

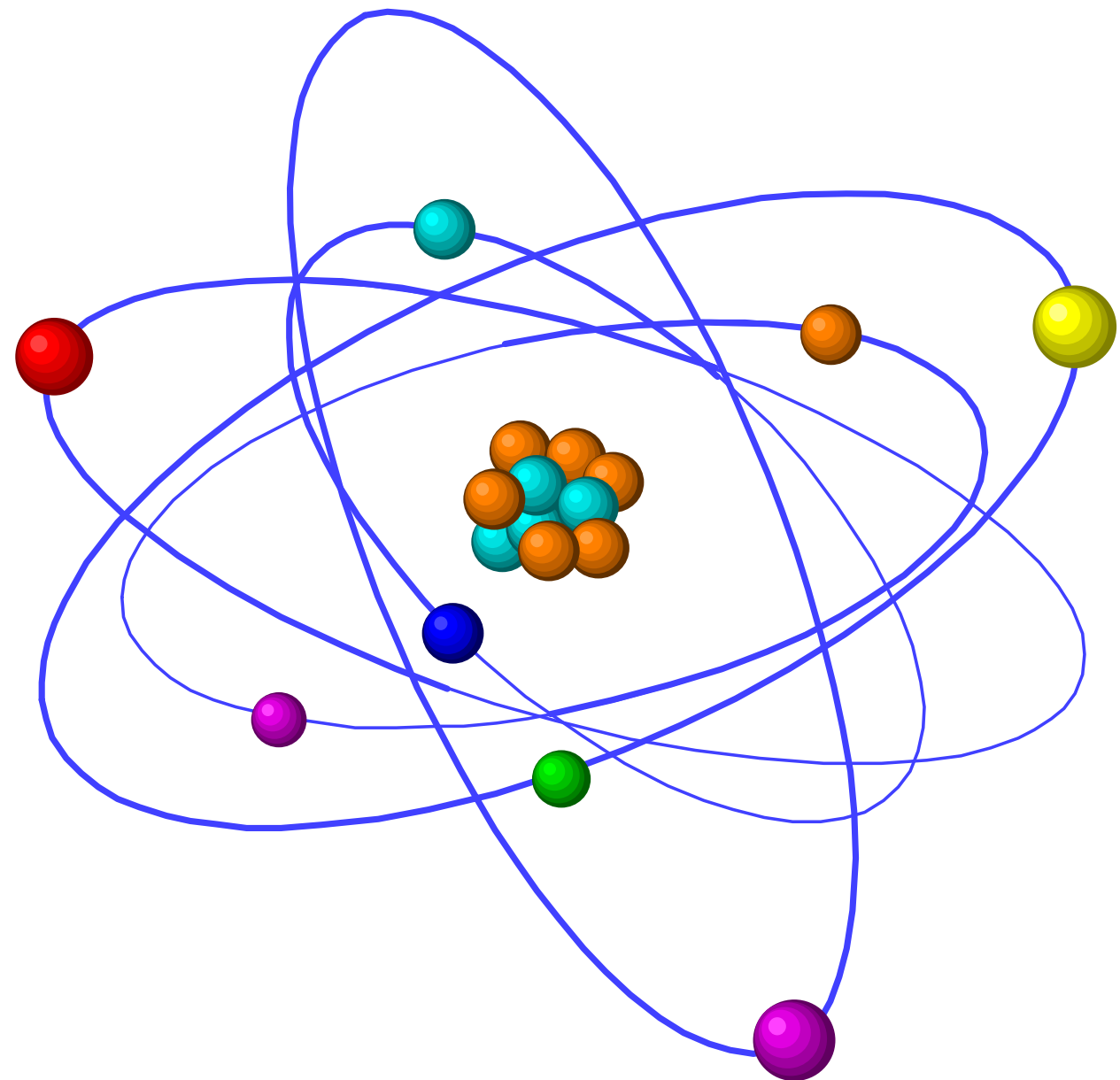
BNFL

**Securing the Skills for a
Nuclear Future**

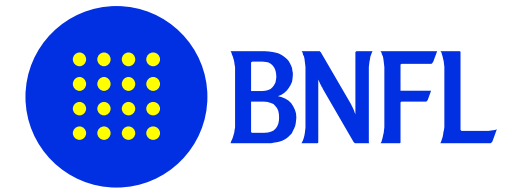
David Bonser

7th September 2004

- Personal background
- Industry concern
- What skills gap?
- Knowledge retention
- Clean-up demand
- Young generation

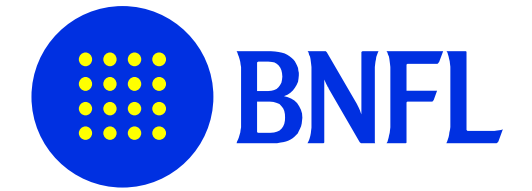


Industry concern....



