



**NUCLEAR**

Excellence in skills for nuclear

Experts in developing, sourcing and supporting high quality skills solutions.  
*A service for the whole of the nuclear industry.*



Apprenticeships | Graduate Development | Subject Matter Experts | Workforce Competence | Industry Standards  
Support Funding | Approved Training | Business Development | Building Capability | Employer-Led Solutions

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# Demonstrating Competence and Capability in the Nuclear Supply Chain

Background – UK nuclear industry skills profile/demand 2015

Drivers for Growth in the UK Nuclear Programme

Role of the Supply Chain

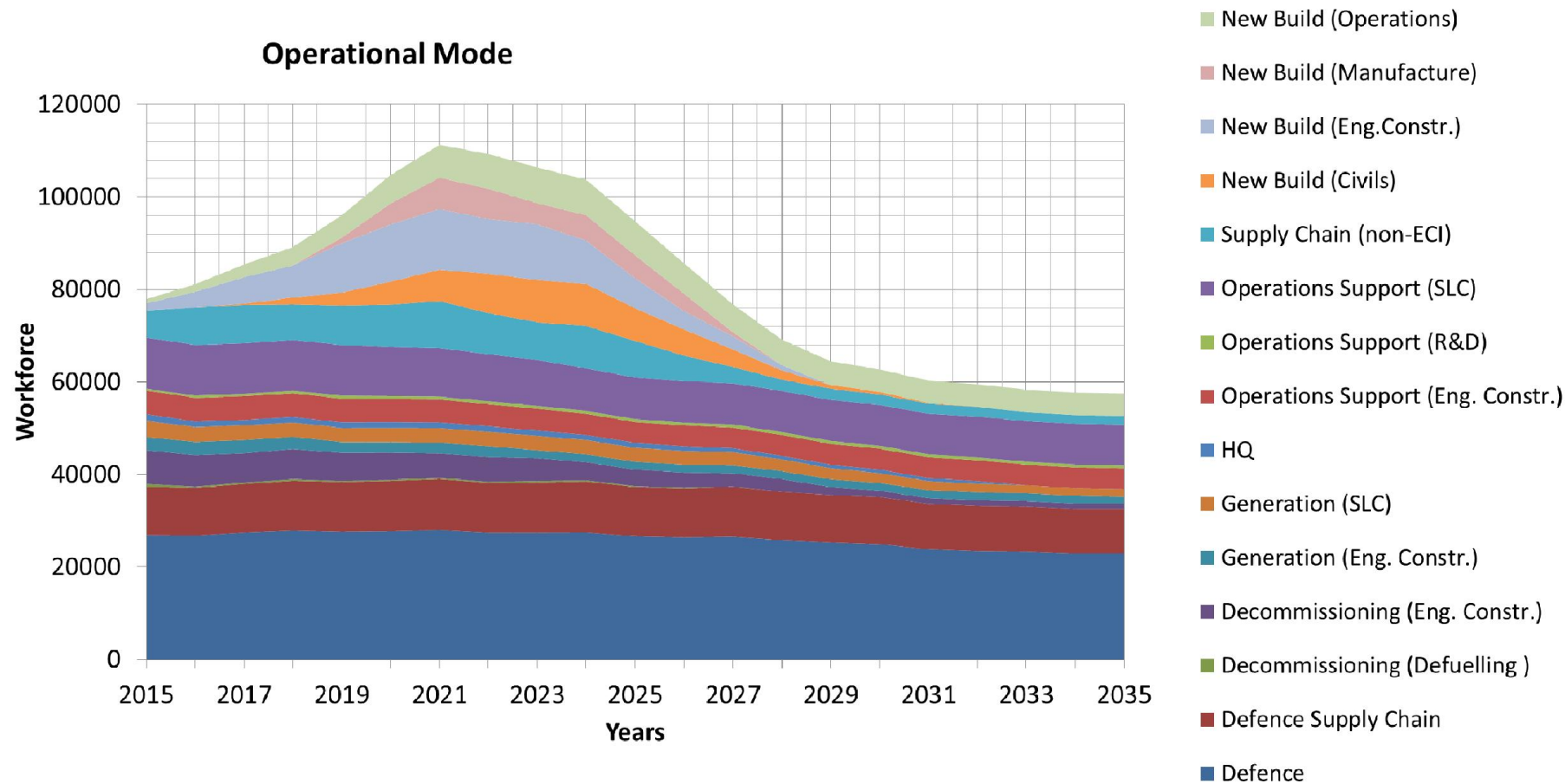
Supply Chain Challenges

Skills Solutions

Skills Assured

Conclusions and Next Steps

# UK Nuclear Industry Skills Profile/Demand 2015



## Drivers for Growth in UK Demand for Skills

- Extensive decommissioning programme
- Nuclear new build
- Enrichment and fuel manufacture
- Operating the current fleet
- Waste management, disposal and storage
- New technology – Gen IV, SMRs etc.
- Maintaining defence capability

## Role of the Supply Chain

- Supply chain are crucial for successful programme delivery, bringing innovation and technology improvements
- In counties with existing nuclear e.g. UK circa 40% of work done by supply chain
- Likely to be a much higher supply chain % in new to nuclear countries
- Supply chain work across sectors and counties
- Supply chain role particularly dominant in the build phase of a new nuclear programme

