

NUCLEAR



PRODUCT: NUCLEAR SKILLS PASSPORT

Vision

“A Nuclear Industry standard passport scheme rolled out across the industry which will record peoples’ competences in a high-integrity transferable record.”

Who is it for?

The Nuclear Skills Passport scheme will provide **all** employees and contractors within the Nuclear Sector, including those from large employers and SMEs, with a physical record of all their industry specific training and qualifications.

What will it offer?

For employers:

- Record training qualification to the new “Nuclear Sites-Unescorted Access for Work” (NSUA) training standard at all licensed nuclear sites, hence,
 - Avoiding loss of time for repeat generic induction training after initial training.
 - Ability to get generic site induction training i.e. NSUA near place of work.
 - Reducing site induction training costs.
- Record details of any site specific training taken at each Site Licensed Condition (SLC) site.
- Lead to improved performance by providing a management system to assess training against agreed standards and the recording of industry/role specific competencies. (Nuclear occupational

standards will be implemented as a basis for industry recognised, transferable qualifications.)

- Will provide” Portability of employment” between SLC sites as a result of training standardisation.
- Standardise the level at which trainers operate.
- Aid licensees in the demonstration to the Nuclear Regulators that all workers are suitably qualified and experience personnel (SQEP), by providing a physical system for proof of skills.
- Raise the profile of the Nuclear Industry
- Help address the peaks and troughs of work/demand across the industry.
- Provide secure management of training records and a single access point for the recording of all transferable industry training records.
- Provide a facility for competence management, including:
 - Career Pathway;
 - Nuclear Credit Framework implementation – which will link qualifications to job roles. Learning will be broken down into bite sized chunks (assessed units) which will be converted to assessed units by an Awarding Body.
 - Accreditation of Prior Experience & Learning (APEL).
 - Skills Gap Analysis and Training Signposting.
- Verification process for all training records input onto the passport system.

The Result - A mobile workforce will be formed that can close the skills gap required to deliver the £65bn decommissioning programme through the NDA, as well as maintaining a skilled workforce to continue maintenance of operations in all other sub-sectors of the nuclear industry, excluding health i.e. Fuel enrichment

Supported by:



BNFL British Energy
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and manufacture, fuel reprocessing, defence, power production, waste management and potential new nuclear build.

For employees:

- Will provide a sense of achievement and success (Nuclear Credit Framework will enable individuals to achieve qualifications and for prior learning/knowledge to be accredited to enable upskilling).
- Will provide evidence for better career development and progression.

What will it not offer?

- The Nuclear Skills Passport will not carry details of security clearances or act as an identity document to gain site access. Existing site security systems and training on the knowledge of local procedures will remain unchanged.
- The Nuclear Skills Passport scheme will not replace existing SQEP management systems. However, it will aid licensees, by providing a physical system for proof of skills, in particular for the contractor workforce. It will also provide those employers who do not have existing training and skills management systems with a tailored competence management system for their employees within the Nuclear Sector.

How will it work?

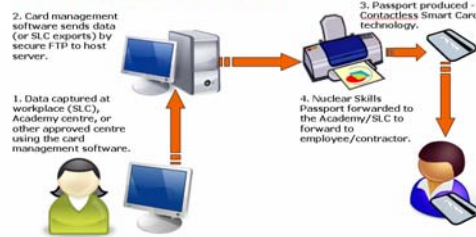
Initially, the Nuclear Skills Passport will be issued to all employees who have undertaken site induction training to the new NSUA training standard. This qualification (in addition to any site specific training received) will then be recorded on the employees training record to enable the issue of a Nuclear Skills Passport. In the latter phases of passport rollout, the Nuclear Skills Passport will be issued to record all Academy qualifications and other functionality such as the Nuclear Credit Framework, Skills Gap Analysis and Training Signposting.

What Infrastructure/Systems will be put in place?

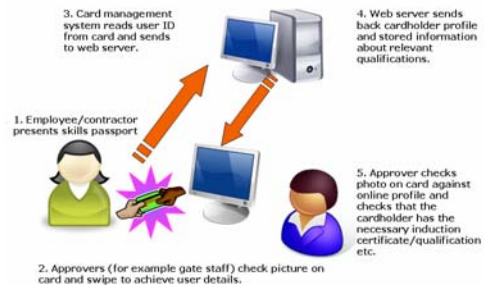
A secure, web-based infrastructure will be developed and the system configured to enable nuclear skills passports to be issued to the nuclear sector. The passport card will adopt contactless smart card technology i.e. a smart card

reader will be employed and provide the PC link. It will also consist of a photograph and unique ID. The passport will also provide the facility for manual data entry by employers. Permissions will be established and set up to ensure sufficient access to data held. The diagrams below provide a simple overview of the card management system:

Card Management – Data Capture



Card Management – Site Access



Employer Involvement

The Nuclear Skills Passport is strongly supported by both small and large employers from all key regions of Nuclear activity in the UK. An employer working group, was set up by Cogent to develop and agree the Nuclear Sites – Unescorted Access training standard. An employer led Nuclear Skills Passport Project Board has been set up by the Academy to implement the Project Vision, Aims and Objectives nationally and ensure successful strategic planning of the whole Nuclear Skills Passport approach in the Nuclear Industry, including implementation and roll out.

The Project Board will also ensure that all stakeholders are briefed on project status throughout development and implementation.

Contact Us:

If you would like further information on the Nuclear Skills Passport, or would like to become involved with the National Skills Academy for Nuclear, please contact enquiries@nuclear.nscademy.co.uk.