

# Norfolk Offshore Wind Zone Newsletter

Winter 2024

## Project Update

Dear Neighbours,

As the year comes to a close and the winter season settles in, we're very pleased to share a wrap-up of the work we've been doing this year as we look forward to 2025.

In this issue, we'll take a look back at the progress we've made in our onshore construction works, and how we've been working with communities and stakeholders across Norfolk and East Anglia this year. You'll hear from our talented Year in Industry students about their experiences working on one of the world's biggest wind farm projects, and their learning along the way. We'll also spotlight our ongoing commitment to protecting the environment, this time focusing on some of the measures we take to safeguard bird populations during development of our wind farms.

Looking ahead, we'll share details about our upcoming series of drop-in events in early 2025. These public information events are an opportunity for members of the public to come and meet with our team, and for us to share some information about what's on the construction horizon, as we continue to progress the Norfolk Zone projects.

We're also excited to introduce our new-look website, designed to make it easier than ever to stay informed.

As always, we are grateful for your continued interest in the Norfolk Zone. We hope you enjoy this issue and wish you a warm and festive winter season!

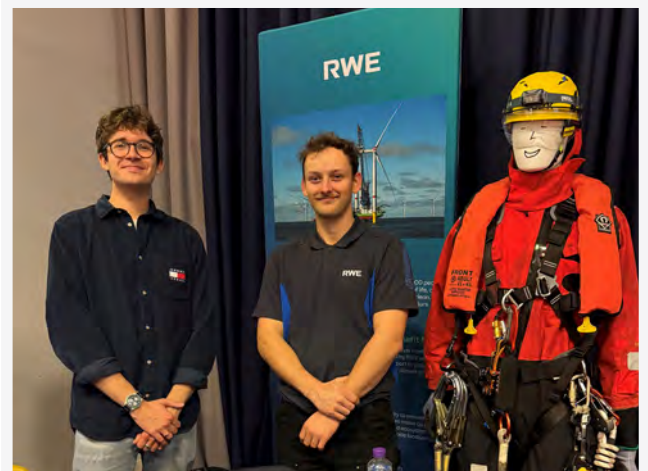
Best regards,

*Denise Howe*

**Stakeholder Engagement Manager**



# Out & About in Norfolk Highlights from 2024



## Careers Fairs

In recent months, we participated in several career fairs, including two at the University of East Anglia in Norwich. These events were particularly special as they allowed project team members Will and Aitana, both alumni of the university, to share their own career journeys with visitors, while showcasing opportunities at RWE such as the Year in Industry and Graduate Programmes.

In November, we also attended two fairs focusing on post-16 opportunities. Here, we highlighted the offshore turbine technician apprenticeship, which opens for applications in February 2025. These fairs were held at UTCN in Norwich and in Great Yarmouth. At the Great Yarmouth event, we were joined by Mike Denby, a former UTCN student who

completed RWE's offshore technician programme and previously participated in the Norfolk Offshore Wind Zone 3D VR Wind Farm Design as a student back in 2020!

[Click here to find out more about careers at RWE](#)

## Public Information Events

Between September and November we hosted nine Public Information Events at locations close to the onshore cable route. Supported by our colleagues from Murphy, we spoke with more than 250 members of the local community.

You can find the materials from these events in the information packs on the [Norfolk Zone website](#), and you can find a list of forthcoming events on page 12 of this newsletter.



# Out & About in Norfolk Highlights from 2024



## Royal Norfolk Show & Aylsham Show

In June, the Norfolk Zone team supported the Royal Norfolk Show and served as principal sponsors of the Aylsham Show during the August bank holiday. Both events drew significant crowds, with 11,000 visitors exploring the STEM marquee over the two days of the Royal Norfolk Show (which attracted more than 80,000 attendees!) and approximately 17,000 people attending the one-day Aylsham Show.

These popular county events provide a fantastic opportunity to connect with stakeholders of all ages from across the region. They also offer an engaging and informative way for the public to learn more about our projects and meet our team. A big thank you to our colleagues at Murphy and Siemens Energy for their invaluable support at these events.

