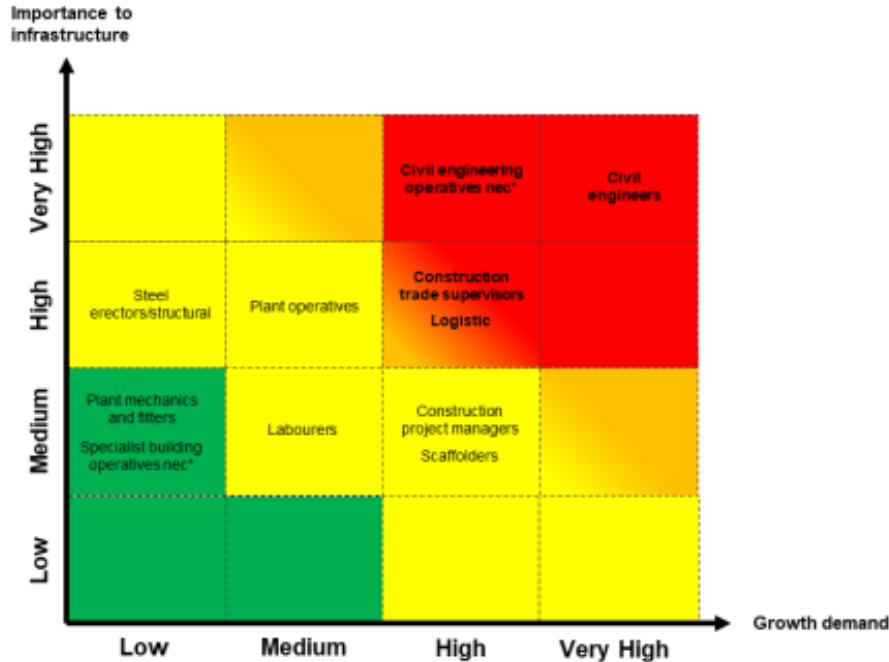


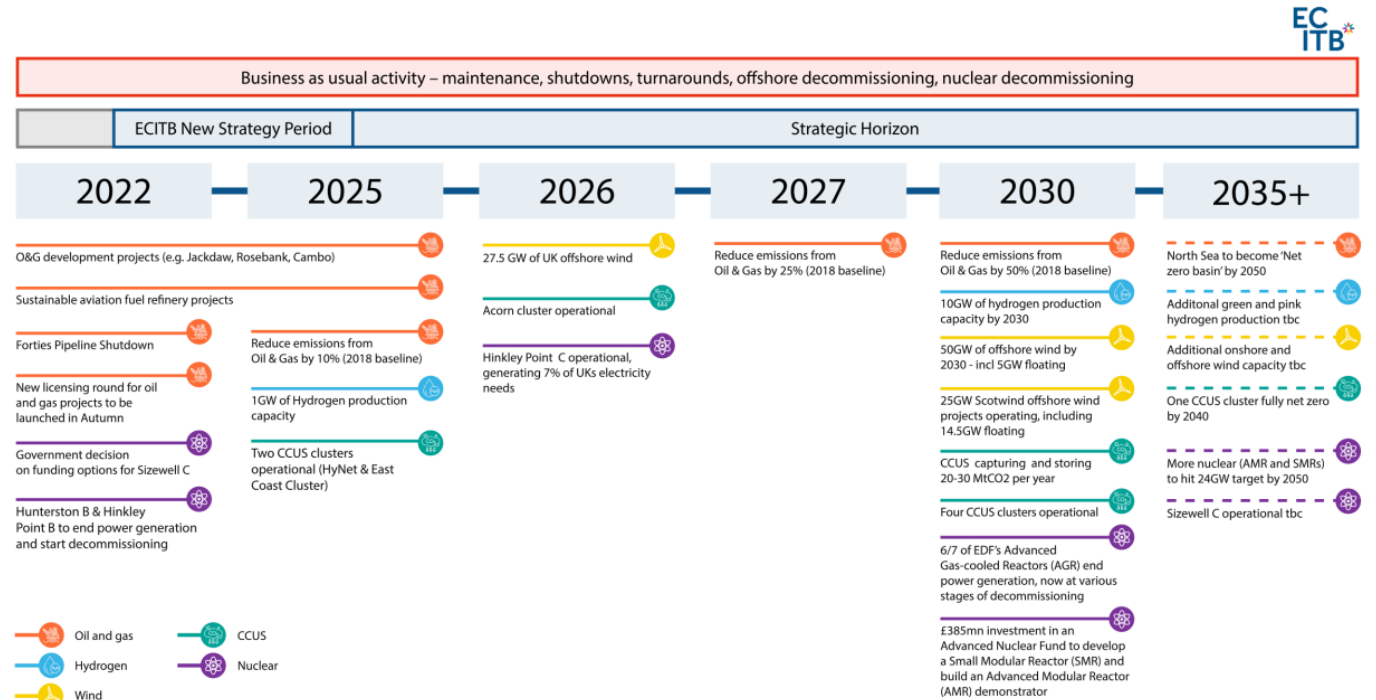
Sizewell C will change the workforce distribution. It will create significant economic opportunity in the East of England whilst also having a **greater impact** nationally.

