

Sizewell C – Socio-Economic Principles

Synopsis of Economic Development, Skills, Education and Employment position – provided as context for Socio-economics agenda item on 22nd Nov

Introduction

This report has been written to outline the principles and priorities for action related to maximising the socio-economic benefit of the proposed Sizewell C development. It builds on and updates the Economic Development and Workforce development and Education Principles adopted by JLAG in 2015. The construction phase is expected to last nearly a decade, but the project has the potential to create an even longer-lasting economic legacy during its 60 year operational phase.

The proposed build presents significant opportunities and challenges for Suffolk's businesses. In terms of our workforce, the build has the potential to make a definite contribution to our future vision for education and skills, however without a clear strategy to secure this the alternative could be a significant detrimental impact. Local partners are determined to ensure we fully maximise the potential of the Sizewell C Project to make a positive contribution to our education and skills priorities for the area, namely inspiring our young people and raising educational attainment and increasing skill levels in our existing workforce.

The anticipated multi billion capital cost makes it the largest onshore infrastructure project located in the East of England. It can be compared with other large projects such as the Olympic Park (£6 billion) and Crossrail (£15 billion). Uplift in GVA¹ has been estimated at £100m per year during the 10-year construction phase and £40m per year thereafter. In addition, the potential for increased business rates, a newly skilled or retrained local workforce and indirect positive opportunities are significant.

Figure 1: Summary of Published Data on Sizewell C Construction Project

Employment on-site at peak	7,900
Home-based employment on-site at overall construction peak	2,000
- Home-based employment in Civil Engineering	Up to 1,330
- Home-based employment in Mechanical & Electrical Engineering	Up to 990
Home-based employment in accommodation campus	500
Non-home-based workers in accommodation campus at peak	2,400
Non-home-based workers in tourist accommodation at peak	360
Non-home-based workers in private rented accommodation at peak	360
Non-home-based workers in owner-occupied accommodation at peak	460

Note: other than the on site peak employment this does not include higher peak workforce estimates now being used by EDF Energy (7,900 on site, and 600 on associated developments).

¹ Gross value added (GVA) is a measure in economics of the value of goods and services produced in an area, industry or sector of an economy

In terms of the local economy the build has the potential to create a lasting economic legacy. In order to deliver this, key priorities have been identified for Economic Development (ED) and for skills and workforce development, that should be central within the overall socio-economic strategy for Sizewell, these are

- Maximising the supply chain opportunities for local companies
- Attracting Inward Investment from companies who are seeking to service/supply the construction/operational phases
- Identifying an aspect or aspects that could be a driver for innovation change within the local economy
- Mitigating negative impacts on local businesses (for example, tourism) in terms of, for example, labour supply and congestion
- Ensuring the project acts as a driver for new business formation.
- A science and technology programme inspiring our young people to high achievement in science, technology, engineering and maths
- An ambitious programme of new apprenticeship opportunities at all levels with investment to support companies across the supply chain to participate
- Ensuring that the investment made in upskilling prioritises the creation of a legacy of excellent education and training facilities in the local area
- An offer for the unemployed and those in low skill jobs that builds on Suffolk's strategy to provide the best possible employment support services and ensures they have the best possible opportunities to benefit from the nuclear programme.

In estimates drawn from the Hinkley Point C project in Somerset, EDF Energy has suggested between £100 million and £200 million of **supply chain** spend in the local area per year, or £1.5 billion in total over the construction period. This is a “business as usual” scenario and identifies a level of local benefit that would likely accrue without major intervention. The challenge is to deliver this and then an additional benefit on top through a targeted intervention programme.

Suffolk Chamber of Commerce are already working with EDF Energy to identify local businesses that are interested in participating in the SZC supply chain and some are now finding opportunities in the HPC supply chain. However, there is an international delivery of nuclear stations that provides a global supply chain opportunity. We should seek to support local companies to enter in to this supply chain and not be constrained by the needs of EDF and SZC

Engagement of local businesses in the Sizewell C supply chain provides an opportunity for greater product and process **innovation** in the local business community, as they respond to the project's requirements. The project will also attract **inward investment** to the local area as part of the supply chain development to serve the project.