- Lack of new nuclear build in some of the “nuclear-established” countries
 - This has led to a growing concern regarding the loss of skills
 - Particular concern is generated given that young people are no longer attracted to science and engineering
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What skills gap?



- Labour market can respond to a demand for skills

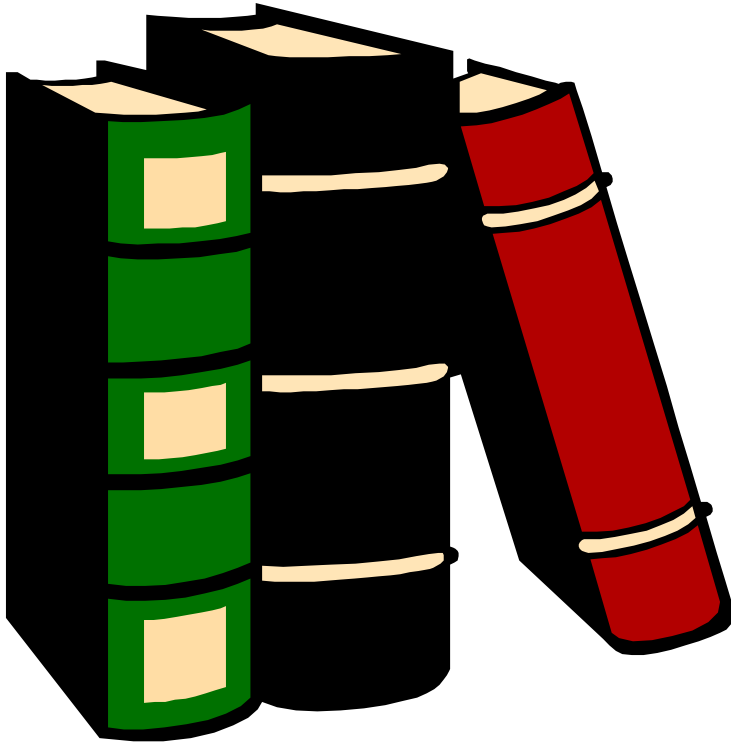
eg: rapid ramp-up of nuclear in the 50's
(Science, R&D, Design, Build, Commission, Operate)

- Other industries demonstrate this ability of the labour market to respond:



Knowledge Retention



- Important to retain knowledge
 - Many lessons learned
 - Lets not pay to re-learn them
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- An illustration of three books. The first book on the left has a green spine with three yellow labels. The second book in the middle has a black spine with three yellow labels. The third book on the right has a red spine with two white labels. The books are shown from a three-quarter perspective, slightly overlapping.
- People must be motivated - skilled workforce can not be retained without real challenge and real projects to work on
 - Need dynamic, energetic workforce for new nuclear build
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Clean-up demand

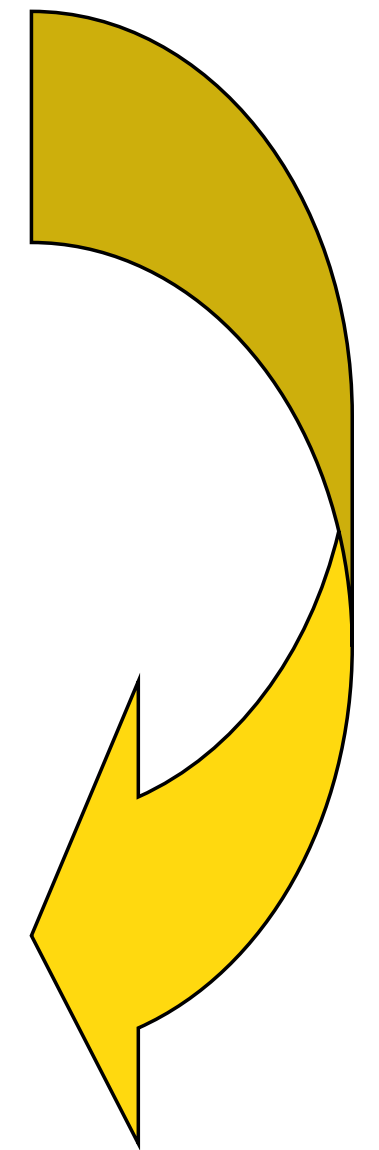
- There is now a huge focus on legacy clean-up in the UK as well as operations
- This will apply to the decommissioning of power generation plants
- We must develop and retain the skills/people/knowledge required for clean-up



