

Early Workforce Information Briefing Note 2025-28

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1 Introduction

This Early Workforce Information (EWI) Note provides updated insight into the on-site labour requirements for the Sizewell C project over the period April 2025 to March 2028. It fulfils the requirement set out in Section 7.7, Paragraph 2.1.1 of the Deed of Obligation and builds on the previous EWI briefings issued in 2023 and 2024.

The Note offers a forward-looking view of the expected workforce numbers and job roles involved in the construction of Sizewell C, covering the early civils, site operations, and tunnelling phases of the project. It is designed to support employment, skills, and education activities by informing local authorities, colleges, training providers, social partners, and regional stakeholders.

This 2025 update incorporates the most recent workforce planning intelligence from Sizewell C Site Operations, supported by Whole Life Consultants and Opergy. Forecasts are based on a refined role-based methodology that focuses specifically on **on-site workforce demand**, aligned with the Development Consent Order (DCO) scope and project schedule.

It had originally been anticipated that Financial Close would be achieved shortly after the previous EWI Note was published in 2024. Nonetheless, work on site continues to progress at pace, with enabling works well underway, early contracts mobilised, and preparations for main construction advancing in line with updated programme assumptions. This EWI Note, therefore, continues to assume “Month 1” of the DCO construction programme as January 2024 for forecasting purposes.

Sizewell C remains committed to maximising sustainable local employment and ensuring that the project delivers a long-term skills and economic legacy for Suffolk and the wider East of England.

1.1 Summary of Workforce Requirements

The following summary outlines the key workforce requirements anticipated during the next three years of construction activity (2025–2028). These forecasts are based on updated programme assumptions with a focus on **on-site roles** as defined within the DCO scope.

Sizewell C shares over 80% of its physical design with its sister project, Hinkley Point C (HPC), allowing for consistent role planning and skills forecasting. However, key differences, such as ground conditions and associated enabling works, mean that some elements of the construction sequence and labour intensity will vary between the two projects.

The early construction period can be broadly divided into two main workforce phases:

i. Site Operations, Support Services, and Enabling Works

These activities include the establishment of core site infrastructure, security, logistics, earthworks, and the delivery of associated development sites. Many roles in this phase support the long-term functioning of the site and lay the groundwork for the main build. Peak workforce growth is anticipated across 2025–2026.

ii. Main Civils Construction

This phase involves the creation of the nuclear island (reactor buildings), conventional island (turbine and generator halls), marine infrastructure (cooling systems and tunnels), and a wide range of ancillary and operational support buildings. It will require a sustained and diverse mix of trade, professional, and technical roles throughout 2026–2028.

These phases are foundational to Sizewell C’s wider construction programme and will create significant employment opportunities in roles such as groundworks, plant operation, tunnelling, construction management, and technical supervision. A key emphasis remains on building a workforce that draws heavily from the East of England, maximising regional participation in the project.

2 On-Site Workforce Forecast Profile

This section presents the overall on-site workforce forecast for Sizewell C between April 2025 and March 2028. It sets out how the workforce is expected to scale over this period based on updated programme assumptions, contract timelines, and role-level modelling.

The forecast represents those roles expected to be physically present on the Sizewell C construction site and reflects the scope of the DCO. It excludes the workforce associated with off-site infrastructure and remote project support functions.