## **NSAN Mission 2016**

**We are dedicated to improving skills in the nuclear industry by setting the highest standards of excellence, leading the sourcing and provision of solutions and expanding our sector's capabilities.**

**We will achieve this by working collaboratively to deliver outstanding levels of service, enhancing the value we provide to members.**

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## Supply Chain Challenges

- Need for sites to enable flexibility and mobility of the workforce so can move skilled staff to areas of demand
- Lack of nationally recognised training and skills development standards leading to duplication and waste of time and money
- Ability to access the right, high quality training before going on sites
- How to understand Licencee and Regulatory requirements and then to develop and demonstrate competence aligned to these requirements
- Understanding of behaviours for working in a nuclear environment

## Solutions to Supply Chain Challenges

- Development of UK wide High Quality Provider Network
- Establishment of an industry On-Line Learning Portal  
[www.nucleartrainingnetwork.com](http://www.nucleartrainingnetwork.com)
- Agreed national training and skills development standards
- Development of a wide range of programmes e.g.
  - Triple Bar Introduction to Nuclear Suite
  - Award for Nuclear Industry Awareness
  - Human Performance Programmes
  - Manufacturing programmes e.g.: RCCM/E, ASME; Managing Quality
- NS<sup>4</sup>P/Skills Assured Skills and Competency Management System

