



# Stakeholder Summit 2019

*Uwchgynhadledd Rhanddeiliaid 2019*



Magnox



Dounreay



Sellafield Ltd



LLW Repository Ltd



Direct Rail Services



INS  
INTERNATIONAL  
NUCLEAR SERVICES



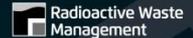
Radioactive Waste  
Management

Delivering our mission together.



# Beccy Pleasant

Head of Nuclear Skills Strategy,  
Nuclear Skills Strategy Group and  
ECITB



Delivering our mission together.



# **Introduction to the NSSG and the Nuclear Sector Deal**

# Industrial Strategy – Productivity and Grand Challenges



Published Nov 2017

## Raising productivity

Industrial Strategy is built on 5 foundations



## Grand challenges

We will set Grand Challenges to put the United Kingdom at the forefront of the industries of the future:



### AI & Data Economy

We will put the UK at the forefront of the artificial intelligence and data revolution



### Future of Mobility

We will become a world leader in the way people, goods and services move



### Clean Growth

We will maximise the advantages for UK industry from the global shift to clean growth



### Ageing Society

We will harness the power of innovation to help meet the needs of an ageing society

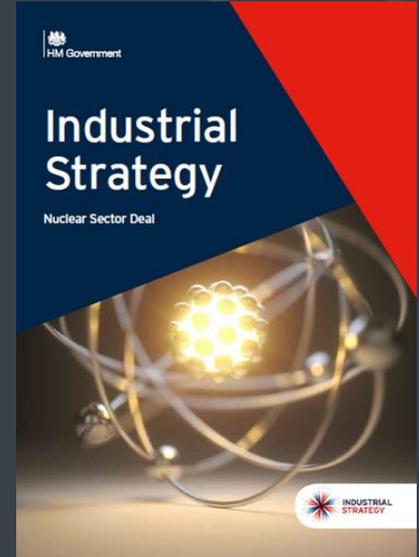
# Nuclear Sector Deal - Targets

40% **women** in nuclear by 2030

30% reduction in the cost of **new build** projects by 2030

Savings of 20% in the cost of **decommissioning** compared with current estimates by 2030

Up to £2bn domestic and international **contract wins** by 2030



REQUIRED INFLOW PER ANNUM  
(Total required = 7,000 FTEs)

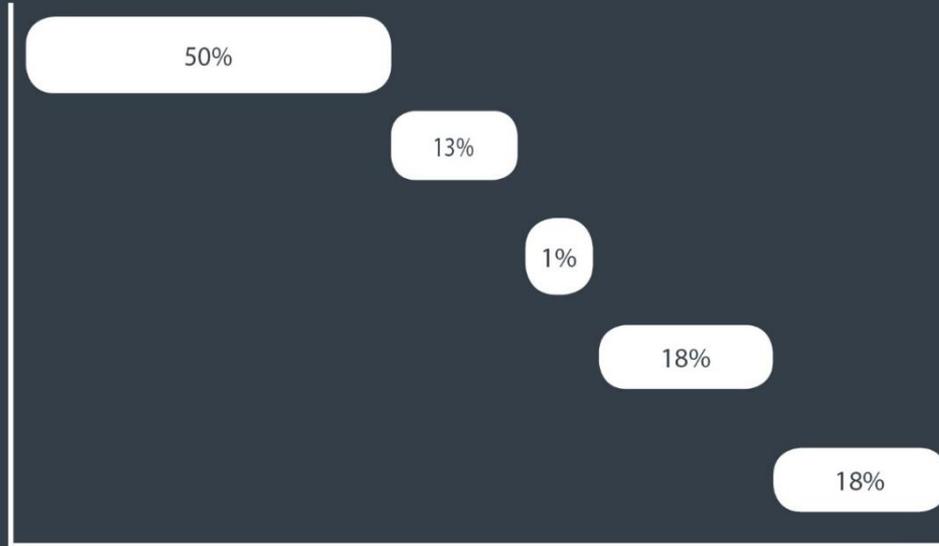
"Business as usual" inflow

Incentivised Apprentices

Subject Matter Experts

Transferability & Mobility

Training for Reskilling & Upskilling



\*2017 NWA data

# NSD People Stream

## Purpose

*Developing the rights skills, in right place, through partnership between the government and industry.*

## Five principle Themes

1. Enhanced skills leadership
2. Local apprenticeships
3. Staying at the cutting edge
4. Sector transferability
5. Exciting the next generation about nuclear

Why, What, How.....?

