



Employment & Training Prospectus 2017

Building better energy together



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Powering your future career

Foreword by Barbara Jones,
HR Director, Nuclear New Build,
EDF Energy

As one of Europe's biggest and most high profile construction projects, Hinkley Point C presents a huge opportunity for everyone connected with it.

→ edfenergy.com/hpcjobs

It's expected that around 25,000 job opportunities will be created at the new nuclear power station being built on the Somerset coast.

With £18bn of investment planned over the construction period, Hinkley Point C will create wide-ranging and potentially life-changing opportunities for many people.

We're hugely excited by this prospect and don't underestimate its importance to those who work on the project, our supply chain, local communities, businesses and the wider economy.

This prospectus highlights some of the many career and training options available. Opportunities exist across a broad range of work areas from construction and catering, to IT, healthcare and engineering.

We're proud at Hinkley Point of being able to offer more than a job, apprenticeship or training post. People who work with us get the chance to be part of building something vital to the country's future energy needs.

If you work with us, you'll be based in a stunning county that's renowned for its quality of life. And we have a vibrant social calendar, which means that there's always something to do and the chance to get to know colleagues from across the project.

In this prospectus, you'll find stories from some of those already working for us about what it's like to be part of the HPC team.

If you're interested in finding out more about being part of the Hinkley Point C team, please get in touch with us and we'll be happy to answer questions and point you in the right direction.

Barbara Jones
HR Director, Nuclear New Build, EDF Energy

→ edfenergy.com/hpcjobs



Meet Philippa Proud

Twenty-five-year-old Bristol University graduate Philippa is a Marine Works Senior Site Engineer. After working in the oil industry in Aberdeen and in the Middle East with the Army, Philippa now works in a team of more than 50 people involved in building a temporary jetty at Hinkley Point C.

“I love the sheer scale of the project”

I joined the shoreside jetty team in October, overseeing the mobilisation of the WaveWalker 1 and the Fugro 1200 drilling rigs. There was plenty to learn – like the drilling methods. Now I alternate between the barges – two weeks on and one off – although I spend most of my time on the Fugro.

I guess this role, and living on a barge for two weeks at a time, does take a certain type of person. I love it and it's great being part of such a talented team.

When I'm at work, I'm on the barge 24/7. Then I get a week off and I pack in loads of stuff, including playing rugby.

Opportunity lives here! Career connections

Our knowledgeable, friendly teams are dedicated to helping thousands of people into employment and training at Hinkley Point C.



The Hinkley Point C Jobs Service has access to live opportunities across all parts of the project, including its contractors who employ hundreds of staff.

The team can help you spot opportunities, advise you on how to apply and guide you through the process.

Register your details to ensure you receive latest vacancies, training opportunities and invitations to job fairs and recruitment events on the Hinkley Point C project.

You can register for updates at www.edfenergy.com/hpcjobs

A total of almost £4bn will go into the regional economy over the lifetime of the project



Meet Darron Huish

Darron works for security firm G4S as the North Plaza Supervisor and helps to ensure its smooth running, with more than 400 vehicles and colleagues using the area every day. Darron has been at Hinkley Point C since 2014 and is taking an intermediate apprenticeship in Team Leading.

“Successful completion of the apprenticeship can lead to progression”

The Team Leading qualification is providing me with a wide range of knowledge and skills needed to work in a supervisory role. This includes managing security officers’ personal performance and development, contributing to meetings and safely leading the North Plaza Team.

Successful completion of the apprenticeship can lead to progression to an Institute of Leadership and Management Level 3 in Management and Leadership. Initially, undertaking a programme of education as an adult learner, along with a full-time job and a family to support, seemed daunting.

Once enrolled, I embraced the challenge, and apply newly learned skills on a daily basis.

Apprenticeships – a route to a bright future

We have an aspiration to create 1,000 new apprenticeship opportunities across the Hinkley Point C project.

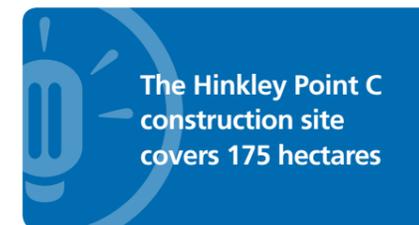


Apprenticeships in roles ranging from civil engineering to catering are available to people taking their first steps into work or looking to progress into a new role.

