

Annual Skills Implementation Plan

September 2025 – August 2026

1 Executive Summary

1.1 Purpose

The Annual Skills Implementation Plan (ASIP) for Sizewell C outlines the strategic implementation of measures and actions designed to ensure the successful delivery of a skilled and prepared workforce for the Sizewell C nuclear power station. This 2025 – 2026 ASIP is the second plan of its kind and corresponds to the second year of construction on the project. It sets out how immediate and long term workforce demands will be met whilst maximising long-term socio-economic benefits for Suffolk and the wider East of England. Developed collaboratively by Suffolk County Council, East Suffolk Council, and Sizewell C Ltd, the plan translates the strategic direction of the Construction Workforce Delivery Strategy (CWDS) into focused, measurable actions aligned with local and regional priorities based on an iterative assessment of regional skills needs.

1.2 Aims

The Sizewell C ASIP is guided by five overarching aims, which shape all activity delivered through the plan:

- **Skills development and enhancement** – ensuring local residents are equipped with the capabilities needed to participate in the project.
- **Targeted funding and investment** – using the ASEC Fund and Employment Outreach Fund to expand and align skills provision.
- **Partnership and collaboration** – working across education, industry, and government to create a responsive regional skills system.
- **Monitoring and continuous improvement** – embedding robust measurement and accountability into every programme.
- **Maximising employment opportunities** – particularly for those from underrepresented groups and areas of deprivation.

1.3 ASIP 2025-2026 Priorities

Building on a foundation of long-term aims, the priorities for ASIP 2025–2026 are focused on accelerating delivery, deepening regional co-ordination, and strengthening the local workforce pipeline. The full plan of deliverables can be found in [Section 10](#). This year's key priorities are:

- **Skills Funds (High Priority)** - The award, coordination, and oversight of Skills Funds will be a defining focus for the ASIP 2025–2026 period. This includes the targeted deployment of the Asset Skills Enhancement Capability Fund, the Employment Outreach Fund, and the Bursary Fund, ensuring that investments translate rapidly into high-quality delivery and measurable local benefit. Working through the Regional Skills Co-ordination Function RSCF and in alignment with Education, Skills, and Employment Working Group (ESEWG) governance, this year's priority is to progress from pipeline development to active funding awards, supporting a portfolio of projects that strengthen local training provision, unlock access to employment, and build long-term capability within the regional skills system.

- **Regional Collaboration (High Priority)** - The award, coordination, and oversight of Skills Funds will be a defining focus for the ASIP 2025–2026 period. This includes the targeted deployment of the Asset Skills Enhancement Capability Fund, the Employment Outreach Fund, and the Bursary Fund, ensuring that investments translate rapidly into high-quality delivery and measurable local benefit. Working through the Regional Skills Co-ordination Function (RSCF) and in alignment with Education, Skills and Employment Working Group (ESEWG) governance, this year's priority is to progress from pipeline development to active funding awards, supporting a portfolio of projects that strengthen local training provision, unlock access to employment, and build long-term capability within the regional skills system.
- **Apprenticeships** - Scaling up apprenticeship starts and completions, particularly in key trades and technical disciplines, through integration with the existing apprenticeship Suffolk ecosystem.
- **Employment Outreach** - Expanding access to pre-employment and job-readiness support, with a focus on engaging individuals from underrepresented groups and areas of deprivation.
- **Education and Inspiration Outreach** - Enhancing education and inspiration programmes (including Power Up! and Young Sizewell C) to strengthen the talent pipeline and widen engagement aligning to Sizewell C and regional need requirements.
- **Determining Regional Need** - Developing and trialling the evidence-led skills need analysis approach via the Regional Skills Need Framework to underpin the ASIP as a live, decision-making tool (enabling ongoing assessment of skills needs and regional workforce dynamics across Sizewell C and other projects).

1.4 Reflections on 2024/2025 ASIP

The first year of ASIP delivery represented a critical shift from planning to implementation. The 2024–2025 ASIP successfully launched the operational frameworks, funding mechanisms, and delivery partnerships needed to establish a strong foundation for Sizewell C's long-term workforce ambitions.

1.4.1 Key achievements

- The launch of the ASEC Fund and the first call for proposals, resulting in a pipeline of project applications focused on skills infrastructure, specialist trainers, and curriculum development across Suffolk.
- Agreed the scope of the Employment Outreach Fund, with multi-year programmes designed to improve access to job-readiness support for underrepresented and economically inactive groups.
- Growth of education and inspiration initiatives, including expansion of Power Up! and Young Sizewell C programmes to over 3,000 young people in schools across the region.
- The Sizewell C Jobs Service reached over 1,100 local registrations, with early-stage job matching and community outreach activity gaining traction.
- Formation of the Strategic Skills Forum (formerly FE/HE Forum) and Employment Outreach Thematic Group with on-going monitoring of the potential need for other thematic group structures to support Sizewell C related stakeholder coordination across the skills system.

1.4.2 Lessons learned

While delivery momentum increased during the second half of the year, the early stages of implementation also highlighted several challenges and lessons learned:

- Mobilisation timelines for funded projects were longer than anticipated, due to the establishing of systems and processes that ensures a strategic alignment to the allocation of funds, maximising the benefit for both region and project.
- Providers and delivery partners expressed a need for greater clarity on monitoring requirements and support with data collection.
- Stakeholders welcomed the ASIP structure, but requested clearer reporting on progress, shared outcomes, and alignment with other regional initiatives.
- Access and readiness of the Sizewell C Supply Chain and Alliances to engage with the RSCF
- There is a greater need to strengthen connections with, and between, other large to mid-scale developments to identify and make progress on collaborative skills opportunities

These insights have directly informed the focus of the 2025–2026 ASIP: placing greater emphasis on delivery, evidence-led monitoring, and alignment with the broader infrastructure pipeline. The second year of the ASIP therefore builds on the foundation laid in 2024 – 25, shifting the focus from mobilisation to impact.

1.5 Sizewell C and Regional NSIP Context

The 2025 - 2026 ASIP is being delivered at a pivotal moment in the Sizewell C construction programme and amid a surge in large-scale infrastructure investment across the East of England.

Sizewell C is now in its second full year of construction, with enabling works, site establishment, and associated developments progressing rapidly. The on-site workforce is expected to exceed 2,000 workers by the end of 2025, with demand increasing across civils, logistics, and technical disciplines.

At the same time, the region is experiencing significant concurrent workforce demand from other Nationally Significant Infrastructure Projects (NSIPs), particularly in the clean energy sector. Combined with the growth in battery storage, grid reinforcement, Sizewell A decommissioning, Sizewell B Extension and strategic housing and transport developments, these NSIPs and major projects represent a converging and intensifying regional workforce demand. Labour availability across skilled trades, engineering, and project support functions will become increasingly constrained through the late 2020s.

The ASIP plays a vital role in coordinating skills provision, aligning local talent pipelines, and ensuring the region can meet this growing demand. Further detail on cross-NSIP workforce pressures and regional alignment is provided in [Section 5](#).

2 ASIP 2025–26 Quarterly Implementation Plan (Sept 2025 – Aug 2026)

This 12-month plan consolidates all deliverables from the Annual Skills Implementation Plan (ASIP) 2025–26. It aligns with ESEWG and ERG governance cycles. The quarterly review process for ESEWG and the more regular informal ESEWG review process will continuously refine the 12-month look-ahead, improving prioritisation, accuracy, and tangible deliverables throughout the year. Further details of the deliverables are available throughout the document and are summarised in the [Appendices Section 11](#).

Quarter	Period & Governance Points	Primary Focus	Key Deliverables
Q1 – ASIP 2025-2026 Launch	Sept 25 – Nov 25 - ESEWG late Nov - ERG mid Dec	Initiate funding delivery and establish ASIP data monitoring across workstreams and building evidence of skills need	- ESEWG to approve first ASEC projects; begin fund allocation from Oct 25. - Launch Employment Outreach Fund (£800k initial allocation) from October onwards. - Finalise remaining Bursary Scheme transfers (£60k via colleges + £15k SCC). - Compile & establish the Skills Evidence Repository. - Determine approach for ASEC Tranche 2 for MEH-phase readiness and further ASEC Investments (£5m target for Tier 1/alliance equipment & facility upgrades). - Begin Skills Need Records for steel fixing, plant ops, tunnelling, retrofit, care, logistics & catering; initiate first Skills Intelligence Actions (SIAs) as needed. - Convene Major Infrastructure Skills Forum and agree Terms of Reference. - Clarify purpose and annual priorities for all thematic groups; embed RSNF evidence use. - Publish formal Q1 delivery update to ESEWG/ERG. - Informal ESEWG: review initial delivery progress and refine 12-month look-ahead for accuracy and priority focus.

Q2 – Implementation and Evidence Strengthening	Dec 25 – Feb 26 • ESEWG late Feb • ERG mid Mar	Determine and embed thematic groups, expand data-led skills evidence, establish regional co-ordination	• Prepare and collect monitoring returns for ASEC & Outreach projects (subject to project start date). • Strengthen Labour Market Intelligence analysis (vacancies, wages, skills shortages). • Advance Skills Need Records and complete first validated findings. • Deliver against Skills Charter commitments with CITB/ECITB (partner curriculum alignment and forecasting standards). • Scope and assess non-NSIP projects (solar, battery, hospital, housing etc) to be incorporated into Skills Need Repository. • Continue clarifying thematic group remits (e.g. Apprenticeships vs Skills Infrastructure integration). • Plan (draft programme) of Education and Inspiration Activities provided to ESEWG. • Formalise quarterly reporting cycle and provider returns. • Informal ESEWG: review Q1 outputs and refine 12-month look-ahead, re-prioritising based on new evidence and delivery performance.
Q3 – Mid-Year Review and Scaling Delivery	Mar 26 – May 26 • ESEWG late May • ERG mid Jun	Mid Year Review and Scale programmes	• Produce and present Q3 “Mid-Year” ASIP Review to ESEWG and ERG (outputs, outcomes, lessons learned). • Deliver Employment Outreach projects (start Dec 25) and collect first impact data. • Embed and support expansion of apprenticeship pathways (civils, tunnelling, welding, carpentry), linking to any supply-chain commitments in contracts. • Support the enhancement of Sizewell C led education and inspiration

			programmes (Power Up!, Young SZC, Beyond Boundaries, Inspire); enhance NEET data sharing with SCC/colleges. • Informal ESEWG: use mid-year findings to refine 12-month look-ahead, confirming priority areas for Q4 and the next ASIP draft.
Q4 – Evaluation and Next ASIP Development	Jun 26 – Aug 26 • ESEWG late Aug • ERG mid Sep	Finalise next ASIP and complete annual evaluation	• Draft and consult on ASIP 2026–27, integrating RSNF evidence, workforce forecasts, fund performance and thematic input. • Draft Regional Skills Need Framework 26-27 Edition (with validated regional needs + new regional projects). • Confirm funding allocations and deliverables for 2026–27 (ASEC, Outreach, Bursary). • Sizewell C Annual Early Workforce Information to be provided to Suffolk County Council and East Suffolk Council • Continue education and employment initiatives (Jobs Service local hiring pledges for Lowestoft, Ipswich & economically inactive). • Submit final ASIP 2026–27 to ESEWG (late-Aug) and ERG for approval (mid-Sept). • Informal ESEWG: final review and refinement of 12-month look-ahead to set up next delivery cycle (Q1 2026–27).

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3 CWDS Review and Forward Look

The Construction Workforce Delivery Strategy (CWDS) for Sizewell C is the cornerstone of the project's approach to workforce planning, ensuring that a skilled, diverse, and locally based workforce is available to meet the specific needs of each construction phase. The CWDS is designed not only to address the immediate labour requirements of the project but also to create a lasting impact on the region's employment landscape, contributing to the long-term socio-economic development of Suffolk and the wider East of England.

3.1 CWDS Review and Forward Look

The CWDS provides the overarching framework for ensuring that Sizewell C has access to a skilled, diverse and locally based workforce throughout construction. Building on the foundations established in 2024–25, this year's focus is on moving from mobilisation into delivery, with greater emphasis on alignment between workforce forecasts, training provision and employment pathways.

3.1.1 Delivery Summary 2024–25

The first year of ASIP implementation marked an important step in operationalising the CWDS. Key achievements included:

- **Workforce forecasting** – methodologies were refined to provide a clearer role-based view of on-site demand through the Early Workforce Information, strengthening the evidence base for training and recruitment planning.
- **Funding alignment** – the launch of the ASEC Fund provided the first opportunity to channel investment into training capacity, curriculum development and targeted outreach, aligned to CWDS priorities. Preparation for the launch of the Employment Outreach Fund, which will address key areas of disadvantage and barriers to employment has been extensive, ahead of the full launch of the fund from October 2025.
- **Outreach and access** – Sizewell led programmes were initiated to support underrepresented and disadvantaged groups, including the early development of new outreach partnerships. The transfer of bursary funds to the colleges has also commenced.
- **Jobs Service mobilisation** – over 1,100 local residents registered with the Sizewell C Jobs Service, creating an early pipeline of candidates for site-based roles.

3.1.2 Reflections and Lessons Learned

While strong progress was made in laying foundations, several lessons emerged during the first year of delivery:

- **Mobilisation timelines** for funded projects were longer than anticipated, reflecting the need for robust governance and strategic alignment.
- **Data clarity** was highlighted by providers, who require clear guidance on monitoring requirements and support with consistent reporting.
- **Collaboration** across the regional skills system proved effective, but stakeholders noted the importance of stronger thematic groups to embed employer voice and ensure responsiveness to changing needs.

3.1.3 Forward Look 2025–26

In 2025–26, the CWDS will shift further towards delivery and impact. Priorities include:

- **Embedding workforce forecasts** into decision-making, with the EWI and updated projections directly shaping ASEC and outreach investment, and informing curriculum planning across FE/HE.
- **Scaling apprenticeships** in line with construction demand, particularly in civils and tunnelling occupations, supported by enhanced FE/HE collaboration.
- **Integrating supply chain commitments** into CWDS delivery, ensuring contractors, alliances and Tier 1 partners contribute to apprenticeship, training and outreach targets.
- **Strengthening thematic groups** (Apprenticeships, Skills Infrastructure, Employment Outreach) to drive collective ownership and improve agility in responding to workforce demand.
- **Measuring impact** through a clearer KPI framework, ensuring progress against CWDS objectives is transparent and accountable.

This progression ensures that the CWDS remains not just a strategic framework but an active driver of workforce outcomes, supporting both the immediate needs of the project and the long-term skills legacy for Suffolk and the East of England.

3.2 CWDS Objectives

3.2.1 Workforce Planning and Forecasting

The CWDS provides detailed workforce forecasts that are continuously refined in collaboration with the Civils Works Alliance (CWA) and other stakeholders. These forecasts are critical in aligning workforce supply with the project's construction phases, ensuring that the right number of workers with the necessary skills are available at the right time. Data-driven methodologies, including scenario planning and workforce demand modelling, underpin this approach, providing a robust foundation for effective workforce management.