Whilst the project has not yet reached the FID (Final Investment Decision) stage nor obtained planning permission, an independent economic impact assessment (EclA) was completed during 2018 and work on an associated strategy is needed to ensure that the local economy and businesses are prepared for the opportunities and challenges the project will bring.

Principles for Economic Development

The Sizewell C project represents a once in a lifetime opportunity to drive economic growth through business growth and diversification and the creation of jobs in Suffolk. Everything possible should be done to maximise a share of the economic benefits for the local economy from both the construction and operational phases.

These principles are completely aligned to the Norfolk and Suffolk Economic Strategy which outlines the aim,

“to maximise the opportunities associated with the proposed Sizewell C nuclear power station in terms of supply chains, employment and skills opportunities and inward investment.”

And with the Local Industrial Strategy which identifies Clean Energy as regional strength and notes that Suffolk and Norfolk are “the epicentre of the world’s largest market for sustainable energy”

There will be both positive and negative impacts on the **tourism sector** in the local area. The use of tourist accommodation by non-home-based workers could generate £1 million of impact in the local economy at the peak of the construction process, or £6 million impact over the entire construction period. However, any discouragement of visitors from the local area will have a negative economic impact. A 1% drop in visitor numbers would mean a loss of £6 million of local economic impact per year, and a 9% drop in day visitors and a 21% drop in staying visitors £40 million per year according to the recently published DMO Tourism Survey impact of cumulative energy projects. There is also the issue of displacement if tourism industry workers move to jobs at Sizewell C or its associated developments such as the accommodation campus.

EDF are asked to work with businesses, their representatives, the Local Authorities and NALEP to positively support development of the local supply chain, support business growth and promote opportunities for innovation, by identifying aspects of the SZC and HPC projects that could be an exemplar for the County /sub region.

EDF should work with and augment the county’s business support infrastructure – in particular, the New Anglia Growth hub - to actively encourage the growth of start-up businesses, consortia, diversification associated with sub- contracts emerging from the tier one and tier two contractors.

EDF are encouraged to work with the Local Authorities and NALEP to support measures to secure additional funding, including from central government, to help deliver relevant interventions, including road infrastructure, business and skills development

Principles for Workforce Development

The Sizewell C programme represents a significant opportunity to create jobs and drive economic growth in Suffolk. Everything possible should be done to maximise the positive impact of employment opportunities for local people in the construction and operational phases of the Programme with a particular focus on construction and engineering across all levels including professional, technical and operative. This will require a robust Workforce Development Strategy which is co-designed by EDF, the Suffolk Local authorities and local skills, employment and education providers

- Any skills capital investments relating to the programme should be made in a way that maximises their legacy value to the skills and education sector in Suffolk
- Suitable mitigations should be put in place to reduce the effects of labour market displacement and ensure the Programme does not negatively impact on the available construction and technical workforce for other major infrastructural projects and established businesses in Suffolk
- EDF Energy should commit to working with schools and other education providers to engage and inspire young people in Suffolk to follow a pathway in science, technology, engineering and maths (STEM) with the primary aim of raising aspiration and attracting young people into a career in construction or engineering. This will require an Education Strategy which has a strong focus on raising participation and educational attainment levels in science and technology across the County. Implementation of the Strategy should be countywide with a particular focus on the schools closest to the build and complement existing local investments and Suffolk's Raising the Bar programme
- Employment opportunities throughout the Programme should be made accessible to all Suffolk residents, in particular helping to narrow inequalities (e.g. rurality), tackle worklessness and deprivation
- Alongside any developer investment, Suffolk will use its best endeavours to secure national and regional skills funding to co-invest alongside EDFE and its supply chain to maximise the local take-up of employment and skills opportunities.

