



Annual Skills Implementation Plan September 2024 – August 2025

1 Executive Summary

The **Annual Skills Implementation Plan (ASIP) for Sizewell C** outlines the strategic implementation of measures and actions designed to ensure the successful delivery of a skilled and prepared workforce for the Sizewell C nuclear power station. This plan outlines how the immediate workforce demands of the project can be addressed whilst maximising long-term socio-economic benefits for Suffolk and the wider East of England.

1.1 Purpose and Objectives

The ASIP translates the high-level objectives of the Construction Workforce Delivery Strategy (CWDS) into actionable initiatives that will be executed over the 2024-2025 academic year. The key objectives include:

- **Skills Development:** Enhancing local workforce skills through targeted training programmes, apprenticeships, and upskilling initiatives.
- **Funding Allocation:** Effective management and allocation of the Asset Skills Enhancement Capability (ASEC) Fund and the Employment Outreach Fund to support relevant skills development.
- **Partnerships:** Fostering strong collaborations with educational institutions, industry partners, and local government bodies to build a cohesive skills ecosystem.
- **Monitoring and Evaluation:** Implementing robust monitoring mechanisms to track the progress and effectiveness of the ASIP initiatives, ensuring continuous improvement.

1.2 Strategic Context

The ASIP is aligned with the Sizewell C Development Consent Order (DCO) and integrates lessons learned from the Hinkley Point C project. It is a dynamic document, reviewed annually to reflect the evolving needs of the project and the wider region. The plan also acknowledges the impact of other Nationally Significant Infrastructure Projects (NSIPs) in Suffolk, including investments in renewable energy, transport infrastructure, and housing developments, as well as the ongoing operations at Sizewell A and Sizewell B.

1.3 Workforce Planning and Skills Needs Assessment

Early workforce planning is critical, particularly in the initial construction phases. The ASIP incorporates detailed workforce projections and role-based breakdowns to ensure that the right skills are available at the right time. The assessment of regional skills needs informs the priorities for the year, with a focus on addressing identified gaps in sectors such as engineering, construction, digital skills, and green technologies.

1.4 Employment and Skills Funding

The ASIP details the deployment of the ASEC Fund, which is designed to enhance local skills infrastructure through projects such as curriculum development, specialist trainer retention, and facility upgrades. The Employment Outreach Fund complements these efforts by supporting initiatives aimed at increasing the pool of ‘work-ready’ individuals, particularly those from underrepresented or disadvantaged groups. The Bursary Scheme ensures that individuals from areas of relative deprivation in Suffolk are able to complete their course through the removal of barriers to training, support or employment pathways into Sizewell C or other NSIPs in the region.

1.5 Education and Inspiration Initiatives

The ASIP includes comprehensive education and inspiration programmes, such as Young Sizewell C and Power Up!, which are aligned with the Gatsby Benchmarks. These initiatives aim to inspire the next generation of workers by connecting them with opportunities in STEM fields, particularly those related to nuclear and renewable energy.

1.6 Sizewell C Jobs Service

The Sizewell C Jobs Service plays a pivotal role in connecting local residents with employment opportunities generated by the project. It offers tailored job matching, career advice, and targeted outreach to ensure that the workforce is diverse and inclusive. The service also collaborates with local job centres and community organisations to extend its reach.

1.7 Governance and Monitoring

The governance of the ASIP is overseen by the Employment, Skills, and Education Working Group (ESEWG), with input from thematic groups focusing on different aspects of skills development. Monitoring and evaluation processes are integral to the plan, with key performance indicators (KPIs) tracking the impact of the initiatives on local employment, skills development, and economic growth.

Contents

1	EXECUTIVE SUMMARY	2
1.1	PURPOSE AND OBJECTIVES.....	2
1.2	STRATEGIC CONTEXT	2
1.3	WORKFORCE PLANNING AND SKILLS NEEDS ASSESSMENT	2
1.4	EMPLOYMENT AND SKILLS FUNDING	3
1.5	EDUCATION AND INSPIRATION INITIATIVES	3
1.6	SIZEWELL C JOBS SERVICE.....	3
1.7	GOVERNANCE AND MONITORING	3
2	INTRODUCTION	6
2.1	PURPOSE OF THE ASIP	6
2.2	STRATEGIC CONTEXT	6
2.3	OBJECTIVES.....	7
2.4	TARGET AUDIENCE	8
3	CONSTRUCTION WORKFORCE DELIVERY STRATEGY.....	9
3.1	KEY OBJECTIVES OF THE CWDS.....	9
3.2	CONSTRUCTION WORKFORCE DELIVERY STRATEGY INTEGRATION.....	10
3.3	DELIVERING THE APPRENTICESHIP PROGRAMME.....	11
4	EARLY WORKFORCE INFORMATION	14
4.1	WORKFORCE PROJECTIONS.....	14
4.2	ROLE-BASED BREAKDOWN	15
4.3	TRAINING AND RECRUITMENT	17
4.4	ALIGNMENT WITH PROJECT PHASES	17
4.5	CHALLENGES AND MITIGATION STRATEGIES.....	17
5	ASSESSMENT OF REGIONAL SKILLS NEEDS.....	18
5.1	ASSESSMENT MODEL.....	18
5.2	OTHER NATIONALLY SIGNIFICANT INFRASTRUCTURE PROJECTS (NSIPs) AND REGIONAL INVESTMENTS ..	19
5.3	IMPLICATIONS FOR SIZEWELL C	19
5.4	EVIDENCE REQUIREMENTS FOR SKILLS FUND APPLICANTS	21
5.5	IDENTIFIED REGIONAL SKILLS NEEDS.....	22
6	EMPLOYMENT AND SKILLS FUNDING.....	23
6.1	ASSET SKILLS ENHANCEMENT CAPABILITY FUND	23
6.2	ASSET SKILLS ENHANCEMENT CAPABILITY INVESTMENTS	26
6.3	EMPLOYMENT OUTREACH FUND.....	28
6.4	BURSARY SCHEME	30
7	EDUCATION AND INSPIRATION INITIATIVES	33
7.1	KEY PROGRAMMES.....	33
7.2	TARGET GROUPS AND ENGAGEMENT STRATEGIES.....	34
7.3	GENERATING NEET INFORMATION	34
7.4	IMPACT AND OUTCOMES	35
8	SIZEWELL C JOBS SERVICE.....	36
8.1	KEY OBJECTIVES.....	36
8.2	SERVICES OFFERED	36
8.3	PARTNERSHIPS AND COLLABORATION.....	37
8.4	IMPACT AND OUTCOMES	37
9	GOVERNANCE	38
9.1	ESEWG	38
9.2	THEMATIC GROUPS	39
10	MONITORING AND EVALUATION	40

Sizewell C Annual Skills Implementation Plan

10.1	KEY PERFORMANCE INDICATORS (KPIs).....	40
10.2	DATA COLLECTION AND ANALYSIS	40
10.3	REVIEW PROCESS	41
10.4	REPORTING AND TRANSPARENCY	41
10.5	CONTINUOUS IMPROVEMENT	42
11	ANNEX – ADDITIONAL DETAIL ON EMPLOYMENT AND SKILLS FUNDS.....	43
11.1	SUMMARY OF POTENTIAL OUTPUTS PER FUND	43
11.2	SUMMARY OF POTENTIAL OUTCOMES PER FUND	45
11.3	FUND APPLICATION PROCESSES	46
11.4	ANNUAL PLAN 2024-2025	47

2 Introduction

The Annual Skills Implementation Plan (ASIP) for Sizewell C is a comprehensive document developed to guide strategic and operational activities that contribute to building and sustaining a skilled workforce for the Sizewell C nuclear power station. This plan outlines how the immediate workforce demands of the project can be addressed whilst maximising long-term socio-economic benefits for the East of England, with a particular focus on Suffolk.

2.1 Purpose of the ASIP

The ASIP's primary purpose is to translate the high-level objectives of the Construction Workforce Delivery Strategy (CWDS) into actionable, on-the-ground initiatives that ensure the availability of a skilled and prepared workforce. These initiatives are tailored to meet the demands of the various construction phases of Sizewell C while simultaneously addressing broader regional employment and skills development needs and thereby maximising the related benefits of the project for the local area.

The ASIP is closely aligned with other critical plans, including Sizewell C's internal Employment and Skills Strategy and additional internal workforce strategies. These collectively contribute to a coordinated approach to workforce planning and development for the Sizewell C project.

The ASIP is not an all-encompassing skills or workforce plan for Sizewell C or the region, but rather addresses the relevant areas outlined within the Development Consent Order and the implementation of related measures and commitments specified within the Deed of Obligation. The ASIP is focused on the East of England, with a particular focus on Suffolk.

2.2 Strategic Context

The ASIP is part of a broader strategy to support the construction and operation of Sizewell C, a significant infrastructure project that will have a lasting impact on the regional economy. The plan is aligned with the objectives outlined in the Development Consent Order (DCO) for Sizewell C, which includes commitments to local employment, skills development, and economic growth.

The Sizewell C project shares many similarities with its sister project, Hinkley Point C (HPC), and lessons learned from HPC have been integrated into the ASIP to ensure best practices are adopted. This includes the strategic alignment of the annual cycle of the ASIP with the academic year, a practice shown to be effective at HPC. This will allow for maximum engagement and better coordination with educational institutions, ensuring that skills development and outreach activities are timely and relevant, with a strong connection

between educational outcomes and employment opportunities, therefore maximising the impact of skills development programmes.

The Annual Skills Implementation Plan for Sizewell C is a tactical document that outlines the specific activities and initiatives required to help build a skilled workforce for the project. It is designed to be a living document, reviewed and updated annually to reflect the evolving needs of the project and the regional workforce. Through effective collaboration with stakeholders, targeted funding allocation, and robust monitoring and evaluation, the ASIP aims to ensure that Sizewell C not only meets its construction workforce needs but also contributes to the immediate and long-term economic development of the region.

2.3 Objectives

The ASIP sets out to achieve the following objectives on an annual basis:

1. **Skills Development and Enhancement:** To provide a structured approach to enhancing the skills of the local workforce, ensuring they are ready to benefit from, and equipped to meet, the specific needs of Sizewell C's construction phases. This includes the delivery of targeted training programmes, apprenticeships, and upskilling initiatives.
2. **Funding Allocation and Management:** To effectively manage and allocate funds from the Asset Skills Enhancement Capability (ASEC) fund and the Employment Outreach fund, ensuring they are used to support relevant skills development initiatives.
3. **Partnership and Collaboration:** To foster strong partnerships with local educational institutions, training providers, industry partners, and other stakeholders. These partnerships are crucial for creating a cohesive and responsive skills ecosystem that benefits both the project and the broader region.
4. **Monitoring and Evaluation:** To implement robust monitoring and evaluation mechanisms to track the progress and effectiveness of the skills development initiatives, ensuring continuous improvement.
5. **Employment Opportunities:** To maximise employment opportunities for local residents, particularly those from underrepresented or disadvantaged groups, through targeted outreach and support programmes. The ASIP aims to create sustainable pathways to employment that contribute to the long-term economic vitality of the region.

