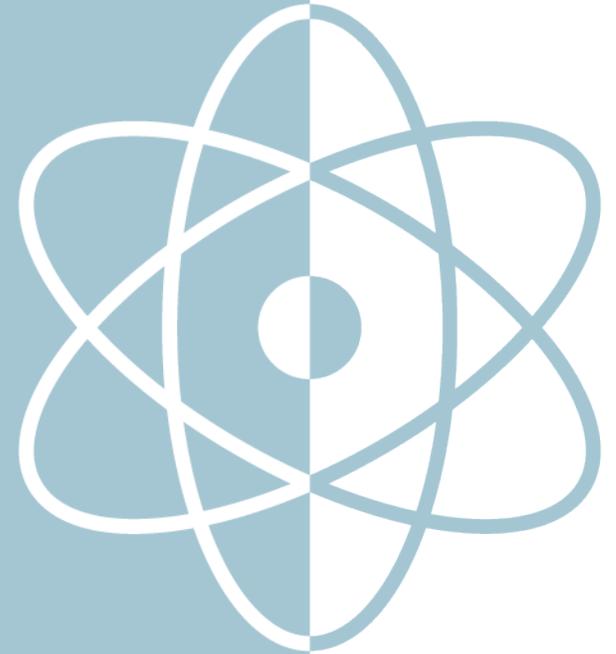


Changing the face of the nuclear sector in the UK: beyond the rhetoric

Beccy Pleasant, Head of Skills, NSSSG

<https://www.nssguk.com>



UK Industrial Strategy and the Nuclear Sector Deal

- The UK Industrial Strategy (2017) aims to ‘create an economy that boosts productivity and earning power throughout the UK’
- It sets out a ‘Clean Growth’ challenge, which aims to maximise the advantages for the UK industry from the global shift to clean growth.
- Nuclear Sector Deal sets out to boost productivity, reduce costs, and grow both domestic and international business on the road to clean, sustainable energy.

ALL OF THIS WILL ONLY BE DELIVERED THROUGH THE CONTRIBUTION OF THE SECTOR’S MOST VALUABLE RESOURCE – OUR PEOPLE.

The Sector Deal Targets

- 30% cost reduction in Nuclear New Build
- Savings of 20% in decommissioning
- Up to £2bn domestic and international contract wins by 2030
- 40 per cent women in nuclear by 2030

All require us to do things differently

Diversity of people = diversity of thought....



Why is NSSG here?

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

NSSG ambition

Working collectively as industry, government, trade unions and regulators, we decided to put diversity at the heart of our sector deal commitment, and we have agreed some very challenging gender diversity targets.

- *40% women in nuclear by 2030*
- *50% participation of women in nuclear sector apprenticeships by 2021*
- *25% of senior management roles to be held by women by 2030*

Where are we now?

Currently 51% of the UK population are female, but only 22% of our workforce are female.

We are therefore missing the opportunities gained from enthusing, motivating and ultimately recruiting a greater proportion of women into our workforce.

Although our conversion rate from female applicant to female recruit is good, we struggle to attract and retain women within our sector

So what have we done...? So far....

- Developed an EDI Strategy for the whole sector
- Established sector wide 'Sharing Fora'
- Developed our Monitoring, measurement and celebrating progress
- Future Boards Scheme – cross sector sign up
- Allocated responsibility for diversity for each of the theme leads – leading to a range of sector driven initiatives

Plan Themes	Extract from Plan Outputs which align with diversity
Enhanced skills leadership	<ol style="list-style-type: none"> 1. A sectoral communication strategy for attracting and retaining a more diverse workforce 2. A Sectoral Equality, Diversity & Inclusivity (ED&I) Strategy 3. Implementation of the Future Boards Scheme - diversity at more senior levels.
Local apprenticeships	<ol style="list-style-type: none"> 1. Group schemes developed, incentivised and implemented to create a continuous pipeline of skills at all levels. 2. Pilot for Apprenticeship Levy to transfer funds to other employers
Staying at the cutting edge	<ol style="list-style-type: none"> 1. A development scheme for mid-career professionals to join the sector and gain accelerated Subject Matter Expertise.
Sector Transferability	<ol style="list-style-type: none"> 1. Simplify entry for nuclear sector new starters , sector jumpers and contract workers 2. Implement a pilot for at risk skills retention through mobilisation 3. An online platform for nuclear career pathways and standards
Exciting the next generation about nuclear	<ol style="list-style-type: none"> 1. A coordinated schools outreach programme that maximises impact to the nuclear sector. 2. Identification of careers champions

Summary:-

- Embedded within our industrial strategy
- Owned by industry, government and trade unions
- Integrated throughout every aspect of our delivery plan
- A long, long way to go, and much to learn from other sectors, and other countries

- Challenging and controversial target – has created *‘Courageous Conversations’*