Economic Development Opportunities and Challenges

If approved, Sizewell C would be one of the biggest construction projects ever seen in the UK. This represents a one-off opportunity to drive economic growth in Suffolk. But without some positive intervention in favour of local companies there is a real risk that the action will leak away from the Suffolk economy and not leave a legacy of economic uplift. So, boosting business support and local procurement advice is essential. We are not promoting local preference here in terms that EDF would consider unrealistic or open to challenge on State Aid terms. What is being proposed is the provision of local expertise and infrastructure to assist local businesses in being better placed to pitch for activity that can be realistically sourced from the local area, as well as providing opportunities to encourage new businesses to move to the area or set up in the area. We see this as complementing similar activity in the region being undertaken by other energy infrastructure projects and would encourage EDF to consider the synergies that may exist with the supply chain and workforce development plans of these other providers with a view to sharing expertise, programmes and facilities.

The EcIA recommends a number of key mitigation actions that are needed to maximise the positive local economic impact and minimise the negative local impact of Sizewell C. These will need to be delivered by both EDF Energy, local stakeholders, and national stakeholders. The main areas for mitigation are:

- Investment in local workforce development, as part of a broader initiative to support the energy and infrastructure sectors, and not just Sizewell C.
- Commitment from EDF Energy and all supply chain businesses to the recruitment of local workers

- Investing in training and workforce development at the right time to minimise any negative impact of displacement in the local economy
- Ensuring that recruitment of local workers into higher quality roles in the project is prioritised
- Ensuring that there is sufficient campus accommodation to be able to manage the number of non-home-based workers staying in tourist accommodation
- Support to local businesses to help them to identify supply chain opportunities and achieve accreditation to be able to win work in the supply chain, including investment in innovation support to improve the capabilities of local businesses, and provide them with legacy opportunities
- Investment in attracting inward investors to the local area, and also encouraging and enabling the delivery of suitable sites and premises to accommodate inward investors
Investment in marketing and business support to the tourism sector to minimise the loss of visitors to the local area

Mitigation will need to be directed to where the need is greatest e.g. actions to address the loss of visitors will need to be focused in close proximity to the site.

The Sizewell C Economic Development workgroup has identified the following key interventions:

- Creation of a Local supply chain plan to engage with businesses in the area and build local capacity
- A local procurement office with access to the tier one and tier two contractors
- Investigate the potential need for a local Energy Innovation Centre to encourage EDF Energy and Tier 1 contractors to locate close to site and to create a lasting legacy for the area.
- Identify and encourage any aspects of the development that could be exemplars or catalysts for local innovation practice
- Commit to examine and learn from best practice from other major infrastructure developments in the UK and overseas
- Investigate the value of having organisations such as the Nuclear Catapult and Manufacturing Advisory Service having a significant presence in the area
- Promote business support activities by increasing the activity of the Growth Hub in the geography and sectors affected
- Assess the opportunities and potential leads for inward investment moves and joint ventures and support inward investment delivery
- Assist the provision of serviced sites and modern premises to accommodate companies expanding or moving into the area
- Promote the project to other sectors of the Suffolk economy which could benefit, including advanced engineering and IT development
- Mitigate the impact on the visitor economy and on nationally significant destinations such as Minsmere, Aldeburgh Music, Southwold and Dunwich Heath whilst the construction phase is underway

- Support economic growth in the Ipswich and Lowestoft corridors via opportunities to improve the transport network on which they depend.

There are various opportunities to secure funding including through the:

- Sizewell C site preparation works section 106 agreement
- Sizewell C DCO section 106 agreement
- Growth Deal for Sizewell.
- Nuclear Sector Deal

Skills, Education and Employment Opportunities and Challenges

Over the lifetime of the construction project it is estimated that that overall approximately 25,000 employment opportunities would be created and at its peak the construction site workforce would be about 7,900 people. Other jobs would also be created off-site through increased economic activity in the area. This represents a significant opportunity to create a long-term positive legacy for Suffolk

Setting the SZC programme alongside existing demand and projected economic growth it is clear that Suffolk's current workforce will be not be sufficient enough to meet demand. The proportion of the workforce qualified to Level 4 and above is more than 6% below the national average and this trend is also reflected at Level 3.