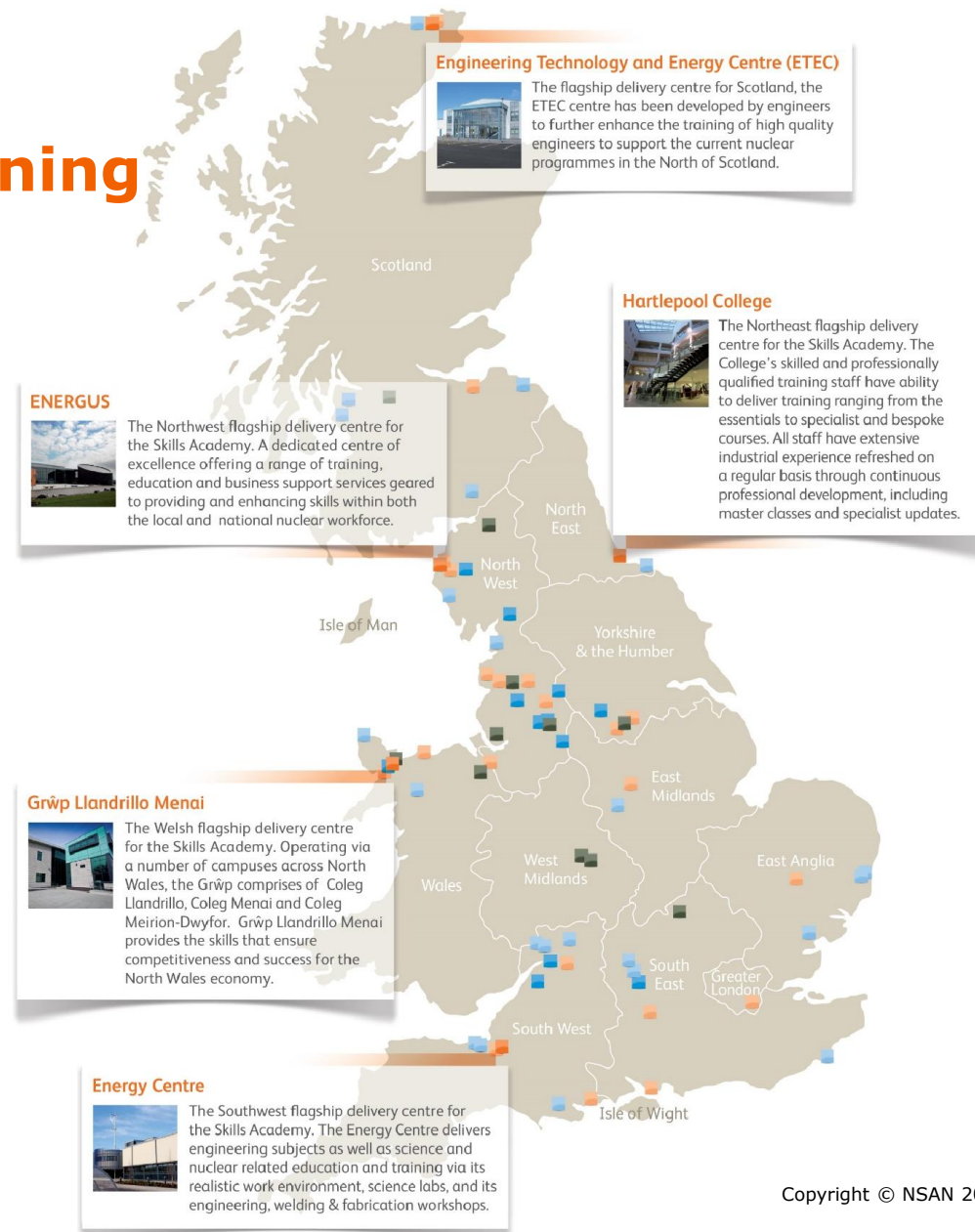
# Access to the Right Quality Training

## In the Right Locations:

**58 providers  
in NSAN's  
High Quality  
Provider  
Network**

■ Flagships      ■ Quality Assured Providers      ■ HE Associates  
■ Employer Nominated      ■ Employer Assured Providers

Excellence in Skills for Nuclear



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# Access to Learning & Training: Nuclear Training Network



Nuclear Training Network  
NTN

**W. nucleartrainingnetwork.com**



**eorigin**  
elearning networking



*Designed and Developed in Partnership by eOrigin and the National Skills Academy for Nuclear*

## Featured Courses



### Triple Bar Existing Sites

The Triple Bar Existing Sites (TBES) is three short courses introducing the requirement for complian...



### NWP: Completing the Waste Enquiry Form (WEN) - Issue 1

This module is one of four modules that help organisations complete LLWR waste services forms.



### Triple Bar Nuclear Security

The Triple Bar Nuclear Security (TBNS) course is designed to provide industry wide eLearning to tran...



### GSA

General Security Awareness for HNL



### Knowledge Management

The course will take about 30 minutes to complete and will lead you through an explanation of what K...



### NWP: Completing the Waste Consignment Information Form (WCI) - Diversion - Issue 1

This module is one of four modules that help organisations complete LLWR waste services forms.



