

NSAN – Skills & Training in the Nuclear Sector 2022 and beyond



Jo Tipa - Managing Director NSAN September 2022



NSAN is the go-to-place for skills for nuclear

We are led by nuclear sector employers, from both civil and defence, to provide valuable, cost-effective and practical support to organisations large and small.





Who are NSAN?

A skills-focused, not for profit, membership organisation led by nuclear sector employers.

Self sustaining for 15 years.

What does NSAN do?

- Provide cost-effective and practical skills solutions for the nuclear industry
- Enable members to share best practice and work collaboratively to develop fit for purpose skills solutions
- Financial success has meant that NSAN has re-invested in skills initiatives over the last 3 years



Vision

To have a positive impact on every organisation involved in the nuclear industry.



Mission

Harnessing the power within our network and team, we focus our energy on enhancing skills and delivering cost effective solutions to our members and customers.



NSAN is the go-to-place for skills for nuclear

Led by a powerful network of employers and providers, we provide effective and practical support to organisations.

Executive Board



Colin Reed
Chair of NSAN Board



Greg Willetts
Jacobs



Jo Tipa
NSAN



Joanna Woolf
Cogent Skills



Neil Farley
Westinghouse UK



Les Studholme
Sellafield Ltd



Richard McMeekin
MoD



Stuart Yellowlees
Capgemini



Tricia Austin
NSAN



Adam Ellis
Rolls-Royce SMR

1

Membership

2

Commercial

3

Competence &
Assessment Services

Our three core areas

1

Membership

Our members lead us. They are nuclear sector employers, from both civil and defence, as well as established, high quality training providers from both the further and higher education, and private sectors. Working with, and on behalf of our members and collaborative partners, we develop and deliver high value, cost-effective, practical skills solutions and guidance to organisations large and small.

2

Commercial

Our solutions have been developed through employer collaboration. Bespoke solutions are available for individual clients, ranging from eLearning hosting & production, project facilitation, training needs analysis, consultancy and bespoke training programmes.

3

Competence & Assessment Services

Skills Assured is a secure online platform that allows organisations to assess, verify and record the competence, training and qualifications of their employees. We deliver End Point Assessment (EPA) services for apprenticeship standards used in the nuclear industry. NSAN is also recognised by Ofqual, the regulator for EPA.

NSAN members – Current Skills Issues

The top three most talked about concerns

- Recruitment and Retention of staff – all levels, all disciplines
- The need to recruit from outside the sector
- Being able to plan for the future ambitious nuclear programme without contracts being in place – a particular supply chain issue.

NSAN initiatives to meet member's current concerns

- Delivery of GAIN courses – supporting time and cost effective up-skilling of new entrants into nuclear
- Flexible delivery of courses either by our provider network or by NSAN through NSAN digital tech e.g. E learning network
- Working collaboratively with the NI and Working Smart (a global energy recruitment company) to stage a Recruitment Fair – on October 11th in London -specifically aimed at those currently outside of the sector and job matching individuals to vacancies in nuclear.
- Special Interest groups and Dynamic Advisory panels -populated by employer and provider members
- Knowledge Hub introduced

Why NSAN?

Membership of NSAN provides you with access to an exclusive package of skills expertise and support.



The NSAN team has 150+ years' experience dedicated to the skills for nuclear agenda.



Our dedicated Client Relationship Managers spend the time to understand a member's strategic goals and/or organisational requirements and facilitate and signpost the conversations that need to take place to get the right, proven, cost-effective solutions into the organisation.

Why NSAN?

Whatever the starting point, we help to select and implement the right cost-effective solutions to improve Member capability.



Why NSAN?

Our online members area

Online Members' Area



Connect

Contact and network with the NSAN team and other members in the NSAN network.



Share

24/7 access to information when you need it.



Engage

Online forums dedicated to the topics you care about.

Plus much more...