Hinkley Point C has placed apprenticeships at the forefront of its future workforce and all our contractors are involved in shaping this activity. We are dedicated to providing the best possible information, access and experience for all our apprentices.

An important part of delivering this vision is a new Apprentice Hub, which we will set up on site in 2018. This will provide access to learning and support for all apprentices who work at Hinkley Point C.

The nature of our jobs means that apprentices work alongside and socialise with different people from across the workforce. This provides a powerful springboard to future success.





Meet Callum Waters

Callum works for our contracting partner BYLOR as part of the maintenance team. He is involved in any repairs and maintenance of the concrete batching plant, plant equipment and vehicles connected to the Hinkley Point C development.

“We recognise the important role we do to ensure the site runs smoothly every day”

I have recently started with BYLOR as a maintenance engineer in which I gained my qualifications working within the Royal Electrical and Mechanical Engineers as a vehicle mechanic. This is a challenging role in which the work conducted around the site is constantly changing and creating new tasks for the team to overcome.

We recognise the important role we do to ensure the site runs smoothly every day.

I gained over two years of knowledge of the HPC site whilst previously working for G4S as a security officer in the control room.

It’s a very exciting opportunity for me to be able to work on such a significant construction project so close to where I live.

Hinkley Point Training Agency

The Hinkley Point Training Agency works with employers and the HPC Jobs Service to help people gain the right qualifications for employment. It brings together training providers from across the South West to deliver the skills needed for this project.



Whether you’re looking for your first job or you want to take a different career path, the team provides connections with tailored support to help you achieve this. This will be through links with more than 25 colleges and well-established training providers to make quality training easily accessible.

Some of this training might also be eligible for funding support. For example, we are working

on a pre-employment course for the Jobs Service to help those not in work get a taste of what working on the project is like.

The next step is to contact the HPC Jobs Service and let them know that you are interested in working on the project. They will assess your skills needs and work with us to provide the support you need.





Meet Sophie Clarke

Sophie is a trainee civil engineer within the BAM Nuttall Academy. She is working towards an HND qualification after completing her Level 3 advanced apprenticeship.

“The reason I chose this career is that civil engineering is a necessity in driving the future”

I came to Hinkley Point C with no previous site experience and over time I have grown in confidence in my ability to work in such a complex, fast-paced and exciting environment.

Undeniably, the best way to learn is to garner the knowledge and experience of others and the HPC team is so vast there is ample opportunity to broaden my understanding. No two days are the same and every day I get an opportunity to learn something new. The reason I chose this career is that civil engineering is a necessity in driving the future.

I am proud to be part of the team that is building a new generation of nuclear power stations.

Career opportunities

Hinkley Point C will create 25,000 employment opportunities during its lifetime. A wide range of these are available to people now.

What we need and when

Year:	1	2	3	4	5	6	7	8	9	10*
Phase one Earthworks	PLANT OPERATORS PROJECT MANAGERS EARTHWORKS OPERATIVES CATERING & HOSPITALITY									
Phase two Civil construction	STEEL FIXERS FACILITIES MANAGEMENT CONSTRUCTION SUPERVISORS LOGISTICS CRANE & LIFTING OPERATIVES CONCRETE OPERATIVES CARPENTERS & FORMWORKERS									
Phase three Mechanical, electrical & air conditioning	MECHANICAL & ELECTRICAL ENGINEERS HVAC ENGINEERS SKILLED WELDERS									
Phase four Commissioning	MAINTENANCE ENGINEERS ELECTRICAL & INSTRUMENTATION ENGINEERS TECHNICIANS PHYSICISTS & CHEMISTS CABLE PULLERS									
Phase five Site clearance & landscaping	LANDSCAPERS GROUNDS MAINTENANCE									

Above: examples of the skills we need throughout the build

As construction gets under way, employers are looking for people to work on all aspects of the project.

These opportunities will be with EDF Energy and its delivery partners, who are listed on page 24.

You can see by the phasing diagram above that a varied range of skills will be required throughout the course of the building programme.

