

Hinkley Point C: Realising the Socio-economic Benefits



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Foreword



Since the earliest days of Hinkley Point C, the challenge of ensuring a positive legacy for the South West and the UK has been fundamental to the project.

Looking back at the years since the project started, I'm genuinely humbled by how much effort has been put into achieving a legacy in the South West and nationally by everyone involved; the community, the local authorities, the businesses, as well as our project team.

Over 3,000 people are already working on-site every day. Hundreds of people are also working on the project in Bristol and Paris and, together with our supply chain, we have created nearly 200 apprenticeships to date.

The supply chain in the South West has won contracts for hundreds of millions of pounds, but companies all over the country have been winning too – our commitment for 64% of the project's construction value to go to UK companies is well on track.

I am so proud of what we have achieved together, from those early days of planning through to individual people today benefiting from this wonderful project. It really is so much more than just a power station.

Humphrey Cadoux-Hudson, Managing Director, Nuclear Development, EDF Energy



Hinkley Point C is a long-term proposition – it will be making a positive impact on the South West and the UK for at least 70 years.

It's astonishing to think we're in just year two of construction and yet look at how positive HPC's impact has already been – I am incredibly proud to be building on those foundations.

We are already delivering against the government's Industrial Strategy – thousands of people have already directly benefited, but we know there is more work to do and we won't be sitting still.

Ultimately, this brochure is just a point in time and I am dedicated to delivering on all our commitments and building the future we all expect.

Continuing to work closely with the local communities and with the government remains key, and the inspiring stories included here serve as a valuable reminder to keep going and deliver on the Hinkley Point C promise.

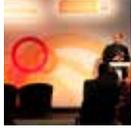
Stuart Crooks, Managing Director, Hinkley Point C

This booklet sets out in detail how we are delivering the Hinkley Point C promise.



The cooling water (CRF) pipes team standing in some of the CRF pipe segments at HPC.

This **timeline** highlights some of our key activities and milestones over the last nine years



June 2009
First HPC national supply chain conference held in London

July 2010
HPC local supply chain conference held in Bridgwater, with 140 attendees

September 2010
HPC national supply chain conference held at the QEII Centre, London

August 2011
Local firms already benefiting from over £9 million worth of Hinkley Point C contracts

December 2011
HPC national supply chain conference held in London, with over 500 attendees



April 2012
£1.6 million investment provided to West Somerset Community College to build new training facilities and deliver new training courses

May 2012
£3 million investment to Bridgwater & Taunton College for the Energy Skills Centre to help students and local people secure new skills, training and jobs for Hinkley Point C

September 2010
HPC local supply chain conference held in Bridgwater, with over 400 attendees



Autumn 2011
HPC's Inspire education programme launched, promoting STEM subjects to schools across Somerset



April 2012
Inspire programme launches its annual residential trip. 40 Somerset students spent a week at Exeter University, taking part in energy mix and construction challenges

June 2011
Franco-British Nuclear Suppliers Forum

Early 2011
HPC Education Strategy written in collaboration with key stakeholders and aims to support local people from school through to employment

January 2012
EDF Energy signs £30 million S106 agreement to mitigate impact of preparatory works at Hinkley Point C

2009

2010

2011

2012

- Education, Skills and Employment
- Community Investment
- Supply Chain

2012
Triple Bar Nuclear New Build Sites training programme developed, delivered as part of the HPC site induction to ensure quality and safety standards

September 2012
EDF Energy signs **£64 million S106 agreement** to mitigate impact of construction at Hinkley Point C

2012
Creation of the Chartered Institute of Leadership & Management (Nuclear) series of qualifications, provided to all HPC supervisors

2013
Creation of the **Advanced Behaviours in Leadership** course, to ensure HPC leaders have the behaviours and skills required on a nuclear new build project

December 2013
HPC **national supply chain conference** held in London, with over 340 attendees

March 2014
HPC provided assistance to the relief effort during the **Somerset Floods 2013 – 2014**



April 2014
Challenge for Women programme developed between the Inspire Programme and Bridgwater & Taunton College, **inspiring women to take up roles in the construction and engineering fields**

August 2014
HPC provides **£200,000** to the Quantock AONB for a **Landscape Development Fund**



2014
Hinkley Point Training Agency launched, helping people gain the right qualifications for employment

November 2014
HPC **international supply chain conference** held in Shanghai, with 220 attendees



August 2013
Annual **Hinkley Point Fun Run** raises money for charities



February 2013
£1.5 million investment into the Construction Skills & Innovation Centre in Bridgwater

June 2014
Over **100 people** in the South West placed into work through the HPC **Jobs Service** to date

May 2014
Launch of the **£20 million HPC Community Impact Fund**

March 2014
Franco-British supplier engagement, promoting collaboration between the best of French and UK companies, held at the British Embassy in Paris

January 2014
Launch of the **Hinkley Help initiative**, where HPC workers can volunteer to help local projects

October 2014
Somerset Homelet launched to help match landlords with HPC workers looking for accommodation



August 2014
Inspire programme to date: **50,000 student engagements** delivered across more than **100 schools** in Somerset

2012

2013

2014

2015
Creation of the **Clerks of Works training programme** for HPC, in collaboration with the University of Wolverhampton and the The Institute of Clerks of Works & Construction Inspectorate

Job Service engagement 2015
Recruitment fair, redundancy support event and school visits

April 2015
HPC international supply chain conference held in Beijing, with 240 attendees

July 2015
Preferred bidders from across the UK announced for contracts with a combined value of **£1.3 billion**

August 2015
Inspire programme to date: **70,000 student engagements** delivered across more than **170 schools** in Somerset

September 2015
HPC international supply chain conference held in Paris, with 137 attendees



December 2015
EDF Energy signed the **ECITB Skills & Training Charter**, strengthening its commitment to long-term skills and training development for workers at HPC



Job Service engagement 2016
5 recruitment fairs
7 redundancy support events
1 apprenticeship event
2 work academy events

August 2016
Inspire programme to date: **110,000 student engagements** delivered across Somerset



November 2016
Rugby players from HPC Energy's Hinkley project raise a total of **£10,000** for Breast Cancer Now

2016 Community Fund delivery to date: £1,600,498



February 2015
New **Construction Skills & Innovation Centre** opens at Bridgwater & Taunton College, following the **£1.5 million investment** by EDF Energy in 2013

July 2015
South West companies awarded contracts with a combined value of more than **£225 million**

2015 Community Fund delivery to date: £1,600,498

December 2015
Cannington bypass completed, part of a **£20 million** package of road improvements



Summer 2016
HPC Inspire and the **National Citizen Service** partnership begins, helping young people to develop employability skills through positive social action



October 2016
EDF Energy signs up to the **Armed Forces Covenant**, pledging support to current and former servicemen and women, and their families

2016 Community Fund delivery to date: £1,600,498



November 2015
Re-opening of **Cannington Court** as an EDF Energy training centre, jointly occupied with Bridgwater & Taunton College



Pre-September 2016
£5 million commitment to invest in supporting further **skills development and training** in Somerset and the South West

2015

2016



16
from EDF
ey Point C
round
reast

unity
elivery to
2,162,354



April 2017
HPC Employment & Skills Prospectus launches, providing a one-stop-shop for all aspects of working at HPC

Job Service engagement 2017
10 recruitment/careers fairs
2 redundancy support events
3 Employment Hub events
1 work academy events



October 2017
Young HPC Launched, aimed at 16 – 21 year olds, providing resources to support them from school into work

November 2017
£437 million spent in the regional economy to date

December 2017
Opening of a new cycleway linking Cannington to Sandford Corner

January 2018
Launch of Bristol Community Fund for small donations to local charities in Bristol

March 2018
HPC supported the creation of around 200 apprenticeships to date

March 2018
£465 million worth of contracts awarded to suppliers in the South West to date



April 2017
Under Construction Employment and Skills Centre opens in Bridgwater, with £45,000 investment from HPC over three years

August 2017
Inspire programme to date: 135,000 student engagements delivered across more than 390 schools in Somerset

2017 Community Fund delivery to date: £3,626,135

March 2018
On-site Skills & Apprentice Hub launched to support apprenticeship and upskilling programmes at HPC

2010 – 2017
Over 100 presentations and events provided to the supply chain since 2010

June 2017
EDF Energy becomes a cornerstone employer for West Somerset; one of 12 opportunity areas in England

November 2017
HPC supported the creation of 76 apprenticeships to date



February 2018
National College for Nuclear opens in Cannington

March 2018
93% of HPC contracts let or at preferred bidder stage

January 2018
£18,000 of funding for Student Business Mentoring Scheme delivered by Careers South West

2017

2018

Strategy and Context for Delivery

The Hinkley Point C (HPC) project, located in Somerset, is more than just the construction of a power station.

It is a once-in-a-generation opportunity for positive and sustainable growth locally, regionally and nationally. Hinkley Point C is also a catalyst for meeting the government's ambition to improve productivity and increase social mobility.

At the time of preparing and submitting our application for development consent for Hinkley Point C, one of the government's priorities was to encourage economic growth in the UK through the delivery of new low-carbon energy infrastructure. In particular, there was a need to support the rebalancing of the economy, both geographically (towards regions, and away from the South East and London) and sectorally (towards manufacturing and industry), and to develop the skills base of the workforce to support more employment in well-paid, high-skilled jobs.

Our aim since then has been to make these national priorities a reality, both across the UK and in Somerset and the South West, by seeking practical solutions at

a local level. We have worked with government bodies and local partners to deliver this aspiration through a number of strategies relating to the UK supply chain, workforce and education sector, and the regional economy.

More recently, these principles have been underpinned by the government's Industrial Strategy White Paper, which focuses, amongst other things, on infrastructure development (a major upgrade to the UK's infrastructure), people (good jobs and greater earning power for all) and places (prosperous communities across the UK).

These elements are at the core of our socio-economic benefit delivery. This in turn will be supported by a Sector Deal on Nuclear, which is currently being negotiated between the government and the nuclear industry.

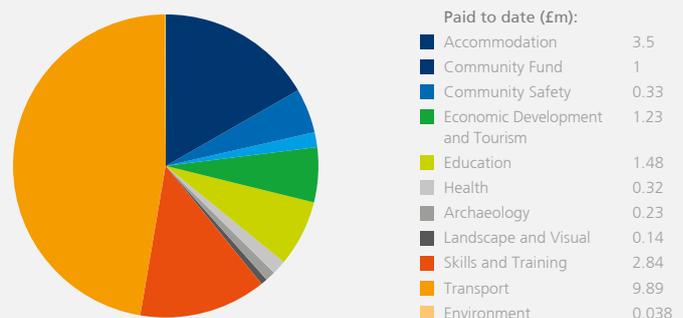
At a local level, we agreed two section 106 agreements¹ with local authorities to provide site-specific mitigation, which supports local communities by providing funding to areas such as education, health, training, transport, housing and tourism.

¹ Planning obligations under Section 106 of the Town and County Planning Act (as amended), commonly known as S106 agreements, are a mechanism which make a development proposal acceptable in planning terms.

Summary of local support and wider infrastructure investment

Summary of Local Support and Wider Infrastructure Investment	Total Committed (£m)	Total Delivered to Date (£m)
Total Site Preparation Works S106 Commitment	25.17	25.17
Total DCO S106 Commitment	56.31	21.23
Total Road Infrastructure Improvement Spend	23.68	23.68
TOTAL (£m)	105.16	70.08

Breakdown of DCO spend to date



As of January 2018, £21m of DCO S106 monies have been delivered.

Hinkley Point C Socio-economic Impact



25,000

job opportunities

5,600 jobs at peak
construction



34%

of workforce to come
from local area



c. **£130m**² investment in supporting the community in areas such as economic development, tourism, health, leisure, infrastructure, training facilities, education and skills provision, and a **£20m** community fund

Part of that £130m is a **£15m** investment in education, skills and employment in Somerset, and a c. **£20m** investment into local road infrastructure



Aim to create

1,000

apprenticeships



£4bn

into regional economy over
the lifetime of the project



£200m

per year into the regional
economy during core construction

£40m

per year into the regional economy
during its 60-year operational life



Up to **64%** of the value of HPC contracts to go to UK companies

² £130m investment includes £105m S106 and infrastructure improvement spend, plus c. £30m investment into local training facilities.

People, Education, Skills and Employment

From the earliest stages of the HPC project, we recognised the skills challenge facing the nuclear construction industry. We wanted to provide a rounded approach to education, skills and employment: a start-to-finish journey (or 'pipeline') that could benefit local people.

Our pipeline was implemented in 2011 and is an ever-developing programme, enabling jobseekers and young people to gain the skills to become work ready and eventually 'Hinkley Ready' – fully skilled and prepared to fulfil a role on-site. The legacy will go far beyond the 25,000 job opportunities at Hinkley Point C and will help employees build skills they can use across the industry.

The development of science, technology, engineering and maths (STEM) skills and support for re-training is a core part of the government's Industrial Strategy 'People' initiative.

Working extensively across the region in partnership with the public and private sectors, the pipeline approach is also actively addressing challenges within the United Nation's Sustainable Development Goals³ and delivering additional social value to the South West.

The pipeline has been designed to ensure the opportunities from one of the UK's largest infrastructure projects can be realised by individuals across the South West. Starting at school age, our pipeline offers support and guidance through leaving school, undertaking apprenticeships and, finally into employment.