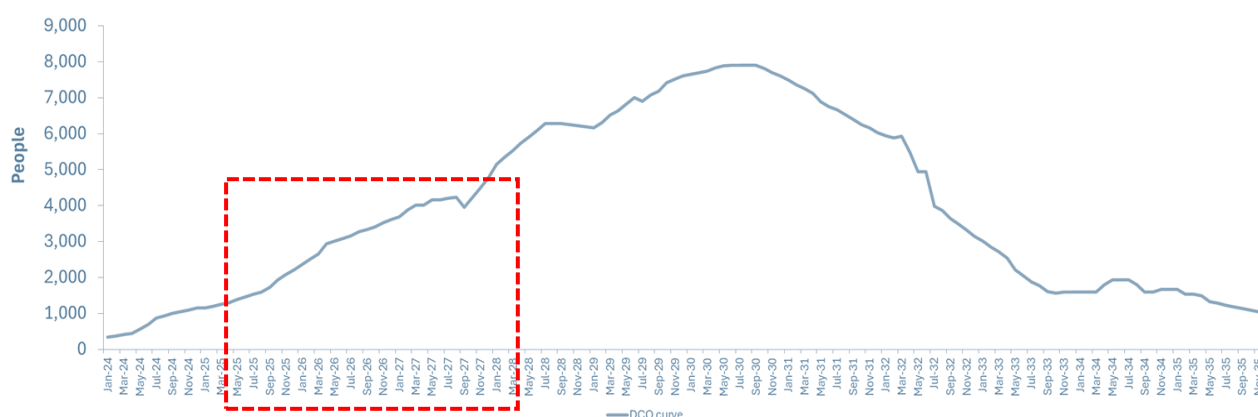


Figure 1 – Original Sizewell C DCO Workforce Profile. This chart shows the full Sizewell C construction workforce profile, as provided under the Development Consent Order. The red box highlights the next three-year period, covered by this Early Workforce Information Note (2025–2028). Forecasts in this period reflect the latest site-based role modelling and programme assumptions.

This Note focuses on the on-site demand expected during the 2025–2028 window, where the workforce is forecast to reach around 2,000. The difference between this and the original DCO profile reflects the current phasing of the construction programme and refinements in the modelling approach. Specifically, the latest methodology includes more accurate provision for off-site working than in previous forecasts, including workforce located at satellite logistics and support hubs such as Orwell Logistics Park in Ipswich. These roles are essential to project delivery but fall outside the scope of this EWI Note, which reports only on those physically based at the principal Sizewell C site.

The revised profile set out in this EWI note has been developed using updated information from Sizewell C Site Operations, incorporating a detailed breakdown of job roles and associated contract activities. The figures are based on the best available view of construction sequencing, contract mobilisation, and resourcing patterns over the three-year period.

Workforce numbers are expected to remain relatively stable through 2025, with a modest dip in 2026 as enabling packages conclude, with Associated Developments, e.g. Park & Rides, are completed, and transition into more intensive delivery. From mid-2026 onward, on-site numbers begin to build steadily, with a more marked increase through 2027 as multiple major work fronts mobilise in parallel, including the nuclear island, conventional island, marine infrastructure, and site-wide civils packages. This pattern reflects the sequencing of contracts and phasing of resources across the programme.

This updated forecast is intended to inform labour market planning and skills provision, giving education providers and employment partners a clear view of the roles that will be required on-site in the years ahead.

3 Workforce Demand by Role and Opportunities

This section outlines the expected on-site workforce demand across different job roles over the 2025–2028 period. It identifies the key occupations that will underpin construction delivery and highlights where the most significant employment opportunities are likely to arise.

The forecast is based on role-level analysis of the Sizewell C construction schedule, using updated site operations data and refined assumptions about on-site working patterns. It focuses specifically on occupations that will be physically based at the Sizewell C site and reflects the phasing of civils, tunnelling, and site support works.

3.1 Role-Based Demand Overview

Forecast demand is concentrated across several core occupational groups that reflect the needs of major civils and tunnelling contracts. These include:

- **Groundworkers** – supporting excavation, drainage, and sub-structure works across the site
- **Plant Operatives** – operating heavy machinery for earthworks, lifting, and materials transport
- **Construction Professionals** – including site engineers, supervisors, and planners responsible for delivering packages safely and on schedule
- **Tunnelling Operatives** – required for marine and subsurface structures during peak tunnelling activity
- **Civils Operatives (non-craft, L2)** – general site operatives supporting civils works
- **Joinery & Formwork, Pipe Fitters, Steel Fixers, and Scaffolders** – delivering key structural and safety-related elements
- **Managers (Construction and Non-Construction)** – coordinating site logistics, teams, construction, and contract delivery. *Note: the apparent decline in construction manager numbers in later years reflects a change in role categorisation rather than a reduction in management demand, as some supervisory roles are reclassified under technical or MEH-related functions as the programme progresses.*
- **Technicians and Electricians** – particularly as early mechanical, electrical and HVAC activities begin to mobilise

3.2 Employment and Skills Opportunities

These roles present a significant opportunity for local and regional labour to access long-duration, high-value employment, particularly in skilled and semi-skilled trades.

- **Groundworks and plant roles** will be in demand throughout all three years, making them strong candidates for targeted recruitment and upskilling.
- **Tunnelling and marine related roles** will increase during 2026–2027, requiring early investment in specialist training capacity.
- **Construction professionals and site managers** will be essential to oversee concurrent workstreams, reinforcing the need for pathways from technical and higher education.