2.4 Target Audience

The ASIP is designed for a wide range of stakeholders involved in the Sizewell C project, including:

- **Local Government Bodies and Councils:** Suffolk County Council and East Suffolk Council in particular play a specific role in supporting and facilitating regional skills development initiatives, alongside other local government bodies and councils in the region.
- **Educational Institutions:** Colleges, universities, and training providers in the region are key partners in delivering the necessary training and education programmes.
- **Industry Partners:** Construction firms, contractors, and other businesses involved in the Sizewell C project who require a skilled workforce.
- **Local Community and Workforce:** Residents of Suffolk and the East of England, particularly those seeking employment and training opportunities in the construction and related sectors.
- **Government Agencies:** Organisations responsible for regional development and workforce planning, ensuring alignment with national and regional economic strategies.

By engaging these stakeholders and aligning priorities for the project with their aims and objectives for the local area, the ASIP aims to create a sustainable skills development framework that benefits both the Sizewell C project and the broader regional economy.

3 Construction Workforce Delivery Strategy

The Construction Workforce Delivery Strategy (CWDS) for Sizewell C is the cornerstone of the project's approach to workforce planning, ensuring that a skilled, diverse, and locally based workforce is available to meet the specific needs of each construction phase. The CWDS is designed not only to address the immediate labour requirements of the project but also to create a lasting impact on the region's employment landscape, contributing to the long-term socio-economic development of Suffolk and the wider East of England.

3.1 Key Objectives of the CWDS

- **Workforce Planning and Forecasting:** The CWDS provides detailed workforce forecasts that are continuously refined in collaboration with the Civils Works Alliance (CWA) and other stakeholders. These forecasts are critical in aligning workforce supply with the project's construction phases, ensuring that the right number of workers with the necessary skills are available at the right time. Data-driven methodologies, including scenario planning and workforce demand modelling, underpin this approach, providing a robust foundation for effective workforce management.
- **Skills Development:** Central to the CWDS is the focus on developing the skills of the local workforce through a range of training programmes, apprenticeships, and upskilling initiatives. These programmes are designed to be flexible and adaptive, responding to both the immediate needs identified through regional skills assessments and the long-term demands of the project. Strategic partnerships with local educational institutions are crucial in delivering these initiatives, ensuring that training is relevant and of high quality.
- **Employment Opportunities:** The CWDS aims to maximise employment opportunities for local residents, particularly those from underrepresented and disadvantaged groups. This is achieved through targeted outreach initiatives, such as the Employment Outreach Fund, which focuses on engaging with communities that have traditionally faced barriers to employment. The strategy includes clear goals and metrics, such as specific targets for local hires and diversity in recruitment, ensuring that the benefits of employment are widely distributed.
- **Partnership and Collaboration:** The success of the CWDS relies on strong, strategic partnerships with local educational institutions, training providers, industry partners, and government agencies. These partnerships are not merely operational but are integral to the co-design and delivery of curricula, the shared use of training facilities, and the joint funding of initiatives. Additionally, these collaborations facilitate knowledge transfer, empowering local educational institutions to continue providing relevant training long after the project's completion.

- **Sustainability and Legacy:** Beyond the immediate construction needs, the CWDS is designed to leave a lasting legacy. This includes the establishment of training hubs, long-term job creation, and contributions to regional economic resilience. The strategy is aligned with broader regional development goals, ensuring that the Sizewell C project has a positive and enduring impact on the local community.

3.2 Construction Workforce Delivery Strategy Integration

The CWDS provides an overarching framework guiding the development and management of the workforce required for the successful construction of the nuclear power station. The ASIP directly aligns with the CWDS, ensuring that its tactical activities are well integrated with the strategic goals of the project. Key Aspects of the CWDS for the ASIP include the following:

a) Workforce Planning and Forecasting

The ASIP incorporates workforce forecasts and early workforce data, ensuring that training programmes and recruitment initiatives are responsive to real-time project needs. This alignment is essential for maintaining a steady supply of skilled workers throughout the various construction phases.

b) Skills Development Initiatives

The ASIP operationalises the CWDS's focus on local skills development by rolling out targeted training programmes and upskilling initiatives. These initiatives are delivered in collaboration with local educational institutions and are designed to meet the specific demands of the project, ensuring that the local workforce is adequately prepared.

c) Maximising Employment Opportunities

The ASIP includes specific strategies for ensuring that employment opportunities are accessible to all segments of the local population, with a particular focus on individuals from disadvantaged backgrounds. This is achieved through a combination of targeted support services, job readiness programmes, and partnerships with local job centres.

d) Partnership and Collaboration

Successful implementation of the CWDS relies on strong partnerships. Delivery of the ASIP will involve:

- Working closely with local educational institutions, training providers, industry partners, and government agencies.
- Fostering these relationships to ensure a steady pipeline of skilled workers.
- Leveraging these partnerships to expand the reach and impact of the skills development initiatives.

e) Sustainability and Legacy

The ASIP is committed to ensuring that the benefits of the Sizewell C project extend beyond the construction phase. This includes a focus on creating sustainable employment opportunities and enhancing the overall skills infrastructure of the region aligned with future

regional needs. By doing so, the ASIP contributes to the long-term economic and social development of Suffolk and the wider East of England.

f) Diversity and Inclusion

Promoting diversity and inclusion is a critical component of the CWDS. The ASIP will:

- Implement initiatives that support the inclusion of underrepresented groups in the workforce.
- Ensure that training programmes are accessible to all segments of the population.
- Monitor diversity metrics and report on progress regularly.

g) Monitoring and Evaluation

Robust monitoring and evaluation mechanisms are essential for tracking progress and ensuring continuous improvement. The ASIP will:

- Establish clear KPIs and metrics to measure the effectiveness of the skills development initiatives.
- Conduct regular reviews and evaluations to assess performance.
- Make data-driven adjustments to strategies and activities as needed.

3.3 Delivering the Apprenticeship Programme

The delivery of Sizewell C's ambitious apprenticeship programme, targeting 1,500 placements, is a key priority within the project's workforce strategy. This programme is not just about hitting numerical targets; it's about building a robust, skilled workforce through strategic collaboration with Further Education (FE) and Higher Education (HE) partners, as well as the supply chain. The thematic group overseeing apprenticeship delivery plays a crucial role in ensuring that these partnerships are effective and that the programme meets both local and regional needs.

3.3.1 Collaborative Delivery Framework

The apprenticeship programme will be delivered through a collaborative framework that involves:

- **Thematic Group Oversight:** The Apprenticeship Thematic Group, comprising representatives from Sizewell C, FE and HE institutions, local government, and industry partners, is responsible for steering the programme. This group ensures that the apprenticeship offerings align with regional skills needs and industry standards, drawing on the successful frameworks established at Hinkley Point C (HPC).
- **FE and HE Partnerships:** Close collaboration with local colleges and universities is essential to developing curricula that meet the demands of the Sizewell C project. This partnership ensures that apprentices receive high-quality, relevant training that directly

Sizewell C Annual Skills Implementation Plan

contributes to project delivery. The FE and HE Forum, a subset of the thematic group, plays a critical role in aligning educational outcomes with the project's needs.

- **Commitment to Local Apprenticeships:** Sizewell C is committed to ensuring that a minimum of 540 of the apprenticeship opportunities are sourced from Suffolk, with at least two-thirds of the total target being filled by individuals from the East of England. This commitment supports regional economic development and ensures that the project benefits local communities.

The following graph provides an indicative breakdown of the apprenticeship targets by discipline.

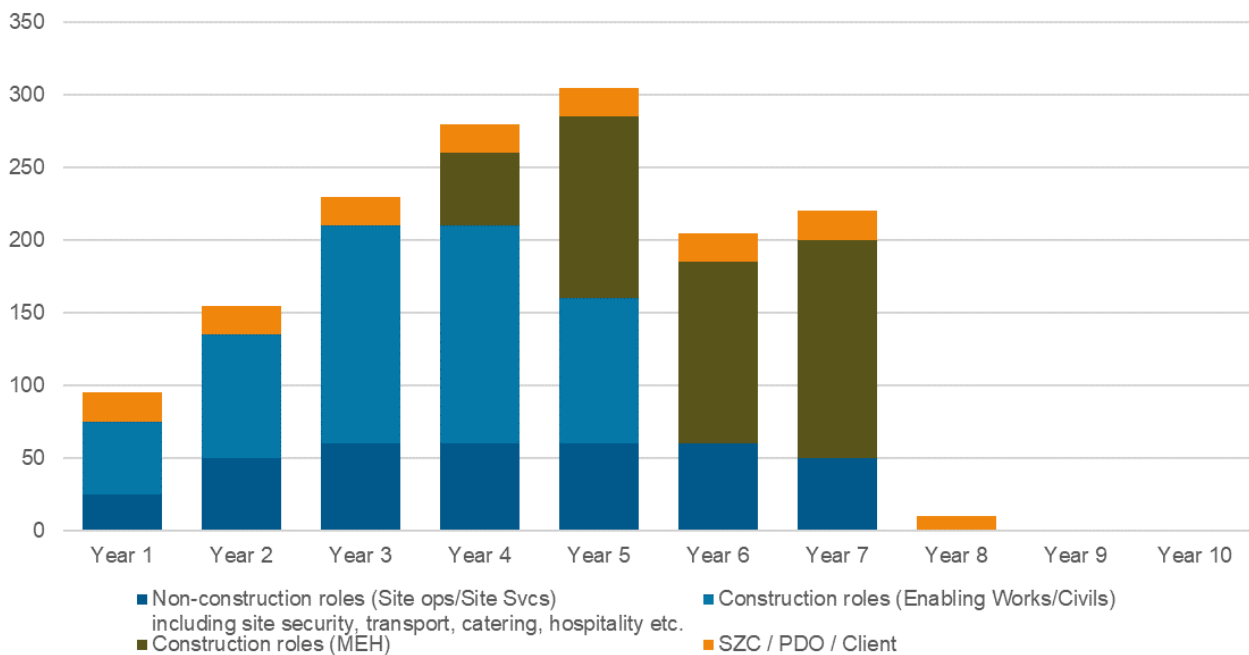


Figure 1 – Indicative Sizewell C Apprenticeship Profile

3.3.2 Targets, Ambitions, and Strategic Focus

The apprenticeship targets are ambitious, with clear commitments to:

- **540 Apprentices from Suffolk:** These apprenticeships will focus on key disciplines such as engineering, construction, and project management, with a strong emphasis on providing opportunities for local residents.
- **Two-thirds from the East of England:** This broader ambition and regional focus ensures that the project draws on the best talent available while still prioritising local engagement.
- **Inclusion and Diversity:** Reflecting the lessons learned from HPC, Sizewell C will actively promote apprenticeship opportunities to underrepresented groups, aiming to improve gender balance and support diversity in the workforce.