In creating a start-to-finish pipeline, we are:

- delivering an industry-leading schools engagement programme, 'Inspire', across the region to motivate young people into science, technology, engineering and mathematics career routes;
- building an innovative bridge from education into the world of work – supporting local careers advice and guidance;
- supporting the development and raising the overall skill level and profile of apprenticeships for people across the region;
- providing advice, guidance and support for local people searching for long-term, sustainable careers whilst also supporting local employment infrastructure; and
- supporting the region's strategy for increasing productivity and social mobility, particularly in West Somerset.

At a time of historically high employment, the pipeline is helping local people to upskill, retrain and access high-quality, sustainable careers.

Key Deliverables, Commitments and Investments:



Aim to create **1,000** apprenticeships



25,000 job opportunities



34% of employment opportunities for locals



£15m investment into education and skills

³ On 25 September 2015, the 193 countries of the UN General Assembly adopted a set of goals to end poverty, protect the planet and ensure prosperity for all as part of a new sustainable development agenda. Each goal has specific targets to be achieved over the next 15 years. For the goals to be reached, everyone needs to do their part: governments, the private sector and civil society.

Initiatives within the HPC Education, Skills, Apprenticeship and Employment Pipeline

INSPIRING THE NEXT GENERATION

Inspire is Hinkley Point C's education programme delivered via a range of workshops, careers assemblies and other innovative activities. From Haygrove School in Bridgwater to Danesfield School in Williton, the team are on hand to bring science, technology, engineering and maths (STEM) to life.



SUPPORTING YOU FROM SCHOOL TO WORK

If you are aged 16–21, the Young HPC programme has been designed to give you access to a range of resources that will help you take steps towards your dream career. If you don't know what your dream career is yet, take the opportunity to find out what makes you tick and get suggestions of roles that could suit you.



ACCESS A NEW WAY TO EARN WHILE YOU LEARN

At Hinkley Point C, our aspiration is to create 1,000 apprenticeships throughout the course of the project. The wide range of skills required to build Hinkley Point C means that there really is opportunity for everyone. Apprenticeships combine doing a real job with formal training, meaning that you get to work and earn whilst developing your skills.



GUIDING YOU INTO A CAREER AT HPC

The Hinkley Point C Jobs Service is supporting local people into exciting, long-term careers across the project. The team is on hand to help and advise, matching your skills to appropriate roles as they come up.



The following **timeline** highlights just some of our pipeline activities from the past nine years



Autumn 2011
HPC's Inspire education programme launched, promoting STEM subjects to schools across Somerset



April 2012
£1.6 million investment provided to West Somerset Community College to build new training facilities and deliver new training courses

2012
Triple Bar Nuclear New Build Sites training programme developed, delivered as part of the HPC site induction to ensure quality and safety standards

2012
Creation of the Chartered Institute of Leadership & Management (Nuclear) series of qualifications, provided to all HPC supervisors

February 2013
£1.5 million investment into the Construction Skills & Innovation Centre



April 2014
Challenge for Women programme developed between the Inspire programme and Bridgwater & Taunton College, inspiring females to take up roles in the construction and engineering fields



August 2014
Inspire programme to date: 50,000 student engagements delivered across more than 100 schools in Somerset

February – July 2015
Over 500 KS4 pupils took part in **employability days**, receiving mock interviews and careers advice

2015
Creation of the Clerks of Works training programme for HPC in collaboration with the University of Wolverhampton and the The Institute of Clerks of Works & Construction Inspectorate

Early 2011
Education strategy written in collaboration with key stakeholders

September 2012
EDF Energy Employability Awards launch with Bridgwater College Academy

2013
Creation of the Advanced Behaviours in Leadership course to ensure HPC leaders have the behaviours and skills required on a nuclear new build project



2014
Hinkley Point Training Agency launched, helping people gain the right qualifications for employment

Job Service engagement 2015:
Recruitment fair, redundancy support event and school visits



May 2012
£3 million investment to Bridgwater & Taunton College for the Energy Skills Centre to help students and local people secure new skills, training and jobs for Hinkley Point C

April 2012
Inspire programme launches its annual residential trip. 40 Somerset students spent a week at Exeter University, taking part in energy mix and construction challenges



June 2014
Over 100 people in the South West placed into work through the HPC Jobs Service to date



February 2015
£1.5 million investment into the Construction Skills & Innovation Centre

2011

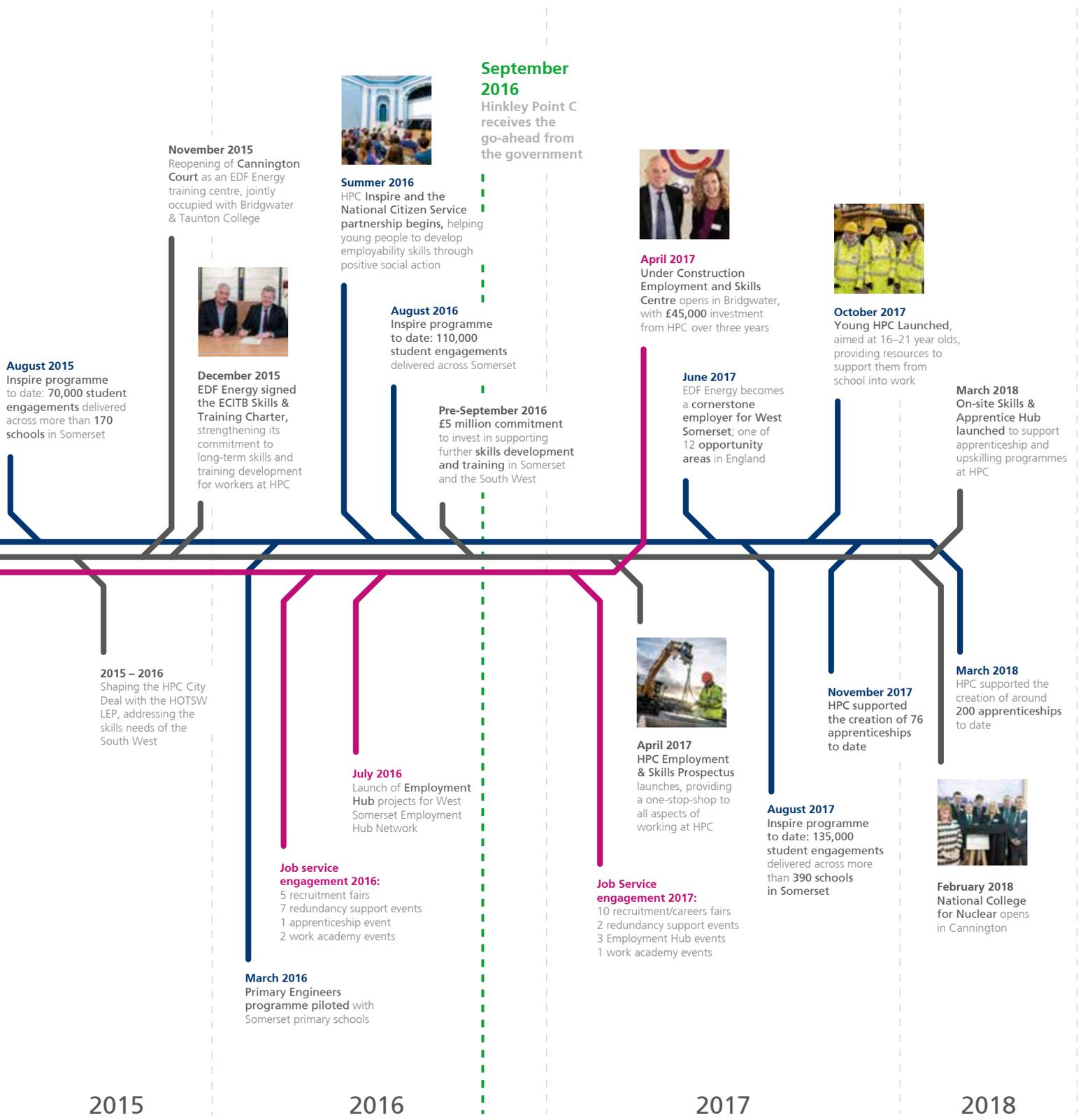
2012

2013

2014

2015

- Education
- Skills and Training
- Employment



August 2015
Inspire programme to date: 70,000 student engagements delivered across more than 170 schools in Somerset

November 2015
Reopening of Cannington Court as an EDF Energy training centre, jointly occupied with Bridgwater & Taunton College



December 2015
EDF Energy signed the ECITB Skills & Training Charter, strengthening its commitment to long-term skills and training development for workers at HPC



September 2016
Hinkley Point C receives the go-ahead from the government

Summer 2016
HPC Inspire and the National Citizen Service partnership begins, helping young people to develop employability skills through positive social action

August 2016
Inspire programme to date: 110,000 student engagements delivered across Somerset

Pre-September 2016
£5 million commitment to invest in supporting further skills development and training in Somerset and the South West



April 2017
Under Construction Employment and Skills Centre opens in Bridgwater, with £45,000 investment from HPC over three years



October 2017
Young HPC Launched, aimed at 16-21 year olds, providing resources to support them from school into work

June 2017
EDF Energy becomes a cornerstone employer for West Somerset; one of 12 opportunity areas in England

March 2018
On-site Skills & Apprentice Hub launched to support apprenticeship and upskilling programmes at HPC

2015 – 2016
Shaping the HPC City Deal with the HOTSW LEP, addressing the skills needs of the South West

July 2016
Launch of Employment Hub projects for West Somerset Employment Hub Network

Job service engagement 2016:
5 recruitment fairs
7 redundancy support events
1 apprenticeship event
2 work academy events

March 2016
Primary Engineers programme piloted with Somerset primary schools



April 2017
HPC Employment & Skills Prospectus launches, providing a one-stop-shop to all aspects of working at HPC

November 2017
HPC supported the creation of 76 apprenticeships to date

March 2018
HPC supported the creation of around 200 apprenticeships to date



February 2018
National College for Nuclear opens in Cannington

Job Service engagement 2017:
10 recruitment/careers fairs
2 redundancy support events
3 Employment Hub events
1 work academy events

August 2017
Inspire programme to date: 135,000 student engagements delivered across more than 390 schools in Somerset

2015

2016

2017

2018

Education

Inspire Education Programme

Launched in autumn 2011 and part of our £15 million investment into education, skills and employment, HPC's Inspire education programme is encouraging young people into science, technology, engineering and mathematics (STEM subjects) and supporting them into long-term sustainable careers.

Our innovative programme, delivered in schools across the South West, is helping to address a national skills shortage whilst preparing young people for the wealth of opportunities at HPC. With a 10-year construction period and a 60-year operating life expectancy, many of our future HPC employees will be in the classrooms of today. The Inspire programme is helping them to uncover this rare opportunity and set them up with the skills they need.

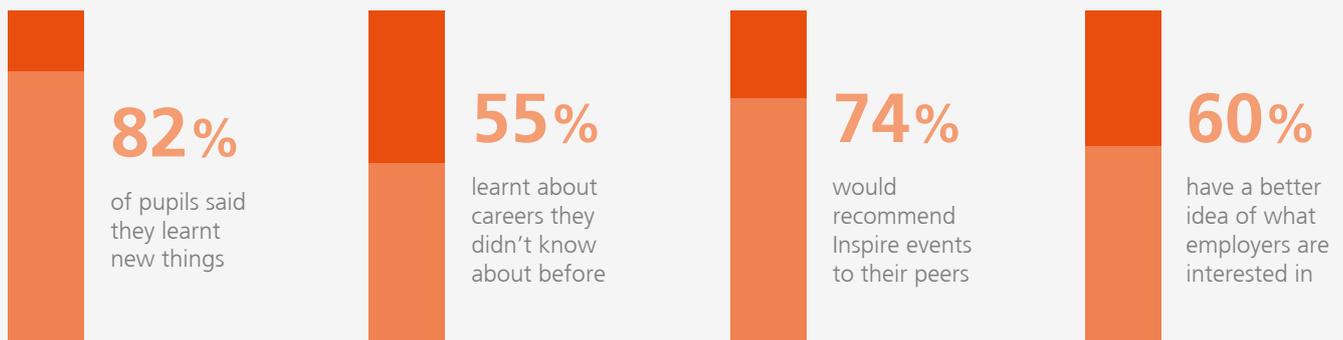
Working closely with local authorities, schools and colleges, the Inspire programme has been steadily expanding over the last seven years.

Through a range of free activities, workshops, assemblies and events, Somerset youngsters are gaining first-hand experience of engineering-related challenges, an appreciation of the nuclear industry, and the challenges and opportunities of a low-carbon energy mix of the future.

The Inspire programme has now carried out over 135,000 student interactions across almost 400 education institutions. Over the years, highlights include the partnership with Bristol University's ChemLabS experience, a hands-on science experiment spectacular that's helping young people to see how science plays a part in everything around us.

Schools have also been involved in our 'Exploring Electricity' tours around operational power stations, taken part in energy mix workshops and enjoyed activities with partners such as the Bloodhound Project, Primary Engineers and Cheltenham Science Festival.

Whilst our education aims are long term, recent independent research into the Inspire programme is showing that it's really making a difference:



Since the programme began...



862 STEM and careers activities were delivered across the South West, involving...



390 education institutions, leading to...



