

# National Nuclear Strategic Plan for Skills

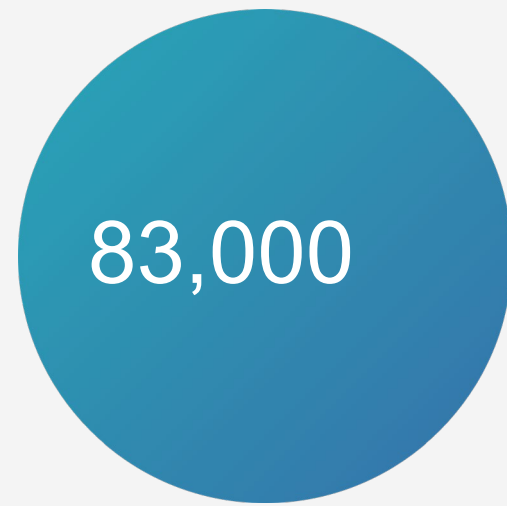
NUCLEAR SECTOR  
SKILLS TEAM (NSST)  
STRATEGY UPDATE



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# THE NUCLEAR WORKFORCE CRISIS

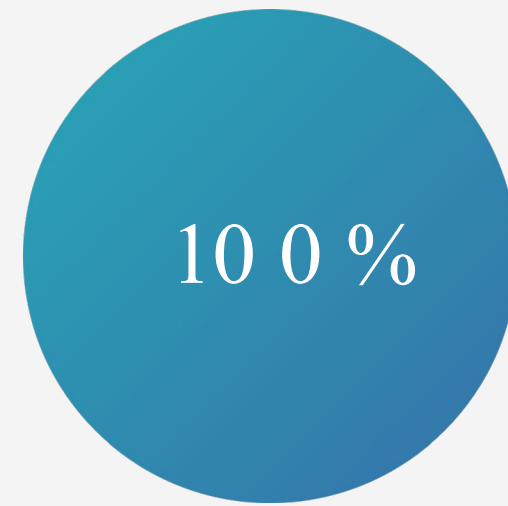
The UK has ambitious targets for growth in the nuclear sector, across civil and defence, to deliver a resilient future energy system, maintain national security, and boost economic prosperity.



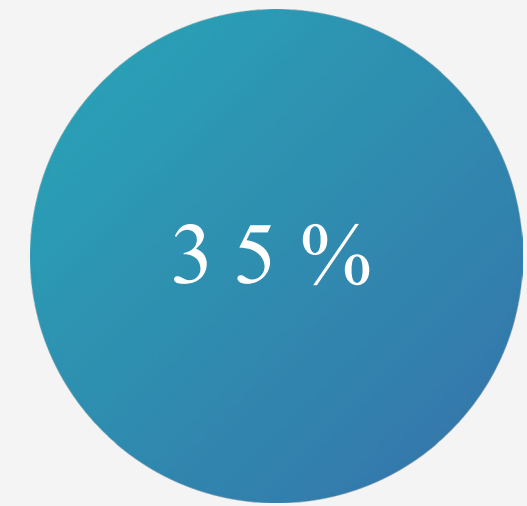
Current nuclear  
workforce number



Number of new  
roles to be filled in  
the sector by 2030



Required increase in  
graduates &  
apprentices entering  
the nuclear workforce  
by a academic year  
2025/2026



Of the nuclear  
workforce are over  
the age of 50.

The key to reaching these growth targets is focusing on the workforce gap and skills deficit.

“Together, we will build the nation’s capability for the nuclear sector by growing a diverse and inclusive workforce that is motivated, recognised and inspired, in order to deliver the UK’s priorities for national security and energy resilience.” **The Nuclear Skills Charter**



Standing together

Doing things differently

Inspiring today and tomorrow

Being visible and active

UNITING THE  
NUCLEAR SECTOR

# KEY PLAN AREAS

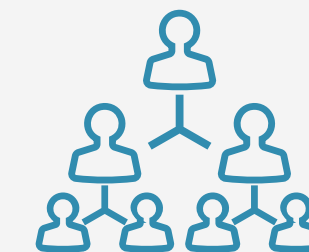
## 1 COLLABORATE

National and regional knowledge-sharing partnerships and a National Communications Campaign to elevate the sector's visibility.



