

**MINUTES OF THE 13th  
COGENT SSC/NATIONAL SKILLS ACADEMY NUCLEAR ADVISORY COUNCIL  
WEDNESDAY 21 APRIL 2009  
BRIDGEWATER COLLEGE**

**1. INTRODUCTION AND WELCOME**

John Male chaired the meeting and welcomed those attending. Members of the Council attending are noted at Annex A.

**2. REPORT OF PREVIOUS MEETING & ACTIONS**

The minutes of the 12<sup>th</sup> meeting were accepted without comment. Only Action 11/1 from previous meetings remained outstanding and this was to provide nominations for the Energy Foresight Steering Group. It was noted that funding from the Skills Academy for the programme was now complete but that funding from other sources had not been secured. Despite this, there were still some avenues being pursued to keep the Energy Foresight programme running. Action 11/ was noted as complete at this stage.

**3. LABOUR MARKET INTELLIGENCE UPDATE**

CS updated the NAC on the Cogent Nuclear Industry Labour Market Intelligence (LMI) programme. It was noted that since the last meeting, the 'Next Generation' new build report had been published and is available at:  
<http://www.cogent-ssc.com/research/nuclearresearch.php>

This report updated the first 'Power People' report and pointed towards the need to recruit and train around 1000 apprentices and 1000 graduates per year up to 2025 to maintain the skilled workforce to support the manufacture, construction and commission new civil plants and to support the current ongoing operations of fuel processing, generation and decommissioning. The skills group that had come together to produce the new build report would continue to meet to progress the recommendations. The Defence nuclear LMI report work had commenced which would lead to a fourth report combining the civil and defence programmes data..

CS also briefed on the Skills Oracle project, an on-line survey of the stock and flow of skills across the Cogent sector, noting that benchmarks report for those companies who had provided an input had now been distributed. The overall Cogent sector report would be published in June. The lessons learnt from this initial survey would be used to update the 2010 survey questionnaire to make best use of the trending data better data for employers. One example of this was that the average spend per person in the nuclear industry on training was around £1000, towards the top end of the Cogent sector and this correlated with another survey conducted by the UKCES. However,

this figure was in the lower 1/3 of company spend across the UK. However, it was believed the £1000 per head for nuclear was only that amount spent on training and did not include travel and subsistence or coverage for down time, which could be a feature of other returns in the UKCES survey.

Further details are in the enclosed Cogent presentation.

#### **4. Nuclear Skills Passport Update**

CB presented an update on the overall progress with the Nuclear Skills Passport programme. It was noted that a pilot programme was underway leading to full implementation across the industry in the second half of the year. Further details are in the enclosed NSAN presentation.

CS Gave an update on the Skills Match Tool which had now gone live and is available at <http://www.cogent-skillsmatch.com/>. He asked that members provide feedback on the use of the Skills Match Tool

#### **Action 13/1 All provide feedback on the Skills Match Tool**

CS also gave an update on the Job Context development programme and the linkage through the Nuclear Industry Training Framework to the Nuclear Skills Passport. It was noted that the Job Contexts developed so far supported current operations (Radiation Protection, Decommissioning, Processing and Maintenance) while the 201 programme looked forward to new build and included Safety Case Preparation, Construction and Project Management. A fourth Job Context for this year's programme was under consideration. It was noted that qualifications noted in the Job Contexts are candidates for priority funding amongst the various schemes available. Further detail on Job Contexts is at <http://www.cogent-ssc.com/industry/nuclear/nitfjs.php> and in the attached Cogent presentation.

#### **5. Higher Education**

Caroline Sudworth presented the Higher Education activity at Cogent. A briefing sheet is attached to these minutes. In particular, at the top level, Cogent is involved with:

- National HE STEM Programme
- Engineering Council (Gateways to the Professions) Steering Committee
- New Engineering Foundation Steering Committee
- HE Academy Subject Centres for Physical Science, Engineering, Bioscience and Materials etc

In terms of development and delivery, Cogent is focussing efforts around key areas of activity, including development of:

- Specific higher level skills LMI
- Undergraduate Placements including Knowledge Transfer Partnerships to increase employability and engagement of industry in HE
- Employability Benchmark Statements – suitable curriculum content and employability skills for employment sectors that guide university courses
- Industrial Masters - CPD for nuclear industry/Professional (CEng) accreditation, and funding for postgraduates/employers.

