

Jobs and Skills Strategy



Our aim

We'll need thousands of people to build and operate the Wylfa Newydd Power Station, and we want to make sure local people can make the most of the opportunities that will

be unlocked by the Project. That's why we've developed our Jobs and Skills Strategy, so we can train local people to have the qualifications and experience needed to work with us.

Guiding principles

We'll be recruiting staff on merit and will seek to select the best candidate for each role. As part of our commitment to Anglesey, we are developing measures to provide local people with the best possible access to appropriate training and other opportunities to develop the skills we need.

To maximise the potential for local people to gain employment linked to the Wylfa Newydd Project we will:

- invest in the skills pipeline locally and regionally, sharing information about job requirements and providing targeted support to existing education and training sectors in Anglesey and north Wales

- deliver training programmes to underpin the workforce requirements and deliver transferable skills, including through apprenticeships and sponsorships
- focus on the delivery of substantial and sustainable long term opportunities during the construction phase
- enable skills to be transferred from Advanced Boiling Water Reactor (ABWR) specialists to the Wylfa Newydd Project workforce
- continue to recruit and train an operational workforce to create an effective and sustainable pipeline of skilled workers for the lifetime of the Power Station
- remain committed to delivering professional development for staff in a structured and meaningful way throughout their time with Horizon

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Our activities

Memoranda of Understanding with Grŵp Llandrillo Menai (particularly Coleg Menai) and Bangor University – we will be collaborating with these partners in a number of ways including joint activity to promote Science, Technology, Engineering and Maths (STEM) subjects, developing student and graduate employability, and providing sponsorships and sponsored research.

Apprenticeships – We have an Apprenticeship Schemes Manager who will manage the ongoing growth of the apprenticeship intake. We anticipate that at least 250 apprenticeships will be created to support operation of the Power Station. The majority of these opportunities will be targeted at people in north Wales.

Sponsorships – we plan to work with higher and further education providers to assess candidates to receive sponsorships, prioritising local residents in Anglesey and north Wales. This would provide financial support to successful students of STEM subjects at Coleg Menai.

Sponsorships will also be available to those who are planning to move from A levels to degree courses at universities across the UK to study relevant technical, scientific or engineering subjects, with a view to returning to north Wales for a career with us and our supply chain.

Graduate Programme – we have set up a graduate development programme. Graduates joining the programme enter a 21 month period of structured development, involving a rotation of work experience across a broad range of specialisms within our business at the site office on Anglesey and the head office in Gloucestershire.

Employment Brokerage – a team of people who will match prospective employees with employment opportunities on the Wylfa Newydd Project. This will involve a pre-assessment of candidates through Job Centre Plus in Wales and with the support of the North Wales Economic Ambitions Board (NWEAB). The brokerage team will help to maximise the number of opportunities for people with support from funding agencies, sector skills councils and other related organisations.

Our ideas and future plans

Partner facilities – we, with supply chain partners and the lead contractor, are considering our requirements in terms of training facilities to deliver this strategy:

- use of the existing Energy Skills Centre at Coleg Menai
- investment in new facilities at Coleg Menai sites to meet specific technical and engineering training requirements
- use of existing facilities at Bangor University which we may develop further
- opportunities related to the North West Wales Science Park development
- establishment of a Wylfa Newydd Project Construction Skills Training Centre to provide a training route for construction personnel, potentially linked to the existing Construction Training Centre and the Heavy Plant Training facility at Coleg Menai

Training for the operational workforce – we are exploring two main routes for training:

- **Existing providers** – using existing further and higher education establishments in Anglesey and north-west Wales to offer technical training that will provide students with transferable skills that are needed by us, our supply chain and desired for the economic development aspirations of the region
- **Bespoke specialist training** – we are developing plans for a training and simulator building which will, using a combination of simulator time and classroom based learning, deliver the highly specialised technical training for the operational workforce of the Power Station

Please let us know what you think about our plans – you can give us your feedback at this event or visit our website: www.horizonnuclearpower.com/consultation

