

Addressing the Nuclear skills gap

The UK Nuclear sector is on the brink of a thrilling new era with unprecedented expansion. But to reach its full potential, we need to attract a diverse, talented workforce of over 120,000 people in the next two decades*.

[Click on a box to reveal more information](#)

Challenges



Solutions



*Data from Destination Nuclear campaign

** Science, Technology, Engineering, Arts, Maths



Addressing the Nuclear skills gap

The UK Nuclear sector is on the brink of a thrilling new era with unprecedented expansion. But to reach its full potential, we need to attract a diverse, talented workforce of over 120,000 people in the next two decades*.

[Click on a box to reveal more information](#)

Challenges

- Limited flow of diverse talent in STEAM** subjects from education
- An aging and homogeneous workforce
- Low salience of the nuclear sector outside of those currently working in it
- Need to attract people from other sectors but they lack awareness re transferability of skills
- Training, upskilling and development requirements
- Scarce skills leads to competitive marketplace and retention challenges

Solutions

- Long-term client contracts
- Future skills and capability plans to accurately identify requirements
- Early intervention (e.g. in education) to support talent pipeline
- Intentional diversity, including formal targets
- Client acceptance of the need to broaden recruitment, diversify talent and support upskilling
- Shorter time-to-hire, including fewer approvals
- Flexible working arrangements and training opportunities to attract talent

*Data from Destination Nuclear campaign

** Science, Technology, Engineering, Arts, Maths



Jacobs' Talent Pipeline Development

