

NUCLEUS

SKILLS ACADEMY IN BUSINESS PLANNING STAGE

Overview of the Structure of the National Skills Academy for Nuclear

A Regional Flavour....
What progress has been made in the
key regions?

Spotlight on Nuclear
Skills Passport

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

Supported by:



BNFL
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MESSAGE FROM THE PROJECT DIRECTOR



Jean Llewellyn Project Director
National Skills Academy for Nuclear

Welcome to the first newsletter of the National Skills Academy for Nuclear. The business plan for the National Skills Academy for Nuclear was submitted to the LSC in May 2007 and we are awaiting government approval - expected September 2007. It has been developed in response to the green light given to the expression of interest by the Department for Education and Skills (DfES) back in October 2006. The Academy aims to be one of the initial 12 National Skills Academies to be launched by 2008. The business plan has been

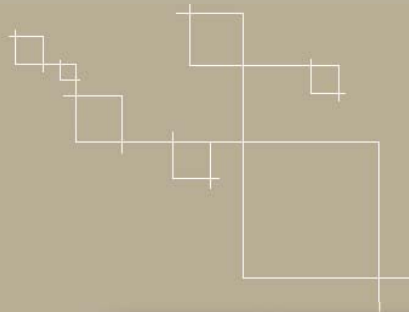
completed by a dedicated project team and steered by an employer led Shadow Board in close consultation with employers, Unions, Cogent SSC and other key stakeholders.

The Academy is being created to help Nuclear employers tackle the current and future skills barriers and challenges facing the Nuclear industry, not just in relation to the governments £65bn clean up programme but for waste management, defence and to ensure the sector has the skills and additional resources available for potential new build. Over the next four years alone, the industry will require almost 70,000 learning opportunities to be delivered to its current and future workforce at a range of skills levels. To address these challenges the Academy will nurture a consolidated quality approach to skills development, develop a skills passport to enable skills transference across the sector and promote career pathways and choices. The National Skills Academy for Nuclear will act as the leading body for an employer led strategy to develop a standardised and coordinated approach to education, training and skills in the Nuclear sector.

The Academy will deliver a step change for learners and employers by;

- Raising standards in course design, delivery and assessment
- The creation of a one stop shop for high quality skills provision
- Delivering flexible routes and qualifications.
- Providing a visible route for accessing careers in the industry through the creation of a seamless learning environment.
- Network of quality assured providers.

This newsletter is being produced to inform key stakeholder and partner organisations on the work being undertaken by the Academy. This first newsletter will introduce you to the structure the Academy will take, products which will be developed and offered by the Academy and the people who are working so hard to make this Academy a success.



Jean E. Llewellyn

Issue One

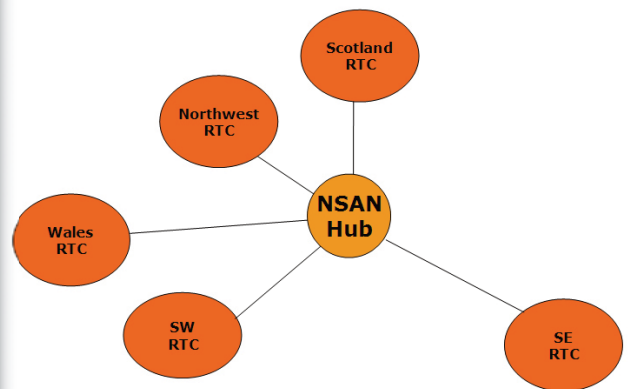
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OVERVIEW OF THE STRUCTURE OF THE NATIONAL SKILLS ACADEMY FOR NUCLEAR

Through a network of Regional Training Clusters the Academy will identify, develop and accredit local high quality provision, creating "centres of excellence" for the delivery of Nuclear specialised training, enhanced where appropriate to respond to specific skills gaps identified by Nuclear employers. The Academy will have a co-ordinating centre/Head Office, and there will also be delivery arms – Regional Training Clusters - of the Academy in each of the following regions:

- Southwest
- Southeast (inc East of England)
- Northwest (inc Northeast of England)
- Scotland
- Wales

The Regional Training Clusters (RTC) will each have a co-ordinating hub that links directly with the Head Office. These regional hubs will work with an approved network of providers in the region to ensure that the training and skill development delivered meets regional demand, meets the nationally agreed Academy standards, and is responsive to the needs of all the nuclear employers in the region.