135,794 student interactions



"Getting the chance to work with large companies such as EDF Energy not only adds an extra perspective to the learning experience, but, crucially, opens doors towards careers that our students didn't previously know existed. It's giving them more ideas and more choices."

Vicky Roe-Mottershead, Science teacher at West Somerset Community College



Case Study: Gemma Howell

Gemma Howell from Minehead took part in one of our STEM assemblies when she was at school and it changed her thinking on career options completely.

"My first involvement with EDF Energy was seven years ago, in a Year 9 assembly, when a team of STEM ambassadors had come to my school to deliver a presentation.

"It seemed to me like another world. A man's world; something I had no interest in. And then a young woman walked out from behind the screen and led the entire presentation. She broke any preconceptions I had about the industry and suddenly made it accessible.

"I'd always loved science, but living in an area where tourism is the primary industry I'd never really understood where it could take me. It was the first time such an idea had been presented to me in such an accessible manner and that was it; I wanted a career in science.

"With GCSE options looming, the timing of the event was critical. I suddenly felt empowered to make decisions for what I wanted to do with my career.

"I was in my final year of A levels when I began to fill out my university application – the automatic step. But I suddenly realised that it wasn't for me. I withdrew my application for university and began looking into higher apprenticeship schemes. The idea of earning money instead of taking a student loan seemed an obvious choice and so I applied for the supply chain apprenticeship scheme with EDF Energy.

"A few months later I was fortunate enough to gain a place on the scheme and becoming part of Hinkley Point C was a fantastic opportunity, one that I am ever so grateful for.

"This is beginning to create a real foundation for me to launch a career. To me Hinkley Point C is about so much more than 'turning the lights on'. It's about bringing hope and opportunity to an area that is often deprived of such things. It's about making a difference in the local communities, whether it's encouraging young people to pursue a career in science or creating opportunities for local businesses. I feel privileged to be part of this project, to contribute to such a significant part of the UK infrastructure but, more importantly, to help give back to an area that has given me so much and inspire the next generation of young people to achieve."



"Becoming part of Hinkley Point C was a fantastic opportunity, one that I am ever so grateful for."

HPC apprentice, Gemma Howell, being interviewed by BBC Points West Business Editor, Dave Harvey.

Bringing Science, Technology, Engineering and Maths to Life!

The Inspire Residential challenges students – from designing and building a water-powered turbine to generate electricity, to teamwork activities fixing a leaking pipe hidden under a sealed box using nothing more than a torch, a spanner and an endoscope.

The Inspire programme is contributing to more interest in science, technology, engineering and mathematics (STEM) subjects – vital parts of our future low-carbon economy.

Locally there has been an average **10% increase** in interest in engineering and construction as a result of the Inspire programme's activities.

"All the young people who took part had volunteered to be there during their school holidays, which showed real commitment. The low-carbon residential is particularly effective as our graduates help run the workshops and mentor the students taking part. That means the pupils can meet young people who are already in our company and get some real-life guidance about what we do and the opportunities available to them."

Tom Thayer, EDF Energy Education and Skills Manager



Students take part in a four-day low-carbon residential course at EDF Energy's Cannington Court facility.



ChemLabS Experience

With support from the Inspire programme, Bristol University's ChemLabS experience continues to provide engaging and interactive hands-on science experiments and demonstrations to primary schools across the county.

"Thanks to funding from the Inspire programme, ChemLabS visited our school for the third year running. The Year 5, 6 and 7 students enjoyed explosive demonstrations and hands-on workshops. Thank you very much for your fantastic visit to launch our Science Week!"

Specialist Science Support teacher,
Danesfield Middle School



Women into Construction and Engineering Programme

Making use of the HPC-funded Construction Skills Centre in Cannington and working closely with Bridgwater & Taunton College, the 'Challenge for Women' sessions have continued through the Inspire programme.

Over 250 young women from a variety of schools across Somerset have taken part, gaining a greater insight into some of the fantastic opportunities available.

"The Challenge project was so different, unusual and inspiring. I would definitely recommend people to do it as it is such a great experience. You get to meet lots of new people."

Sophie, 14 from Bridgwater who attends the Bridgwater College Academy.

"Every parents' evening used to be a nightmare. Now I don't hear one negative word about Sophie and I can't believe how her attitude has changed. She has been totally motivated, focused and inspired by the fantastic project."

Sophie's Mother.



Case Study: Bridgwater & Taunton College Challenge for Women

The Inspire programme teamed up with Bridgwater & Taunton College to deliver the Challenge for Women programme.

Aimed at students in and around Bridgwater, it is designed to allow female students to learn about the construction and engineering industries and encourage women into these careers.

The college hosts 30 to 40 students on each visit, with each group attending through Years 8, 9, 10 and 11 to experience different trades and meet role models from the industries.

The College welcomed back a group of Year 10 students to their third year in the programme. Working to 'Build a Bungalow', they were split into three teams; timber structure, bricklaying and electrical.

The activities have been designed to showcase several areas of the construction trades to the young women taking part in the day.



"I feel it is so important to stand up for inequality, not just in construction but also in general; we need to celebrate men and women."

Rhianna Tester



Wider Work

EDF Energy's strategic partnership with the National Citizen Service (NCS) continues and has reached over 600 Somerset students to date.

With an additional partnership alongside Somerset Rural Youth Project and Active8, the Inspire programme has delivered a series of site tours and 'An evening with...' careers talks during the summer residential programme. The talks have helped to shed light on STEM careers and reinforced the importance of developing strong employability skills.

West Somerset, the host district of the HPC site, is one of twelve areas in England to be selected as an Opportunity Area by the Department for Education. Hinkley Point C is committed to supporting the West Somerset Opportunity Area through our position as a cornerstone employer whilst also providing support on the Opportunity Area Board.



The National Citizen Service programme visits Cannington Court. Over 400 students heard directly about the opportunities with EDF Energy and the HPC project during the summer term of 2016.



Case Study: West Somerset Opportunity Area

Led by the Department for Education, 12 designated Opportunity Areas around the UK are working to build young people's knowledge and skills, providing them with advice and opportunities to ensure they get the best possible start, whatever their background.

The HPC project is proud to be playing a leading role in delivering the aspirations of the West Somerset Opportunity Area to improve social mobility across West Somerset.

Working together with associated partners in the area, including the Careers and Enterprise Company and National Citizens Service to align and develop our own education and skills initiatives, we have pledged to support children and young people to improve their skills and access to high-quality work experiences.

This, in addition to our original £1.6 million investment into West Somerset Community College, is enabling local people to fully benefit from the opportunities that the Hinkley Point C project can provide.



"Our vision is to create an environment where no child in West Somerset is left behind. We know that by truly working together with local and national stakeholders who share our vision, we can make a difference over the next three years. No one school, college, university or employer can improve social mobility on their own and it's vital we work together".

Fiona McMillan, Non-executive Director, HPC project, and Independent Chair of the West Somerset Opportunity Area

Young HPC

A Bridge Between Education and the World of Work

Designed specifically to support the provision of clear careers advice and guidance across Somerset, the Young HPC initiative was launched in October 2017.

An innovative mix of digital content and face-to-face engagement has been developed to provide support, guidance and resources to those aged between 16 and 21, helping them to take steps towards sustainable career routes. It is actively helping to build confidence and aspiration, giving young people a springboard to success.

A newly introduced webpage (www.edfenergy.com/younghpc) contains project-specific information, as well as tools to help build CVs and cover letters, develop an understanding of interview techniques, and introduce young people to a variety of routes into employment including traineeships, apprenticeships and graduate schemes.

The programme also includes skills experience days that allow young people to meet with the companies building Hinkley Point C.



"It's all part of the legacy we want to leave local young people, helping them to make decisions based on their own skills, interests and qualifications."

Chris Young, Hinkley Point C Apprentice and Skills Lead

Students from our 2017 residential were inspired...



"Going to Hinkley Point C you can just see the reactors and everything being built. It's amazing to see something so grand and going to power almost 7% of all the homes in England. It's amazing."

"At school it's a lot of writing in classrooms and listening to the teachers, but here you get to do everything yourself!"



"You got to see everything in action, and I think that is really important."



"I think it's the overall scale... it's really cool"

"In Cannington Court you got to see where they train people to work in these reactors, so somewhere I could be in 10 or so years"



"There are many benefits to the HPC education programme for young people here in Somerset. It has been a well-sustained and well-resourced programme where investment truly means for the long-term. There have already been five years of investment across revenue and capital, and we are delighted there will be even more to come. The term 'once in a lifetime opportunity' is bandied around a lot, but with the HPC education programme, it's quite genuine!"

Joanna Whitehead, Somerset County Council Service Manager – Young Person's Support – HPC

Apprenticeships

At Hinkley Point C, our aspiration is to create **1,000 apprenticeships** over the course of the construction phase.

The wide range of skills required to build the power station means there really is opportunity for everyone. EDF Energy apprentices will also play a crucial role in operating and maintaining the power station throughout its **60 years** of operation.

So far we have supported the creation of around **200 apprenticeships**.

EDF Energy Programmes

Apprenticeships are at the forefront of our workforce development and skills needs, and we want to provide the best possible access and experience for all apprentices working and learning as part of the project.

Whilst the majority of apprenticeships created will be through our primary contract partners, EDF Energy does have its own Supply Chain Apprenticeship Programme closely connected to HPC.

Launched in 2016, the apprenticeship programme includes a Construction and the Built Environment HND at Bridgwater & Taunton College and then a Construction and Quantity Surveying Degree at the University of the West of England (UWE).

Having developed the qualities and skills required, the apprentices are then ready for a career in the Supply Chain team with responsibility for managing their own portfolio of contracts. Taking 10–15 young people each year, our apprentices are drawn from schools and colleges across the South West.

2018 will also see the commencement of a brand new apprenticeship established to invest in EDF Energy's Project Controls workforce of the future. The Level 3 programme has been developed around the new Project Control Technician apprenticeship standard, designed by industry experts, in order to address the skills requirements at HPC, Sizewell C in Suffolk, and future nuclear new build programmes.

The two-year apprenticeships will begin in March 2018, and will be delivered in partnership with the Hinkley Point Training Agency and the National College for Nuclear. The new apprenticeship will deliver a unique method of training to apprentices to ensure they develop into valuable members of the workforce in years to come.

"The Supply Chain Apprenticeship is truly unique – an opportunity to be at the forefront of new nuclear, and to enjoy a long and fruitful career helping us deliver the first nuclear power stations in the UK for twenty years."

Ken Owen, Supply Chain Director, HPC



Case Study: Garth Young

In 2013, Laing O'Rourke, together with Bridgwater & Taunton College, developed the first UK apprenticeship for steel fixers.

Working as a local plasterer, Garth Young saw the course advertised in the local paper and decided to apply. At 29 years old, he qualified as an adult apprentice.

The 18-month course led to a Level 2 diploma and a career in one of the most in-demand skills in civil engineering.

Through further on-the-job training and upskilling, Garth has now progressed from an apprentice to a steel fixing supervisor on the HPC Project with Tier 1 contractor, BYLOR.



Steel fixing supervisor, Garth Young, pictured on the right.

Andy Berry, Principal of Bridgwater and Taunton College said, "Our course is the first in the UK to embrace the new skills and techniques, such as digital engineering and off-site manufacturing."



Case Study: Callum Wilson

Callum is completing a BYLOR Degree Apprenticeship in Construction Management.

Combining full-time paid work and part-time university, the BYLOR Degree Apprenticeship offers candidates the opportunity to gain a full Bachelors or Masters degree whilst participating in practical, on-the-job training.

Callum started his civil engineering degree apprenticeship in October 2017. It is being delivered by Laing O'Rourke, together with partners on Hinkley Point C, and in collaboration with the University of Exeter.

"So far the degree apprenticeship has provided me with a fantastic balance of practical and academic civil engineering. To work on a project as ground-breaking



as HPC is something I am really enjoying. I am learning from the very best in the industry on a project, which I will be able to look back on with pride as I progress through my career."

Working within the Nuclear Island team, Callum said, "The persistent desire for the highest standards within quality and safety are working habits I hope to take forward into the rest of the HPC project and beyond.

"There is no better civil engineering project in the United Kingdom to develop a career in civil engineering. The exposure to the highest levels of complexity will stand me in excellent stead moving forward in my career."

Apprentice and Skills Hub

To deliver and achieve the commitments we have made regarding apprenticeships, it is vital that our apprentices have access to the best possible support.

We are committed to providing a physical location for HPC apprentices, bringing them together regardless of their employer or learning programme. Our on-site Apprentice and Skills Hub will help as we work towards promoting a 'community' approach.

The Hub will allow apprentices a physical space where they can access guidance, career support, courses, IT and study space, as well as a digital platform where they can share experiences, knowledge and learning with each other.

The Hub will also help ensure that apprentices are able to continue their training or employment on future projects once they have completed their work at HPC by providing access to the additional support they might need to enhance their career progression and development.





Case Study: Sophie Clarke

Apprentice Civil Engineer, KierBam

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.

"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."



Case Study: Leon Meare

Business Administration Apprentice, KierBam

"The HPC project is local to me which makes it a very attractive prospect!"

"The opportunity to play a part in the construction of a new nuclear power station is one that doesn't come around very often. The size and scale of the project creates a wealth of opportunities, providing a variety of different avenues and career prospects. For someone who hasn't always been clear on what career to pursue, this is the perfect opportunity for me."