### Triple Bar Nuclear New Build Sites 2014

Triple Bar Nuclear New Build Sites 2014



### NWP: Completing the WCI - Disposal &/or Supercompaction - Issue 2

Completing the LLWR Waste Consignment Information form (WCI) for disposal &/or supercompaction.

Forums

Learning from Experience

Learning Resources

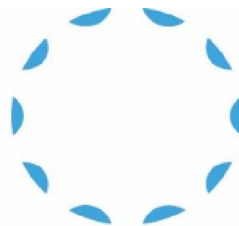
Learning Material

Training Courses

**"An on-line learning environment for nuclear companies to collectively host training and learning materials for sharing across the nuclear industry."**

## Skills Assured – A Skills and Competency Management System

- In 2014 NSAN launched the NS<sup>4</sup>P Skills and Competency Management System in the UK - **S**ustaining **S**kills for a **S**afe and **S**ecure Nuclear Future
- In 2016 this has been further developed and made available for the international market as Skills Assured – Skills and Competency Management System



# Skills Assured



# Skills Assured

A Skills and Competence Management System

Skills  
Knowledge  
Behaviours  
Training  
Reporting  
Resources



## Competency Frameworks Developed to date

### Skills Assured

- Mechanical Engineering & Maintenance
- CE&I Engineering & Maintenance
- Nuclear Safety, Nuclear Security
- Project Management
- Nuclear Waste Management
- Core Knowledge and Behaviours
- Nuclear Process Engineering
- Procurement & Supply



**Skills Assured**

## **What is Skills Assured?**

Skills Assured is a skills and competence management system. It can be securely hosted in house or centrally with an external provider.

Once populated, the system will contain a repository of the following employee records, administered by organisations from a simple interface:

- Training
- Records
- Qualifications
- Competence assessment

Available to employees and employees it is an essential tool to manage skills and competence and identify skills shortages.



**Skills Assured**

## Key Features

- 

**1. Competence**  
The ability to assess the competence of individuals and/or teams against a customisable competence framework
- 

**2. Skills Passport**  
Centralised storage and retrieval of individuals competency and training records
- 

**3. Reporting**  
A suite of detailed reports for improved operational performance
- 

**4. Resource Explorer (Optional)\***  
A visual overview and search of skills and competence in your organisation
- 

**5. Training Directory (Optional)\***  
Access to a training directory which can be customised to contain a list of your approved providers and programmes available to develop your employees