National collaboration example - skills pressures

Develop an understanding of mutual connections & impact on other unrelated projects

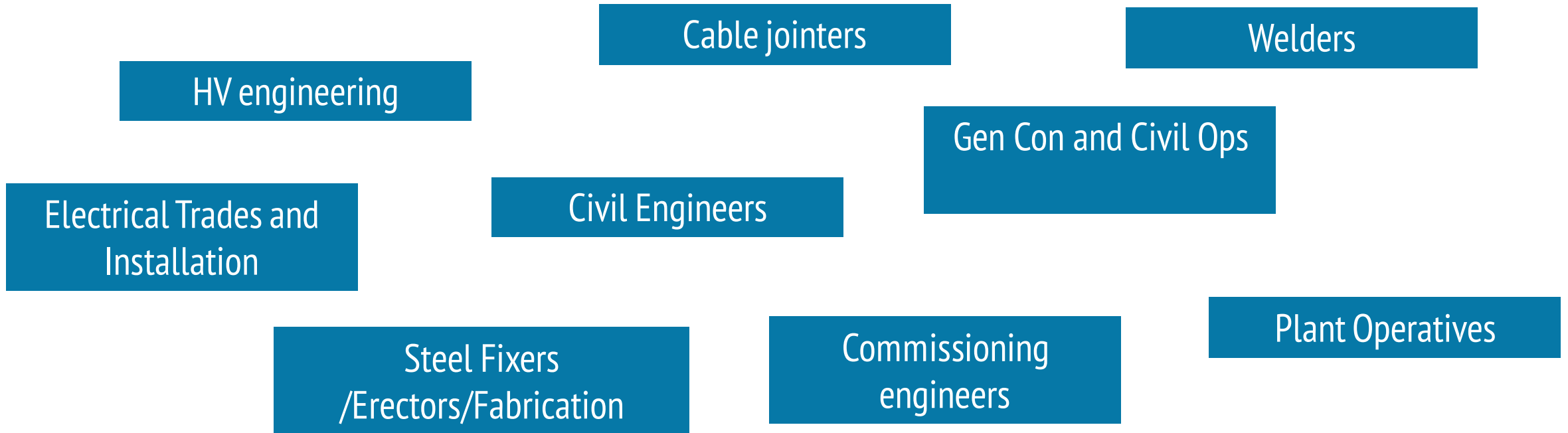


Heat maps bring together qualitative and quantitative outputs to define scarcity and criticality.



Identified national skills pressures

– for inclusion in national infrastructure skills plan (proposed)