"My role involves a lot of teamwork, communication and initiative. My apprenticeship is quite unique as I get to rotate between different departments within the KBJV team for several weeks at a time. This is helping me understand how the project runs as a whole. My college course starts soon which is one day a week at the local Bridgwater & Taunton College."

Degree Apprenticeships

Degree apprenticeships are at the forefront of the government's apprenticeship reform policy, and enable students to combine a full honours degree with real, practical workplace skills and employment.

They're designed in consultation with employers to ensure that the education sector delivers the higher level skills that industry really needs, producing graduates whose thorough understanding of workplace behaviours and cultures enables them to add value to the bottom line from day one.

To achieve our ambitious target of creating 1,000 apprenticeships over the course of the construction phase, it is vital that we maintain strong, collaborative relationships with our Tier 1 contractors to deliver the necessary programmes in the region. The Civil Engineer Degree Apprenticeship – developed by HPC supplier, Laing O'Rourke, and the University of Exeter – is a great early example successful joint effort.

This programme marks the first time our industry has collaborated with a Russell Group University⁴ on a degree apprenticeship. It is promoted throughout the UK, but with a particular focus on the South West and the schools and colleges around HPC.

As a key employment partner of the scheme, the HPC project will feed into the ongoing review and development of the programme, ensuring that it continues to deliver a best fit for future requirements.

We're also working with Bridgwater & Taunton College and the University of the West of England (UWE) to support the innovative, employer-led Trailblazer programme. This programme sees apprentices from EDF Energy studying alongside others from the Ministry of Defence, gaining the knowledge and expertise they'll need as skilled technicians on the next generation of nuclear power/nuclear deterrent technology.

Alongside the MoD, NuGeneration Limited and Rolls Royce, EDF Energy is proud to be part of the Nuclear Trailblazer Employer Group. In January 2018, the Group had its sixth new standard approved by the Institute for Apprenticeships.

The Level 7 Light Water Reactor (LWR) Scientist and Engineer (Masters Degree) Apprenticeship will help build the UK's nuclear industry capability, developing highly skilled and experienced individuals who fully understand the scientific and engineering technological requirements for the design, commissioning, operation and modification of the UK's fleet of current and future anticipated light water reactors (pressurised water reactors and advanced boiling water reactors) in both the civil and defence nuclear sectors.

⁴ The Russell Group represents 24 leading UK universities, including Exeter, which are committed to maintaining the very best research, an outstanding teaching and learning experience, and unrivalled links with business and the public sector. <http://russellgroup.ac.uk/>

“UWE Bristol is working across the region with partner colleges and employers to support the government's ambitions for degree apprenticeships. The new Trailblazer Degree Apprenticeships build on UWE's long and established track record of supporting the region's industries and economy, and offer school leavers a funded route to study for a degree which, combined with valuable work experience, will give them a flying start to a professional career.”

Dr John Lanham, Assistant Vice Chancellor and Director of Strategic Regional Partnerships at the University of the West of England



Case Study: Chloe Taylor

"My role on the HPC project is a trainee environmental advisor with BYLOR. I am currently studying B.Sc. Hons Geography at the University of Brighton and have joined BYLOR on a 12-month industrial internship.

"My responsibilities on-site include implementing the environmental requirements from the environmental management system, monitoring and reporting our environmental performance, carrying out environmental risk assessments, providing advice to the site teams through training, competence and communication.

"It is my intention to spend as much time as possible on-site, undertaking regular inspections as well as holding briefings and talking with the workforce to ensure communication on-site is kept relevant.

"It is my responsibility to ensure that the workforce have a voice, and offer advice for the environmental obligations that they must comply with.

"I have grown up in Taunton and the opportunity to work on such a prestigious project close to home was one I could not miss. I'm very passionate about the movement towards a sustainable environment. Being part of the HPC team allows me to explore many of the innovative projects that are on-site, such as focusing on waste management schemes, reducing carbon emissions, sourcing responsibly, building efficient structures and protecting biodiversity.

"I am so passionate about the HPC project and inspiring young people like myself to become part of it, that I attend recruitment events and present to local young people on my experience at HPC."

Skills and Training

We've recognised the potential of Hinkley Point C to be a catalyst for change since the very earliest stages of the project.

But we also know that skills and training to help create a long-term sustainable workforce – a pipeline of long-term careers, not short-term jobs – are essential to creating a positive legacy. That's why over £15 million has been committed to improving local training, education and skills provision.

We've also invested in a brand new training centre at Cannington Court, helped establish the Hinkley Point Training Agency, and set up an employment brokerage in partnership with Job Centre Plus to place people into jobs to develop their skills and experience.

Working with our Partners

Our commitment to maximising outcomes for local people and maintaining skills and employment for opportunities will continue throughout construction and into operation.

We are working with local authorities, industry bodies, education providers (and others) through our collaborative delivery body, EESOG (the Hinkley Point C Education, Employment and Skills Operations Group) to ensure that plans are delivered, actions

are aligned to other regional strategies, additional funding is leveraged to support the work, and we forecast and respond to change across the socio-economic landscape.

This strategic approach is aimed at reducing gaps in current provision and facilitates further collaboration with existing projects, initiatives and funding streams, primarily focused on those people furthest from the labour market and potential Hinkley Point C employment.

Over £6m is committed to help local colleges develop the skills required for the construction and operation of Hinkley Point C, including:



£3m to Bridgwater & Taunton College for an Energy Skills Centre to help students and local people secure new skills, training and jobs for Hinkley Point C.



£1.5m to develop a Construction Skills and Innovation Centre at Bridgwater College, providing a 'one-stop-shop' service to meet the training needs of Hinkley Point.



£1.6m to help fund West Somerset Community College in the Hinkley Ready and Enterprise projects, enabling local people to fully benefit from Hinkley Point C opportunities.





Training and Upskilling

During the planning of Hinkley Point C, we acknowledged the existence of a skills gap, especially since the UK had not built a new nuclear power station in a generation.

This skills gap existed at both local and national levels and was of sizeable proportion due to the numbers required during construction. Gaps existed in a number of areas, but were particularly focused on our demands for the highest standards of quality, so ensuring our supply chain companies had the right supervisory competencies was vital. There was also a lack of information and career guidance on the wealth of opportunities now made available through our ambitious plans.

As a result, a long-term programme of training and qualification creation was initiated and continues to this day. Working with our Tier 1 contractors, industry partners such as CITB and ECITB, our work not only supports the UK's industrial strategy and drive to improve productivity through upskilling, but also focuses that effort, ensuring that local people have the ability to access the training and development on offer.

At HPC, we realise our potential to be a 'game-changer' in the new era of nuclear new build. We have worked across industries, contractor groups and with trade unions to maximise the benefits in the skills and educational space, leaving behind a suite of legacy courses that will benefit nuclear and associated industries for years to come.

Chartered Institute of Leadership and Management (Nuclear) Qualification

The nuclear industry has extremely high standards and safety expectations. To ensure that our workforce aligns with the requirements of the industry, all HPC supervisors are put through the Chartered Institute of Leadership and Management (Nuclear) (CILM(N)) qualification.

This nationally recognised qualification has been developed collaboratively by the CILM and the HPC project to ensure that our supervisors are upskilled to nuclear industry standards, by building on leadership skills and introducing them to the nuclear safety culture.

The qualification, which is open to all of our contract partners, is transferable across the industry and can be used as a stepping stone to other sectors. The CILM has developed other modules, meaning staff can choose to develop their skills further in other areas and, if they wish, go on to complete a diploma.

Triple Bar Nuclear New Build Sites Training Programme

In the early stages of the project, we created an Introduction to Nuclear course, built with the Construction Industry Training Board (CITB) as part of the Triple Bar suite of courses. The course was designed specifically for individuals with no nuclear industry experience and sought to provide initial awareness of our industry and the related safety culture prior to working on the project.



We have since moved the delivery of this Introduction to Nuclear into our standard induction for all new starters. However, National Skills Academy for Nuclear (NSAN) continues to provide the course to other industry partners, including Bechtel and NuGen, ensuring the benefits of this upskilling course now extend beyond the HPC project and result in a true legacy learning outcome.

Advanced Behaviours for Leaders Course

Our desire for continual learning and excellence led to the creation of a bespoke course in 2013.

The Advanced Behaviours for Leaders (ABL) course was developed alongside the CILM(N) course to ensure consistent messaging and standards, and ensures that the leaders of HPC develop the behaviours and skills required on a nuclear new build project.

The three-day course is delivered at our Cannington Court facility and, whilst it is an internal course, it has been accredited by the Engineering Construction Industry Training Board (ECITB).

Clerks of Works Training Programme for HPC

In 2015, the University of Wolverhampton launched its Clerks of Works Training Programme for HPC.

We worked collaboratively with the University, the Institute of Clerks of Works (ICW) and the Construction Inspectorate to create a specific nuclear construction qualification.

Delivered at Cannington Court, the course focuses on the nuclear industry and the higher standards that are required on such a project. Those who pass the 10-day course (delivered over five weeks) receive a formal qualification from the University of Wolverhampton and are eligible to become members of the ICW.

The ICW qualification has also been pre-approved as pre-learning for a proposed degree in nuclear construction at the University of Wolverhampton.

IOSH Managing Safety in Construction Course

This course seeks to upskill our workforce in health and safety through a nationally recognised qualification, delivered by the Institute of Occupational Health and Safety (IOSH) at our Cannington Court site.

This course ensures that the safety standards of our team remain high and can also be used to demonstrate competency for certain roles on our nuclear baseline.



Our Investment

Energy Skills Centre

Opened in January 2011, the Energy Skills Centre at Bridgwater & Taunton College was designed to meet demand from local employers for training in science and engineering. The only facility of its kind in the South West, it delivers engineering, science, low-carbon and nuclear-related education.

Now working directly with over 50 employers, including Rolls-Royce, Numatic, EDF Energy, QuEST and Refresco Gerber, the centre adapts and creates training in response to employer needs.

These skills and training programmes range from engineering apprenticeships through to post-16 education and commercial training, and have a positive knock-on effect to both the college and the local economy.

Construction Skills and Innovation Centre

The Construction Skills and Innovation Centre at Bridgwater & Taunton College – the result of our £1.5m investment – replicates a real-life construction site, with industry-standard plant, machinery and equipment. It has enabled the college to offer training in excavation, groundworks, concrete pouring and scaffolding, and deliver the UK's first accredited qualifications in a number of important disciplines.

The centre also has the infrastructure to facilitate bespoke training in steel fixing operations – one of the critical skills for nuclear new build – enabling steel fixing training to be delivered via large-scale, practical, team-based tasks.

Now running for five years, the centre has delivered construction and engineering training to over 700 people whilst also supporting around 7,500 candidates through competency accreditation. Companies such as Wessex Water and Clancy Docwra have also had groups of apprentices learn at the centre for several years.

“Giving young people access to engineering equipment, experience and facilities, as well as access to larger employers, is key to encouraging them to look at engineering as a career. It’s the perfect model of industry and education working together to give students the skills they need and to provide them with the skills that industry needs.”

Matt Tudor, Director of Business Development & Marketing, Bridgwater & Taunton College

National College for Nuclear

The flagship National College for Nuclear (NCfN) is a partnership between industry, national regulators, skills bodies and training providers to ensure career and skills development is relevant and supports economic growth – locally and nationally – whilst meeting the demand for highly skilled workers in the nuclear sector.

We have led – along with Sellafield Ltd – the industry’s input into the NCfN and are working alongside Lakes and Bridgwater & Taunton Colleges, University of Cumbria, University of Bristol and University Centre Somerset to deliver high-level technical training and qualifications.

One of two national hubs, NCfN Southern Hub is a state-of-the-art nuclear training facility, which includes a virtual reality environment, a reactor simulator, computer-equipped training rooms, recreation and collaboration space, as well as sports facilities and accommodation.

“This College will provide our nuclear industry with the highly skilled engineers, scientists, technicians it needs to grow – as well as giving more people the opportunities they need to get on in today’s competitive job market.”

Anne Milton, Apprenticeships and Skills Minister

Hinkley Ready

We invested £1.6 million in West Somerset Community College for the Hinkley Ready and Enterprise projects, which offer vocational training such as catering, hospitality, building services, construction, plumbing, electrical and mechanical skills.

Hinkley Point Training Agency

Originally proposed by the HPC project, the Hinkley Point Training Agency (HPTA) is a network of colleges and training organisations that works with employers and the Hinkley Jobs Service to help people gain the right qualifications for employment. It offers cost-effective and high-quality education, skills training and enrichment at Ofsted Outstanding/Good standards.

Bridgwater & Taunton College is currently contracted by EDF Energy to provide training for degree-level apprentices in subjects such as Quantity Surveying and Nuclear Engineering.

On average, Bridgwater & Taunton College has 2,500 apprentices on its books at any point in time – spanning a range of different industries – not just those related to the construction and operation of Hinkley Point C.



In advance of the Somerset Energy Innovation Centre (SEIC) opening in October 2016, we worked with Bridgwater & Taunton College to provide Hinkley Point C on-boarding qualifications – over 500 people have completed these qualifications through the college.



Case Study: Steel Fixing

Steel fixing is at the heart of construction and the rebirth of infrastructure in the UK.

