



Skills4 nuclear*



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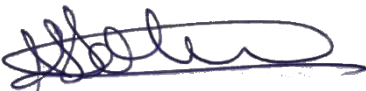

Deliverable D3.3

Stakeholder Engagement Action Plan

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EXECUTIVE SUMMARY

The following deliverable outlines the activities to be undertaken in order to engage with all stakeholders to whom this project is of relevance. It provides an initial mapping of the different stakeholder groupings, as well as their needs and elements of the project which are of relevance to them. It furthermore includes a series of proposed activities to be undertaken in terms of events, for example.



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ACRONYMS AND ABBREVIATIONS

European Union	EU
Group of European Municipalities with Nuclear Facilities	GMF
Project Working Groups	PWGs
Skills4Nuclear	S4N
Science, Technology, Engineering, and Mathematics	STEM
Small Modular Reactors	SMR
Technical Working Group	TWG
Vocational Education & Training	VET

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1 INTRODUCTION

The focus of the Skills4Nuclear project from a workforce perspective is very vast. It covers all nuclear applications, ranging from fission to fusion, energy production to medical applications etc. In addition, as inferred by its name, it is not just about 'nuclear skills' – it includes a broad range of skill sets which are needed for nuclear, ranging from engineers to communication experts, economists to project managers and a wide range of vocational skills: welders, electricians, plumbers etc.

As a result, and in order to ensure the gathering of valuable insights from a broad range of stakeholders, this deliverable aims to map and guide the stakeholder engagement activities of the S4N project.

1.1 Why engage?

Engaging with different stakeholders can bring multiple benefits to the project.

First of all, visibility: by proactively reaching out to people we can draw their attention to the work being undertaken by the partners and keep them informed of our activities. For those that find what we do useful, they may also share information about the project via their networks, allowing us to reach a broader audience.

Secondly, strong engagement will allow us to reach a broader range of stakeholders. Currently the project partners represent the nuclear sector in one way or another. Not only will engagement help us extend our outreach to other actors in the nuclear field it also has the potential of engaging with non-nuclear actors, but which can play a key role in supporting our activities.

Finally, engaging in a conversation with other entities will allow them to share their thoughts about the project and put forward ideas which we may not have considered, but which could bring significant added value to our work.



2 Stakeholder mapping

Each stakeholder has a specific need – one size does not fit all when it comes to stakeholder engagement. Therefore, it is important to have a clear vision of which type of stakeholders we want to reach and a clear picture of what their needs are. This will enable target communication which is of relevance to them. It is also important to note that the way in which we interact with each stakeholder may be different and so we need to adapt our tools accordingly.

This section outlines an initial mapping of stakeholders.

It is important to bear in mind that stakeholder engagement is to remain an ongoing activity, with the goal of identifying more stakeholders as the project (and the discussions) evolve.

2.1 Target audiences & Messaging

Stakeholder	Needs	Key message	Tool (How)
Nuclear industry (fission, fusion, all applications)	Share information about the project and its relevance to them	Importance of their feedback (ensure that the project is providing support which is valuable for them) Potential advocates for project (sharing of message)	Website, LinkedIn, newsletters, meetings Inclusion of news in partner communication channels Potential member of the European Forum
Other relevant EU funded projects (including EUROfusion, GO4FUSION, ITER, FuseNet)	<i>Work in progress (more information to be made available at a later date)</i>	Cooperation to ensure EU projects are aligned on enabling strong workforce with relevant skills	One-to-one discussions Potential member of the European Forum
International nuclear associations (e.g. IAEA, NEA, WNA, IEEE, IRPA, Generation IV International Forum ...)	Inform and obtain feedback on challenges and solutions from their side	Cooperation	One-to-one meetings Workshop
Non-power applications NMEU, EANM, EFOMP, EUTERP	Skills shortages in non-power applications (eg STEM etc)	Importance of their feedback (ensure that the project is providing support which is valuable for them)	Potential member of the European Forum