3.3.3 Monitoring and Performance Metrics

The success of the apprenticeship programme will be closely monitored through a range of KPIs, including:

- **Completion Rates:** Ensuring high levels of apprenticeship completion is critical to building a qualified workforce.
- **Employment Continuation:** Tracking post-apprenticeship employment to ensure that apprentices are integrated into the workforce and contribute to the project long-term.
- **Diversity and Inclusion Metrics:** Regular assessment of the programme's effectiveness in promoting diversity within the workforce.

4 Early Workforce Information

Effective early workforce planning is critical to the success of the Sizewell C project, particularly in its initial phases. This section provides an overview of the workforce requirements for the first three years of construction, with a focus on Site Operations, Support Services, and Enabling Works. These early workforce projections are designed to ensure that the project is well-supported from the outset, with the right skills and roles in place to meet the demands of this complex infrastructure project.

4.1 Workforce Projections

Based on the most current data and projections, it is anticipated that the Sizewell C site will require approximately 2,000 workers by the end of 2025. These workers will be engaged across various roles, with a significant focus on groundworks, plant operations, and construction management. The workforce numbers will ramp up significantly from Q3 2024 to Q2 2025, particularly in areas such as Associated Developments and Site Establishment, which are expected to account for over 50% of the total workforce during this period.

Figure 22 below shows the percentage split of the workforce between 2024-2027 by contract type. This highlights that 72% of the planned workforce is focussed in three key areas of Associated Developments, Site Establishment, and Enabling Works.

Figure 33 overleaf shows the data by month over the three-year forecast period, with a noticeable ramp-up from Q3 2024 to Q2 2025 on Associated Developments and Site Establishment at 54% of the anticipated workforce.

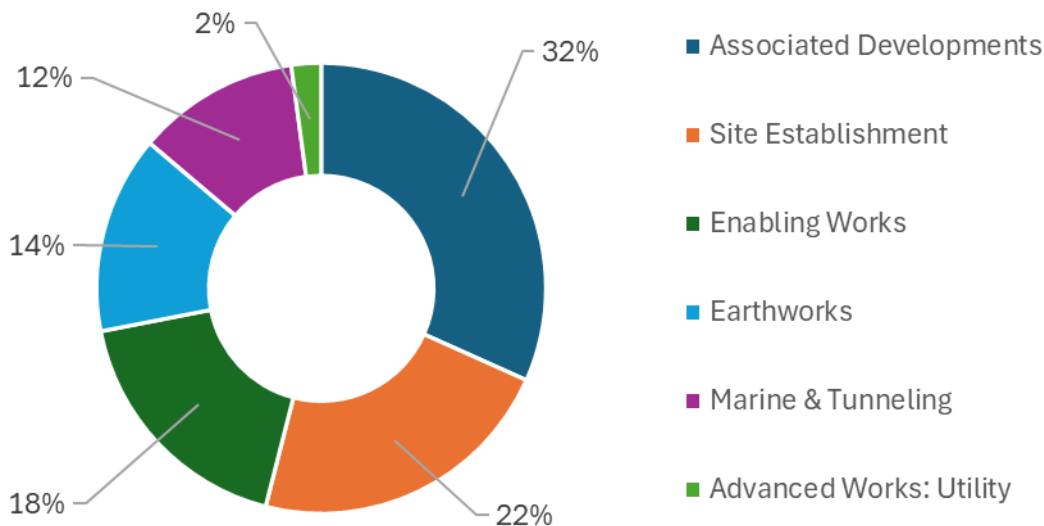


Figure 22 - SZC Civils Workforce Breakdown by Contract Type (Totals)

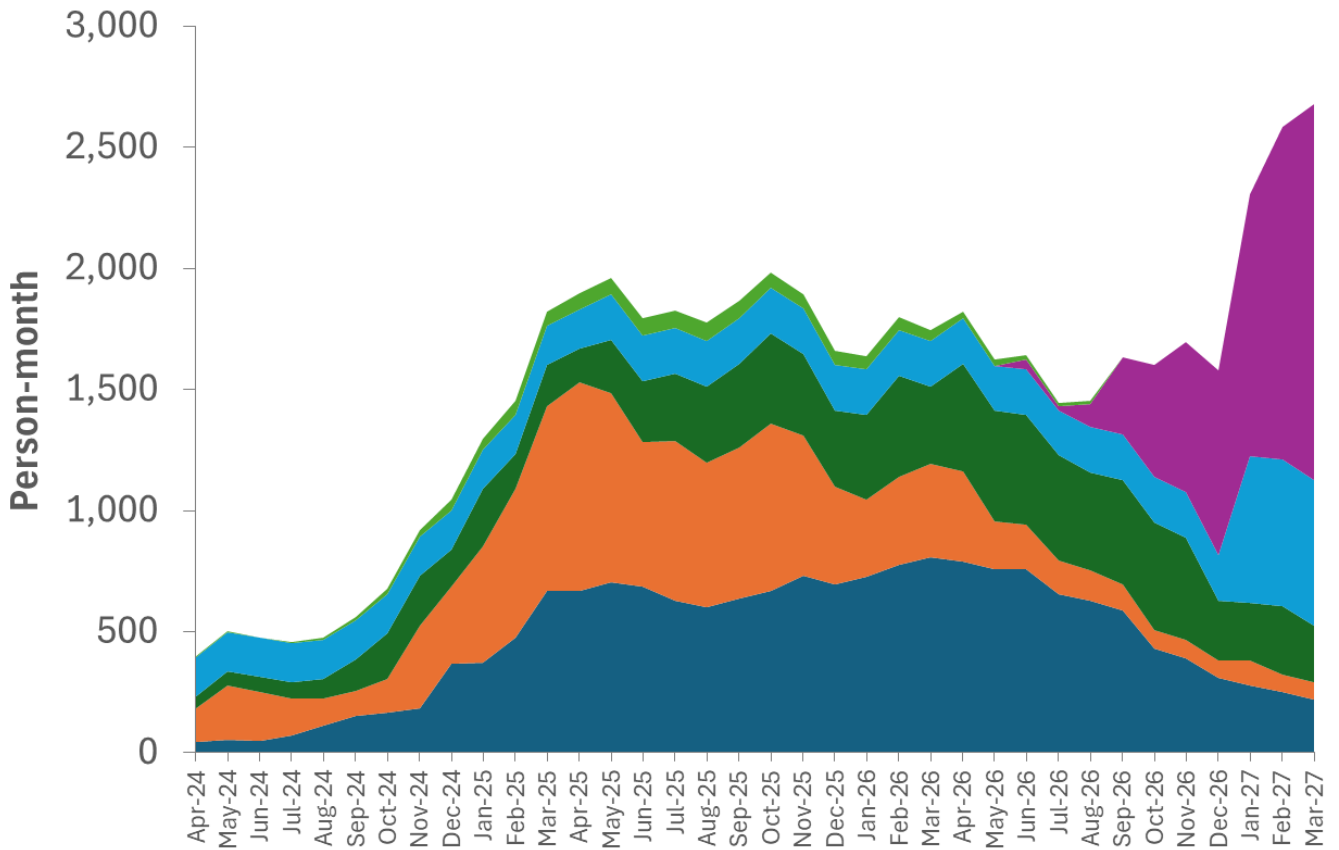


Figure 33 - SZC Civils Workforce Breakdown by Contract Type (Time Series)

4.2 Role-Based Breakdown

The workforce required during these early stages will span a variety of roles, with particular emphasis on specific trade and technical positions. Key roles include:

- **Groundworkers:** Increasing to approximately 340 workers by March 2027.
- **Plant Operatives:** Expected to rise to around 330 workers by 2025/26.
- **Construction Professionals:** Growing to an estimated 310 workers by the end of March 2027.
- **L2 Civils Operatives:** Anticipated to reach 210 workers by 2025/26.

Figure 444 shows the role-based forecast data by year with the number of roles required in each family. These roles are critical to the foundational work required for the Sizewell C project, and their successful fulfilment will be essential to maintaining the project’s schedule and quality standards.

