



Unlocking Potential in the Nuclear Industry:

Focus on Skills

Webinar 20th June 2025



Agenda



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- **Welcome and Introduction**
- **Overview of the Skills Landscape**
- **Supporting Companies New to Nuclear**
- **Growing Awareness in Nuclear (GAIN)**
- **How GAIN Supports Onboarding at Amentum**
- **Q&A Session**
- **Close**



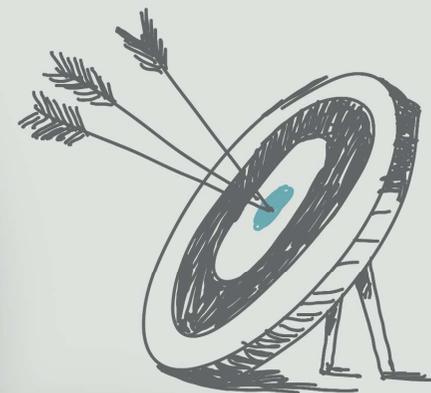
Introduction to NSAN

**Nicola Wallwork, Operations
Director, NSAN**



Vision

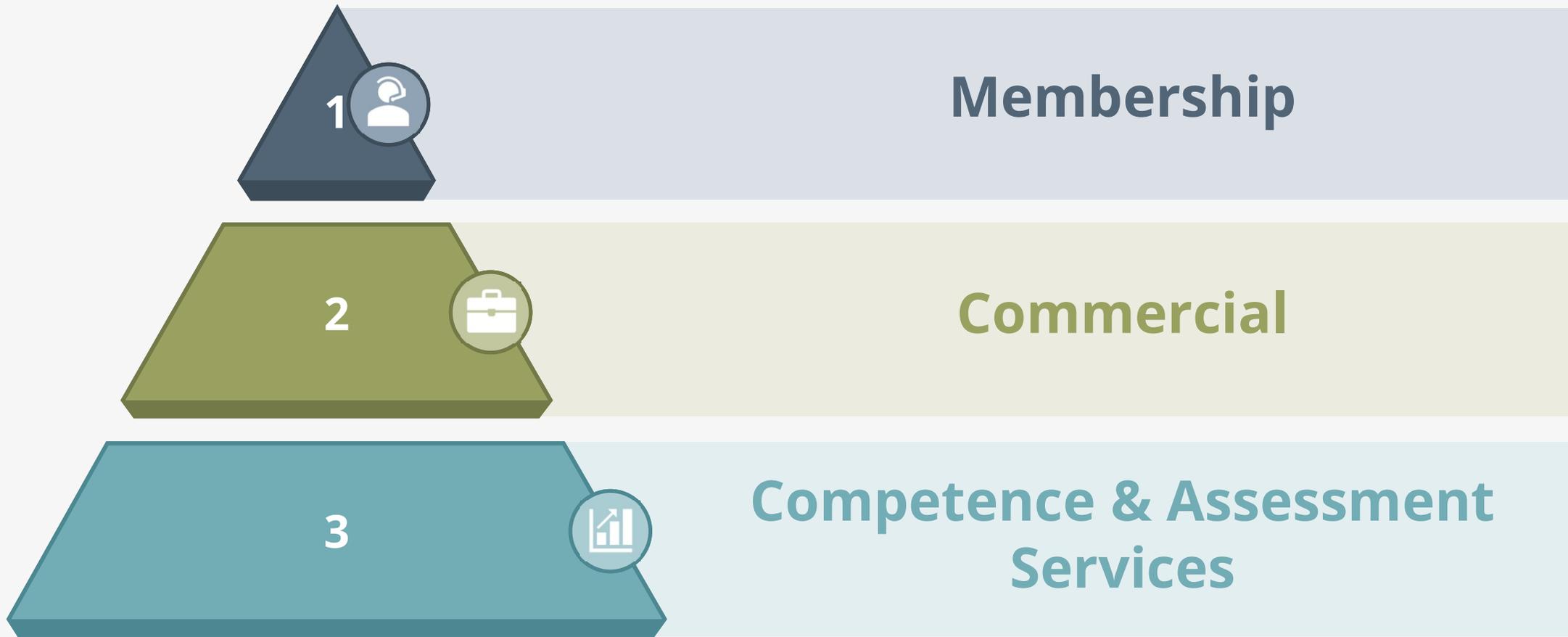
Driving collaboration on skills to deliver a thriving nuclear future.