Nuclear Skills Strategy Group



# Enacting the Nuclear Sector Deal People Stream through the NSSG

## The UK's approach to skills through the NSSG

- The NSSG is the Nuclear Industry Skills lead and provides 'one voice' to government
- It comprises:
  - major employers who have the plans and the expenditure to drive the major developments in the nuclear sector
  - government departments responsible for nuclear development and skills leadership
  - a representative of the trade unions in the nuclear industries
- It is accountable for developing a nuclear skills strategic plan to address the key risks to skills and resources facing the industry, as it approaches a time of unparalleled growth

Nuclear Skills Strategy Group

National Nuclear Laboratory
Dept for Business Energy & Industrial S
Young Generation Network (YGN)
Defence Supply Chain AWE
Department for Education
Welsh Government
EDF Energy
Unions TUC (Prospect)
Defence Supply Chain Rolls Royce
Ministry of Defence
Office for Nuclear Regulation
China General Nuclear
Royal Navy
Cogent Skills
NSAN Employer Advisory Board
Nuclear Decommissioning Authority
ECITB Nuclear Employer Forum

# Delivering the NSSG Strategic Plan: the why, what and how

The UK skill demand from the future nuclear civil and defence programme will be met from a highly skilled and diverse workforce.

## Benefits – *The Why*

1. **Appropriate supply of qualified people** to meet nuclear sector needs.
2. **Regional economic benefit** of nuclear renaissance is maximised.
3. **Increased workforce diversity:** sector benefits from attracting/retaining individuals from a range of backgrounds.
4. **Diversity of thought:** solutions from other sectors to improve productivity/contribute to cost reduction/improve safety.
5. **Development of new capabilities** required for future nuclear technologies and healthy pipeline of subject matter experts.
6. **National and regional skills strategies** are aligned to ensure effective skills solutions.
7. **Training provision is meeting the needs** of the industry to efficiently develop the current and future workforce.
8. **The UK Nuclear Workforce is competitive** in exporting our nuclear capability globally

↑  
realises

## Outcomes and Targets – *The What*

1. **Regional and national nuclear skills plans integrated** maximising impact and efficiency.
2. **The future workforce demand and supply defined** taking into account innovation and advances in production/ manufacturing.
3. **The nuclear sector is attracting, developing and retaining** a diverse workforce.

Women in Nuclear Sector (by 2030)	40%*
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4. **Maximise use of apprenticeship levy** to Increase trainee starts.

Apprenticeship Starts	Increase by 40%
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Women Apprenticeship starts	50%*
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Companies employing apprentices	Increase by 20%
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5. **Increased transferees inter and intra sectors to meet current and future workforce requirements**

People entering nuclear from other sectors	Extra 20%
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6. **Next generation of Subject Matter Experts** development accelerated through knowledge transfer, mentoring and additional nuclear PhDs.

Students supported via Nuclear Centres for Doctoral Training	Extra 50%
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Level 8 Apprenticeship Scheme initial cohort	10 starts min
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7. **Expansion of reach of National College for Nuclear (NCFN)** and provider hubs to deliver products and services to meet the changing industry needs.

8. **Increased engagement of young people** in nuclear careers activities.

\* Indicates specific Nuclear Sector Deal targets. Other targets are set by the NSSG as measurable programme KPIs in support of Nuclear Sector Deal objectives.