NSAN Provider Network



NSAN Provider Network Benefits

Benefit from the expertise of the NSAN team of skills for nuclear specialists

Receive dedicated 1 to 1 support from your Client Relationship Manager

Raise your profile and offering across the nuclear industry

Invitations to special member only events & special interest groups

Regular collaborative group meetings with employers

Business Development Support

Opportunities to collaborate with the Provider & Employer Network

Access to the industry agreed nuclear competency framework

Gain NSAN Endorsement for programmes/training courses

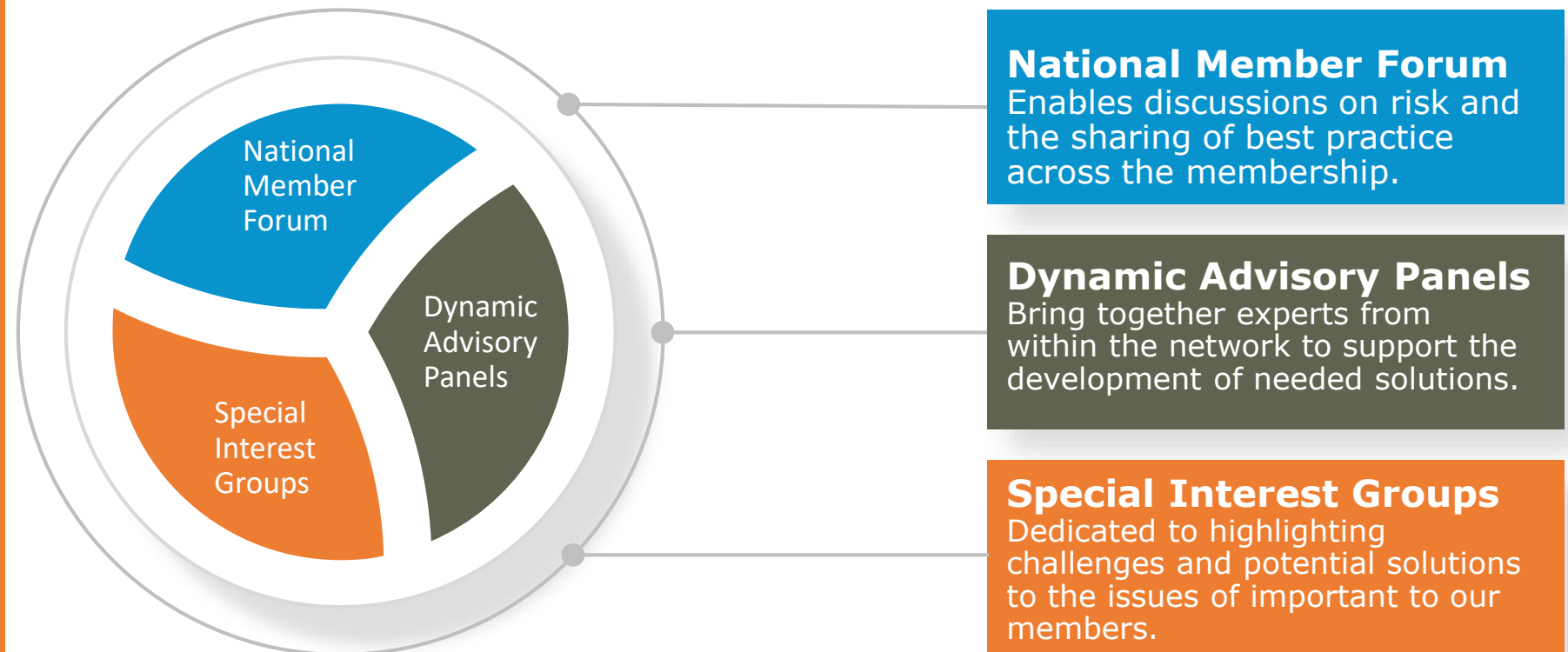
Connect with the NSAN network via the Members' Area