## Norfolk Education Awards

Norfolk Offshore Wind Zone was honored to be one of the sponsors of Norfolk Education Awards once again this year, proudly supporting the Outstanding Commitment to SEND category. We were delighted to present this award to Fen Rivers Academy, which also received the prestigious Overall Educational Hero award. Congratulations to Fen Rivers Academy and their incredible team on these well-deserved accolades, and thank you for the outstanding work you do!

## Ogden Trust Coastal Energy Internship

This marked the sixth year that we've welcomed interns to the Norfolk Zone projects as part of the 20-day Coastal Energy Programme, coordinated by The Ogden Trust. This year's intern, Sasha Knight, a student from UTCN in Norwich, completed her placement with us, focusing on a research project titled 'Fuelling the Fleet of the Future.' Her work explored the vessels used during construction, operations, and maintenance of offshore wind farms.

If you'd like to find out more about Coastal Internship opportunities, please visit [The Ogden Trust website](#).



# Out & About in Norfolk

## Mentoring in North Walsham

**Since the start of the 2023-24 academic year, the Norfolk Offshore Wind Zone team has been mentoring a group of ten students from North Walsham High School.**

When we first launched this programme last year, the students were just starting their GCSEs and exploring work experience opportunities in their areas of interest.

In July, we were delighted to welcome Karina and Liam to the project for their work experience. They gained first-hand insight into the extensive work involved in developing and constructing a project like the Norfolk Zone, from onshore and offshore operations to desk-based tasks and fieldwork, and even attended a round table discussion with UEA.

Many thanks to UEA for the invitation to participate, and to our colleagues at Murphy, Peel Ports, and East Coast College for the tours and presentations that enriched the experience for Karina and Liam.

We also supported another pupil from North Walsham, Archie, who has a passion for media and design. Archie honed his graphic design skills by working on various real-world client briefs during his time working with Furthermore Marketing. Using tools like Adobe Creative Cloud and Canva, he created social media carousels for clients across diverse B2B industries, and designed website banners for EastWind.

During this time, he collaborated closely with the broader marketing team, gaining valuable insights into the significance of creativity, technical expertise, and teamwork in achieving impactful designs.

As these students approach their exams next summer, our upcoming sessions will focus on essential skills such as preparing CVs, drafting job applications, and honing interview techniques as they consider their post-16 options. From introducing the pupils to our Year in Industry colleagues, Niko & Holly, to sharing information about the turbine technician apprenticeships for the Norfolk Zone opening in February 2025, we are doing our best to showcase the range of career pathways available. We look forward to continuing to support them throughout their journey at North Walsham High School.





# Skills & Education

## Inspiring the future workforce

Skills development is a big part of the work we do on the Norfolk Zone projects. A Year in Industry (YII), also known as an industrial placement or commercial placement, is a year-long work experience opportunity that students can undertake as part of their university degree. Students work in a role that's directly related to their field of study, usually between their second and third years. This will be our sixth year of hosting YII students on the Norfolk Zone projects, and we're very pleased to introduce this year's interns, Niko and Holly. You can also follow their journey with RWE by signing up for Norfolk Zone e-news.

Register  
for  
e-news

## Year in Industry Update from Niko

My first two months at RWE have been filled with opportunities to learn and grow. Transitioning from university life to the structured routine of a professional work environment has been a big adjustment, but it's one that has brought exciting challenges. Unlike the unpredictable nature of student life, the fixed schedule at RWE has allowed me to fully immerse myself in the renewable energy sector and adapt to a new rhythm of working.

One of the highlights of my time so far has been participating in RWE's community engagement initiatives. These opportunities have given me a deeper understanding of the social impact of renewable energy projects while broadening my knowledge of offshore wind. I've also enjoyed traveling, networking and gaining hands-on experience. Through observation and guidance from my colleagues, I've been able to develop

new skills, expand my perspective, and grow both personally and professionally.

I'm incredibly grateful for the support and encouragement I've received from my colleagues in the Stakeholder and Communications team, as well as the wider RWE community. Their collaboration and kindness have made my first months truly memorable.

Looking ahead, I'm excited to continue contributing to projects like the Community Fund, cultural heritage initiatives and taking part in more community engagement events. As 2025 approaches, I look forward to further exploring the renewable energy world and embracing new opportunities.