ENERGY &
UTILITY SKILLS



WHOLE LIFE CONSULTANTS LTD



EDF ENERGY
HPC
CGN

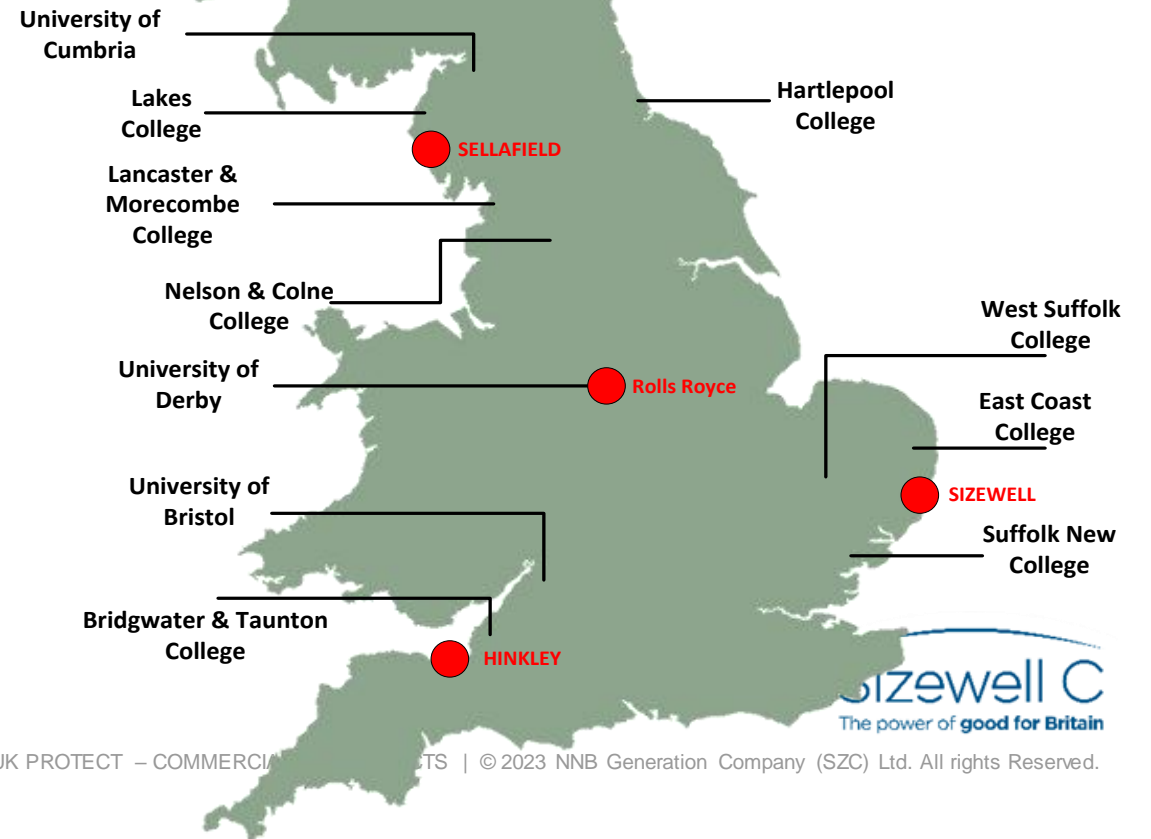


The power of good for Britain

Joining Skills Through Regional Hubs



NCfN Approved Provider Collegiate Network



All Together Cumbria

Community Interest Company

Andy Dodds
Social Enterprise Manager



Ceasing the Opportunity



- Sizewell C provides a great economic opportunity for the north but we need to plan and act now to capitalise on this.
- The availability of a skilled workforce is a major barrier to business growth. *“Biggest challenge we have is skills” Andrew Bowie MP (Minister for Nuclear & Networks).*
- Given the lead times for developing skills, it is important to plan resource requirements and develop a pipeline of talent.
- Need to explore/step-up workforce development strategies –
Apprenticeships/Graduates/Upskilling existing staff

Points for Consideration



- How do we better prepare potential candidates for Apprenticeships – employability skills?
- How do we ensure equitable access to Apprenticeships?
- How do we better connect employability programmes to Apprenticeships?
- How can we better use Apprenticeships to support workforce participation, including Returnships?
- How can we better use Apprenticeships to support career development?

Points for Consideration



- How can employers support the delivery of off-the-job training to Apprentices through delivery partnerships?
- How do we raise the profile of Apprenticeships/Careers in Construction/Engineering?
- How do we improve the completion rates of Apprenticeships?
- How do we encourage/facilitate workforce participation from disadvantaged groups?
- How do we retain graduates in the county? – e.g. summer placement programmes
- How do we capitalise on funded/part-funded training programmes – e.g. Skills Bootcamps, Shared Prosperity Funding

Points for Consideration



- How do we work collaboratively with providers to shape skills provision – e.g. LSIF
- How do we increase the diversity of the workforce in our sector? – 93% of apprenticeship starts in Construction/Built Environment in Cumbria in 2021/22 were male.
- How do we develop and promote ‘training’ vacancies (as opposed to looking for the ‘finished article’)?
- How do we recognise and recruit transferable skills?

Points for Consideration



- How do you effectively develop talent from within?
- How do you become 'the employer of choice'?
- How do we assist the supply chain with all of the above?

Even if not for Sizewell, it is estimated that the nuclear sector will need 30,000 new employees in the next decade...and then Moorside?

All Together Cumbria



All Together Cumbria is a community interest company investing in providing the people of Cumbria with opportunities and access to employment. Led by a management committee comprising Inspira, Jacobs, Morgan Sindall Infrastructure, Sellafield Ltd and Westlakes Recruit.