- **Support services** such as logistics, security, and facilities management will scale in parallel with site occupancy.

Many of these occupations align well with existing regional FE/HE pathways and apprenticeship frameworks, offering a clear route for local people to gain access to the project.

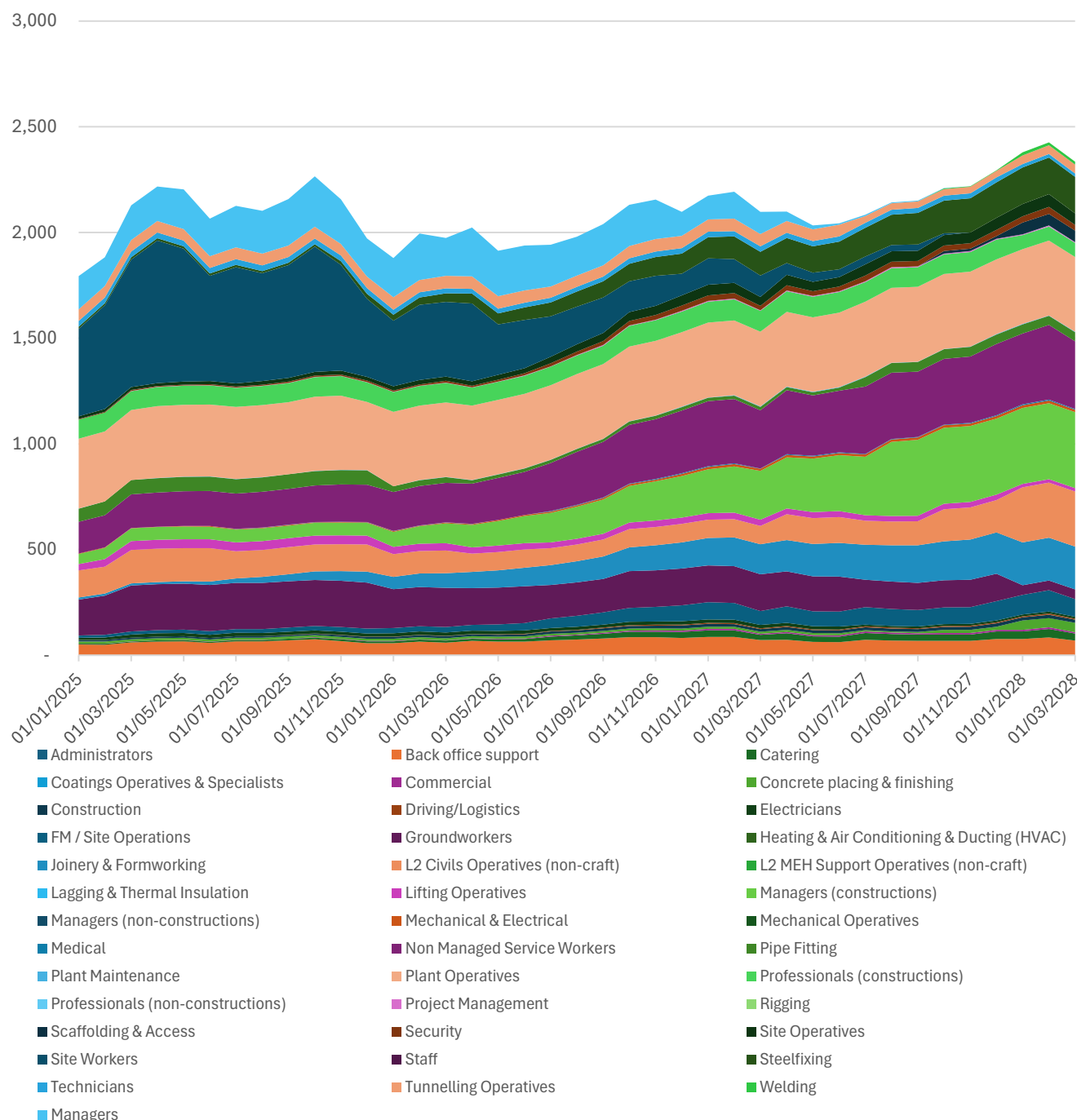


Figure 2 - Forecast demand by role family for the 2025–2028 period, based on updated site and contract-level planning assumptions.