## 2 DEEPEN

Attract and develop mid-career entrants, increase apprenticeships and graduate entrants, increase social mobility through via bursary and sponsorship schemes, increase the number of Subject Matter Experts, and provide experienced instructor resources to Further Education.



## 3 INVEST

Celebrate the existing workforce, increase opportunities for career growth and retain talent for the long-term. Promoting interchange and training opportunities and creating initiatives to promote career pathways and retain knowledge.



## 4 LEAD

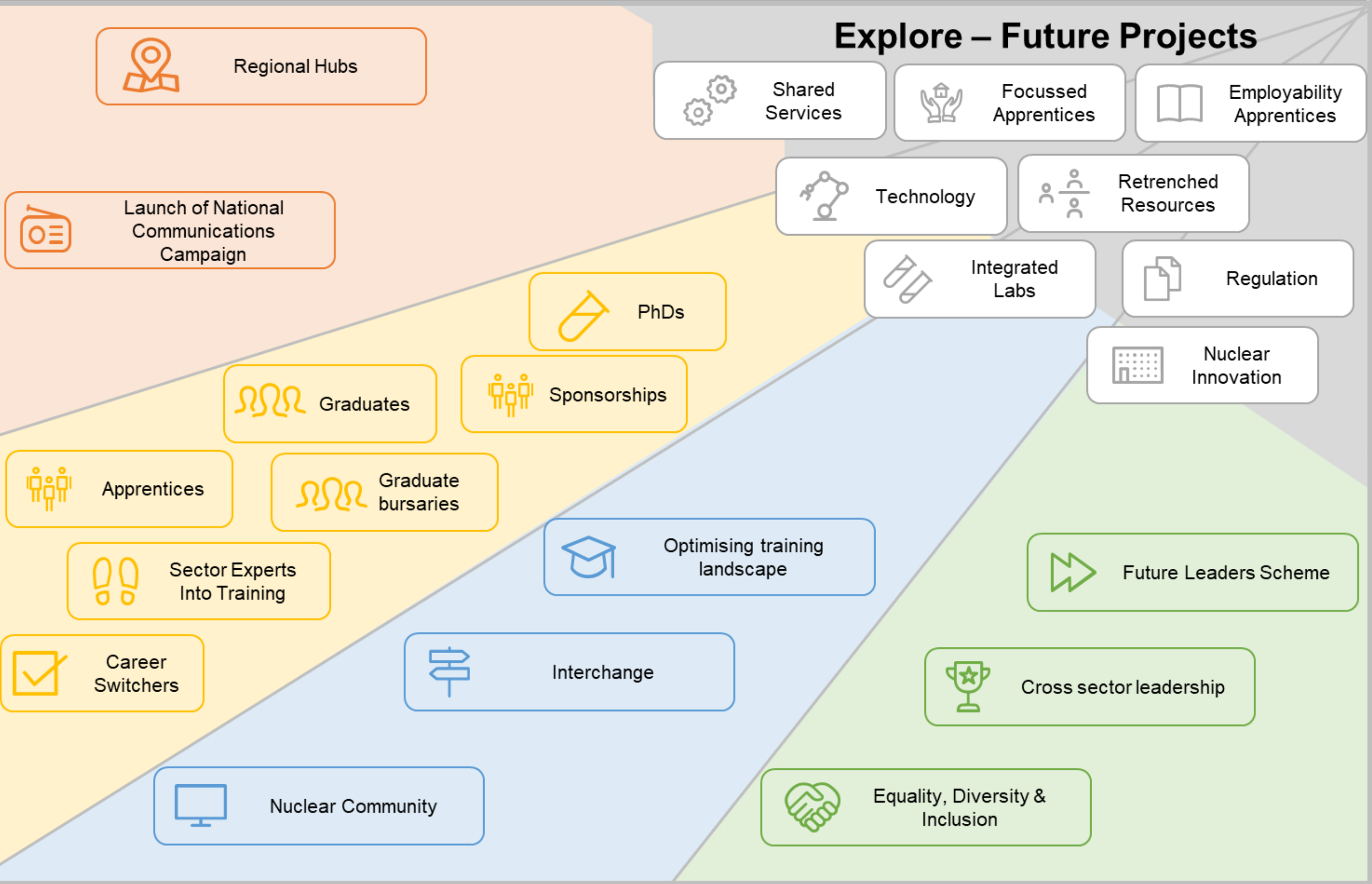
Ensure opportunities for future leaders to develop, grow and broaden experience. Increase Equality, Diversity and Inclusion in through future leaders schemes promoting opportunities.