Workforce Participation
Enabling and empowering people into meaningful employment including widening opportunities for workforce participation amongst under-represented groups

Essentials Programme
Work Programme for under-represented groups
Triple A – Get into Work (MS)
Sense of Purpose (CfLP)
Work Coach Programme (MS)



Vision
To develop a more sustainable and resilient workforce for the future of Cumbria

Mission
Work in collaboration with the local community and industry to meet current and future skill demands. We will support the attraction, development, and retention of a talented local workforce, creating thriving communities across Cumbria



Educational Outreach
Engaging with young people, assisting in the discovery and development of career opportunities within Cumbria

Festival of Work
iSH Work Experience Programme
3 x ATC Work Experience Weeks
Pre-Apprenticeship Support
The Link Programme (Inspira)

Career Development
Providing greater opportunity for career advancement for people living and working in Cumbria, assisting in the development of the Cumbrian workforce to meet skills challenges

Creating Careers in Cumbria/Construction
Adult Work Experience

Skills & Employability Plan 2023

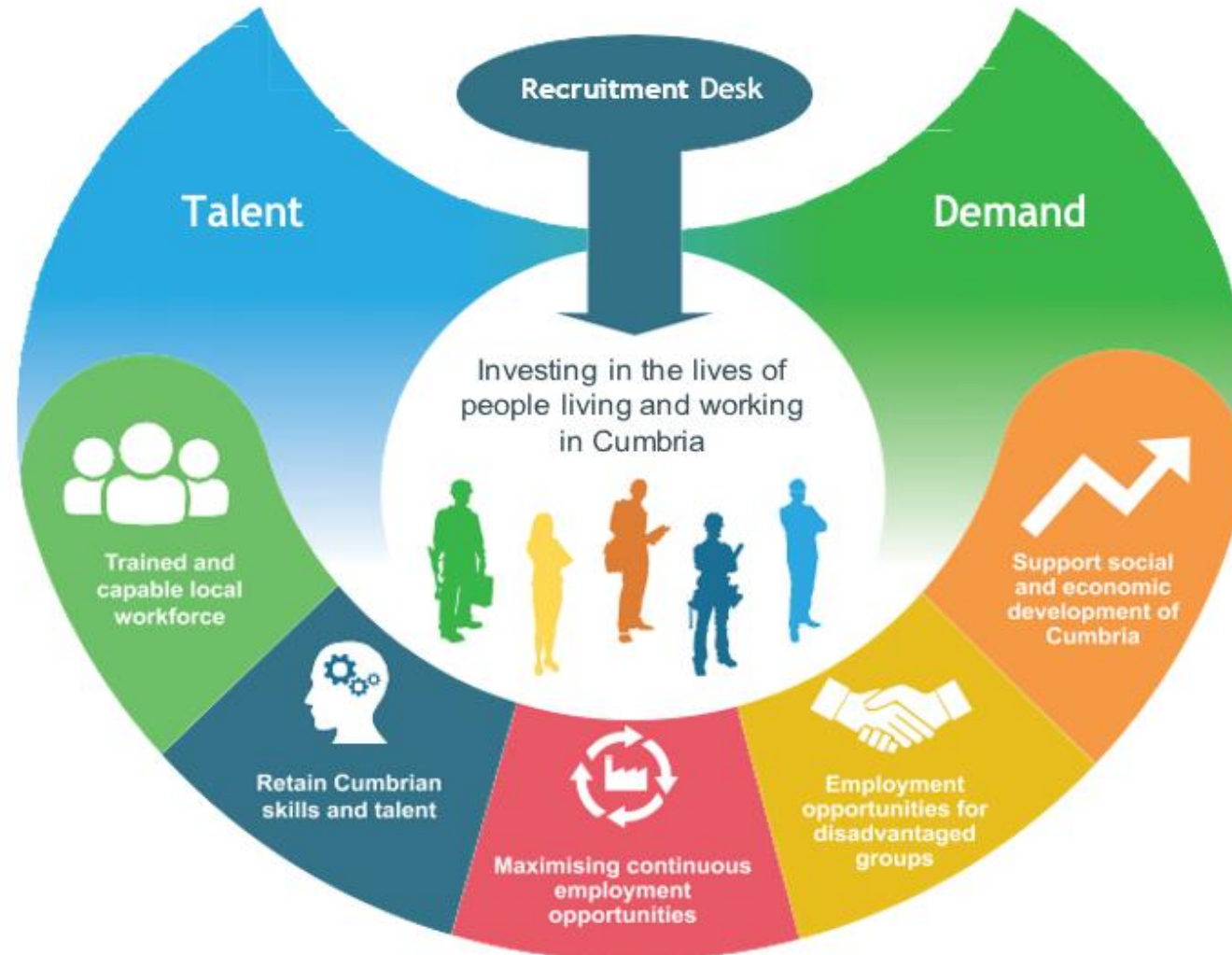


Vision

To develop a more sustainable and resilient workforce for the future of Cumbria.

