



OCEAN WINDS

POWERING TODAY, EMPOWERING TOMORROW

Growing the skilled workforce to
power the offshore wind sector

WWW.OCEANWINDS.COM

MISSION STATEMENT

Ocean Winds develops, finances, builds and operates offshore wind farms around the world, delivering clean, secure energy to millions of homes. We drive investment and economic prosperity for the people of the regions in which we operate. Ocean Winds is a joint venture between EDPR and ENGIE, dedicated to offshore wind energy.

Our ambition is to cement a global leadership position in renewable energy by leveraging proven experience and innovation. We are helping to drive down the cost of offshore wind while pushing into deeper water, embracing next-generation technologies, and supporting world-leading supply chains.

In the UK, our track record of achievement in offshore wind includes the operational 950MW Moray East, the 882MW Moray West and our in-development 2GW Caledonia – all in the Moray Firth – as well as the in-development 2.3GW Arven floating project east of the Shetland islands.

We are proud of our work in Scotland to enthuse the future talent needed to support the dramatic growth planned in our sector. Strategic partnerships have ensured that our resources have the maximum impact across the education sector, promoting the opportunities in the sector, identifying pathways towards the varied roles in the sector and educating young people about offshore wind.

In addition to our outreach and support for the education sector, we have demonstrated our commitment to facilitating the skills transition. With large military bases in the north-east of Scotland and many people employed around the oil and gas sector in the region, Ocean Winds has built a reputation for supporting the transition of skilled people from those sectors to our direct employment and the wider sector.





OCEAN WINDS AS AN EMPLOYER

Our UK staff is highly diverse, including:



181

Members of staff



3

Offices



21

Nationalities



32%

Female workforce

INTRODUCTION



Ocean Winds is committed to 'paying forward' to grow the talent base for our own needs and that of the sector. We understand the value in fostering the skills base and we support young talent to find the right pathway towards our sector and for skilled people to transfer from other sectors. Our growing sector requires skilled people to fill the jobs that will deliver the ambitious targets set by governments.

Adam Morrison

Ocean Winds Country Manager in the UK

The offshore wind industry is growing rapidly in the UK and around the world. From a current position of 32,000 people employed in the sector in the UK, the predictions are that over 100,000 will be needed by 2030¹. Long term careers are possible across a wide range of disciplines both offshore and onshore. As the largest operator of offshore wind capacity in Scotland, Ocean Winds has built a world class team across its Edinburgh HQ and operations bases in Fraserburgh and Buckie.

The skills challenge is enormous and multi-faceted; Ocean Winds is playing its part, and in this document we share ideas and successes towards the collective effort that is required.

This report brings together the success stories of Ocean Winds in supporting the skills agenda. These have resulted in fantastic examples of direct employment as well as the strategic and comprehensive range of measures to nurture young talent.

¹OWIC Offshore Wind Skills Intelligence Report

CREATING AND SUPPORTING JOBS

The Moray East project directly employs more than 70 long term roles at the Fraserburgh harbour Operations & Maintenance (O&M) base for O&M. The Moray West base at Buckie harbour will employ similar numbers once fully operational in 2025. Together with the O&M team planned for Caledonia, Ocean Winds' offshore footprint in the Moray Firth is projected to directly create and support more than 200 long-term skilled operational roles in the north-east of Scotland, with many others supported in the O&M supply chain. 98% of Ocean Winds staff who work in Buckie and Fraserburgh O&M bases live locally. In addition, our Edinburgh office houses over 120 staff supporting development, construction and asset management across the Ocean Winds UK projects and the wider international portfolio. Established in 2010, the Edinburgh office is a global centre of excellence for the industry.

As a team that undertakes O&M on two projects, Ocean Winds is proud to be on the verge of the 33% target for women in the workforce that is set in the Sector Deal for Offshore Wind.

Independent analysis has provided an accurate picture of the socio-economic benefits of the Ocean Winds projects.

The analysis shows that developing and constructing the Moray West project created over 2,800 full time equivalent (FTE) years in the UK. Across the planned operational lifetime of the Moray East project over 6,000 FTE years are predicted to be created in the UK, with similar values predicted for the operational phase of Moray West.