Mission

To harness the power and expertise within our networks to address workforce challenges and deliver high-quality solutions.

Our Three Core Areas



Why NSAN?

NSAN membership provides you with access to an exclusive package of skills expertise and support.



The NSAN team has 150+ years' experience dedicated to the skills for nuclear agenda.



Our dedicated Client & Business Development Managers spend the time to understand your strategic goals and/or business requirements and facilitate and signpost the conversations that need to take place to get the right, proven, cost-effective solutions into your organisation.



An Overview of the Nuclear Skills Landscape (as of 20th June 2025)

**Andy McIvor, Head of Strategy,
NSAN**

- Key organisations and collaborative bodies
- National Nuclear Strategic Plan for Skills (The Nuclear Skills Plan)
- Beyond the plan – ongoing skills support for the nuclear sector
- The wider UK skills policy context

People and Skills: The key to our nuclear ambitions



Three recent announcements

Sizewell C

10,000 jobs, including 1,500 apprenticeships

UK supply chains - 70% of contracts predicted to go to 3,500 British suppliers

The Small Modular Reactor Programme

Up to 3,000 new skilled jobs

Strategic Defence Review commitments

Directly supporting 30,000 highly skilled jobs.

Doubling of apprentice and graduate roles across the next ten years

A track record of collaboration on skills

NSAN

Employer led, not for profit – Est. in 2008 to lead industry collaboration on skills
Employer & provider networks, plus strategic partners

Cogent Skills

Established as a Sector Skills Council across the Life Sciences, Industrial Sciences and Nuclear

The Nuclear Workforce Assessment (NWA) <https://cogentskills.com/publications/nuclear-workforce-assessment-2024/>

