



HM Government

Industrial Strategy: government and industry in partnership



Overview of Support for the Offshore Wind Industry

June 2014

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This overview of support for the offshore wind industry covers grants, programmes, initiatives and organisations that can offer support to businesses in the sector. Some programmes are UK wide, whereas others are only available in one or more Nations. Most of the programmes featured are specific to offshore wind or wider renewable technologies, although more generic initiatives have been included where it is considered they would be helpful for the industry.

This guide sets out the existing support available for the offshore wind sector in the areas below. In each section, programmes are listed in alphabetical order.

- Supply chain
- Innovation
- Finance
- Skills

This guide does not cover the mechanisms for electricity price support for renewables, currently provided through the Renewables Obligation and, in future, through Contracts for Difference (CfDs) as part of the Government's programme for Electricity Market Reform.

This guide does not constitute an offer of financial support and applications for particular schemes will be judged against the relevant applicable criteria. This guide contains only a high level summary of particular schemes, which is correct at the time of writing. The conditions applicable to particular schemes should be read in full before submitting an application for funding. Please contact the relevant programme manager for the latest information. If the conditions of a particular scheme are inconsistent with the summary contained in this guide, the conditions of the particular scheme shall take priority over this guide. Any financial support must also comply with EU state aid law.

General questions about the content of this guide can be addressed to:
Offshorewindindustryenquiries@bis.gsi.gov.uk

Supply Chain

There are a number of initiatives and organisations, both at national and local level, that can support the supply chain to develop and take advantage of export and investment opportunities. If you are looking for a single gateway to offshore wind supply chain support, the Offshore Wind Investment Organisation (covered in more detail later in this section) can point your company to the part of government which can best serve your needs.

Contact: james.beal@ukti.gsi.gov.uk and catriona.knox@ukti.gsi.gov.uk

Advanced Manufacturing Supply Chain Initiative (AMSCI)

The Advanced Manufacturing Supply Chain Initiative (AMSCI) is a funding competition, launched in 2012, designed to improve the global competitiveness of UK advanced manufacturing supply chains and encourage major new suppliers to locate in the UK. Since 2012, 44 projects have received a joint public private investment of almost half a billion pounds, with just over £200m of public funds leveraging nearly £300m of private investment. A 2014 AMSCI round has been announced with £100m funding made available. The funding will provide research and development support, skills training and investment capital. Bids are welcome from consortia with members from across the UK, although AMSCI funding is eligible to be spent in England only. Consortia must include a minimum of two members including a manufacturer.

www.financebirmingham.com/amsci

Centres for Offshore Renewable Engineering (CORE) – England

There are six Centres for Offshore Renewable Engineering (COREs) in England, located in areas identified as having optimum conditions for the offshore wind industry with the land, infrastructure, skills and supply chain expertise required to take advantage of the world's largest engineering opportunity. This joint working alliance between parties strengthens the complete England offer and highlights it as a connected, credible and exciting place to invest. CORE brings together the relevant expertise from UK central Government and the six major investment hubs in England to support business growth and showcase opportunities for foreign direct investment for the offshore wind sector.

The six CORE areas are:

- North Eastern
- Tees Valley
- Humber
- Great Yarmouth and Lowestoft
- Kent
- Liverpool City Region

Although CORE acts as a mechanism for attracting foreign direct investment in offshore wind to England, equally important is its role in supporting existing businesses in England to become more successful in the global market.

CORE provides support through the Local Enterprise Partnerships for the six CORE areas, joining up with central Government Departments.

<https://www.gov.uk/government/publications/offshore-wind-power-in-the-uk-investment-opportunities>

Collaborative Network Programme – Northern Ireland

Support for Industry-led Collaborative Networks is available to encourage businesses to work together to address key challenges in the sector. Established collaborative networks include the Global Wind Alliance specialising in wind turbine O&M and the Global Maritime Alliance which works on development of offshore energy technologies. Recently formed networks include Total Marine Support Services, a network of companies who provide a complete service to survey, work boats and crew transfer vessels in UK and Irish territorial waters, Energy Skills and Training Network which provides specialised manpower to the sector and the Energy Storage Network which provides cost effective solutions regarding the electricity grid.

GROW:Offshore Wind – England

The Manufacturing Advisory Service (MAS), together with Grant Thornton UK, RenewableUK and the Advanced Manufacturing Research Centre, have launched an Offshore Wind Supply Chain growth programme (*GROW:Offshore Wind*). It has secured £19.9m from the Regional Growth Fund to support the development of the wider supply chain and capitalise on the significant growth opportunities in the offshore wind sector.

The *GROW:Offshore Wind* programme predominantly focuses on SMEs and provides assistance to companies with the capability to enter the offshore wind manufacturing supply chain. It provides them with access to market insight into customer needs and offers a comprehensive package of support, delivered by specialists. The available support is tailored to the needs of the individual company and could, for example,

take the form of support to improve positioning for new contract opportunities, an innovation design project to adapt components or access to funding for upfront investment.

www.growoffshorewind.com

Inward Investment

UK Trade & Investment (UKTI) helps overseas companies bring their high-quality investment to the UK's economy by offering expertise and contacts through its extensive network of specialists in the UK and globally. UKTI provides a bespoke service for all potential and existing investors offering support around policy and business issues. Support activities include assistance with strategy and planning, building key contacts, choosing the right location and guidance during the set up phase. From Autumn 2013, UKTI support for industrial investors in the sector is focused through the Offshore Wind Investment Organisation (OWIO) – covered in a separate section below.

www.ukti.gov.uk

Scottish Development International (SDI) helps international companies to make the most of the business opportunities available in Scotland. From its 27 offices across 15 countries, SDI offers a broad range of support services to companies seeking to locate in Scotland. This includes helping companies to:

- find information on market opportunities
- identify potential supply chain partners
- access world class research
- access test and demonstration facilities
- access financial support
- set up facilities in Scotland

www.sdi.co.uk/invest

In Wales, the Department for Economy, Science and Transport ensures companies seeking to invest have access to the support they require. There is a dedicated Trade and Invest team in Wales coupled with overseas offices and representatives in key territories working to attract investors into Wales and help established Welsh businesses grow exports overseas. A broad range of initiatives and interventions is available, ranging from advice and guidance to sector-specific trade missions, funding for overseas business visits and financial support for investors setting up in Wales.

www.wales.com/Business

Invest Northern Ireland (Invest NI) leads on supporting companies looking to invest in Northern Ireland. A range of tailored assistance is available to help take a project forward. Solutions are tailored to individual company needs and include financial and

non financial incentives that further enhance the overall cost competitiveness of locating in Northern Ireland.

www.investni.com

Manufacturing Advisory Service (MAS)

The Manufacturing Advisory Service (MAS) offers support to manufacturers to improve productivity and grow. In January 2012, BIS funded a new national MAS worth £57m over three years to help SMEs develop advanced manufacturing capabilities to compete successfully in global supply chains and create jobs. Working through a network of experts, MAS provides practical, hands-on advice on lean manufacturing techniques, improving business strategy and developing new products, with £7m earmarked specifically to maximise supply chain opportunities. MAS's remit includes improving business capability in low carbon technologies and the diversification of supply chains (eg enabling the transfer of engineering skills in one sector to another, which can include low carbon sectors such as offshore renewables).

