



NDA – People and place - new NDA socio-economic strategy and people strategy

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NDA's socio-economic strategy



The NDA works hard to promote socioeconomic development and to work with local communities.

We have duties and powers which mean we do not take a narrow view of our decommissioning work.

We understand our local communities, as we are part of them.

We are evidence based and understand the impact of our work.

In January 2019, the Public Accounts committee recommended a revised socio-economic strategy be produced by January 2020.

From the report produced by the Committee it is clear this should cover at least:

- opportunities for the wider economy and how to realise those opportunities.
- schools, education,
- skills and jobs
- supporting local supply chain

What does the new strategy look like?



It is likely to have three elements:

1. One NDA commitment to a small set of corporate targets to drive behaviours across the group and increase impact of spend
 - For example, the NDA already has a target to support SME procurement (29%-31%)
 - We want to look at targets in other areas (skills, land disposals, local economic growth)
2. A series of funded programmes to help achieve the targets. Most of this will be adapting existing programmes such work on spatial planning, SMEs, commercial programmes.
 - E.g. revised Sellafield accommodation strategy moving people off site and into local towns
3. Clear and meaningful linkages to relevant HMG and Local Government strategies.
 - Wherever possible, NDA's work should support the plans of local LEPs as well as the economic development plans of local authorities in England, Scotland and Wales.

Phase 1 – Informal consultation, research and desk based research. This is happening now.

Phase 2 – Consultative document published. Target is early September 2019

Phase 3 – Engagement and consultation. Autumn 2019.

Phase 4 – Finalise document and launch. January 2020.

Phase 5 – Mainstream into NDA's corporate targets, business plans etc. April 2020

Phase 6 – Evaluate, refine and repeat.

Please feed in ideas before the formal consultation in the Autumn via Nuleaf team.

One of the core NDA priorities is it's People

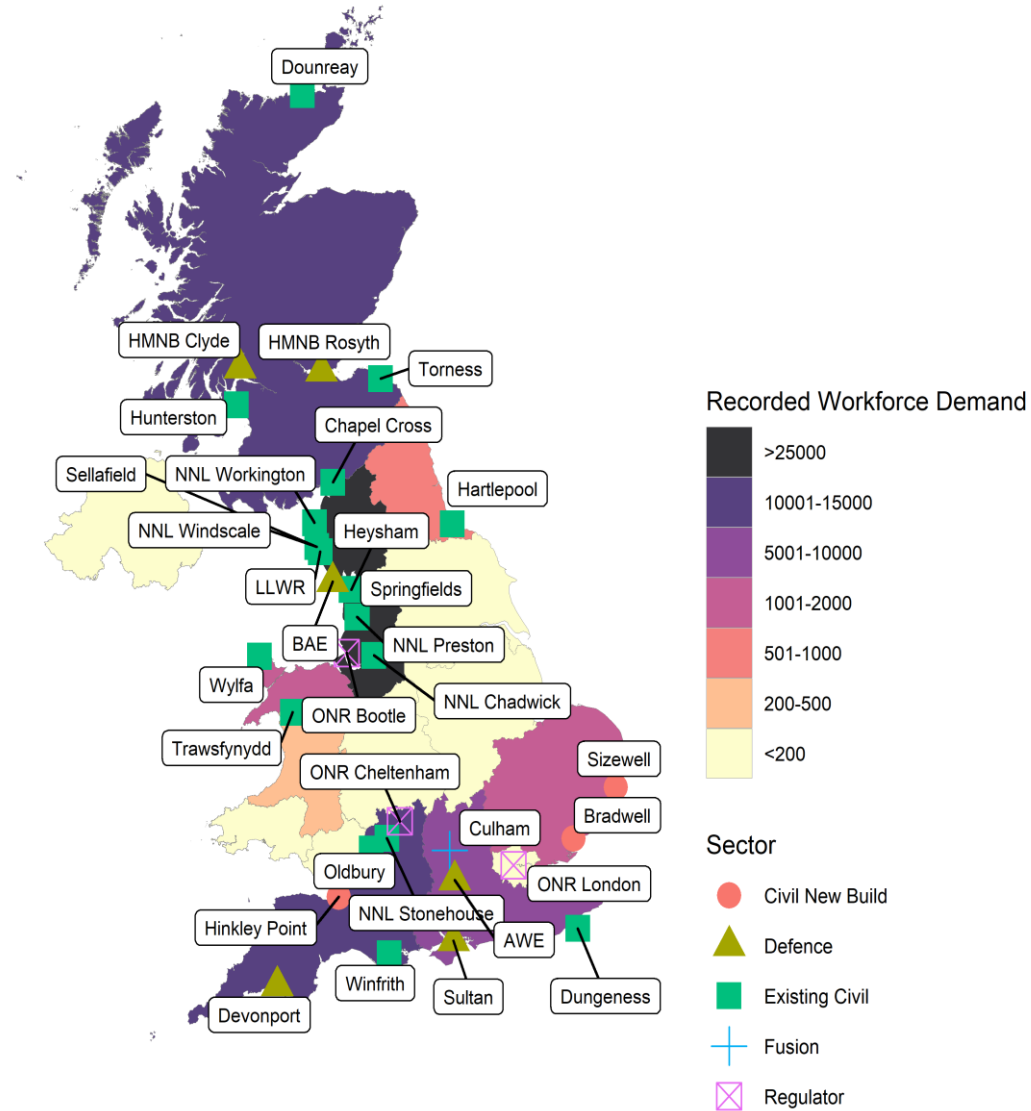
Launch of the Nuclear Sector Deal – June 2018