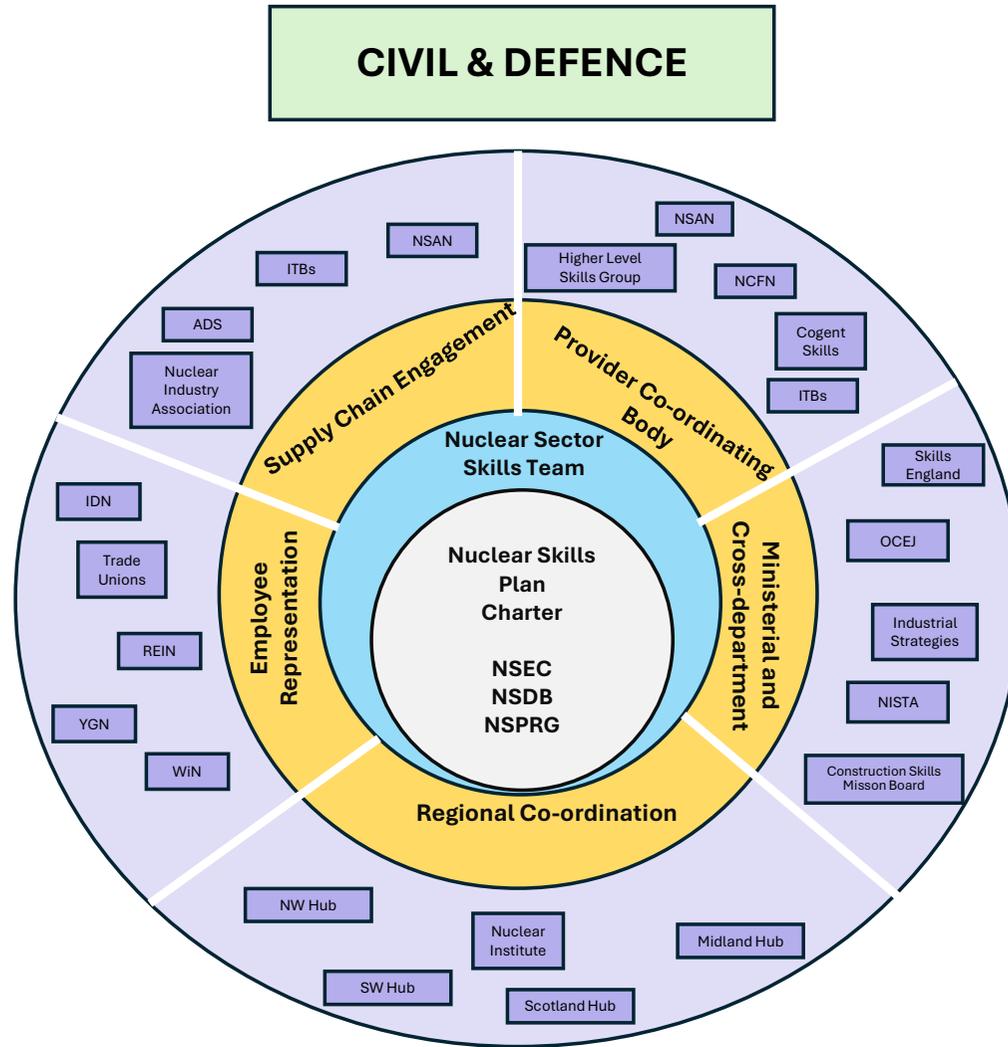
SAG → NVEG → Collaboration Group

Strategic Nuclear Skills Governance

Nuclear Skills Executive Council (NSEC)
Nuclear Skills Delivery Board (NSDB)

Uniting the sector

Nuclear Skills Plan



● Leadership

Nuclear Skills Plan

Nuclear Skills Executive Council (NSEC)

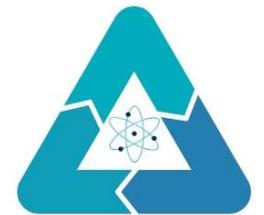
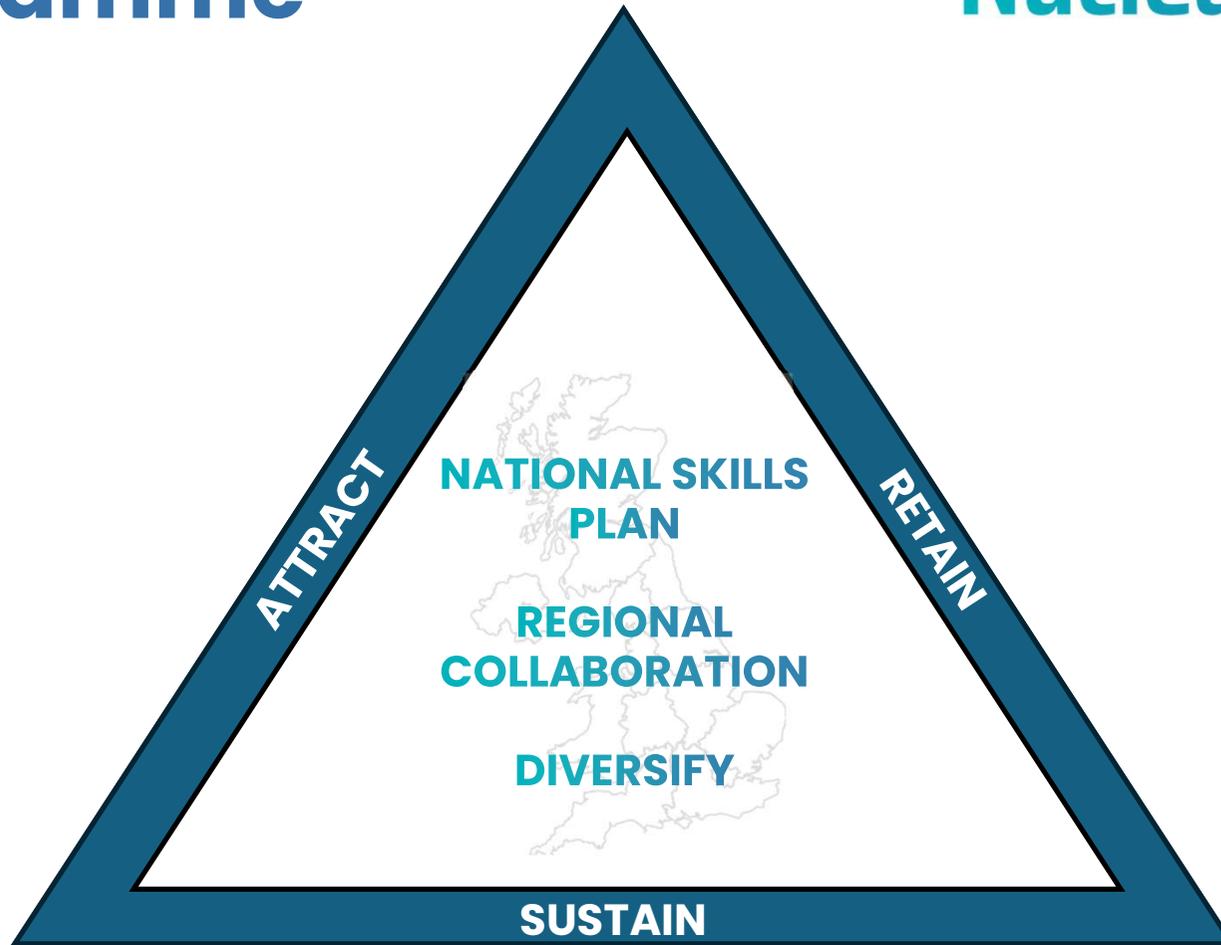
Brings together CEOs from across key organisations in the nuclear sector, to provide leadership and ensure the delivery of the National Nuclear Strategic Plan for Skills (Nuclear Skills Plan) by embedding the collaborative values of the Nuclear Skills Charter

