

Nuclear Skills
Strategy Group



Strategic Partnership

WiN UK YGN NSSG

Memorandum of Understanding

February 2022

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1 Partners

This Memorandum of Understanding (MoU) forms the basis of collaboration between the following partners (collectively the 'Partners'):

- a) Women In Nuclear UK Ltd (WiN UK) a private company limited by guarantee registered in England and Wales with company number 12817338 set up to promote gender balance across the UK nuclear industry, and
- b) The Young Generation Network (YGN) the young members branch of the Nuclear Institute (NI), with a mission to encourage and develop those in the early stages of their nuclear careers, and ensure that their voice is heard in shaping the future of our sector, and
- c) Nuclear Skills Strategy Group an industry led consortium that works with government to collaborate on issues to do with skills for the nuclear sector. It is responsible for the Nuclear Workforce Assessment which identifies required workforce, comparing this with the supply of skills in the existing workforce, and via its strategic plan, works with partner organisations to fill common skills gaps. It is the voice on nuclear skills into government and is responsible for the skills component of the Nuclear Sector Deal.

The Partners as key stakeholders have a vested interest in pursuing the adoption and implementation of the UK Government Nuclear Sector Deal, but more specifically in respect of skills attraction, retention and development within the industry.

2 Background

- 2.1 The vision set out in the Nuclear Sector Deal is to work towards a future workforce for the nuclear industry that better reflects the communities from which we are recruiting. The first goal identified in the Sector Deal was to work towards gender balance within the nuclear workforce.
- 2.2 The Partners are already delivering a number of complementary activities and initiatives in support of this. This Partnership will provide clarity on the roles that will be undertaken by each party and allow maximum leverage of the knowledge, skills, capabilities and membership of each organisation to increase inclusion and diversity (including gender diversity) within the UK Nuclear Sector.
- 2.3 It is an equal partnership for the mutual benefit of the UK Nuclear Industry.
- 2.4 The main **purpose** of this partnership is to support the delivery of the ambitious targets set within the Nuclear Sector Deal.

3 Partnership aims and objectives

3.1 The overarching **aim** of this partnership is to support the delivery of the ambitions as set out in the Nuclear Sector Deal. These ambitions will be refreshed periodically and going forward will reflect the wider inclusion agenda.

3.2 Current specific **ambitions** are:

3.2.1 40% of the UK nuclear workforce to be female by 2030

3.2.2 30% of executives to be female by 2030

3.2.3 50% of all those starting apprenticeships to be female by 2021 (this target was initially set for 2021 only however it was agreed that this should be an enduring annual target).

4 Obligations

4.1 In the delivery of the **objectives** the Partners shall be responsible for and undertake the following **obligations**:

4.1.1 To signpost people in nuclear who are looking for support regarding gender diversity to each other's organisations, where appropriate.

4.1.2 To promote each other's organisations.

4.1.3 To share information and activities via meetings, emails and social media.

4.1.4 To support each other in developing provision of services and support for diversity in nuclear.

4.1.5 To cooperate with each other and to reinforce and support existing initiatives rather than duplicate.

4.1.6 To form separate agreements for projects and initiatives for mutual benefit, where appropriate.

4.2 All parties understand that any financial contributions or arrangements associated with the delivery of this Partnership Agreement will have to be negotiated and agreed upon [with due regard to the availability of funds and other resources] and that this MoU places no obligation on any of the parties to make any financial contributions.

5 Partnership activities

5.1 **Activities** to be delivered by the partnership are summarised below and described further in Appendix 1:

5.1.1 Engaging with the younger generation

5.1.2 Influencing career choices to create a diverse future workforce

5.1.3 Bringing Nuclear on the curriculum to life

5.1.4 Promoting a low carbon nuclear sector

5.1.5 Coordination of skills interventions

5.1.6 Promoting, supporting and communicating each other’s work

5.2 The Table below provides further details of the activities and the split by audience type.

Audience	NSSG	WiN UK	YGN
School/ College	<ul style="list-style-type: none"> Embedding careers advice in school curriculum Digital Work Placement programme Nuclear Brand for recruitment Promoting inclusivity and diversity in the sector 	<ul style="list-style-type: none"> Developing a campaign to support Nuclear on the curriculum. Attracting girls and women into the nuclear industry through engagement with schools, colleges, and universities 	<ul style="list-style-type: none"> STEM engagement with schools School speaking and poster competitions Embedding careers advice in school curriculum Digital Work Placement programme
University	<ul style="list-style-type: none"> Advanced Nuclear Innovation Skills Campus Higher Levels Skills Group and Higher level (degree and masters) apprenticeships in nuclear 		<ul style="list-style-type: none"> Promotion of undergraduate and postgraduate student membership and encourage engagement with YGN activities listed under ‘future workforce’ below University catalyst scheme Careers events
Other Sectors	<ul style="list-style-type: none"> Removing Entry barriers Promoting nuclear to transferees from other sectors Working with other sectors for transitioning of skills Standardising competency/ induction/ on boarding 	<ul style="list-style-type: none"> Engaging with stakeholders outside the nuclear sector to provide a balanced perspective on working in the nuclear sector, encouraging women outside our industry to look at nuclear in a positive light. 	<ul style="list-style-type: none"> Form strategic partnerships with networks in the UK and abroad to promote nuclear’s role in net zero and careers in nuclear Sector Brand in growth areas