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Work in collaboration with the local community and industry to meet current and future skill demands. We will support the attraction, development, and retention of a talented local workforce, creating thriving communities across Cumbria.



Key Objectives

- Support the development of a trained and capable workforce
- Retain local skills and talents
- Provide access to employment opportunities for all
- Support businesses to resource robustly to undertake work for key clients.

Festival of Work

In Numbers:

- Over 500 Vacancies
- 1,200 Students
- 9 Schools
- 41 Employers
- 18 Support Organisations
- 30 Workshops
- 9 Sponsors



Festival of Work

2.30pm-5pm
Thursday 13th July
Lakes College, Workington CA14 4JN

All Together CUMBRIA Lakes College West Cumbria citb

Over 500 vacancies available across construction, engineering, nuclear, utilities and the armed forces.

Whether you are looking to **start, change or progress your career**, the Festival of Work will showcase the local employment opportunities available and the pathways to progressing a successful career across the construction, engineering, nuclear, utilities and armed forces sectors.

Bring your CV!

Sponsored by

Balfour Beatty Sellafeld Ltd MORGAN SINDALL MORGAN SINDALL Jacobs A E Y A E WATER LIMITED SHEARWATER



Conveyor Model



Tackling the skills shortages facing the sector requires a national response.

There is the opportunity to facilitate the development and transfer of skills across the country to support infrastructure projects at different stages of development.

A 'Conveyor Model' concept to be developed – linking Hinkley, Sizewell and beyond

Potential to link initiatives...

All Together New Anglia



Transfer of concept to help achieve the MoU for the North and Sizewell C Economic Statement ... whilst linking to the EDF 'Better Plan'.

A collaborative initiative that enables collective impact across the supply chain...



Contact



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Sizewell C
The power of **good** for Britain

