

# UK NUCLEAR SKILLS CHARTER

“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 – filling 40,000 new jobs by 2030, doubling our current rate of recruitment, in order to deliver the UK’s priorities for national security and energy resilience.”

## OUR BEHAVIOURS:

We will strengthen cooperation and investment across our sector by:

- **Standing together** – Acting together as a sector whatever the scale of our contribution, fostering collaboration, sharing best practice and learning to solve common challenges.
- **Doing things differently** – Challenge traditional ways of doing business to build and sustain the workforce, being bold where it counts, and taking a long-term view.
- **Inspiring today and tomorrow** – Invest to inspire and attract the next generation of the nuclear workforce that is representative of society, whilst retaining and upskilling the current workforce.
- **Being visible and active** – Provide visible leadership and active participation in the governance to deliver our commitments, including measuring and publishing our performance.

## OUR COMMITMENTS

**A. COLLABORATE** – we commit to strengthening collaboration across the sector. We will:

1. Deliver initiatives at national and regional level that foster collaboration, stronger joint-working and the sharing of best practice.
2. Jointly invest in Regional Hubs to minimise the disruption in regional talent pools, and to maximise the opportunities for collective attraction, retention, lateral careers, and the promotion of STEM within schools.
3. Align our objectives for skills with our commitments and obligations on Social Value to maximise our social impact.
4. Launch and sustain a National Communications Campaign to raise the profile of our sector, delivered through “Destination Nuclear” and our other communications activities.
5. Share workforce data to provide a holistic view of skills supply, and workforce demands to meet the current and projected future programme demand.

**B. DEEPEN** – we commit to deepening the workforce pool by increasing employment opportunities and promoting the sector as a great place to work. We will:

6. Jointly develop and implement upskilling programmes to attract and develop ‘mid-career’ entrants, prioritising critical cadres so we can address our most acute skills shortages.
7. Increase new entrants to the sector through apprenticeships and graduates so by 2025/2026 we are doubling their number to scale up and build our future nuclear workforce.
8. Participate and support in the introduction of high-quality nuclear bursary and sponsorship schemes, focused on increasing STEM careers and social mobility and opportunities.

9. Grow and sustain our national specialist capabilities by quadrupling the number of specialist science and nuclear fission PhDs to generate sufficient subject-matter experts to meet sector needs. Explore the opportunity to increase the number of Centres for Doctoral Training to support this.

10. Provide Further Education with experienced instructor resources via an employer associate programme.

**C. INVEST** – we commit to investing in the existing workforce, retaining skilled workers and making Nuclear a great place to be. We will:

11. Champion the workforce we have and the vital job they do through explicit initiatives, as well as showing the leadership needed to motivate, excite and retain them for the long-term.
12. Optimise training capacity and capability by sharing both facilities and course content, and standardising curriculums where there is commonality.
13. Establish a pan-sector Destination Nuclear careers platform to build an ongoing sense of community and act as a gateway for career opportunities to those from outside the sector.
14. Generate opportunities for secondments and interchange that offer more opportunities across the whole of our sector.
15. Enable diverse career pathways that champion leadership, management, and specialist technical careers.
16. Improve Equality, Diversity and Inclusion across the sector as a way of achieving our core mission for an increased skilled and representative workforce.

**D. LEAD** – as leaders and stewards of the sector, we commit to being visible and active, and to serving for the long-term. We will:

17. Participate in a prestigious cross-sector leadership programme to encourage collaboration – building a network of future leaders that will deepen and endure.
18. Participate in a Nuclear Future Leaders cadre for high-potential talent to experience working in a range of organisations and locations across our different organisations.
19. Actively engage our supply chains to ensure these commitments can deepen the UK workforce, including addressing areas of future opportunity and risk in particular types of skills or trades.
20. Provide workforce data to create a single sector view of skills demand and supply and demonstrate progress against delivery of the National Nuclear Strategic Plan for Skills (NNSPS).

## HOW WE WILL DELIVER:

The NNSPS sets out the activities that demonstrate ‘how’ we will deliver. We will drive progress against the NNSPS and this Charter through periodic review and reporting into the Nuclear Skills Executive Council.