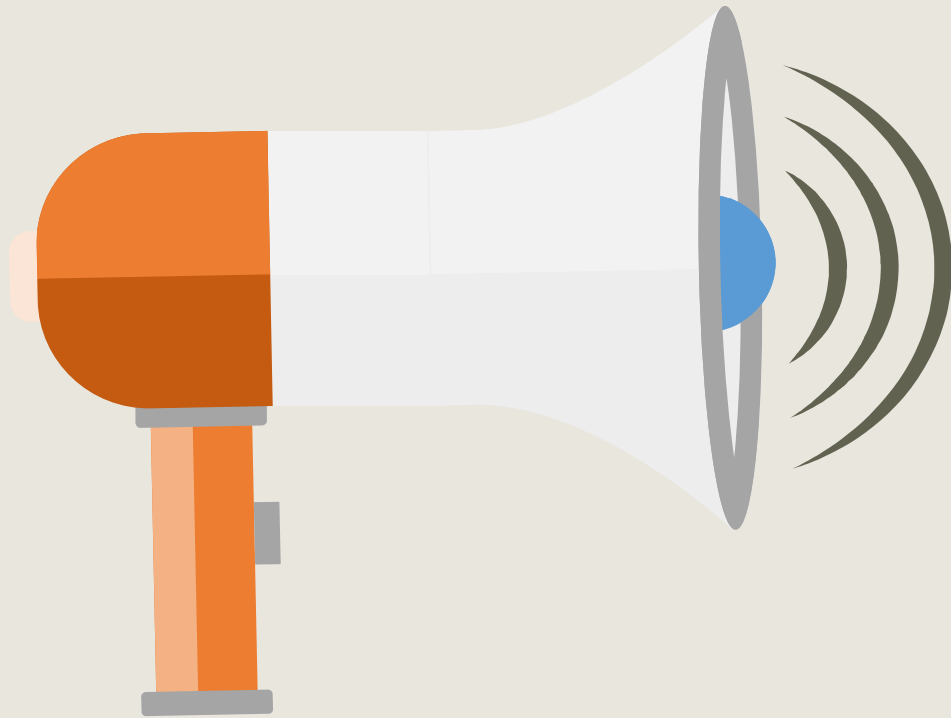
Membership

Connecting key stakeholders in a supportive and influential collaborative forum, ensuring the right connections are made to make things happen.

We bring together a supportive and influential network of like-minded businesses to tackle future skills problems and develop cross-industry cost-effective solutions and initiatives.



Voice of the Supply Chain Skills Board



- Input into local and strategic skills for nuclear strategy and initiatives on behalf of the UK Nuclear industry.
- Outputs from the Group are fed into the national skills agenda via the Nuclear Skills Strategy Group (NSSG).
- Enables NSAN's members to input into the key skills needs priority actions for NSAN to take forwards.
- The Board meet frequently to provide insights on fast moving government policy and interventions, providing input direct from the nuclear supply chain into key strategic skills developments and government skills reform.

“

NSAN are my **'go to'** every time I have a question relating to nuclear skills. Their **wide network** allows me to tap into **best practice, share knowledge** and **create opportunities** that you just cannot do alone

PAULA QUINN

HEAD OF TALENT DEVELOPMENT & EMPLOYEE COMMUNICATIONS,
NUVIA UK



NSAN Products & Services



The eLearning Network

Develop your career with flexible online courses.

- The eLearning Network provides 24/7 access to high-quality training and learning resources from NSAN and our Member Network.
- Opportunities for Members to make available their training resources via the eLearning Network.



Adding GAIN Live into the induction of the nucleargraduates programme has been a major improvement.

Megan Nicholson
nucleargraduates Co-ordinator



- > The four **GAIN programmes** provide a cost-effective way to ensure new Graduates, Apprentices or those joining the nuclear industry obtain **comprehensive Awareness in Nuclear** either completely remotely or face-to-face.
- > **GAIN** provides a “whole sector” view point, delivering a good level of awareness of nuclear history, nuclear science and the operation of nuclear energy, decommissioning and waste management.
- > **GAIN** leads to the Award for Nuclear Industry Awareness (ANIA) Level 2 qualification (subject to successful completion of the ANIA exam).