Break

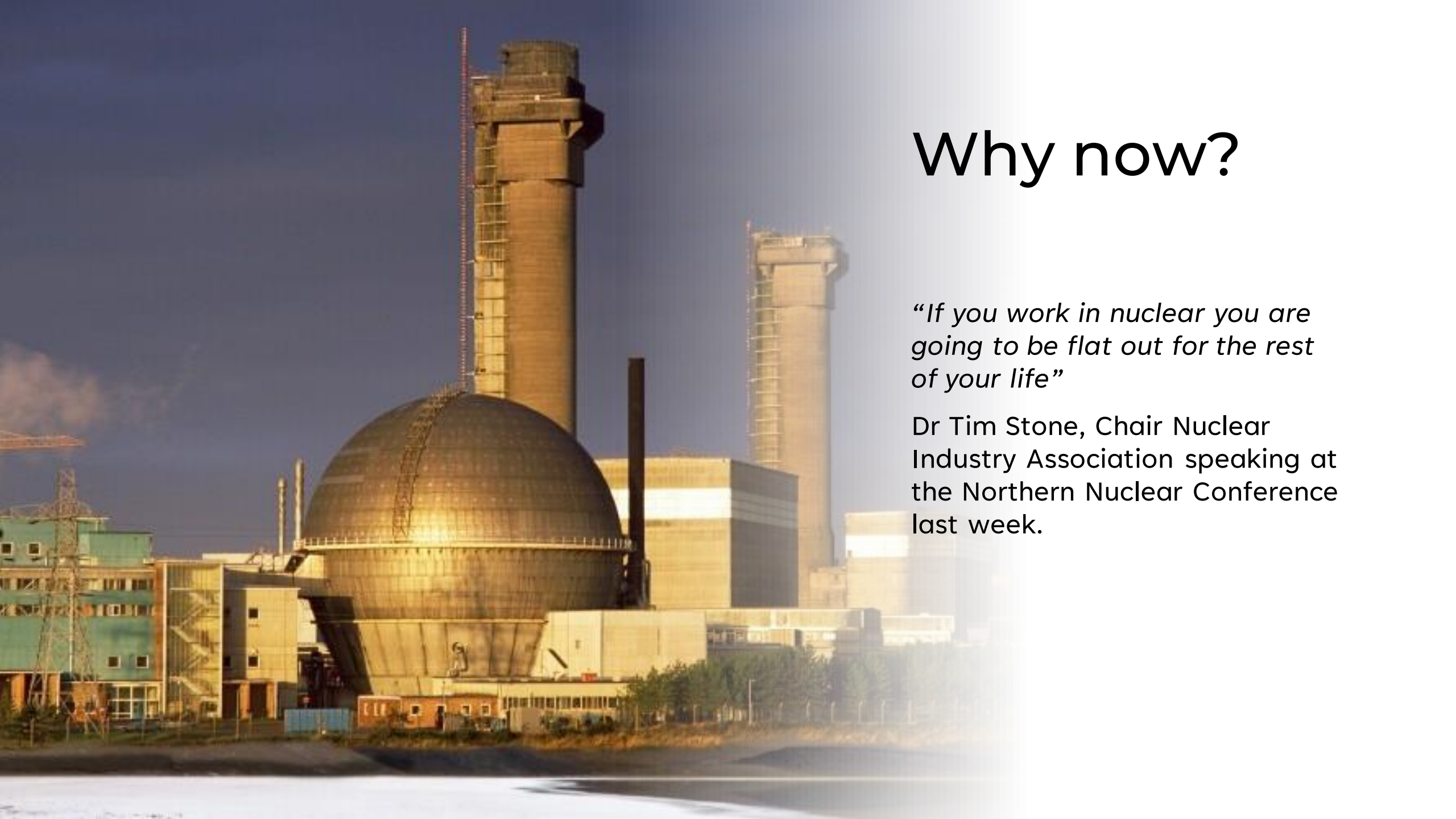
Cumbrian Collaboration

Sizewell C event 5th July 2023



Why?





Why now?

“If you work in nuclear you are going to be flat out for the rest of your life”

Dr Tim Stone, Chair Nuclear Industry Association speaking at the Northern Nuclear Conference last week.

Chamber Network

- Suffolk Chamber of Commerce are part of Sizewell C's Supply Chain Team.
- Through the national network of Chamber of Commerce they link to Cumbria Chamber
- Cumbria Chamber link to the other Northern Chambers
- Through our Cumbria network they link to BECBC and Cumbria LEP.....



11 LEPs linking




Cumbria LEP link into NP11

LEP Network



Supply Chain Support in Cumbria

- Industry knowledge
- Promoting tenders
- Highlighting and explaining buyers' requirements
- Advice on meeting requirements and implementing relevant systems and processes
- Support to gain accreditations, including funding
- Help to understand and meet social value requirements
- Help to understand how to respond to tenders effectively
- Meet-the-buyer opportunities
- Networking to support collaboration
- Opportunities to learn from each other

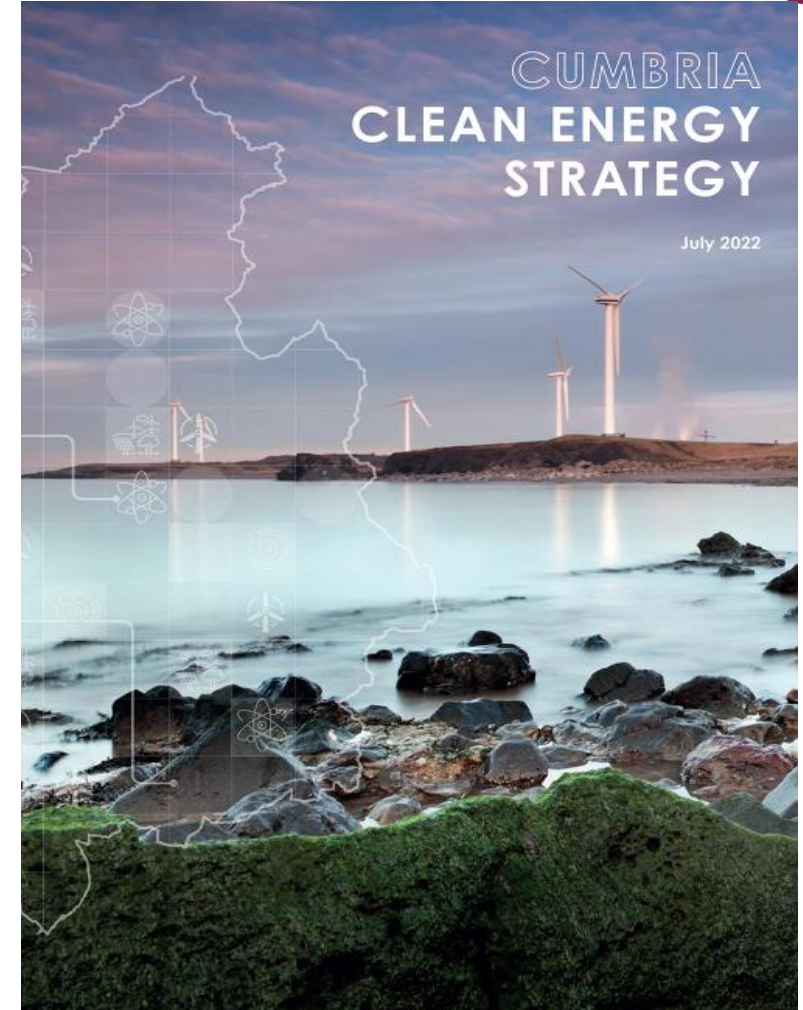


What are we working on together?