<http://www.mymas.org>

The Scottish Manufacturing Advisory Service (SMAS) provides expert advice, one-to-one support, training and events for manufacturing businesses of all sizes in Scotland. The SMAS team is made up of hands-on experts in process improvement, lean manufacturing, innovation and allied disciplines. They help companies to identify and address their manufacturing challenges and opportunities, and work with them to deliver tailored manufacturing improvement support.

<http://www.scottish-enterprise.com/industry-support/manufacturing>

In Wales, the same range of services offered through MAS is available through the Business Innovations team in the Department for Economy, Science and Transport. A team of experienced and highly skilled Manufacturing Managers from the private sector, all with 'hands-on' experience of shop floor working, provide practical help, advice and guidance to align a business's growth ambitions with its capabilities. The Manufacturing Managers will carry out a Manufacturing review, identifying the barriers to profitability for a business, and then help procure expertise from private consultancy or Universities and Colleges, backed with financial support. For New Product Design (NPD), it is possible to call on experienced and qualified design advisers from the private sector to work closely with businesses to ensure that design is considered at all stages in the NPD process, helping maximise design quality and sharpen a business's competitive edge.

In Northern Ireland, Invest NI offers a comprehensive range of services to manufacturing companies. This support is clustered around a number of key themes:

- Growing Your Business – includes support with Leadership and Coaching, Skills Development, Business and Marketing Strategy and financial support to assist with export growth;

- Maximising Efficiencies – includes developing supply chain expertise, adoption of lean processes and continuous improvement and the adoption of new technologies;
- Product development – includes help with research and development, design, intellectual property and general technical advice;
- Selling Outside Northern Ireland – includes support for researching export markets, recruiting specialist sales and marketing staff and a comprehensive portfolio of trade visits, exhibitions and other overseas events.

<http://www.investni.com/already>

National Renewable Infrastructure Plan (N-RIP) – Scotland

Produced by the Scottish Government’s enterprise agencies, Scottish Enterprise and Highlands & Islands Enterprise, the National Renewable Infrastructure Plan (N-RIP) identifies the eleven sites across Scotland that offer the greatest potential for use by the offshore wind industry. The plan describes the opportunities for development at each site — including component manufacturing, turbine assembly and operations & maintenance — and the infrastructure works that are required to realise them. The Scottish Government’s £70m National Renewable Infrastructure Fund (N-RIF) has been made available to support these infrastructure works and to serve as a catalyst for additional private sector investment.

Scottish Enterprise, Highlands & Islands Enterprise and inward investment agency Scottish Development International can help companies to take advantage of the opportunities at the N-RIP sites. They can advise on the support that is available in each area and facilitate discussions with relevant site owners. Companies creating new jobs may be eligible for a Regional Selective Assistance grant, and Business Rates Discounts and Enhanced Capital Allowances at certain sites.

http://www.offshorewindscotland.org.uk/index.php/building_the_industry/infrastructure

Offshore Wind Expert Support – Scotland

Offshore Wind Expert Support helps Scottish companies that have not traditionally been involved in the offshore wind sector to consider and build diversification strategies. The programme provides up to two days of free one-to-one support from specialist advisors with knowledge and experience of the offshore wind sector. The advisors can help companies with a range of advice, including:

- Market entry requirements
- Market/supply chain positioning and contacts
- Reviewing existing company capabilities (eg skills, processes) and their potential for application in the offshore wind industry

- Suitability of a specific product or service to the sector

The aim of the support is to identify and explore appropriate revenue streams for companies seeking to enter the offshore wind sector. The support culminates in the production of a company specific action plan with key milestones to help companies take forward their offshore wind ambitions.

<http://www.scottish-enterprise.com/services/develop-your-organisation/offshore-wind-expert-support-programme/overview>

Offshore Wind Investment Organisation (OWIO)

The Offshore Wind Investment Organisation (OWIO) has been established within UKTI in order to boost the capacity of the UK offshore wind supply chain as the industry continues to grow. The team has added private sector insight, additional resource and a co-ordinating capability to the existing work of Government on the offshore wind supply chain.

The immediate focus of OWIO is to work with companies with significant potential for UK job creation in the near term, whether through inward investment or expansion of existing UK capacity. The organisation is coordinating Government work with these companies to offer appropriate information and advice to those interested in investing here. OWIO also works with developers of the offshore wind pipeline to support their supply chain plans.

Offshore Wind Support Programme – Northern Ireland

To develop the offshore wind sector for Northern Ireland businesses, Invest NI actively engages with Government Departments, both regionally and nationally, local Councils and industry groups to raise awareness of the business opportunities associated with the sector and in the implementation of the DETI Offshore Energy Strategic Action Plan. Invest NI has developed relationships with the wind farm developers throughout the UK and Ireland to highlight capability of Northern Ireland companies to be part of their supply chains.

To support companies to move into the sector, Invest NI offers an extensive range of assistance, covering the key areas of strategy development, market entry, research & development, skills enhancement and supply chain development, delivered by a team with extensive expertise in the offshore wind sector. Invest NI maintains a capability database of businesses, which is used to inform developers of the capability of Northern Ireland companies that could enter their supply chains. Invest NI will advise and offer guidance on potential diversification activities and assist with facilitating supply chain meetings.

www.investni.com

Regional Growth Fund (RGF) – England

The Regional Growth Fund (RGF) is a £3.2bn fund, helping companies throughout England to create private sector employment between now and 2022. The payment of RGF money is spread between 2011 and 2017. The RGF supports projects and programmes that lever private sector investment to create economic growth and sustainable employment. Those projects are putting £16bn of private sector investment in to the economy.

RGF Round 6 is due to launch in June 2014.

More details of the RGF criteria and application process can be found at: <https://www.gov.uk/understanding-the-regional-growth-fund>

Trade support

UKTI provides expert trade advice and practical support to UK-based companies. Whatever stage of development a company's business is at, UKTI gives companies the support to expand and prosper. Through a range of services, including participation at selected trade fairs, outward missions and providing bespoke market intelligence, UKTI helps companies to crack foreign markets and get to grips quickly with overseas regulations and business practice. As for investment services, central trade support for companies in the offshore wind sector is focused through the OWIO team – see separate section above. Market specific support is also available through UKTI's global network of overseas posts.