# Skills Assured

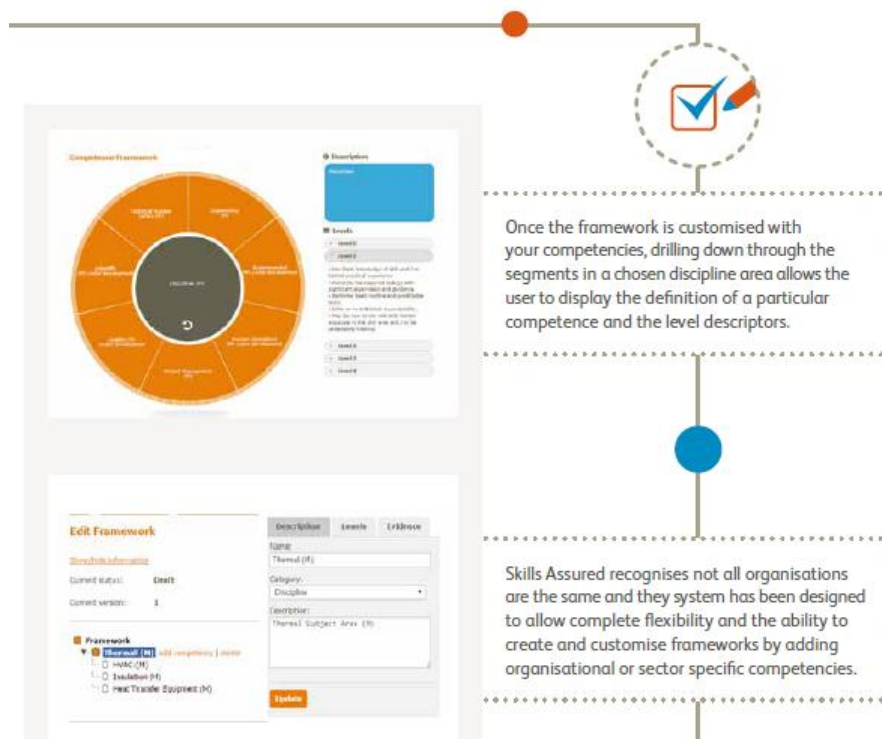
## Competence

### Competence Framework

The system is set up to enable the management of competencies. A master framework can be created to host sector wide and/or organisation specific competencies.

The system enables the creation of competence into three distinct areas, for example - Knowledge, Skills and Behaviours.

Competence development support can be provided as part of system implementation.





## Competence Assessment

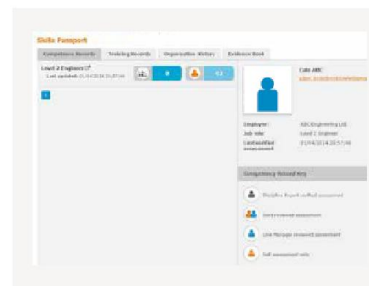


Using a competence framework, organisations can create assessments for Job Roles and/or Tasks specific to their business.



Skills Assured

Skills Passports



The Skills Passport element of Skills Assured provides a complete repository of an individual's competence assessments, training records and qualifications.

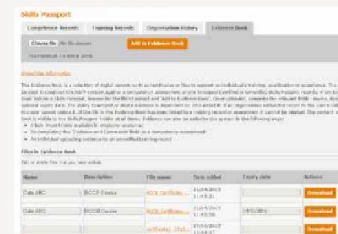
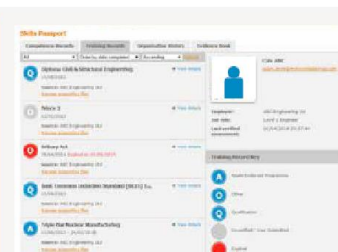
It can be accessed by the individual and managed for them by nominated personnel in their organisation.

A complete repository of an individual's competence assessments, training records and qualifications.

Skills Passports are updated in real time, providing organisations with immediate access to accurate records of their skilled individuals.



A Skills Passport also provides the individual with an Evidence Book to store any file uploads supporting a particular qualification or competence statement in one place, which are easily accessible to view and/or download.



# Skills Assured Reporting

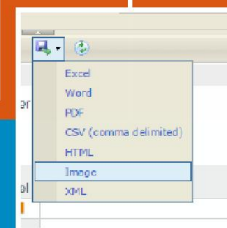


From Date: 07/07/2014 To Date: 07/07/2015 23:59:59  
 Organisation: ABC Engineering Ltd. Includes Child organisations: Yes  
 Job Role: Demo: Demo role Engineering Field View: Adam ABC, Gen ABC, Report View

Name: Adam ABC  
 Address: Level 1, Engineer  
 Last Assessment Date: 02/04/2015  
 Assessment Type: Individual

Competency	Role Target	Level
Mechanics of Engineering (M)	1	
Thermal (M)		
Hydro (M)	1	1
Insulation (M)	2	1
Hot Transfer Equipment (M)	1	0
Mechanical Handling - Hot Gas (M)	1	
Hot Transfer Equipment (M)	1	1
Lifting Equipment (M)	1	1
Occupational Technology and Equipment (M)	1	
Safe Methods of Working (M)	2	1
Shielding (M)	1	
Shield Check (M)	1	2
Fire Protection (M)		
Mechanical Fire Systems (M)	2	1