During discussion, it was noted that the Gateways to the Professions programme, focussing on work-based Bachelors and Masters programme leads to IEng/CEng recognition.,

see: <http://www.engc.org.uk/ecukdocuments/internet/document%20library/Engineering%20Gateways%20leaflet.pdf>

Caroline also gave an update on the Working Higher project, which is developing a framework for science and engineering Foundation Degrees. The nuclear element of this is being taken forward for Cogent by Martin Wells and Ali Hunt, who are also working on other initiatives for the Skills Academy.

CB presented the project to develop a Post-Graduate Certificate of Nuclear Professionalism (CoNP). This is built around 7 modules: Safety & Environment, Technical Leadership, Communications, Commercial Management, Project Management, Technical / Scientific, Safety Case Production and Evaluation. The CoNP will be piloted this year with full implementation in academic year 2011/12. Further details in the attached Skills academy presentation.

## **5. Qualifications and Training Standards Report**

CS presented the status of work to develop Qualifications, Training Standards and Apprenticeship frameworks. In particular it was noted that the previous NVQs in Decommissioning, Radiation Protection and Process Operations had now all been migrated onto the Qualification and Credit Framework as Diplomas. Recent additions to the QCF were the Radioactive Material Transport Level 2 Certificates for Consignees and Drivers and Level 3 Certificates for Carriers and Consignors. See <http://www.accreditedqualifications.org.uk/qualification/50086285.seo.aspx>

A QCF guide is attached to these minutes.

CB updated the meeting on the Award in Nuclear Industry Awareness (ANIA). A number of people had now completed the course and passed the examination. A list of providers is in the attached Skills Academy presentation.

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## **6. Funding Opportunities**

Caroline Sudworth briefed on a funding opportunity with the Royal Academy of Engineering related to HE Innovation Projects. It was also noted that there is the potential to work with Construction Skills to replicate the specific needs of our industries, such as the replication of a Nuclear New Build Site right through to the construction of an off-shore platform or wind turbine construction. Further details in the HE brief attached to these minutes.

CS briefed on the opportunities for funding for a 'Women into Work' project with matched funding available up to a limit of £650 per person. Members were asked to forward ideas for bids into his programme. Details are in the attached Cogent presentation.

**Action 13/2 All provide proposals for 'Women into Work', project funding**

JH briefed on a BIS Skills Strategy for a Joint Investment programme focused mainly on Level 3 Vocational Qualifications and Apprenticeships although other programmes could also be bid for. The National Skills Academy Nuclear were coordinating bids on behalf of Cogent but due to the imminent deadline urgent responses were requested. Details at:

<http://www.bis.gov.uk/assets/biscore/corporate/docs/j/10-812-jip-prospectus.pdf>

Post Meeting Note: A submission under JIP has been submitted and a response from BIS is awaited.

## **7. NIA Update**

Keith Parker briefed on the NIA Supply Chain programme. In Phase 1, five events were held around the country last year, involving ~450 companies to make them aware of supply chain opportunities in the nuclear industry. One third of these companies had been involved in the nuclear industry in the past or are still involved. The remainder were new mainly from high technology or highly regulated industries. Phase 2 had now started, with sc@nuclear as the focal point for supply for UK and abroad. NIA was working with partners to formulate and distribute key information in:

- Quality and accreditation.
- Procurement and Commercial.
- Business Support.
- Skills and Training.

Further information is available at [www.nuclearsupplychain.com](http://www.nuclearsupplychain.com)

## **7. - Any Other Business**

There being no AOB, John Male thanked Members for attending.

Bridgewater College was thanked for hosting this meeting of the Nuclear Advisory Council.

## **10. - DATE OF NEXT MEETING**

The Date of the next meeting will be Tuesday 23 November 2010, 1330-1600 in the Cockcroft Centre, Daresbury, following the National Skills Academy Nuclear NW/NE Regional Steering Group.

**Attendee List: Nuclear Advisory Council**  
**Wednesday 21 April 2010**

John Male	AMEC	Chairman
Mike Latham	British Energy, part of EDF	
Louise Kirby	SWRDA	
Keith Parker	NIA	
Nigel Couzens	NDA	
Kevin Mountcastle	Magnox South	
Iain Cran	Rolls Royce	
Ken Kempthorne	MOD	
Andy Moore	MOD DNSR	
Ian Wilson	RSRL	
David Yates	Babcock Marine	
Alison Quinton-Troth	Babcock Marine	
Charlie Bray	National Skills Academy Nuclear	
John Holton	Cogent SSC	
Caroline Sudworth	Cogent SSC	
Clive Smith	Cogent SSC	Secretary

## Annex B

<b>Action No</b>	<b>Action</b>	<b>Comments</b>
13/1	All - provide feedback on the Skills Match Tool	
13/2	All - provide proposals for 'Women into Work', project funding	