Sizewell C Annual Skills Implementation Plan

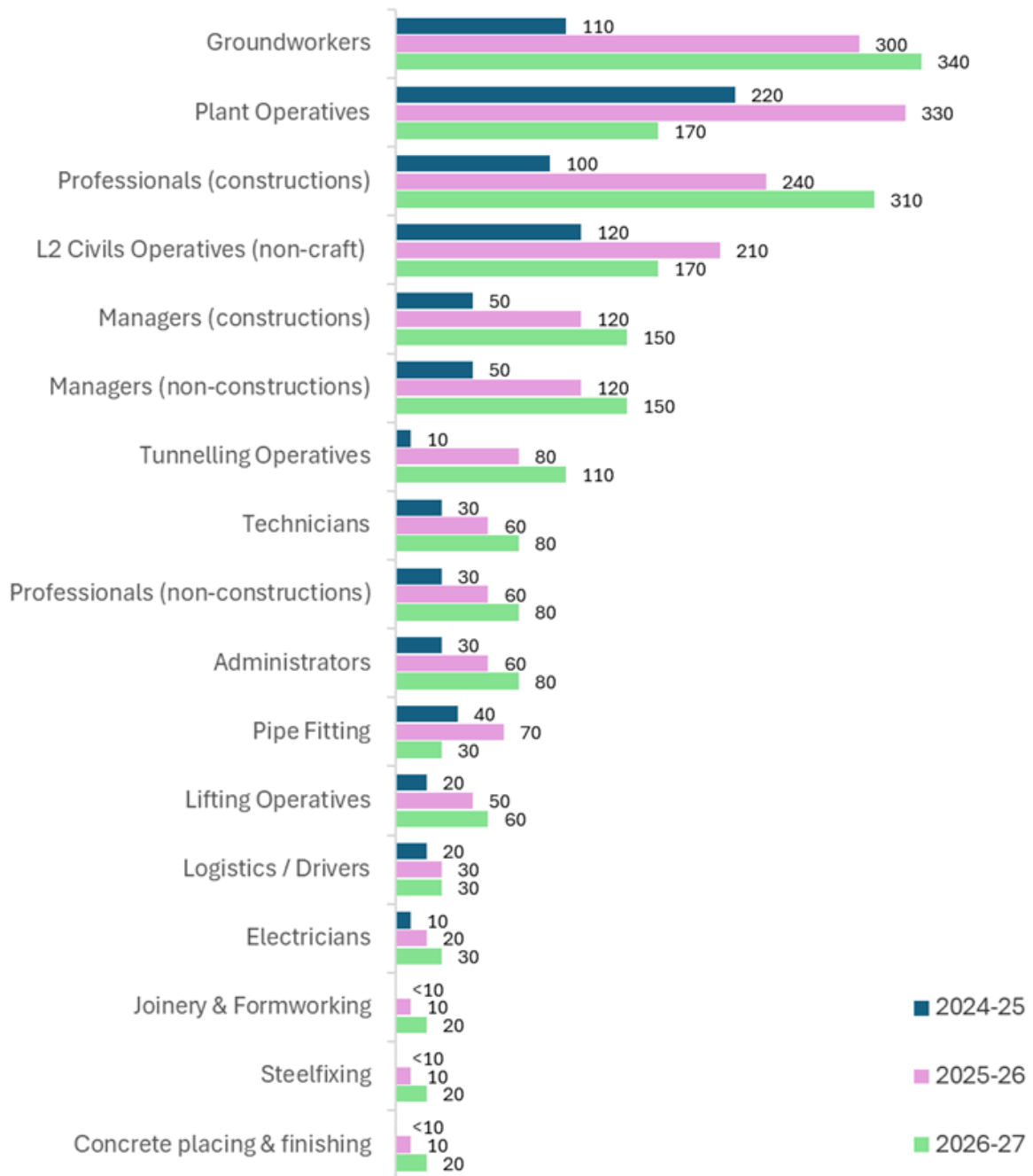


Figure 44 - Workforce Role-Based Breakdown 2024-27 (number of people)

4.3 Training and Recruitment

To meet these workforce needs, targeted training and recruitment strategies are being scoped and developed in collaboration with local educational institutions and training providers. Programmes such as apprenticeships, vocational training, and on-the-job learning opportunities will be key to ensuring a steady supply of skilled workers.

Partnerships with local colleges are central to these efforts. They are playing a critical role in training individuals for roles in construction, engineering, and related trades, aligning their curricula with the specific demands of Sizewell C.

4.4 Alignment with Project Phases

The early workforce projections are closely aligned with the different phases of the Sizewell C project. During the initial Site Operations and Enabling Works phases, the focus will be on establishing the site, preparing the foundations, and ensuring that all necessary support services are in place. As the project transitions into the Main Civils Construction phase, the workforce will shift towards more specialised roles in areas such as nuclear island construction, turbine and generator building, and marine works.

This phased approach ensures that the workforce evolves in tandem with the project's requirements, allowing for a seamless transition from one phase to the next.

4.5 Challenges and Mitigation Strategies

Workforce planning for a project of this scale is not without its challenges. Potential issues such as skills shortages, recruitment bottlenecks, and competition for talent within the region could impact the availability of skilled workers. To mitigate these risks, proactive strategies are being developed, including:

- **Expanding training programmes:** Increasing the capacity of local training providers to produce more skilled workers.
- **Recruitment partnerships:** Collaborating with regional job centres and recruitment agencies to broaden the pool of potential candidates.
- **Incentivising local employment:** Offering competitive wages, training opportunities, and career progression to attract and retain local talent.

5 Assessment of Regional Skills Needs

Skills funding through the Sizewell C project is a strategic opportunity to create a lasting skills legacy for Suffolk and the East of England. By addressing both the specific needs of the project and the broader regional demands, the initiative can act as a catalyst for long-term positive change. An assessment of regional and local skills needs informs the annual skills activities and priorities, ensuring that funding is aligned with both the immediate requirements of the project and the wider economic and social goals of the region. Continuous monitoring throughout the construction period will refine our understanding and help us adapt to evolving needs.

5.1 Assessment Model

Regional skills needs are identified based on two primary objectives:

- 1. Expanding Talent Pools:** Broadening existing talent pools to create a robust pipeline and availability of foundational skills that facilitate progression into more specialised roles.
- 2. Equipping the Workforce:** Directly training the workforce with specific and specialised skills required for significant regional roles, particularly those with anticipated high demand across multiple projects over time.

A regional skills need is defined as a set of skills and competencies (including associated qualifications and certifications) that meet one or more of the following criteria:

- **Alignment with Regional Strengths:** Supports Suffolk's and the East of England's comparative or competitive advantages, as outlined in current strategic plans and local ambitions.
- **Sustained Employer Demand:** Addresses skills that are consistently required by multiple local or national employers who operate in the region, particularly across multiple developments.
- **Talent Pool Expansion:** Contributes to expanding talent pools needed to fill general skills shortages and address specific, often higher-level, gaps.
- **Mitigating Replacement Demand:** Addresses the need for skills replacement due to workforce turnover linked to Sizewell C, thereby mitigating negative economic impacts.

5.2 Other Nationally Significant Infrastructure Projects (NSIPs) and Regional Investments

The East of England, and Suffolk in particular, is experiencing significant investment in infrastructure projects beyond Sizewell C. These projects will collectively contribute to the regional demand for a highly skilled workforce and have the potential to impact the availability of skills across various sectors. Key projects include:

- **Energy Projects:** Alongside Sizewell C, Suffolk is seeing investment in offshore wind, solar energy developments, Battery Energy Storage Systems (BESS), and other renewable energy projects. These projects require a skilled workforce in areas such as electrical engineering, energy management, and sustainable construction practices.
- **Transport Infrastructure:** Ongoing and planned investments in road improvements, particularly those associated with the A12 and other key transport corridors, will demand expertise in civil engineering, project management, and logistics.
- **Housing Development:** The region's growth plans include significant new housing developments, which will drive demand for construction workers, planners, and other related professions.
- **Sizewell A Decommissioning and Demolition:** The upcoming decommissioning and demolition programme at Sizewell A, managed by Nuclear Restoration Services under the Nuclear Decommissioning Authority, will require specialised skills in nuclear decommissioning, hazardous materials management, and environmental restoration.
- **Sizewell B Maintenance Programme:** Sizewell B's routine outage and maintenance programme, which occurs every 18 months, necessitates ongoing skills in nuclear operations, maintenance engineering, and safety management. These regular maintenance cycles will contribute to the steady demand for skilled labour in the region.

5.3 Implications for Sizewell C

The overlap in workforce demand, particularly during peak construction periods, presents a challenge for the availability of skilled labour. Sizewell C must consider this competitive environment when developing recruitment strategies and training programmes. By aligning its skills development initiatives with the broader regional workforce needs, Sizewell C can help ensure it secures the necessary talent while also contributing to regional economic resilience.

To support this analysis, the figures over the page provide a visual representation of the regional workforce dynamics.

Figure 5 55 on Workforce by Sector (Overlaid) presents a detailed breakdown of workforce demand across different sectors within the East of England, from 2024 to 2040. The graph

Sizewell C Annual Skills Implementation Plan

highlights significant peaks in workforce demand across various sectors, particularly in energy, transport, and construction.

For instance, the energy sector, driven by projects such as Sizewell C, offshore wind developments, and other renewable energy initiatives, reaches a peak workforce demand of approximately 15,000 workers around 2027-2029. This surge aligns with the critical construction phases of Sizewell C and other concurrent projects. Similarly, the transport and construction sectors show substantial demand, peaking during the same period. These overlapping peaks across sectors illustrate the heightened competition for skilled labour during these key project phases.

Figure 666 on Workforce by County (Stacked) offers a geographical perspective on the same workforce demand data, showing how this demand is distributed across Suffolk, Essex, and Norfolk. Suffolk, where the Sizewell C project is based, exhibits a pronounced increase in workforce demand, with peaks reaching over 10,000 workers around 2027-2029.

This demand is primarily driven by the energy sector, but also includes significant contributions from transport and construction projects. Essex and Norfolk also show considerable demand, with Essex peaking at around 8,000 workers and Norfolk at around 6,000 workers during the same period. These regional peaks indicate the concentrated demand for skilled workers across multiple counties, emphasising the need for strategic coordination to manage workforce availability and regional competition effectively.

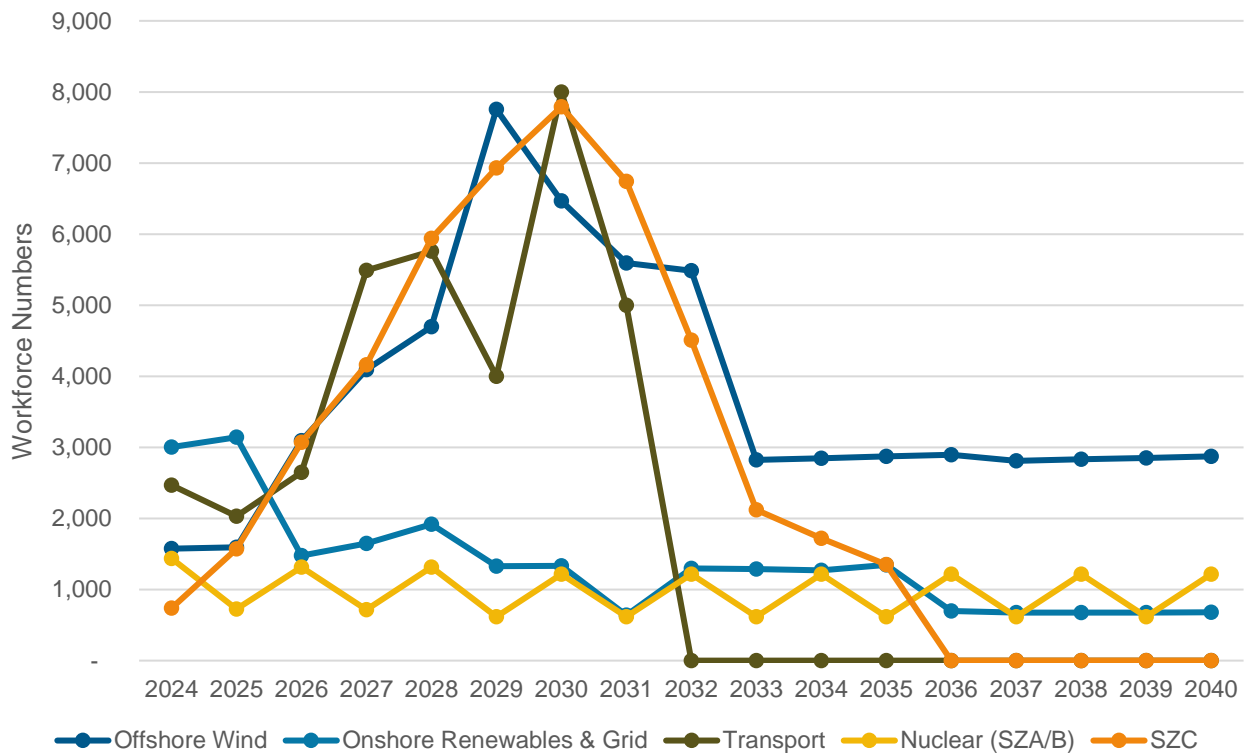


Figure 5 5 – Regional Workforce Forecast by Sector – Overlaid

[Source: SZC, Energy Skills Intelligence Hub, Opergy 2024]

