out the earliest construction commencement date for a specified Work (as listed within Part 1A and 1B of Schedule 1 of the DCO, and Appendix 1 of the Construction Phasing Scheme, DCO Requirement 03).
- 1.3.6 The construction of the TLSB Project involves four main primary packages of work. TLSB's appointed Tier One contractors will be responsible for delivering one or more of the four main work packages. The main works packages are relevant to Construction Phases 2 to 5.
- 1.3.7 The revised Employment and Skills plan details that in advance of these main work packages, there will be an initial phase of mobilisation work (Construction Phase 1). This is a small and focused work package dedicated to initial work on land only, in connection with the partial commencement of the authorised development associated with Work 7a. Given the nature and scale of the Phase 1 construction works package, the obligations of the Employment and Skills Plan will not apply in full, though contractors will have had regard to the Employment and Skills Plan. The Employment and Skills Plan applies to all other elements of the project, as described further in the Employment and Skills plan.