Positive employment and skills interventions will therefore be needed to maximise opportunities for Suffolk residents and to ensure that local companies have the skills to secure supply chain opportunities. For example, residents with very little prior experience and existing workers with generic or related skills will only meet the specific demands of the Programme if they receive training in specialist Nuclear New Build techniques. In addition, new entrants are only likely to be eligible to work if they have relevant science and technological skills.

Building science, technology and mathematic capability across the whole education and skills system is therefore fundamental alongside impactful education programmes to inspire young people to follow a pathway in science, technology, engineering and maths.

Our Priorities for Action and Co-investment

This section provides further detail of the key interventions and mitigations which were highlighted as areas that EDFE should invest in, alongside the local partners to maximise local employment opportunities and create a long lasting education and skills legacy in Suffolk.

- **Excellence in Science and Technology Education:** We propose to develop and co-finance an Excellence in Science and Technology Programme with EDFE and other key employers. EDFE's investment would focus on:
 - Developing excellence in teaching and learning in science, technology and mathematics subjects through a focused improvement, recruitment and reward programme for teachers in further education, secondary and primary schools
 - Raising awareness of science and technology careers, beginning at Primary schools
 - Developing an enhanced curriculum offer through specialist primary school resources and increased participation in triple sciences at GCSE

- Providing cutting edge facilities and specialist teaching resources in post-16 facilities and through science and technology excellence centres
- Building the STEM capacity of local high schools to provide a long lasting educational attainment legacy in East Suffolk
- **Apprenticeships:** Expanding the number of apprenticeship opportunities is a priority for Suffolk and the New Anglia Local Enterprise Partnership. It is our expectation that EDFE will set an ambitious and stretching target for Apprenticeship recruitment during the construction and operational phases of SZC. Linked to this, financing should be provided to enable relevant small and medium sized enterprises to increase their Apprenticeship in-take and mitigate the effects of workforce displacement. We expect that this programme will include apprenticeships at all levels, including an offer of higher apprenticeships to provide an entry point to young people across the full range of abilities
- **A local training solution** developed in partnership with Suffolk's network of further education colleges, University of Suffolk and specialist private training providers. Investment should build on providers existing capacity/facilities and provide a sustainable education and training legacy in Suffolk. As a first step Suffolk providers will be enabled to deliver as part of the Hinkley Point local skills response to build their knowledge and expertise of nuclear new build
- **Support for the Unemployed and Redeployment:** Employment and welfare to work solutions should be implemented to ensure all Suffolk residents can access the employment opportunities at Sizewell C, particularly those that are unemployed, in low paid employment or otherwise disadvantaged. Models should be co-designed with the local authorities and Department of Work and Pensions/Job Centre Plus and have contractor 'buy-in' to ensure a flow of vacancies

Next steps

We have identified a short-medium term plan to maximise socio-economic benefit which involves SCC, ESC, Suffolk Chamber of Commerce and NALEP. Appendix A provides details of the Economic Development plan and Appendix B provides details of the Skills, Education & Workforce plan. We need EDF Energy to continue to be actively engaged in developing and delivering this strategy: we need their goodwill and influence to maximise the legacy.

Appendix A:

Local supply chain

- There are currently 1,550 companies on the procurement portal. Somerset have 5,000 companies. There will be a step change in Suffolk once SZC is approved and work begins.
- Suffolk Chamber are working with Somerset Chamber to ensure companies in Suffolk can get opportunities at Hinkley. £16million worth of contracts have been awarded in Suffolk, including £15million to a company in Lowestoft.
- Another opportunity for local businesses is through the Fit for Nuclear database, which 4 companies in the region were accepted for.
- The Chamber has the contract with EDF to build the supply chain database and will put contractors in touch with local companies. However, Suffolk businesses will need to operate at a very high-performance level in order to win contracts. The Chamber are starting this training with local companies now.
- The Nuclear Sector Deal proposal will fund a team of 7 people, including a full-time Supply Chain Manager, a marketing role and an events role.
- A list of work packages needed to build SZC was circulated on paper. There will be 15-20 Tier 1 million-pound contracts, and companies need to be ready for this, potentially by forming a consortium.
- Issues we need to take into account include local capacity, boom and bust, and displacement.
- SCC & West Suffolk College secured monies through the last round of the NALEP Innovative Fund programme to deliver NSAN accredited training to businesses that may not be able to access the NAMRC training or find it too cumbersome.
- Somerset Larder is a good example of a company that has benefitted from Hinkley. They could possibly act as consultants to give advice on a similar set up in Suffolk.
- Review EAOW and Hinkley's supply chain strategies (construction & operation, and ports & assembly)
- Define regional supply chain targets
- Verify tender criteria for local procurement for Tier 1 contractors
- Influence government on agreeing a supply chain strategy to be incorporated as part of project sign off (as with the EAOW 1 project) working with the All Energy Industry Council.