↑  
creates

## NSSG Delivery Plan Outputs – *The How*

Plan Themes	Plan Outputs
Enhanced skills leadership	<ol style="list-style-type: none"> <li>1. <b>A Nuclear Skills Conference</b> for the industry.</li> <li>2. <b>People Plan integrated</b> with Nuclear Sector Deal</li> <li>3. <b>A Sectoral Equality, Diversity &amp; Inclusivity (ED&amp;I) Strategy</b></li> <li>4. <b>A sectoral communication strategy</b> for attracting and retaining a more diverse workforce into the sector.</li> <li>5. <b>Commitment to the Future Boards Scheme</b> recognising need to increase diversity at more senior levels.</li> <li>6. <b>Nuclear Workforce Assessments and Nuclear Timeline</b> produced annually and aligned with Skills Advisory Panel (SAP) and other regional analyses.</li> <li>7. <b>LMI supply side modelling scenarios</b> issued for fragile skills areas.</li> <li>8. <b>Optimal workforce mobilisation model</b> for new build.</li> </ol>
Local apprenticeships	<ol style="list-style-type: none"> <li>1. <b>Apprenticeship standards and frameworks</b> developed for specific nuclear skills</li> <li>2. <b>Group schemes developed, incentivised and implemented</b> to create a continuous pipeline of skills at all levels.</li> <li>3. <b>Survey and evidence gathering</b> on nuclear apprenticeships.</li> </ol>
Staying at the cutting edge	<ol style="list-style-type: none"> <li>1. <b>Optimisation of existing funding</b> for the maintenance and expansion of fragile skills areas.</li> <li>2. <b>Subject Matter Expert bespoke development programmes</b> through Industry/academia to ensure SME replacement.</li> <li>3. <b>A development scheme for mid-career professionals</b> to join the sector and gain accelerated Subject Matter Expertise.</li> </ol>
Sector Transferability	<ol style="list-style-type: none"> <li>1. <b>Upskilling and redeployment</b> to retain skills and knowledge across the nuclear.</li> <li>2. <b>A pilot for the transfer of at risk skills</b> from Coal</li> <li>3. <b>A mobility model that removes constraints</b> for the movement of skills within the nuclear sector</li> <li>4. <b>A range of nuclear standards and qualifications</b> for skills developed for the nuclear industry.</li> <li>5. <b>Standardised career pathways</b> for the sector.</li> </ol>
Exciting the next generation about nuclear	<ol style="list-style-type: none"> <li>1. <b>A coordinated schools outreach programme</b> that maximises impact to the nuclear sector integrating career hubs where available.</li> <li>2. <b>Work experience that is consistent and is accessible</b> to the "nuclear workplace".</li> <li>3. <b>A professional development offering for teachers</b> in nuclear related topics linking to career hubs and champions via Department for Education (DfE)</li> <li>4. <b>A legacy of STEM resources</b> accessible to the nuclear sector</li> </ol>

# This challenge includes nuclear skills AND Skills for Nuclear

Safety Case

Control and Instrumentation

Radiation Protection Specialists

Engineers

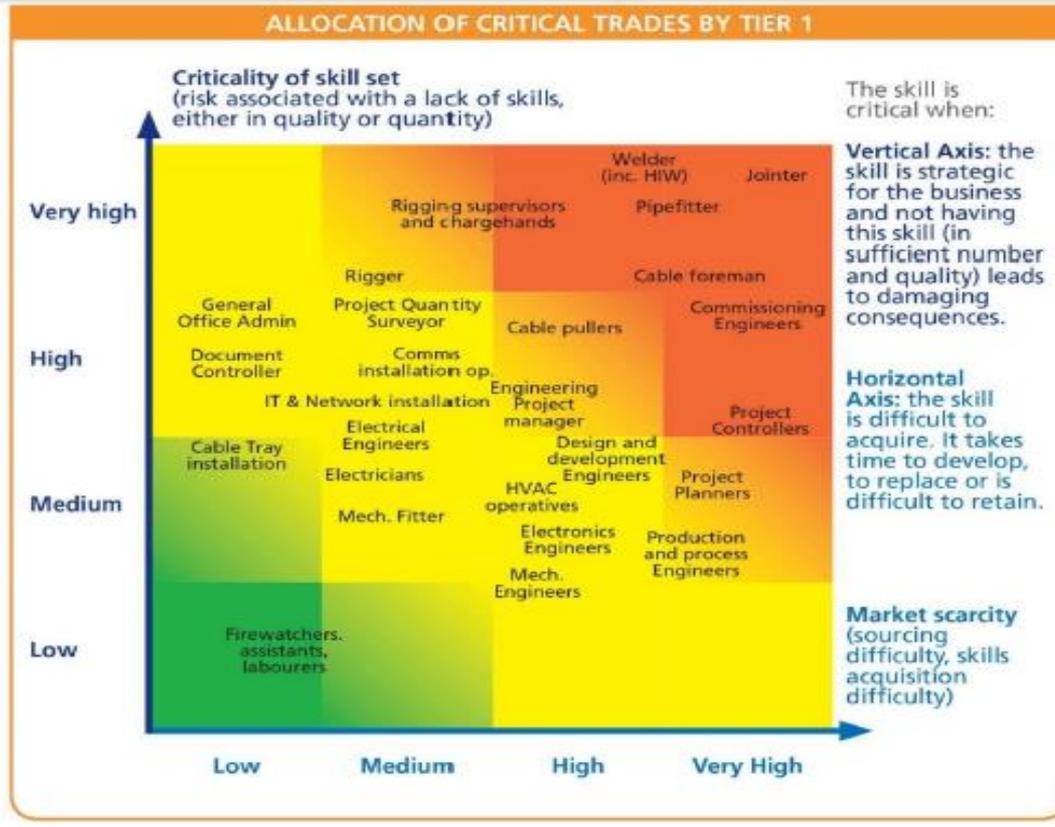
Chemists

Regulation/Site Inspection

Quality assurance....