It involves positioning and securing the key structural elements used in reinforced concrete on major projects.

Currently, there are 2,600 steel fixers in the UK and with several large infrastructure projects planned across the UK in the next few years, the construction industry will need a significant number of new recruits over the next five years. As such, BYLOR has developed the first UK Apprenticeship for steel fixers, provided through Bridgwater & Taunton College and the use of the Construction Skills and Innovation Centre (CSIC) in Cannington.

The first cohort of apprentices, taken in 2013/2014, ranged in age from 21 to 46 and are part way through a course at the centre. In a mixture of classroom study and on-the-job training, they are being trained to be steel fixers, one of the most highly sought after skills in a resurgent construction industry.

"We took a number of unemployed but talented local people, and have given them an amazing opportunity to acquire skills that are very much in demand," said

Andy Berry, Vice Principal of Bridgwater & Taunton College. *"Our course is unique because it's the first in the UK to embrace the new skills and techniques, such as digital engineering and off-site manufacturing, which could not have been delivered in a conventional way. The construction industry is changing rapidly, and these apprentices will have highly valuable skills that they will be able to utilise from day one".*

Caroline Blackman, Organisation Development Director at BYLOR, said *"With our partners, we have developed a new qualification for people to learn and develop the skills needed to work at Hinkley Point C.*

"We were able to make use of the support provided by EDF Energy's Hinkley Jobs Service when recruiting these apprentices into the programme, which has proved to be very successful.

"By giving people new skills in the latest methods of construction, we are equipping them to a new world of opportunities, bounded only by their enthusiasm and imagination."



Employment



The construction and operation of Hinkley Point C will create thousands of employment and apprenticeship opportunities in a broad range of occupations and careers.

With around 25,000 employment opportunities throughout the construction phase, there will be jobs in construction, civil engineering, electrical installation, hospitality, catering, logistics, security, site services, support roles and others over the coming years.

And it's not just during construction. When complete, Hinkley Point C will have an expected workforce of around 900 people to run the power station throughout its 60-year operation.

Key achievements so far

At this early stage of the project, almost 400 people have been placed into work through the HPC Jobs Service.

The team has also been successful in placing workers who have recently been made redundant from major local employers. We are also supporting the development of wider local infrastructure through the funding of community outreach workers, employment hubs and partnerships, training, transport, housing and tourism.

The Hinkley Jobs Service

Over the course of the project, our aim is for 34% of the Hinkley Point C workforce to come from the local area, so from the very earliest stages of planning we have worked with local organisations to ensure local people can access employment opportunities.

Early discussions with Jobcentre Plus to identify local need and the potential for collaboration led to the formation of a strong partnership and the establishment of the Hinkley Jobs Service.

A partnership between the HPC project, Jobcentre Plus, the local authorities and other local support organisations and training providers, the Hinkley Jobs Service plays a key role in supporting local candidates into employment.

The Jobs Service is also actively working with PLUSS, a local not-for-profit company that supports individuals with disabilities and other disadvantages into work.

Early work with our contract partners helps to identify and plan for the specific jobs that will be created at Hinkley Point C during construction. We use this information to support local people in their planning and preparation – including training and pre-employment support where possible – for when the roles become available.

We also hold outreach events for particular skills areas, attend local jobs fairs, advise on training and upskilling opportunities and make sure local talent is recognised by our contractors. Our wider support extends to funding employment hubs and employment outreach workers operating across Sedgemoor and West Somerset.

We have also provided specific support for people facing redundancy. Despite the local area generally experiencing positive economic growth, Somerset has seen a number of major businesses at risk of closure and a significant number of residents being placed at risk of redundancy.

Between 2015 and 2017, the Hinkley Job Service held 10 redundancy support events for local companies, providing support, information, advice and guidance on potential opportunities within the HPC supply chain.



Matching people to available jobs at Hinkley Point C and other local opportunities



Arranging and delivering programmes to **help people into work**



Investing in and supporting dedicated local training centres providing the skills and courses employers need



Under Construction Careers Fair held at West Quay Close on 6th December 2017 with Louise Brown.

Some highlights of our work to date:

In March 2017, the Jobs Service supported staff at a local business that were facing redundancy. The HPC team delivered one-to-one careers advice sessions, CV writing and interview classes, and scheduled meetings with Tier 1 partners.

All 15 individuals were able to find alternative employment following the initiative.

In the second half of 2017, working with local disability charity, PLUSS, the Jobs Service made 14 referrals and supported three individuals to gain licenses for employment.

During the same period, 31 dedicated events were either supported or managed by the HPC Jobs Service, reaching at least 1,252 local stakeholders, local people or businesses.

Two outreach workers, focusing on employment and skills support, are embedded into West Somerset and Sedgemoor councils. Funded through the S106 Agreement, the outreach workers are integrated with the Jobs Service and promote registrations, targeted outreach and engagement. The outreach workers also support employer engagement, recruitment events and other initiatives.

The HPC Jobs Service has supported the local authority's ambitions to develop a Centre of Excellence for Hospitality and Tourism. We are working with local employers to drive capacity and skills development in catering, customer service, skills development and vocational training.



Case Study: Redundancy Relief for Wansborough Paper Mill

Wansborough Paper Mill, in West Somerset, was the UK's largest manufacturer of coreboard and the biggest employer in Watchet, employing 175 local people.

Due to aging machinery, rising costs and loss of a key customer, the company closed in 2015 after 265 years of trading.

When our team heard about the fate of the workers, they worked with the paper mill's HR department

and the on-site trade union (Unite), to provide information on employment, training and upskilling opportunities available at Hinkley Point C.

This approach opened the door to new jobs for the paper mill employees, with a number of former paper mill workers joining Hinkley Point C as security officers with G4S; two of whom have since undertaken on-the-job training to become firefighters.



In training to become firefighters, the ex-mill workers will join our existing, on-site fire service, dedicated to the HPC site.

Under Construction Employment and Skills Centre

The Under Construction Employment and Skills Centre in Bridgwater, Somerset, brings together expertise, help and guidance from a range of local organisations.

Opened in April 2017, the centre is being funded through the S106 Agreement for HPC, with a £45,000 investment over three years. The money is being matched by partner contributions, either in kind or by direct funding.

The Employment and Skills Centre will also make use of the HPC Employment and Training Prospectus developed specifically for those looking to begin an exciting new career at one of the country's most important infrastructure projects.

On opening the centre, Olympic gold medallist and world record holder, Sally Gunnell said, *"This centre is such a great idea and will provide much valued practical help and advice to people wanting to get into the workplace."*



"I am very passionate about health and wellbeing issues of employees and it's inspiring to visit a centre like this that supports such individuals. I truly believe that small changes, consistently made, really do make a difference!"

Sally Gunnell, British Olympic gold medalist



Case Study: Megan Wood, BYLOR

After leaving her job at a bank, a chance sighting of a social media advert led Bridgwater local, Megan Wood, to her role as on-boarding advisor for BYLOR where she helps new employees through the screening process for getting on-site.

At an event at the Under Construction employment hub, Megan shared her interests with our team and saw the role she is now doing. After submitting her application on the same day, she was invited to interview and started working with BYLOR just a few weeks later. Megan says, *"The HPC team is really keen to get people on board and that is very much reflected in the process, which was really efficient and very smooth."*

"Living in Bridgwater, I knew about Hinkley Point C, but I thought jobs would all be construction-based and hadn't considered the huge variety of support roles that would be needed."



Megan appreciates the inclusive nature of the project, especially meeting people from all sorts of backgrounds at team events and works hard to instil this inclusive culture in all the new employees she meets day-to-day. And she has big plans for the future, saying, *"I'm really happy here. It's a great company that really encourages you to learn and progress. I'd love to continue working here until the project finishes and would definitely recommend it to others."*

Economic Benefit and Supply Chain

The development of Hinkley Point C is in line with the government's strategy to transition Britain to a low-carbon economy. In support of this, we have committed to develop a strong UK supply chain for the nuclear sector, with an estimated 64% of construction value to be placed with UK companies.

In turn – as detailed in the previous section – investment in nuclear skills is upgrading both the UK's capacity to provide the required labour force, and the level of skills and income in the local workforce.

Our aim is to ensure that UK companies of all sizes benefit from the contracts associated with the HPC project. We are ensuring that HPC has access to the best of British industry. Whether that is as a direct Tier 1 supplier, as part of a joint venture or by forming a local consortium, we are working hard to maximise the opportunity for domestic employment and export earnings.

Economic Benefits Summary:



Up to **64%** of the value of HPC contracts to UK companies



£200m per year into the regional economy during core construction, through spend in the region by us or our main contractors



£4bn into regional economy over the lifetime of the project



Of the £4bn, **£1.5bn** will be spent during the construction phase. **£437m** of which has been spent to date



£40m per year into regional economy during operation

Backing the UK Supply Chain

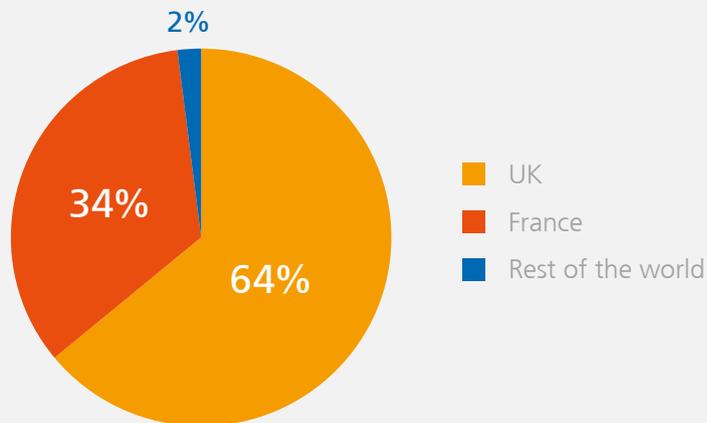
During the construction of HPC, EDF Energy has committed to support UK suppliers to be 'fit for nuclear' through effective project pipeline visibility.

The last nuclear power station to be built in the UK was Sizewell B in Suffolk, which was commissioned in 1995. With nearly a quarter of a century having passed, significant gaps in experience, capability and capacity developed across the UK market that needed to be addressed. To get the UK market fit for new nuclear construction, significant investment into opportunity awareness, training and development was required.

To assist the supply chain, we have worked closely with organisations such as the local chambers of commerce, the Nuclear Advanced Manufacturing Research Centre (NAMRC) and the Nuclear Industry Association (NIA) to develop benchmarking tools to assist local and national suppliers to be 'Hinkley Ready' – prepared for playing their role in building Britain's first new nuclear power station in a generation.



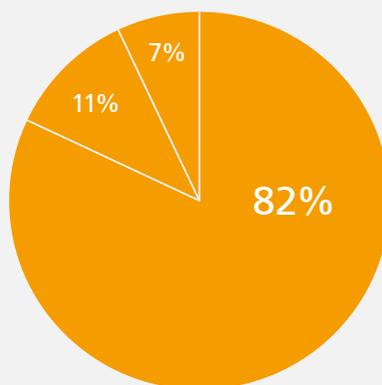
Up to
64%
of value of HPC contracts
will go to UK companies