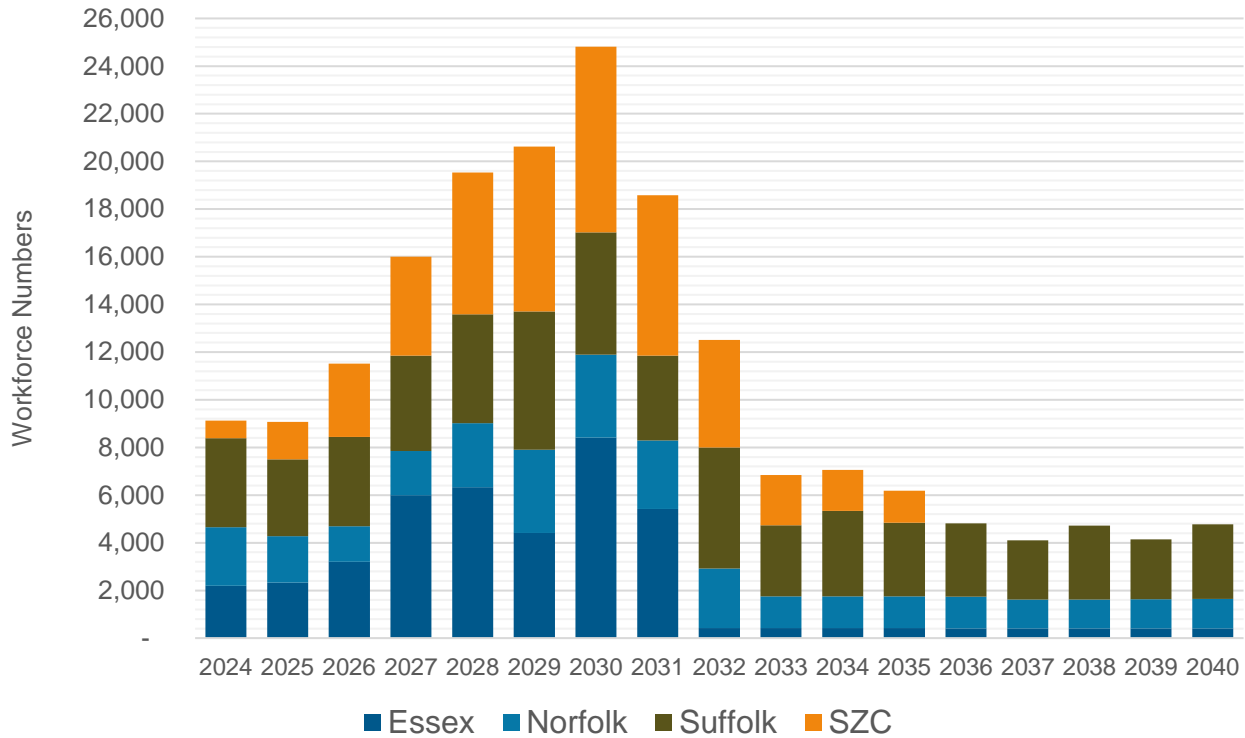


Figure 66 – Regional Workforce Forecast by County – Stacked

[Source: SZC, Energy Skills Intelligence Hub, Opergy 2024]

5.4 Evidence Requirements for Skills Fund Applicants

To ensure effective use of funding, applicants must provide evidence that:

- **Curriculum Alignment:** The proposed skillset aligns with the strategic development plans of at least one regional training provider or educational institution, ensuring long-term support and sustainability of the investment.
- **Capacity Needs:** The skillset cannot be developed at the required scale or level without ASEC Fund investment, demonstrating the necessity of external support.
- **Accessibility:** Pathways into the proposed skills provision are accessible from existing local pre- and post-16 education routes, ensuring inclusivity and broader reach.

Applicants should also demonstrate how the skillset contributes to local economic and social priorities, such as:

- **Raising Qualification Levels:** Providing clear pathways to qualifications at Level 3 and above.
- **Enhancing Aspirations:** Raising the ambition levels of local residents.
- **Supporting Net Zero:** Aligning with regional efforts to achieve net zero across the economy.

- **Addressing Deprivation:** Tackling areas of deprivation and promoting social mobility.
- **Reducing Geographical Inequality:** Addressing disparities in educational provision across different areas.
- **Improving Economic Outcomes:** Enhancing wage levels, productivity, and economic inclusion, particularly for disadvantaged or underrepresented groups.

5.5 Identified Regional Skills Needs

The East of England faces several critical skills gaps that align closely with both regional and local priorities, as well as the strategic objectives of Sizewell C and other NSIPs. These areas include:

- **Agri-tech and Food:** Supporting innovation in agriculture and food production.
- **Digital Skills:** Enhancing digital literacy and competency across all sectors.
- **Construction and Engineering:** Addressing shortages in both general and specialised construction and engineering skills, particularly in nuclear, renewable energy, and civil engineering.
- **Green Skills/Net Zero:** Developing skills related to sustainable practices, environmental management, and the transition to a low-carbon economy.
- **Health and Social Care:** Meeting the growing demand for skilled professionals in health and social care.
- **Ports and Logistics:** Strengthening the skills base to support regional logistics and supply chain management.
- **Soft/Transferable Skills:** Fostering essential soft skills that are crucial across all sectors.
- **Teaching and Education:** Addressing the need for qualified teaching and educational professionals.
- **Tourism and Hospitality:** Supporting the region's vital tourism and hospitality sectors.

These areas are aligned with the priorities of local education institutions and are integral to current and future regional economic strategies, including the planned Local Growth Plan. For detailed insights, refer to the Regional Skills Needs Assessment.

6 Employment and Skills Funding

A well-structured funding strategy is essential to achieving the workforce development goals of the Sizewell C project and the realising of local benefits for the region. Targeted funding initiatives, such as the Asset Skills Enhancement Capability Fund, the Employment Outreach Fund, and the Sizewell C Bursary Scheme, are designed to address specific skills gaps and support the development of a skilled and prepared local workforce. This section outlines the key funding streams available, their objectives, and how they will be managed and allocated.

6.1 Asset Skills Enhancement Capability Fund

The aim of the Asset Skills Enhancement and Capability (ASEC) fund is to enhance the supply of skills related to both Sizewell C and regional needs and aspirations by expanding, enhancing and developing local skills provision (such as apprenticeships) within the region's existing education, further education, training provider and higher education sectors. The fund will support revenue projects, such as curriculum development and development and retention of specialist trainers, as well as working capital projects, such as equipment to deliver courses and re-fit for existing facilities as required to meet the needs of the workforce. The fund will support the development of the skills infrastructure needed to help the 'work ready' individuals, including those supported by the Sizewell C Employment Outreach fund, to become 'job ready'.

The Employment, Skills and Education Working Group (ESEWG) has agreed that the following proportions of the total ASEC fund will be initially allocated for each construction phase. These are the minimum amounts as per the Deed of Obligation (DoO).

Construction Phase	DoO Allocation Range	Agreed Allocation	Funds allocated
Site operations/support services	15-20%	15%	£1.17m
Main civils construction phase	35-45%	35%	£2.73m
Mechanical, electrical, heating	35-45%	35%	£2.73m
Commissioning and pre-operational	< 10%	TBC	TBC

The combined minimum amounts do not equal the maximum amount of funding available. The ESEWG will continue to monitor specific construction phase needs and adjust the above proportions as appropriate as more information becomes available. Funding will be allocated in advance of each construction phase and it is anticipated that funds will not be split evenly across the construction period, but front-loaded to the earlier years. Both of these arrangements reflect the time needed for the development of the talent pipeline in advance of need and helps ensure that skilled workers are available at the required time.

Sizewell C Annual Skills Implementation Plan

Applications will be invited, from within the academic year 2024-2025 onwards, for both the Site Operations/Support Services construction phase and the Main Civils phase (a total of £3.9m). However, this amount is to be utilised across the construction phases, and therefore is not expected to be solely allocated in 2024-2025.

6.1.1 Timeline for release of funds

ASEC funds will be released once the necessary robust and transparent allocation processes are in place and have been undertaken. Below describes the anticipated timeline for the initial release of funds. It should be noted that these timings represent the first point in the academic year 2024-25 it is expected that the relevant actions will begin rather than a requirement for these actions to be completed within the months identified.

Timing	Action
September 2024	<ul style="list-style-type: none">ESEWG to submit Annual Skills Implementation Plan (ASIP) to Economic Review Group for approval, including an updated regional skills need assessment
October/November 2024	<ul style="list-style-type: none">Launch Expressions of Interest process
November/December 2024 onwards	<ul style="list-style-type: none">Submission of initial expressions of interests (EOIs)ESEWG to review EOIsRegional Skills Coordination Function to work with applicants to further develop suitable proposals
January 2025 onwards	<ul style="list-style-type: none">First full ASEC proposals to be submitted to ESEWGGrant agreement documentation, including KPIs, to be finalised, agreed and signed.
March 2025 onwards	<ul style="list-style-type: none">First projects beginFunds to be released to projects as per grant documentationMonitoring of KPIs to take place by the RSCF as per grant documentation

6.1.2 Initiatives/Projects/Measures to be funded

The ASEC fund invites proposals that contribute to the enhancement and expansion of local skills provision. We are particularly interested in the following types of projects:

- Curriculum development:** Initiatives focused on developing and updating educational programmes to align with the skill demands arising from the Sizewell C project and regional needs.