Wishing everyone a joyful Christmas and festive season!



# Year in Industry

## Q & A with Holly

### **Q: You've been with RWE for four months now! How has your experience been so far?**

Time has flown by, and I'm already one-third of the way through my internship! It's been an incredible experience, with highlights like traveling to Hamburg for a team event where I met my international colleagues. The team has been welcoming and supportive, always open to questions and feedback.

I've been trusted with responsibilities like working on a recruitment plan for the Norfolk project and even leading meetings. When I expressed interest in technical tasks, my manager quickly found opportunities for me to get involved. We work hard, but RWE also prioritises employee wellbeing, with regular workshops and encouragement to take breaks, which has made this journey even better.

### **Q: How has the transition from university to the professional environment been?**

I was initially worried about moving from the flexible 'uni lifestyle' to a 9-to-5 schedule, but the transition has been smoother than expected. Having structure has actually been a positive change. Being office-based most of the time has made it easier to build connections and collaborate, and I still enjoy the flexibility of working from home one day a week.

One surprise has been how collaborative and supportive the team is. I also realised I didn't need to change my personality to fit into a professional environment. While there's more pressure knowing my work impacts real projects, it's exciting to see my contributions make a tangible difference.

### **Q: What are your highlights so far?**

My Global Wind Organisation (GWO) basic safety training has been a standout experience. Learning first aid, working at heights, and sea survival was fun and unlike anything I'd done before. I've also loved the chance to travel for work, visiting places like Essen, Hamburg, and London.

The Hamburg event was a highlight for team bonding and knowledge sharing, with curling and mulled wine adding a festive touch! On a personal

level, I've grown more confident in my abilities and now feel comfortable networking, which is a big step forward for me.

### **Q: What are you most excited about for the new year?**

I'm looking forward to working on technical projects, including selecting a Jack-up Barge for major component replacement on the Norfolk project. I'm also excited about helping recruit our first apprentices for the project. Now that I've completed my GWO training, I can't wait to go offshore for the first time.

RWE has been a fantastic place to start my career, and I'm excited to see what the next few months bring!





## Protecting habitats Birds

**Protection of wildlife and the ecology of any area is of utmost importance to RWE. In this section of the newsletter we'd like to share details of some of the careful measures and mitigation activities we undertake to protect wildlife and natural habitats in the vicinity of our wind farm infrastructure and construction sites.**

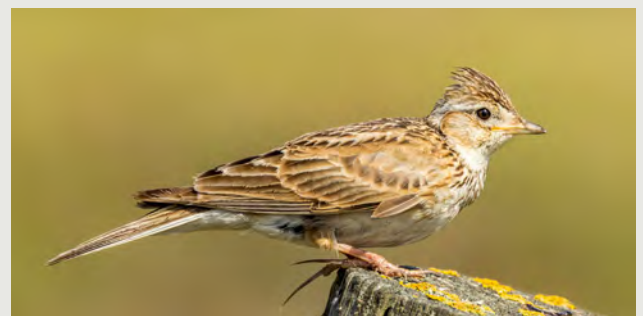
As part of our onshore work for Norfolk Offshore Wind Zone, we have committed to the protection of wildlife potentially affected by the construction along the cable route and around our onshore substation at Necton.

One of the key elements of this is ensuring that birds are protected. This is especially important where the cable route runs close to any of the six designated sites located within Norfolk recognised for their ecological importance and the support they offer to bird breeding, or for those species which overwinter in the area.

Bird species identified along the route, or those recognised within schemes for special conservation include Cetti's warbler, Willow warbler, the barn owl, bittern and skylark, amongst others!

To ensure our activities don't affect bird populations as a result of removal of habitats like hedgerows, we try, where possible, only to complete vegetation clearance during the colder, winter months when birds are unlikely to be breeding or building nests.

Where this is not possible, we ensure a qualified and experienced ecologist is present to check the habitat prior to any vegetation clearance. Where nesting birds are identified, we delay removal and create an exclusion zone around it, until the young have fledged.



*Skylark*



*Cetti's warbler*

**If there are other ecology topics you'd like us to cover in the next newsletter, please get in touch!**



# Protecting habitats

## Birds (continued)

Ground nesting birds like skylarks, corn buntings and stone curlews are some of the species of birds in this category for which we have special measures in place, which reduce the risk of encountering them in the first place and to compensate against the amount of ground clearance required by the construction works.