The following pages contain details about the employment positions we are looking to fill or that will be available soon.

230,000 tonnes of steel reinforcement will be needed – enough to build a railway from London to Rome

Roles available now



Carpenters and joiners

Carpenters and joiners work with all types of wood to design and construct structural trusses and architectural features on a wide range of construction projects.

Concrete operatives

Concrete is an important aspect of the Hinkley Point C project as it provides the support, containment and radiological shielding of the nuclear areas of the station. Operatives will oversee tasks including concrete pouring, compacting, spraying, finishing and levelling to ensure that there are no cracks or gaps.

Catering assistants

Catering assistants will ensure that eating areas are clean, appropriately presented and stocked, and operate tills as required. They will ensure that all health and safety regulations are adhered to.

Cleaners

We are looking for cleaners to work across our offices and sites. They will play a key role in cleaning all surfaces, hard floors, fixtures, fittings and carpets. They will help with reporting accidents and incidents.

Drivers

Drivers are responsible for transporting staff and supplier personnel on 14 different routes for Hinkley Point C whilst providing good customer service and a safe and comfortable journey.

Painters

Painters apply heavy-duty coatings to steel, concrete and structures. Most work is carried out indoors, but painters should also be prepared to work outside.

Plant operators

Plant operators will drive and operate equipment including large earth-moving trucks, forklifts, cranes and special purpose machinery. The equipment will be involved in excavating, digging trenches and general-earth and plant-moving operations.

Scaffolders

Scaffolders play an important role in ensuring safety on site for those who are working on and around scaffold structures.

Security officers

Security teams conduct duties at the site main entry point, search procedures, high visibility patrols, producing incident reports and supporting the emergency services.

Site engineers

Site engineers work alongside other team members to set out the plans for important aspects including roads, drains, sewers and structures. They are responsible for coordinating different trades during the construction phase.

Trainee drivers

Training programmes are available to enable drivers to become fully licensed with PCV and CPC qualifications. These courses usually take around five weeks to complete.



Roles available throughout the build

Administrators

Administrators play an essential part in supporting specialist teams. They need to be extremely organised and have a good understanding of what colleagues require to enable works to happen on site.

Architects

Architects are needed to support a range of schemes that are coming forward in connection with Hinkley Point C, taking ideas through to finished design stage. They will choose the materials, finish, colour and functionality whilst taking into account the regulations and environmental impact.

Cable pullers

Cable pullers work across projects including plant, communications and electronics. Their main duties include measuring, cutting and bending wire, cable and conduit.

Electrical technicians

Electrical engineering technicians install, maintain and repair equipment and controls. They also calibrate, inspect and test equipment and machinery to make sure it works correctly and safely.

Pipefitters

Pipefitters work in a team with the pipework welders and are responsible for installing all of the piping systems on site. They install, assemble, fabricate, maintain and repair mechanical piping systems. The "balance of plant of nuclear island" contract has 250km of pipes and 20,000 valves.

Planners

Planners work very closely with project teams to fully integrate all aspects of the job into one schedule of work. It is essential that all elements of the HPC project are managed to time, cost and quality. As a planner you will play a critical role in ensuring that all components are delivered at the correct point in the programme.

Project managers

Responsible for organising and managing teams to deliver a project on time, on budget and to the right quality. Projects can range in size from developing an online digital platform to the construction of a 500m pier. Newly qualified project managers will deliver smaller tasks before progressing to more technically challenging projects.

Quantity surveyors

Duties involve negotiating subcontracts and material orders and managing the commercial and financial aspects of their delivery. Quantity surveyors coordinate the financial and commercial aspects of a project, including verification of payment applications.

Steel fixers

The steel fixers work across Hinkley Point C on all the civil engineering elements. It is estimated that more than 1,000 steel fixers will be needed during the construction phase.

Welders

This is a highly skilled role involving welding plate, pipe or structural steel to join important components together. Welders will be needed during both the civil engineering and the mechanical engineering phases.





Meet Lucy Burge

Lucy works for Mace, a contracting partner, as an Assistant Commercial Manager and is undertaking training as part of her role. She is involved in development projects connected to the Hinkley Point C project.