The High Value Opportunities (HVO) programme is a new approach to identifying, prioritising and supporting businesses to access large scale overseas procurement opportunities. Through its global network UKTI provides UK businesses with support to access opportunities to export their services, predominantly in the Northern European offshore wind pipeline.

Through the programme, UKTI will:

- identify high value procurement opportunities which overlap with UK expertise
- support UK businesses in developing and implementing strategies to win contracts in and around HVO target areas
- through building relationships with opportunity providers, collect information on forthcoming and current export opportunities globally
- bring together expertise from across our network, alongside private sector business specialists
- build strong relationships with key UK businesses able to deliver against these opportunities, facilitating the development of partnerships/consortia where appropriate

Participation in the programme is open to businesses of all sizes. Lead contracts will often be won by larger companies, but there will also be huge supply chain opportunities for smaller companies.

<http://www.ukti.gov.uk/export/howwehelp/item/219720.html>

Scottish Development International (SDI) helps Scottish companies to look beyond Scotland for their next business opportunity. It provides support to companies of all sizes, both new and existing exporters, helping them to make the most of international business opportunities. SDI offers a range of services, including expert advice, market research, strategy workshops, trade missions, and support to attend trade shows.

www.sdi.co.uk

In Wales, there is a dedicated Trade and Invest team able to help established Welsh businesses grow exports overseas. A broad range of initiatives is available, ranging from advice and guidance to sector-specific trade missions and funding for overseas business visits.

www.wales.com/Business

In Northern Ireland, Invest NI implements a targeted export programme and supports companies to visit key events and markets in the UK and Europe to enable them to present their capability to overseas buyers and to win business. An integral element of this support is the Export Development Service (EDS) which helps companies who have not been involved in the offshore renewables market to research supply chain opportunities, assess their current capability in relation to the opportunities, investigate market entry requirements and develop practical market entry plans. This programme is supported by regular engagement with key stakeholders and development of strategic partnerships to present the overall proposition of Northern Ireland in the offshore wind sector.

<http://www.investni.com/index/already/selling>

Innovation

Support for low carbon innovation is delivered by a number of Government departments and agencies. These organisations work together as the Low Carbon Innovation Coordination Group (LCICG). In the 4 years of the current Government spending review period (April 2011 to March 2015) the LCICG partners are allocating in excess of £100m to support offshore wind innovation. Further information is available at: <http://www.lowcarboninnovation.co.uk/>. If you are looking for a single gateway to offshore wind technical expertise, or a starting point to find collaboration partners and access to innovation, the Offshore Renewable Energy Catapult centre (covered in more detail later in this section) can help.

Contact: info@ore.catapult.org.uk

Department of Energy and Climate Change (DECC)

DECC expects to invest in excess of £160m for low-carbon technologies over the four financial years from April 2011. As part of this, up to £30m has been allocated to offshore wind innovation, including support for:

- **DECC/TSB Offshore Wind Components Technologies Scheme** – to help companies developing and demonstrating component technologies that can cut the costs of offshore wind energy in the run up to 2020 and in the subsequent decade. This £15m Scheme (not presently open for applications) is now supporting 19 innovation projects aimed at cost reduction, including projects addressing: wind turbine generators and drivetrains; concrete, steel and floating foundations; foundation fabrication techniques; offshore access; subsea cabling and turbine testing and maintenance techniques.
<https://www.gov.uk/innovation-funding-for-low-carbon-technologies-opportunities-for-bidders>
- **Offshore Wind Structural Lifecycle Industry Collaboration (SLIC) project** – a collaborative joint industry project established by a group of ten offshore wind operators undertaking research into the specific behaviour of wind turbine structures in the offshore environment.
- **Carbon Trust Offshore Wind Accelerator (OWA)** – a joint public-private sector innovation programme involving more than three-quarters of the UK's offshore wind developers and managed by the Carbon Trust. The OWA supports the development and commercialisation of novel foundations, electrical systems, cable installation methods, O&M access systems and wake

effects models to reduce cost of energy by at least 10% in time for Round 3.

www.carbontrust.com/offshorewind

- **EUROGIA-UK** – a collaboration between DECC, Eurogia+ and the Technology Strategy Board to encourage UK companies to participate in transnational collaborations to develop innovative industrial research, development and demonstration projects for low carbon energy technologies. DECC considers funding applications from collaborative projects receiving the Eurogia+ quality label. There are four application windows each year, held on a rolling basis. Consortium partners from other EUREKA countries will be eligible for funding in their own countries within the usual EUREKA/Eurogia+ framework.

<https://www.gov.uk/government/publications/guidance-notes-for-eurogia-uk-funding-applications-2013>

<https://www.gov.uk/innovation-funding-for-low-carbon-technologies-opportunities-for-bidders>

Energy Technologies Institute (ETI)

The Energy Technologies Institute (ETI) is a public-private partnership between global energy and engineering companies – BP, Caterpillar, EDF, E.ON, Rolls-Royce and Shell – and the UK Government. The ETI brings together projects that accelerate the development of affordable, sustainable and secure technologies needed to help the UK meet its long term emissions reductions targets as well as delivering nearer term benefits. The ETI is not a grant-giving body, but makes targeted investments in projects across nine technology programmes including offshore wind.

The ETI has now announced investment of more than £60m on knowledge building and technology development projects in offshore wind. It is focusing on addressing the key issues involved in using deep-water, high wind sites cost effectively – floating platforms for turbines, new manufacturing technology for very long, low cost, low weight blades and indoor test facilities for early demonstration and improvement of large turbine reliability.

<http://www.eti.co.uk>

European Research, Development and Demonstration Activity and Funding

The EU provides significant funding for research, development and demonstration activities in offshore wind. The EU's funded activity is organised as part of the EU's Strategic Energy Technology (SET) Plan, drawing on Framework Programme 7 (FP7) Energy as the main funding instrument. This will transition to a replacement programme from 2014 called Horizon 2020. Other related activity is funded by the European Investment Bank, New Entrants Reserve (emission trading) and other sources such as EU structural funds.

Wind energy technology development under the SET Plan is mainly driven by a Wind European Industrial Initiative (Wind EII) <http://setis.ec.europa.eu/about-setis/technology-roadmap/european-industrial-initiative-on-wind-energy-1>. Its published activity programme that the UK could play a significant part in includes:

- more accurate mapping of wind resources and capacity potentials in Europe, through co-ordinated measurement campaigns and the development of new spatial planning tools
- building 5–10 new testing facilities for new turbine systems
- building up to 10 demonstration projects of next generation turbines including a 10–20 MW prototype
- building up to 4 prototypes of new offshore structures
- demonstration of new manufacturing processes, logistics strategies and building techniques
- demonstration of industrial scale grid integration.