82%
of contracts let

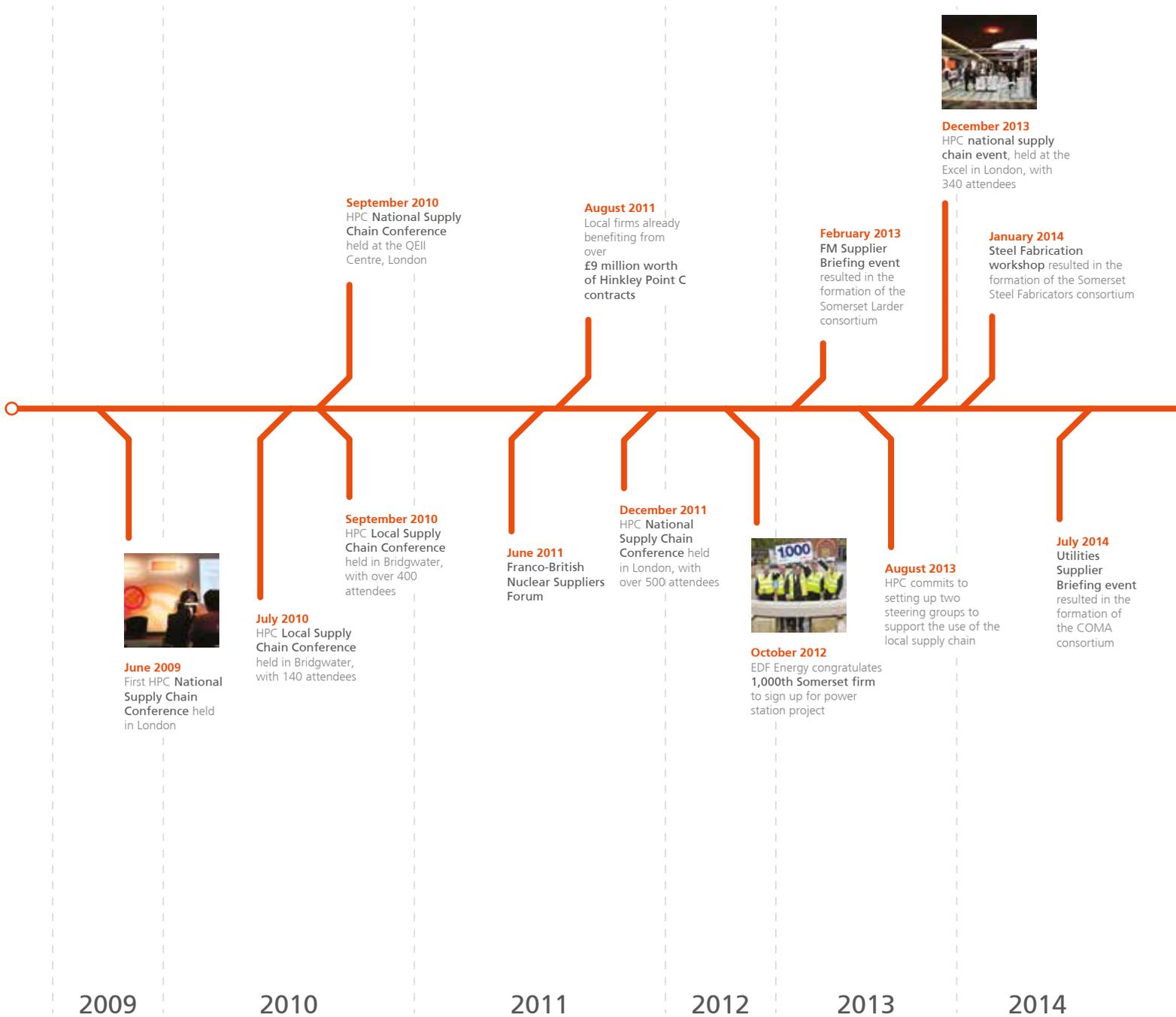
11%
are at preferred bidder stage

7%
of contracts are as yet unlet

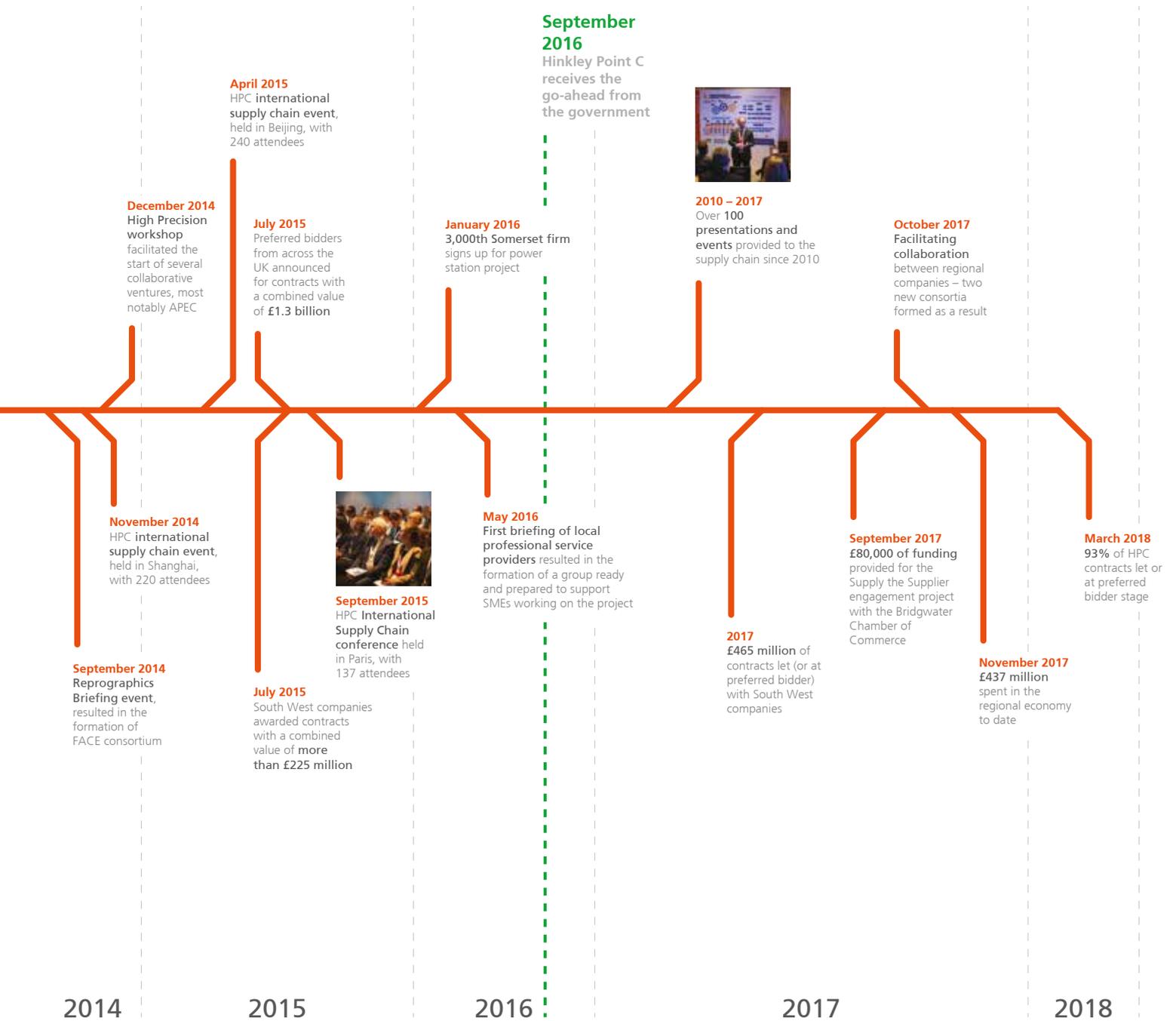


Graphs showing overall spend across the HPC project including signed contracts, preferred bidders and forecast location for other unlet contracts.

The following **timeline** highlights just some of our supply chain activities from the past nine years



— Supply Chain



Focusing on Inward Investment

The local (Somerset) and regional (South West) supply chain needed support to become Hinkley Ready and to make the most of the opportunities that HPC would bring. Engagement with the Somerset Chamber of Commerce started in 2009, four years prior to development consent being granted. The chamber was contracted to support the development of a robust local supply chain with the support of EDF Energy's specialist commercial team.

The chamber's primary aims are to assist local and regional businesses in winning contracts for the supply of goods and services, and to support the legacy of industrial inward investment arising from HPC. To this end, the chamber has been at the hub of business engagement, developing a working partnership with key industry agencies and education providers.

Allowing Tier 1 suppliers to gain insight into local capabilities was key. This was delivered early

in the project – in 2011 – through the development of a 'shop window' in the form of a comprehensive local and regional supplier database (www.hinkleysupplychain.co.uk).

We also worked with the chamber to put in place an extensive programme of events and visits for potential suppliers, which allowed us to introduce the requirements of the project, build an understanding of their capabilities and capacity, and identify the areas where they would need support to compete for work at HPC.

The chamber now works collaboratively with SMAS Ltd and Business West as the Hinkley Supply Chain team and is delivering a service to Tier 1 procurement teams, as well as supporting local and regional business improvement. The team is based at the Somerset Energy Innovation Centre and gains some of its funding from local enterprise partnership (LEP) grants which supplement the core funding provided by EDF Energy.

"The nuclear industry is definitely a long-term prospect for us. Now we have the experience, we're thinking about the possibility of Sizewell C, as well as other UK and global opportunities as well."

Graham McDermott, Director of Process Systems & Marine , J & E Hall

Supporting Local Companies

Using local suppliers has been a key aspiration of ours from the beginning. As a result, we have focused our efforts on helping smaller local companies compete for work, transforming the way a major infrastructure project can build a supply chain.

Instead of just approaching national companies to take on some of the project's most important contracts, we have worked to support local companies to do the same jobs. In so doing, we have given a decade-long commitment to these local businesses and enabled them to take advantage of future opportunities in the nuclear industry. We have already let contracts with a combined value of £465m to local and family-owned businesses.



Case Study: Dan's Engineering

Based in Bridgwater, Dan's Engineering has operated for over 30 years and specialises in the design, welding, fabrication and installation of stainless and mild steel fabrications. In September 2014, Managing Director Dan Puddy attended a Somerset Chamber event to find out more about the Hinkley Point C project and quickly decided he wanted to get involved.

Summing up the Hinkley opportunity, Dan said, *"Hinkley Point C is a huge opportunity for businesses in Somerset because of the sheer volume of work that is required. Obviously some of it will be outsourced to specialists, but it makes sense for them to work with local companies if we have the right qualifications, which gives us a really good chance."*



"Getting ready for nuclear work takes time, it will have taken us about six months in total to complete the Fit for Nuclear process, so you need to have a long term plan. It has been quite straightforward though and can help your company achieve much more business in the long term and open more doors."



"I joined Somerset Larder in 2017 and am really excited about the opportunities it brings to local communities and suppliers. In conjunction with the local colleges, we are training a growing workforce that will create a legacy beyond HPC and will benefit the whole of the South West. The scale of the operation is amazing. In 2018, we will be opening two more huge restaurant facilities on-site. The team are continually seeking to improve what we provide to the workforce."

Steven Braithwaite, Managing Director of Somerset Larder



Case Study: Plantforce

Plantforce, based in Weston-Super-Mare, is a Tier 2 contractor to HPC, providing plant equipment to the project.

As well as registering on the Hinkley Supply Chain website, Plantforce's team also attended the HPC seminars and networking events held by Somerset Chamber of Commerce.

Geoff Wyatt, Project Manager for Plantforce, said, *"Hinkley Point C is easily the largest construction project the South West has ever seen and, as a local company, as soon as it was confirmed as going ahead we just knew it was something we had to be involved with."*

Plantforce recently made the biggest purchase of equipment in its company history, spending millions on almost 200 new vehicles for its fleet, much of that dedicated to HPC.

"This is a serious outlay and investment for Plantforce, but given Hinkley is now such a significant part of our total turnover, it's entirely justified and a sign of strength both of our standing in the plant hire market and towards the Hinkley Point C project."

"Hinkley Point C is one of the biggest construction projects in Europe, and Plantforce is proud to supply kit to such a prestigious development, which is also a great addition to our portfolio."



South West Together

From the very early days of planning for Hinkley Point C, our Supply Chain team, together with the Somerset Chamber of Commerce, has been looking for opportunities to support local businesses to collaborate.

We have encouraged operators from consortia with multiple areas of skills and expertise, presenting a more compelling proposition to win contracts on the project. These major joint ventures, formed by small, local suppliers, provide services such as catering, transport and construction site maintenance. A small number of these examples is demonstrated in the following case studies.



Case Study: HOST Ltd

HOST, a Somerset consortium of four companies, was awarded the Term Service Contract to manage the worker accommodation campuses for Hinkley Point C; a contract valued at approximately £50m.

With more than 60 years' international and domestic hotel and leisure experience, HOST was created to bring together the most qualified local key partners with specific skills to deliver the ideal accommodation for on-site contractors, professionally serviced by local companies.

The joint venture will run the Hinkley Point C campuses – located in Bridgwater and at the construction site – which comprise approximately 1,500 beds, plus catering, leisure and retail facilities.

HOST will employ a workforce of around 340 full-time equivalent staff, the majority of whom will be recruited locally.

“With the invaluable assistance of the Somerset Chamber of Commerce, which co-ordinates the Hinkley Point C Supply Chain, HOST has, in turn, awarded preferred bidder status to numerous local businesses to ensure resilient supply and service delivery and help them invest in a better future for Somerset.

This is particularly in areas like linen, food, drink and consumable supplies, internal and external cleaning plus repairs and maintenance services.”

“This clearly demonstrates HPC’s commitment to supporting and developing Somerset businesses.”

Kevin McCarthy, HOST Chairman





Case Study: APEC

Advanced Precision Engineering Consortium (APEC) was formed by a group of proactive companies following discussions at our supply chain events.

The partnership between high precision engineering firms CAM Machine Components (CMC), Berry & Escott Ltd, TMB Patterns Ltd, Metaltech Precision Ltd, Technical Inspection Services Ltd and Amitec UK has resulted in a 'one-stop-shop' that can deliver a comprehensive range of skills and capabilities across a variety of engineering fields. It boasts over 200 years' combined experience and a joint workforce of more than 200 employees.

Chris Escott from Berry & Escott Ltd explained, "Early on it became apparent that the potential size of projects required for Hinkley Point C could be much larger than any one of our companies could handle alone.

"The Somerset Chamber has been instrumental in helping us set up this group, from the initial talks at the events to chairing the first meeting at their premises and the continued support at the following meetings we have had. They have provided invaluable advice and given us the impetus and direction to acquire new business in new sectors."