3.2.2 Skills Development

Central to the CWDS is the focus on developing the skills of the local workforce through a range of training programmes, apprenticeships, and upskilling initiatives. These programmes are designed to be flexible and adaptive, responding to both the immediate needs identified through regional skills assessments and the long-term demands of the project. Strategic partnerships with local educational institutions are crucial in delivering these initiatives, ensuring that training is relevant and of high quality.

3.2.3 Employment Opportunities

The CWDS aims to maximise employment opportunities for local residents, particularly those from underrepresented and disadvantaged groups. This is achieved through targeted outreach initiatives, such as the Employment Outreach Fund, which focuses on engaging with communities that have traditionally faced barriers to employment. The strategy includes clear goals and metrics, such as specific targets for local hires and diversity in recruitment, ensuring that the benefits of employment are widely distributed.

3.2.4 Partnership and Collaboration

The success of the CWDS relies on strong, strategic partnerships with local educational institutions, training providers, industry partners, and government agencies. These partnerships are not merely operational but are integral to the co-design and delivery of curricula, the shared use of training facilities, and the joint funding of initiatives. Additionally, these collaborations facilitate knowledge transfer, empowering local educational institutions to continue providing relevant training long after the project's completion.

3.2.5 Sustainability and Legacy

Beyond the immediate construction needs, the CWDS is designed to leave a lasting legacy. This includes the establishment of training hubs, long-term job creation, and contributions to regional economic resilience. The strategy is aligned with broader regional development goals, ensuring that the Sizewell C project has a positive and enduring impact on the local community.

3.3 CWDS Strategy Integration

The CWDS provides an overarching framework guiding the development and management of the workforce required for the successful construction of the nuclear power station. The ASIP directly aligns with the CWDS, ensuring that its tactical activities are well integrated with the strategic goals of the project. Key Aspects of the CWDS for the ASIP include the following:

3.3.1 Workforce Planning and Forecasting

The ASIP incorporates workforce forecasts and early workforce data, ensuring that training programmes and recruitment initiatives are responsive to real-time project needs. This alignment is essential for maintaining a steady supply of skilled workers throughout the various construction phases.

3.3.2 Skills Development Initiatives

The ASIP operationalises the CWDS's focus on local skills development by rolling out targeted training programmes and upskilling initiatives. These initiatives are delivered in collaboration with local educational institutions and are designed to meet the specific demands of the project, ensuring that the local workforce is adequately prepared.

3.3.3 Maximising Employment Opportunities

The ASIP includes specific strategies for ensuring that employment opportunities are accessible to all segments of the local population, with a particular focus on individuals from disadvantaged backgrounds. This is achieved through a combination of targeted support services, job readiness programmes, and partnerships with local job centres.

3.3.4 Partnership and Collaboration

Successful implementation of the CWDS relies on strong partnerships. Delivery of the ASIP will involve:

- Working closely with local educational institutions, training providers, industry partners, and government agencies.
- Fostering these relationships to ensure a steady pipeline of skilled workers.
- Leveraging these partnerships to expand the reach and impact of the skills development initiatives.

3.3.5 Sustainability and Legacy

The ASIP is committed to ensuring that the benefits of the Sizewell C project extend beyond the construction phase. This includes a focus on creating sustainable employment opportunities and enhancing the overall skills infrastructure of the region aligned with future regional needs. By doing so, the ASIP contributes to the long-term economic and social development of Suffolk and the wider East of England.

3.3.6 Diversity and Inclusion

Promoting diversity and inclusion is a critical component of the CWDS. The ASIP will:

- Implement initiatives that support the inclusion of underrepresented groups in the workforce.
- Ensure that training programmes are accessible to all segments of the population.
- Monitor diversity metrics and report on progress regularly.

3.3.7 Monitoring and Evaluation

Robust monitoring and evaluation mechanisms are essential for tracking progress and ensuring continuous improvement. The ASIP will:

- Establish clear KPIs and metrics to measure the effectiveness of the skills development initiatives.
- Conduct regular reviews and evaluations to assess performance.
- Make data-driven adjustments to strategies and activities as needed.

3.4 Delivery of Apprenticeship Programme

The delivery of Sizewell C's ambitious apprenticeship programme, targeting 1,500 placements, is a key priority within the project's workforce strategy. This programme is not just about hitting numerical targets; it's about building a robust, skilled workforce through strategic collaboration with Further Education (FE) and Higher Education (HE) partners, as well as the supply chain. The thematic group overseeing apprenticeship delivery plays a crucial role in ensuring that these partnerships are effective and that the programme meets both local and regional needs.

3.4.1 Collaborative Delivery Framework

The apprenticeship programme will be delivered through a collaborative framework that involves:

- **Thematic Group Oversight:** The Apprenticeship Thematic Group, potentially comprising representatives from Sizewell C, FE and HE institutions, local government, and industry partners, may be responsible for steering the programme. This group could ensure that the apprenticeship offerings align with regional skills needs and industry standards, drawing on the successful frameworks established at Hinkley Point C (HPC). [See Section 9.2](#)
- **FE and HE Partnerships:** Close collaboration with local colleges and universities is essential to developing curricula that meet the demands of the Sizewell C project. This partnership ensures that apprentices receive high-quality, relevant training that directly contributes to project delivery. The Strategic Skills Forum, a subset of the thematic group, plays a critical role in aligning educational outcomes with the project's needs.
- **Commitment to Local Apprenticeships:** Sizewell C is committed to ensuring that a minimum of 540 of the apprenticeship opportunities are sourced from Suffolk, with at least two-thirds of the total target being filled by individuals from the East of England. This commitment supports regional economic development and ensures that the project benefits local communities.

The following graph provides an indicative breakdown of the apprenticeship targets by discipline:

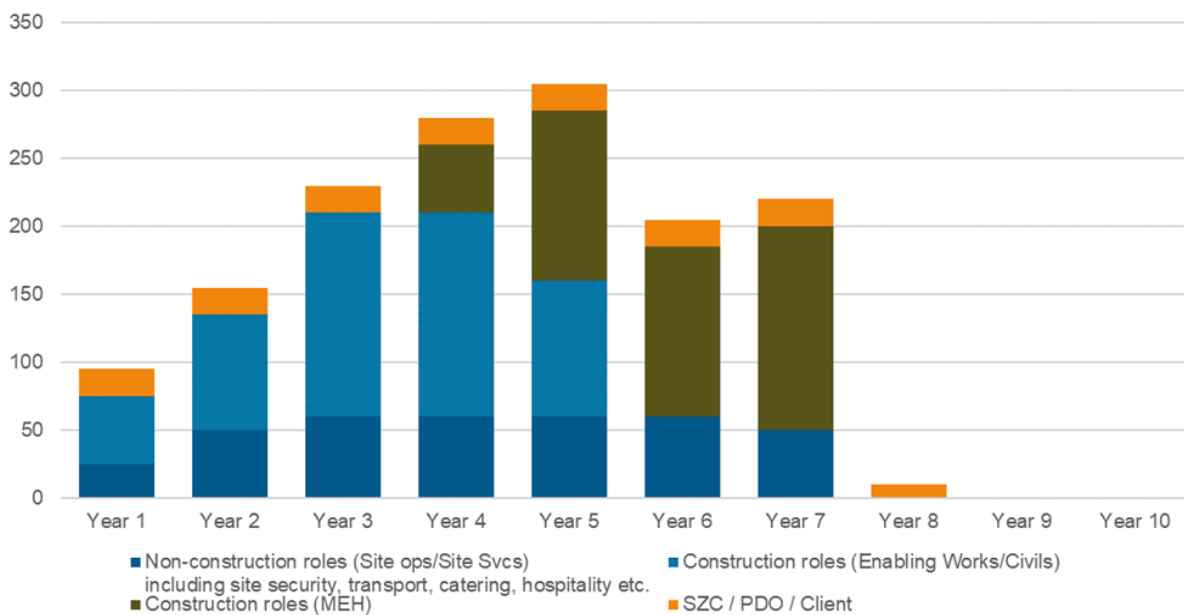


Figure 1 – Indicative Sizewell C Apprenticeship Profile (Year 1 – 2025)

3.4.2 Targets, Ambitions, and Strategic Focus

The apprenticeship targets are ambitious, with clear commitments to:

- **540 Apprentices from Suffolk:** These apprenticeships will focus on key disciplines such as engineering, construction, and project management, with a strong emphasis on providing opportunities for local residents.
- **Two-thirds from the East of England:** This broader ambition and regional focus ensures that the project draws on the best talent available while still prioritising local engagement.
- **Inclusion and Diversity:** Reflecting the lessons learned from HPC, Sizewell C will actively promote apprenticeship opportunities to underrepresented groups, aiming to improve gender balance and support diversity in the workforce.

3.4.3 Monitoring and Performance Metrics

The success of the apprenticeship programme will be closely monitored through a range of KPIs, including completion rates, diversity, and post-programme employment outcomes.

Performance Snapshot (as of August 2025):

Sizewell C's apprenticeship programme continues to expand rapidly, with 71 apprentices currently working across the project. These apprentices are spread across 28 different courses delivered by 26 providers, illustrating both the breadth of occupational areas and the strong partnership base now supporting delivery.

Suffolk New College supports 16 apprentices, while Sizewell C's Education MOU partners collectively support 30 apprentices across disciplines.

The most common apprenticeship levels are Level 6 (39 apprentices) and Level 3 (34 apprentices), with the top three courses being Civil Engineer (20 apprentices), Business Administrator (13), and Construction Plant Operative (11).

These data confirm strong early progress toward the target of 1,500 total placements and provide a solid baseline for scaling delivery through the Civils Works Alliance and supply-chain partners during 2025–26.

Monitoring will continue quarterly through the Apprenticeship Thematic Group and the Regional Skills Coordination Function, tracking:

- Completion and retention rates.
- Post-apprenticeship employment and progression.
- Diversity and inclusion across new starts.

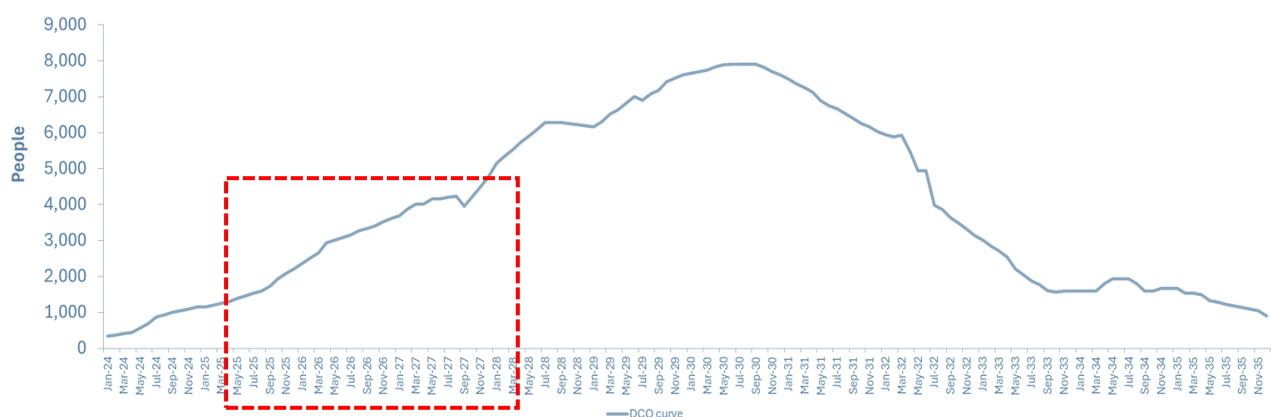
4 Early Workforce Information

The following information is a summary of the Sizewell C Early Workforce Information Briefing Note, the full version will be made available via the [Sizewell C Governance Page](#) on the East Suffolk Council website.

4.1 Workforce Projections

The on-site workforce at Sizewell C is forecast to build steadily across the 2025–2028 period, reaching around 2,000 workers by the end of 2025. This represents a significant mobilisation of labour during the second year of construction, with demand remaining relatively stable through 2025 before increasing from mid-2026 onwards as multiple major work fronts mobilise in parallel.

By 2027, on-site demand will rise more markedly as work on the nuclear island, conventional island, marine infrastructure, and site-wide civils progresses in tandem. This trend reflects both the sequencing of contracts and the intensification of resource requirements across the programme



- **Support Services** – logistics, security, and facilities management scaling in line with site occupancy

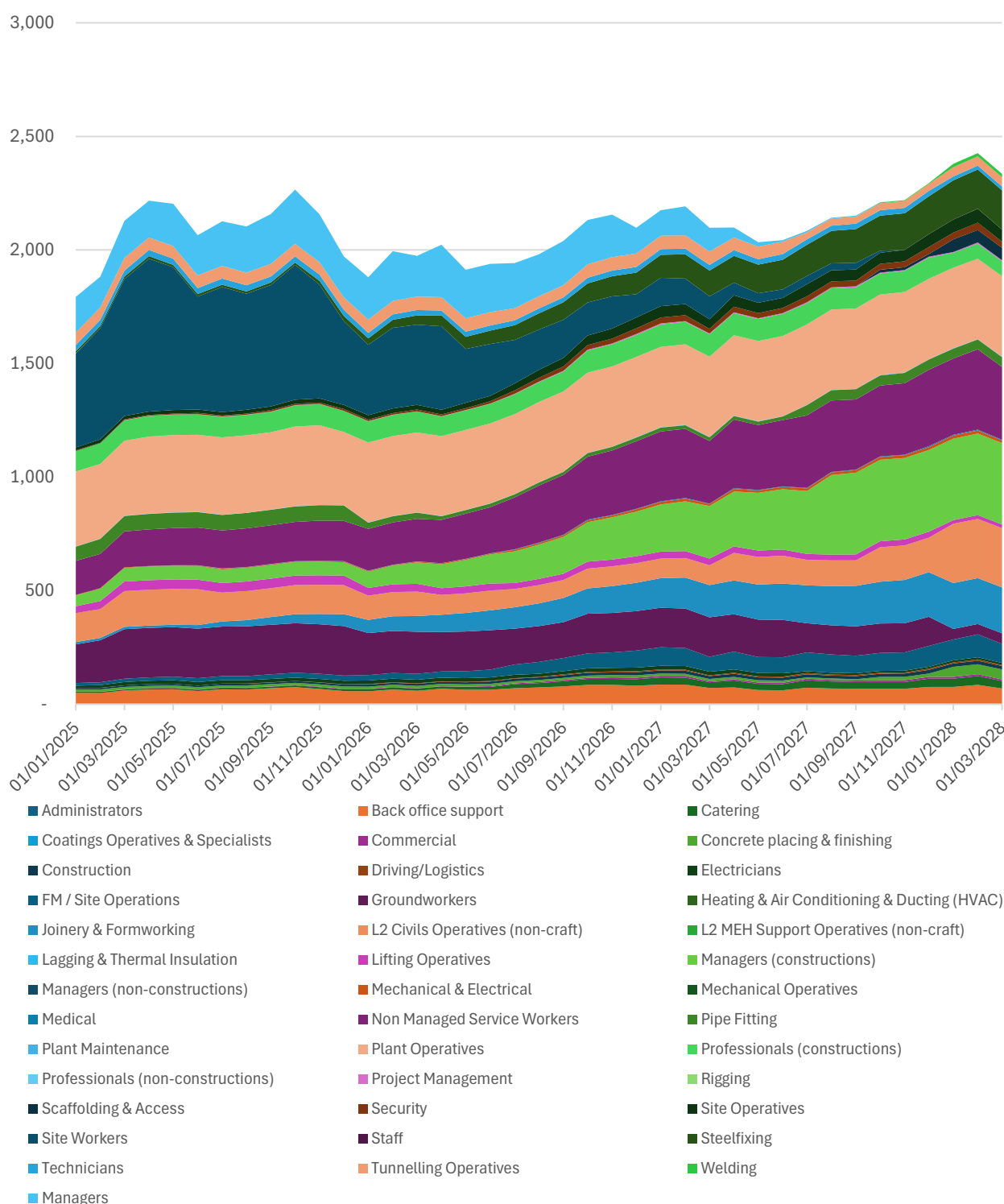


Figure 2 - Forecast demand by role family for the 2025–2028 period, based on updated site and contract-level planning assumptions.