The following charts present the average number of on-site workers expected across key occupational roles over the three-year forecast period. It reflects updated resourcing assumptions under the refined 2025 methodology, which applies job-specific criteria to isolate roles physically present on the Sizewell C site.

The forecast shows that **Plant Operatives**, **Groundworkers**, and **Civils Operatives** will represent consistently high-demand trades throughout the period.

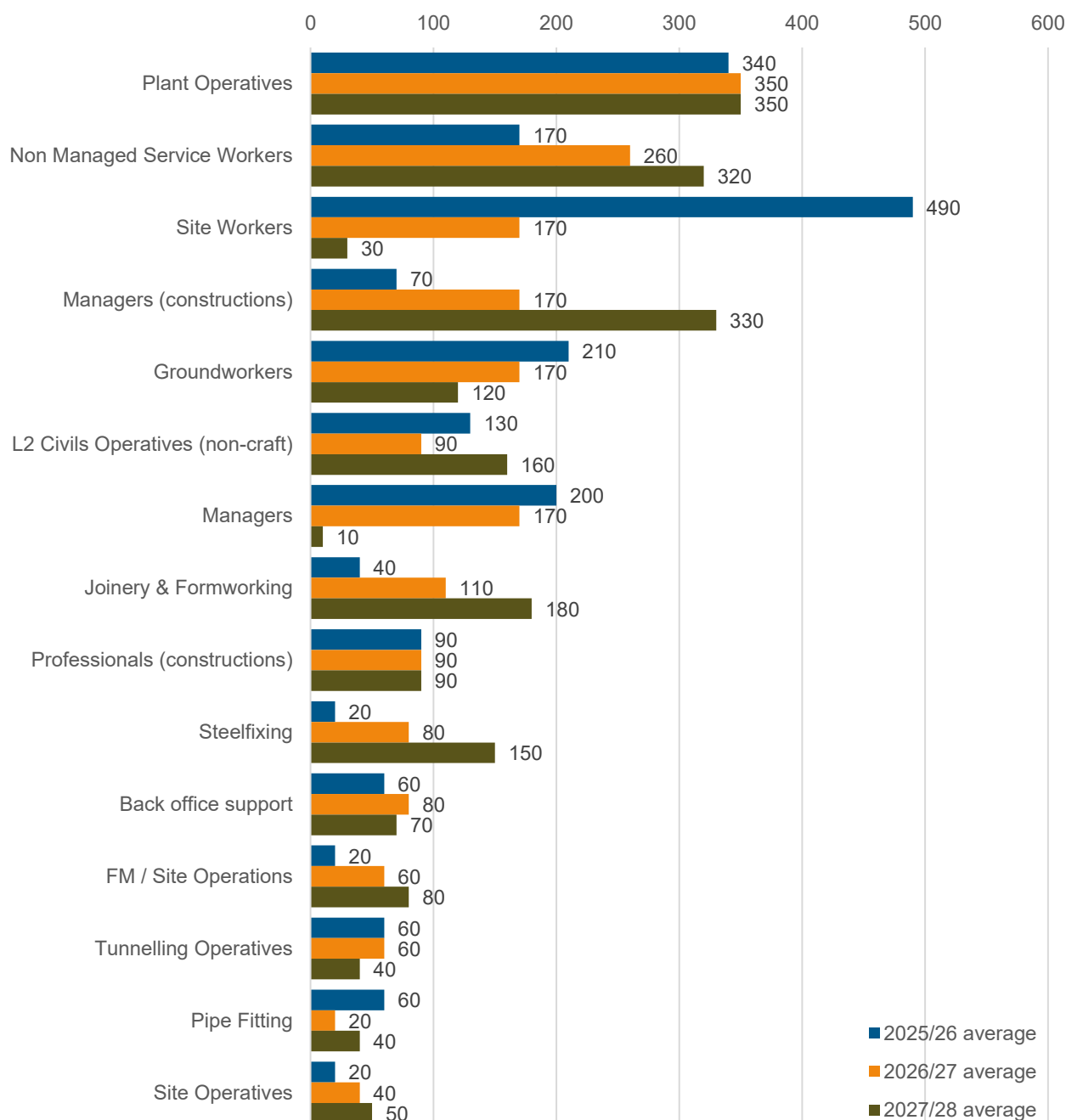


Figure 3 - On-Site Workforce by Role (Annual Averages, 2025–2028)