- **Retention of specialist trainers:** Projects aimed at retaining and nurturing specialised trainers to ensure the continuity and quality of skills development programmes.
- **Equipment to deliver courses:** Working capital projects that involve acquiring necessary equipment to effectively deliver skills development courses aligned with project requirements and regional need.
- **Re-fit of facilities:** Projects to refurbish or adapt facilities to meet the specific needs of the workforce, creating a conducive environment for skill enhancement.

The ASEC Fund is designed to support projects that have a significant and lasting impact on the local skills infrastructure. To qualify for funding, projects must demonstrate a clear and direct connection to enhancing the skills base within the region, ensuring that the workforce is well-prepared to meet the specific demands of the Sizewell C project.

Eligible projects are required to address the critical needs of the Sizewell C project, including where demand in the wider local economy for those specific skillsets has been clearly increased or exacerbated by the project through labour displacement. All projects must also contribute to addressing broader regional skills challenges. These needs are carefully identified and prioritised within the Annual Skills Implementation Plan, ensuring that all funded initiatives are closely aligned with the strategic goals of both the project and the region.

In addition to addressing immediate needs, projects must also contribute to wider, long-term regional skills development. This involves supporting initiatives that are sustainable and capable of delivering benefits beyond the life of the Sizewell C project, as outlined in the regional skills need assessment.

The fund is flexible in its approach, allowing for a variety of project types to be supported. This includes capital projects, such as the acquisition of equipment or the refurbishment of training facilities, as well as revenue projects, such as the development of new curricula or the retention of specialist trainers. Hybrid projects, which combine both capital and revenue elements within a single proposal, are also encouraged, provided they meet the overall objectives of the ASEC Fund.

Preference, where relevant, will be given to education and training providers located in Suffolk, in line with the principle of the fund to ensure that those most impacted by the development of Sizewell C also receive higher levels of benefit.

6.1.3 KPIs and monitoring

Once a project is approved, regular monitoring will be conducted to ensure adherence to the proposed timeline, budget, and objectives. Progress reports will be required at specified intervals to track the project's development.

Upon completion of the project, a comprehensive evaluation will be conducted to assess the overall impact on local skills provision. The evaluation will consider the effectiveness, sustainability, as well as outputs and outcomes of the funded initiatives.

The ASEC fund presents a valuable opportunity for organisations to contribute to the long-term development of local skills infrastructure, aligning with the dynamic demands of the Sizewell C project and the broader regional context. We encourage innovative proposals that will make a lasting impact on the skills landscape of Suffolk.

The effectiveness of the ASEC projects will be measured by a variety of project specific outputs and longer-term outcomes. However, all ASEC projects should allow for an increase in the number of courses delivered and participants completing courses which meet regional skills needs. In turn, this will facilitate an increase in the skill level of local residents, as well as allow residents to obtain work opportunities on Sizewell C or other NSIPs.

6.1.4 Related thematic groups

The ASEC process will be overseen by the ESEWG, with input from key thematic groups to ensure the skills system is equipped to respond effectively. Two formal thematic groups will provide vital information to inform ESEWG's decision-making:

- **FE and HE Forum:** Chaired by Fiona McMillan, this forum, which first convened in March 2024, brings together education leaders to discuss and agree on strategic priorities that feed into the ESEWG and other thematic groups as needed.
- **Skills Infrastructure Group:** This group focuses on identifying and addressing skill gaps and training needs for the Sizewell C project, working collaboratively with educational institutions, training providers, and industry partners to develop tailored programmes that ensure a skilled workforce for the project.

6.2 Asset Skills Enhancement Capability Investments

The Asset Skills Enhancement Capability (ASEC) Investments are a critical component of the strategy to ensure that the Sizewell C project and wider region has access to a highly skilled workforce. These investments, valued at a minimum of £5 million and complementing the £7.8 million ASEC Fund, will be delivered by Sizewell C and its Tier 1 contractors. They focus on enhancing the local skills infrastructure to meet the immediate and long-term needs of the project and the region.

6.2.1 Key Areas of Investment

The ASEC Investments will be operationalised through the Annual Skills Implementation Plan (ASIP) by focusing on the following areas:

- **Provision of Equipment:** Sizewell C and its Tier 1 contractors and Alliances will support investment in machinery, tools, and other essential equipment needed for the specialised training programmes that align with the project's phases. This ensures that trainees are equipped with the practical skills required for their roles.
- **Expertise and Training:** A key focus of these investments will be the engagement and retention of industry experts and specialist trainers, including those sourced from the Sizewell C supply chain. By drawing on the expertise within the supply chain, the project can ensure that training is closely aligned with the specific requirements of Sizewell C and the region's aspirations. These trainers will be instrumental in delivering high-quality, project-specific training that prepares the workforce for the complex demands of the construction phases.
- **Facility Upgrades:** Investments and support will also be directed towards upgrading and refurbishing training facilities, creating state-of-the-art environments that support effective learning and skills development. These enhancements will ensure that training programmes are delivered in settings that reflect the latest industry standards and technologies.

6.2.2 Brokering Relationships and Match Funding

To maximise the impact of ASEC Investments, the Regional Skills Coordination Function, through the ASIP, will play a crucial role in helping to broker relationships between Sizewell C's contractors, and local colleges and education partners. By strengthening these partnerships, the ASIP aims to leverage match funding opportunities, enabling joint initiatives where contributions from educational institutions and other stakeholders can complement ASEC Investments. In particular, the ASEC Investments are able to enhance and support the delivery of projects funded through the ASEC fund to maximise the impact of these initiatives.

This approach also involves integrating trainers from the SZC supply chain into local education and training programmes. By doing so, the project can ensure that the training delivered is both relevant and of the highest quality, while also enhancing the skills and capabilities of the regional workforce.

Although no specific proportions of the stated ASEC Investments amount (£5 million) have been attributed to each construction phase, it is expected that the ratio will broadly follow the allocation proportions of the ASEC fund. Future ASIPs will describe the value of ASEC Investments provided based on the estimated cost of use.

6.2.3 Monitoring and Evaluation

The Employment, Skills, and Education Working Group (ESEWG) will oversee the implementation of ASEC Investments, ensuring they are aligned with the workforce needs of the project. Regular monitoring and evaluation will track the effectiveness of these

investments, including the success of match funding initiatives and the overall impact on the region’s skills landscape.

6.3 Employment Outreach Fund

The Sizewell C Employment Outreach fund will support initiatives to increase the pool of ‘work ready’ individuals within the region’s talent pool or deliver social value by bridging the gap to the labour market and increasing the supply of people to access ‘job ready’ programmes. The fund will focus on delivering local priorities and supporting hard-to-reach groups and communities primarily in geographical areas within Suffolk experiencing relative deprivation (as defined by the English Indices of Deprivation 2019) and increasing diversity in the Sizewell C construction workforce.

The following proportions of the total SZC Employment Outreach fund are to be initially allocated for each construction phase. These are the minimum amounts as per the Deed of Obligation (DoO). Funding will be allocated in advance of each construction phase and it is anticipated that funds will not be split evenly across the construction period, but front-loaded to the earlier years. Both of these arrangements will enable additional time to allow for the development of the talent pipeline in advance of need and help ensure that skilled workers are available at the required time.

Construction Phase	DoO Allocation Range	Agreed Allocation	Funds allocated
Site operations/support services	15-20%	15%	£240,000
Main civils construction phase	35-45%	35%	£560,000
Mechanical, electrical, heating	35-45%	35%	£560,000
Commissioning and pre-operational	< 10%	TBC	TBC

For 2024-2025, the amounts for both the Site Operations/Support Services construction phase as well as the Main Civils phase (a total of £800,000) will be available for allocation to applicants to the fund, with the expectation that projects will be multi-year and receiving staggered payments, as opposed to all being released and spent in this year.

6.3.1 Timeline for release of funds

Employment outreach funds will be released once the necessary robust and transparent allocation processes are in place and have been undertaken. Below describes the anticipated timeline for initial release of funds:

Timing	Action
--------	--------

Sizewell C Annual Skills Implementation Plan

Oct-Dec 2024	<ul style="list-style-type: none">• Establish Employment Outreach Thematic Group
From March 2025	<ul style="list-style-type: none">• Grant process to be launched
April - June 2025	<ul style="list-style-type: none">• Applications for the 2024/25 wave to be received• Assessment of applications by ESEWG• Approval of successful applications by ESEWG/ERG• Grant documentation, including KPIs, to be finalised
From June 2025 onwards	<ul style="list-style-type: none">• Projects begin• Funds to be released as per grant documentation• Monitoring of KPIs to take place as per grant documentation

6.3.2 Initiatives/Projects/Measures to be funded

Employment outreach programmes may include:

- Training programmes enhancing existing skills and infrastructure.
- Community outreach initiatives to bridge the gap to the labour market.
- Collaborative projects with third-sector organisations to support workforce development.

Participants for the programme will be at least one of the following:

- unemployed or economically inactive at the time of starting the programme
- from hard-to-reach groups, such as those experiencing homelessness, refugees, asylum seekers, disabled people and those from rural areas.
- from geographical areas within Suffolk experiencing relative deprivation, as defined by the English Indices of Deprivation 2019.

6.3.3 KPIs and monitoring

The effectiveness of employment outreach initiatives will be measured against agreed outputs and longer-term outcomes. All initiatives will be expected to ensure that participants are initially being referred for pre-employment support with Sizewell C Jobs Service. Ultimately, it is expected that participants are progressing onto positive destinations, most importantly employment on site at Sizewell C or other NSIPs in the region.

6.3.4 Related thematic group

The ESEWG will be responsible for determining the approach to the Sizewell C Employment Outreach fund. However, it is important that in order to inform the approach throughout the project lifetime, relevant stakeholders are consulted. To accomplish this, there will be a thematic group which will provide an opportunity for stakeholders to provide relevant

information to the ESEWG to inform decision-making. This will be called the **Employment Outreach Thematic Group** and has not currently been established.

The purpose of the group will be to widen the skills and talent pipeline through an inclusive approach, removing barriers to employment for underrepresented groups and those that require such support, ensuring local communities benefit from employment opportunities and fostering economic growth in the region

6.4 Bursary Scheme

This is a bursary scheme aimed at supporting the removal of barriers to accessing training, support and employment pathways into Sizewell C and/or other local opportunities requiring similar skills for local people that either have not reached the required entry level requirements or that need some support to successfully complete their course, particularly in areas of relative deprivation.