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.

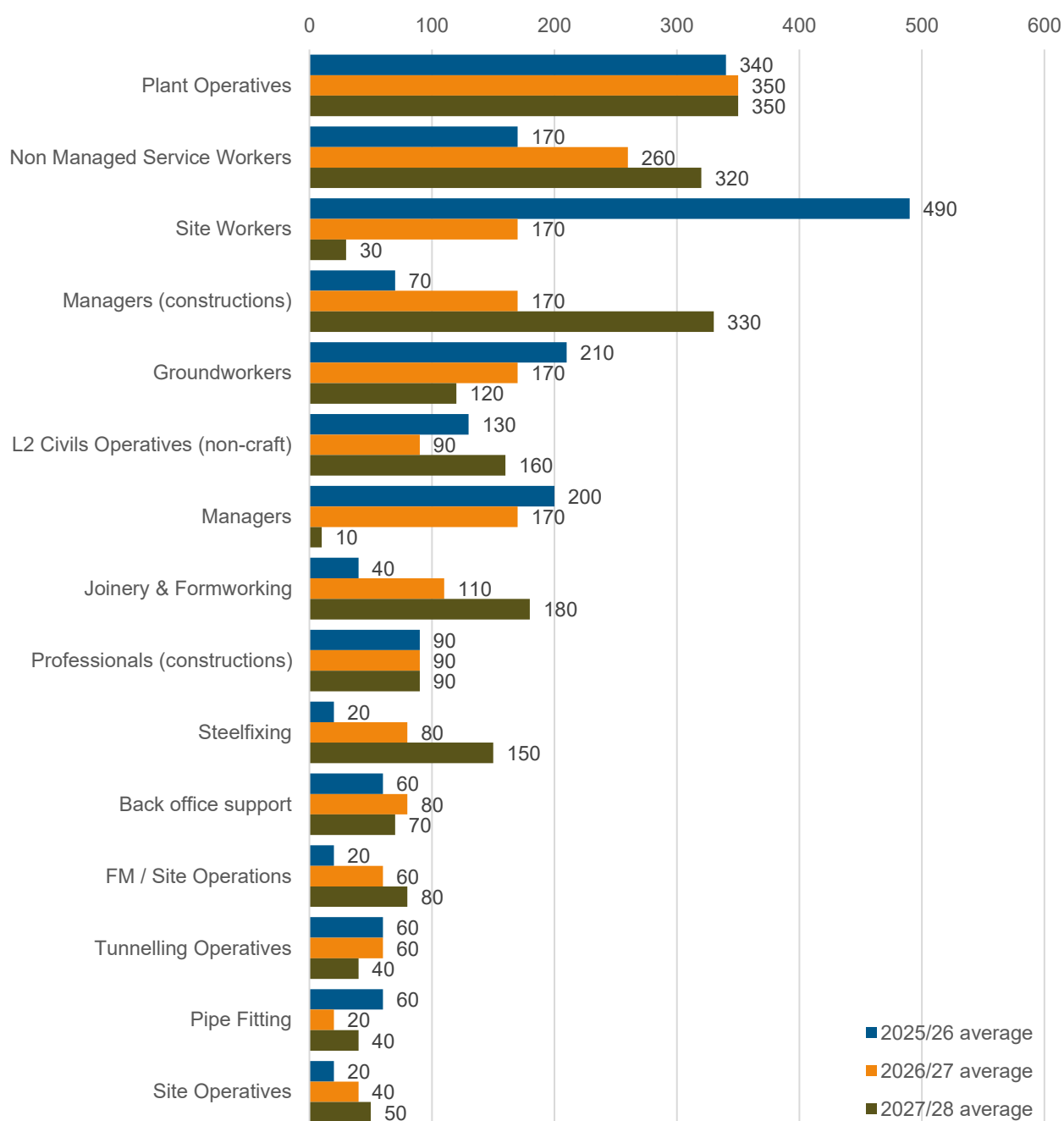


Figure 3 - On-Site Workforce by Role (Annual Averages, 2025–2028)

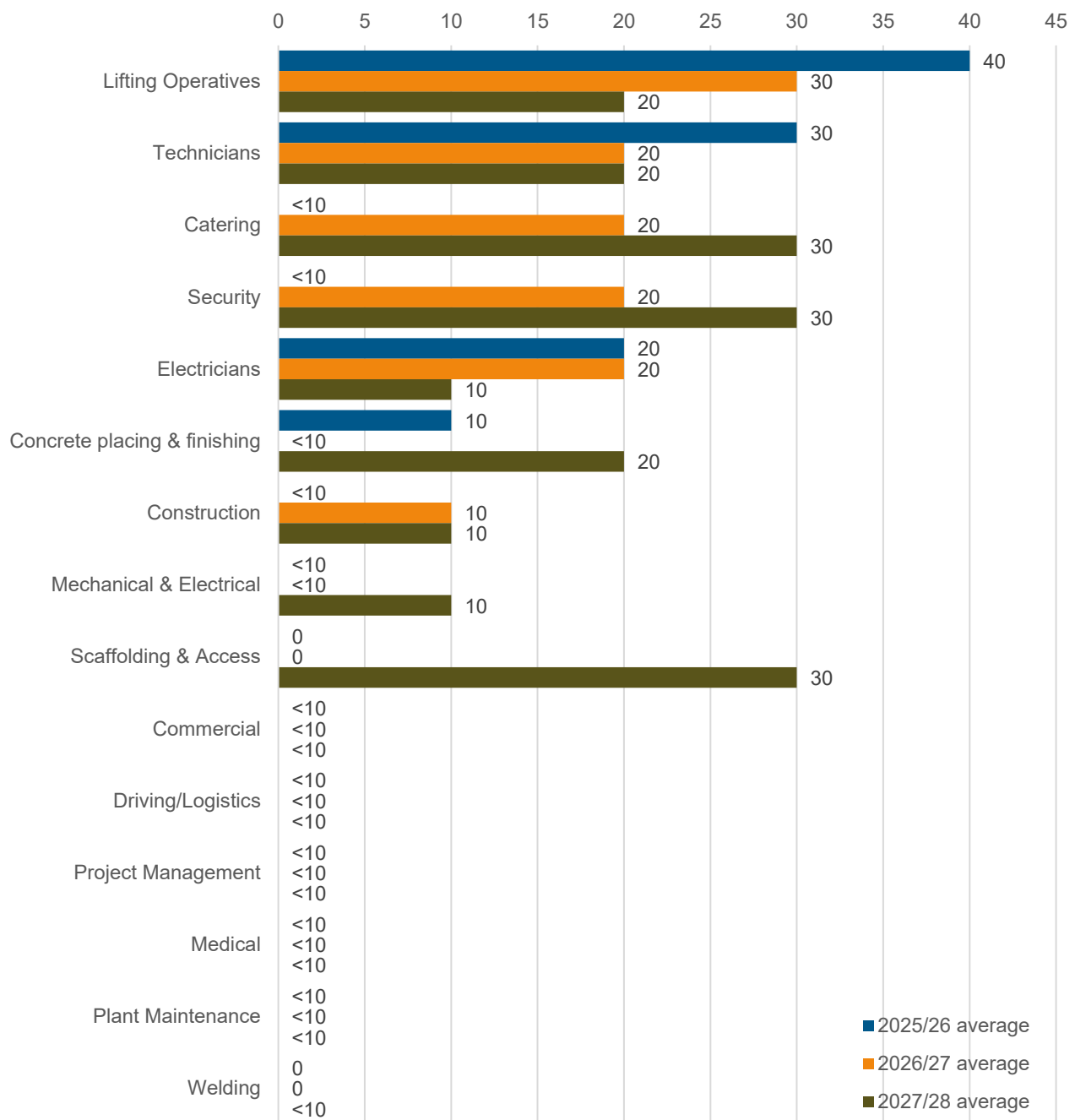


Figure 4 - On-Site Workforce by Role (Annual Averages, 2025–2028) continued

4.3 Training and Recruitment

The demand profile underlines the importance of early and sustained investment in training pipelines. Key opportunities include:

- Expanding groundworks and plant operative training provision, given the high and consistent demand for these roles.
- Front-loading tunnelling and marine training pathways to ensure sufficient specialist capacity by 2026–27.
- Aligning FE/HE curricula and apprenticeship pathways to produce a steady flow of construction professionals, site managers, and technicians.
- Scaling up pre-employment and site-readiness support for logistics, security, and facilities roles to meet parallel growth in support services

4.4 Alignment with Project Phases

The workforce profile reflects the transition between phases:

- **2025** - Focus on enabling works, associated developments, and site establishment.
- **2026** - Transition into intensive main civils activity, with tunnelling and marine packages starting.
- **2027–28** - Full mobilisation of multiple civils and island packages, with peak labour demand across trades, managers, and professionals.

This phased alignment ensures that training and recruitment initiatives can be targeted to specific occupational demands as they emerge.

4.5 Challenges and Mitigation Strategies

Workforce mobilisation at this scale presents several challenges, including:

- **Skills shortages and competition for labour** – driven by overlapping demand from other NSIPs in the region and national shortages (e.g. offshore wind, grid reinforcement, and housing).
- **Timing of specialist training** – tunnelling, marine, and technical packages require long lead-in times.
- **Retention and progression** – ensuring workers remain engaged and progress into higher-skilled roles throughout the construction cycle.

Mitigation measures include:

- Early workforce visibility through the EWI process, enabling education providers and training bodies to align provision.
- Investment via ASEC and Employment Outreach Funds to expand training capacity and target underrepresented groups.
- Supply chain engagement to secure commitments on apprenticeships, local recruitment, and integration of training deliver.

5 Assessment of Regional Skills Needs

The following section uses information and analysis that can be found in the Regional Skills Needs Framework, the full version will be made available via the [Sizewell C Governance Page](#) on the East Suffolk Council website.

5.1 Updated Skills Needs Assessment Model

This section outlines the new model through which regional and local skills needs will be identified, validated, and acted upon from this ASIP period going forward. This model reflects a significant evolution from the previous year, it is no longer a static assessment, but a live investigative workflow guided by the Regional Skills Coordination Function (RSCF). Its purpose is to assess the workforce needs of Sizewell C, wider regional infrastructure development, and regional skills needs into actionable and targeted skills planning and investment. The Early Workforce Information and the role-based breakdown provide critical information that helps to determine priority skillsets for the project that can be assessed using this model.

The Regional Skills Need Framework (RSNF) is a structured and responsive tool that enables the RSCF and partners to assess and prioritise skills needs across the region dynamically, meaning investigations into skills needs be carried out on-demand. This includes but is not limited to Sizewell C's requirements.

5.1.1 Regional Skills Needs Criteria

Regional skills needs are identified based on two primary objectives:

- **Expanding Talent Pools:** Broadening existing talent pools to create a robust pipeline and availability of foundational skills that facilitate progression into more specialised roles.
- **Equipping the Workforce:** Directly training the workforce with specific and specialised skills required for significant regional roles, particularly those with anticipated high demand across multiple projects over time.

A regional skills need is defined as a set of skills and competencies (including associated qualifications and certifications) that meet one or more of the following criteria:

- underpinning a Suffolk and regional strength or comparative, competitive advantage (as identified by current plans, priorities and stated local ambitions)
- currently required and will continue to be required by multiple local employers (or required of the local supply chain by developments)
- currently required by national employers that will be operating in Suffolk and the wider area for a significant period across multiple developments
- supports the expansion of a relevant talent pool that is needed to fill general skills shortages and feed specific (often higher level) skills gaps
- required to help mitigate against any negative impacts of significant replacement demand within the regional economy that can be linked back to the workforce requirements of Sizewell C

5.1.2 Methodology

The Regional Skills Need Framework is underpinned by a structured, evidence-based methodology which is iterative, transparent, and responsive to evolving regional demand. It incorporates four key parts denoted within this diagram and explain beneath:

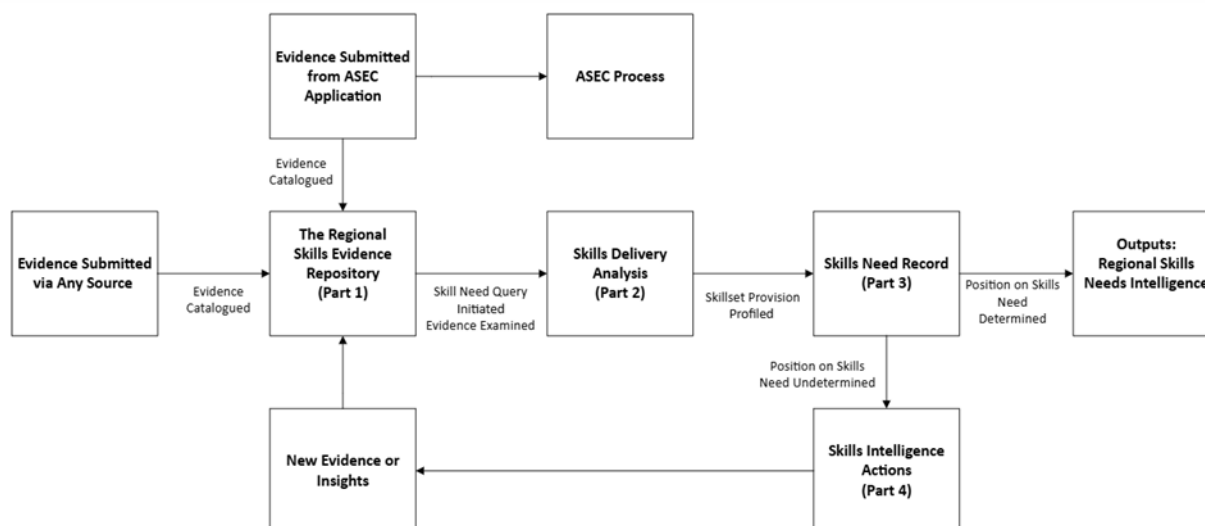


Figure 6 – The Regional Skills Need Framework Diagram depicting how evidence of skills will be collated, interpreted and actioned.