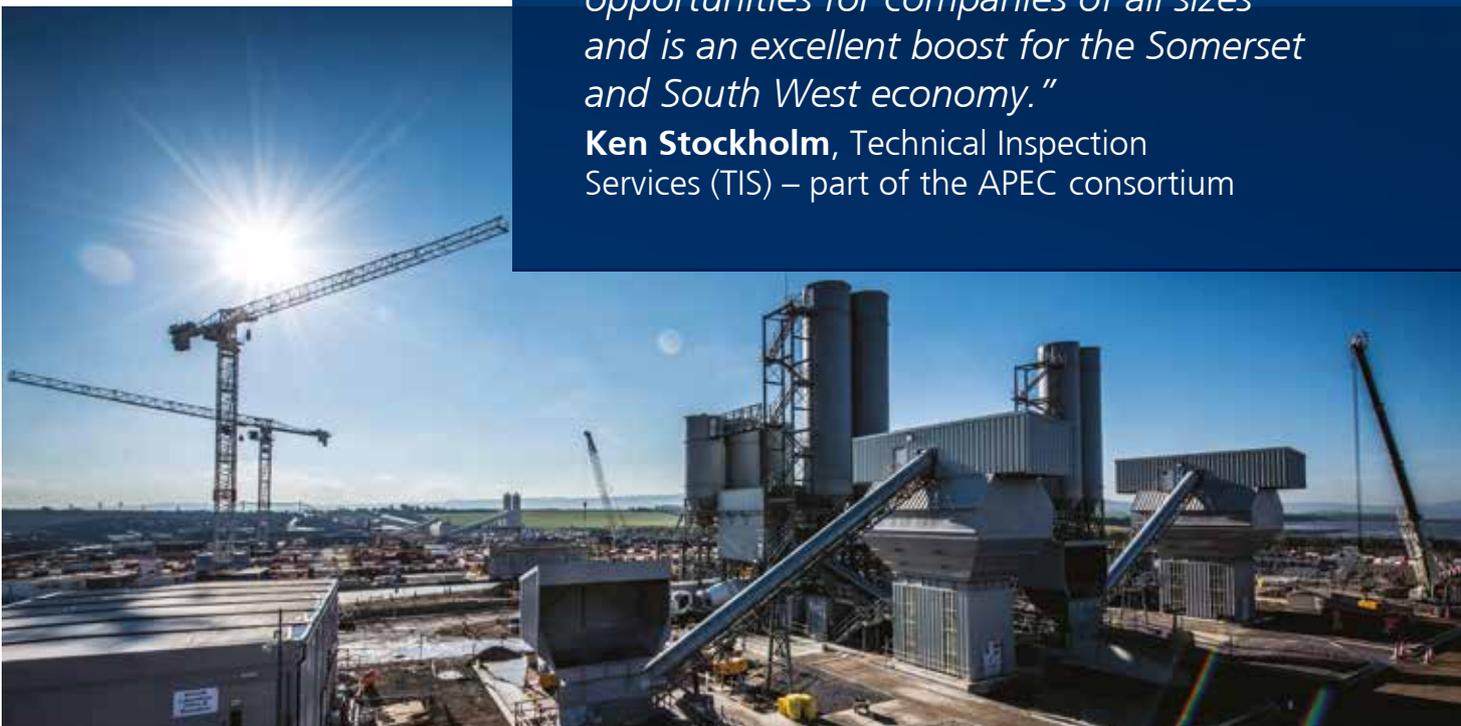
Simon Farr of CMC said, "We work as a coherent, united organisation focused on collaboration and on passing work to each other." His partner Gervase Winn continues, "It's fantastic to be part of a consortium where its members' honesty and integrity is rewarded with the ability to win valuable work for each other."

Andrew Riste from Metaltech Precision Ltd said, "Nuclear is a totally different culture. Route to market can be very difficult and painstakingly slow. By attending workshops we were introduced to the Fit 4 Nuclear programme run by NAMRC. This is a must for anyone looking at supplying into this industry. It fine-tunes your internal plans and processes to ensure you are prepared for any potential client coming through your door."

To businesses considering collaborating for Hinkley Point C or other large opportunities, Bill Colquhoun from TMB Patterns Ltd advised, "Make sure each company is diverse enough to support the opportunities. In APEC's case, for instance, each of the businesses has specific core skills to offer different avenues of engineering talents on projects. Look at what you can offer and get involved."

"Hinkley Point C is creating tremendous opportunities for companies of all sizes and is an excellent boost for the Somerset and South West economy."

Ken Stockholm, Technical Inspection Services (TIS) – part of the APEC consortium





Case Study: SIA

The Somerset Infrastructure Alliance (SIA) is a strategic partnership of complementary businesses – a collaborative model which has since been replicated by other consortia.

Formed of three companies including Skanska Infrastructure Services, R.K. Bell Ltd and Forrest Traffic Management Ltd, SIA is today delivering vital infrastructure projects, such as the park-and-ride in Cannington and road improvements in Bridgwater. SIA also uses several local subcontractors to provide specialist services, such as grounds maintenance, road sweeping and white lining.

RK Bell, one of the founding members of SIA, is a Bridgwater-based construction firm that has served public and private sector clients in the South West for over 80 years.



“We went to the very first meetings, eight or nine years ago,” said Nick Bell, Managing Director of the business his grandfather started back in 1941. “We were appointed to the first steering groups set up to look at how local firms could benefit from the project, so we’ve been very involved right from the start.

“Apart from winning contracts, which has been a massive boost to our company, the knowledge we have acquired both through working alongside Tier 1 contractors and also through improvements to our own internal processes to comply with the site’s regulations, has been nothing short of priceless.

“To be able to work equally, side by side, with a Tier 1 contractor like Skanska is a huge boost to us. It shows the level of expertise we have within RK Bell, and that we are improving all the time.”

“Another significant development is that the length of contracts we have won with HPC has given us the confidence to invest more in young people and to start our very first apprenticeship scheme to create the next generation of highly skilled and motivated construction workers.”

Nick Bell, Managing Director R.K. Bell – part of the SIA consortium



Case Study: Somerset Larder

The concept of Somerset Larder and its 'Field to Fork' approach grew from the early desire of a group of local businesses to supply locally sourced food and ingredients to Hinkley Point C.

After hearing from our Supply Chain team that a full catering operation was needed, the group developed their original idea and created the sustainable model that has been delivering good quality, locally sourced food to the Hinkley Point C workforce since 2014.

Since then, Somerset Larder has grown from a small team supporting the 200 or so workers on-site, to its current workforce of nearly 100 people, with further growth to 180 expected as all on-site catering facilities become operational.

Spotting the potential of Hinkley Point C very early on and as a founding member of Somerset Larder, butcher Malcolm Pyne has grown his business beyond what he ever thought possible. Pyne's of Somerset now employs 50 people, including apprentices – a commitment that is important to Malcolm but that has only been possible with the long-term opportunities brought by Hinkley Point C.

"It has without question given me the confidence to grow the business to the extent of actually purchasing another piece of land and building a purpose-built Food Standard Agency-standard factory floor. I would have never done that out of the normal retail arm of our business. The impact it has had on the business has been phenomenal."

"I joined Somerset Larder in May 2017. I am part way through my apprenticeship at college and I am learning a lot through my course. Somerset Larder is helping put what I learn into practice in my every day environment. As an apprentice I get to move around through different parts of the kitchen and pick up new skills. Overall, Somerset Larder is a great place to work with a good team of people."

David Dickson, Apprentice Chef

“Whether at a regional, national or international level, HPC is building a springboard for further nuclear projects in the UK, bringing significant new employment and strengthening the UK economy through billions of pounds of investment.”

Humphrey Cadoux-Hudson, Managing Director,
Nuclear Development, EDF Energy

Supporting the UK's Industrial Strategy

Hinkley Point C presents a real opportunity to our UK suppliers and the engineering, manufacturing and construction skills base.

We have long-committed that 64% of the construction value of HPC would be spent with UK-based companies and have been encouraged by the quality and collaboration that we've seen from the UK supply chain that has allowed this to become a reality.

At the start of 2018, Hinkley Point C embarked on the next phase of its supply chain journey looking to create a revised industrial model for the delivery of

mechanical, electrical and HVAC works. Constrained up to now by trade-focused contracts and tradition, this model could potentially see the emergence of an internationally groundbreaking approach.

This new approach will put UK companies at the heart of this project together with the 'in-country' resourcing of major, high-volume manufacturing and fabrication activities as opposed to a high reliance on the import of goods. This approach is at the centre of the government's industrial policy and 2018 will start to see these plans come to fruition.

Supply Chain Innovation

We have worked with Bath University to establish the research partnership, Hinkley Point C Supply Chain Innovation Lab, within their School of Management.

The lab has created a community of academics, managers and policymakers with the aim of improving the management of supply chains within complex capital projects.

Launched in 2017, the focus of the lab is to power supply chain innovation and deliver impactful

management and research insights, tools and advice. This will give an insight into decision-making, which will inform future choices both for HPC and other megaprojects across the UK.

Ken Owen, HPC Supply Chain Director, said, *“Our partnership with the University of Bath will enable other major infrastructure projects to learn from our approach to procurement for HPC where we have created a global supply chain whilst still supporting businesses local to the project.”*

Putting National Companies on the International Stage

Supporting a wider contribution to, and development of, the UK's industrial capability for delivery of major infrastructure projects, HPC is also fostering greater industrial collaboration.

The UK has experienced recent large infrastructure projects such as the Olympic Park and Crossrail. With more projects in the pipeline, UK companies can bring their knowledge of the regulatory and construction environment to the international stage and collaborate with potential overseas partners.

French companies have extensive experience and expertise in EPR technology and nuclear construction projects from all over the world. Many other companies internationally, including Chinese businesses with strong nuclear credentials, are also gearing up to participate in the project.

We have promoted the collaboration of experienced suppliers through a series of international supply chain events and engagements. In so doing, we ensure that HPC receives the highest quality goods and services, whilst ensuring that UK companies benefit from the investment and job opportunities available.

We have actively encouraged partnerships and joint ventures between British and French companies (and more recently between Chinese/British/French companies) to successfully bid for work on Hinkley Point C.

In France, EDF created Partenariat France Monde Électricité (PFME) to help small and medium enterprises wishing to export. It gives these businesses access to nuclear developers and allows them to share experience and information so that they can successfully compete for nuclear contracts. Partenariat France Chine Electricité (PFCE) has the same objective as PFME only with members keen to work in China.

Hinkley Point C works closely with both of these organisations in support of the supply chain development work they are doing. PFME and the Nuclear Industry Association (NIA) signed a memorandum of understanding (MOU) on 31 January 2014 with a view to helping members to develop their business interests in both countries as well as overseas.



April 2015 in Beijing saw the signing of 4 MoU's between HPC's industrial partners and their Taishan counterparts to collaborate, beyond just HPC, in the mutual best interest of all parties.



Case Study: Ovivo

Essex firm, Ovivo UK Limited, was awarded a £27m contract to supply the largest cooling water intake screening system in the world for Hinkley Point C.

Ovivo UK Limited will design and supply a complete cooling water intake screening system, processing more than 191 cubic metres per second of water that will be used for cooling both the electricity generating steam cycle and the EPR technology used at HPC.

"We are very happy to have been selected by EDF Energy as their sole supplier for the seawater filtration system," said Marc Barbeau, President and Chief Executive Officer of Ovivo Inc. "We have a long association with the United Kingdom's nuclear power plant industry and we are proud to be given this opportunity to contribute in the building of the next generation of nuclear plants in the country."



Case Study: Express Reinforcements

Hinkley Point C is a big opportunity for UK steel, as well as for UK construction and manufacturing more widely.

The project has a large and varied demand for steel, including:

- 200,000 tonnes of reinforcement in the concrete structures
- Over 600,000 embedded plates
- Large quantities of structural steelwork for the construction of the turbine halls and other structures
- Steel containment liners to the two reactor buildings
- Stainless steel liners to fuel ponds
- 1,000 km of steel pipework

It is our expectation that a large proportion of this steel will come from UK companies and that steel fabrication will largely take place in the UK.

One such supplier is Welsh company, Express Reinforcements, who won a £100m contract to supply 200,000 tonnes of reinforced steel for the construction of HPC; 25 times more steel than was used in London's Olympic stadium.

Andy Lodge, Managing Director of Express Reinforcement, said, *"We are pleased to be the preferred supplier of reinforcing steel for this contract through BYLOR.*

"It shows that our proven track record in delivering on these significant projects is highly valued, and that local, responsibly-sourced steel made to the highest quality standards is fundamental to all involved in this construction."



Case Study: GE Steam Power

GE Steam Power will supply two conventional power islands for Hinkley Point C.

Both of these conventional power islands include the ARABELLE™ steam turbine, generator and other critical equipment. Today, GE steam turbine technology operates in 50% of the world's nuclear power plants with the ability to deliver more than 200 GW to the grid. The ARABELLE™ is the largest turbine in operation for the past 10 years, produces 2% more power output than a traditional configuration and has a 99.96% reliability rate. Each turbine for Hinkley Point C has a gross generating capacity of 1,770 MW.

Hinkley Point C will allow GE to create around 600 local jobs during construction. The company has already engaged with several local suppliers during the manufacturing phase and more will be contracted during the construction of the power plant. In addition,

the group has worked closely with HPC and the local Bridgwater College to train 18 apprentices.

Over the past 12 years, GE has invested £14 billion in acquiring UK companies to hold and grow. GE's continued investments in the UK have resulted in additional business for 2,000 direct and 5,000 indirect local suppliers across England, Scotland, Wales and Ireland.





Case Study: Efinor

Efinor, a company with a history of innovation in both specialist metalwork and the way they do business, has brought its unique approach to the UK for Hinkley Point C.

They are working in partnership with international organisations whilst also seeking out local Somerset businesses.

Throughout its 30-year development – from a single employee to a global group with over 600 people – Efinor has stayed true to its founder’s vision of family-sized operations providing expertise in close proximity to its customers. That vision saw Efinor launch the British arm of its business in 2015 and establish an office in Bristol in 2017, having won the contract to deliver the main control room for the two reactors and on-site simulator.

