



CEOs' Action Plan

Nov 2022

The table below outlines the 6 focus areas, signposts to existing work and the actions required from you.

Focus Area	Existing Activity	Actions
1. CEO's commit to supporting a set of collective recruitment and retention activities in the nuclear sector, with the main objective of growing the talent pool and making nuclear an inclusive industry of choice.	A new sector activity	<ul style="list-style-type: none"> First step is an industry wide memorandum of understanding – Ivan Baldwin from Win UK will follow-up with a first draft
2. Brand the industry as an attractive industry to work in, through a sector communications & social media Campaign. Targeting diversification of our applicant base as being a KPI of the campaign.	Next Gen NIC communications campaign branding industry as an attractive place to work, sponsored through HRD Forum and NSSG.	<ul style="list-style-type: none"> Next Gen NIC to present sector wide campaign proposal to HRD forum, with indicative costs per employer. If HRD's keen to commit and working group will be established to deliver, under sponsorship of Philippa Burt
3. Promoting the most inclusive attitudes and behaviours in the work place, learning from best practice.	Women in Nuclear UK, Nuclear Institute Young Generation Network, Inclusivity & Diversity in Nuclear.	<ul style="list-style-type: none"> Take corporate memberships of these organisations. Encourage personnel to sign-up and engage.
4. Ensuring that recruitment practices are more open and inclusive, learning from best practice.	Women in Nuclear UK, Nuclear Institute Young Generation Network, Inclusivity & Diversity in Nuclear.	<ul style="list-style-type: none"> Take corporate memberships of these organisations. Encourage personnel to sign-up and engage.
5. Engaging Schools and Universities and the creation of a coordinated STEM strategy.	Nuclear Skills Strategy Group, Nuclear Institute Young Generation Network and Women in Nuclear UK – an activity already included in memorandum of understanding between these parties	<ul style="list-style-type: none"> Beccy Pleasant from NSSG to lead the development of a sector wide strategy – CEO's to appoint business representatives to support.
6. Creating targeted social, political and economic forums for nuclear.	All Party Parliamentary Group on Nuclear, New Nuclear Watch Institute, Greens for Nuclear Energy, Trade Unions for Sustainable Nuclear Energy, UK Nuclear Regions Collaboration	<ul style="list-style-type: none"> Engage through existing forums: Links to APPG, TUSNE, NNWI, UKNRC – further information in appendix a.

We have received very encouraging feedback from the night, in particular the depth of discussions had which were strengthened by the inclusion of early careers professionals alongside the CEOs. To ensure that we maximise the value of this collective engagement, we are preparing a white paper to highlight the issues and solutions that we identified on our mission to make nuclear an inclusive industry of choice, we look forward to sharing this with you at a future date.

Appendix

Social, Political and Economic Forums for Nuclear



All Party Parliamentary Group (APPG) on Nuclear Energy

<https://www.parliament.parliament.co.uk/APPG/nuclear-energy>

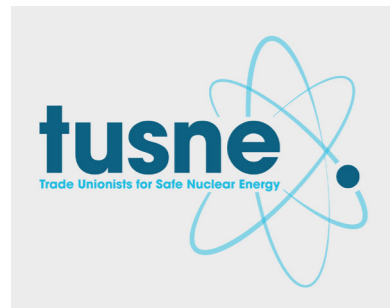
The APPG on Nuclear Energy provides a forum for MPs and Peers to engage with leading businesses and organisations that are working to enable the UK to meet its decarbonisation targets through the implementation of civil nuclear projects, and to discuss policy options to support these. It is a cross-party group of MPs and Peers that focuses on raising awareness of and building support for nuclear energy projects that will enable the UK to meet decarbonisation targets.

For further information, please contact:

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Trade Unionists for Safe Nuclear Energy (TUSNE)

<https://www.tusne.org/about-us>

Trade Unionists for Safe Nuclear Energy (TUSNE) are a campaign group of trade unions that represent many thousands of workers in the civil nuclear sector. We unite around a single aim: the wellbeing of the nuclear industry and its employees. To achieve our goal we work with the industry and politicians of all parties to ensure there is a contribution from nuclear in a low carbon balanced energy mix.

For further information, please contact:

Jim Mowatt, Chair TUSNE

Jim.Mowatt@unitetheunion.org projects that will enable the UK to meet decarbonisation targets.



New Nuclear Watch Institute (NNWI)

<https://www.newnuclearwatchinstitute.org/about-us>

NNWI is an industry supported think-tank, focused on the international development of nuclear energy as a means for governments to safeguard their country's long-term sustainable energy needs. We strongly believe that nuclear power is without which the binding Paris Climate Agreement objectives cannot be achieved and is therefore an essential part of the global solution to the challenge of climate change. In pursuit of this goal NNWI organises a range of events in the UK, the EU and further afield. Some of these are invitation-only private round-table discussions with industry leaders, policy makers and opinion formers. On other occasions we speak out publicly at conferences, seminars and in the media.

For further information, please contact:

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UK Nuclear Regions Collaboration (UKNRC)

The Nuclear Regions Collaboration brings together five of the UK's key nuclear regions to represent a regional voice within national nuclear sector development, transfer knowledge, and promote the capabilities and experience of local supply chains across the country. The collaboration is made up of seven business cluster and supply chain organisations from across the UK, and continues to expand. Members include:

- Britain's Energy Coast Business Cluster: www.becbusinesscluster.co.uk
- East of England Energy Group: www.eeegr.com
- NOF: www.nof.co.uk
- Northern Nuclear Alliance: www.nuclearalliance.uk
- North West Nuclear Arc: www.nwna.co.uk
- Nuclear South West: www.nuclearsouthwest.co.uk
- Wales Nuclear Forum: www.walesnuclearforum.com

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