



The strategic skills alliance for the Nuclear Industry

Nuclear Advisory Council

21 April 2010



Value Chain for Cogent and NSA Nuclear

The strategic skills alliance for the Nuclear Industry



Employer Engagement

- Industry strategy
- Job and Training Standards
- Education and qualification needs

Research

- LMI
- Forecasting skills supply and demand

Education & Qualifications

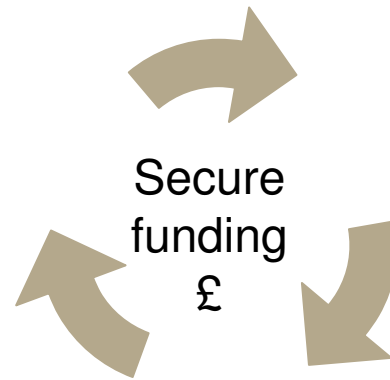
- Qualification development and reform
- Apprenticeship frameworks
- Common Industry Standards

Skills Infrastructure

- Sector Compact
- Funding
- T2G Brokerage

Stakeholder Engagement

- Project Funding
- Policy



Employer Engagement

- Individual Companies – skills, training and recruitment issues
- Union identified issues
- Delivering Solutions

Product & Services inc.

- Nuclear Skills Passports
- Training Needs Assessment
- Industry standard training
- Community Apprentices, Foundation Degrees, Award for Nuclear Industry Awareness, Certificate of Nuclear Professionalism etc.

Providers

High Quality Provider Network
HE Associate members



COGENT

SKILLS ACADEMY



Agenda

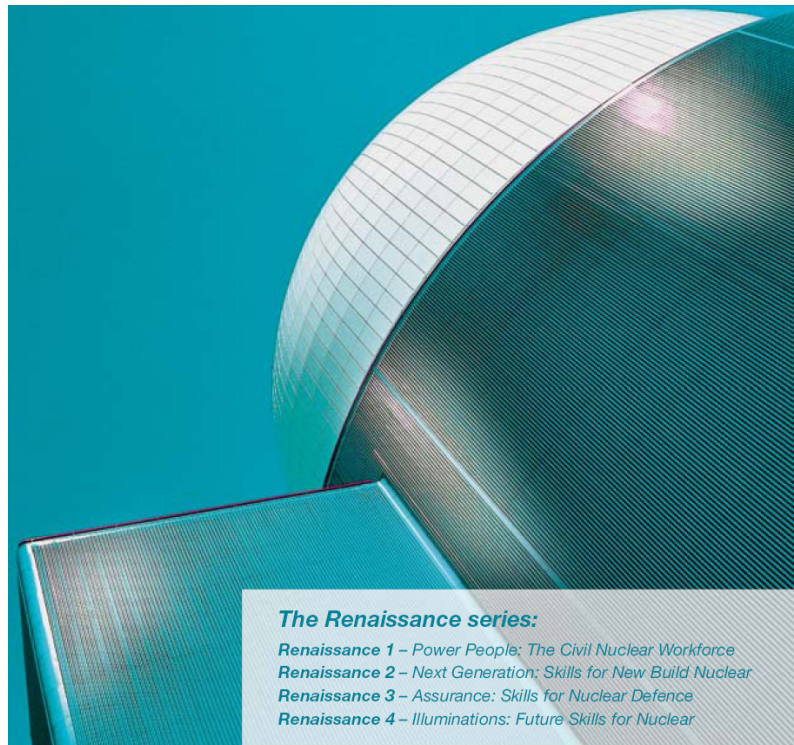
- Introductions and Welcome
- **Report of the Thirteenth Nuclear Advisory Council (21 Apr 10) and Actions Arising:**
 - **13/1 - All - provide feedback on the Skills Match Tool**
 - **13/2 - All - provide proposals for ‘Women into Work’, project funding**
- Labour Market Intelligence Research
 - Renaissance Series Update
 - Project Oracle
- Nuclear Skills Passport Update
 - Overall Passport Progress
 - Job Contexts and Training Standards
 - Construction Triple Bar
- HE Strategy
 - Constructionarium
 - Working Higher Project
 - Certificate of Nuclear Professionalism
- Funding Opportunities
 - Women-in-Work
 - BIS Joint Investment Programme Update
- Future NAC Meetings
- Any Other Business
- Date of Next Meeting

