



Good Practices in Aligning Vocational Education and Training and
Economic Development at Local and Regional Level

Hinkley Point Nuclear Power Station – Case Study

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1. Hinkley Point Nuclear Power Station
2. Infrastructure for local responsiveness
3. Tools for local planning
 - Working Futures
 - Scenario Modelling
 - Construction Skills Network Forecasts
 - EDF Workforce Profiles





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INFRASTRUCTURE FOR RESPONSIVENESS

- Highly market-orientated UK VET system whereby training providers compete with one another, seeking to build relationships with employers.
- Deliver or accredit 'bespoke' training for employers
- Publicly subsidised training – national priorities but also some scope to use local funds such as the Growth Deal or ESF to fund training in strategically important sector.
- For example, HotSW LEP has established a £1.7 million Skills Fund for Hinkley and a Hinkley Point Training Agency.

UK COMMISSION FOR EMPLOYMENT AND SKILLS' WORKING FUTURES

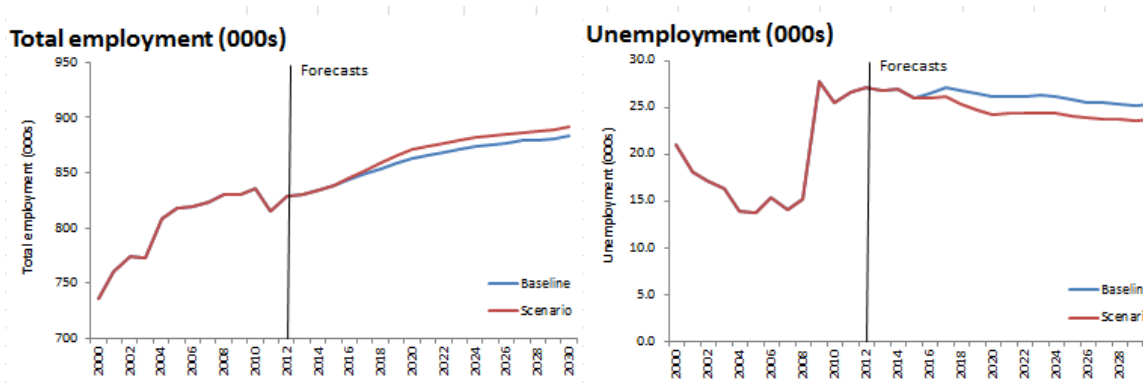
- UK Government has for many years, sponsored Working Futures, a set of freely available labour market projections.
- Working Futures provides projections of annual employment change both by occupation and sector. However, importantly, the model also provides projections of employment change by occupation within sectors.
- projections for replacement demand; the labour recruitment requirement generated by the need to replace people leaving the sector for reasons such as retirement. Combining these two dynamics allows users to identify a 'Total Requirement' for new labour in a sector.

Heart of the South West : Construction Employment Levels (000s)	2010	2015	2020	2010-2020		
				Net Change	Replacement Demands	Total Requirement
1. Managers, directors and senior officials	4	5	6	2	2	4
2. Professional occupations	5	6	7	2	2	4
3. Associate professional and technical	3	4	4	1	1	2
4. Administrative and secretarial	3	4	4	1	2	2
5. Skilled trades occupations	32	36	40	8	12	20
6. Caring, leisure and other service	0	0	0	0	0	0
7. Sales and customer service	1	1	1	0	0	1
8. Process, plant and machine operatives	4	5	5	0	2	2
9. Elementary occupations	3	3	3	0	1	1
Total	55	63	69	14	21	36

Percentage Shares	2010	2015	2020	Percentage Changes		
1. Managers, directors and senior officials	7.5	8.0	8.6	43.7	42.2	85.9
2. Professional occupations	8.9	9.4	9.9	39.4	37.0	76.4
3. Associate professional and technical	5.4	5.7	6.0	39.7	36.7	76.4
4. Administrative and secretarial	6.1	6.2	5.8	18.4	47.9	66.2
5. Skilled trades occupations	58.1	57.6	57.8	25.2	38.1	63.3
6. Caring, leisure and other service	0.1	0.1	0.1	36.0	44.2	80.3
7. Sales and customer service	1.4	1.5	1.5	32.2	33.0	65.2
8. Process, plant and machine operatives	7.8	7.2	6.6	6.0	40.3	46.2
9. Elementary occupations	4.6	4.1	3.8	3.9	34.0	37.9
Total	100.0	100.0	100.0	25.8	38.8	64.6

HotSW SCENARIO MODEL (OXFORD ECONOMETRICS)