There is also due to be an R&D programme for technical & economic performance improvements. The anticipated spending / programme cost is estimated to be €5.5bn over 10 years.

Energie Helpline is a free UK Government-funded service that helps UK companies and research institutions to access EU energy funding programmes.

<http://www.energiehelpline.co.uk/>

Northern Ireland – Support for Research & Development and Innovation

Invest Northern Ireland has developed a range of programmes and services to support companies to develop new products and services and introduce new innovative processes to support business development. In addition Northern Ireland boasts a number of industry-led centres of excellence which work closely with the academic base to drive innovation in key sectors:

- **Northern Ireland Centre for Advanced Sustainable Energy (CASE)** – a £10m industry-led research centre which bridges the gap between ambitious businesses and the research community. Research clusters include Turbines, Integration & Storage, Energy Efficiency and Energy from Biomass.
- **Northern Ireland Advanced Composites & Engineering Centre (NIACE)** is a technology hub for the research and development of advanced engineering and advanced materials technologies across a range of industrial sectors. Within renewables the centre is focused on challenges such as degradation of materials, materials modelling and prediction and manufacturing complexity and cost.

- **Research & Development** – Invest NI offers extensive support in this area, both advisory and financial. The funding programme is designed to provide support for R&D and technological innovation relevant to all stages of company development. The programme is supported by a team of Innovation Advisors who are able to advise potential applicants on their R&D project and signpost companies to the most appropriate mechanisms. Advisors are also available to advise companies on, for example, Horizon 2020 and TSB calls.
- **Innovation Vouchers** – Invest NI can also offer Innovation Vouchers to a maximum of £4,000 to be used with a knowledge provider to help solve an innovation challenge. This is open to all individuals or businesses with less than 50 employees and is subject to a competitive call. Innovation vouchers can also be pooled by up to 10 companies collaborating on a research project with a knowledge provider, with a maximum value of £40k (10 x £4k).

Offshore Renewable Energy Catapult Centre

The Offshore Renewable Energy (ORE) Catapult is one of seven initial Catapults established and overseen by the Technology Strategy Board. The Catapults are technology and innovation centres where the very best of the UK's businesses, scientists and engineers can work side by side on research and development.

The Technology Strategy Board has confirmed £54.1m of funding to the ORE Catapult over its first 5 years of operation. The aim of the ORE Catapult is to be the “go to place” for organisations in offshore renewables innovation; integrating the key players from the sector and acting as a powerful hub to galvanise all UK innovation work streams and test assets. In April 2014, the ORE Catapult merged with the National Renewable Energy Centre (Narec), incorporating world class research, test, demonstration and assurance assets with the engineering expertise, industrial and academic reach of the Catapult.

The ORE Catapult is not a grant giving body, but works closely with the LCICG and industry to coordinate an innovation approach that ensures learning is shared and that innovation challenges are visible to both Government and supply chain companies that might develop solutions. It has a pivotal role in strengthening collaboration between industry, academia and the public sector in offshore renewable innovation in the UK.

<https://ore.catapult.org.uk/>

Research Councils

The Research Councils' UK Energy Programme provides support for fundamental research into wind energy technologies with a strategic focus on the challenges related to deploying these technologies offshore. The Research Councils spend approximately £2.5m per year in this area and the current intention is to maintain this

level of new investment. The bulk of support for this area is channelled through the EPSRC SUPERGEN Wind programme. In phase 2 (2010–2014, £4.8m) the programme undertook research to achieve an integrated, cost-effective, reliable and available offshore wind power station. The programme has recently been renewed for a third phase that will run from 2014 through 2019. This phase features a research Hub (£3m) that will play a greater role in networking the UK research community and will integrate a number of subsequent SUPERGEN challenge calls throughout its lifespan to complement and expand its core research programme.

<http://www.supergen-wind.org.uk/>

NERC and DEFRA have jointly funded the Marine Renewable Energy collaborative research programme (2011–15) with a budget of £2.4m. The overall aim of the programme is to understand the environmental benefits and risks of up-scaling offshore wind and wave energy schemes on the quality of marine bio-resources (including biodiversity) and biophysical dynamics of open coasts.

The UK Energy Research Centre (UKERC), funded by the RCUK Energy Programme, carries out world-class research into sustainable future energy systems. Under its Phase 2 Energy & Environment theme, UKERC researchers have been developing modelling and evaluation methods for assessing the environmental and socio-economic impact of offshore energy production technologies, including offshore wind farms and other energy activities such as carbon capture and storage (CCS).

Scottish Enterprise & Highlands & Islands Enterprise

The Scottish Government's enterprise agencies – Scottish Enterprise and Highlands & Islands Enterprise – have developed a range of support for offshore wind R&D, innovation and prototype development. Key initiatives are described below:

- **Prototyping for Offshore Wind Energy Renewables Scotland (POWERS)** – a £40m fund that promotes the deployment and testing of offshore wind prototype turbines in Scotland. The fund aims to attract the manufacturing of next generation turbines and turbine components (including gearboxes, nacelles, blades and towers) to Scotland. The fund will remain open to applications until March 2017.
<http://www.scottish-enterprise.com/services/develop-new-products-and-services/powers/overview>
- **Scottish Innovative Foundation Technologies Fund (SIFT)** – a £15m fund that promotes the design, development, manufacture and deployment of innovative offshore wind foundations in Scotland, using Scottish supply chain companies. The fund aims to support the development of prototype foundations suitable for deployment at deep water sites with variable seabed conditions. The fund will be open for applications from June 2014 to July 2019.
<http://www.scottish-enterprise.com/industry-support/renewable-energy>

- **SMART: Scotland** – a discretionary grant that supports Scotland based SMEs to undertake technical feasibility studies and research and development (R&D) projects with a commercial endpoint. The fund aims to mitigate the technical risks and challenges associated with defining and developing new technologies.
<http://www.scottish-enterprise.com/services/develop-new-products-and-services/smart-scotland/overview>
- **R&D Grant** – a discretionary grant that supports Scotland based companies to develop new products, processes and services. The fund aims to support projects with good commercial prospects that represent a significant innovation for the company concerned.
<http://www.scottish-enterprise.com/services/develop-new-products-and-services/rd-grant/overview>
- **Scottish Energy Laboratory (SEL)** – a network of Scotland’s energy research, development and demonstration facilities. This network includes the European Marine Energy Centre in Orkney, the Hydrogen Office in Fife and the European Offshore Wind Deployment Centre in Aberdeen. Through the SEL directory, national and international companies can identify and access SEL facilities appropriate to their business activities.
<http://www.scottish-enterprise.com/services/develop-new-products-and-services/scottish-energy-laboratory/overview>

Technology Strategy Board

The Technology Strategy Board (TSB) is the Government’s innovation agency and helps UK companies to develop new technologies and products in order to stimulate economic growth in a number of sectors including energy.

