

NSSG T Levels Webinar

What we have done so far.....and our future ambitions!

Cora Heal, Early Skills Coordinator, Young HPC Lead

Chris Young, HPC Education & Skills Delivery Manager

HPC Education, Skills and Employment Pipeline

Since 2011 HPC has delivered STEM related activities and guidance to young people through our Inspire programme. This early activity has been further reinforced by our Young HPC programme and the HPC Jobs Service, providing a clear pathway for all demographics towards construction and now *operational* roles



Young HPC

The provision of clear information and access to HPC apprenticeship and career opportunities was identified as a key factor in successfully delivering the objectives set out in all of our Skills and Employment commitments.

To meet the challenge of delivering the HPC project, the introduction of an Education and Skills programme (Young HPC) was designed and developed in collaboration with contractors and partners to address some of the detachment or lack of engagement that occurs between the ages of 16-21.



Employer Experience

- Young HPC Lead acts as an interface between employer and provider
- Early meetings to explore and agree involvement with main provider before involving employers
- Continued open dialogue with provider to identify needs and recruit volunteers to support enrichment activities



Engagement helps T Level Students:



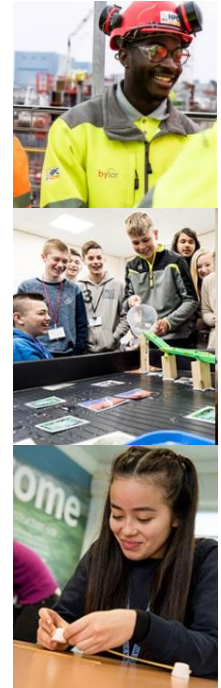
David Matravers | Course Leader | A Levels, Business & Computing | Bridgwater & Taunton College

“The HPC Information Security Lead talk for the current Digital T-Level students about how to get into the security industry was really informative. He went through where he first started and the skills that he had to initially get to get into the industry and how it wasn’t all about technical knowledge but the ability to be confident in an interview as you can learn technical skills during work was invaluable for our learners”.

“Our T-Level students definitely took something away from it, Matt has eased their concerns that they don’t necessarily need to know every technical aspect of a job to have a chance at being successful.”

HPC Work Experience and Placement Policy

- Hinkley Point C (HPC) recognises the important role work experience plays in supporting the future workforce for HPC, future nuclear new build projects, as well as **leaving a lasting legacy** for the local and regional community.
- "Work experience" is now taking on a more formalised status with the introduction of T Levels, which is driving our approach.
- **HPC will not offer work experience to young people under the age of 16.**
- However, we do offer an alternative pre-16 offer with our '**Step into Engineering**' programme with HPC Inspire.
- **We are committed to providing equality of opportunity** and treatment of any individual engaged in work experience and ensures there are no discriminatory practices on the grounds of age, race, disability, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation.



Lessons Learned

- Early engagement with an approved provider is key to understanding
- Strong communication to introduce programme and garner engagement from employers at all levels
- Recruit strong, engaging volunteers; prepare them fully for activity
- Talk to managers early about hosting suitable placements
- Plan the placement, understand what the student needs, what the employer needs and bring the parties together before placements start
- Be flexible!



What's next.....?



T̂-LEVELS

THE NEXT LEVEL QUALIFICATION



Understanding how this all fits together



Boot Camps

Supporting the delivery of a number of South West Regional Boot Camps driven by the Heart of the SW LEP. These programmes have been designed around skills required by both the HPC project and the region. Welding, Electrical and Mech. due to begin in Q1 2021.



Plan for Jobs

GOV 'Plan for Jobs'

HPC project in a unique position to respond and delivery initiative aligned to the GOV's 'Plan for Jobs' and vocational education policies. The project is currently planning to facilitate both **Kick Start** programme and **Traineeship** placements in 2021.



Apprenticeship Levy Transfer

EDF Apprenticeship Levy transfer is set to support further apprenticeship creation within our HPC Supply Chain, as well as Somerset and the South West.

Aligning T-Levels with our existing commitments



How do we support T-Level placements at HPC so they help meet the needs of our workforce?

How do we ensure T-Level placements complement our commitment to apprenticeships – how do they fit in?

How do we ensure T-Level placements at HPC site are safe, supported and beneficial across our supply chain?



Three principles we intend to adopt....

1. Early **Engagement** with partners across the community to raise awareness of the opportunities available, creating a pipeline of activity that provides a tangible route for individuals to find out about but importantly access routes to apprenticeships
2. **Innovation** around addressing and designing apprenticeship and now T-Level programmes that are led by the skills needs of the project and wider industry, can be accessed by all - taking advantage of the real positives the T-Level programmes have the opportunity to provide in the future
3. Work in **Partnership** with Further Education partners. From curriculum support, utilisation of bespoke facilities and ultimately to target and deliver a new route to secure future Skills for Nuclear
 - FE is so critical to the Apprenticeship and Technical Education ambitions set out in the recent White Paper - the sector can be supported even further by employers willing to engage and facilitate T-Levels

Transitioning learning to Sizewell C

- It will reduce the cost and construction risk by using replication and innovation from HPC
- Sizewell C can be delivered at **20% less cost than HPC**
- Like Hinkley Point C, Sizewell C will create jobs and drive economic recovery across the UK regions. Especially important to the Covid-19 recovery.



 - Replication

Take home message.....

‘Don’t forget about T-Levels!

Along with programmes such as Traineeships and SWAP’s, they can support organisations meet their workforce and skills needs of the future, provide real insight into diverse talent pipelines for Nuclear, and deliver opportunity and access into sustainable and inclusive careers for everyone ’

Thank you!