But ALSO civil construction trades....

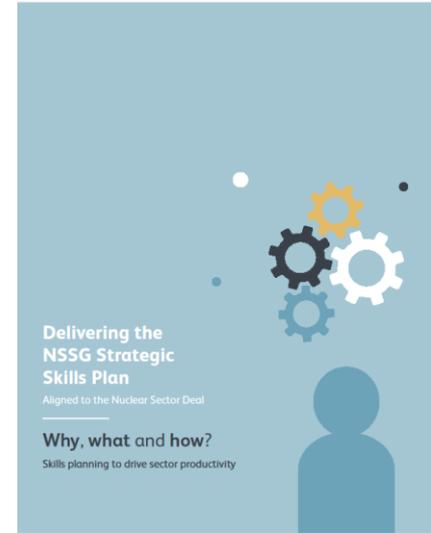
## NNB MEH Phase skills hotspots



# People – Progress

## Enhanced skills leadership

- NSSG Strategic Plan update Nuclear Skills Conference Equality, Diversity and Inclusion (ED&I) Strategy published
- A 'road map' for achieving the 40% female workforce by 2030, in development in collaboration with WiN
- Branding to attract a diverse nuclear skills pipeline underway in conjunction with NIA campaign
- Labour Market Information (LMI) received and being analysed and compiled for 2019 Nuclear Workforce Assessment – to be published end July



# Local Apprenticeships

- North West Nuclear Community Apprenticeship Programme
- Survey launched to gather evidence on use of apprenticeships and levy in the nuclear sector
- Options paper being compiled on regional 'group schemes'

## Staying at the Cutting Edge

- 'Functional Specification' for a Subject Matter Expert Published
- L8 Nuclear Technical Specialist Trailblazer Standard under consideration by BEIS and DfE.
- Technical Questionnaire on the skills required for future nuclear technologies



**NWNCAP**  
North West Nuclear Community Apprenticeship Programme

**About NWNCAP**  
The North West Nuclear Community Apprenticeship Programme (NWNCAP) is an innovative community apprenticeship scheme. The scheme is the first of its kind in the UK, in which Sellafield Ltd and the NDA are funding 50 apprenticeships per year for small and medium companies within Cumbria.

The aim of NWNCAP is to boost employment opportunities for local people and help drive economic growth in the region and diversity in the workforce. The scheme will be delivered and managed by the Cumbria Apprentice Training Agency (CATA).

**What training will be available?**  
The training will be delivered by a number of leading Cumbrian training providers including Gen2 and Lakes College. Training is anticipated to range from customer service, technology, property maintenance, engineering and scaffolding to more diverse professions like logistics and horticulture.

**As an employer, what are my commitments?**  
The training for this scheme is fully funded by Sellafield Ltd. The scheme will also cover wage costs for the first year of the apprenticeship.

As an NWNCAP apprentice employer your commitment would include:

- Employ the apprentice for the duration of the apprenticeship scheme and cover wage costs (at national minimum apprenticeship wage) from second year onwards, where applicable.
- Provide a suitable work environment with a work place mentor that allows the apprentice to meet the criteria of their apprenticeship.
- Allow the apprentice to complete 20% off-the-job training.

**How do I find out more?**  
To find out more about the apprenticeships on offer or how to recruit an apprentice contact 01929 701300.



# Sector Transferability

- A Strategic Curriculum review of standards and qualification needs of the nuclear sector.
- Online standardised Career Pathways launched.
- ECITB Accelerated Experience and Learning Programme 23 individuals already on transfer programme from Coal to Nuclear.
- 23 Apprentices from Horizon, transferred to EDF to continue training, successful outcomes for a number of Horizon staff into sector
- Bradwell redeployment, Magnox recruitment, NDA/Defence collaboration
- NDA mobility strategy under consultation with potential for sector wide application.

## Exciting the Next Generation about Nuclear

- Business case developed for a centrally organised and funded STEM outreach project to attract the next generation.