PROGRESS IN THE REGIONS : NORTHWEST/NORTHEAST

Northwest / North-east Employer Steering Group Organisations

Costain Nuclear
 Serco
 Cogent SSC
 Parsons Binkerhoff,
 NUKEM Ltd
 Magnox North
 BAE Systems,
 Washington Group International
 Doosan Babcock
 BNG Sellafield
 The Nuclear Academy,
 INS Innovation
 Urenco
 Nexia Solutions
 Westinghouse
 NII
 NWDA
 LSC
 Mott MacDonald
 BNES
 Chartwells Consulting Ltd

Regional Employer Steering Group

Following on from the Northwest/Northeast Employer Consultation event held on the 16th May 2007, employers have been contacted to nominate representatives to join the Northwest/Northeast Employer Steering group. Nominations have been received from a range of Nuclear companies. The Academy would also like a nomination from an SME working in the Nuclear sector, to ensure that the Academy is responding to the needs of industry as a whole.

Adrian Bull, UK Stakeholder Manager for Westinghouse, has been announced as the Chair of the Northwest Employer Steering Group. Jean Llewellyn said, "We are pleased to welcome Adrian to this position he has over 20 years experience in the Nuclear Sector



Adrian Bull

including technical and commercial roles. He has also worked on Government consultations on Nuclear and energy reviews - his knowledge and experience will really be of benefit to the Northwest Steering Group. "

Adrian said, "We are already seeing the departure of many of the highly skilled and experienced people, who have served the industry so well for so long. The issues of skills and training come high up on the industry's priority list, and will do for some time. We need to equip new and existing people with the right skills and knowledge to deal with the challenges of this changing and demanding industry. I'm looking forward to working with other employers in the North of England, and the Academy, to help make sure that this education and training is in place."

The Nuclear Academy- Update

The Nuclear Academy facility, which is currently under construction, is an iconic building due to open in September 2008. The Nuclear Academy is planned to be a Flagship of the National Skills Academy for Nuclear, upon government approval of the business plan.



Artists impression of The Nuclear Academy



Andrew King

The launch of The Nuclear Academy in West Cumbria in March included the confirmation that Andrew King had been appointed as Chief Executive. He comes to Cumbria with an excellent track record in project management and training gained through 26 years experience in engineering, consultancy, and management in both the public and private sectors.

Work has begun on ground clearance at the 7.3 hectare site on Lilyhall Industrial Estate, just outside of Workington, another sign that things are taking shape. Meanwhile, not just to keep an eye on how construction develops, but to give a focus for employers and local industry The Nuclear Academy, has now opened its own project office.

The project office is based close to the construction site and is the professional home to Andrew King and a small support team who are currently being recruited. It also hosts the regular meetings of The Nuclear Academy Board, which is made up of local industry and workforce representatives. The Board is chaired by the Nuclear Decommissioning Authority's Head of Technology and Skills, Ian Hudson - The National Skills Academy for Nuclear's Project Director Jean Llewellyn is its Vice -Chair.

Watch out for an updated Nuclear Academy website and stakeholder newsletter to be launched in August.

www.thenuclearacademy.com

PROGRESS IN THE REGIONS : SOUTHWEST

Regional Employer Steering Group

The Southwest Employer Steering group had its inaugural meeting on the 3rd July, to discuss the development of the Skills Academy in the Southwest region. The Steering group would still like to invite nominations from employers including SMEs operating in the Nuclear sector in this region to ensure that the Southwest is represented as a whole including the supply chain.