Local procurement office

- Positive interventions to ensure businesses are ready and able to get involved – identify activities
- Identify a local contact person regarding Fit for Nuclear (MAS) and Nuclear Industries Council
- Link to EDFE local procurement officer – find out what is happening at Hinkley.

Learn from best practice elsewhere

- Research examples including London Olympics, Crossrail, Stansted, Flamanville 3
- Focus on interventions which can be carried out by local authorities.
- The EclA (2018) report reviewed other major infrastructure projects and provide more detailed background on the five key areas we are focused on.

- The LAs and partners including the Suffolk Chamber, the Suffolk Coast DMO and others are following up on the mitigation actions outlined in the EclA report including skills, supply chain and Tourism mitigation.

Local presence of nuclear catapult, MAS, Nuclear Industry Council

- Growth Deal freedoms – discuss with BEIS and NALEP using the SECDB and AEIC
- Through BEIS and NALEP become involved in the Nuclear Catapult initiative
- Nuclear Sector deal –Contribute to and help develop our local business case, working with NALEP and SCoC(Suffolk Chamber anticipating the nuclear sector deal award to help with their work outlined above.

Business support

- Establish timescales – this is important in run up to construction, so get right support in at right time – see work being done by the Suffolk Chamber
- Link to Growth Hub/GBF
- Mentoring is going to be important – pick up in discussion re Growth Hub

Inward investment

- Articulate activities and estimate resource requirement for:
 - Innovation centre – work progressing and a consultant’s study has been commissioned to review the economic environment and the likely demand for and sustainability of a purpose built innovation centre in East Suffolk.
 - trade
 - promotion and marketing for supply chain (see actions above)
 - account management
- Continue dialogue with UKTI.

Links to other sectors

- Raising profile of opportunities and threats
- Work has started on the LIR preparation and a review of impacts across a number of business sectors

Mitigation of adverse impacts

- Discuss with EDFE how social mitigation will be separated from economic – socio economic impacts are being treated as one by EDFE and the LAs are responding accordingly in consultation and pre DCO document reviews.
- Transport surveys near Sizewell
- The EclA has considered how workforce accommodation will affect tourism (e.g. caravan parks), care markets, logistics, construction etc.
- Liaise with DMOs and Visit Suffolk and other interest groups such as the RSPB are now ongoing

- The results of 2019 EDFE and DMO tourism surveys show a potential reduction in both day and stay visitors particularly when the cumulative impact of all proposed energy projects in East Suffolk is taken into account. – These findings will be used to aid the tourism fund work now being undertaken.

Use opportunities to improve transport

- Link A12 bypass to growth agenda (see Mott MacDonald paper, and obtain evidence of demand)
- Lowestoft – consider opportunities related to the port and EZ
- Communicate district growth plans.

Provision of serviced sites / premises

- ESC intern produced a full map and database of local site allocations which helped to focus on potential areas for an innovation centre should the commissioned study show the economic conditions are suitable
- This work will be utilised and updated to show all potential sites for businesses to use/innovation centre report also now published.

Additional cross cutting actions have been identified:

- Explore options for EU funding, local funding, government and private sector funding
- Develop intelligence - discussion with QUOD (EDF's Economic Consultants) and others, re the multiplier effect on employment, other key outputs, and data –
- Ensure integration between skills and transport work
- Consider the project within developing NALEP Strategies and programmes e.g. Innovation Strategy and ERDF programme.