Audience	NSSG	WiN UK	YGN
Existing Workforce	<ul style="list-style-type: none"> Vocational Pathways to Expertise Training Standards Sector wide approaches to secondments as a career development tool Shadow lead opportunities 	<ul style="list-style-type: none"> Developing a WiN UK mentoring framework to signpost and strengthen available resources. Supporting women in the nuclear sector with advice and support for development Supporting development of female leaders by establishing a Learning Development portal on the WiN UK website. Webinars Networking events 	<ul style="list-style-type: none"> Apprentice membership and engagement NSSG shadow theme lead development opportunities 'Introduction to' seminars Special topic webinars Technical site tours Leadership and development seminars Young professionals speaking competition Chartership and Membership workshops Flagship YGN Annual Seminar and Dinner Nuclear Future journal articles Coffee roulette and networking events 'Audience with' events with senior leaders Futuresight online articles Company catalyst scheme
Government	<ul style="list-style-type: none"> Engagement on Skills through Nuclear 2050 Ensuring efficient Nuclear Skills System (Landscape Review) 	<ul style="list-style-type: none"> Engagement on gender balance and delivery of 40% women in nuclear target through Nuclear 2050 	<ul style="list-style-type: none"> Pro-nuclear climate activism including engagement with MPs Net Zero Needs Nuclear Campaign Provide youth voice to nuclear related government consultations
Senior Leadership	<ul style="list-style-type: none"> Supply Demand Forecasting Commissioning to fill skills gaps Measuring progress Simplifying Skills Landscape Accountability Strategic Skills Capability Planning Coordination and PM of relevant skills interventions e.g. diversity beyond gender Sharing and coordinating good practice in skills development 	<ul style="list-style-type: none"> CEO Engagement and gender action planning: Developing bespoke diversity dashboards to help NSSG member companies to understand their diversity data and to help develop company specific intervention plans Targeting future nuclear growth opportunities for gender equality Gender balance and pay gap analysis 	<ul style="list-style-type: none"> Appoint senior company advocates for the YGN Engage international nuclear communities and think tanks Advocate for youth engagement and participation in activities which will shape the future of the sector

5.2 The initial timeframe for partnership activities will be 5 years, commencing in the financial year 2021/2022.

5.3 As our strategic context changes, the partnership will review its focus/ activities. It will also respond to any updates/ refreshes of the Nuclear Sector Deal as it progresses towards its 2050 vision.

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- 5.4 Activities will be reviewed annually by designated partnership leads in March of each year to ensure that they remain relevant, are being delivered as agreed, and that they are having the intended impact.

6 Designated partnership leads

- 6.1 Each partner will appoint a senior member to lead on each respective share of the work of the partnership.
- 6.2 The designated leads are:
- 6.2.1 Women in Nuclear UK President [info@winuk.org.uk]
 - 6.2.2 Young Generation Network Chair [chair.ygn@nuclearinst.com]
 - 6.2.3 Head of Nuclear Skills Strategy Group [nssgmembers@cogentskills.com]
- 6.3 The Parties commit to ensure the partnership lead positions are always filled. Partnerships Leads will be reviewed annually.

7 Partnership governance and oversight

- 7.1 The Partners will meet on at least a quarterly basis to:
- 7.1.1 Share relevant updates and best practice
 - 7.1.2 Monitor the health of the relationship
 - 7.1.3 Identify and maximise the scope of collaboration activities to promote diversity in the UK nuclear industry.
 - 7.1.4 Monitor the effectiveness of joint activities and identify additional support to achieve joint milestones.

8 Disclaimer

- 8.1 It should be noted that by signing this document or by participating in the partnership, the partners are not committing to legally binding obligations. It is intended that the partners remain independent of each other and that their collaboration and use of the term 'partner' does not constitute the creation of a

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legal entity, nor authorise the entry into a commitment for or on behalf of each other.

9 Signatures

Signed on behalf of

President, WiN UK

Chair, Young Generation Network

Head of Skills Strategy, NSSG

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Appendix 1

Scope of Collaboration