Part 1 - Regional Skills Evidence Repository

A curated, continuously updated repository of skills need evidence such as:

- Labour market data (e.g. Lightcast, ONS, CITB)
- Stakeholder insights (e.g. thematic groups, employer forums)
- Strategic documents (LSIPs, regional strategies)

Part 2 - Skills Delivery Analysis

A review of training capability, including:

- Availability and level of provision (e.g. Level 2 or 3)
- Infrastructure and equipment gaps
- Provider capacity and regional coverage

Part 3 - Skills Need Records

“One page” records for skills under investigation, such as Steel Fixing, which:

- Compile findings of skills need
- Assess training pathways
- Reach a determination on the regional skills need
- Detail any further action required to make a determination in assessing regional skills need

Part 4 - Skills Intelligence Actions (SIAs)

If current evidence is insufficient, targeted SIAs are launched. These are defined, time-bound inquiries to close knowledge gaps (e.g. engaging NSIP contractors to define project management competencies).

This methodology ensures that regional skills needs are not only identified but also interrogated, evidenced, and progressed toward resolution.

5.2 NSIPs and Other Projects Assessment

The East of England region is undergoing a period of sustained infrastructure growth, with multiple Nationally Significant Infrastructure Projects (NSIPs) and major schemes in planning or under construction. These projects present overlapping timelines, similar workforce demands, and shared training challenges. The Regional Skills Coordination Function (RSCF) will play a critical role in aligning skills planning and investment across these developments. Within the previous ASIP period the RSCF has engaged various NSIPs to discuss co-ordination efforts relating to skills, this will be a significant theme for ASIP 2025-2026 period. Below are a few examples of projects with short summaries of the skillset that may be important or prominent to illustrate the cumulative skills challenge and opportunity associated with multiple large scale infrastructure projects.

Sizewell A Decommissioning and Sizewell B Maintenance: Both projects require sustained access to highly technical skillsets, including radiation protection, mechanical maintenance, and engineering roles. RSCF will liaise with Magnox and other relevant partners to establish future needs and opportunities for local workforce development.

Offshore Wind Projects (East Anglia One/Two/Three, Five Estuaries, North Falls, Hornsea Three, Vanguard, Boreas): These projects represent a major regional cluster of offshore renewable energy investments. Skills in offshore logistics, turbine assembly, marine civils, electrical engineering, and control systems are consistently required. The overlapping demands across these projects alongside Sizewell C, create a regional imperative to scale and coordinate technical training provision.

Anglian Water Developments: Anglian Water is progressing two new major reservoirs, the Fens Reservoir (near Chatteris and March) and the Lincolnshire Reservoir (southeast of Sleaford), alongside its £5 billion Strategic Pipeline Alliance programme, which includes the Bexwell to Bury St Edmunds and Grantham to Peterborough pipelines. These projects aim to secure long-term water resilience across the East of England and will generate sustained demand for civil engineering, tunnelling, environmental, and process technician skills.

National Grid Infrastructure (Bramford to Twinstead, Norwich to Tilbury, Sea Link): These transmission upgrades support the energy transition and require skilled electrical operatives, cable jointers, civils contractors, and logistics personnel. Coordination with National Grid and supply chain employers will inform future delivery planning.

Lower Thames Crossing: A nationally significant transport scheme with peak construction employment forecast at approximately 8,000 in 2030. Its scale and occupational overlap with Sizewell C (civils, logistics, environmental technicians, plant operatives) necessitate strategic skills alignment and regional curriculum planning.

Freeport East (Felixstowe and Harwich): Already operational, with infrastructure expansion underway. Employment growth is expected in customs processing, logistics, warehousing, automation, and hydrogen technologies. There is significant potential to align training investment with employer needs and leverage private sector collaboration.

Housing Growth and Local Infrastructure (Ipswich, East Suffolk, Babergh/Mid Suffolk, West Suffolk): Ongoing delivery of local plan commitments will place additional demand on traditional construction trades, including bricklaying, plastering, plumbing, and site supervision. The

risk of displacement from NSIPs into housing delivery pipelines remains significant without active coordination.

Project	Current Status	Indicative Employment & Skills Needs
<i>Sizewell C</i>	Under construction (early works and mobilisation phase)	Civils, M&E trades, project management, logistics, site supervision, welding, and tunnelling
<i>Sizewell A Decommissioning / SZB Maintenance</i>	Ongoing decommissioning and legacy asset management	Engineering, nuclear safety, radiation protection, mechanical maintenance
<i>East Anglia 1/1N/2/3</i>	ONE operational. TWO/THREE in build. EAST in planning.	Offshore logistics, electrical engineers, control systems, marine civils, turbine techs
<i>Five Estuaries and North Falls</i>	Development Consent Order stage	Similar to other offshore wind projects: marine civils, turbine techs, logistics, cable laying
<i>Norfolk Vanguard and Boreas</i>	DCO granted, pre-construction activities	Cable route civils, electrical fit-out, substation builds, logistics
<i>Lower Thames Crossing</i>	Expected to commence 2026, peak in 2030	Circa 8,000 at peak. Civils trades, plant ops, logistics, design/engineering roles
<i>National Grid: Bramford to Twinstead / Sea Link</i>	Consent granted / under examination	Electrical operatives, cable jointers, civils, control systems
<i>Anglian Water Developments</i>	Reservoirs planned, pipelines under construction	Civil engineering, tunnelling, environmental, and process technician skills
<i>Hornsea Three (Onshore Interface)</i>	Early construction phase	Cable trenching, civils, logistics along East Anglia corridor
<i>Freeport East (Felixstowe & Harwich)</i>	Operational; infrastructure expansion planned	Logistics, customs, automation tech, crane operation, warehousing, hydrogen
<i>Housing & Infrastructure Growth (Ipswich, East Suffolk, West Suffolk Babergh/Mid Suffolk)</i>	Local plan delivery (2024–2040)	Bricklayers, plumbers, electricians, site managers, groundwork

Table 1 - Example NSIP and Infrastructure Projects and Prominent Skillsets (illustrative only)

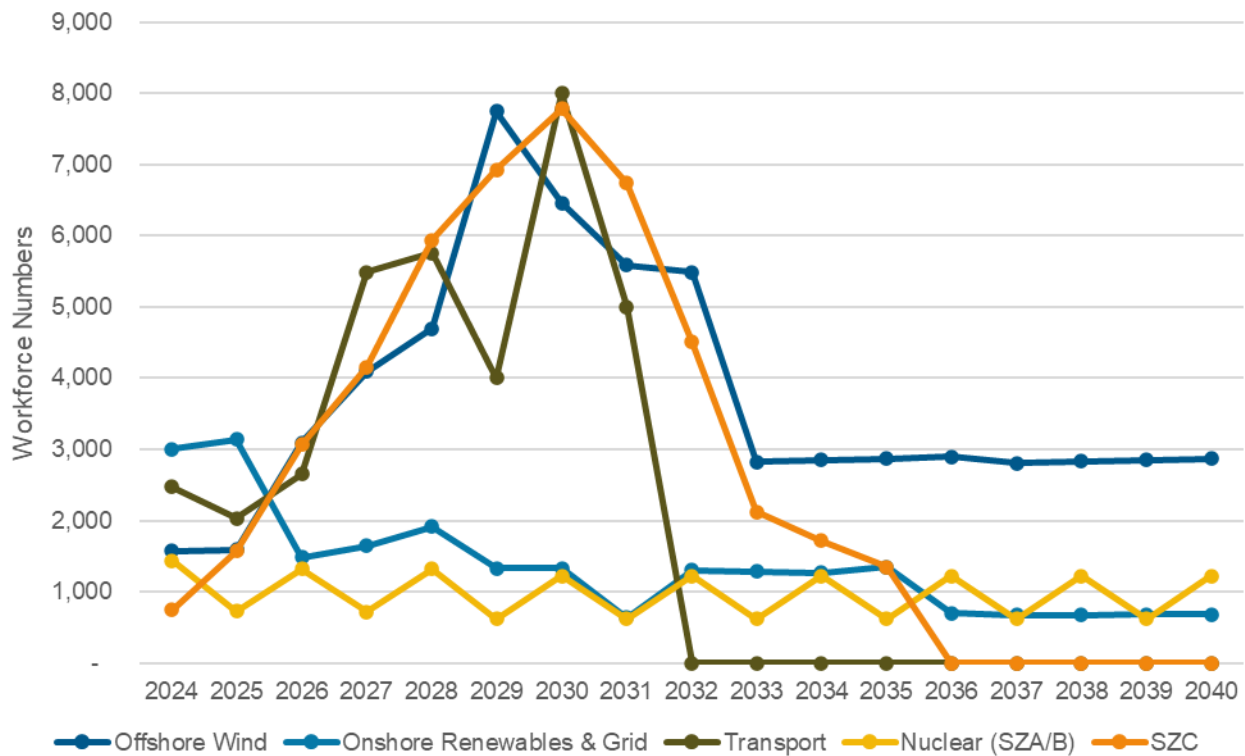


Figure 7 - Regional Workforce Forecast by Sector – Overlaid
[Source: SZC, Energy Skills Intelligence Hub, Opergy 2024]

5.3 Identifying Regional Skills Needs

The Regional Skills Need Framework (RSNF) distinguishes between project-specific skills needs and regional skills needs.

Project skills needs refer to occupations or competencies that are forecast to be in high demand or of importance at Sizewell C, based on contractor mobilisation plans or early workforce projections. These may or may not correlate with wider regional skills needs.

Regional skills needs, by contrast, are those that meet the RSNF assessment criteria: they demonstrate evidence of sustained, multi-employer demand (possibly across multiple developments), align with regional economic priorities, and are not deliverable at sufficient scale without intervention.

A skillset identified in project data (such as from Sizewell C's Early Workforce Information) is not automatically a confirmed regional need. It must be validated through the full RSNF process reviewing labour market data, stakeholder input, provider delivery feasibility, and evidence of impact beyond a single NSIP project.

This section sets out the status of key skillsets identified during 2024/25. They are categorised as either:

1. Confirmed Regional Needs: where full RSNF or ASEC validation has occurred to confirm with specifics that a particular skillset is regionally needed

2. Under Investigation: where a need is indicated (often through project data), but further evidence is required to determine regional significance

Skillsets under investigation are those which have been highlighted by employers, stakeholders, or labour market trends, and assessed by informal Educational, Skills and Employment Working Group (ESEWG) members as likely priorities either for the project or region, but do not yet have a fully validated evidence base. These are being progressed through the RSNF via Skills Need Records and, where necessary, Skills Intelligence Actions (SIAs). This process may include:

- Gathering employer forecasts or contractor mobilisation data;
- Reviewing curriculum gaps and delivery barriers;
- Consulting regional providers and thematic groups;
- Analysing labour market data and job posting trends.

The following skillsets will be under active investigation during this ASIP Period:

5.3.1 Under Investigation (skills need records initiated):

- General Construction Operatives (L2)
- Plant Operatives (360, dumper, telehandler)
- Retrofit and Low Carbon Installers
- Steel Fixers
- Mechanical & Electrical Technicians
- Tunnelling Operatives (marine and civils)
- Marine
- Logistics and HGV Drivers
- Catering and Hospitality
- Care Workers and Health Support Staff

5.4 Labour market intelligence

Labour market intelligence (LMI) is a vital tool for understanding how the regional and local economy is evolving and where workforce pressures are most acute. While project-specific forecasts, such as those for Sizewell C, provide clarity on project demand, they must be considered within the wider context of Suffolk and the East of England's labour market. LMI enables us to monitor shifts in vacancy patterns, wage trends, and recruitment challenges, ensuring that skills planning is grounded in real-time evidence.

Incorporating LMI into the ASIP helps identify systemic pressures, such as persistent shortages in care, logistics, and skilled trades, that are not confined to a single project but shape the resilience of the whole regional workforce. It also provides an early warning system, highlighting where employer demand is rising or where the skills profile of jobs is changing. By embedding labour market intelligence into the ASIP, we can align interventions with both current realities and emerging trends, maximising the long-term impact of investment and ensuring that local residents are equipped with the skills most in demand.

5.4.1 Headline Trends

- **Job postings have declined:** Average unique monthly postings fell from 15,575 (2023 - 24) to 13,337 (2024 - 25), a drop of 14%.

- **Labour market remains tight:** The East of England's employment rate is 78.7%, unemployment is 4.5%, and inactivity is 17.5% stronger than many UK regions.
- **Wages under pressure:** Regular pay growth of around 5% continues to outpace vacancy growth. Advertised salaries rose sharply in late 2024, which indicates that employers are raising pay to secure talent rather than creating new roles.

5.4.2 Recruitment Difficulty

Even as postings have fallen, recruitment challenges persist in essential roles. Caring personal, followed by administration service roles and health professionals appear to be among the most difficult to recruit for. These findings show that reduced vacancy numbers do not necessarily translate into easier recruitment. Employers still struggle to attract and retain staff in critical sectors, particularly those with lower pay and challenging working conditions, this also suggests structural employment is a factor affecting the labour market.

5.4.3 Occupational Demand

Demand remains concentrated in a familiar set of roles. Administration and service, caring personal services, and sales remain the top occupational families, with over 800 vacancies advertised per month in each group. At a more detailed level, the most frequently advertised specific roles were care workers, cleaners, sales staff, LGV drivers, and catering assistants.

Despite these areas of strong demand, many occupations have seen significant declines compared to the previous year. Administrative roles, business and professional services, and health professionals all experienced notable reductions in postings. By contrast, some occupations such as transport operatives and skilled construction trades proved resilient, with little or no decline.

5.4.4 Skills Insights

Employers consistently request strong foundations in communication, management, and customer service. However, the skill profile of vacancies is shifting. Rising demand for operations management, food safety, and AI suggests employers are seeking more technical and digital capability. The increase in requests for CSCS cards reflects the mobilisation of major infrastructure projects. At the same time, references to traditional management and sales skills are declining, suggesting that employers are consolidating rather than expanding overhead functions.

5.4.5 Qualifications Profile

The qualifications required in postings remain relatively stable year on year. Level 2 roles continue to form the backbone of the Suffolk labour market, accounting for roughly four in ten jobs. However, the share of vacancies requiring Level 4+ qualifications has grown, with 32% of postings seeking higher-level skills compared to their current 28% share of employment. This signals a gradual upskilling trend in the regional economy.

