

Highland Council

As a global gateway for renewable energy, and home to almost a third of Scotland's land mass, Highland stands at the forefront of the nation's clean power future - uniquely placed to help shape, and benefit from, a just transition that delivers lasting value for its communities. This is an opportunity to secure inclusive growth and lasting benefits for all Highland communities.

Turning grid investment into local opportunity:

- Investing **£12.8bn** in transmission projects across Highland (**44% of T3**)
- Spending up to **£2bn¹** to **Highland-based businesses**
- Supporting **2,940 jobs locally¹** through investments

SSEN Transmission in Highland

- Since 2023 as a result of our T3 plans, our office in Inverness has grown from 204 to 349 staff and, given our Pathway to 2030 investments, is expected to reach 539 by 2030. Across Highland, in 2026, we expect to offer in Earn as you learn roles:
 - 1 graduate role and 1 apprenticeship;
 - 4 summer placements; and
 - 6 trainee roles (including 3 trainee engineers).



£2bn injection to Highland's economy



5% of SSEN Transmission employees in earn as you learn roles

Highland



335 new jobs at SSEN Transmission by 2030



£1.3bn of GVA generated in Highland

Highland Social Value Charter (HSVC)

SSEN Transmission was the first company to sign up to the HSVC. In doing so, we have made a number of commitments which align with the HSVC 9-point-plan, to ensure the retention and effective distribution of socio-economic benefits from investment to communities – targeting Highland's greatest challenges:

Point 1: Community Fund	Supporting community wealth building with the community benefit fund (for those close to our projects)
Point 2: Strategic Fund	Unlocking strategic investment in Highland with the regional community fund (for impactful investment)
Point 3: Housing	Supporting Highland's Housing Challenge by enabling £100m of investment in new, quality, accessible homes
Point 4: Highland Investment Plan	Delivery of significant transport infrastructure improvements, benefitting rural communities facing connectivity issues
Point 6: Skills & Training	Developing a workforce for the future by delivering training opportunities, including apprenticeship and graduate roles
Point 9: Socio-economic Prosperity	Maximising socio-economic benefits, including productivity and jobs, particularly in relation to biodiversity and green skills .

Our investments will deliver benefits which directly support key priorities of the Council and have a transformational impact in Highland. These benefits fall under the 5 cross-cutting themes.

1) Demographic sustainability



Supporting up to **2,940 jobs** in Highland



335 new employment opportunities at SSEN Transmission in Highland by 2030



Unlocking over 500 New Homes (over 300 affordable)
Delivering equivalent to 14% of Highland's annual affordable housing target (Highland Strategic Housing Investment Plan)

Supporting employment opportunities and expanding the affordable housing stock to support retention of the working-age population.

¹ this includes SSEN staff as a result of T3



Highland Council

Spotlight: Benefits from Housing

Significant investment in housing can be expected to generate further GVA and employment opportunities in Highland.

2) Inclusive economic growth, fair work and tackling poverty



£1.3bn GVA generated

boosting local productivity by equivalent to 6.1% of Highland's annual GVA



12 new earn as you learn (EAYL) roles at SSEN Transmission in Highland in 2026



£55,000 median salary for SSEN Transmission staff in Highland

38% more than Highland median salary

Generating local growth and delivering training and well-paid employment opportunities to Highland's workforce.

3) Net Zero and climate resilience



10% increase in biodiversity



Supporting skilled, well-paid employment in nature restoration

Protecting and enhancing Highland's natural heritage, generating green sector employment opportunities and enabling low-emissions travel

Spotlight: Workforce North Mission

SSEN Transmission will offer 600 'earn as you learn' roles in the North of Scotland between now and 2030, marking a significant investment into the next generation of talent.

Spotlight: Nature Delivery Strategy

Investment in nature protection and enhancement, to deliver biodiversity net gain, and forestry and peat restoration, will support skilled, well-paid jobs and generate growth (GVA) in local nature restoration supply chains.

4) Strong local supply chains



Spending >£2bn worth of contracts with highland based businesses



Supporting 1,725 jobs in construction

23% of the sector's total employment in Highland



£240m annual spend in local Construction sector

20% of average annual spending in Highland's Construction Sector

Securing reliable work opportunities within Highland's supply chain, facilitating growth and strengthening industry.

5) Community wealth building and social value



£62m in community benefit fund, split between regional and local funds to support community priorities



£200m investment in Highland's transport infrastructure

Ensuring benefits are retained and distributed in Highland, with funding supporting community priorities.