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Next Generation

Skills for New Build Nuclear



[www.cogent-ssc.com/research/
nuclearresearch.php](http://www.cogent-ssc.com/research/nuclearresearch.php)

Renaissance 1:

Power People: The Civil Nuclear Workforce

Renaissance 2:

Next Generation: Skills for New Build Nuclear

Renaissance 3:

Assurance: Skills for Nuclear Defence

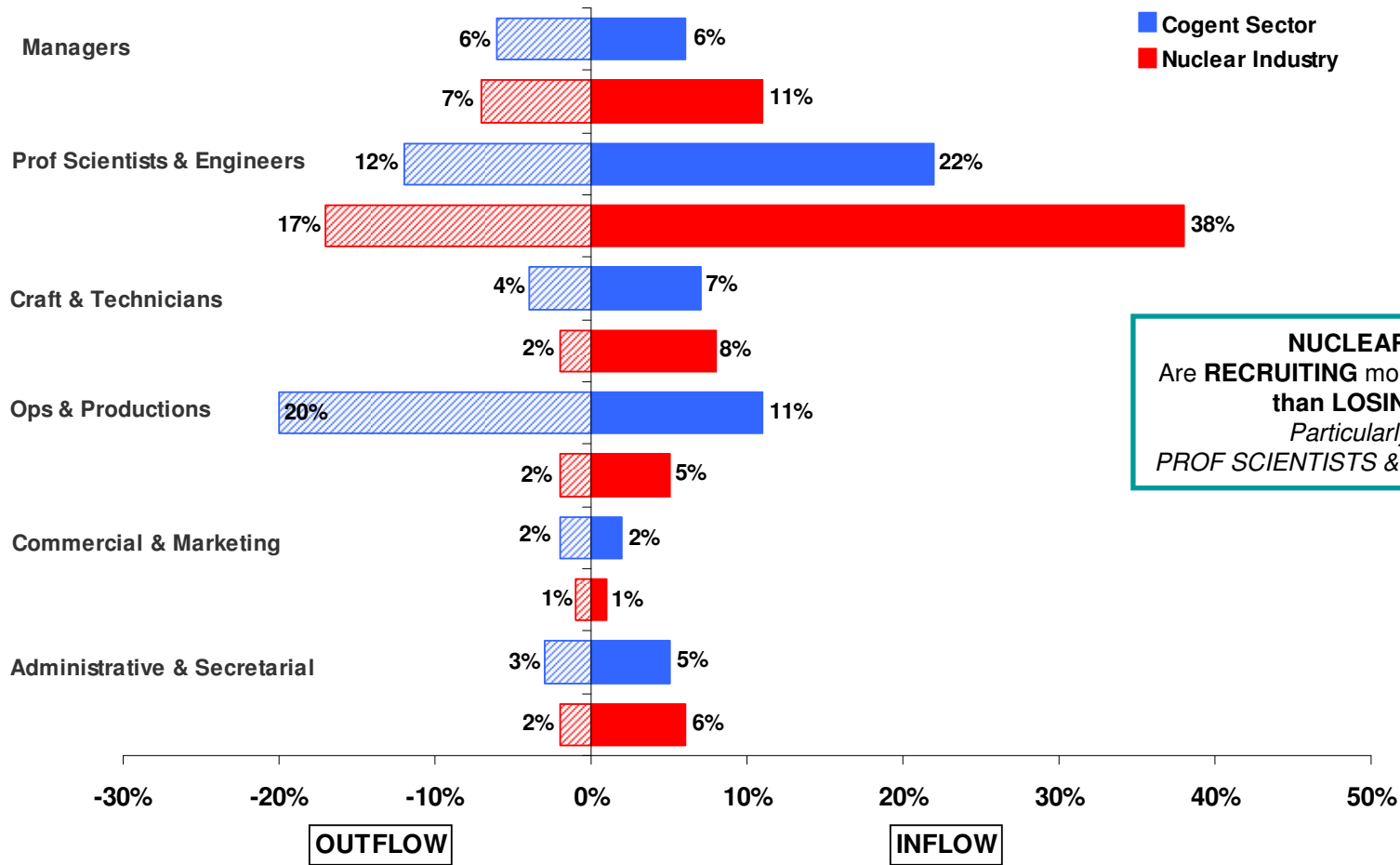
Renaissance 4:

Illuminations: Future Skills for Nuclear

Skills Oracle 2010
Report prepared for
YOUR COMPANY

- 2010 Survey issued and deadline extended to mid-December

Skills Oracle – Employment Trends



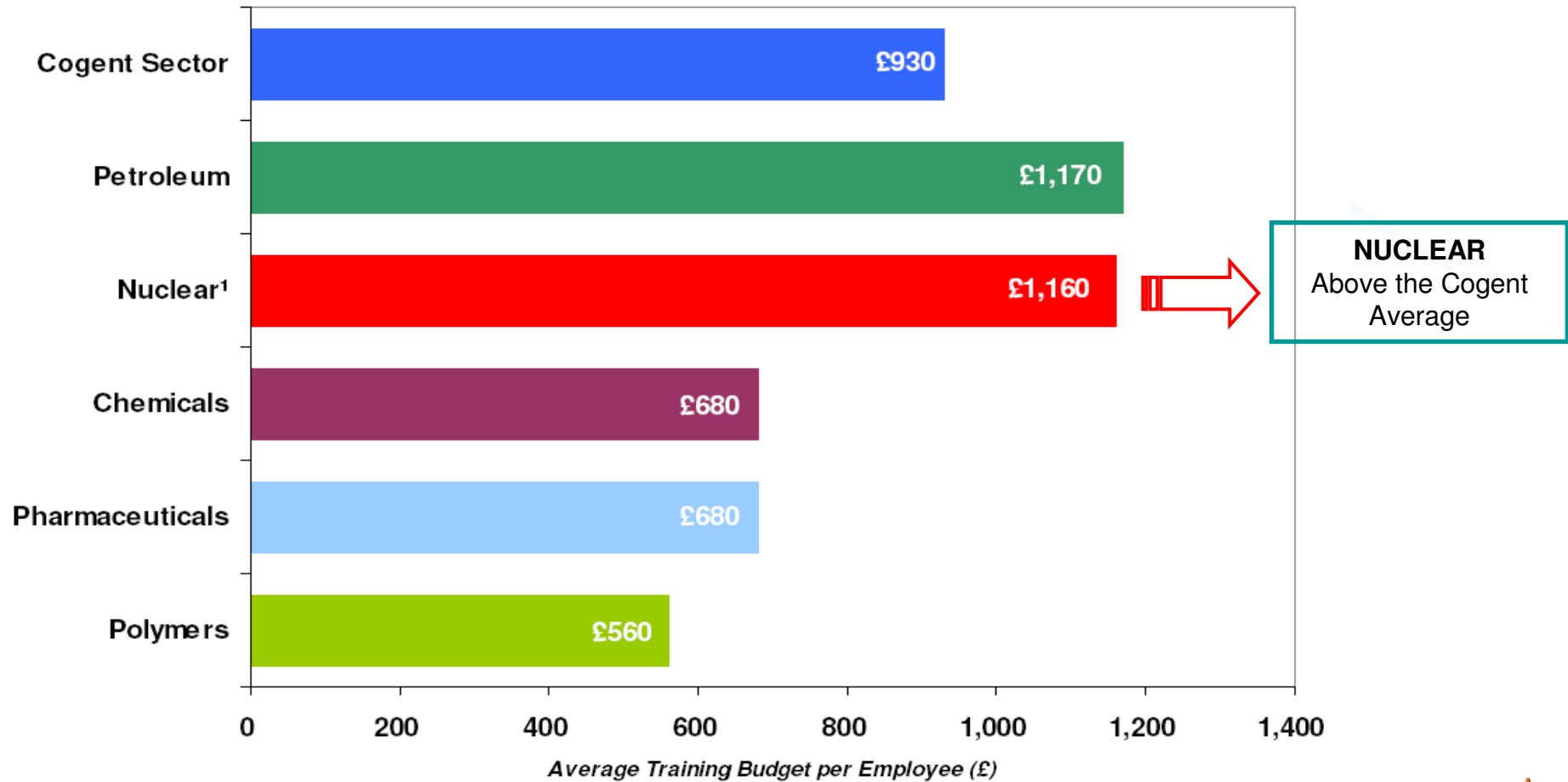
NUCLEAR:
Are **RECRUITING** more employees
than **LOSING**.
Particularly:
PROF SCIENTISTS & ENGINEERS