Co-chairs: Maddy McTernan (MOD) / Lee McDonough (DESNZ)



● Programme

Nuclear Skills Plan



Nuclear Skills Plan
ATTRACT ◦ RETAIN ◦ SUSTAIN

Nuclear Skills Plan

NUCLEAR SKILLS PLAN: KEY PROJECTS



1. National Comms Campaign



7. Career Switchers



13 Equality, Diversity & Inclusion



2. Regional Skills Hubs



8. Sector Experts into Training



14 Leadership



3. Apprentices



9. PhDs



4. Graduates



10. Create nuclear community



5. Nuclear Graduate Bursaries



11. Maximising Interchange



6. Sponsorship Scheme



12. Optimising the Training Landscape

Supported by
resource,
funding and
collaboration

Beyond the plan: Ongoing support for skills in nuclear and the supply chain



NSAN

- Employer and provider membership and networks
- Nuclear Training Network (NTN)
- eLearning, consultancy and bespoke programmes
- Competency management systems and independent assessment services (EPAO)

Cogent Skills

- Flexi-job Apprenticeships/placement services
- SIAS awarding body
- Training
- Strategic policy coordination

NCfN

- A network of Further and Higher Education approved providers who deliver curriculum under the NCfN brand
- Apprenticeships, accredited education courses (Awards, Certificates, Diplomas, Degrees), short course provision

- Industry Training Boards – ECITB and CITB
- Professional Engineering Institutions/ Professional Bodies
- Universities
- Supply chain support
- Discipline and function specific collaborations
- Employer & location specific provision

The Wider UK Skills Policy Context



Skills England

Growth and Skills Levy, needs analysis, sectoral focus (growth-driving sectors)

Increased flexibility, shorter courses, modularisation, employer responsive provision

Industrial Strategy/Infrastructure Strategy

Priority sectors include Clean Energy, Defence, Construction and Advanced Manufacturing

Funding priority sectors (e.g. Construction Technical Excellence Colleges; £625 million 2025-26 and 2028-29 - 60,000 skilled construction workers

Apprenticeships

Foundation Apprenticeships/shorter duration apprenticeships (min 8 months), Young people focus, defunding L7