Firstly, we ensure any winter crop stubble across our working areas is kept low entering the breeding season, making these areas unappealing for nesting. However, we also have agreements in place with owners of eleven land parcels off the cable route to create compensation areas that will provide alternative, attractive habitats for ground nesting birds. This land will be set aside and left uncut during the warmer nesting months, with vehicle access and the use of any herbicide prohibited.

The other main group of birds we need to take care of are the overwintering birds, typically swans and geese, particularly those associated with the Special Protection Area in the Broadland area of Norfolk, close to the coast, where the importance of wetland conservation has been identified. For this group, alternative feeding grounds located off the route are designated to compensate for the clearance of land in use by the cable construction and any birds displaced as a result. These feeding grounds have such things as sugar beet tops or winter crop stubble left in place to serve as a suitable food source.

Upon completion of the onshore construction works, any bird foraging and resting habitats (e.g. hedgerows and arable fields) temporarily lost will then be reinstated to their pre-existing condition as part of RWE's on-going commitment to the environment and our objective to avoid any ecological harm as a result of our work.

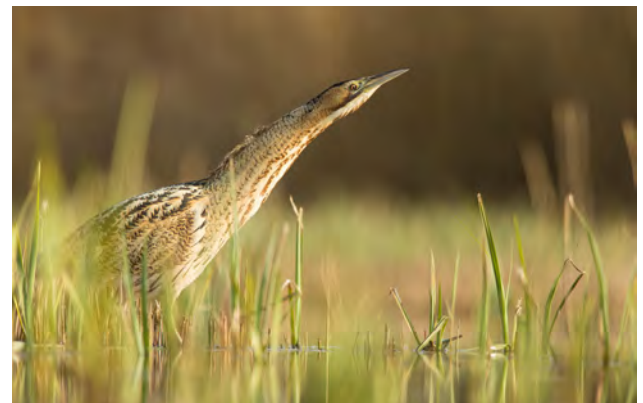
### Who should I contact if I have questions?

If you have questions, please contact the project team via the general email address shown below and we'll connect you with the appropriate team member.

E: [norfolk@rwe.com](mailto:norfolk@rwe.com)