Skills Oracle – ‘FTSE’



Average Training Budget (£)



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Leading to a sustainable, skilled, competent and safe UK nuclear workforce to achieve current and future demands

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Certificate of Nuclear Professionalism

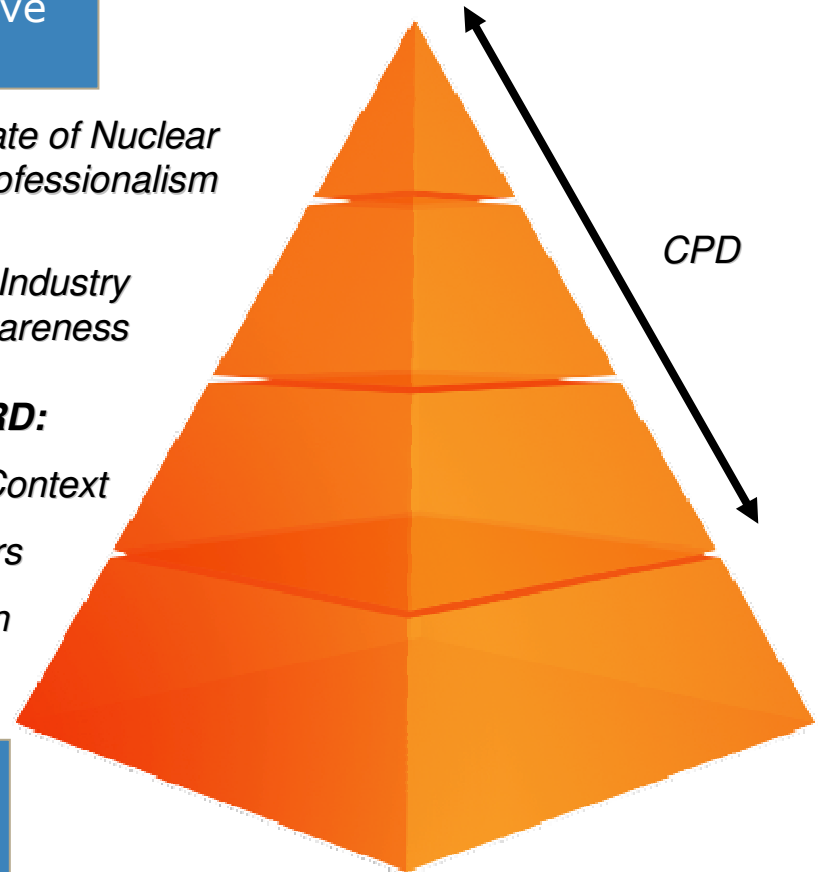
Award for Nuclear Industry Awareness



THREE BAR STANDARD:

- Basic Nuclear Industry Context*
- Basic Nuclear Behaviours*
- Basic Common Induction*

CPD



The Nuclear Skills Passport recording nationally recognised skills and training across and underpinning the skills pyramid

Demonstrating Excellence in Nuclear Skills

Job Contexts

1. Energy Production Operations
2. **Decommissioning Operations**
3. **Process Operations**
4. Maintenance Operations
5. Safety & Security – **Safety Case**
6. **Radiation Protection**
7. **Project Management**
8. Engineering Design
9. Scientific & Technical Support
10. Business
11. **Construction**
12. Waste & Repository Operations – **Nuclear Site Waste Management**
13. Commissioning Operations

2011 Programme

High Integrity Welders

Environmental

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BIS



Skills for Sustainable Growth

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- Adult Apprenticeships and Level 3 aspiration
- Routes from Apprenticeships to HE
- Vocational Quals match changing employer needs
- Some Co-funding for Level2 in SMEs
- No more top-down targets
- Simplified funding systems
- Refocus UKCES and reform SSCs

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