“Adding GAIN Live into the induction of the nucleargraduates programme has been a major improvement.”

Megan Nicholson
nucleargraduates Co-ordinator

GAIN **GAIN** **GAIN** **GAIN**

Graduate Awareness In Nuclear Growing Awareness In Nuclear Growing Apprentices In Nuclear Growing Awareness In Nuclear



SMR

Jacobs

ENERGUS.



James Fisher
Nuclear



 **Sellafield Ltd**



NATIONAL NUCLEAR
LABORATORY 



NIS
integrated engineering

ureenco
enriching the future



VULCAIN
ENGINEERING



UK Atomic
Energy
Authority



Triple Bar Courses

Short courses that provide a basic introduction to working in different aspects of nuclear.



TRIPLE Bar Existing Sites

Introduces individuals to the requirements for compliance, nuclear awareness and industry behaviours for safe working in the nuclear industry on an existing site.



TRIPLE Bar Nuclear New Build Sites

Provides individuals with a basic level of understanding of some of the important aspects about working on a nuclear new build site and how this may differ to other construction projects.



TRIPLE Bar Nuclear Manufacturing

Provides an overview for individuals new to manufacturing for the nuclear industry, with and introduction to expectations in terms of knowledge, quality and behaviours.



TRIPLE Bar Nuclear Leadership

Provides an understanding into what is different about the leadership and management style expected to be able to confidently work in the nuclear industry.

A horizontal banner illustration featuring four stylized figures. From left to right: a man in a suit with a laptop, a woman sitting on a blue mountain peak with a laptop, a man with a megaphone, and a woman with a laptop. Dashed lines with paper airplane icons connect the figures across the banner.

Knowledge Hub



Net Zero

Sharing good practices and skills requirements, signposting resources and supporting NSAN members to improve their sustainability

[VISIT NOW](#)



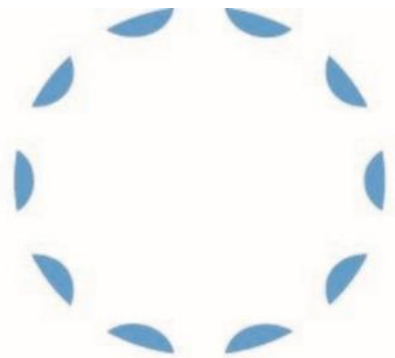
Featured Content

Highlighting recent and topical content for NSAN members and stakeholders.

[VISIT NOW](#)

An online resource and a dynamic tool for knowledge and practice sharing.

[More Information](#)



Skills Assured



A secure online system for assessment of competence, against the industry-agreed competence framework and/or organisation specific competencies



A showcase of individual training, talent and qualifications, supported by all social media applications



A flexible tool to manage skills and capability and help to identify skills shortages



Customisable to support organisation branding

Apprentice Support via End Point Assessment



Support and guidance through the EPAO process, whether an employer, provider or apprentice



Drawing on extensive relationships throughout the nuclear industry to build specialist assessor pools



Achieved recognition under Ofqual, the Regulator for EPA, and ISO9001:2015 certified we operate a fully compliant EPAO process



The first cohort of Nuclear Health Physics Monitor apprentices assessed by NSAN EPAO in 2017

Assessment by the industry for the industry



Uncover a
brighter future?

Take a look at the
opportunities in
nuclear !

Connect your talent with opportunity at NSAN jobs



Cogent skills
for science industries

NSAN 

UK NUCLEAR SKILLS AWARDS

Organised annually to highlight the exceptional talent within our industry, the event showcases apprentices, graduates, STEM Ambassadors and organisations who go above and beyond in terms of developing skills for the UK Nuclear Industry.

Further Information & Keep Updated



SCAN ME



@NSA_Nuclear



@National Skills Academy Nuclear (NSAN)



@NSANuclear



@NationalSkillsAcademyNuclear



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