For the purposes of the Annual Skills Implementation Plan, this section provides a high-level analysis of labour market conditions in Suffolk and the wider region. More detailed analysis can be found in the Regional Skills Need Framework (RSNF).

5.5 Skills Infrastructure

Understanding the existing skills landscape is essential for making informed decisions about investment, training delivery, and workforce planning. Without a clear view of current provision, capacity, and regional interdependencies, interventions risk duplication, underutilisation, or failure to address the areas of highest need. The skills landscape forms the baseline against which new pressures from projects such as Sizewell C, offshore wind, grid reinforcement, and other major developments can be assessed. It enables us to identify not only where gaps exist, but also where strengths and assets can be scaled to meet future demand.

Meeting the skills needs of major infrastructure projects requires a resilient post-16 education and training system. The Regional Skills Coordination Function (RSCF) is tasked with prioritising investment in Suffolk's FE and HE system, while also considering cross-county provision in Norfolk and Essex.

5.5.1 The East of England

Suffolk's labour market is deeply connected to Norfolk and Essex. Workers move across county boundaries and employers recruit regionally, particularly in sectors such as construction, logistics, and care. The timing and scale of major infrastructure projects across the East of England mean that Suffolk faces direct competition for labour from neighbouring counties. This reinforces the need for coordinated planning to avoid bottlenecks and wage inflation.

The East of England is forecast to grow steadily, with GVA rising 1.7% annually (2025 - 28), slightly above the UK average (EY, 2025; NIESR, 2025). Employment levels remain high, though pockets of deprivation and an ageing population continue to shape workforce shortages, particularly in health, care, and public services.

The region has a strategic advantage in the energy transition, however, restrictions on skilled migration could intensify shortages in green and construction occupations unless training capacity is scaled up domestically (Home Office, 2025).

Construction is expected to rebound to 2.1% growth annually through 2028 (JLL, 2025), underpinned by large infrastructure schemes. Logistics and warehousing continue to expand along the A14 and A11 corridors, though HGV shortages and training gaps persist.

While the region benefits from strong fundamentals and sectoral strengths, it must close participation gaps, tackle rural deprivation, and expand provision in technical, STEM, and digital fields to sustain growth.

5.5.2 Devolution and Future Skills Infrastructure

The national move toward greater devolution of powers to combined authorities is expected to reshape the way skills planning and funding is managed in the near future. A devolved settlement could strengthen the ability of Suffolk and partners to align funding more directly with the workforce needs identified through the Regional Skills Need Framework (RSNF) and the ASIP. This could enable:

- Greater flexibility in commissioning training aligned to infrastructure and sectoral demand.
- Closer integration with employment services, supporting residents furthest from the labour market.

- Targeted investment in facilities and curricula where clear gaps are evidenced by RSNF data.
- More strategic collaboration across Norfolk, Suffolk, and Essex should devolution agreements move towards the combined authority model.

While details of a Norfolk and Suffolk devolution arrangement are still emerging, it is important that the ASIP remains responsive. The Regional Skills Coordination Function (RSCF) will monitor developments closely, ensuring that Suffolk's skills system is prepared to leverage any new devolved powers to strengthen delivery, reduce duplication, and maximise long-term benefits from major infrastructure investment.

5.5.3 Suffolk's FE and HE Institutions

Suffolk benefits from a diverse mix of colleges and a university, each with distinct strengths that together form the backbone of the local skills system. These institutions are central to meeting both immediate project-driven demand and long-term workforce needs across construction, energy, health, digital, and agri-tech.

- **East Coast College** - Serving Lowestoft and Great Yarmouth, the college has strong provision in offshore energy, engineering, and construction. Its East Coast Energy Centre and planned Eastern Civil Engineering Campus position it as a key provider for net-zero and infrastructure-related skills.
- **Suffolk New College** - With campuses in Ipswich, Leiston, and rural Suffolk, the college offers a broad technical curriculum including construction, digital, and agri-tech. Its Net Zero Skills Centre strengthens green and retrofit pathways.
- **West Suffolk College (Eastern Education Group)** - Based in Bury St Edmunds, the college leads on advanced construction and manufacturing skills, with significant investment in engineering, welding, and CNC capacity. It also provides broader technical and vocational training across the county.
- **University of Suffolk** - The county's anchor HE provider, aligning research and degree-level skills with Suffolk's economic priorities. Its Integrated Care Academy addresses health and care workforce needs, while Adastral Park's Centre for Digital Futures supports digital, AI, and advanced technology skills.

Together, these institutions provide comprehensive coverage across Suffolk, with complementary specialisms in construction and engineering (East Coast, West Suffolk, Suffolk New), green and agri-tech (Suffolk New, Easton through cross-county links), digital (University of Suffolk, Suffolk New), and health and care (University of Suffolk, FE partner pathways). Their collective role is to ensure Suffolk has a resilient, inclusive, and future-facing education and training system that can respond to the demands of Sizewell C and the wider infrastructure pipeline.

5.5.4 Important Suffolk Developments

- **Suffolk New College – College on the Coast in partnership with Sizewell C (Leiston)**
Building on its existing Net Zero Skills Centre and Agri-Tech provision, Suffolk New College has announced [a new dedicated facility in Leiston](#) to directly support Sizewell C. This centre will deliver technical and vocational pathways aligned to the construction and energy sectors, with a strong focus on T-Levels, apprenticeships, and adult reskilling programmes.
- **West Suffolk College – Construction Technical Excellence College**
West Suffolk College, part of the Eastern Education Group, has confirmed plans for a [new Construction Technical Excellence College](#). This development could enhance regional capacity in advanced construction trades, civil engineering, and digital construction methods.

The College will be designed to be a regional hub of excellence, supporting both the immediate demand generated by major infrastructure projects and the long-term need for highly skilled construction professionals across Suffolk and the wider East of England.

- **East Coast College – Eastern Civil Engineering Campus at Lound**

East Coast College is progressing the development of its [Eastern Civil Engineering Campus in Lound](#), expanding specialist capacity in civil engineering and associated technical trades. This investment strengthens regional readiness to meet the demand generated by Sizewell C and other major infrastructure programmes across East Anglia.

5.5.5 Private Training Providers

Private and specialist training providers are a vital part of Suffolk's skills ecosystem. They often deliver niche or highly technical training that complements mainstream FE/HE provision, ensuring the region can meet urgent skills gaps at pace. Their flexibility in designing modular, short-course, or industry-accredited programmes makes them particularly valuable for upskilling existing workers, meeting regulatory requirements, or responding quickly to major project demands. Many also operate across county lines, adding resilience and additional capacity where Suffolk's colleges may not have specialist equipment or staff.

- **National Construction College (Bircham Newton, Norfolk)** – CITB's construction training centre, specialising in lifting, plant, and safety courses not widely available in Suffolk.
- **Select Lifting Academy (St Neots)** – Focused on lifting, access, and safety-critical skills, offering provision directly relevant to infrastructure and energy projects.
- **Seetec** – A major regional provider delivering apprenticeships, employability programmes, and short courses across logistics, construction, and business skills.
- **Steadfast Training** – Offers modular training across construction trades, warehousing, and health/social care, with the agility to design provision for specific employer needs.

Suffolk County Council and partners (Sizewell C and East Suffolk Council) have also signed a Skills Charter with the Construction Industry Training Board (CITB) and the Engineering Construction Industry Training Board (ECITB). This agreement formalises collaboration on workforce planning and ensures alignment between local interventions and national industry standards. It strengthens the ability of FE, HE, and private providers to deliver training that meets the competency requirements of the construction and engineering sectors, while also creating clearer pathways into major infrastructure projects such as Sizewell C.

5.5.6 Cross-County Collaboration

Suffolk shares a highly integrated labour market with Norfolk and Essex. To meet the cumulative demand from Sizewell C, offshore wind, Freeport East, grid reinforcement, and the Lower Thames Crossing, collaboration with neighbouring institutions is essential.

Norfolk

- **City College Norwich and East Norfolk Sixth Form** – Capacity in construction, health, and net-zero training, including offshore skills.
- **UTCN (University Technical College Norfolk)** – Specialist STEM and engineering pathways for 14–19 year olds, feeding technical career pipelines.
- **Easton College** – Strengths in agri-tech and environmental technologies aligned to green growth.

- **UEA (University of East Anglia)** – Research in climate science, health, and energy economics, informing strategic workforce planning.
- **Norwich University of the Arts (NUA)** – Digital and XR/AR expertise with applications in simulation and digital construction.

Essex

- **Colchester Institute** and **South Essex College** – Engineering, logistics, digital, and construction provision, central to Freeport East and Thames Gateway projects.
- **Anglia Ruskin University** – Higher-level skills in engineering, digital, health, and management, supporting project management and technical roles.
- **Writtle University College** – Specialist in land-based and environmental skills, relevant to sustainability and infrastructure.

The RSCF will maintain a live view of provision, will advocate for co-ordination across institutions to enhance the local offer and will seek to target ASEC funding towards areas of clear regional and project need either by enhancing Suffolk-based delivery or partnering with regional providers best placed to deliver at scale.

5.6 NSIP Timeline

See Appendices for a diagram showing the timeline of Nationally Significant Infrastructure Projects in or near adjacent to Suffolk.

5.7 Regional Skills Needs Deliverables

The following actions translate the Regional Skills Need Framework (RSNF) into delivery for this ASIP year. They focus on strengthening the evidence base, deepening analysis, and building the collaborative structures needed to respond effectively to skills demand. Together, they ensure that Suffolk's approach is data-led, inclusive of all relevant projects, and closely connected to industry partners.

These actions will form the core programme of quarterly monitoring and reporting to the Employment, Skills and Education Working Group (ESEWG). Progress against each action will provide the key outputs through which the ASIP demonstrates its impact, ensuring transparency, accountability, and a clear line of sight between skills need assessment and practical delivery.

- **Compile Skills Evidence Repository and Arrange Additional Sources** – Collect and consolidate datasets (Lightcast, ONS, CITB/ECITB), provider audits, ASEC applications, and NSIP workforce forecasts
- **Prioritise “Skills Under Investigation” and Produce Skills Need Records** – Commission Skills Need Records and identify Skills Intelligence Actions (SIAs) to complete during this ASIP year where there are gaps or limitations to regional skills needs evidence.
- **Establish a Major Infrastructure Skills Forum** – Convene first meeting of developers and infrastructure project leads. Agree terms of reference, membership, and outcomes such as strengthening our understanding of strategic workforce planning such as Figure 8 – Regional Workforce Forecast by Sector.
- **Scope and Assess Non-NSIP Projects** – identify significant local projects that are not classified as NSIPs or Major Projects, determine inclusion criteria and produce a project skills need assessment list.

- Strengthen Analysis of Labour Market Intelligence – to help inform our understanding of year-on-year changes that may influence our decision making with the current and future ASIP periods.
- Deliver against the commitments of the Skills Charter – with CITB, ECITB, and partners (Sizewell C, Suffolk County Council and East Suffolk Council), ensuring commitments on workforce forecasting, curriculum alignment, and industry standards are embedded into Suffolk's skills system.

6 Employment and Skills Funding

A well-structured funding strategy is essential to achieving the workforce development goals of the Sizewell C project and the realising of local benefits for the region. Targeted funding initiatives, such as the Asset Skills Enhancement Capability Fund, the Employment Outreach Fund, and the Sizewell C Bursary Scheme, are designed to address specific skills gaps and support the development of a skilled and prepared local workforce, in addition to direct Sizewell C funding for skills. This section outlines the key funding streams available, their objectives, and how they will be managed and allocated. Progress updates on each of the funds to date is included below.

6.1 Asset Skills Enhancement Capability Fund

The aim of the Asset Skills Enhancement and Capability (ASEC) fund is to enhance the supply of skills related to both Sizewell C and regional needs and aspirations by expanding, enhancing and developing local skills provision (such as apprenticeships) within the region's existing education, further education, training provider and higher education sectors. The fund will support revenue projects, such as curriculum development and the retention and development of specialist trainers, as well as working capital projects, such as equipment to deliver courses and re-fit for existing facilities as required to meet the needs of the workforce. The fund will support the development of the skills infrastructure needed to help the 'work ready' individuals, including those supported by the Sizewell C Employment Outreach fund, to become 'job ready'.

The Employment, Skills and Education Working Group (ESEWG) has agreed that the following proportions of the total ASEC fund will be initially allocated for each construction phase. These are the minimum amounts as per the Deed of Obligation (DoO).

Construction Phase	DoO Allocation Range	Agreed Allocation	Funds allocated
Site operations/support services	15-20%	15%	£1.17m
Main civils construction phase	35-45%	35%	£2.73m
Mechanical, electrical, heating	35-45%	35%	£2.73m
Commissioning and pre-operational	< 10%	TBC	TBC

The combined minimum amounts do not equal the maximum amount of funding available. The ESEWG will continue to monitor specific construction phase needs and adjust the above proportions as appropriate as more information becomes available. Funding will be allocated in advance of each construction phase, and it is anticipated that funds will not be split evenly across the construction period, rather front-loaded to the earlier years. Both of these arrangements reflect the time needed for the development of the talent pipeline in advance of need and helps ensure that skilled workers are available at the required time.

6.1.1 Reflections on Progress

The ASEC Fund opened for Expressions of Interest (EOI) in January 2025, with the criteria, supporting information and application form published on the Suffolk County Council website. Initial interest in the Fund from a range of organisations across Suffolk and the wider region has been supported by the Regional Skills Coordination Function to encourage EOI's to be submitted. Enquiries were signposted to alternative sources of funding where proposals were outside the scope of ASEC funding.

The first EOI was received in May 2025. Further EOI's have been received subsequently, with the first projects to be supported by the ASEC Fund expected to be agreed in principle from Autumn 2025 onwards. Proposed projects include capital and revenue delivery, providing new and enhanced facilities, offering increased curriculum opportunities and supporting the provision and retention of the necessary resources to provide effective training and skills development.

EOI's received encompass both the Site Operations/Support Services construction phase and the Main Civils phase (a total of £3.9m), but also the Mechanical Electrical and Heating phase. However, the priority for initial allocations remains those interventions linked to the delivery of phases 1 and 2, although EOI's for the MEH phase 3 will also be progressed. The cumulative costs of the projects outlined as EOI's to date suggests that the majority of the £3.9m available for phase one and two will be allocated to projects during 2025-2026. However, the ASEC Fund remains open to new EOI's to ensure funds are fully allocated, and to receive EOI's for projects targeted at the MEH delivery phase.

6.1.2 Timeline for release of funds

ASEC funds will be released once the necessary robust and transparent allocation processes are in place and have been undertaken. The table below describes the indicative timeline for the governance actions and release of funds for any approved projects. The relevant actions will begin in accordance with the timelines rather than a requirement for these actions to be completed within the months identified. These timelines will be subject to regular updates, at least on a quarterly basis at formal ESEWG as the development and delivery of the ASEC fund progresses.