The following proportions of the SZC Bursary Scheme are to be initially made available for each year, with funds currently anticipated to be split evenly across the first 10 years of the construction period:

Construction years	Bursary scheme	Amount available per year
Years 1-10	£1,000 and under	£60,000
	Above £1,000	£15,000
Years 11 and 12	All bursaries	£0

6.4.1 Criteria for allocation of grants

To be eligible for a bursary of any size, applicants must meet the following criteria:

- Studying, or due to study, at an approved education provider or independent training provider
- Enrolled, or due to enrol, on:
 - A course being supported by the ASEC fund
OR
 - A course linked to a regional skills need (as identified in [section 5](#) above) that is required by SZC
OR
 - Accessing an employment outreach programme funded by the SZC Employment Outreach programme
- Must be a resident of the UK for the previous 3 years and have permission to live and study in the UK (unless a refugee or an asylum seeker)

- Must be a resident of Suffolk
- Gross household income must be less than £30,000 per year

The bursary can be used to help fund, for example:

- Travel to and from education institutions, training provider, or work experience
- Subsistence costs whilst attending education or training
- Accommodation and subsistence for work experience
- Childcare expenses necessary to access the education or training
- Income support whilst attending education or training
- Specialist equipment required for the course
- Study materials that students would otherwise need to purchase
- IT and accessibility equipment
- Job role equipment eg. PPE, uniform
- Cost of non-government funded short upskilling courses essential to take next step or gain employment (e.g. CSCS card)

Note: the bursary is intended to fill funding gaps and cannot duplicate funding provided by other government schemes, such as the Disabled Students Allowance.

6.4.2 Delegation of responsibility

The three colleges within Suffolk will be delegated responsibility for the majority of the bursaries of £1,000 and under. These are:

- East Coast College
- Suffolk New College
- West Suffolk College

Students studying at independent training providers will be able to access the bursary by applying directly to Suffolk County Council. However, they must also have the support of their training provider.

A total of £60,000 is available each year for bursaries of £1,000 and under. This will be split evenly across the three colleges plus Suffolk County Council (for those studying at independent training providers). Therefore, each organisation will be responsible for an allocation of up to £15,000 per year for bursaries of £1,000 and under.

6.4.3 KPIs and monitoring

The effectiveness of the Bursary Scheme will be measured on the number of participants completing their course. In the longer term, the Scheme should be increasing the number of

local residents working at Sizewell C and other NSIPs through ensuring that participants have been able to overcome barriers to achieve the required qualifications.

7 Education and Inspiration Initiatives

The Sizewell C project is dedicated to fostering a pipeline of future talent by implementing a comprehensive suite of education and inspiration initiatives. These initiatives are designed to inspire interest in Science, Technology, Engineering, and Mathematics (STEM) careers, particularly those related to the nuclear industry, and to equip the next generation with the skills needed for Sizewell C and beyond. All programmes are aligned with the Gatsby Benchmarks to ensure that they deliver high-quality career guidance and educational outcomes.

7.1 Key Programmes

7.1.1 Power Up!

Power Up! is an engaging programme that connects students with engineering and civil construction through hands-on activities and competitions. It includes engineering challenges, STEM-focused workshops, and career exploration days, targeting both primary and secondary school students. The programme ensures inclusive access by offering tailored support to SEND (Special Educational Needs and Disabilities) students and those from disadvantaged backgrounds.

By 2025, Power Up! aims to have over 3,000 students registered in the YSZC interest register and achieve 500+ monthly interactions on its associated online platforms.

7.1.2 Young Sizewell C (YSZC)

YSZC provides young people with a direct connection to the nuclear industry, offering insights into career paths through site visits, interactive workshops, and industry-led sessions.

The programme supports pre-apprenticeship initiatives and educational enrichment activities, such as the Impact Academy, which is set to expand to 12-24 schools by 2025. These activities are designed to align with the Gatsby Benchmarks, particularly in providing encounters with employers and employees (Benchmark 5) and experiences of workplaces (Benchmark 6).

7.2 Target Groups and Engagement Strategies

The initiatives are targeted at a wide range of groups, including:

- **Primary and Secondary School Students:** Engaging students early through STEM-focused curriculum activities and competitions.
- **Ex-Offenders and Re-Training Groups:** Offering education pathways and supported traineeships to provide new opportunities for re-skilling and employment.
- **SEND Students:** Ensuring that programmes are accessible and tailored to meet the needs of students with special educational requirements.

These initiatives, which work closely with local schools, colleges, and community organisations, are designed to reach diverse populations and provide tailored educational experiences that align with the needs of the Sizewell C project.

7.3 Generating NEET Information

A critical aspect of Sizewell C's commitment to education and skills development is ensuring that young people in the region who are at risk of becoming NEET (Not in Education, Employment, or Training) are accurately identified and effectively supported. The collection and utilisation of NEET information is essential for targeting interventions and maximising the impact of educational and inspirational initiatives.

7.3.1 Approach to Generating NEET Information

Sizewell C, working with the Regional Skills Coordination Function within Suffolk County Council, will collaborate closely with local education providers, career services, and community organisations to develop a comprehensive understanding of the NEET population in the region, within limits of data sharing rules. The approach includes:

- **Data Collection and Analysis:** Regular data is gathered from local authorities, schools, colleges, and youth services to identify individuals who are either currently NEET or at risk of becoming NEET. This data will be analysed to uncover trends, understand the underlying factors contributing to disengagement, and identify specific needs.
- **Collaboration with Local Agencies:** Sizewell C actively works with Suffolk County Council, regional voluntary organisations, and other youth services to ensure that NEET data is accurate, up-to-date, and reflective of the local context. This collaboration helps in pinpointing the areas and groups that require the most support.

- **Targeted Interventions:** Based on the NEET data collected, Sizewell C is able to tailor its educational and outreach programmes to specifically address the needs of NEET individuals. This includes offering bespoke mentoring, career advice, and facilitating access to further education, training, or employment opportunities.
- **Monitoring and Reporting:** The progress and effectiveness of NEET-focused initiatives are continuously monitored, with reports provided to the relevant thematic groups and appropriate governance forums such as the Employment, Skills, and Education Working Group (ESEWG). Insights gained from this monitoring process are used to adapt programmes as needed, ensuring that interventions remain relevant and effective.

By generating and utilising NEET information, Sizewell C and local partners will ensure that its educational initiatives are inclusive, helping to reduce youth unemployment and disengagement across the region. This approach not only supports the personal development of young people but also contributes to building a stronger, more resilient local workforce.

7.4 Impact and Outcomes

These initiatives are expected to deliver significant outcomes, including:

- **Increased STEM Participation:** A measurable increase in student engagement with STEM subjects, aiming for 1,000+ monthly interactions on the Power Up! platform by 2027, leading to higher enrolment in related courses and a stronger talent pipeline for Sizewell C.
- **Career Readiness:** Enhanced awareness and preparedness among young people for careers in the nuclear industry and related fields, supported by tailored training and educational resources.
- **Community Engagement:** Broader community involvement in educational activities, fostering a culture of learning and aspiration across Suffolk.

8 Sizewell C Jobs Service

The Sizewell C Jobs Service is a dedicated initiative designed to connect local residents with the wide range of employment opportunities generated by the Sizewell C project. The service plays a crucial role in ensuring that the project not only meets its workforce needs but also contributes positively to the local economy by maximising employment opportunities for Suffolk residents.

8.1 Key Objectives

The primary objectives of the Sizewell C Jobs Service are:

- **Maximising Local Employment:** To ensure that a significant proportion of the workforce for Sizewell C is sourced from the local area, contributing to the economic development of Suffolk and the East of England.
- **Promoting Diversity and Inclusion:** To create a diverse and inclusive workforce by actively engaging with underrepresented groups and ensuring equal access to employment opportunities.
- **Supporting Regional Economic Growth:** To bolster the regional economy by providing local residents with stable, well-paying jobs, thereby supporting broader economic growth and development.

8.2 Services Offered

The Sizewell C Jobs Service provides a comprehensive suite of services aimed at helping local residents secure employment with the project:

- **Job Matching:** The service offers a tailored job matching process, connecting job seekers with roles that match their skills, experience, and career aspirations. Local residents can register through the service's online portal, which currently has **1,165 registered local users** (July 2024).
- **Career Advice and Support:** The Jobs Service provides one-on-one career advice, helping job seekers with CV writing, interview preparation, and overall career planning. Workshops and seminars are regularly held to equip job seekers with the tools they need to succeed in securing employment.
- **Outreach and Engagement:** Targeted outreach campaigns are conducted to engage with underrepresented groups, including women, ethnic minorities, and people with disabilities. The service works closely with community organisations and local job centres to reach these groups, ensuring they know the opportunities available and supported in their job search.

8.3 Partnerships and Collaboration

The Sizewell C Jobs Service operates in close collaboration with local job centres, educational institutions, and community organisations. These partnerships are vital in extending the reach of the service and ensuring that it meets the needs of the local community. By working with these partners, the Jobs Service can offer additional support, such as training and upskilling programmes, to help residents meet the requirements of the available roles.

8.4 Impact and Outcomes

The Sizewell C Jobs Service is expected to have a significant impact on local employment, with key outcomes including:

- **Increased Local Employment:** The Jobs Service aims to fill a significant percentage of project roles with local residents. With over 1,165 local registrations to date, the service is on track to make a substantial contribution to local employment.
- **Enhanced Workforce Diversity:** Through targeted outreach and support, the service is committed to increasing the representation of underrepresented groups within the Sizewell C workforce, aligning with broader diversity and inclusion goals.
- **Economic Contribution:** The service supports the regional economy by providing stable employment opportunities, contributing to the overall economic growth of the area.

To ensure the effectiveness of the Sizewell C Jobs Service, regular monitoring and evaluation will be conducted. Key performance indicators (KPIs) will include the number of local residents employed, the diversity of the workforce, and the overall satisfaction of job seekers using the service. These metrics will be reviewed periodically to assess the impact of the Jobs Service and to identify areas for improvement.

9 Governance

9.1 ESEWG

The ASIP is coordinated by the Regional Skills Coordination Function, based at Suffolk County Council, and then agreed by the Employment, Skills and Education Working Group (ESEWG), comprising of:

- East Suffolk Council
- Regional Skills Coordination Function
- Sizewell C
- Suffolk County Council

The ESEWG reports to the Economic Review Group, which is responsible for approving the ASIP and comprises of:

- East Suffolk Council
- Sizewell C
- Suffolk County Council

The ESEWG meets quarterly and follows the below annual cycle:



9.2 Thematic Groups

The thematic groups provide the opportunity for key stakeholders to provide insight to support the decision-making of the ESEWG. With the exception of the FE/HE Forum, all other thematic groups will be established later in 2024 and in 2025.