Appendix B:

Work Inspiration & Apprenticeships

Building on already successful programmes that the Council is delivering we will increase impact by developing:

- A simple, easy, coordinated system for employers to be involved and recognised for what they contribute
- Clear and accessible youth employment services for all who need to it regardless of background or current level of qualification

- Accessible and relevant, employer backed Science, Technology, Engineering and Maths (STEM) professional development placements and courses (CPD) for teachers at primary schools, secondary schools, post 16 institutions and education professionals
- A STEM educational programme with multiple engagement points for young people across Suffolk at Primary and Secondary school that will better inform young people and make the sector attractive to them
- Greater awareness in the wider community about the energy sector and the opportunities and career routes that it can provide
- A coherent work inspiration approach for every young person in primary, secondary and post 16 education that provides both inspiration and clear information
- Support and recognition for employers to offer opportunities to young people through work placements, apprenticeships, employment and through the Enterprise Advisor Network

Over the next phase of our strategy we will:

- Further develop and extend youth employment services to all areas of Suffolk working with Districts and Boroughs supporting those aged 16-18 who are not in education, employment or training (NEET) or at risk of becoming NEET as well as working with those aged 18-24 who are claiming benefits or seeking support that will help them secure employment. It will also work with those aged 16 -25 that have special educational needs and disabilities
- Support the continued development of **icanbea...** securing more local content and assisting young people in understanding the range of employer led work inspiration and opportunities available
- Ensure through the **Careers and Enterprise Company** that all Secondary schools and colleges are connected to the world of work through an Enterprise Advisor Network consisting of high calibre business and public-sector leaders who will work strategically with the school or college. Extend this network further to connect each school and college with a STEM or Construction ambassador, building on the current ambassador programs in these sectors
- Maximising the impact of the **Suffolk Skills Show** and its role in introducing as many young people as possible to the employment opportunities on offer throughout Suffolk
- Support and develop the work of **Apprenticeships Suffolk** ensuring all young people have access to the impartial service that is increasing apprenticeship delivery across Suffolk
- Build on the potential of the **New Anglia Youth Pledge Marque** that recognises and stimulates employer commitments, investment and involvement in skills in Norfolk and Suffolk.

EDF Energy can add value to these projects through:

- Committing that EDFE and all significant contractors working on the project will have an active company profile on Icanbea... and that the site will be used to promote opportunities for young people, including work experience and apprenticeships
- Investment to further develop the Icanbea... portal over the life of the project
- Helping us grow our EAN network and reach through active involvement from EDFE and all significant contractors providing EAN, STEM or Construction ambassadors (proportionate to their size)

- Engaging with and inspiring the Primary School children, that will be the future Sizewell C workforce, their teachers and influencers. To ensure greater awareness of the significant opportunities that building New Nuclear will provide and how our young people can equip themselves to benefit.
- Align your plans for inspiring Primary School to post 16 children and young people to participate in STEM with our own
- Co investment in the development of a virtual Energy Inspiration hub and the physical bases
- Continue to be a zone sponsor of the Suffolk Skills Show
- Committing to use local youth employment services to employ 16-24 year olds
- Investing in our youth employment services and DWP/JCP coaching services to support vulnerable young people
- Accelerate the achievement of our ambitious Apprenticeship targets through delivery of a full range of Apprenticeships opportunities from Level 2 to higher-level and Degree Apprenticeships supporting the work of Apprenticeships Suffolk
- All significant contractors to make commitments via the New Anglia Youth Pledge Marque and EDFE to champion the promotion and development of the Marque.

Infrastructure

Supporting the ambition for inclusive growth within our economy we have been working with sectors to identify and meet skills needs, enabling opportunity for upskilling for those in work and encouraging employers to invest in skills. Through the Coastal Communities fund we have enabled more SME's to increase their apprenticeship intakes and supported those working within the energy sector to recognise their transferable skills with a dedicated Energy Employment advisor. Employer led Skills Deal proposals have leveraged over £700,000 of investment from employers and training providers with a total value of just under £1.5m being invested. The projects include the Offshore Wind Skills Centre at the Great Yarmouth campus of East Coast College. This programme has successfully taken long term unemployed people and given them the skills and competency tickets to achieve well paid work in the offshore energy sector.