Skills Assured offers organisations a range of reporting options to provide an accurate update and intelligence on skills, competence and training for improved operational performance.<sup>1</sup>



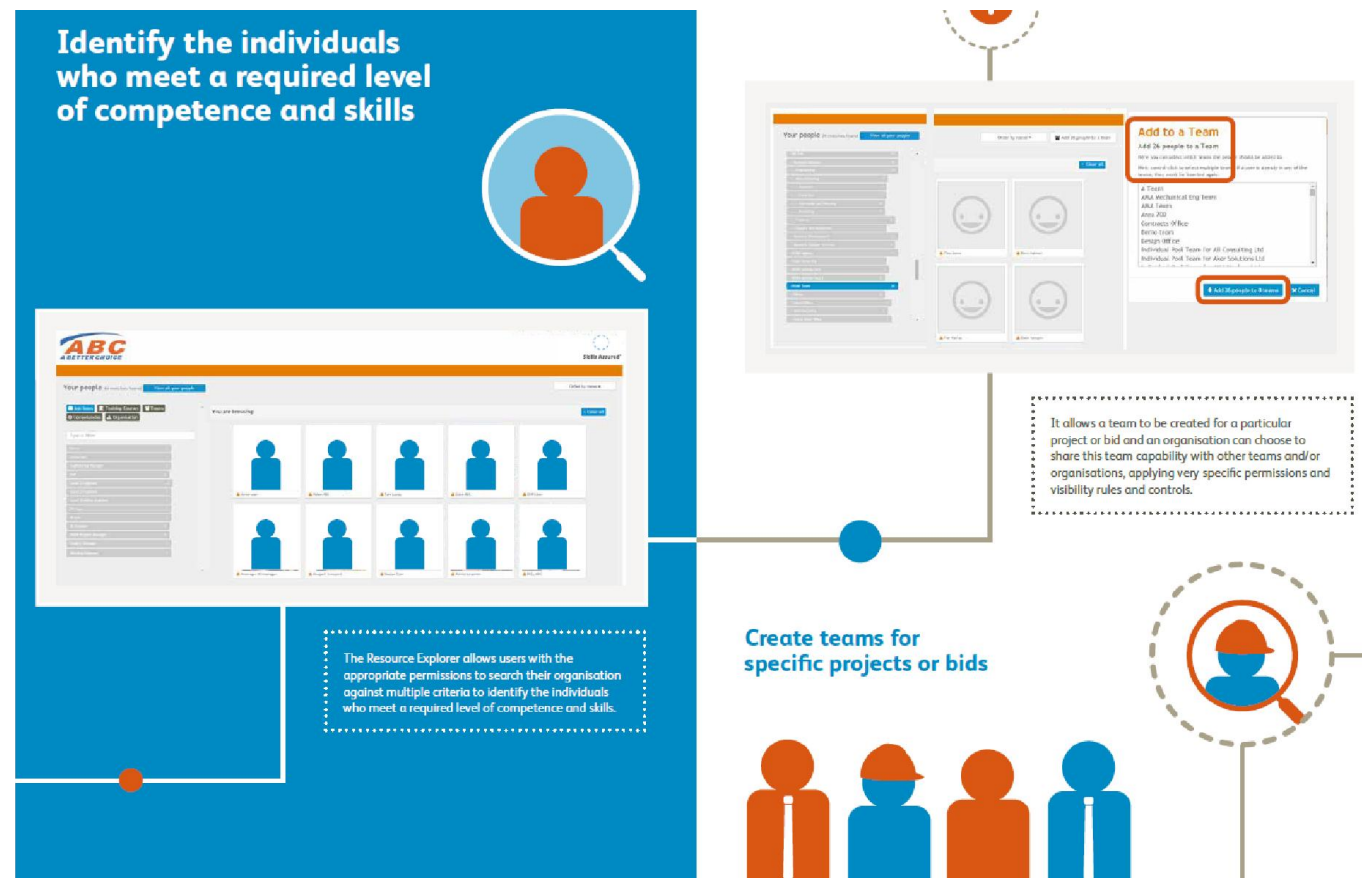
Reports can be extracted from the system in a range of formats to support in house processes

Get accurate, up to date information and intelligence on skills, competence and training for improved operational performance.