Responsive standards, changes to assessment /EPA, shorter assessment plans, provider led assessment, QA by EPAOs

Devolution

Devolved Adult Skills Budget (CMAs), Local Growth Plans, LSIPs, Nuclear Skills Plan - Regional Hubs

Work Experience

Work experience activities; work experience placements

AI Action plan

TechFirst - £160 million to ensure people have the right skills to deliver technological change



**How can NSAN support
companies to operate
within Nuclear?**



*IN*sight to Nuclear

An NSAN Initiative



Growing your business
to support a
NUCLEAR FUTURE

INsight to Nuclear

An NSAN Initiative



A 5-week programme designed for companies with no prior knowledge



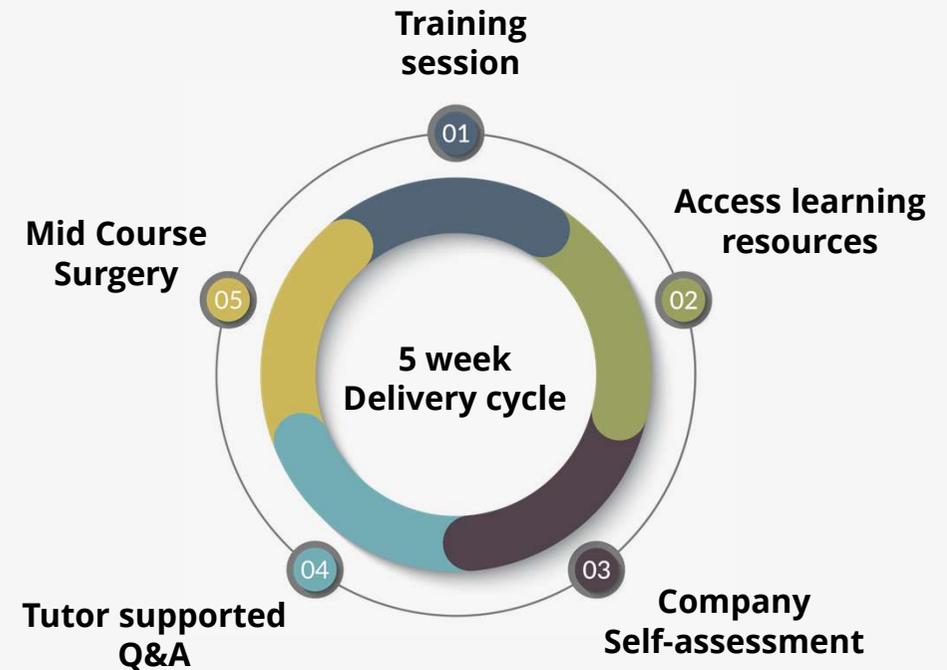
Designed for delivery to 10 people or more, these could be from the same company or many



Check your understanding with your peers and Subject Matter Experts



Fully supported by NSAN throughout your journey





Special Offer

If you are ready to take your first step into nuclear, as an organisation, we would love to support you.

We have a small number of places available *completely FREE* – a value of **£1,100!**

Terms and conditions apply – enquire for more information



Growing Awareness in Nuclear

The logo for Growing Awareness In Nuclear (GAIN) features a stylized green smiley face icon followed by the word "GAIN" in a large, bold, dark blue sans-serif font.

GAIN

Growing Awareness In Nuclear
An NSAN Initiative

Onboarding & Induction

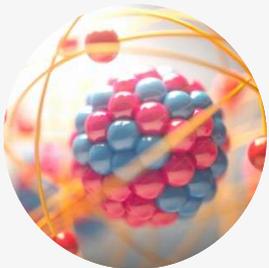
Cost-effective way to ensure new Graduates, Apprentices or those joining the nuclear industry obtain comprehensive Awareness in Nuclear either completely remotely or face-to-face.

GAIN provides a “whole sector” viewpoint, delivering a good level of awareness of nuclear history, nuclear science and the operation of nuclear energy, decommissioning and waste management.