OCEAN WINDS SKILLS DEVELOPMENT STRATEGY

Ocean Winds has a clear outward facing skills development strategy that spans a range of targeted education programmes. Other programmes ensure we are maximising the opportunities for workers to use their transferable skills to access roles in Ocean Winds.



Fordyce primary school Moray West site visit



Ocean Winds' pre-apprenticeship launch at NESCol

OCEAN WINDS IN THE UK



INTERNAL PROGRAMMES

- Ocean Winds' Graduate Programme
- Internships
- Funded Scholarships



PARTNERSHIPS

SSERC (Schools Support):

- STEM Ambassadors
- Funded STEM Programmes
- Careers Fairs
- Wood Foundation

ESP (College Support):

- Welding Training (via mobile AR equipment)

Universities:

- Funded PhDs
- Careers Fairs
- Postgraduate Engagement (WAMESS CDT)



PRE-APPRENTICE SCHEME

- Support for career development

DEVELOPING YOUNG TALENT

As part of the Skills Development Strategy, Ocean Winds has agreements in place with a number of education sector organisations including SSERC for STEM programmes, Energy Skills Partnership (ESP) for Scottish college support and several Scottish universities. These collectively maximise the synergy between education and training programmes and the requirements of offshore wind farms like Moray East, Moray West and Caledonia.

Ocean Winds is particularly proud to foster young talent through both traditional academia and vocational learning. This has included PhD sponsorships and an undergraduate scholarship programme to support students from the north of Scotland through their degrees. Students also have the opportunity to start their early careers in offshore wind through applications to our internship or graduate programmes, plus there is an undergraduate scholarship funding programme. The new Ocean Winds funded pre-apprenticeship programme and augmented reality welding training equipment for Scottish colleges are key examples of Ocean Winds enabling further education and apprentices.



SCHOOLS

Ocean Winds has a STEM programme for schools with a focus of support around secondary schools in Edinburgh, north Aberdeenshire and Moray.

The programme is delivered through a long-term partnership with SSERC, the leading Scottish STEM learning and support organisation that is internationally recognised as centre of excellence.

Through the partnership, Ocean Winds has supported a range of STEM programmes in Scottish schools with funding and expertise as set out in the following examples.

STEM Ambassadors

Ocean Winds has grown the number of accredited volunteer STEM Ambassadors to over 25. Our Ambassadors amassed more than 240 volunteer hours in 2023.



SSERC First Lego League training session at Ocean Winds office in Edinburgh



Ocean Winds sharing understanding of offshore wind sector with teachers as part of SSERC CPD training

STEM support for schools

The reality of work in the sector is brought to life with visits to our operational bases. Ocean Winds has funded S1/S2 pupils to complete the Engineering Development Trust (EDT) Industrial Cadets Bronze programme and related Challenger activity days. Through these, pupils from Fraserburgh Academy, Trinity High School and Royal High School have visited the Edinburgh HQ and Fraserburgh base.



Pupils from Fraserburgh Academy presenting on EDT Challenger Day as part of Ocean Winds sponsored programme

STEM Leader Award

STEM Leader 7 was launched in 2024, building on the successful Young STEM Leader Programme Awards. Ocean Winds funded the development and pilot of this new SL7 Award, aimed at pupils in the senior phase of secondary school.

Through a partnership with The Education Academy Scotland, Ocean Winds is extending this opportunity to students whose schools do not currently offer SL7. We are proud to support students from challenged backgrounds, helping to break down barriers and empower the next generation to realise their full potential.



Students from Buckie Community High School starting their STEM Leader 7 course as part of long-term partnership with the school



Research Placements & Experience programme

(formerly Nuffield Research Placements)

In 2025, the Moray East project, operated by Ocean Winds, will take on the primary sponsor role for the Scottish STEM Placement Programme: Learners, modelled on the highly successful Nuffield Research Placement Programme. Ocean Winds has supported the programme in 2023 and 2024 by mentoring several 16-year-old students at the Edinburgh office during their research projects.

