

NUCLEAR



SAFESPUR FORUM
4th December 2008
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National Skills
Academy for Nuclear

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**Identifying the skills challenges
facing the nuclear industry**


Background

- 2003 NW nuclear employers aware of impending skills crisis in Decommissioning, Operations, Fuel Cycle and Defence
- Work with NW Development Agency to identify problems and seek solutions
- Proposals for a Skills Academy with a new world class centre in West Cumbria
- Employers recognised skills issues as a national not just regional problem, so concept of a National Skills Academy for Nuclear developed



Employers in the driving seat

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


Employer Involvement

- Identify skills issues and challenges current and future
- Fund development and on-going operation of the Skills Academy
- Work with Academy team to develop and implement solutions
- Employers form the Board of Directors and all Regional Steering Groups

"It is the employers Skills Academy"

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Some facts and figures

- Over next 10 years even without New Build need:
 - 7% increase in the proportion of technical and skilled staff required across the industry
 - Circa 10,000 recruits to deal with losses etc.
 - Re skill and up-skill current workforce
 - 300% increase in Apprentices
- New Build
 - Engineering and construction skills 5000 to construct a civil power station
 - Circa 500 to operate a twin reactor site

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Key Skills Gaps and Shortages

- Safety Case
- Radiation Protection
- Engineering
- Nuclear Awareness
- Project and Programme Management
- Technical and vocational skills:
 - Decommissioning
 - Process Operations


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Global Competition

- Global facts:
 - 439 nuclear reactors in commercial operations
 - 33 new reactors are being built
 - 94 reactors are ordered/planned
 - 222 reactors are proposed
 - Plus 220 reactors on board ships and submarines
 - 30 countries operate nuclear reactors commercially
 - 56 countries operate 284 research reactors.

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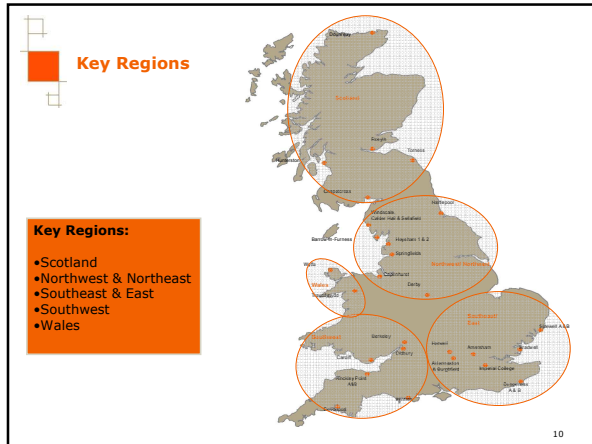
The National Skills Academy for Nuclear

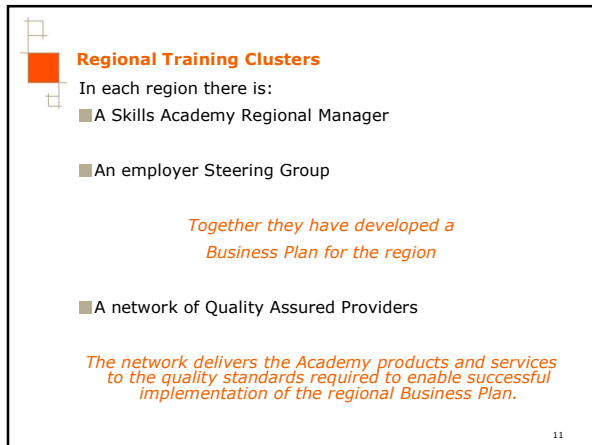


Vision

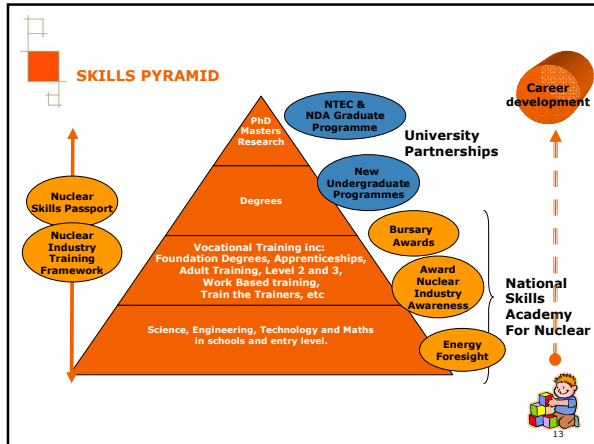
“To create, develop and promote world class skills and career pathways to support a sustainable future for the UK Nuclear Industry.”

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Promoting the Sector – Energy Foresight

Welcome to Energy Foresight

- > radiation and health
- > managing nuclear waste
- > power production

Gold Award Winner
IVCA
Awards 2008

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Nuclear Skills Passport

Vision:

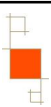
“Working together to develop and sustain a qualified mobile workforce with transferable skills that allow career progression in a world-class nuclear industry”

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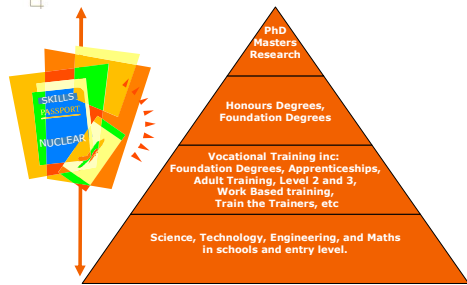
Skills Passport

- Will be implemented across the whole sector
- Will record and recognise individuals: achievements, training and skills development
- Will support career development
- Will support and provide evidence of an individuals competency and skills
- Will enable companies and individuals to respond to the peaks and troughs of demand

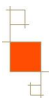


The National Skills Academy for Nuclear and the Nuclear Skills Passport

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



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



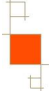
Strengths and Weaknesses

Strengths

- Employer commitment and drive
- Lean and mean model as a "virtual" Academy, so value for money
- Builds on strengths of existing providers
- Excellent government support
- Public/private partnership

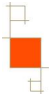
Weaknesses

- Engaging new employers
- Capacity to deliver ever growing agenda – New Build
- Reputation dependant on delivery by a third party
- High expectations, all now addressed
- Changes in government policy



International Considerations

- Working to WANO/INPO/IAEA standards
- European Skills Passport?
- Interest from other countries e.g. South Africa
- Learning and sharing best practice without losing skilled workforce
- New European companies in UK market



CONTACT US



If you would like further information on, or would like to become involved with the

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