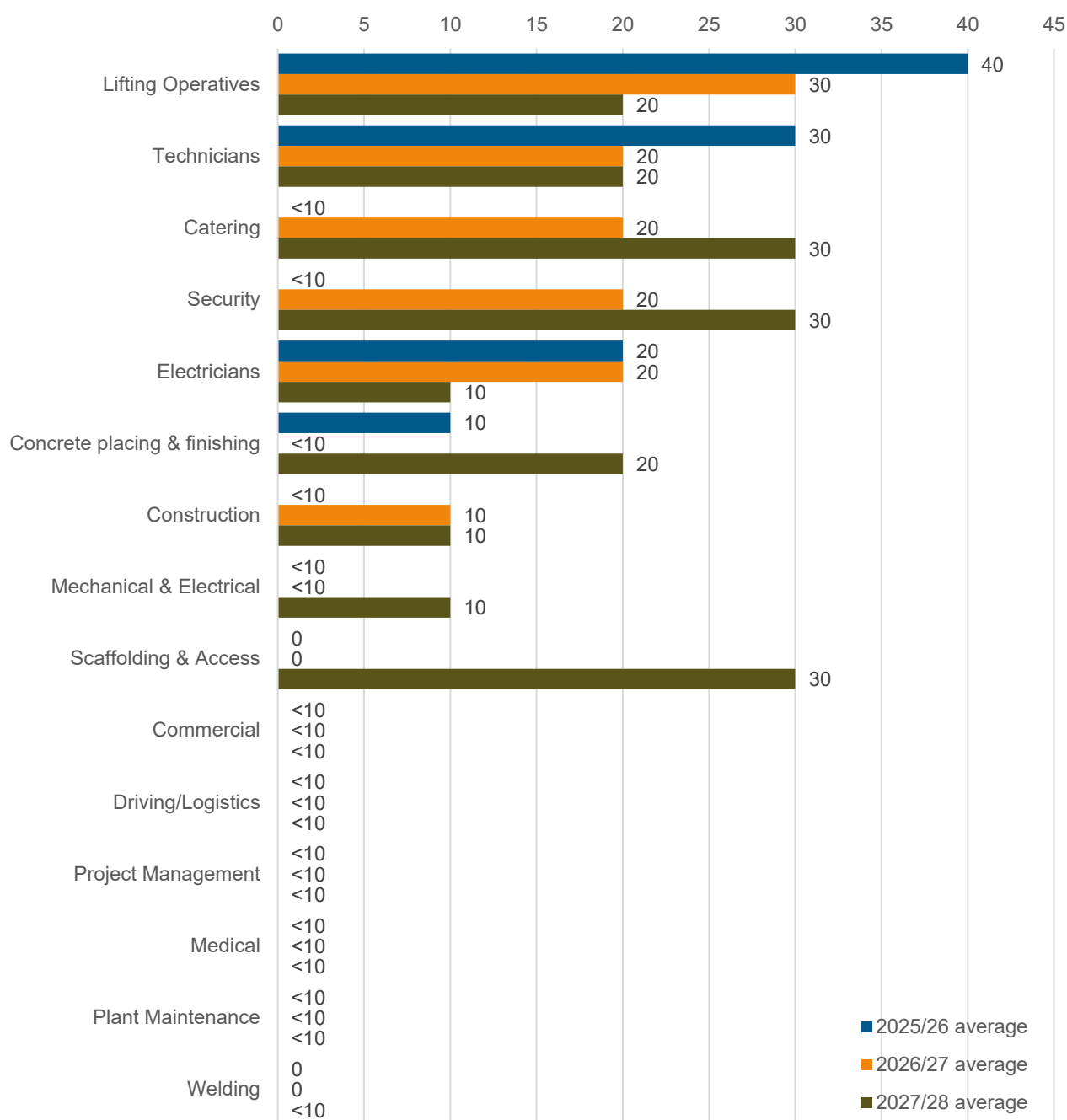


Figure 4 - On-Site Workforce by Role (Annual Averages, 2025–2028) continued

4 Methodology and Assumptions

This forecast has been developed using updated programme intelligence and workforce modelling provided by Sizewell C Site Operations and Whole Life Consultants. It reflects a refined methodology designed to improve alignment with the Development Consent Order (DCO) and provide a more accurate picture of on-site labour requirements.