Award for Nuclear Industry Awareness (ANIA)



Unit 1 History and development of the nuclear industry



Unit 2 Fundamentals of nuclear science



Unit 3 Application of nuclear energy and waste disposal

Interactive



**Guest Speakers &
Subject Matter
Experts**



Quizzes & Polls



Exam Prep & Mock Exam



**Breakout
Rooms/Q&A**



Group Work

Workshops include...

- Human Performance
- Radiological Protection
- Nuclear Security
- Site Licence Conditions
- Safety Cases
- Nuclear Safety Culture
- Future of Nuclear
- Nuclear Stakeholders
- Commercial Aspects of Nuclear

GAIN

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SMR



amentum



ATKINS

ENERGUS.



Sellafield Ltd



Nuclear Waste Services



NUVIA



NRS

STRABAG





amentum



nsan

Unlocking Potential in the Nuclear Industry: Focus on Skills

Development of the Amentum New to Nuclear Academy

**Alan Poole – Amentum Energy and Environment
International Chief Engineer**

Amentum Energy and Environment International

Our Numbers

\$1.5B Revenue

7400 Headcount

50+ Locations across 4 continents

Our Clients



Future Facing

Nuclear New Build



UK Nuclear New Build
Hinkley Point C, Sizewell C, Poland



Fusion Energy
UKAEA and ITER
Small & Advanced Modular Reactors

Nuclear Decommissioning



Sellafield Ltd
Creating a safe environment for future generations



Overseas Growth
Supporting decommissioning clients in Europe and Japan

Defence & Security



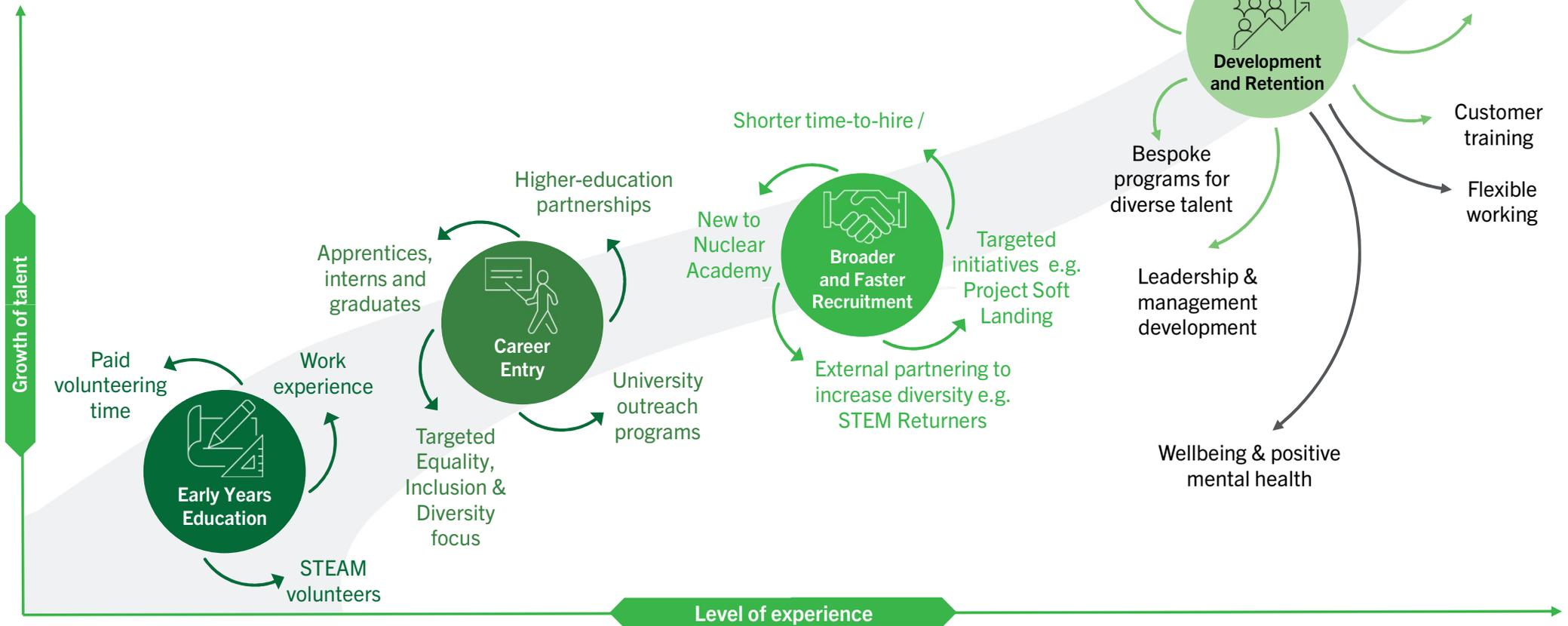
DE&S
Transformation, strategic management & delivery partnerships



