



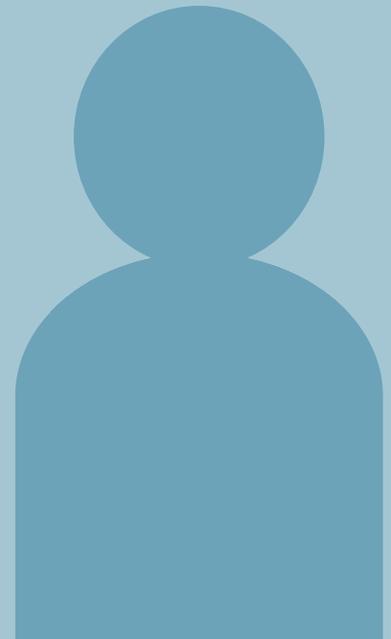
# Delivering the NSSG Strategic Skills Plan

Aligned to the Nuclear Sector Deal

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## Why, what and how?

Skills planning to drive sector productivity



# 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%
Women Apprenticeship starts	50%*
Companies employing apprentices	Increase by 20%

- 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%
Level 8 Apprenticeship Scheme initial cohort	10 starts min

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

A delivery programme that coordinates and aligns local and national nuclear skills interventions

# NSSG Roadmap: example key deliverables

START

**2015**

NSSG formed and Nuclear Skill Strategic Plan issued (2016)

**2018**

Nuclear Sector Deal published with skills workstream

**2018**

North West community Apprenticeship Scheme launched

**2021**

Sectoral Transfer Pipeline established

**2019**

Next Generation schools outreach programme launched

**2022**

Increased development pathways for Subject Matter Experts

## About the NSSG: why are we here?

- To bring together major employers, government, regulators and trades unions to address the sector's skills challenge
- To ensure we can meet the demand for 100,000 skilled jobs needed in the UK by 2021 – both skills for nuclear and nuclear skills
- To build a more diverse workforce – including 40% female representation by 2030 (up from 22%)
- To grow our Subject Matter Experts, to replace those retiring and to ensure we lead innovation in new technology
- To improve the mobility of skilled people, both within our sector and from other sectors
- To attract young people into the nuclear sector, increasing visibility in schools of careers in nuclear

Contact us  
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**2030**

Highly Skilled and Diverse Workforce (target met of 40% women in Nuclear)