*Willow warbler*



*Bittern*



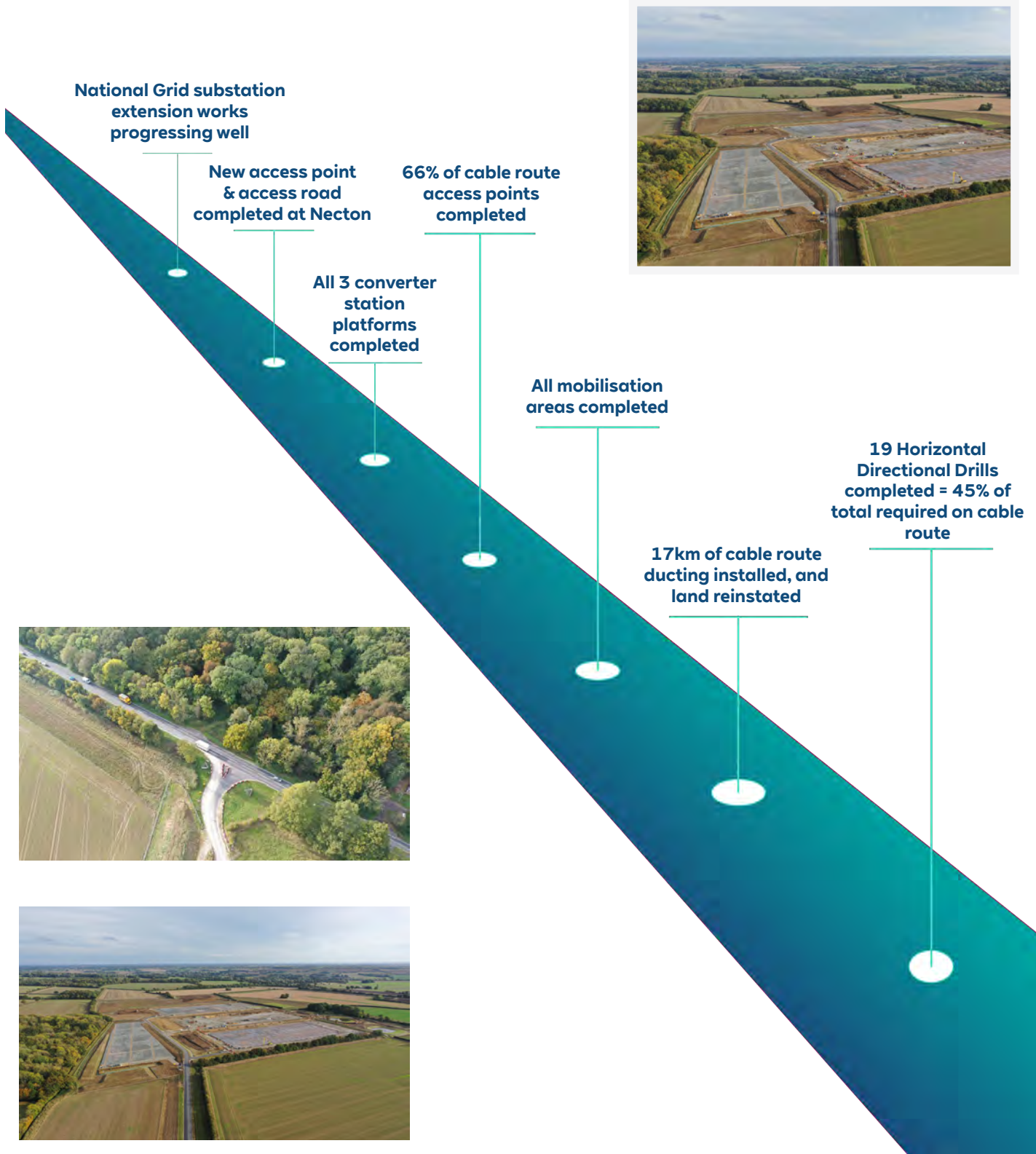
*Pink-footed goose*



# Construction

## Progress on the ground

This year has marked significant milestones in the construction of the onshore cable route for Norfolk Offshore Wind Zone. With meticulous planning and collaboration, we've made considerable progress and successfully completed key phases across several sections of the route. Many thanks to our colleagues at Murphy and Siemens Energy for their dedication and hard work.



# A Look Ahead Coming in 2025



## Bright Sparks in Necton

Our colleagues at Siemens Energy have been doing some great work with a group of budding engineers at Necton Primary School. Look out for more about their exciting innovative projects in the next issue of the newsletter, coming in March 2025.

## Community Fund

We received a number of applications for both the decision-making panel and for the initial Discovery Round of the Fund. We expect the first meeting of the panel to happen in late January / early February so we'll provide an update on their progress, and on successful fund applications, early next year.



## Skills & Opportunities

In the next issue of our newsletter, we'll also share information about skills development and apprenticeship opportunities for those interested in kick-starting their own careers in the offshore wind industry.

## Onshore construction

Work on our onshore cable route will continue over the winter and into next year. You can expect construction activities such as: creation of access points, with associated roadworks, Horizontal Directional Drilling (HDD), ducting installation and associated reinstatement works. Find out more about our plans on the Norfolk Zone website.



# Public Information Events

## Dates for your diary

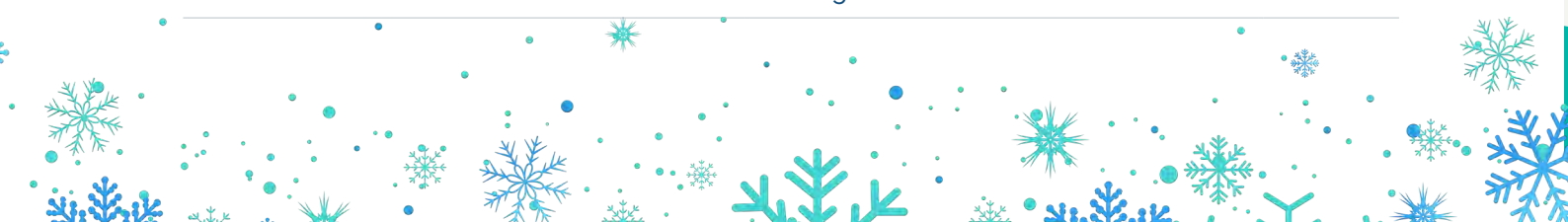


Information and materials shared at the drop-in events are also published on the Norfolk Offshore Wind Zone website. You can visit the relevant page by clicking [HERE](#)