CASD
Supporting Operation Relentless for 60 years and infrastructure

Underpinned by Technology & Innovative advancement of AI and Robotics and Delivery Excellence in our solutions

Amentum Skills & Talent Pipeline Development



What is the Amentum New to Nuclear Academy?



2021 – widely recognised challenges across UK in recruiting good engineering talent

Nuclear industry historically tended to have a “members-only club” approach to recruitment

Realisation that approach meant Nuclear was missing out on great talent from outside the “nuclear club”



Seeing the need to provide support to employers looking to recruit from outside the Nuclear sector

Developed *GAIN** – primarily aimed at new graduates, but quickly expanded scope

NSAN SME input

Regulators and clients require Suitably Qualified and Experience Persons (SQEP)

Decision to widen our recruitment pool to benefit from great talent from outside Nuclear – with support to fast-track learning about Nuclear

Looked to develop own programme or leverage existing external programmes

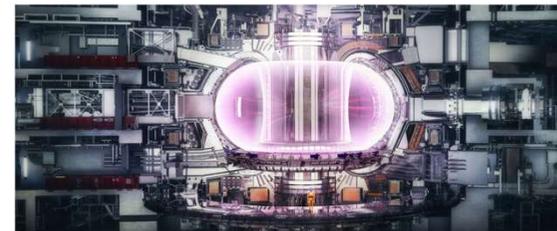
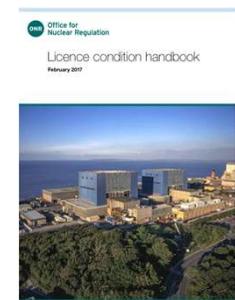
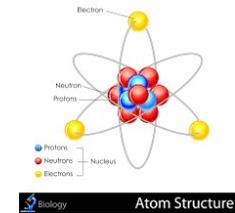
Amentum SME input

2022 - Creation of the Amentum New to Nuclear Academy - a fusion of NSAN's *GAIN* and Amentums' bespoke needs and content

* Growing Awareness in Nuclear

What is the Amentum New to Nuclear Academy?

- Working in partnership with the National Skills Academy for Nuclear (NSAN), the program is designed to rapidly accelerate the understanding of the nuclear industry for new recruits who have joined from outside the nuclear sector. The program is designed to encompass topics such as:
 - Basics of nuclear physics, radiation, atomic structure and the process of fission
 - Nuclear safety
 - Introduction to nuclear site licence conditions and safety cases
 - Overview of the regulators and key stakeholder organizations such as the Environment Agency
 - Nuclear and cyber security
 - The future of nuclear science include fusion



Development of Amentum New to Nuclear Academy & Delivery

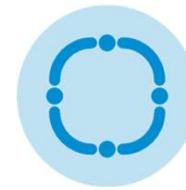
- Training modules designed to be as interactive as possible, with discussion and the occasional quiz/poll as appropriate.
- Training delivered by NSAN expert trainer
 - Specifically selected based on expertise



Guest Speakers &
Subject Matter
Experts



Quizzes & Polls



Group Work



Breakout
Rooms/Q&A



End of
programme
certification

Case Studies

- The Amentum New-to-Nuclear Academy has already supported more than a two hundred people to transition their careers. They have moved from sectors including hospitality, teaching, oil and gas, logistics, rail and the military to join the growing U.K. nuclear industry
 - Academy commenced in January 2022
 - 19 cohorts to date
 - 221 attendees

Figen Presley

U.K. Export Licensing Lead

Background: Publishing, Teaching and Logistics

Transferable skills/experience brought to the nuclear sector: Trade compliance, export controls, communications.

