



2date

Keeping you up 2 date with the latest developments
& news on the Nuclear Skills Passport

DEMONSTRATING EXCELLENCE IN NUCLEAR SKILLS



Skills Academy Board includes representatives from...

AMEC
Areva
Babcock Marine
British Energy - part of EDF Energy
Cogent SSC
Doosan Babcock
Energy Solutions - inc Magnox North & South
MoD
National Nuclear Laboratory
NDA
Springfields Fuels Ltd
TUC
Urenco
URS Washington Division
Westinghouse/Springfields Fuels Ltd

TIME TO GET INVOLVED!

Nuclear Skills Passport deemed highly desirable in tenders from 2010

Skills Academy Board Representatives have committed to making the Nuclear Skills Passport highly desirable in their tenders from 2010. This means that the Nuclear Skills Passport will increasingly become a key differentiator in contractor selection from 2010 onwards.

The concept of a Nuclear Skills Passport has been discussed by employers since early 2003. As the industry has developed and changed further with the advent of the Nuclear Decommissioning Authority, a growing nuclear deterrent programme and new Nuclear Build, the imperative of developing and maintaining a suitably skilled, competent and qualified workforce has become ever more apparent.

Employers have clearly voiced the need for a workforce that are suitably skilled, flexible and have transferable skills to meet the peaks and troughs of demand - the Nuclear Skills Passport will provide a coherent, safe and time saving response to this demand.

Physically, the Skills Passport will aid in providing and sustaining a qualified and mobile workforce, with transferable skills, via an enabling, highly secure, IT platform hosting a number of applications that users will access via the web. The Nuclear Skills Passport will be able to provide all employees and contractors within the Nuclear Sector, including those from large employers and SMEs, with a physical record of their industry specific training and qualifications that meet the agreed industry standards across the sector.

Save Money - ACT NOW!

The Nuclear Skills Passport will be rolled out in 2010. As a special introductory offer, organisations who become Associate Members of the Skills Academy in 2009 will be able to take advantage of supplying their workforce with Skills Passport **free of charge** - a saving of circa £30.00 per employee - can you afford to miss this opportunity?

Click here and contact your Regional Manager today for more information- restrictions apply

“ The Skills Passport will revolutionise the contracting nuclear community, by providing a simple, highly secure, method of aiding in the demonstration of SQEP. Through the incorporation of agreed nuclear industry training standards, valuable time and resources will be saved in repeat training, ensuring a more efficient supply of highly skilled contractors onto Nuclear facilities. ”

Mark Watters, Nuclear Director, Doosan Babcock

WHAT IS THE NUCLEAR SKILLS PASSPORT?

In essence the Nuclear Skills Passport is a system which offers all nuclear organisations instant access to information on their skills base, enabling organisations to effectively assess and plan their training, skills and people requirements. The Nuclear Skills Passport is different to other industry Passport schemes, as it has been designed by Nuclear employers, specifically for the requirements of the Nuclear sector.