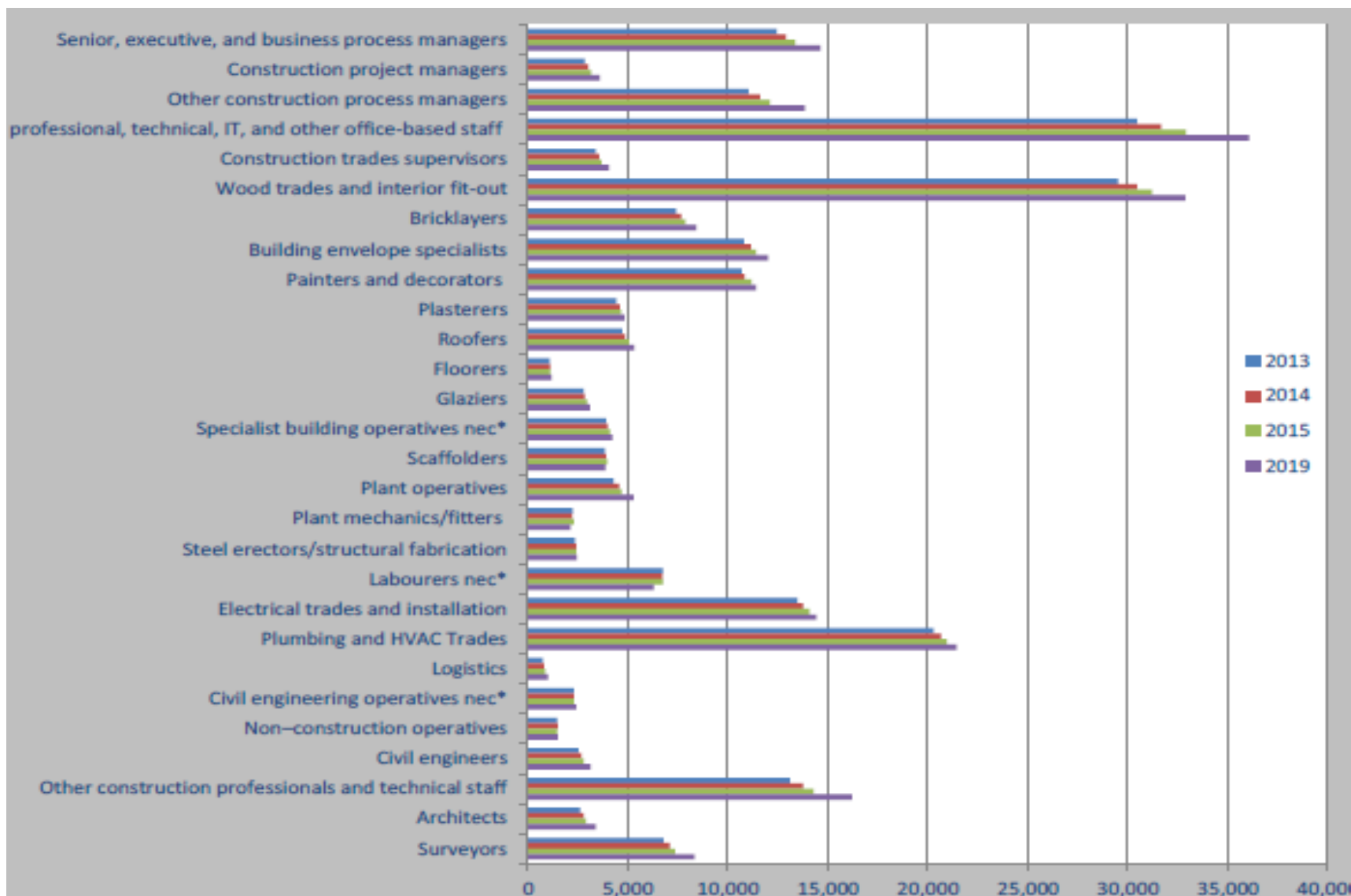
- Examine the multiplier effects of growth in particular sectors and locations (e.g. relating to a nuclear new build); the geographical distribution of these multiplier effects outside the immediate area; and the impact that growth in one sector (such as construction) has in others (such as accommodation & hospitality).






CONSTRUCTION SKILLS NETWORK FORECASTS BY EXPERIEN

The projections, which are updated every six months, cover a projected change in output and employment broken down by construction sub-sectors (e.g. infrastructure, housing, commercial etc). In relation to VET planning and VET providers' responses to the nuclear development at Hinkley, the most useful outputs are:

- The projections produced for total employment growth across 28 different construction occupations.
- A RAG Traffic Light coding system identifying occupations in which the recruitment requirement (equivalent to replacement plus expansion demand) is projected to be highest, as a proportion of overall employment.