Timing	Action
September 2025	ESEWG to submit year 2025-2026 Annual Skills Implementation Plan (ASIP) to Economic Review Group for approval, including an updated regional skills need assessment
September 2025 (ongoing)	ASEC Expression of Interest open call process continues
From September 2025 onwards October 2025	- First tranche of full ASEC Initiative projects referred to ESEWG with recommendations for support in-principle. - Opportunity for ERG to agree with project recommendations and offer any further input.
Autumn 2025 onwards	Grant agreements to be completed and signed for approved projects.

	Regional Skills Coordination Function to continue to work with applicants to further develop suitable proposals.
Autumn 2025 onwards (ongoing)	- First projects begin - Funds to be released to projects in accordance with grant documentation - Monitoring of KPIs to take place by the RSCF as per grant documentation

6.1.3 Initiatives/Projects/Measures to be funded

The ASEC fund invites proposals that contribute to the enhancement and expansion of local skills provision. We are particularly interested in the following types of projects:

- **Curriculum development:** Initiatives focused on developing and updating educational programmes to align with the skill demands arising from the Sizewell C project and regional needs.
- **Retention of specialist trainers:** Projects aimed at retaining and nurturing specialised trainers to ensure the continuity and quality of skills development programmes.
- **Equipment to deliver courses:** Working capital projects that involve acquiring necessary equipment to effectively deliver skills development courses aligned with project requirements and regional need.
- **Re-fit of facilities:** Projects to refurbish or adapt facilities to meet the specific needs of the workforce, creating a conducive environment for skill enhancement.

The ASEC Fund is designed to support projects that have a significant and lasting impact on the local skills infrastructure. To qualify for funding, projects must demonstrate a clear and direct connection to enhancing the skills base within the region, ensuring that the workforce is well-prepared to meet the specific demands of the Sizewell C project.

Eligible projects are required to address the critical needs of the Sizewell C project; this can include where demand in the wider local economy for those specific skillsets has been clearly increased or exacerbated by the project through labour displacement. All projects must also contribute to addressing broader regional skills challenges. These needs are carefully identified and prioritised through the RSNF process described in [Section 5](#), ensuring that all funded initiatives are closely aligned with the strategic goals of both the project and the region.

In addition to addressing immediate needs, projects must also contribute to wider, long-term regional skills development. This involves supporting initiatives that are sustainable and capable of delivering benefits beyond the life of the Sizewell C project, as outlined in the regional skills need assessment.

The fund is flexible in its approach, allowing for a variety of project types to be supported. This includes capital projects, such as the acquisition of equipment or the refurbishment of training facilities, as well as revenue projects, such as the development of new curricula or the retention of specialist trainers. Hybrid projects, which combine both capital and revenue elements within a single proposal, are also encouraged, provided they meet the overall objectives of the ASEC Fund.

Preference, where relevant, will be given to education and training providers located in Suffolk, in line with the principle of the fund to ensure that those most impacted by the development of Sizewell C also receive higher levels of benefit.

6.1.4 KPIs and monitoring

Once a project is approved, regular monitoring will be conducted to ensure adherence to the proposed timeline, budget, and objectives. Progress reports will be required at specified intervals to track the project's development.

Upon completion of the project, a comprehensive evaluation will be conducted to assess the overall impact on local skills provision. The evaluation will consider the effectiveness, sustainability, as well as outputs and outcomes of the funded initiatives.

The ASEC Fund presents a valuable opportunity for organisations to contribute to the long-term development of local skills infrastructure, aligning with the dynamic demands of the Sizewell C project and the broader regional context. We encourage innovative proposals that will make a lasting impact on the skills landscape of Suffolk.

The effectiveness of the ASEC projects will be measured by a variety of project specific outputs and longer-term outcomes. However, all ASEC projects should allow for an increase in the number of courses delivered and participants completing courses which meet regional skills needs. In turn, this will facilitate an increase in the skill level of local residents, as well as allow residents to obtain work opportunities on Sizewell C or other NSIPs.

6.1.5 Related thematic groups

The ASEC process will be overseen by the ESEWG, with input from key thematic groups to ensure the skills system is equipped to respond effectively. Two formal thematic groups will provide vital information to inform ESEWG's decision-making:

- **Strategic Skills Forum (formerly FE and HE Forum):** Chaired by Fiona McMillan, this forum, which first convened in March 2024, brings together education leaders to discuss and agree on strategic priorities that feed into the ESEWG and other thematic groups as needed.
- **Skills Infrastructure Group (also known as the AP group):** This group focuses on identifying and addressing skill gaps and training needs for the Sizewell C project, working collaboratively with educational institutions, training providers, and industry partners to develop tailored programmes that ensure a skilled workforce for the project.

6.2 Asset Skills Enhancement Capability Investments

The Asset Skills Enhancement Capability (ASEC) Investments are a critical component of the strategy to ensure that the Sizewell C project and wider region has access to a highly skilled workforce. These investments, valued at a minimum of £5 million and complementing the £7.8 million ASEC Fund, will be delivered by Sizewell C and its Tier 1 contractors. They focus on enhancing the local skills infrastructure to meet the immediate and long-term needs of the project and the region.

6.2.1 Key Areas of Investment

The ASEC Investments will be operationalised through the Annual Skills Implementation Plan (ASIP) by focusing on the following areas:

- **Provision of Equipment:** Sizewell C and its Tier 1 contractors and Alliances will support investment in machinery, tools, and other essential equipment needed for the specialised

training programmes that align with the project's phases. This ensures that trainees are equipped with the practical skills required for their roles.

- **Expertise and Training:** A key focus of these investments will be the engagement and retention of industry experts and specialist trainers, including those sourced from the Sizewell C supply chain. By drawing on the expertise within the supply chain, the project can ensure that training is closely aligned with the specific requirements of Sizewell C and the region's aspirations. These trainers will be instrumental in delivering high-quality, project-specific training that prepares the workforce for the complex demands of the construction phases.
- **Facility Upgrades:** Investments and support will also be directed towards upgrading and refurbishing training facilities, creating state-of-the-art environments that support effective learning and skills development. These enhancements will ensure that training programmes are delivered in settings that reflect the latest industry standards and technologies.

6.2.2 Brokering Relationships and Match Funding

To maximise the impact of ASEC Investments, the Regional Skills Coordination Function, through the ASIP, will play a crucial role in helping to broker relationships between Sizewell C's contractors, and local colleges and education partners. By strengthening these partnerships, the ASIP aims to leverage match funding opportunities, enabling joint initiatives where contributions from educational institutions and other stakeholders can complement ASEC Investments. In particular, the ASEC Investments are able to enhance and support the delivery of projects funded through the ASEC fund to maximise the impact of these initiatives.

This approach also involves integrating trainers from the Sizewell C supply chain into local education and training programmes. By doing so, the project can ensure that the training delivered is both relevant and of the highest quality, while also enhancing the skills and capabilities of the regional workforce.

Although no specific proportions of the stated ASEC Investments amount (£5 million) have been attributed to each construction phase, it is expected that the ratio will broadly follow the allocation proportions of the ASEC fund. Future ASIPs will describe the value of ASEC Investments provided based on the estimated cost of use.

6.2.3 Monitoring and Evaluation

The Employment, Skills, and Education Working Group (ESEWG) will oversee the implementation of ASEC Investments, ensuring they are aligned with the workforce needs of the project. Regular monitoring and evaluation will track the effectiveness of these investments, including the success of match funding initiatives and the overall impact on the region's skills landscape.

6.3 Employment Outreach Fund

The Sizewell C Employment Outreach fund will support initiatives to increase the pool of 'work ready' individuals within the region's talent pool or deliver social value by bridging the gap to the labour market and increasing the supply of people to access 'job ready' programmes. The fund will focus on delivering local priorities and supporting hard-to-reach groups and communities primarily in geographical areas within Suffolk experiencing relative deprivation (as defined by the English Indices of Deprivation 2019) and increasing diversity in the Sizewell C construction workforce.

The following proportions of the total Sizewell C Employment Outreach fund are to be initially allocated for each construction phase. These are the minimum amounts as per the Deed of Obligation (DoO). Funding will be allocated in advance of each construction phase, and it is anticipated that funds will not be split evenly across the construction period but front-loaded to the earlier years. Both of these arrangements will enable additional time to allow for the development of the talent pipeline in advance of need and help ensure that skilled workers are available at the required time.

Construction Phase	DoO Allocation Range	Agreed Allocation	Funds allocated
Site operations/support services	15-20%	15%	£240,000
Main civils construction phase	35-45%	35%	£560,000
Mechanical, electrical, heating	35-45%	35%	£560,000
Commissioning and pre-operational	< 10%	TBC	TBC

For 2025-2026, the amounts for both the Site Operations/Support Services construction phase as well as the Main Civils phase (a total of £800,000) will be available for allocation to applicants to the fund, with the expectation that projects will be multi-year and receiving staggered payments, as opposed to all being released and spent in this year.

6.3.1 Timeline for release of funds

Employment outreach funds will be released once the necessary robust and transparent allocation processes are in place and have been undertaken. Below describes the anticipated timeline for initial release of funds. These timelines will be subject to regular updates, at least on a quarterly basis at formal ESEWG as the development and delivery of the Outreach fund progresses.

Timing	Action
April 2025	Second meeting of Employment Outreach Thematic Group held
From May 2025	Grant specification to be drafted
From October 2025	Grant fund to be launched
From October 2025 onwards	- Applications for the 2025/26 wave to be received - Assessment of applications by ESEWG - Approval of successful applications by ESEWG/ERG - Grant documentation, including KPIs, to be finalised
From December 2025 onwards	- Projects begin - Funds to be released as per grant documentation - Monitoring of KPIs to take place as per grant documentation

6.4 Initiatives/Projects/Measures to be funded

Employment outreach programmes may include:

- Training programmes enhancing existing skills and infrastructure.
- Community outreach initiatives to bridge the gap to the labour market.
- Collaborative projects with third-sector organisations to support workforce development.

Participants for the programme will be at least one of the following:

- unemployed or economically inactive at the time of starting the programme
- from hard-to-reach groups, such as those experiencing homelessness, refugees, asylum seekers, disabled people and those from rural areas.
- from geographical areas within Suffolk experiencing relative deprivation, as defined by the English Indices of Deprivation 2019.

6.4.1 KPIs and monitoring

The effectiveness of employment outreach initiatives will be measured against agreed outputs and longer-term outcomes. All initiatives will be expected to ensure that participants are initially being referred for pre-employment support with Sizewell C Jobs Service. Ultimately, it is expected that participants are progressing onto positive destinations, most importantly employment on site at Sizewell C or other NSIPs in the region. Examples of outputs and outcomes that could be utilised are included in [Section 11](#).

6.4.2 Reflections on Progress and related thematic group

The ESEWG will be responsible for determining the approach to the Sizewell C Employment Outreach fund. However, it is important that in order to inform the approach throughout the project lifetime, relevant stakeholders are consulted and given the opportunity to contribute information to aid and inform future decision making. To accomplish this, the Employment Outreach Thematic Group was established in November 2024.

The purpose of the group is to widen the skills and talent pipeline through an inclusive approach, removing barriers to employment for underrepresented groups and those that require such support, ensuring local communities benefit from employment opportunities and fostering economic growth in the region

6.5 Bursary Scheme

This is a bursary scheme aimed at supporting the removal of barriers to accessing training, support and employment pathways into Sizewell C and/or other local opportunities requiring similar skills for local people that either have not reached the required entry level requirements or that need some support to successfully complete their course, particularly in areas of relative deprivation.

The following proportions of the Sizewell C Bursary Scheme are to be initially made available for each year, with funds currently anticipated to be split evenly across the first 10 years of the construction period:

Construction years	Bursary scheme	Amount available per year
Years 1-10	£1,000 and under	£60,000
	Above £1,000	£15,000
Years 11 and 12	All bursaries	£0

6.5.1 Criteria for allocation of grant

To be eligible for a bursary of any size, applicants must meet the following criteria:

- Studying, or due to study, at an approved education provider or independent training provider
- Enrolled, or due to enrol, on:
 - A course being supported by the ASEC fund
 - OR**
 - A course linked to a regional skills need that is required by Sizewell C
 - OR**
 - Accessing an employment outreach programme funded by the Sizewell C Employment Outreach programme
- Must be a resident of the UK for the previous 3 years and have permission to live and study in the UK (unless a refugee or an asylum seeker)
- Must be a resident of Suffolk
- Gross household income must be less than £30,000 per year

The bursary can be used to help fund, for example:

- Travel to and from education institutions, training provider, or work experience
- Subsistence costs whilst attending education or training
- Accommodation and subsistence for work experience
- Childcare expenses necessary to access the education or training
- Income support whilst attending education or training
- Specialist equipment required for the course
- Study materials that students would otherwise need to purchase
- IT and accessibility equipment
- Job role equipment eg. PPE, uniform
- Cost of non-government funded short upskilling courses essential to take next step or gain employment (e.g. CSCS card)

Note: the bursary is intended to fill funding gaps and cannot duplicate funding provided by other government schemes, such as the Disabled Students Allowance.

6.5.2 Delegation of responsibility

The three colleges within Suffolk will be delegated responsibility for the majority of the bursaries of £1,000 and under. These are:

- East Coast College
- Suffolk New College
- West Suffolk College

6.5.3 Reflections on Progress

The first release of a Bursary Fund payment was made to West Suffolk College in June 2025 in the amount of £15,000. Payments to the remaining colleges will be made from September 2025 onwards. Bursaries will be made available through the three FE colleges and SCC from September 2025 and outputs will be monitored accordingly.

Students studying at independent training providers will be able to access the bursary by applying directly to Suffolk County Council. However, they must also have the support of their training provider.

A total of £60,000 is available each year for bursaries of £1,000 and under. This will be split evenly across the three colleges plus Suffolk County Council (for those studying at independent training providers). Therefore, each organisation will be responsible for an allocation of up to £15,000 per year for bursaries of £1,000 and under. The remaining £15,000 will be paid as Bursaries of over £1,000, via referrals to Suffolk County Council.

6.5.4 KPIs and monitoring

The effectiveness of the Bursary Scheme will be measured by the number of participants completing their course. In the longer term, the Scheme should be increasing the number of local residents working at Sizewell C and other NSIPs through ensuring that participants have been able to overcome barriers to achieve the required qualifications.

To support the monitoring and assessment of the effectiveness of the Bursary Fund, the following delivery metrics will be collected and returned on a quarterly basis by each of the FE colleges. In addition, SCC will collect data for bursary awards of over £1,000 and awards made through referrals from independent training providers.

- Bursary Award Number
- Type of support requested
- Value (£)
- Course alignment
- Beneficiary location (partial postcode)

7 Education and Inspiration

Sizewell C is committed to inspiring the next generation of workers and equipping young people with the skills to succeed in the energy and infrastructure sectors. Education and inspiration programmes remain central to this ambition, helping to strengthen the talent pipeline from primary school through to early adulthood.