The TSB provides the core funding for the Offshore Renewable Energy Catapult centre and also allocates grant funding to businesses directly via competitions. Key initiatives are set out below:

- The TSB energy programme seeks to help develop a UK industrial base in the offshore wind sector which uses new technology development and technology transfer from parallel industries such as oil and gas as points of entry and disruptors of existing supply chains. Sixteen feasibility studies were funded in 2013 looking to introduce technology from other sectors and develop the offshore wind supply chain. It is expected that TSB will provide around £5m per year in innovation grants for offshore renewables to 2015/16.
- TSB Smart awards are open to SMEs in any sector at any time. These have supported a number of offshore wind projects and will continue to do so.
- TSB Knowledge Transfer Partnerships (KTPs) enable skills and expertise transfer between academia and business. A targeted call for offshore

renewable KTPs funded seven projects in 2013 looking to develop technology for offshore wind applications.

- The Infrastructure for Offshore Renewables competition opened in December 2013. The competition focuses on supporting innovative technologies for the balance of plant components involved in offshore wind, wave and tidal farms. The TSB and the Engineering and Physical Sciences Research Council are together investing about £7m in projects aimed at the demonstration of technology that reduces the cost of energy for the offshore renewables industries. Projects are in three thematic areas: electrical infrastructure; support structures; and sensors and monitoring. Projects can last for up to three years and are expected to start in late 2014.

https://www.innovateuk.org/competition-display-page/-/asset_publisher/RqEt2AKmEBhi/content/infrastructure-for-offshore-renewables?p_p_auth=tAOFomd6

- The Energy Catalyst will accelerate innovation by providing investment and support at the time, in the way and at the scale innovators need it. It will help stimulate and support innovation at all stages through to commercial readiness and bring the best ideas, processes, products and skills to the UK energy supply chain to make it globally competitive. The Energy Catalyst has been established by the Technology Strategy Board, the Engineering and Physical Sciences Research Council and the Department of Energy and Climate Change. Funding up to £25m is available for the first round. Three categories of grant are available (see links below for scope, exclusions from scope, grant sizes and timescales):
 - [Early-stage awards: Technical feasibility](#)
 - [Mid-stage awards: Technology Development](#)
 - [Late-stage awards: Pre-commercial technology validation](#)

More information and the Technology Strategy Board energy strategy to 2015/16, can be found at:

www.innovateuk.org

Welsh Government – SMART Cymru Research, Development & Innovation (RD&I) funding

In Wales, support and non-repayable financial assistance to Welsh-based businesses is available for the research and development of new, technically innovative products and processes which have good commercial potential. SMART Cymru is administered within the Department for Economy, Science and Transport. The Welsh Government also helps businesses identify and apply for additional funding from external sources such as the Technology Strategy Board.

<http://business.wales.gov.uk>

Finance

The UK has a number of initiatives to support companies to access finance, some targeted towards the offshore wind industry and others which are not sector-specific.

Access to Finance – Northern Ireland

Northern Ireland has a number of initiatives to support companies to access finance, which are not sector-specific, but may be appropriate for businesses in the offshore wind sector.

If a business is based in Northern Ireland and can demonstrate export-led growth and will contribute to increasing productivity and innovation in Northern Ireland, it may qualify for financial and advisory assistance. Similarly, businesses considering locating in Northern Ireland may also be able to access support. Typically this assistance will be used to support the cost of key posts, new employees, marketing and capital expenditure.

Through its Access to Finance Strategy, Invest NI has created funds totalling more than £100m to ensure that early stage companies with high growth potential are not held back because they cannot access finance. The key funds are:

- Small Business Loan Fund: a £5m fund providing loans up to £50,000
- Growth Loan Fund: a fund of £50m providing loans between £50,000 and £500,000
- Co-Fund NI: a fund of £16m, providing equity investment between £250,000 and £450,000 made in co-operation with business angels
- Development Fund: a Fund of £30m providing equity investment of between £450,000 and £2m, comprising both public and private funding.

Further information is available at www.boostingbusinessni.com/jobs/access-to-finance/

Business Angel Co-investment Fund

The Business Angel Co-Investment Fund supports angel investments into high growth potential, early stage SMEs, particularly in areas worst affected by public spending cuts. The fund is able to make initial equity investments of between £100k and £1m into SMEs alongside syndicates of business angels (subject to geographical

restrictions and upper limit of 49% of any investment round). Investment decisions will be made by the independent Investment Committee of the fund based on detailed proposals put forward by business angel syndicates. Whilst the fund is not sector specific, it may be appropriate for companies operating in the offshore wind sector in need of seed venture capital funding.

<http://www.angelcofund.co.uk/>

Energy Entrepreneurs Fund

DECC's Energy Entrepreneurs Fund is a £35m programme run in phases since 2012 to support the development and demonstration of innovative, commercially viable technologies which could make a significant impact on the UK's energy security and climate objectives. The programme is particularly targeted at start-up entrepreneurs and SMEs. To date 51 projects have been awarded grants. DECC launched the third phase of the competition in January 2014; the remaining £10m will be available for projects to be completed by March 2016.

<https://www.gov.uk/innovation-funding-for-low-carbon-technologies-opportunities-for-bidders#the-energy-entrepreneurs-fund-scheme> <https://www.gov.uk/government/publications/energy-entrepreneurs-fund-phase-3-documents>

Enterprise Capital Funds (ECF)

Enterprise Capital Funds (ECF) use Government funding alongside private sector investment to bridge the gap in funding for companies looking for growth capital. ECFs are managed by commercial fund managers and the Government's contribution to any single ECF is capped at £25m or two-thirds of total fund size. They can invest up to £2m in an SME. 15 such funds have been launched since 2006 and more than £200m has been invested in companies. There is the potential for new funds to be opened, specifically aimed at particular sectors. This scheme is not sector specific and is aimed at helping companies finance their growth.

<http://british-business-bank.co.uk/market-failures-and-how-we-address-them/enterprise-capital-funds/>

Enterprise Finance Guarantee

The Government supports the provision of debt finance to viable companies with insufficient track record or collateral via the Enterprise Finance Guarantee scheme. The scheme is delivered by the lenders themselves once they have assessed the proposal of a company and concluded that they would finance it if more security was available.