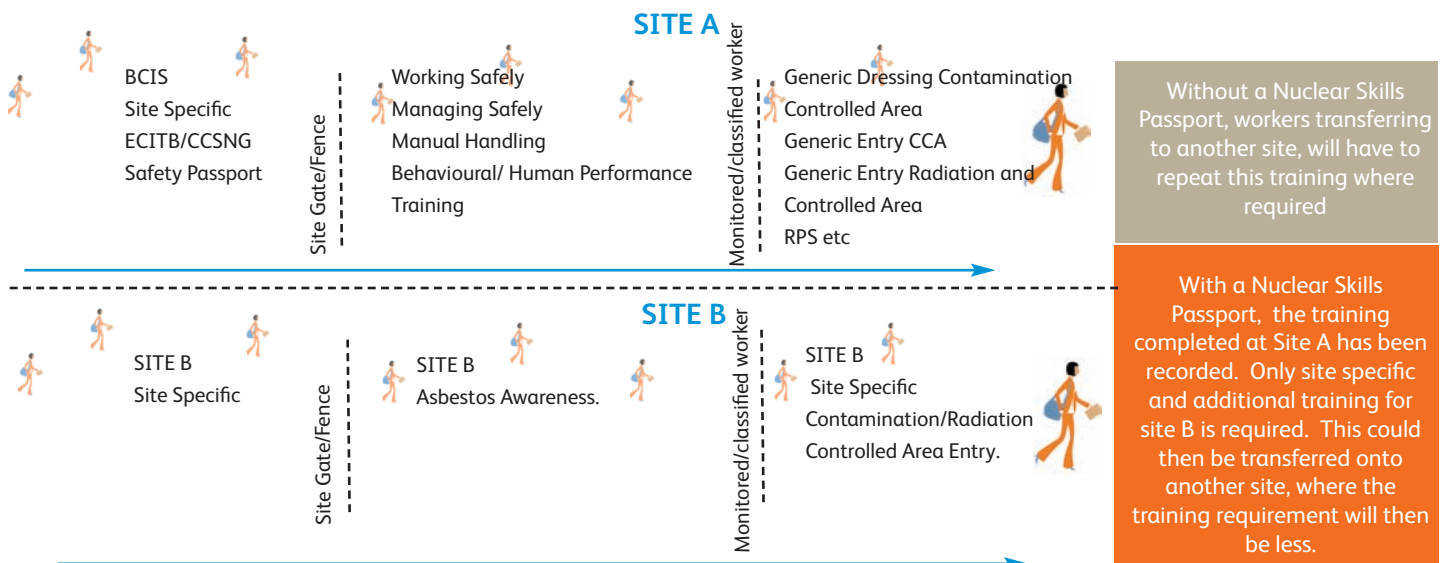


Designed by Nuclear Industry for the Nuclear Industry

The concept of a Nuclear Skills Passport Scheme has been under discussion by Nuclear employers since 2003 but there was no effective vehicle for its delivery. This became one of the key drivers for the creation of the National Skills Academy for Nuclear, as a vehicle for development and implementation of the Nuclear Skills Passport across the whole nuclear industry. The Nuclear Skills Passport is an integral and fundamental part of the Skills Academy Business Plan. The Nuclear Skills Passport represents a unique, in depth and dynamic approach to skills development which has not been developed by the Nuclear industry in any other country- **a truly World Class approach.**

A Step Change for the Nuclear Industry

Skills development in the nuclear industry at the moment is disjointed and fragmented, without nationally recognised qualifications. All nuclear sites train workers to their own high standards, which leads to the duplication of training when transferring staff to different sites. Sitting within the Skills Passport system is the Nuclear Industry Training Framework (NITF), which has been completed by Cogent Sector Skills Council. The NITF is a library of industry agreed training and qualification standards. This will enable the recording of standardised, multi-site accepted training against people's passport record, which is recognised and accepted by different nuclear sites.



The Nuclear Skills Passport will save time and finances in repeat training, as well as assisting in the demonstration of SQEP. For example, the non-recognition of Managing & Working Safely training undertaken at a site leads to the requirement to repeat train in a number of similar modules as the individual moves to another site. Contractors requiring to undertake a 2 day training module, this would cost approx £450 per contractor (not including T&S and training delivery costs). For a mobile contractor workforce of 1000, this cost would exceed £450k. This is an example of where training standardisation will save cost across the whole of the UK industry, not just the Supply Chain, as there will be a clear reduction in site training delivery costs.

BENEFITS OF THE NUCLEAR SKILLS PASSPORT

Nuclear Skills Passport- Benefits to the Nuclear Sector.

- A clear demonstration that the nuclear industry is firmly committed to the training and development of the workforce to nationally recognised standards.
- A clear identification of future skills of the Nuclear industry's needs can be developed using the Skills Passport system to enable effective forward planning and budgeting.
- Fully Maximise the use of the UK Nuclear Skills Base. The UK currently has a well skilled workforce but not always located and deployed when and where required, the Nuclear Skills Passport will provide a broad skills analysis of the UK and enable people deployment more effectively.
- An effective and nationally recognised system of demonstrating achievement of SQEP requirements.
- Enables increased workforce flexibility and mobility of the UK Nuclear workforce, safely responding to the peaks and troughs of demand.

Benefits to SLC s.

- Help to support the demonstration of SQEP to the regulators.
- The need for repeat training is reduced across the contractor workforce, due to cross site recognition of training standards.
- Enables the Supply Chain to operate in a more timely and effective manner, with clear validated records demonstrating competency and capability to the SLCs.
- Enables increased workforce flexibility and mobility of the UK Nuclear workforce, safely responding to the peaks and troughs of demand.
- Increased retention of high quality skills in your organisation, employees can be re-trained to work in changing sectors.
- Demonstration of workforce competence.
- Accessible secure database of the skills and training of each member of your workforce, together with access to contractor transferable qualification and training records.
- Enables Skills Forecasting for your organisation/Site.