“There’s so much more to working on a nuclear construction project than people first think”

I’m doing a distance learning qualification, which requires me to do three hours of webinars a week.

Once I’ve completed this I’ll be awarded a foundation degree. I’ll then have the option of doing a top-up degree to be awarded a full honours degree. It’s a different type of learning, which is really flexible.

I won’t have any student debt at the end of it all and I get to earn as I study. After the three years of studying are up I’ll then become part of the Royal Institute for Chartered Surveyors.

It’s a once-in-a-lifetime opportunity for me to be able to work on something so significant and so close to where I live.

People are always surprised when I tell them I’m training to be a Commercial Manager. There’s so much more to working on a nuclear construction project than people first think.

Working with us: what you need to know

Many people working here say no two days are the same and the opportunities available are increasing as the construction at Hinkley Point C progresses. Whatever part you play in the Hinkley Point project, there are some things about working here that everyone needs to know.



Our offices – Bristol, Bridgwater, London and Paris

The size of Hinkley Point C and the number of projects associated with it means that staff are spread across different locations, in Somerset and beyond.

Although the build will happen at Hinkley Point, colleagues work across Somerset, in the centre of Bristol, London and even Paris.

These are also key hubs for supporting and delivering important aspects of work, such as design and delivery.

Off-site work

Much of the work taking place off-site in the surrounding community enables the project to run smoothly, such as the freight management centres, road improvements or accommodation facilities.

This work takes place at the beginning of the project to make sure everything is catered for before the large-scale construction work starts.



Part of a team – social life at Hinkley Point C

It's not all about work here; being part of the team does have plenty of fun sides too. The project has a huge range of opportunities for people to get involved in things outside work. These include, but certainly aren't limited to, a running club, 5-a-side football team, rugby teams, darts and a series of events including quiz nights and social occasions organised by colleagues.

Our events play a key role in raising money for charities and building strong teams, which are an essential part of working here. They also play an important role in building links with local communities through our Hinkley Help programme. The team has helped repair village halls, install new football pitches and create a new outdoor classroom for a local school.

Other events include a charity fun run and an annual family day, with music, games and tours of the site. People who work here also enjoy exclusive deals on visits to attractions, entertainment and eateries in the area through a dedicated website.

Travelling to site

At the height of construction, 5,600 people will work at Hinkley Point C at any time.

We are looking at ways of providing easy access to the site for people who work so as to and reduce the need for car use on local roads. Dedicated park-and-ride services will provide transport for the workforce, from sites at Junction 23 and Junction 24 of the M5 motorway in Bridgwater and Williton in West Somerset.

Finding the right accommodation

Many of our staff will use the new campus accommodation facilities that are planned for Bridgwater and the southern edge of the construction site.

If you are lodging in the area you may be entitled to help with the cost. You'll be able to find out more about this when you're offered employment on the project.

If you belong to a union, they'll also be able to help explain this further once you arrive. Information about renting properties in the area can be found online at www.somerset-homelet.co.uk/housing

Working with trades unions and unionlearn

We work closely with trades unions to ensure that Hinkley Point C is a great place to work.



GMB, Prospect, Unite and UCATT* all support the building of Hinkley Point C and work very closely with EDF Energy and contract partners on-site. Working together, the joint trades unions have successfully secured funding for a learning, training and skills project from the Union Learning Fund (ULF) to help improve all members' skills while working at Hinkley Point C. The initiative is funded by the Department for Education and is managed

and administered by Unionlearn, the TUC's (Trade Union Congress) Learning and Skills Organisation.

It's through this that unions develop projects to support the development of learning infrastructure in both the workplace and the community while tackling barriers to personal and professional development and employability. Unionlearn has strong links with

the HPC Jobs Service to support people with advice and guidance before they enter work.

***Unite and UCATT merged to become a single union in January 2017.**



Meet James Latta

James works for our contracting partner BYLOR as a Supervisor, overseeing the Material/Stock/Control Team. This important role requires that all project materials are fully checked in, stored safely and securely and can be distributed in a timely way to the relevant areas and people with assistance from his team.

"It's a great opportunity for me to be able to work on such a significant construction project"

I have come from an oil and gas background, basically doing the same role. In joining the BYLOR team, I find this an exciting role in which the work conducted around site is constantly changing, creating new challenges for the team to overcome.