Ocean Winds mentors have been working closely with these talented students, guiding them through various aspects of our business. From exploring the intricacies of consenting to understanding the financial foundations of our projects, the students are gaining invaluable insights into the renewable energy industry while contributing to real-world projects.



SSERC Nuffield Student Placement celebration with Ocean Winds mentors after students' presentations

First Lego League

Supporting young talent with a focus on the north-east of Scotland, Ocean Winds has sponsored the First Lego League Challenge regional competition in Fraserburgh in 2023, then Elgin in 2024 and 2025.

In the engineering design process, the participating teams identified current issues and developed solutions to improve the energy journey in their community.



First Lego League Challenge regional competition



Ocean Winds was proud to sponsor Keith Grammar School in the First Lego League Challenge National Final 2024. The Moray based school team came first place for the Core Values Award, demonstrating their skills of innovation through teamwork and creativity.



Participants from Keith Grammar team showing the robot from their winning project. Ocean Winds provided funding so that the team could travel to the UK final in Harrogate

OTHER SCHOOL INITIATIVES

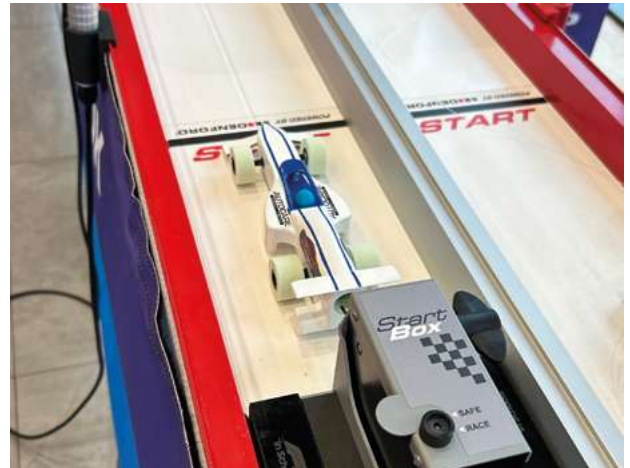
Ocean Winds has also supported:

- 1. Developing the Young Workforce (DYW)**
career events in Moray and Aberdeenshire schools;
- 2. Supplied 34 wind turbine kits** for secondary teachers attending the SSERC Environmental Science CPD course;
- 3. Provided prizes and sponsorship** of TechFest's STEMNext essay competition;
- 4. Funded SuSTEMability**
Schools from across Aberdeen and Aberdeenshire take part in SuSTEMability to tackle real world environmental issues. Ocean Winds, through Moray East, has funded SuSTEMability to provide materials and support to help students turn their concepts into prototypes.
- 5. F1 in schools**
Moray East offshore wind farm, operated by Ocean Winds, has funded the Turriff Academy to launch its 'F1 in Schools' programme. Being one of only two design, test, make and race centres in the UK for this international challenge, Moray East is proud to support Turriff Academy's students to engage in STEM subjects through this fun and exciting competitive programme.



Teachers on Ocean Winds funded CPD practising environmental science practical with Ocean Winds supplied wind turbine kits

SUSTEMABILITY CHALLENGE



F1 in schools race track at Turriff Academy

COLLEGES

Ocean Winds has a strategic partnership with Energy Skills Partnership (ESP), the umbrella organisation providing support to the Scottish college network on all topics related to energy. Through this partnership Ocean Winds worked with ESP to identify priority areas for targeted industry support around vocational skills.

AR Training

Ocean Winds funded eight sets of augmented reality (AR) welding training equipment together with an electric van to provide training across the whole Scottish college network in this priority area for skills training.

The state of the art equipment uses bespoke software to simulate a wide range of welding types and set-up parameters and providing detailed analysis and feedback to the users on each aspect of the weld. The AR headset creates realistic imagery of the weld, allowing students to safely learn initial welding techniques, plus saving on consumables that would be required with conventional training.

Staff and students across the entire Scottish college network have benefitted from AR training to develop skills for offshore wind. The AR welding training equipment allows students to hone their welding skills in environments similar to those they can expect to encounter when working in the offshore wind supply chain.