Figen says: “I was hired based on my transferable skills and experience, despite having no knowledge of the nuclear industry. I was shown new skills in a very structured and supported way and at the same time I felt valued for my background which enables me to look at things differently.”

Emily Farley

Project Manager

Background: Hospitality and retail

Current role: Project Manager

Transferable skills/experience brought to the nuclear sector: Managing people, budgets and risk.

Emily says: “I spent 12 years working as a manager in the hospitality industry, but the hours made it difficult to balance my desire for career progression with bringing up two daughters. I joined Jacobs’ CMS business (now Amentum) in 2021 and haven’t looked back since!”

Costa Coleman

Material Science & Structural Integrity Consultant

Background: Research and testing

Transferable skills/experience brought to the nuclear sector: Mechanical testing, engineering, research and development

Costa says: “I’ve been able to transfer my technical and professional skills to the nuclear sector and attending the New-to-Nuclear Academy enabled me to gain an holistic awareness of core nuclear knowledge.”

Conclusions

- Benefits to Amentum
 - Ability to recruit from a pool outside of the nuclear industry
 - Recruitment of resources with transferable skills
 - Removes the fear of recruits moving into a new industry
 - Attendance is discussed during recruitment process
 - Faster deployment onto projects
 - Ability to demonstrate to customers, and the UK nuclear regulator (ONR), Amentum has competent resources to deliver projects.
- Benefits to Attendees
 - Feeling of investment from Amentum in career development
 - 44 CPD hours
 - Supports professional registration



amentum

Thank you



NSAN Products & Services

The Nuclear Training Network works collaboratively to deliver the training needed to ensure a safe and secure nuclear future.

The network includes universities, further education colleges and professional training companies. The network offers a variety of skills for nuclear courses including programmes to support new entrants, qualifications, CPD provision and bespoke course delivery.

The Nuclear Training Network offers accessible training delivery through different styles, including:

- eLearning
- Online delivery
- Classroom-based delivery
- In-house training at your premises



Consultancy & Training



Triple Bar courses



Triple Bar Existing Sites



Introduction to the requirements for compliance, nuclear awareness and industry behaviours for safe working in the nuclear industry.

Delivery: eLearning

Triple Bar Nuclear Security



Provides an understanding about the fundamentals of nuclear security in the UK focussing on core concepts.

Delivery: Virtual or Classroom

Triple Bar Nuclear Leadership



Introduction to industry expectations in terms of knowledge, quality and behaviours. Provides an understanding of what differentiates nuclear from other industries.

Delivery: Virtual or Classroom

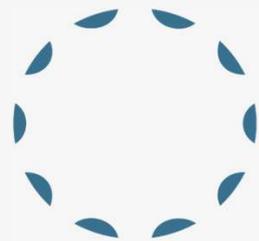
Triple Bar Nuclear Manufacturing



Provides an understanding of what is different about the L&M style expected to be able to work confidently in the nuclear supply chain. Suggests tools and techniques to establish the right business culture.

Delivery: Virtual or Classroom

Short courses that provide a basic introduction to working in different aspects of nuclear.

A circular logo consisting of a dashed line of blue teardrop shapes.

Skills Assured

An NSAN Initiative

A Skills and Competence Management System

<https://www.nsan.co.uk/page/SkillsAssured>



A secure online system for assessment of competence, against the industry-agreed competence framework and/or organisation specific competencies



A flexible tool to manage skills and capability and help to identify skills shortages



A showcase of individual training, talent and qualifications, supported by all social media applications



Customisable to support organisation branding

What our members say



Further Information & Keep Updated



Scan me!

We also have an active group on LinkedIn

Shaping Nuclear Skills

Join Us to continue the conversation via the QR Code or

<https://www.linkedin.com/groups/13097584/>



Questions