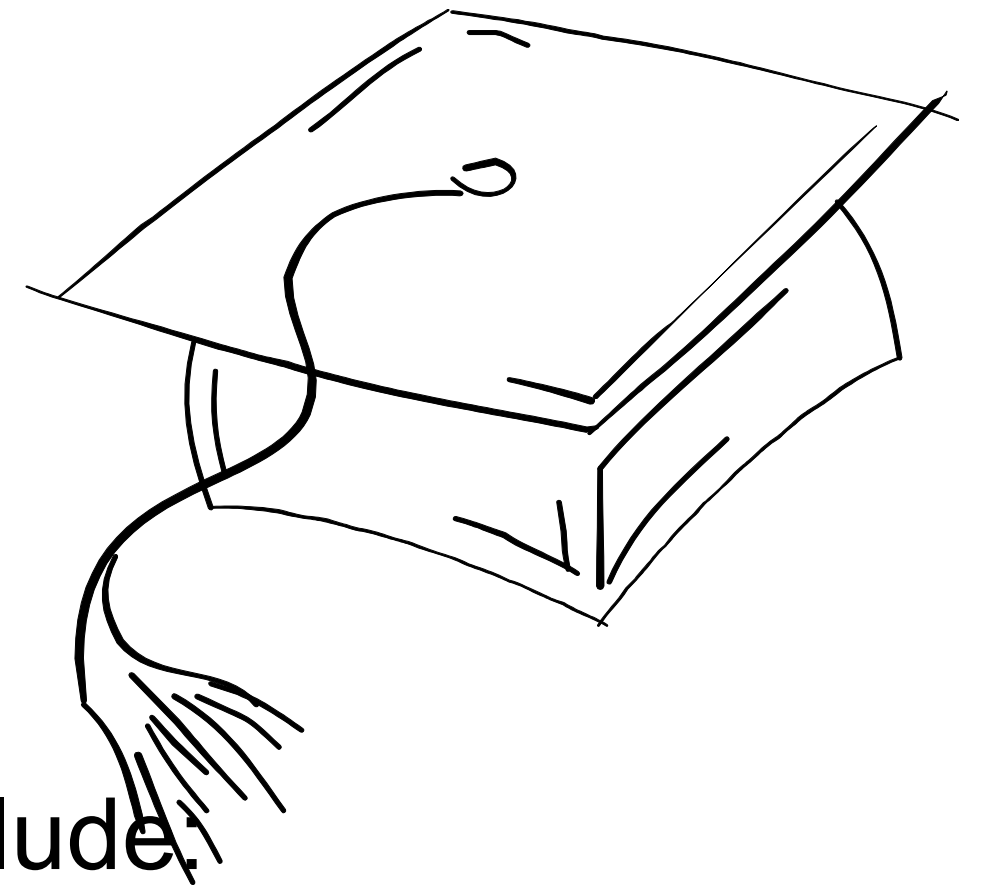
Before



After

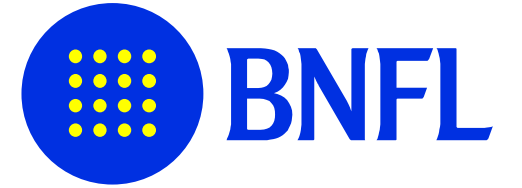


- There is a decreasing trend of University entrants studying science and engineering
- This must not be ignored
 - we need to proactively promote our industry
- Positive steps being taken by BNFL include:
 - University Research Alliances
 - Encouragement of nuclear related courses
 - International development projects



- Growing concern regarding the loss of skills in some countries
 - Negative trend in university entrants studying science and engineering
 - Labour market can respond to skills shortage
 - Should not “invent” jobs just to retain skills
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Summary (2)



- Retention of knowledge is very important
 - Must recognise clean-up as exciting and demanding of nuclear skills
 - Must work hard at explaining bright nuclear future to young generation
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A successful nuclear future requires -

Knowledge Retention

and

**Motivation for the Young
Generation**