A training course using the AR kits, held for Scottish college teachers and technicians at SSERC in Dunfermline

Pre-apprenticeship scheme

As part of the partnership with ESP, Ocean Winds is funding a new pre-apprenticeship scheme to provide an alternative pathway towards further college education or into employment. In 2024, 15 pre-apprentices started this course at North East College Scotland's (NESCol) Fraserburgh campus. Students should emerge with SCQF level 5 HNC in Fabrication and Welding, with further added value from Meta/Core skills development.

This programme enhances employability and promotes entry as a Modern Apprentice with the initial educational phases already completed. This allows the students to undertake full time work-based learning with one day per week at college on day release. They are working towards a HNC, increasing attractiveness to employers. The aim of the programme is to transition over 75% of candidates that successfully complete the course into employment.



Pre-apprentices in fire retardant welding overalls.

UNIVERSITY

Ocean Winds works to help young people achieve their ambitions including through graduate pathways into the sector. Ocean Winds engages with Scottish universities to assist young people through undergraduate and graduate courses. Ocean Winds funded PhD students at Strathclyde and Heriot Watt universities are pursuing post graduate interests while helping to address key research needs.



Construction site visit for PhD students from the Wind and Marine Energy Systems and Structures (WAMESS) CDT, including Strathclyde, Edinburgh and Oxford Universities

Undergraduate scholarship programme

Launched in 2022, Ocean Winds' scholarship programme provides financial assistance to students in Moray, Aberdeenshire, and Highland pursuing relevant undergraduate degrees, enabling them to focus on their studies and gain valuable experience in the offshore wind industry. By supporting these students, Ocean Winds is helping to build a pipeline of skilled professionals who can contribute to the growth and success of the sector.



Undergraduate scholars' site visit to the Moray West wind turbine pre-assembly site at Port of Nigg

EARLY CAREERS

Ocean Winds is helping young graduates develop their skills and experience through two graduate programmes.

Internship programme

Launched in 2021, the internship programme runs annually from June to September for current university students or recent graduates, with most extending to one year. The internship experience provides a deeper understanding of the renewable energy industry. Placed in various areas of the business, all interns are allocated with a mentor in their field of interest to provide guidance and help them develop professionally.

Over 40 successful internships have been provided allowing new graduates a tremendous hands-on chance to support front-line business activity through the immersive and supported time with Ocean Winds. Internships are provided in all main business functions, allowing early career experiences across a range of subject and career pathways.



Interns presenting to Ocean Winds staff at the end of their internship

Ocean Winds' Graduate Programme

Ocean Winds welcome graduates every two years to our international development programme. Aiming to invest in young talent and co-create a future of renewable energy, Ocean Winds provides the opportunity for graduates to work on real world offshore wind projects.

The programme enables the graduates to gain experience through rotations that can be at Ocean Winds' corporate HQ in Spain, and the other Ocean Winds offices in UK, Portugal, Poland, France, South Korea, and US, promoting professional and personal growth as they explore other cultures across the world.



Ocean Winds' Graduate Programme 2023 intake

SKILLS FOR A JUST TRANSITION

Ocean Winds has led the way in supporting and developing new UK capabilities across the ports, fabrication and high-tech supply chains required by the UK's ambitious green energy programme.

In the UK, and in line with the Ocean Winds Skills Development Strategy and relevant trade bodies, we have paid particular attention to opportunities to transition skilled oil and gas (O&G) workers into the sector. Additionally, we have supported Armed Forces outreach, all with a focus on the north-east of Scotland.



Armed Forces Covenant

Ocean Winds signed the Armed Forces Covenant in 2022, committing us to support service leavers. In 2024 Ocean Winds was awarded the Silver Award in recognition of the level of commitment.

Our former services staff regularly participate in outreach and careers fairs hosted at Scottish and other UK military bases. This approach seeks to enable veterans, service leavers and their families to harness their skills and qualifications through our recruitment and selection process to find meaningful, long-term employment that aligns with the wealth of experience and expertise they have gained through their service. The result has been that over half the Ocean Winds O&M technicians have previously served in the armed forces, and Ocean Winds has armed forces leavers in a variety of roles across our bases in Edinburgh, Fraserburgh and Buckie.