Trade Unions (IndustriAll)	Re-skilling opportunities (avoidance of job losses) Vocational training for construction side	Variety of skills sets available Significant number of jobs open Mobility of workforce Onsite training opportunities	One-on-one meetings Potential member of the European Forum
Antwerp Declaration signatories	Similar skills needs, particularly on vocational side	Cooperation to render vocational skills more attractive (possibility to work in different sectors makes it potentially more attractive)	Present project in meetings
Industrial Alliance on SMRs	SMR-specific skills Have to understand needs based on feedback of PWGs Attractiveness Reskilling opportunities (coal to nuclear for example)	Cooperation Insight from PWGs can feed into the S4N work to ensure we meet the needs for SMRs Attractiveness in general	Direct engagement Skills TWG of the IA
European Commission	Demonstrate value of project	How reducing administrative burdens can support worker mobility in certain categories	One-on-one meetings
Secondary school networks	Lack of interest in STEM at university (particularly women) Visibility on skills needs	Promoting skills for the future (guidance on industries of the future and skills required) Show broad possibilities	Website, social media Direct outreach via local industry Engage with management/relevant organisations in this field
University networks (including universities of applied sciences/vocational universities)	More students, particularly in STEM fields	Work together on attractiveness Collaboration beyond 'pure nuclear' field	Website, social media Direct outreach from companies to university networks (broader than pure nuclear)



Vocational training networks	Limited number of students Courses are potentially not aligned to industry needs	Cooperation to render VET more attractive Providing information to ensure they are providing skills which industry needs, and to the standard needed	Website, social media direct outreach Potentially involve 1 representative in European Forum
Employment agencies	Identifying opportunities for workforce (both employed and unemployed with barriers to employment)	Potential matching opportunities Reskilling	Potentially involve 1 representative in European Forum
Young women	Lack of attractiveness of STEM, nuclear, construction	Career opportunities (possibility to progress, evolve, work in different sectors)	Liaise via relevant organisations (WIN, WIN Black Sea, Global Wo.Men Hub)
General public	Lack of information	Carrer opportunities (particularly for parents)	Via schools – to be undertaken by partners with such contacts Local community via Group of European Municipalities with Nuclear Facilities (GMF)

Table 1: Stakeholder engagement



3 Stakeholder outreach

The following section provides some thoughts on how to include certain stakeholders within the project

- Advisory Board

Since the project kicked off, we have already seen quite some interest from a variety of stakeholders wanting to be included in the discussions. Therefore, under WP3, we proposed the creation of a sounding board under which we would hold regular meetings with a group of stakeholders in order to obtain feedback from them on the different areas being tackled.

In this respect, the Trade Unions and national employment agencies are two examples of stakeholders not currently part of the consortium but who would like to be brought on board. It can serve as an opportunity to include 'non-traditionally nuclear' audiences within the conversation as they may have insights from other sectors which they cooperate with that could serve as best practice examples for S4N.

This Advisory Board would remain active up until the creation of the European Forum.

- European forum for nuclear workforce & skills

This forum will be one of the main outputs for the project under WP2 and is expected to continue even once the project has ended. It will be a place for dialogue towards pact for skills addressing the nuclear (fission, fusion, energy medical, space etc) broad workforce and skills shortages, assuring its long-term sustainability.

- Events

Throughout the life of the project, the following events are foreseen:

- 6 webinars. These would cover the key project outcomes including the guidelines for conducting national nuclear workforce assessments, re-skilling and upskilling opportunities, the attractiveness toolkit and the nuclear skills strategy.
- 3 stakeholder workshops. One would be dedicated to brainstorming around tools which could form part of the attractiveness toolkit. A second will focus on education specific aspects covered by the project (including VET). And the third to kicking off the European Forum.
- 1 event at EU level. The aim of this event will be to bring together EU stakeholders (such as the EU institutions, trade unions and other industries) with the goal of presenting the results of the project.



4 CONCLUSIONS

As highlighted in this document, one size does not fit all. Different stakeholders have different needs. To be successful, we must ensure that all our engagements with stakeholders meet their specific needs. As such, this deliverable should be considered a 'living document': As the conversation evolves with different stakeholders, we may see their needs change and we may identify new stakeholders not previously considered. Effective engagement will therefore require a flexible, pragmatic approach.