I gained over six years of knowledge of the Hinkley Point B Station site early on in my career whilst working for Doosan Babcock; this prepared me for working in a nuclear environment and gave me an understanding of the importance of nuclear safety culture.

I am looking forward to developing my career through building my knowledge and skills in the industry.



Meet the partners

The majority of employment opportunities are with our contract partners, who are all working to the same goal at Hinkley Point C. There are eight principal contracting companies working with EDF Energy. Here's some information about some of the partners involved in the project.



AREVA

At Hinkley Point C, AREVA NP will be responsible for the delivery of the two nuclear steam supply systems, from design and supply to commissioning. It will also design, supply, install and commission the plant's operational, safety and control systems. During operation, the company will also supply the long-term fabrication for the fuel needed to power the two reactors.

www.aveva.com



Costain

One of the UK's leading engineering solutions providers, Costain will provide the design and delivery of the water cooling systems for the nuclear power station. Alongside this, Costain will also carry out major marine works on the site. This includes the construction of the 500m-long temporary jetty, which began in September 2016.

www.costain.com



GE

GE technology will be involved in installing the large turbines needed to generate electricity at Hinkley Point C. GE is also partnering with Bridgwater College to train the next generation of the nation's nuclear high pressure welders for future projects.

www.ge.com/uk



Balfour Beatty Bailey

Balfour Beatty Bailey is a joint venture of Balfour Beatty, the international infrastructure group, and NG Bailey, the UK's largest independent engineering and services company. The joint venture will deliver the infrastructure that will power the station and its operations, including the design and installation of around 76,000 cables totalling over 3,000km in length!

www.balfourbeatty.com



BYLOR

BYLOR brings together two companies, Bouygues and Laing O'Rourke, to oversee the civil engineering aspect at Hinkley Point C alongside EDF Energy, key suppliers and other contract companies. BYLOR has already employed some steel fixer apprentices who will have the opportunity to work on the construction of Hinkley Point C in the future.

www.laingourke.com
bouygues-uk.com



Cavendish Boccard Nuclear

Cavendish Boccard Nuclear will be responsible for the detailed design, fabrication, installation and testing of more than 120km of pipework systems, supporting structures and the installation of more than 10,000 items of process equipment.

www.cavendishnuclear.com



Kier BAM

The Kier BAM joint venture is carrying out earthworks and site preparation at Hinkley Point C. Their teams will move millions of tonnes of earth to ensure that the ground is ready for construction. At this stage of the project, lots of plant operators and operatives are needed to get the job done. A lot of these skills will then become transferable to other jobs as the project progresses.

www.kier.co.uk
www.bamnuttall.co.uk



Actan

Actan is a joint venture of Doosan Babcock UK, Cofely Axima and Tunzini Nucléaire. Together they will design, qualify, procure, install and test all of the heating, ventilating and air conditioning equipment needed for Hinkley Point C's operation. The contract will last for around seven years and require hundreds of skilled workers.

www.doosanbabcock.com/en/main.do
www.tunzini-paris.fr

Partnership in action: HPC site operations team

Our site operations team delivers services to the construction site, working with several companies and partnerships at Hinkley Point C.



These include:

- Somerset Passenger Solutions – A local joint venture with Crosville Motor Services and First Bus delivering the bus services on site.
- Somerset Infrastructure Alliance – A partnership between several companies, which oversees maintenance across the site.
- Somerset Larder – A local partnership made up of several companies that provide the catering and food services at Hinkley Point C.
- FACE – A local consortium made up of several firms in Somerset that offer reprographics services across the Hinkley Point C project.
- G4S – A multi national firm delivering security and facilities management on the project.

We expect 5,000 local people from Somerset to work directly on the project

Get in touch

If you're interested in working with us, or want to find out more about the projects, then it's easy to get in touch.

 **Hinkley Point C will generate 7% of the UK's electricity**



 Call us: **Jobs Service** on
01278 436 132

 Email
hinkley-jobs@edf-energy.com

 Tweet us at: **edfehinkleyc**

 Instagram: **@hinkleypointc**

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