We also support employees who are members of the Reserve services, accommodating their training and deployment where possible.



Craig Murphy, a service leaver and the O&M site manager, represented Ocean Winds UK in receiving the ERS Silver Award from Brigadier Andy Muddiman

Oil and Gas skills transition

Ocean Winds is proud that over half the full Ocean Winds operations teams have an oil and gas background, and a quarter of our O&M staff have transitioned directly from the O&G sector. This reflects the attractiveness of our sector and company, and the relevance of many of the skills acquired by workers in the O&G sector.

As active participants in the trade and regional growth organisations that are seeking to facilitate an effective skills transition from O&G to the low carbon energy sector, Ocean Winds is playing its part to promote the pathways to Ocean Winds and the wider offshore wind sector.



Energy Transition in the Moray Firth - A mix of Moray East wind turbines and in the background the Repsol Beatrice oil platform that is being decommissioned.



PATHWAYS

There are multiple pathways towards the varied roles in Ocean Winds that are summarised in the infographic to the right. We support pathways for young people and skilled workers seeking to transition to offshore wind either as direct employees or in the supply chain. We welcome interest from all quarters to explore the exciting long-term careers that can be forged in this growing sector, helping to power the future with renewable power.

Ocean Winds supports positive pathways towards the varied roles we employ directly and indirectly through our supply chain.

The table opposite indicates likely qualification pathways into some of the varied roles across the sector.



Technical

Grid & connections, meteocean and energy assessment, GIS, Floating structure design, Foundations engineering, mechanical and electrical engineering, WTG technology, interface and certification, procurement, data and document control.



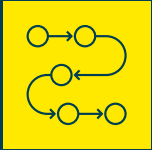
Operational

Logistics, marine, mooring, port and warehousing co-ordination, installation, project management, technical operations and maintenance of wind turbines and all the other equipment, SCADA and asset management.



Business and Support

Origination and partnership management, energy markets, bid structuring, energy management, M&A, liaison office, permitting, law and contract management, compliance, accounting, tax, planning & control, project finance, risk management, QHSSE management, innovation & entrepreneurship, people & organization, IT.



Supply Chain

Wide and varied but includes - Cable jointer, subsea surveyor, land agent, geotechnical engineer.

| Role ² | Skills level (SCQF) ³ | Qualification |
|------------------------|----------------------------------|---|
| Turbine Technician | 7 | Higher National Certificate (HNC), Certificate of Higher Education (CertHE), Modern Apprenticeship |
| Consenting Specialist | 10/11 | Bachelor's/Master's Degree, Graduate/Professional Apprenticeship |
| Land Manager | 8/9/10 | Higher National Diploma (HND) or Bachelor's Degree, Graduate/Professional Apprenticeship |
| Cable Jointer | 6 | Higher, Modern/Foundation Apprenticeship |
| Procurement Officer | 8 | Higher National Diploma (HND), Diploma of Higher Education (DipHE), Technical/Higher Apprenticeship |
| HSE Adviser | 8 | Higher National Diploma (HND), Diploma of Higher Education (DipHE), Technical/Higher Apprenticeship |
| Subsea Surveyor | 7 | Higher National Certificate (HNC), Certificate of Higher Education (CertHE), Modern Apprenticeship |
| Geotechnical Engineer | 10/11 | Bachelor's/Master's Degree, Graduate/Professional Apprenticeship |
| Accountant | 8/9/10 | Higher National Diploma (HND) or Bachelor's Degree, Graduate/Professional Apprenticeship |
| Facilities Manager | 7/8 | Higher National Certificate (HNC)/Higher National Diploma (HND), Modern/Technical Apprenticeship |
| Legal Adviser | 11/12 | Master's/Doctoral Degree, Professional Apprenticeship |
| IT Helpdesk Technician | 8/9/10 | Higher National Diploma (HND) or Bachelor's Degree, Graduate/Professional Apprenticeship |

²OWIC Offshore Wind Skills Intelligence Report - March 2022

³Know Your SCQF Level - Scottish Credit and Qualifications Framework

CONTACT US

We welcome feedback on this document and opportunities to increase our impact around skills development for the sector.

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