- Sizewell C supply chain collaboration
- Local Skills Improvement Plan
- Joint events
- Representing business interests.
- Providing a voice for Cumbrian businesses regionally and nationally.

Cumbria Clean Energy Strategy

- Uploaded to www.thecumbrialep.co.uk
- Sets out ambitious plans across a wide range of green energy types
- A significant clean energy contribution at a national level for net zero.
- Acts as a stimulus for economic growth and levelling up





Environmental, Social & Governance

July 2023

Contents

1. **Introduction to ESG**
2. **ESG Context & Strategy at Sizewell C**
3. **Embedding ESG at Sizewell C**
4. **Case Study**
5. **Summary**

1. Introduction to ESG

Our Commitments to Britain

1. 70,000 jobs created or supported across the regions

Jobs, skills and opportunities the length and breadth of the country, boosting British business to level up the country and support a full, fair and clean economic recovery from the pandemic.

2. 70% of the value of contracts will go to UK companies

Another boost to the UK nuclear supply chain already revitalised by Hinkley Point C. New contracts to thousands of British companies in all regions of the country.

3. Investing in 1,500 apprentices

Investing in skills and training, particularly in Suffolk, to strengthen the construction workforce. Giving at least 1,500 apprentices the tools they need to help build the UK's future.

4. A thriving and diverse workforce with 40% women in nuclear by 2030

Ensuring diversity and inclusion across our workforce. Helping more women into positions of leadership and developing a workforce that fully reflects society.

5. Clean, always on power for 6 million homes

A big step on the UK's journey to Net Zero, delivering baseload power to support the rollout of renewables and cut carbon at scale.

6. Supporting new technologies to power Britain's future

Helping to enable the new, exportable, clean technologies of tomorrow like hydrogen and direct air capture, and other nuclear technologies such as SMRs, AMRs and nuclear fusion.

7. Make home grown, home-grown

Reducing our reliance on imports by strengthening our home-grown energy supply.

8. A long term commitment to protect and enhance East Suffolk

At least £125 million per year will be spent in the local economy during construction and £40 million per year during 60 years of operation.

9. Sizewell C will cost less than Hinkley Point C

By replicating Hinkley Point C and lowering the costs of financing through a RAB model, Sizewell C can be delivered at a lower cost for both consumers and taxpayers.