<http://british-business-bank.co.uk/market-failures-and-how-we-address-them/enterprise-finance-guarantee/>

Enterprise Zones

The Department for Communities and Local Government (DCLG) is responsible for delivery of the Enterprise Zones programme. Enterprise Zones are areas around the country that support both new and expanding businesses by offering incentives. There are currently 24 Enterprise Zones across England. Enterprise Zones are specific areas where a combination of financial incentives, reduced planning restrictions and other support is offered to encourage the creation of new businesses and jobs and contribute to the growth of the local and national economies.

Enterprise Zones provide a number of benefits:

- Business Rate relief per company up to a maximum of £275,000 over a five year period
- in some Enterprise Zones there are sites available where businesses can claim Enhanced Capital Allowances for investment in plant and machinery
- many Enterprise Zones provide other benefits, such as lease payment holidays, low-rent incubator units and development funding
- simplified planning procedures, for example, Local Development Orders granting automatic planning permission for specified types of development
- Government support to ensure that superfast broadband is rolled out throughout each Zone
- some Enterprise Zones benefit from 100% first year Enhanced Capital Allowances of up to £100m for plant and machinery
- Enterprise Zones can be in the form of available land for development and existing offices and business units which are ready built for supply chain companies, with many targeted at the energy sector

Within the Centres for Offshore Renewable Engineering (CORE) – a partnership between Government and six key locations for offshore wind in England – there are five Enterprise Zone sites which are targeted specifically at the offshore wind sector: Great Yarmouth and Lowestoft, Humber, Mersey Waters, North Eastern and Tees Valley.

<http://enterprisezones.communities.gov.uk/>

In Scotland, the Scottish Government has established two Low Carbon / Renewables Enterprise Areas to encourage businesses in these sectors to set up and grow in Scotland. To make Enterprise Areas as attractive as possible to investors and businesses, a range of incentives has been developed to suit the individual characteristics of each site. In addition, each Enterprise Area site will offer Business Rates Discounts and / or Enhanced Capital Allowances for investment in plant and machinery. The locations that comprise the two Low Carbon / Renewables Enterprise areas include: Arnish; Dundee Port; Hatston; Leith Port; Lyness; Nigg; and Scrabster.

In Wales, the Welsh Government has established nine Enterprise Zones, of which three are dedicated to the Energy sector – Anglesey, Snowdonia and Haven Waterway. Both Anglesey and the Haven Waterway EZs are adjacent to major planned offshore wind farm projects and offer suitable locations for associated investments and infrastructure.

<http://enterprisezones.wales.gov.uk/>

Green Investment Bank (GIB)

The Green Investment Bank (GIB) is a Government financed £3.8bn commercial bank, supporting 5 key environmental sectors, with a mission to accelerate investment in the UK's transition to a green economy. Offshore wind is one of GIB's priority sectors where GIB has an ambition to invest over £1bn in the period to March 2015, co-investing in projects with commercial parties. GIB investments in the sector range from refinancing operating wind-farms to financing construction of new wind-farms. GIB would also consider co-investment on commercial terms in testing and demonstration projects.

<http://www.greeninvestmentbank.com/>

National Renewables Infrastructure Fund (N-RIF) – Scotland

The £70m National Renewables Infrastructure Fund (N-RIF) supports the development of port and near port locations for use by the offshore wind industry. Its aim is to stimulate private sector investment into the National Renewables Infrastructure Plan (N-RIP) sites, thus helping to attract offshore wind supply companies to the sites. Applications to the fund must be led by site owners, but can be made in conjunction with offshore wind site lease holders and / or manufacturers of offshore wind components. The N-RIF fund is available in addition to Regional Selective Assistance (RSA) and other funding for companies creating new jobs in Scotland. Funding will be allocated by Scottish Enterprise (SE) and Highlands and Islands Enterprise (HIE), following the approach set out in the National Renewables Infrastructure Plan.

<http://www.scottish-enterprise.com/services/develop-new-products-and-services/nrif/overview>

Offshore Wind Manufacturing Support Funding – England

The Department of Energy and Climate Change (DECC) created the Offshore Wind Manufacturing Fund (OWMF) to support the development of major offshore wind manufacturing facilities at coastal locations in Assisted Areas of England. In 2013 DECC expanded the scope of the scheme to allow ports/landowners at coastal locations in English Assisted Areas to apply on their own, with the strict condition that any grant offer will be contingent on major manufacturing (such as turbines, foundations, cabling or towers) being secured at the site, and that funds paid out to successful applicants will be directly linked to manufacturing activity. This is to allow port owners, who are in

advanced negotiations with offshore wind manufacturers, to demonstrate public commitment to the sector and to demonstrate the level of support potentially available as part of the overall package they are presenting at their site. The scheme closed on 15 October 2013. Owing to the confidential nature of commercial negotiations we cannot comment on the status of applications to the scheme.

Regional Selective Assistance (RSA) – Scotland

Regional Selective Assistance (RSA) can provide funding for investment projects that will create or safeguard jobs in Scotland. RSA is available to limited companies, sole traders or partnerships, based in Scotland or with an intention to locate in the country. To qualify, the project must:

- take place in Scotland within an ‘assisted area’
- directly create or safeguard jobs within the business
- not be offset by job losses elsewhere
- involve an element of capital investment
- be mainly funded from the private sector

<http://www.scottish-enterprise.com/services/attract-investment/regional-selective-assistance/overview>

Renewable Energy Investment Fund (REIF) – Scotland

The Renewable Energy Investment Fund (REIF) is a £103m fund designed to drive investment into key areas of Scotland’s renewables industry. REIF is intended to address the unmet debt or equity investment needs of four sub-sectors: marine renewable energy, community owned renewable energy, renewable district heating and innovative renewable technologies (including offshore wind). Alongside private sector parties, REIF provides innovative interventions tailored to individual project requirements. REIF is available in the form of loans, equity investments and guarantees but not grant funding.

<http://www.scottish-enterprise.com/services/attract-investment/renewable-energy-investment-fund/overview>

Repayable Business Finance – Wales

This is the Welsh Government’s major multi-million pound funding programme for business to support private sector investment and job creation. Funding is available to major companies and SMEs in line with state aid intervention limits with amounts awarded dependent upon capital invested and jobs created. Companies engaged in offshore wind or looking to enter the supply chain for the sector would be eligible for support. Full details on all support in Wales can be found at:

www.business.wales.gov.uk

Skills

There is support for the development of skills for existing employees and those wishing to enter the industry. The offshore wind industry can take advantage of generic skills support as well as programmes specifically focused on the offshore wind sector.