**Skills Assured**

## Resource Explorer (optional)





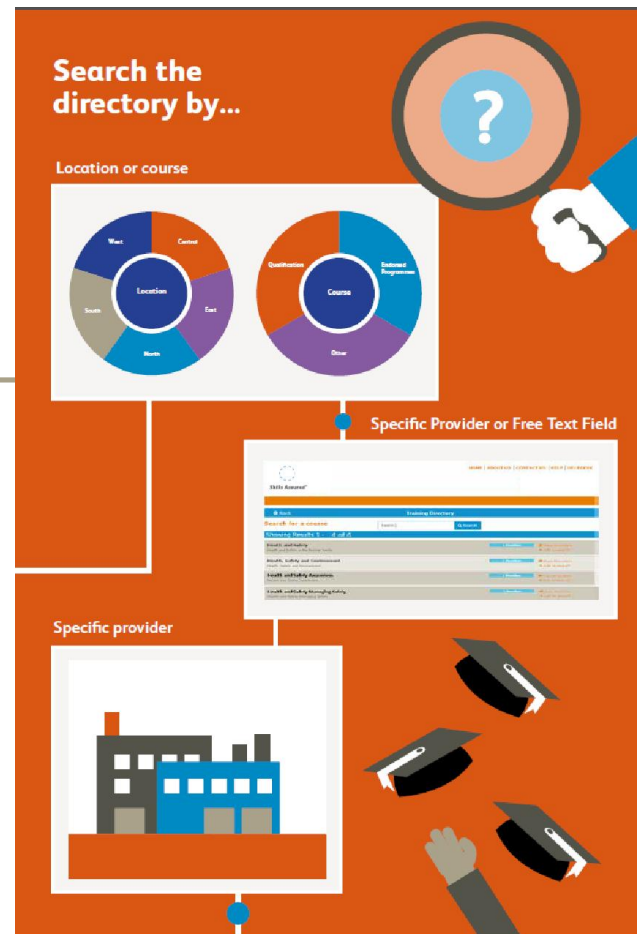
**Skills Assured**

**Training Directory** (optional)



Record training providers and provision in your sector and/or your organisational supplier list.

The Training Directory is easy to use and offers a variety of search options and direct links to provider websites and course information.





## A Skills & Competence Management System

For more information about how Skills Assured can help you manage the skills, competence and capability in your organisation, visit...

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**skillsassured.co.uk**

Or

**skillsassured.global**

T. (+44)1900 898120

E. [enquiries@nsan.co.uk](mailto:enquiries@nsan.co.uk)  
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Skills Assured is a trademark of the National Skills Academy for Nuclear Ltd, and the competence system has been developed in conjunction with MyKnowledgeMap Ltd and Atkins plc.



## Conclusions

- A strong and effective supply chain is essential for any successful nuclear programme
- There may well be a greater % of supply chain companies supporting nuclear programmes in countries new to nuclear
- Ensuring and demonstrating the competence and capability of the supply chain workforce is essential to maintain nuclear professionalism and ensure future safety and security of the global nuclear programme
- There are programmes and solutions available, such as the Skills Assured System via NSAN, that can help countries develop, maintain and demonstrate a suitably skilled and competent supply chain

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*A service for the whole of the nuclear industry.*



**For further details go to:**  
[www.nsan.co.uk](http://www.nsan.co.uk)  
[www.skillsassured.global](http://www.skillsassured.global)

**Or email:**  
[enquiries@nsan.co.uk](mailto:enquiries@nsan.co.uk)

**Telephone:**  
**+44 (0) 1900 898120**