# KEY PLAN AREAS

A. Collaborate

B. Deepen



## Enablers



C. Invest

OFFICIAL  
D. Lead

# HEADLINE DELIVERY UPDATES

## Collaborate

### DESTINATION NUCLEAR.COM



63,214 potential candidates have visited the website.

8,273 people have started the application process



### Regional Hubs

South West and North West Hubs established, Midlands and Scottish hubs in planning



## Deepen



1296 Graduates recruited into Nuclear (8% over target)

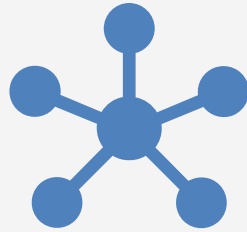
90% of Apprentice recruitment target achieved to date



4000 additional early careers starters taken on as a direct result of the NNSPS

# HEADLINE DELIVERY UPDATES

## INVEST



The **STEM Futures Hub** has been established and is onboarding organisations

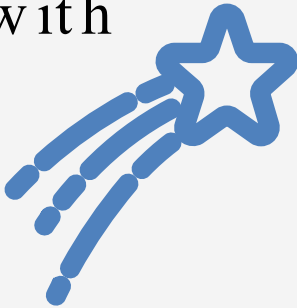
The **Interchange Nuclear Hub** has been set up to allow interchange across the sector, including industry organisations such as Rolls Royce and Urenco.



The Optimising Training Landscape workstream has established a **provider coordination group** to deliver educational programmes

## LEAD

The **Future Leaders' procurement strategy** has been developed with collaboration from industry steering groups.



Industry collaboration on **cross-sector leadership** is now in its maturity and **specifications for programmes** have been developed.

# NEXT STEPS...



**Destination Nuclear** will welcome new partners and prepare for an autumn campaign activity, targeting mid-career switchers, introducing early careers and continuing to target critical skills.



We are seeking to secure longer term funding for PhDs as part of the Spending Review process. We are also focussing on partnerships for the nuclear graduate bursaries programme.



The interchange initiative will be promoted via a 'Turbo Talk' at the Government's Science and Engineering Conference taking place at the Science Museum on September 18th.



Campaign planning for autumn activity and events to build the cross-sector leadership programme and future leaders scheme. Regional partners will build on the Equality, Diversity and Inclusion (EDI) planning.

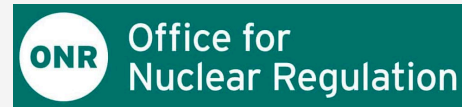
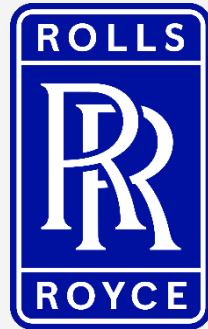




# ● NNSPS Governance

Steering Group

NSEC - Maddy Mc Ternan (MOD) / Lee McDonough (DESNZ)



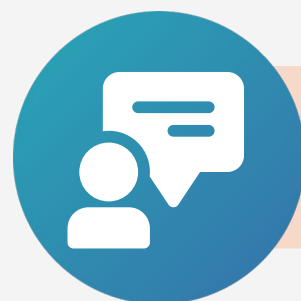
Delivery Group

NSDB - Emily Ashwell (MOD) / Mark Rouse (DESNZ)