As of June 2025, Sizewell C has engaged with 58 different schools, delivering 331 student engagements and reaching over 13,000 individual student encounters through assemblies, workshops, and targeted activities. There are now 2,024 registered Young Sizewell C members, illustrating strong and sustained interest from young people in the region.

7.1 Key Programmes

Power Up! (Ages 4–8)

Power Up! continues to provide early exposure to STEM through hands-on activities, assemblies, and workshops, supported by a dedicated website. Contractor-led sessions, digital skill badges, and creative literacy initiatives such as the *Literacy Leiston Project* complement this offer. The *Wild East Project* extends engagement into primary schools, embedding STEM in creative and environmental contexts. In 2024–25, Power Up! reached over 3,000 young learners, with further growth expected as outreach expands into additional Suffolk and Norfolk schools.

Young Sizewell C (Ages 9–21)

Young Sizewell C offers older learners direct links to career pathways, with activities including assemblies, interactive workshops, and work experience placements for 16–18 year olds.

As of 2025, the platform has 2,024 active registrants, and its activities have generated more than 13,000 student encounters across the region. Programmes in 2025–26 include:

- *ISCRE Beyond Boundaries Project* – targeting young people at risk of becoming NEET.
- *Inspire Project* – employability sessions and workshops for those furthest from education.
- *Technical Skills Programme* with the Civils Works Alliance, focusing on steel fixing, carpentry, and welding.
- Contractor-supported *digital technical badges*, recognising achievements in practical skills.

Together, these programmes provide a structured pipeline from early inspiration to practical experience, ensuring alignment with project demand and local skills needs

7.2 Target Groups

Education and inspiration activity is designed to reach a wide range of learners, including those who might otherwise be excluded. Key target groups include:

- Young carers, care-experienced children, and electively home-educated learners.
- Neurodivergent young people, supported through tailored pathways.
- “First in Family” learners aspiring to access apprenticeships or technical training.

Targeted outreach will focus on geographical areas with high need, including North Suffolk and Norfolk borders, Great Yarmouth, Felixstowe, and the Eye–Bury corridor.

7.3 Generating NEET Information

As in 2024–25, Sizewell C will continue to work with Suffolk County Council, local colleges, and careers services to gather intelligence on young people at risk of becoming NEET (Not in Education, Employment or Training). This enables interventions to be better targeted, ensuring that programmes such as *Beyond Boundaries* and *Inspire* reach the individuals who can benefit most.

7.4 Impact and Outcomes

Education and inspiration programmes are expected to deliver measurable outcomes during 2025–26, including:

- **Engagement scale:** Sizewell C has now worked with 58 schools and achieved 331 student engagements, generating more than 13,000 individual encounters.
- **Participation growth:** Over 3,000 young people were engaged through assemblies, workshops, and online platforms in 2024–25, with continued expansion projected for 2025–26.
- **STEM engagement:** Power Up! and Young Sizewell C are driving increased uptake of STEM activities, with digital badges and technical-skills camps offering new ways to evidence learning outcomes.
- **Career readiness:** Enhanced awareness of technical and professional roles, supported by work experience placements and targeted employability sessions.
- **Community reach:** Sustained engagement across Suffolk Coastal schools (129 events to date) and growing outreach into North Suffolk, Norfolk borders, and the Felixstowe–Bury corridor.

Outputs will be monitored using a standard quarterly reporting template capturing numbers of events, hours delivered, and participants engaged, ensuring consistent evaluation across all activity.

7.5 Engagement activity reports

From 2025–26, engagement reporting will adopt a **standard template** to capture:

- Number of events delivered.
- Hours of activity.
- Participant demographics.
- Alignment with key skills pathways.

This will support more consistent monitoring and enable the ASIP to demonstrate impact across the full range of education and inspiration activities.

7.6 Challenges and Improvements

Key challenges identified for 2025–26 include:

- Ensuring consistent reach across geographically isolated areas, requiring mobile or outreach provision such as a STEM careers van.
- Funding and resourcing for summer or holiday technical camps to sustain engagement outside term time.
- The need for specialist teacher STEM resources to embed learning across the county.
- Expanding provision for supported internships with partners such as East Coast College.

The ASEC Fund and Bursary Scheme provide an opportunity to address some of these challenges by leveraging funding for curriculum development, equipment, and outreach pilots.

8 Sizewell C Jobs Service

The Sizewell C Jobs Service is a dedicated platform that connects local residents with the wide range of employment opportunities generated by the project and its supply chain. Building on strong foundations established during 2024–25, the service has continued to expand its reach and impact. As of October 2025, there are 4,344 people actively registered on the Jobs Service Board, including 3,150 from Suffolk, Norfolk and Essex, of which 2,069 are Suffolk residents. A further 1,194 registrants are based elsewhere in the UK, reflecting the national interest the project is generating.

During 2025 to date, 875 roles have been advertised on the Board by 38 different employers, with 76 per cent of all new postings now coming from the wider supply chain rather than Sizewell C Co itself, demonstrating the growing breadth of opportunity linked to the project.

8.1 Key Objectives

The Jobs Service has three overarching objectives while broadening scope to reflect the next stage of delivery:

- **Maximising Local Employment:** Ensure a significant proportion of the Sizewell C workforce is sourced from Suffolk and the East of England. The Jobs Service enables the project and its contract partners to focus on filling roles with local people and to create a large, sustainable talent pool to support both Sizewell C and the wider regional economy.
- **Promoting Diversity and Inclusion:** Increase engagement with underrepresented groups and raise the visibility of opportunities within local communities. Dedicated outreach programmes and pre-employment support will widen access to roles across the project, helping to remove barriers and support inclusive workforce growth.
- **Supporting Regional Economic Growth:** Provide local residents and businesses with direct access to project opportunities, helping East Anglian firms benefit from supplying talent and services, and strengthening job security through long-term career pathways. The service also helps ensure contractor candidate requirements are met, supporting supply chain resilience and investment in training.

8.2 Services Offered

The Jobs Service offers a comprehensive suite of support to individuals and employers, including:

- **Job matching and online portal** – connecting job seekers to live vacancies aligned to their skills, experience, and career aspirations.
- **Career advice and training pathways** – providing CV support, interview preparation, and signposting to pre-employment and skills programmes.
- **Outreach and engagement** – targeted campaigns with schools, community groups, and local partners to increase awareness and visibility of opportunities.
- **Employer support** – helping contractors access the local talent pool and identify candidates that meet role-specific requirements.

The service also provides added value by supporting other local employers across Suffolk, Norfolk, and Essex, connecting them to the growing candidate pool.

8.3 Partnership and Collaboration

The effectiveness of the Jobs Service depends on collaboration. Key partners include:

- Department for Work and Pensions (DWP) and local Job Centres
- Suffolk, Norfolk, and Essex councils
- Local colleges, training providers, and universities
- Local businesses and supply chain partners
- Charities, community organisations, and support groups

These partnerships extend reach into harder-to-reach groups, ensure alignment with regional priorities, and provide additional support to candidates as they progress into employment.

8.4 Impact and Outcomes

The Jobs Service is designed to deliver tangible outcomes for individuals, communities, and the wider economy:

- **Expanding reach:** Active registrations have grown to 4,344 people – nearly quadruple the 2024 baseline – demonstrating rapid take-up and awareness across the region.
- **Local engagement:** More than 3,000 registrants (73 per cent) are from Suffolk, Norfolk, and Essex, ensuring that opportunities remain strongly regionally focused.
- **Employer participation:** 38 companies, including Sizewell C and its contractors, are now advertising vacancies, signalling strong supply-chain engagement and confidence in the platform.
- **Job creation:** 875 new roles have been advertised in 2025 to date, with the majority (76 per cent) being non-client roles, indicating significant multiplier effects through the regional economy.
- **Pathways to sustainable careers:** Many roles provide multi-year employment, supporting progression into long-term careers in construction, energy, and related sectors.
- **Local recruitment and skills matching:** The Jobs Service continues to bridge the gap between job seekers and employers, supporting the delivery of Sizewell C's pledge to create at least 500 jobs for residents of Lowestoft and a further 500 from Ipswich at peak construction.
- **Inclusive workforce growth:** Through community partnerships and pre-employment support, the service is expanding access for under-represented groups and those furthest from the labour market, helping realise the target of 500 opportunities for unemployed or economically inactive individuals.
- **Boost to local companies:** By linking East of England firms with a larger pool of skilled candidates, the service helps build resilience, stimulate investment in training, and secure a lasting regional economic legacy.

Monitoring and reporting through established KPIs (local residents employed, workforce diversity, satisfaction of job seekers and employers) continues, ensuring transparency and accountability as delivery scales up.

8.5 Challenges and Improvements

While the Jobs Service plays a central role in connecting people to opportunities, success depends on collective effort. Collaboration across contractors, councils, colleges, and community organisations is essential. One of the main challenges for 2025–26 is ensuring that responsibility for workforce outcomes does not rest solely with Sizewell C but is shared across all regional partners. Strengthening these collaborative arrangements will be a key focus for the year ahead.

9 Governance

The governance of the Annual Skills Implementation Plan (ASIP) provides the framework through which commitments in the Sizewell C Development Consent Order (DCO) and Deed of Obligation are overseen, coordinated, and delivered. It ensures that the Regional Skills Coordination Function (RSCF), local authorities, Sizewell C Co., and wider stakeholders work collectively to maximise benefits from the project while addressing regional skills needs. Whilst much of the governance model has remained the same, some elements have evolved since the 2024 ASIP to reflect the changing needs, the complexity of activity undertaken in Schedule 7, the maturity of stakeholder relationships, and the development of the Regional Skills Co-ordination Function.

9.1 Governance Structures

The ASIP is governed through a tiered structure that balances strategic oversight with operational delivery:

9.1.1 Economic Review Group (ERG):

- Comprising Sizewell C, Suffolk County Council, and East Suffolk Council.
- Holds final approval authority for the ASIP.
- Ensures compliance with DCO obligations and alignment with regional economic priorities managed by its constituent working groups.

9.1.2 Employment, Skills and Education Working Group (ESEWG):

- Provides primary oversight of ASIP development and delivery.
- Chaired by Suffolk County Council, with membership including Sizewell C, East Suffolk Council, and the RSCF.
- Reviews workforce forecasts, monitors delivery against commitments, and designs and manages the skills funding allocations.

9.2 Thematic Groups

The thematic groups provide the opportunity for key stakeholders to provide insight to support the decision-making of the ESEWG. With the exception of the Strategic Skills Group (Formerly FE/HE Forum), all other thematic groups are subject to the determination of ESEWG.

9.2.1 Employment Outreach Group

- Established and meeting on-demand subject to the requirements of the ASIP and RSCF.
- Has provided insights informing the development of the Employment Outreach Fund, with a focus on widening participation, engaging underrepresented groups, and ensuring local residents can access project opportunities.
- Membership includes local authorities, Jobcentre Plus, colleges, community organisations, and Sizewell C.

9.2.2 Skills Infrastructure Group

- Has evolved from the FE/HE Assistant Principals Group, which acts as a delivery group for the Strategic Skills Leadership Forum (formerly the FE/HE Principals Forum).

- Coordinates Suffolk curriculum planning, provision alignment, and facility development, for example it ensures ASEC appropriate investments are targeted effectively.

9.2.3 Strategic Skills Leadership Forum

- Formerly the FE Principals and HE Pro-Vice Chancellor Forum.
- Provides strategic leadership discussion within Suffolk on skills and post 16 education relating to Sizewell C, Suffolk and the wider region.
- Offers a high-level forum for aligning the ASIP with institutional strategies, ensuring long-term skills infrastructure and workforce priorities are met.

9.2.4 Apprenticeship Group

- Establishing this group has been under review at informal ESEWG, partly due to the existence of similar groups or entities with an apprenticeship remit.
- Apprenticeship delivery will be reported and monitored and the need for a dedicated apprenticeship thematic group will be assessed.
- Next step: RSCF and informal ESEWG to review options on the need, remit and governance for this group during 2025/26, including potential integration with the Skills Infrastructure Group.

9.2.5 Education and Inspiration Group

- Establishing this group has been under review at informal ESEWG, partly due to the existence of similar groups or entities with an education and inspiration remit.
- Education and careers-related interventions continue to operate through other partnerships.
- Next step: RSCF and informal ESEWG to review options on the need, remit and governance for this group during 2025/26.

9.3 Challenges and Reflections

Thematic group governance remains dynamic and its further development is expected in this ASIP year. While the Employment Outreach Group, FE/HE Assistant Principals Group, and the Strategic Skills Leadership Forum are operational, apprenticeships and education/inspiration require review. Strengthening the output of these mechanisms is a priority for 2025/26.

Additional reflections include:

- **Responsibilities:** The ability for thematic groups to be dynamic is valuable but there is a risk of creating overlaps or gaps if remits are not clearly defined, overlaps with existing structures must be avoided and monitored.
- **Resources:** Finite resources within the RSCF and local authorities, providers, and partners means it has been more efficient and productive to prioritise mobilisation of thematic groups.
- **Data and evidence:** Effective decision-making is dependent on timely workforce intelligence. Continued development of the Regional Skills Need Framework will be critical to improving outputs and outcomes of the thematic groups.

9.4 Governance Deliverables

- ### 9.4.1 Clarify thematic group purpose and annual priorities:
- Define and publish clear objectives and expected outcomes for each thematic group, ensuring they focus on

delivering measurable progress against ASIP priorities and avoid duplication of effort.

- 9.4.2 Review Apprenticeship Thematic Group:** Assess the potential purpose, remit and structure of such a group, or confirm integration into the Skills Infrastructure Group.
- 9.4.3 Review Education and Inspiration Thematic Group:** Assess whether a standalone group is required or integrate activities into existing education partnerships.
- 9.4.4 Embed RSNF evidence:** Ensure all thematic groups are aware and will seek to use Regional Skills Need Framework outputs as the evidence base to support decisions where appropriate.
- 9.4.5 Quarterly reporting cycle:** Formalise a cycle of reporting from thematic groups into ESEWG, with annual summary reporting to ERG.
- 9.4.6 Proactively co-ordinate training partners and industry around skills opportunities:** Act as the central point for aligning providers via the AP Group, and supply chain, to maximise the impact of new and emerging investments (e.g. Construction Technical Excellence College opportunity)
- 9.4.7 Strengthen the link between the Assistant Principals (AP) Group and the Strategic Skills Forum:** Formalise the AP Group's role as the delivery arm of the Strategic Skills Forum, ensuring agendas, outputs, and reporting cycles are aligned so the two groups function as an integrated structure rather than in isolation.