Ken Powers

Ken Powers, has agreed to be the Chair of the Employer Steering Group for the Southwest region. Ken is currently the Managing Director of Magnox South. Ken said, "This is an exciting time for the nuclear industry and I am proud to be able to use my experience to chair

a body that is going to lead the way in the Southwest in ensuring there is a suitably skilled nuclear workforce. In Magnox South, where our focus is decommissioning and clean-up, I have already been working with educationalists and trade unionists in taking the skills agenda forward. The aim of the National Skills Academy for Nuclear is to ensure that the winning mix of industry and education works together to deliver that skilled nuclear workforce."

Jean Llewellyn said, " Ken has already been proactive in the Nuclear skills agenda, his knowledge, experience and enthusiasm for both the Nuclear sector, and education will be a real benefit to the Southwest Employer Steering Group."

Southwest Steering Group Organisations

- Southern Reactor Sites
- SWDA
- NDA
- DML Group
- UKAEA
- Magnox South
- Bridgwater College
- LSC
- Unionlearn
- Cogent SSC
- British Nuclear Group
- Atkins



Bridgwater College named as Southwest Hub

After a competitive tendering exercise, it can now be announced that Bridgwater College will be the hub of the Southwest Region. Jean Llewellyn stated " we are really pleased to be working with Bridgwater on this exciting development. They have demonstrated a real drive and commitment to the Nuclear Skills agenda. "

On government approval of the National Skills Academy for Nuclear, Bridgwater will work with a quality assured network of providers to ensure that training meets the nationally agreed Academy standards and responds to the needs of all of the Nuclear employers in the Southwest.

International Links



HAMMER Training Facility

The National Skills Academy Nuclear has also forged strong links internationally. Jean Llewellyn (Project Director) visited the HAMMER (Hazardous Materials Management and Emergency Response) Nuclear training facility in Washington State in March to gain an insight into the training facilities offered. The HAMMER facility are very keen to share resources, and have shown a real interest in the work being completed on the Nuclear Skills Passport and the development of standards and qualifications recognised by different Nuclear sector companies. At the meeting it was agreed that a Trans – Atlantic Placement scheme will be developed between the National Skills Academy Nuclear and the HAMMER facility, work on this is currently underway.

PROGRESS IN THE REGIONS : SOUTHEAST/EAST

Southwest Steering Group Organisations

Enritec
 British Energy
 MoD
 Nukem
 UKAEA
 NDA
 AWE
 Magnox
 Unions
 SEEDA
 LSC
 Kent County Council
 Cogent

Regional Employer Steering Group

At the Southeast Employers Event held on the 24th April 2007, it was agreed that the East of England should be incorporated within this regional group. Organisations were contacted to invite nominations for an Employer Steering Group for the Southeast region. Nominations have been received from a range of Nuclear companies. The Academy would also like a nomination from an SME working in the Nuclear sector, to ensure that the Academy is responding to the needs of industry as a whole.

Dr Pat Upson, Chief Executive of Enrichment Technology Company Ltd, has accepted the position of Chair of the Employer Steering Group for the Southeast region. Jean Llewellyn



Dr Pat Upson

commented,” We are really pleased that Dr Pat Upson has agreed to the Southwest Steering group, I am sure that his 30 years experience of the Nuclear sector, will be a huge benefit to the Southwest Steering Group.”

Dr Pat Upson said “The Nuclear Industry in the UK has a promising future, but only if we match the skills base to the Industry needs. I see this as a real opportunity for the South East and East Regions to get ready to meet the current and future needs, and I am pleased to be able to play a part in it.”

SCOTLAND



Ken Nicol

Earlier this year, Ken Nicol joined UKAEA at Dounreay to develop and implement proposals for the Scottish Regional Training Cluster. The post is being funded by the NDA, UKAEA and Highland and Islands Enterprise (HIE) Caithness & Sutherland. He is currently working with key Scottish stakeholders and the National Skills Academy for Nuclear to develop the strategy for the Scottish RTC.