4.1 Key Features of the Methodology:

- **Role-Based Forecasting:** Workforce numbers are calculated by job role or occupational family rather than by contract type. This enables a more detailed analysis of specific trades, skills, and support functions across the three-year construction period.
- **On-Site Workforce Only:** The forecast includes only those roles expected to be physically based on the Sizewell C construction site. Roles associated with off-site infrastructure, remote support, or corporate functions are excluded. This aligns the scope with the DCO and the local employment commitments under the Deed of Obligation.
- **Updated Phasing and Programme Data:** Role forecasts are aligned to the latest delivery schedule, including planned ramp-up and sequencing of enabling works, civils, tunnelling, and early site operations. These projections are regularly reviewed and will be updated in future iterations as work packages mature.
- **Exclusions:** This Note does not cover workforce requirements for future phases such as mechanical, electrical and HVAC (MEH), commissioning, or long-term operations. These will be addressed in future updates as planning data becomes available. *A small number of early-stage roles linked to design, planning, or specialist preparation may be visible in the forecast; however, the majority of these functions are off-site or scheduled beyond the current three-year window.*

4.2 Methodological Improvements Since 2024

The methodology used in this 2025–2028 update represents a step-change in data quality and analytical granularity compared to the previous year's note. The 2024 forecast was developed using a high-level approach that relied on identifying relevant “civils” contracts under previous workforce curves and applying averaged role-based percentages from the Civils Works Alliance (CWA) Inclusion, Diversity, Employment and Skills Plan (IDESP). All workforce associated with those contracts was assumed to be on-site.

In contrast, the 2025 forecast:

- **Refines the scope of contracts** included in the model to better match the DCO on-site construction definition
- **Applies role-by-role splits** to distinguish on-site from off-site workforce for each contract
- **Removes the need for broad assumptions**, using direct data from Site Operations and contractors wherever available

These improvements ensure that this year's EWI forecast is more robust, better aligned with real delivery plans, and offers a more realistic basis for employment and skills planning.

5 Strategic Workforce Planning Linkages

The Early Workforce Information Note plays an important role in supporting Sizewell C's wider socio-economic objectives, particularly around education, training, and local employment. By providing clear visibility of on-site labour demand, it enables targeted interventions across the regional skills system and ensures alignment between the project's construction phases and the readiness of the future workforce.

5.1 Supporting Regional Skills Planning

The forecast aligns and supports wider regional workforce planning efforts led by:

- **Further and Higher Education providers**, including East Coast College, Suffolk New College, Eastern Education Group, and the University of Suffolk
- **Sector-based organisations** such as the ECITB, CITB, and the Nuclear Skills Executive Council
- **Public sector partners**, including local authorities, the Department for Work and Pensions (DWP), and regional combined authorities

Workforce insights from this EWI Note should be used to inform local curriculum planning, employer-led training design, pre-employment support, and the mobilisation of apprenticeship pathways in line with priority occupations.

5.2 Maximising Local Employment and Supply Chain Engagement

Forecasts are shared with supply chain partners and embedded in early market engagement to encourage the timely mobilisation of local labour. The detailed role-based breakdown enables suppliers to assess their workforce needs earlier and provides clarity for local recruitment and subcontracting opportunities.

The forecast also informs broader regional initiatives focused on:

- Career pathway development and STEM promotion
- Disadvantaged group access to opportunities
- Adult reskilling and returner programmes

As the project progresses, the Early Workforce Information Note will remain a key reference point for aligning Sizewell C's construction programme with the East of England's skills system and labour market capacity.

6 Forward Look and Future Updates

This Early Workforce Information Note represents the latest three-year rolling forecast of on-site workforce demand for the Sizewell C project. It reflects the best available information at the time of writing and is intended to support informed planning across the local skills system, supply chain, and wider stakeholder network.

As the project progresses toward Financial Close and full construction mobilisation, workforce assumptions and delivery schedules will continue to evolve. Future iterations of this Note will incorporate:

- Updated delivery phasing and contractor resourcing plans
- Expanded scope to include Mechanical, Electrical and HVAC (MEH) works
- Increased visibility of commissioning and early operational roles
- Integration with site-level workforce monitoring and reporting

The Note will continue to be published annually and will remain a key tool for tracking workforce evolution and maximising the socio-economic legacy of the Sizewell C project.