For the Supply Chain and Contractors.

- Significant cost savings due to the reduced need for repeat and duplicate training.
- More productive workforce and cost effective contract delivery due to reduced amount of time spent on repeat and duplicate training.
- Demonstrates your workforce competence to Site operators, providing strong supporting evidence in tender submissions.
- Flexibility and Mobility: Supply SQEP people to the right place at the right time - Multi Site Licensed Company site access.
- Accessible secure database of the skills and training of each member of your workforce.
- Real Time Data/Reports provide instant evidence of your workforce's skills base. Enables Skills Forecasting for your organisation.
- Increased retention of high quality skills in your organisation, employees can be re-trained to work in changing sectors.
- Increases your organisations' efficiency of delivery.

“ The creation of the National Skills Academy for Nuclear raises our game. It will bring a coordinated approach to skills and career development, and I am particularly supportive of the concept of a nuclear skills passport that will recognise actual skills and experience, and be transferable across the industry and hopefully beyond. I would urge all of you to also become advocates of this approach. ”

Steven Henwood, NDA Chair at the Nuclear Institute Dinner 14th May 2009.

Overview of the Nuclear Skills Passport System

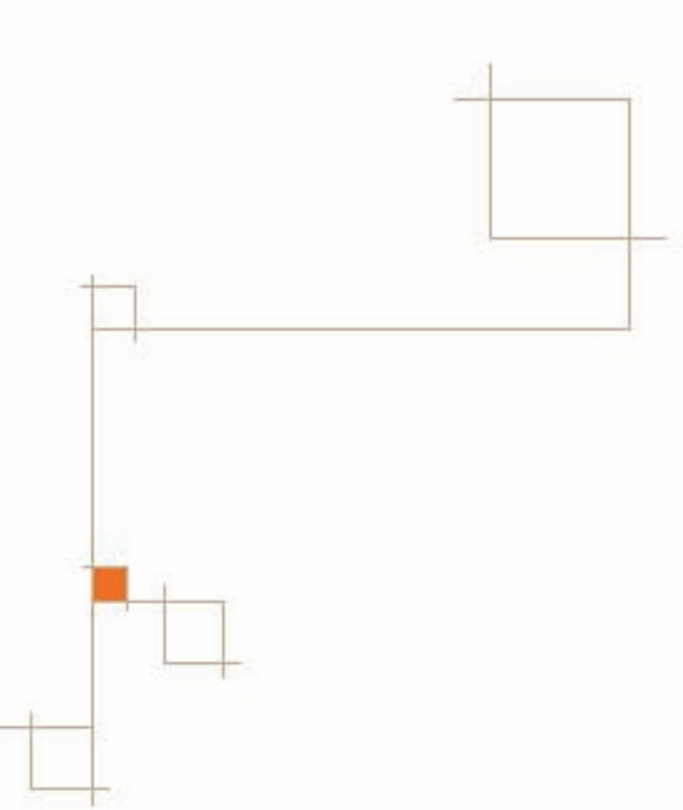
- A web based accessible learner database that provides a registry of training records for individual passport holders and the facility to generate a skills passport card.
- Benchmarking tool that supports and enables upskilling and workforce mobility across the sector – enables existing employee’s skills to be recognised and mapped against defined standard industry Job Context roles, highlighting gaps in skills and/or training.
- Training signposting tool which supports upskilling by signposting learners to Skills Academy Quality Assured training provision (courses/programmes/qualifications) to meet any identified Skills Gaps.
- Offers a simple modular approach to closing skills gaps through continuous learning and development with accreditation against national industry standards.
- A reporting suite that generates statistics at industry, regional and corporate levels.

A Snapshot of the Nuclear Skills Passport System

<p>A Passport Record Instantly see what training a person has done, when they completed and if it is still valid</p>	<p>Personal Skills Analysis Instant overview of the skills requirements of a person</p>
<p>Organisation Skills Analysis Organisations can gain an overview of skills and training needs of their workforce.</p>	<p>Expired Training Organisations can gain an overview of expired training for their workforce.</p>

In the next edition - Are you ready for the Nuclear Skills Passport?
A guide to getting ready for the transition.

Click here to register for future copies.



The Skills Alliance for the Science-based Industries

HOW TO GET INVOLVED

If you have any queries, or would like further information, please contact us

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