10 Monitoring and Evaluation

10.1 Purpose

Monitoring and evaluation provide assurance that the ASIP is delivering tangible outcomes for both the Sizewell C project and the wider regional skills system. The 2025 framework strengthens the distinction between project-specific skills needs and regional skills needs, ensuring investment decisions are evidence-led and that long-term legacy benefits are captured.

10.2 Monitoring Framework

The monitoring framework is structured around three levels of accountability that are deliberately designed to be interconnected. Together, they create a joined-up framework that links day-to-day delivery with broader system change, ensuring the ASIP is both responsive in the annual cycle and strategically aligned for the future. It allows stakeholders to see clearly how interventions funded today are aiming to contribute to Suffolk's long-term economic resilience and growth, while also holding the programme accountable for the legacy it aims to deliver.

- **Project Delivery:** Tracking outcomes linked directly to Sizewell C's commitments under the Deed of Obligation.
- **ASIP Delivery:** Measuring ASIP deliverables and funded interventions that contribute to the broader Suffolk and East of England skills ecosystem.
- **Socio-economic impact:** Assessing how interventions contribute to wider outcomes such as improved local employment, enhanced skills levels and alignment, permanent wage growth, improved social mobility, ensuring the programme delivers a lasting legacy beyond individual projects.

10.3 Key Performance Indicators

10.3.1 Project Delivery KPIs:

- Proportion of the Sizewell C workforce drawn from Suffolk and the wider East of England.
- Number of apprenticeships started, completed, and retained in employment across Sizewell C construction phases.
- Uptake of training and qualifications in identified high-demand roles (e.g. plant operatives, steel fixers, tunnelling operatives).
- Registrations, placements, and progression facilitated through the Sizewell C Jobs Service.

10.3.2 ASIP Delivery KPIs (linked to the Regional Skills Need Framework):

- Evidence of regional demand: number of interventions aligned with confirmed regional skills needs.
- Provider capacity: new or enhanced provision supported through ASEC (e.g. new curriculum modules, specialist equipment, staff development).
- Participation: number of Suffolk and East of England residents engaged in training across regional priority sectors (construction, engineering, health and care, digital/green).
- Diversity and inclusion: representation of women, young people, and underrepresented groups accessing training and jobs.
- Bespoke KPIs developed and monitored for each ASEC and Employment Outreach Fund allocation, reflecting the specific objectives and outcomes of funded projects that align to the overall objectives of the funds.

10.3.3 Socio-economic impact KPIs:

- Net increase in Suffolk residents employed in infrastructure and growth sectors as a result of ASIP interventions.
- Evidence of sustained higher qualification attainment (e.g. Level 3+) and improved alignment of training provision with regional employer demand.
- Demonstrated sustainable uplift in earnings linked to participants of ASIP-supported training or employment pathways.
- Increased participation from disadvantaged groups, coastal and rural communities, or those previously NEET/economically inactive.
- Evidence that ASIP investments leave a permanent improvement in Suffolk's skills infrastructure, provider capability, or labour market resilience.

10.4 Data Collection and Analysis

Robust data collection and analysis are fundamental to evidencing the impact of the ASIP. A consistent and transparent approach is required not only to demonstrate compliance with Sizewell C's obligations, but also to measure the effectiveness of ASIP-funded interventions and capture the longer-term socio-economic outcomes that will define the programme's legacy. The data collection framework set out below ensures that evidence is gathered systematically across all three levels of monitoring, Project Delivery, ASIP Delivery, and Socio-economic Impact, creating a clear line of sight from day-to-day activity through to lasting regional benefits.

10.4.1 Project Delivery:

- **Contractor Workforce Data:** Regular returns from Sizewell C contractors and alliance partners, covering local hire levels, diversity metrics, apprenticeship delivery, and job retention.
- **Early Workforce Information (EWI):** Integration of workforce forecasts and role-based modelling, enabling proactive alignment of training provision with upcoming demand.
- **DCO Workforce Survey:** Bi-annual surveys of personnel on-site to capture information on employment, accommodation, and wider community impacts.

10.4.2 ASIP Delivery:

- **ASEC and Employment Outreach Fund Monitoring:** Standardised reporting templates for each funded project, capturing enrolment, completion, and destination data, as well as bespoke KPIs agreed at approval stage.
- **Provider Reports:** Regular returns from FE, HE, and private training providers on participation, progression, and curriculum enhancements supported through ASIP interventions.
- **Surveys of Participants:** Structured surveys of individuals engaged in ASIP-supported programmes, apprenticeships, and bursaries to track learner experience, progression, and employment outcomes.

10.4.3 Socio-Economic Impact (legacy outcomes):

- **Labour Market Data:** Analysis of datasets from Lightcast, ONS, CITB/ECITB and other sources to measure employment, wage growth, qualification levels, and demand trends across Suffolk and the wider East of England.

- **Social Mobility and Inclusion Indicators:** Data collection on NEET levels, participation from deprived areas, and access for under-represented groups, tracked against ASIP interventions.
- **Case Studies and Qualitative Evidence:** Collection of narrative evidence from providers, employers, and participants to demonstrate how ASIP investments contribute to long-term system change and legacy outcomes.

10.5 Review Process

- **Quarterly Reviews:** Conducted at the Employment, Skills, and Education Working Group (ESEWG), these reviews assess progress against the KPIs, identify any challenges or areas for improvement, and recommend adjustments as necessary.
- **Reporting on Funded Projects:** Both the ASEC Fund and Employment Outreach Fund have specific reporting requirements. Projects funded through these mechanisms must submit quarterly reports detailing progress against their objectives, use of funds, and outcomes achieved. These reports are critical for assessing the impact of the funding and ensuring alignment with the ASIP's goals.
- **Stakeholder Involvement:** Key stakeholders, including local councils, educational institutions, and industry partners, will be involved in the review process to provide insights and feedback.
- **Actionable Insights:** The findings from each review will be used to inform future planning, ensuring that the ASIP remains responsive to the needs of the Sizewell C project and the local community.

10.6 Transparency and Continuous Improvement

Transparency remains a core principle of the ASIP. Clear and consistent reporting ensures that progress is visible to project partners, accountable to governance structures, and accessible to the wider community. Reporting will follow the three-tier monitoring framework so that stakeholders can trace outcomes from specific interventions through to long-term legacy benefits.

- Quarterly reports will be provided to the Employment, Skills and Education Working Group (ESEWG) and the Economic Review Group (ERG). These will summarise progress against KPIs, highlight risks or delivery challenges, and present evidence from core sources such as the DCO Workforce Survey, Early Workforce Information, and ASIP-funded project returns. Thematic groups will feed into this cycle, ensuring that sector-specific insights are captured and acted upon.
- Public-facing reporting will be explored, in addition to the published minutes and papers of ESEWG and ERG, where possible to ensure that residents, providers, and employers can see the outcomes being achieved.

Appendices

11 Deliverables for 2025–2026

This section consolidates all actions and deliverables from across the ASIP into a single reference point. It ensures stakeholders have a clear line of sight on what will be achieved and monitored during this period. Progress will be reviewed quarterly at the Employment, Skills and Education Working Group (ESEWG) and reported to the Economic Review Group (ERG).

11.1 Regional Skills Needs Deliverables

Compile Skills Evidence Repository and Arrange Additional Sources - Collect and consolidate datasets (Lightcast, ONS, CITB/ECITB), provider audits, ASEC applications, and NSIP workforce forecasts.

Prioritise “Skills Under Investigation” and Produce Skills Need Records - Commission Skills Need Records (steel fixers, plant operatives, tunnelling, retrofit, care, logistics, catering). Launch Skills Intelligence Actions (SIAs) where evidence gaps remain.

Establish a Major Infrastructure Skills Forum - Convene first meeting of developers and infrastructure project leads. Agree Terms of Reference, membership, and outcomes (e.g. joint workforce forecasts).

Scope and Assess Non-NSIP Projects - Identify significant local projects (solar farms, battery storage, hospitals, housing) and determine inclusion criteria. Produce a project skills need assessment list.

Strengthen Analysis of Labour Market Intelligence - Expand use of vacancy and wage data to inform year-on-year changes that affect skills planning.

Deliver Commitments of the Skills Charter - Work with CITB, ECITB, and partners to embed commitments on forecasting, curriculum alignment, and industry standards.

11.2 Governance Deliverables

Clarify thematic group purpose and annual priorities - Define and publish objectives and expected outcomes for each thematic group.

Review Apprenticeship Thematic Group - Assess need, remit, and structure, or confirm integration with Skills Infrastructure Group.

Review Education and Inspiration Thematic Group - Assess whether a standalone group is required or integrate into existing education partnerships.

Embed RSNF evidence - Ensure all thematic groups use Regional Skills Need Framework outputs to support decisions.

Quarterly reporting cycle - Formalise reporting from thematic groups into ESEWG, with annual summary reporting to ERG.

Proactively coordinate training partners and industry around skills opportunities - Act as the central point for aligning providers via the AP Group and supply chain.

Strengthen the link between the Assistant Principals Group and the Strategic Skills Forum - Formalise AP Group's role as delivery arm of the Strategic Skills Forum, with aligned agendas, outputs, and reporting cycles.

11.3 Funding and Investment Deliverables

ASEC Fund - Approve first projects from September 2025, focusing on site operations and civils. Release funds from October 2025 onwards.

ASEC Investments - Secure at least £5m in Tier 1 contractor and alliance investment for equipment, trainers, and facilities upgrades.

Employment Outreach Fund - Launch from October 2025, approve projects by year-end, with £800,000 allocated to initial phases.

Bursary Scheme - Distribute £60,000 annually through Suffolk colleges and SCC (bursaries up to £1,000) plus £15,000 for larger bursaries.

11.4 Apprenticeships and Workforce Development Deliverables

Deliver against the apprenticeship target of 1,500 placements, with at least 540 from Suffolk and two-thirds from East of England.

Scale pathways in key trades (civils, tunnelling, welding, carpentry).

Ensure supply chain apprenticeship and training commitments are embedded in contracts.

11.5 Education and Inspiration

Power Up! - Expand STEM activities in primary schools, including Wild East creative STEM programme.

Young Sizewell C - Deliver workshops, technical skills camps, and work placements (steel fixing, carpentry, welding).

Beyond Boundaries and Inspire projects - Support young people at risk of NEET with targeted employability sessions.

Target groups - Carers, care-experienced, neurodivergent, first-in-family learners, and coastal/rural youth.

NEET data - Enhance joint tracking with SCC and colleges to target interventions.

11.6 Employment and Inclusion

Sizewell C Jobs Service - Grow registrations and local job matching. Deliver towards pledges of 500 roles for Lowestoft, 500 for Ipswich, and 500 for unemployed/economically inactive residents.

Employment Outreach Projects - Start delivery from December 2025, focusing on disadvantaged groups, deprived areas, and rural residents.

12 Additional Detail on Employment and Skills Funds

12.1 Summary of Potential Outputs Per Fund

Below are some of the expected outputs from each fund, however, it is not expected that every individually funded project will produce every type of output.

Each output will be measured, as well as detailing the impact specifically in Suffolk.

Outputs	ASEC	Employment outreach	Bursary
Number of skills assessments carried out by training partners	x		
Number on construction access and pre-employment programmes, traineeships, work experience programmes 14-16 year olds/ Deprived areas / Hard-to-reach groups / Diverse groups	x		
Number of people upskilled or retrained through Sizewell C training interventions delivered by education or training providers	x		
Number of inspiration activities delivered	x	x	
Uplift in number of learners/participants on a current course enabled	x	x	
Number of new additional courses/services delivered	x	x	
Number of course/programme/bursary applications Deprived areas / Hard-to-reach groups / Diverse groups	x	x	x
Number of course/programme enrolments Deprived areas / Hard-to-reach groups / Diverse groups	x	x	
Number of course/programme completions Deprived areas / Hard-to-reach groups / Diverse groups	x	x	x
Number of courses delivered linked to regional skills need	x		

Number of/Increase in apprenticeships starts/completions	x		
Number of instructors recruited/trained/retained	x		
Number of jobs created (e.g. new tutors for new courses)	x		
Satisfaction level of participants	x	x	
Number of participants progressing onto other training or education programmes	x	x	x
Employer engagement in curriculum/programme development	x	x	
Employer engagement in course/programme delivery	x	x	
Employer partnerships	x	x	
Number reached through targeted awareness raising events and presentations		x	
Number of participants registering with the Sizewell C Jobs Service		x	x
Number of participants put forward for pre-employment support or job role by the Sizewell C Jobs Service		x	
Course attendance rate			x
Number of sectors/developments/employers benefitting	x		

12.2 Summary of Potential Outcomes Per Fund

Below are some of the expected longer-term outcomes that each fund is expected to contribute to. It is not expected that every individually funded project will contribute to every type of outcome.

Outcomes	ASEC	Employment outreach	Bursary
Employer satisfaction with entry skill level/upskilling of new employees/apprentices	x		
Number of local residents working at Sizewell C Deprived areas / Hard-to-reach groups / Diverse groups	x	x	x
Number of local residents completing apprenticeships - Sizewell C - Other NSIPs	x		
Continuation of employment post-apprenticeship completion	x		
Increased skill level (county average)	x	x	x
Increased wage level (county average)	x	x	x
Number progressing to positive destinations - Training/education - Sizewell C employment - Other NSIP employment - Other employment	x	x	x
Number of successful Sizewell C employment outreach placements		x	
Number of participants put forward for pre-employment support or job role by the Sizewell C Jobs Service Deprived areas / Hard-to-reach groups / Diverse groups		x	x

13 NSIPS Timeline

Indicative Suffolk Future NSIPS Programme			Dormant		Pre-Application		Application		Examination		Recommendation		Decision		Commence (DOR)		Build (DOR)		Operation	
Infrastructure Type	Promoter	Project	2025	2025	2025	2025	2026	2026	2026	2026	2027	2027	2027	2027	2028	2028	2028	2028		
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Onshore Gas Powered Station	Drax	Progress Power																		
Offshore Wind Farm	SPR	East Anglia THREE (EA3)																		
Nuclear Power Station	EDF	Sizewell C (SZC)																		
Offshore Wind Farm	SPR	East Anglia ONE North (EA1N)																		
Offshore Wind Farm	SPR	East Anglia TWO (EA2)																		
Onshore Grid Link	NGET	Bramford to Twinstead																		
Offshore Wind Farm	RWE	Five Estuaries (Gallop Ext)																		
Offshore Wind Farm	SSER & RWE	North Falls (Gt Gabbard Ext)																		
Multi-Purpose Interconnector	NGET	Sea Link																		
Onshore Grid Link	NGET	Norwich to Tilbury																		
Solar Farm	East Pye Solar	East Pye Solar																		
Multi-Purpose Interconnector	NGV	LionLink																		
Solar Farm	Econergy	EcoPower Suffolk Solar																		
Solar Farm	Tasway Energy Park	Tasway Energy Park																		
Solar Farm	Sunnica	Sunnica Energy Farm																		
Solar Farm	BNRG	Helios Energy Park																		