National and Local Job Opportunities

70,000 UK supply chain jobs supported
1,500 apprenticeships



£2.5 billion investment in the North

Up to 13,000 jobs supported

High UK Content in the Supply Chain

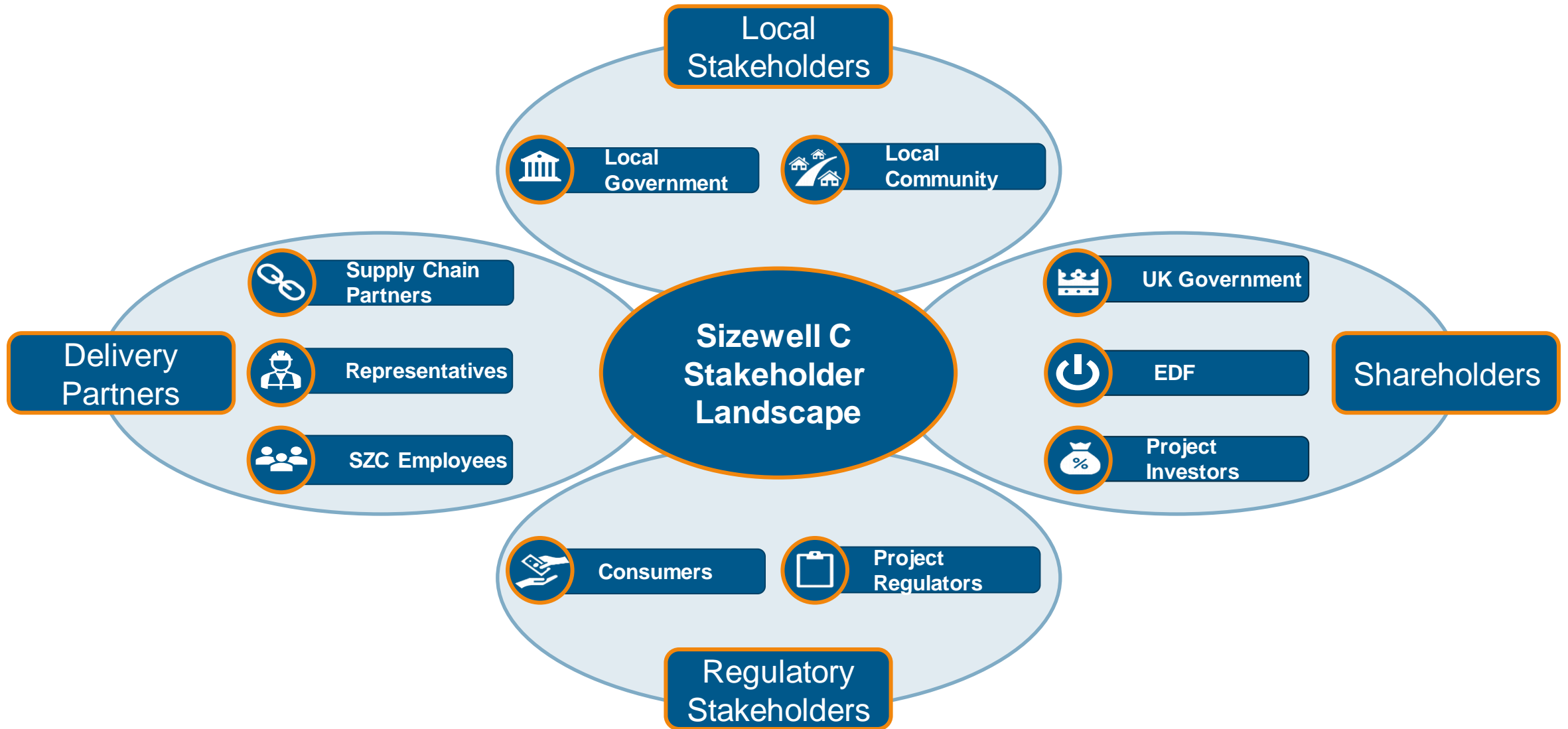


ESG will be embedded across all levels at Sizewell C





2. ESG Context and Strategy at Sizewell C



Our ESG Strategy

1. Nuclear safety and Environmental Management are our overriding priority

2. Net Zero Excellence

3. Ensuring the Project is Affordable and Investable

4. Maximising UK Content and Supporting the Levelling Up Agenda

5. Delivering Social Value in the UK and a Legacy Benefit to the Local Region

Core Outcomes

Low carbon baseload for 6 million homes

Positive Environmental Legacy

Secure, home grown energy

Reduced future energy cost for consumers

Resilient nuclear infrastructure

Long-term, high quality local jobs

Strengthen the UK's nuclear supply chain

Positive Community Legacy



In Delivery Goals

Reduce environmental footprint (Water, circular economy, carbon)

Drive innovation

Enhance local biodiversity

Provide value for money to consumers

Leading ESG Culture

Champion UK content within the supply chain

Create jobs and skills across the UK

A diverse and inclusive workplace that promotes health and wellbeing

Support and invest in local communities

3. Embedding ESG

Embedding ESG

Contractual Requirements



- We have developed contracting strategies that embed ESG requirements and provide a golden thread throughout the procurement process
- The project has adopted the Government's Value for Money Framework and this applies significant weighting to Social Value in the evaluation of tendered contracts
- Social Value, a **minimum of 10%** of available evaluation scoring

The project intends to spend £2.5bn in the North during construction
70% of the value of construction will go to thousands of companies in regions across the country

Case Study – Somerset Larder

2012

Farmers **collaborate to create a consortium** to provide the catering operations for the Hinkley Point C project.

This would later become Somerset Larder.

2023

Now a **multi-site team of over 300 people** and have on-site kitchens, restaurants, coffee shops and a network of vending machines.

New specialist roles in the supply chain

Contract growth outside Hinkley Point C secures the future of Somerset Larder



**SOMERSET
LARDER**

nourishing the community



Call for Action

We have the opportunity to make a real difference and **ESG** is an important part of this journey.

Sizewell C will:

- Create local and national job opportunities
- Develop new skills
- Support local communities
- Support the UK economy
- Deliver a diverse workforce
- Help reduce carbon emissions
- Deliver a net gain in biodiversity

Together we can really make a difference



Thank you!

Ellis.Hook@sizewellc.com

Esg.Team@sizewellc.com



Panel Session and Q&A

July 2023



Dianne Richardson
Britain's Energy
Coast Business
Cluster



Guy Hazelhurst
Sizewell C



Steve Carroll
Sizewell C



Ashley Shorey-
Mills
Suffolk Chamber
of Commerce



Craig Hatch
Cumbria Local
Enterprise
Partnership



Closing remarks

July 2023



Thank you

July 2023