Annual Average Recruitment Requirement
























































-  No/low requirement
-  Medium requirement
-  High requirement

Traffic lights

Traffic lights

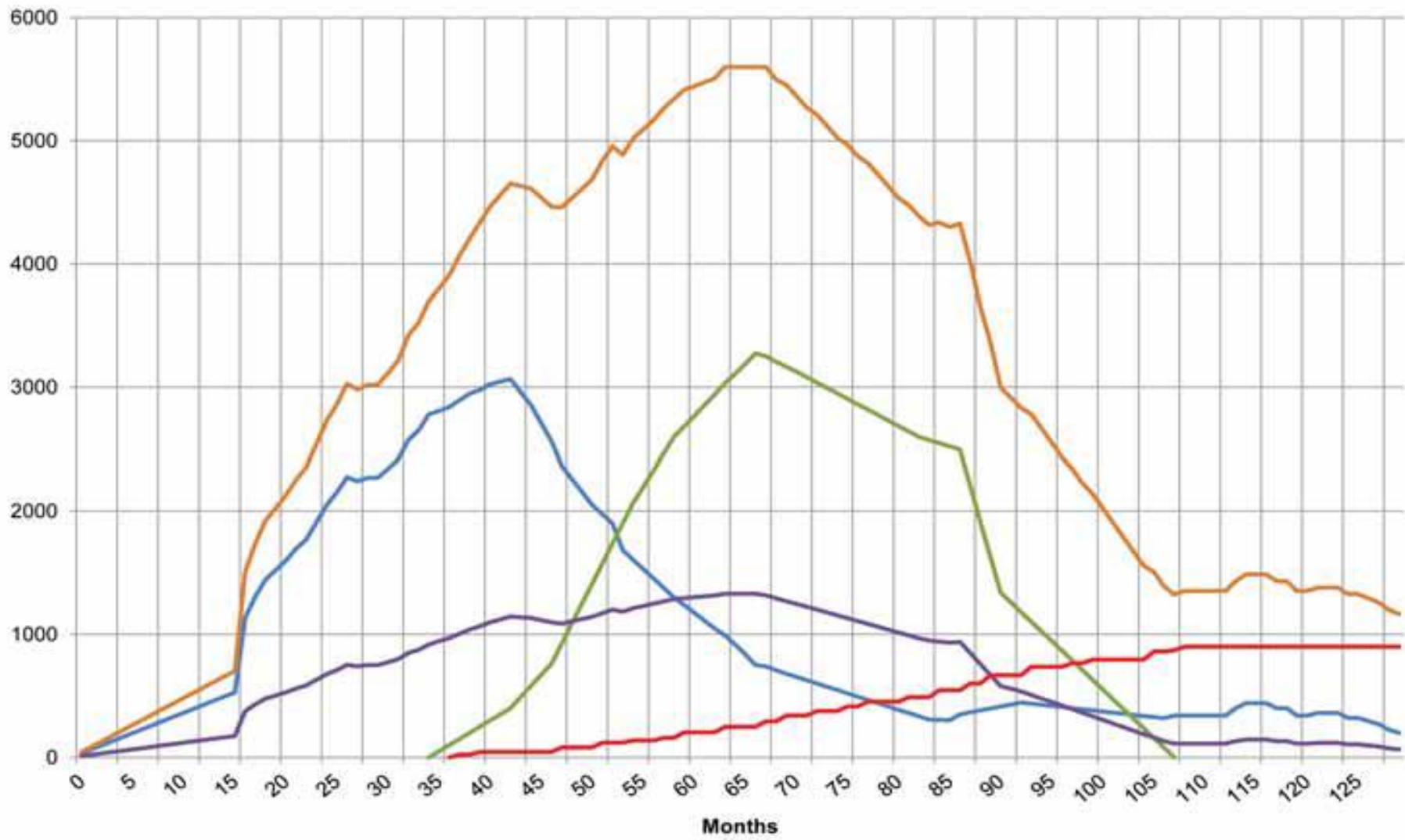
UK

SW

Senior, executive, and business process managers		
Construction project managers		
Other construction process managers		
Non-construction professional, technical, IT, and other office-based staff		
Construction trades supervisors		
Wood trades and interior fit-out		
Bricklayers		
Building envelope specialists		
Painters and decorators		
Plasterers		
Roofers		
Floorers		
Glaziers		
Specialist building operatives nec*		
Scaffolders		
Plant operatives		
Plant mechanics/fitters		
Steel erectors/structural fabrication		
Labourers nec*		
Electrical trades and installation		
Plumbing and HVAC Trades		
Logistics		
Civil engineering operatives nec*		
Civil engineers		
Other construction professionals and technical staff		
Architects		
Surveyors		
Total (SIC 41-43, 71.1 & 74.9)		

EDF WORKFORCE PROFILES

Based on their experience of building nuclear power stations elsewhere, EDF energy have a pretty clear understanding of the employment and skills requirement build Hinkley point. Relative to the data reviewed earlier, these projections are clearly extremely precise.



— CIVILS — M+E — PROF, MAN & ADMIN & MISC — OPERATIONAL — ALL



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Thank you for listening!

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