Further Education Principals and Higher Education Pro-Vice Chancellor Forum

This is an inclusive forum, established in March 2024, which brings together all education CEO and Principals to discuss and agree on strategic priorities feeding into Thematic Groups as required.

Employment Outreach Thematic Group

Its purpose will be to facilitate job creation and workforce development related to the Sizewell C project, ensuring local communities benefit from employment opportunities and fostering economic growth in the region.

Skills Infrastructure Thematic Group

Its purpose will be to identify and address skill gaps and training needs in the workforce for the Sizewell C project, collaborating with educational institutions, training providers, and industry partners to create tailored programs that ensure a skilled and capable workforce for the project's construction and operation.

Apprenticeship and Young People Thematic Group

Its purpose will be to support and promote the development of apprenticeship programs and other inspiration, educational programmes and pathways for young people, enabling them to acquire the necessary skills and training for successful careers in the Sizewell C project and related industries.

10 Monitoring and Evaluation

Effective monitoring is critical to the success of the Annual Skills Implementation Plan (ASIP). The monitoring framework ensures that the initiatives outlined in the ASIP are not only implemented effectively but also achieve their intended outcomes, contributing to the strategic goals of the Sizewell C project and the broader regional economy.

10.1 Key Performance Indicators (KPIs)

The success of the ASIP initiatives will be measured against a set of Key Performance Indicators (KPIs) that reflect the project's core objectives. These KPIs include:

- **Local Employment:** Percentage of the Sizewell C workforce sourced from local residents, with a target of achieving a substantial proportion of hires from Suffolk and the East of England.
- **Skills Development:** Number of individuals completing training programmes and apprenticeships funded through the ASEC Fund and Employment Outreach Fund, with specific targets for completion rates and post-training employment.
- **Diversity and Inclusion:** Metrics on the diversity of the workforce, including representation of underrepresented groups such as women, ethnic minorities, and people with disabilities.
- **Economic Impact:** Assessment of the broader economic impact of the ASIP initiatives, including job creation, income generation, and contributions to regional economic growth.

10.2 Data Collection and Analysis

Data collection is central to the monitoring process, ensuring that progress against the KPIs is accurately tracked. Methods of data collection include:

- **Surveys:** Regular surveys of participants in training programmes, apprenticeships, and other initiatives funded through the ASEC and Employment Outreach Funds to gather feedback and measure outcomes.
- **Employment Data:** Collection of employment statistics from Sizewell C contractors and partners, including data on local hires, diversity metrics, and job retention rates.
- **Reports from Training Providers:** Regular reports from educational institutions and training providers detailing programme enrolment, completion rates, and participant outcomes.

- **Early Workforce Information:** Data from Early Workforce Information reports, which provide insights into role-based workforce forecasts during each construction phase.
- **DCO Workforce Survey:** The Development Consent Order (DCO) Workforce Survey, conducted bi-annually, gathers insights from personnel working on Sizewell C regarding accommodation, transport needs, and project impact on the local community.

10.3 Review Process

The progress of the ASIP initiatives will be reviewed on a regular basis to ensure they are on track to meet their objectives. The review process includes:

- **Quarterly Reviews:** Conducted by the Employment, Skills, and Education Working Group (ESEWG), these reviews assess progress against the KPIs, identify any challenges or areas for improvement, and recommend adjustments as necessary.
- **Reporting on Funded Projects:** Both the ASEC Fund and Employment Outreach Fund have specific reporting requirements. Projects funded through these mechanisms must submit quarterly reports detailing progress against their objectives, use of funds, and outcomes achieved. These reports are critical for assessing the impact of the funding and ensuring alignment with the ASIP's goals.
- **Stakeholder Involvement:** Key stakeholders, including local councils, educational institutions, and industry partners, will be involved in the review process to provide insights and feedback.
- **Actionable Insights:** The findings from each review will be used to inform future planning, ensuring that the ASIP remains responsive to the needs of the Sizewell C project and the local community.

10.4 Reporting and Transparency

Transparency is a key principle of the monitoring framework. The findings from the monitoring process will be reported both internally and externally to ensure accountability and to keep stakeholders informed:

- **Internal Reporting:** Regular reports will be shared with the Sizewell C project leadership and relevant working groups, providing updates on progress and any issues that need addressing. This includes detailed analysis of data from the DCO Workforce Survey and Early Workforce Information reports.
- **External Reporting:** Public reports will be made available to the wider community, detailing the outcomes of the ASIP initiatives and their impact on the region. This could include annual reports, online dashboards, and community meetings. Funded projects

under the ASEC and Employment Outreach Funds will have their outcomes published, ensuring transparency and public accountability.

10.5 Continuous Improvement

The monitoring process is designed to support continuous improvement, ensuring that the ASIP initiatives are refined and adapted in response to emerging challenges and opportunities. Lessons learned from the monitoring process, particularly from the performance of funded projects and the insights gained from workforce surveys, will be incorporated into future iterations of the ASIP, helping to enhance the effectiveness and impact of the initiatives over time.

11 Annex – Additional Detail on Employment and Skills Funds

11.1 Summary of Potential Outputs Per Fund

Below are some of the expected outputs from each fund, however, it is not expected that every individually funded project will produce every type of output.

Each output will be measured, as well as detailing the impact specifically in Suffolk.

Outputs	ASEC	Employment outreach	Bursary
Number of skills assessments carried out by training partners	x		
Number on construction access and pre-employment programmes, traineeships, work experience programmes <ul style="list-style-type: none"> 14-16 year olds/ Deprived areas / Hard-to-reach groups / Diverse groups 	x		
Number of people upskilled or retrained through Sizewell C training interventions delivered by education or training providers	x		
Number of inspiration activities delivered	x	x	
Uplift in number of learners/participants on a current course enabled	x	x	
Number of new additional courses/services delivered	x	x	
Number of course/programme/bursary applications <ul style="list-style-type: none"> Deprived areas / Hard-to-reach groups / Diverse groups 	x	x	x
Number of course/programme enrolments <ul style="list-style-type: none"> Deprived areas / Hard-to-reach groups / Diverse groups 	x	x	
Number of course/programme completions <ul style="list-style-type: none"> Deprived areas / Hard-to-reach groups / Diverse groups 	x	x	x
Number of courses delivered linked to regional skills need	x		
Number of/Increase in apprenticeships starts/completions	x		
Number of instructors recruited/trained/retained	x		

Sizewell C Annual Skills Implementation Plan

Number of jobs created (e.g. new tutors for new courses)	x		
Satisfaction level of participants	x	x	
Number of participants progressing onto other training or education programmes	x	x	x
Employer engagement in curriculum/programme development	x	x	
Employer engagement in course/programme delivery	x	x	
Employer partnerships	x	x	
Number reached through targeted awareness raising events and presentations		x	
Number of participants registering with the Sizewell C Jobs Service		x	x
Number of participants put forward for pre-employment support or job role by the Sizewell C Jobs Service		x	
Course attendance rate			x
Number of sectors/developments/employers benefitting	x		

11.2 Summary of Potential Outcomes Per Fund

Below are some of the expected longer-term outcomes that each fund is expected to contribute to. It is not expected that every individually funded project will contribute to every type of outcome.

Outcomes	ASEC	Employment outreach	Bursary
Employer satisfaction with entry skill level/upskilling of new employees/apprentices	X		
Number of local residents working at Sizewell C <ul style="list-style-type: none"> Deprived areas / Hard-to-reach groups / Diverse groups 	X	X	X
Number of local residents completing apprenticeships <ul style="list-style-type: none"> Sizewell C Other NSIPs 	X		
Continuation of employment post-apprenticeship completion	X		
Increased skill level (county average)	X	X	X
Increased wage level (county average)	X	X	X
Number progressing to positive destinations <ul style="list-style-type: none"> Training/education Sizewell C employment Other NSIP employment Other employment 	X	X	X
Number of successful Sizewell C employment outreach placements		X	
Number of participants put forward for pre-employment support or job role by the Sizewell C Jobs Service <ul style="list-style-type: none"> Deprived areas / Hard-to-reach groups / Diverse groups 		X	X

11.3 Fund Application Processes

11.3.1 Asset Skills Enhancement Capability Fund

1. Applicants to meet with the Regional Skills Coordination Function (RSCF) at Suffolk County Council to discuss their idea, as well as the Economic Development, Planning and Regeneration team at East Suffolk Council (where relevant).
2. Applicants to complete and submit Expression of Interest form.
3. Secure additional funding to support the project, with support as necessary from RSCF.
4. Applicants to work with the RSCF to further develop proposals
5. Applicants to submit final proposal.
6. Proposals will be reviewed and agreed by the Employment, Skills and Education Working Group.
7. Successful proposals to be referred to the Economic Review Group for approval.

11.3.2 Employment Outreach Fund

1. Applicants to meet with the Regional Skills Coordination Function (RSCF) at Suffolk County Council to discuss their proposal, as well as the Economic Development, Planning and Regeneration team at East Suffolk Council (where relevant).
2. Applicants to submit application form.
3. Proposals will be reviewed and agreed by the Employment, Skills and Education Working Group.
4. Successful proposals to be referred to the Economic Review Group for approval.

11.3.3 Bursary Scheme

Bursaries less than £1,000:

1. Individual to complete bursary application form
2. Individual to submit their application form to either their college or Suffolk County Council (if training through an independent training provider)
3. Applicants notified of outcome

Bursaries more than £1,000

1. Individual to complete bursary application form
2. Individual to submit their application form to Suffolk County Council
3. Bursary committee reviews applications
4. Applicants notified of outcome

Sizewell C Annual Skills Implementation Plan

11.4 Annual plan 2024-2025

		Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Governance	ERG	Approve ASIP			Approve ASEC EOIs			Approve employment outreach applications					
	ESEWG	Agree ASIP			Review ASEC EOI			Agree employment outreach applications					
ASIP	ASIP development												
	Regional skills need assessment												
	Early Workforce Information												
	ASIP publication												
Funds	ASEC		Launch EOIs	First EOIs Submitted	Feedback on applications	First full proposals submitted	Grant Documents Finalised						
	Employment outreach		Establish thematic group			Grant process to be launched			Grant documents finalised				
	Bursary						Partnership documents finalised	Bursary funds distributed to colleges	Application launch				

Sizewell C Annual Skills Implementation Plan