Ken said “the proposal for a Scottish RTC has been warmly welcomed by everyone I have spoken to so far. In particular people can see the clear benefits of developing common training courses which are recognised across the industry and working together to ensure that Scotland has a sufficiently skilled workforce to support the nuclear industry.”

With such diverse locations and activities, which are sometimes geographically remote, each site has different requirements to maintain a skilled workforce for their programme of nuclear work. Therefore it is important that the local needs are recognised whilst ensuring that National Skills Academy for Nuclear training and development strategies are adopted to ensure a standardised approach to education and skills provision and the development of common training and skills solutions.

Scotland’s Nuclear Industry

Scotland’s nuclear industry encompasses decommissioning; power generation and Ministry of Defence (MoD) activities. In some cases the structure and nature of the Scottish nuclear industry is going through a period of significant and fundamental change as it moves into a period of decommissioning and clean up.

The geographical spread is large, from Dounreay in the North to Chapelcross in the South West – a distance of over 350 miles. The nuclear sites areas are located in different regions of the Country, these being:

- Dumfries & Galloway: Chapelcross (Decommissioning)
- North Ayrshire: Hunterston A and B (Decommissioning & Power Generation)
- East Lothian: Torness (Power Generation)
- Fife: Rosyth Royal Dockyard (Defence)
- Highland: Dounreay and NRTE Vulcan (Decommissioning & Defence)
- Argyll & Bute: HM Naval Base Clyde (Defence)

To support the activities on these nuclear sites, well established supply chains have also evolved comprising of local companies and major national/international companies.

WALES

A meeting with employers from Wylfa, Trawsfynydd and public sector partners was held on the 21st May which discussed the initial business plan, and how to develop Welsh arm of the National Skills Academy for Nuclear. An employer steering group is presently being established.



PRODUCT SPOTLIGHT: NUCLEAR SKILLS PASSPORT

Work is continuing in a collaboration between the Academy, Cogent SSC and employers to develop and implement a Nuclear Skills Passport Scheme that will allow all nuclear employees to carry a record of all industry specific training and qualifications. The Academy aims to implement Nuclear Occupational Standards as a basis for industry recognised, transferable qualifications.

VISION

A Nuclear industry standard passport scheme will be rolled out across the industry to enable the development of a flexible and mobile workforce by recording peoples' competencies in a high-integrity transferable record.

It is anticipated that the passport system will help to address the current fragmented, un-coordinated and non-standardised approach to education and skills provision nationally in the nuclear sector. It will also aid in the development of common training and skills solutions in the civil and defence sectors, and ensure that best practice can be shared and skills can be transferred across the nuclear industry. The passport scheme will also provide new skills sets and increased flexibility and transferability of personnel required by the challenge of decommissioning.

AIMS & OBJECTIVES

- To record competencies which will result in improved performance due to assessment against agreed standards.
- To create standardisation of training and "portability of employment" between sites.
- To aid in the demonstration to the Nuclear Regulator that all workers are suitably qualified and experience / (SQEP).

- A mobile workforce can close the skills gap to deliver the £65bn decommissioning work through the NDA.
- To be adopted by all Civil and Defence organisations within the Nuclear Sector to address skills gaps in industry.
- An agreed training standard for nuclear unescorted access for work at all Licensed nuclear sites and a passport system for demonstrating the competence.
- Record all Academy Qualifications (captured through Nuclear Credit Framework).

BENEFITS

- Avoiding loss of time for induction training after initial training.
- Ability to get Unescorted Access training near to place of work.
- Multi Site Licensed Company site access.
- Single access point for transferable training records.
- Secure management of training records.
- Facility for competence ment:
 - career pathway;
 - credit framework implementation;
 - accreditation of prior experience & learning

It is anticipated that the Nuclear Skills Passport will be ready for roll out early 2008.

HOW TO GET INVOLVED

If you have any queries, or would like further information, please contact us

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E enquiries@nuclear.nsacademy.co.uk