Apprenticeships

Apprenticeships are supported, funded and promoted by the Skills Funding Agency and its National Apprenticeship Service (NAS). Apprenticeships in England are open to anyone over 16 who is not already in full time education. They exist at a number of different levels and typically last between one and four years. Apprentices are employees who also receive off-job training, often on day release.

Funding for apprenticeships is available from the Skills Funding Agency, with the amount depending on the age of the apprentice and the size of the company. This is currently paid directly to the organisation that provides and supports the Apprenticeship – in most cases this will be a learning provider. Large employers with a direct contract with the Skills Funding Agency may receive the funding themselves.

The Government has announced an intention to route such funding via employers using an HMRC system (either via PAYE or an Apprenticeship Credit Account) in future. In this way, employers will be empowered to negotiate with training providers to secure the training their apprentices need at the right price. Employers will also be required to contribute to the external training and assessment costs of their apprentices. These and other Apprenticeship funding reforms were the subject of a recent technical consultation. The Government will announce a decision on the funding route in Autumn 2014.

This is part of a wider programme of reform intended to make Apprenticeships more rigorous and responsive to the needs of employers. This includes employers developing new Apprenticeship standards to replace the overly complex and prescriptive frameworks. The development of new standards is already underway through the “Trailblazer” process.

Employers that are new to Apprenticeships and have up to 1,000 employees can also apply for a £1,500 Apprenticeship Grant for Employers (AGE 16-24) for each apprentice between the ages of 16 and 24 that they recruit (up to a maximum of 10) where they are undertaking an Apprenticeship based on a framework. This grant is

paid directly to the employer and is in addition to any funding currently routed to the training provider to pay for the apprentice's training. From January 2015, eligibility for AGE 16-24 will be reduced to employers with fewer than 50 employees.

Whilst the vast majority of apprentices are directly employed by the organisation that they work in day-to-day, there are some circumstances in which it may be more suitable for an apprentice to be employed by an Apprenticeship Training Agency (ATA), which then allocates the apprentice to a host employer who then reimburses the ATA for the apprentice's wage plus an administration fee. Typically this arrangement occurs when an employer (often an SME) is keen to take on an apprentice but may not be able to take the full risk of employing them, perhaps due to a fluctuating order book. By employing the apprentice, it is the responsibility of ATA to ensure that the apprentice has a host employer where they can complete their Apprenticeship.

<http://www.apprenticeships.org.uk/employers/steps-to-make-it-happen/gta-ata.aspx>

Employer Ownership of Skills Pilot

The Employer Ownership Pilot (EOP) is a £340m competitive fund that invited employers in England, over two rounds, to tell government how they would better use public investment, alongside their own, to invest in the skills of their current and future workforce in order to grow our economy. The aim is to generate innovative approaches to training and development, encouraging more employers to invest in training their staff. The project is jointly funded by the Department for Business, Innovation & Skills (BIS) and the Department for Education (DfE), and is administered with key partners, the UK Commission for Employment & Skills (UKCES) and the Skills Funding Agency (SFA).

The Government made commitments for projects in Round 1 of the pilot totalling £102m, matched by £115m in employer contributions. In Round 2, the selected bids are going through the final stages of grant negotiation or have been issued a grant offer letter and are now operational.

<https://www.gov.uk/government/publications/employer-ownership-of-skills-pilot>

Energy Skills Partnership – Scotland

The Energy Skills Partnership is a collaboration of colleges across Scotland, comprising core members and supporting associates. It aims to establish a high performing energy community which can respond flexibly to industry requirements by pooling expertise and resources.

<http://www.esp-scotland.ac.uk/>

Energy Skills Training Network (ESTN) – Northern Ireland

Established by Belfast Met College, the Energy Skills Training Network (ESTN) aims to facilitate a coordinated approach to the skills agenda and provide access to

employment within the energy sector for the people of Northern Ireland. The ESTN has three main goals:

- be the leading forum to share knowledge and insight into the renewables and oil & gas sectors, focusing specifically on horizon scanning and opportunity identification
- demonstrate industry leadership by aggregating skills demand for the sector and using this insight to shape training providers' offerings
- assure mobility of skills within the renewables sector through clarity on training standards and the 'portability' of qualifications delivered by the Network's providers

EPSRC Training Support for Offshore Wind

The Engineering and Physical Sciences Research Council (EPSRC) has set up a number of Centres for Doctoral Training to supply PhD-level wind energy researchers, with each centre training at least ten students per year over the five year intake of the centres. The Industrial Doctorate Centre in Offshore Renewable Energy (IDCORE) has been operational since 2011 and is led by the University of Edinburgh in association with the Universities of Exeter and Strathclyde as well as HR Wallingford and the Scottish Association for Marine Science. The primary aim of the centre is to attract the very best students into a vibrant learning environment and, in partnership with industry, train them to deliver world-class, industrially-focused research outcomes that will accelerate the deployment of offshore wind, wave and tidal-current technologies. The centre is co-funded by the ETI and works closely with both EDF and E.ON on projects related to offshore wind farm optimisation, offshore operations & maintenance and next generation turbine foundations.

<http://www.idcore.ac.uk/>

In 2013 and 2014 EPSRC announced 115 new Centres for Doctoral Training with four having a clear relevance to the offshore wind sector. These centres will ensure a continuing supply of highly trained scientists and engineers between 2014 and 2023 with skills focused on the deployment of offshore wind technologies and their integration into the power network. The centres are:

- EPSRC Centre for Doctoral Training in Wind and Marine Energy Systems, led by the University of Strathclyde. This centre builds on the successful centre funded from 2009, which has worked closely with Garrad Hassan, Romax, Scottish Power, Siemens, SSE and other wind energy stakeholders. The centre covers a broad range of topics including turbine control, condition monitoring, O&M, power networks and electrical systems, aerodynamics and resource assessment.

<http://www.strath.ac.uk/windenergy/>

- EPSRC Centre for Doctoral Training in Renewable Energy Marine Structures, led by Cranfield University
- EPSRC Centre for Doctoral Training in Future Power Networks and Smart Grids, led by the University of Strathclyde
- EPSRC Centre for Doctoral Training in Power Networks, University of Manchester

Improve Skills – Northern Ireland

Invest NI offers support ranging from advice on human resource issues through to financial support for training and help to develop specific skills. This support is clustered around 5 themes: HR advice, improving leadership, developing export skills, collaborative and partnership working and support for training. Training support is delivered through two programmes, subject to businesses meeting Invest NI eligibility criteria:

- The Skills Growth Programme: aimed at enterprises of all sizes involved in manufacturing and tradable services and can support external trainer costs, travel and accommodation, internal trainer costs, trainee wage costs and training materials. Support levels are negotiable.
- Skills Advancement Grant: aimed at small enterprises involved in manufacturing or tradable services. Invest NI will support eligible external training and travel and accommodation costs at 50%, excluding VAT, up to a maximum of £10k.