We will continue to support businesses and sectors by having a clear and shared understanding of the needs of any given sector and then meeting these needs by aligning public and private sector investment in skills and training. Understanding what the economy needs we will target investment in the skills required to deliver this growth, influence providers and the choices made by new entrants and those looking to reskill. Building on the work of the Skills Deals we will further develop this project ensuring innovation in training, owned, and driven by the private sector. This will include linking existing and new skills assists and investments, such as the East Coast Energy Skills Centre and the Engineering and Innovation Technology Centre at West Suffolk College

Future plan/next stage of strategy for local area:

- Deliver on the priority actions that the **Sector Skills Plans** for the regions nine identified focus sectors has identified, ensuring we capture the many cross cutting opportunities
- We will advance the current **Investment programme** supporting the procurement of skills capital in regional Centres of Excellence for our key sectors and building on the Governments plan for prestigious Institutes of Technology. Investment and involvement of

employers in upskilling with further development of Skills Deals and a Local Workforce Development Fund to create quantity and innovation in upskilling of the workforce

EDF Energy can add value to these projects through:

- Co-investing in our ongoing investment programme to deliver the higher-level skills needed to achieve our growth ambitions and create a legacy for the future:
 - Regional centres of excellence
 - Civils & Groundworks academy
 - Logistics academy
 - Cyber security facility
 - Energy and Engineering
 - Conversion training facilities for local people
- Supporting, alongside all significant contractors, the establishment of a third hub of the National College for Nuclear
- Supporting, alongside all significant contractors, the use of regional facilities
- Promoting an induction onboarding program that uses and enhances existing facilities
- Taking a leadership role within the energy sector planning and development of priority statements

Education & Training

Fundamental to growing a productive economy is ensuring residents from all backgrounds, including those with complex medical needs and learning disabilities are achieving sustained employment outcomes. Our work with Public Health England and the Department for Work and Pensions is seeing progress in integrating health and employment support services so that we build resilience for future generations through work.

Our Work and Health Pilot programme will bridge the gap between the national Work and Health programme and the needs of our local communities, some of which present deep-seated barriers to work and who would have otherwise been left behind. Our programme is developing a locally integrated health, employment and skills system which improves health and life quality, raises skills at all levels, increases productivity and helps more people progress in work. Ultimately, this will unlock significant economic growth opportunities in the area for local people whilst at the same time improving their health, raising living standards and impacting positively on social mobility.

We will continue to work strategically with employers, education providers, stakeholders, parents, carers and young people and adults with special educational needs and disabilities (SEND) to strengthen the opportunities for young people and adults with SEND to prepare for and move into work and to develop a local learning offer for 16-25 year olds with a focus on quality, breadth, and progression.

By refocusing adult skills and community learning to focus on the delivery of high quality English, Mathematics, ICT/Digital and English as an additional language and employability support, this will help adults gain the right foundation skills to launch their progression into or within employment. It will also help to tackle several areas of education and skills deprivation across Suffolk where high proportions of adults have few or no qualifications above Level 2.

Future plans/ next phase of strategy for local area:

- Deliver an **integrated work and health offer** that tackles the deep-seated barriers to work for all who need it, which makes the best use of available resources, reduces duplication by integrating national and local health, employment and other support services, and enables people to access and stay in sustainable work.
- Develop a range of Supported Internships and Traineeships that can support young people and young adults into supported employment.
- Invest the Adult Education Budget to deliver high quality basic skills training and a range of sector based work academies that directly support adults and employers in securing skilled workers for local jobs.

EDF Energy can add value to these projects through:

- Working in partnership with our local system to develop our integrated work and health offer and programmes for young adults who face barriers to work to provide new opportunities for those who are currently not working
- Work in partnership with local partners to bring more capacity to the area to address our areas of local skill and disadvantage, including poor levels of numeracy and literacy