- Challenges of place and people
- Nuclear Skills Strategy Group
- LEP – local industrial strategies

NDA People Strategy is Group Wide and encompasses several strategic areas:

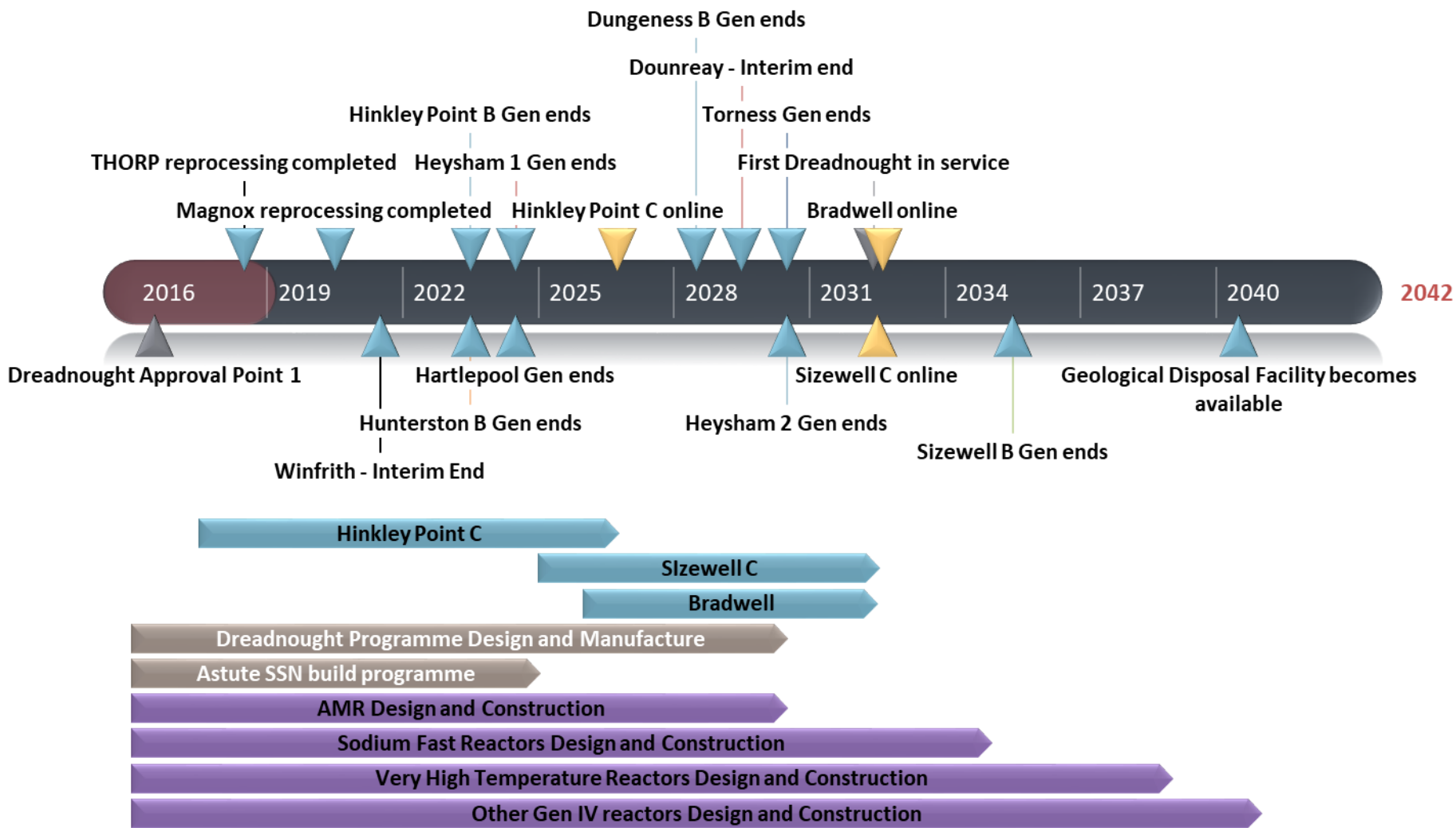
- Industrial Relations to Employee Relations
- Pension Reform
- Equality Diversity and Inclusion
- Skills
 - Mobility and Transferability
 - Early Careers
 - Capability and Capacity

The UK Nuclear Map



- Sector Deal Targets
- Gender Pay Gap
- Recruitment
- Messaging and brand
- Community pathways to employment

UK Nuclear Time Line



- Group wide mobility
- Creating the right conditions
- Terms and conditions
- Union engagement
- Secondments
- Talent management and development pathways
- Diversity of thought
- Communities of practice
- Magnox recruitment

- Exciting the Next Generation
- Apprentices
- Work Experience and Placements
- Graduates
- PhD's
- Mobility into the sector

- Skills Gaps
- Succession planning
- Recruitment challenges
- Supply chain constraints

Interventions

- Collaborative solutions – commercial, project management, radiation protection, safety case, civil engineering, cyber
- Leadership and management
- Coaching
- Mentoring programmes
- Exchange programme
- Recruitment methodologies