Low Carbon Energy and Marine Power Institute in Wales

Funded by the Welsh Government, the Institute will establish an infrastructure of training providers for the development of skills in the installation, commissioning and operation of energy generation sites and the distribution of energy to customers.

The Institute's providers will offer initial, refresher, progression and transitional training. The project will develop a tool to enable employers to identify training needs and priorities and will develop and pilot new programmes and qualifications. The Institute will be a virtual hub, enabling a single point of access to quality assured providers, operating from multiple campuses across Wales, and specialising in large scale energy generation and energy engineering training.

<http://www.euskills.co.uk/about-us/welsh-spf-project/>

National Skills Academies

National Skills Academies are employer-led organisations, whose purpose is to raise employer investment in skills and to work with industry to shape skills provision better to meet the needs of employers. Each Skills Academy is different, but they mostly lead specialist, quality assured networks of colleges and training providers, including centres of excellence. They are part-funded by Government, part by employers during

their development, but operate on a self financing basis after 3 years. They draw their income from employer membership and the provision of products and services. Employers can join as members to access benefits such as networks, events, training resources and recruitment support.

Offshore wind is covered by the National Skills Academy for Power, which was set up in 2010 and has now become a self-sustaining organisation, supported by the major power generation employers. The NSA has been pivotal in the development of the Competency Accord, the *Think Power* website and the Renewable Network and delivers skills products and services for employers.

<http://www.power.nsacademy.co.uk/>

Partnering for Talent (Pft)

Partnering for Talent (Pft) is a joint initiative between the Ministry of Defence, the Department for Work and Pensions and private enterprise. The pilot scheme started in Autumn 2012 and aims to identify business benefits for employers that support Military reservists. It includes the co-ordination of training opportunities as well as the sharing of talent, experience and qualifications. To find out more about employing Reservists visit

<http://www.sabre.mod.uk/>

Renewables Training Network (RTN)

The Renewables Training Network (RTN) is an industry led initiative to tackle the skills shortages in the Wind and Marine Renewables industry, established in 2011 with the support of UKCES funding and now a division of RenewableUK. The RTN's prime aim is to work collaboratively with the industry in developing UK wide national standards of industry training and to provide Industry Assured courses through its Train the Trainer Programme. In addition, the RTN provides an Industry Recommended pathway for relevant courses designed to assist organisations and individuals to develop knowledge and expertise suitable for employment in the renewables industry. The RTN's Educational Series also provides seminars and networking opportunities for the Renewables industry as a whole.

The RTN provides training opportunities across the UK and aims to work closely with the National Skills Academy for Power and the Transition Training Network (TTN) which focuses on training provision in Scotland for those transitioning into renewables from other sectors.

<http://www.renewableuk.com/en/our-work/skills-and-employment/renewables-training-network.cfm>

See Inside Manufacturing (SIM)

See Inside Manufacturing (SIM) is a Government programme aimed at promoting manufacturing as a career to young people and their teachers, shifting notions of engineering and manufacturing as an old fashioned career choice. This is achieved by arranging for young people to visit engineering and manufacturing plants and meet the people working in the industry so they can find out first-hand about manufacturing and potential careers open to them.

<http://discuss.bis.gov.uk/seeinsidemufacturing/>

Talent Bank

The Talent Bank is a tailored training management product for employers of any size. Covering a range of services from end to end learner management to individual activity support, Talent Bank removes the barriers to training experienced by organisations of all sizes. Offshore wind will benefit from involvement in Talent Bank through increased access to skills for SMEs, the formation of viable collaborative cohorts for training and the removal of headcount issues. In the pilot year of Talent Bank, 250 candidates will be trained, with a significant proportion in renewable energy related organisations.

<http://www.euskills.co.uk/about-us/talent-bank/>

Talent Retention Solution (TRS)

The Talent Retention Solution (TRS) is an industry-led and funded, pan engineering project. The TRS is a website holding details of individuals and their skills as well as vacancies at engineering companies. The TRS is focused on engineering skills.

It was set up in 2011 to help redeploy people at risk of redundancy, mainly in defence, and help them move into growth areas of manufacturing and engineering. The TRS has now expanded beyond those at risk of redundancy and has been extended to students. The TRS is recommended to those who apply for apprenticeships or graduate trainee programmes and are not successful but are qualified. This is seen as a way for SMEs to find skilled graduate candidates and apprentices and a way to retain skilled graduates in the engineering sector. Employers can support the TRS by sponsoring it and can also become members. Members can access the TRS and membership is free for SMEs with less than 250 FTE staff. Any employee can join free of charge.

<http://talentretention.biz/>

Transition Training Network (TTN) – Scotland

The Transition Training Network (TTN) is a project delivered through a collaboration between the National Skills Academy for Power, Scottish Renewables, Skills Development Scotland and the Energy Skills Partnership. The project will help the transition of skilled employees to the renewables sector from other industries.

<http://www.power.nsacademy.co.uk/what-we-offer/power-scotland>

Other Organisations

The Crown Estate

The Crown Estate manages a highly diverse range of strategic assets, valued at more than £8bn, for the benefit of the UK, with all profits returned to Treasury. The Crown Estate's objectives, laid down by Parliament under the Crown Estate Act 1961, include enhancing the value of the Estate and the revenue it produces, with responsibility to maintain and enhance the value of the assets over the long term. Within UK waters, The Crown Estate provides leases for energy and infrastructure development through competitive, structured programmes of development attracting huge investment in the design, construction and operation of generation assets.

As an active landlord of the UK seabed, The Crown Estate has enabled the UK to be the world leader in offshore renewable energy, through commercial and demonstration site leasing rounds. The Crown Estate has co-invested with development partners in the Round 3 offshore wind farm zones directly and through strategic work stream activities, funding enabling actions designed to catalyse, de-risk and accelerate development throughout the pipeline of UK projects.

The Crown Estate's supply chain initiatives include yearly supply chain assessments, a landmark cost reduction pathways study and, for skills, providing seed funding for the Renewables Training Network and Talent Bank programmes, as well as career guidance. The Crown Estate also contributes to technology developments that can unlock significant areas of seabed, for example funding new avian survey techniques, as well as radar technology upgrades and mitigation measures.

Through comprehensive coverage of these and other critical areas, The Crown Estate supports both Industry and Government, including the Devolved Administrations, for example acting as Secretariat for both the Offshore Wind Industry Council and Offshore Wind Programme Board.

<http://www.thecrownestate.co.uk/>

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URN BIS/14/880