## Information about upcoming works in your area

Public information drop-in events invite local residents and members of the public to come along and meet with the project team, who will be on hand to share and discuss the latest Norfolk Zone project updates. Key topics vary from area to area, depending on the nature of the construction works happening in the vicinity, but team members are always happy to discuss any aspect of the projects. Dates and locations for the next series of events can be found below.

Date & Time	Location	Key Topics	Poster
<b>12th December</b> <b>13:00-16:00</b>	<b>Reepham Town Hall</b> <b>Back Street</b> <b>NR10 4JW</b>	Access point creation & associated roadworks, plans for HDD and mainline ducting installation.	<a href="#">Link</a>
<b>14th January</b> <b>13:00-17:00</b>	<b>Aylsham Town Hall</b> <b>Market Place</b> <b>NR11 6EL</b>	Ongoing construction works, plans for Horizontal Directional Drilling (HDD) and mainline ducting installation.	<a href="#">Link</a>
<b>15th January</b> <b>13:00-16:00</b>	<b>North Walsham Library</b> <b>New Road</b> <b>NR28 9DE</b>	Access point creation & associated roadworks, plans for HDD and mainline ducting installation.	<a href="#">Link</a>
<b>22nd January</b> <b>09:00-12:00</b>	<b>All Things Nice Deli</b> <b>9 High Street, Cawston,</b> <b>NR10 4AE</b>	Access point creation & associated roadworks, plans for HDD and mainline ducting installation.	<a href="#">Link</a>
<b>4th February</b> <b>15:00-18:00</b>	<b>Happisburgh Primary</b> <b>School, The Street</b> <b>NR12 0AB</b>	Access point creation and associated roadworks.	<a href="#">Link</a>
<b>18th February</b> <b>13:00-17:00</b>	<b>2nd Dereham Scout</b> <b>Hall, Southaven, Sth</b> <b>Green, NR19 1PU</b>	Updates on reinstatement and completed works across Breckland.	<a href="#">Link</a>
<b>11th March</b> <b>13:00-17:00</b>	<b>Witton &amp; Ridlington</b> <b>Village Hall, Stonebridge</b> <b>Rd, NR28 9TU</b>	Access point creation & associated roadworks, plans for HDD and mainline ducting installation.	<a href="#">Link</a>





## Careers at RWE

### Join the energy mix

RWE in the UK is full of opportunity. With various locations across the country, where exciting and inspiring work is happening – now is the time to join us to help shape the future of energy.

Ambitious goals, passion and dedication outline the way that we work. Across our companies in the UK, we strive for a common goal – to provide a sustainable future. Find out more about careers at RWE: [uk.rwe.com/career](https://uk.rwe.com/career)

## Suppliers

### STEP Programme

Find out more about the STEP programme and our approach to offshore wind supplier engagement by registering on the STEP webpage: [norfolkwind.me/STEP](https://norfolkwind.me/STEP)

## Informing & Involving

### Feedback

We are always open to suggestions for content in our future newsletters. Your feedback helps us ensure that we are providing the information that matters most to you. If there are specific topics you'd like us to cover, please don't hesitate to let us know. We value your input and look forward to making our newsletters more useful and engaging for everyone.

## Stay Connected

### New-look website

We're thrilled to unveil our new-look website, refreshed and ready for 2025! The updated site offers a more user-friendly experience, streamlined navigation, and enhanced features to keep you informed about our progress. Whether you're looking for detailed updates, the interactive map or information about events, our revamped website has everything you need in one place. Visit [www.nowzone.co.uk](https://www.nowzone.co.uk)

[www.nowzone.co.uk](https://www.nowzone.co.uk)

[norfolk@rwe.com](mailto:norfolk@rwe.com)