# NNSPS WORKSTREAMS: AIMS

## COLLABORATE



### NATIONAL COMMS CAMPAIGN

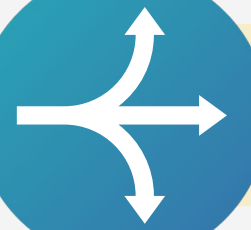
- The nuclear sector must attract and retain sufficient workforce to meet the UK's Net Zero and national security ambitions.
- The NNSPS launched a three-year national communications campaign; [Destination Nuclear](#). This includes a live careers portal, an information hub for all things nuclear and interactive areas to encourage new entrants into nuclear

DESTINATION  
NUCLEAR .COM



### REGIONAL HUBS

- Tackle issues impacting those working in different regions, share workforce planning data to better understand the local labour market and address pinch-points collaboratively.
- The NNSPS have established two pilot hubs (north-west and south-west).



## CAREER SWITCHERS

- Scale up and roll-out accelerated learning programmes for mid-career entrants and critical engineering professions: systems, nuclear, mechanical and structural.
- 4 programmes have been tendered to training providers and/or already live, with 4 more to follow in the next quarter focused on engineering.



## APPRENTICES

- 7,127 more apprenticeships over the next 10 years – increasing from the 24,334 to 31,461.
- Establishing the requirement for any new nuclear I6 Apprenticeship standard(s)



## GRADUATES

- NSTF targets will deliver 2,994 more graduates over the next 10 years – increasing from the current planned 11,293 to 14,212.
- Additional 1830 places on enabling schemes, including Sponsorships, Bursaries, Internships, and MSc Sponsorships.



## PhDs

- Increase the number of PhDs from 40 per year to 160 per year, a total increase of 1,540 PhDs over the next 10 years.



## NUCLEAR GRADUATE BURSARIES

- Develop and launch a Nuclear Academy Bursary scheme.
- Provide a graduate bursary for students to receive cost of living support for up to 24 candidates worth £4-5k each.



## SPONSORSHIP SCHEME

- Develop comprehensive support for 50 STEM undergraduates from lower socio-economic backgrounds.
- To be sponsored by employers annually over the next decade and includes full funding for tuition fees, summer placements, additional bursaries, plus a guaranteed job placement upon degree completion.

DEEP EN



## SECTOR EXPERTS INTO TRAINING

- Employers contributing experts to work in Further Education, ensuring knowledge and expertise is retained in the nuclear sector.
- The NNSPS is providing a range of teaching, mentoring, and coaching opportunities to support sector experts, particularly targeting those who are retired or soon-to-be-retired, or those wishing to be seconded.

# INVEST



## CREATE NUCLEAR COMMUNITY

- To foster a sense of community and belonging to improve retention across the nuclear sector.
- The NNSPS have successfully established a [careers portal](#) and Talent Retention Solution for the nuclear sector. The site is populated with opportunities such as job adverts, secondments along with and graduate and apprenticeship placements.



## MAXIMISE INTERCHANGE

- To support the retention of skills and the upskilling of workers by removing barriers to mobility across sectors
- Increasing opportunities for skilled workers and retaining specialist skills that can be used by civil and defence nuclear organisations in the UK.



## OPTIMISE TRAINING LANDSCAPE

- Focus on critical skills areas, looks at the standardisation of career paths, role profiles and associated curriculum and qualifications.
- Maintain an accurate demand picture that reflects the needs of the sector and translates into a clear statement of requirement for qualifications, courses and programmes.

# LEAD



## EQUALITY, DIVERSITY AND INCLUSION

- EDI data collated and analysed
- NSEC commitment to the EDI Pledge for a sector-wide response
- Best practice collated and shared
- Establish an EDI Working Group and a representative in the Nuclear Skills Delivery Board (NSDB), to deliver on targets



## CROSS-SECTOR LEADERSHIP

- 12 individuals set a business challenge by the Nuclear Skills Executive Council (NSEC),
- Leadership engagement with business leaders and academics to help them propose solutions or mitigation.



## FUTURE LEADERS SCHEME

- 10 high-potential individuals
- Formal qualification and mentoring throughout
- Placements in other nuclear organisations.
- Establish a dedicated programme board to ensure monitoring of progression, mobility and promotions.

# National Nuclear Strategic Plan for Skills

Visit the [NNSPS Website](#)