Whilst busy setting up in the South West, including recruiting an expert team from both the UK and France, Efinor joined forces with Chinese steel design, manufacture and installation company, Huaxing to bid for a second contract at Hinkley Point C.

The Joint Venture is now preferred bidder for everything from design to installation for 10 large tanks within the nuclear island. Efinor’s unique ability to connect with big corporates and small businesses is particularly valuable to this work. Whilst the large volume production will be a global project, it will be down to local suppliers with specific technical expertise to react quickly on-site and ensure exact specifications are met.

Efinor is working closely with Somerset Chamber and our Supply Chain team to build relationships in the South West. They are in discussion with local suppliers who might not usually have the scale or experience to bid for nuclear contracts to support creation of local alliances for delivery of the on-site work.

Anthony Prod’homme, Efinor UK Managing Director, said, *“Innovation is in the DNA of the company, both technically and in the way we do business. Bringing our experience and family culture to big projects, creating the right team mix and building strong partnerships at all levels, is essential to the way we work.”*



Case Study: BYLOR Joint Venture

Bouygues Travaux Publics (TP) and Laing O'Rourke, two of Europe's most dynamic engineering and construction specialists, have come together in a joint venture named BYLOR to deliver the main civil engineering works at Hinkley Point C, worth almost £3 billion.

French company Bouygues TP is an internationally renowned engineering and construction specialist, with a strong track record delivering EPR nuclear power plants across Europe.

Laing O'Rourke is the UK's largest privately owned engineering and construction company, with major

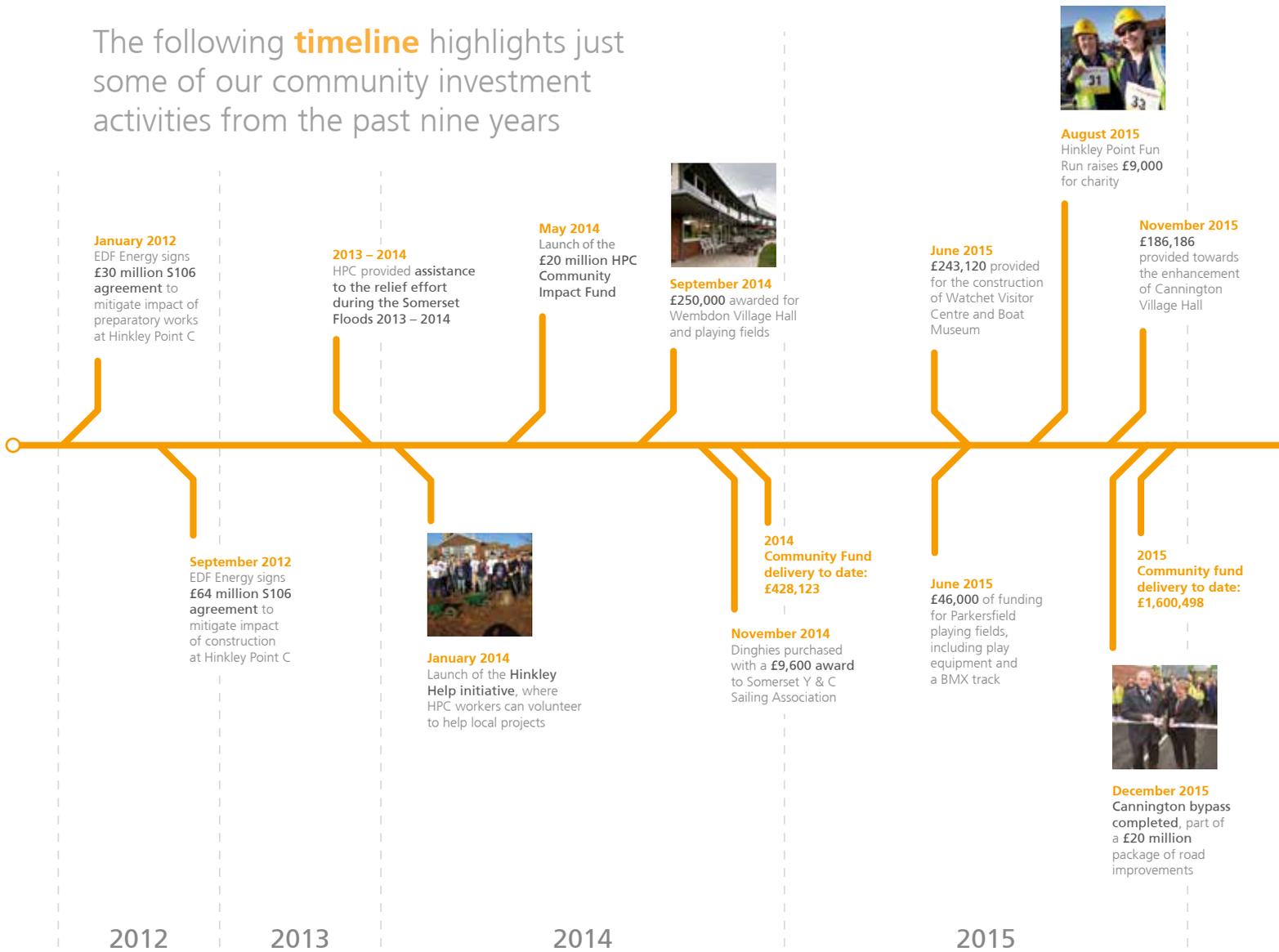
civil and infrastructure experience. Working around the world, Laing O'Rourke operations span a range of sectors including; buildings, transportation, power, mining and natural resources, and water and utilities.

Together, as BYLOR, these two companies will construct the buildings that will house the two EPR nuclear reactors at HPC, showcasing the best of UK and European engineering design capability, technical expertise and project leadership.

The BYLOR joint venture is a unique form of project delivery, bringing together the expertise of two specialist teams, to focus on challenge and innovation to achieve project delivery on time and within budget.

Community Investment

The following **timeline** highlights just some of our community investment activities from the past nine years



Our Socio-economic Promise

Creating sustainable economic benefit to the area will be central to Hinkley Point C's legacy.

The construction and operation of HPC will have a huge impetus to the regional economy and is already providing a significant boost for local employment and businesses. We're committed to ensuring that as many local people as possible can take advantage of this opportunity throughout the build.

Investment in the regional and local supply chain has been matched by a big effort to develop the skills of the workforce.

A total of almost £4 billion will go into the regional economy over the lifetime of the project. This is composed of around £1.5 billion during construction and around £2.4 billion during operations in today's money.

Key Areas of Local Investment

In addition to the investment into local education and the supply chain, some of the key areas of our spend include accommodation, infrastructure and tourism.

Accommodation

The Accommodation Strategy was developed to identify and fund initiatives designed to deliver additional housing capacity. There are three components to this:



We estimate that around one quarter to one-third of the workforce will be local people who are working on the project and thus live in their own homes.



We are building two campuses, totalling 1,500 bed spaces in all, in order to provide high quality but affordable accommodation for those workers who come from further afield.



We have transferred an Accommodation Fund totalling £5 million to the local authorities that they can use to increase capacity in the local accommodation market. Since 2015 various initiatives, such as a minor improvement grants scheme and one that brings empty properties back into use, have created nearly 1,000 additional bed spaces.

Infrastructure



£20 million of investment into a series of improvements to local roads to increase safety and ease congestion, and a new bypass around the village of Cannington



Once HPC construction is complete, the services that we install for the Sedgemoor Campus in Bridgwater will be left for the developer that builds out the site, which has already been consented for housing



£3.175 million for walking and cycling infrastructure along corridors throughout Bridgwater and the surrounding areas. A further **£2.3 million** to be secured for walking and cycling through a new Section 106 Agreement, relating to a change in HGV limits until 2019



Case Study: Accommodation Fund Empty Homes Scheme

This three-bed property in the centre of Bridgwater was a long-term empty home that had attracted complaints from neighbours since 2013.

After negotiating a 10-year lease with the owners, the property was brought back into use through Somerset Care & Repair, an organisation that secures funding from local authorities for empty homes grants.

A grant was given from the Hinkley Housing Fund to bring the property up to a decent standard and the house is now occupied by a family, through a nomination from the council's Housing Advice Service.

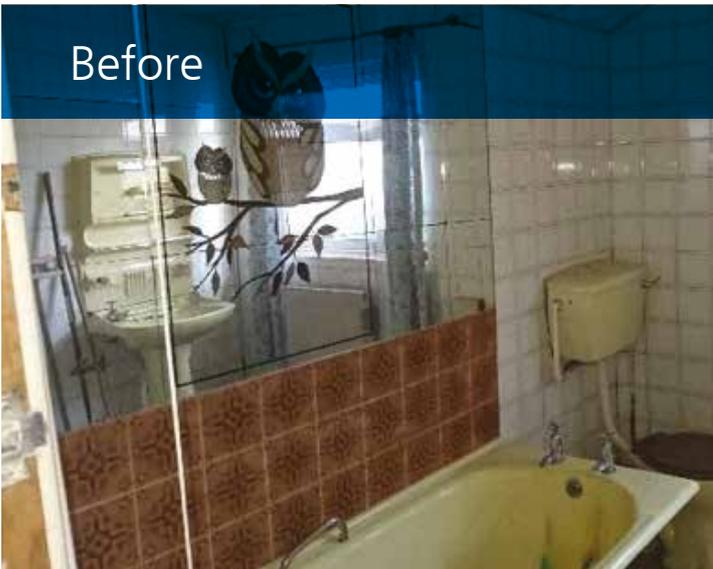
Before



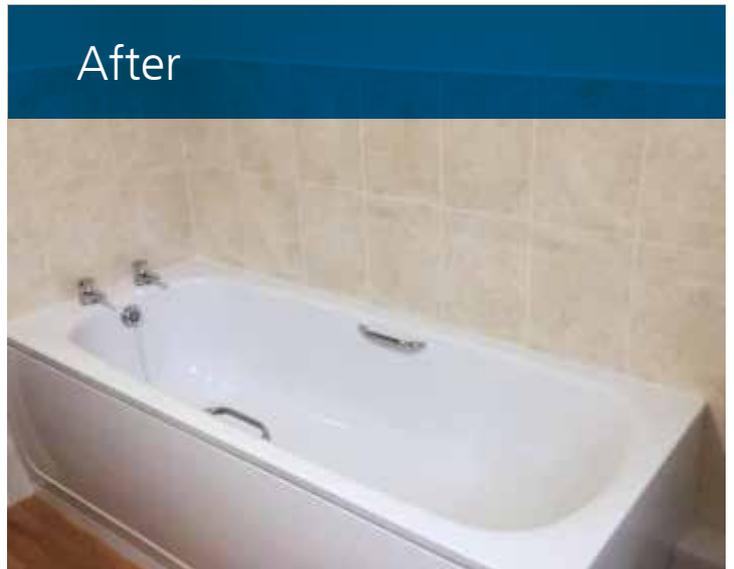
After



Before



After





Case Study: Infrastructure Improvements: Cannington Bypass

The HPC project has completed over £20 million of highway improvements to mitigate the impact of its traffic on the local road network.

In December 2015 a new bypass around the village of Cannington was opened. This 1.5 km stretch of road was carefully designed to follow the contours of the land as far as possible and contains two novel 'eco-tunnels' underneath the roadway: one which is principally for bats, and the other for aquatic animals such as otters.

The purpose of the bypass, which was constructed by a local firm and cost £6 million, is to avoid HPC-related traffic having to go through the centre of the village and its historically important Memorial junction. It avoids hundreds of lorries and buses transiting the village every day and forms an important component of the project's legacy by making a permanent, high specification addition to the County's highway network that will last well beyond the operation of the power station.



The HPC Construction Director and the Chairman of Cannington Parish Council jointly open the new bypass.

“Our engagement with the Hinkley Tourism Action Partnership (HTAP) has provided us with funds to support our digital communications and invest in innovative products. We have seen our digital reach go from 2.5 million three years ago to 8.5 million in 2017. These are staggering figures that see Visit Somerset now leading the national field. This HTAP funding has been a vital part of that development and we wouldn’t be in the situation we are in now if it had not been for those contributions.”

John Turner, Chief Executive Officer,
Somerset Tourism Association

Tourism

In 2015, the Hinkley Tourism Action Partnership (HTAP) – comprised of Visit Somerset, Visit Exmoor National Park, local authorities, the county council and HPC – was formed to work with tourism providers. HTAP has an agreed strategy for maximising the opportunities the HPC project offers for attracting tourists and has worked together on a comprehensive range of projects.

Initiatives have been funded through a £700,000 investment from Hinkley Point C. The greatest impact created to date has been generated by a number of national advertising and social media campaigns that showcase what Somerset has to offer, with visitor organisations reporting a 17% growth in online presence.



Hinkley Point B and C visitor guides at the on-site viewing gallery.



Case Study: Minehead Tourism Investment

Tourism is also supported through additional funds offered by the Hinkley Point C project.

The Community Fund, totalling £20 million, has recently provided £500,000 to support the regeneration of tourism in Minehead. The investment is designed to leave a long-term sustainable legacy for the area, supporting the tourism industry well after the completion of the new power station.

The funding will be channelled into making the most of Minehead's traditional appeal as a seaside resort, but with a 21st-century twist. The aim is to give Minehead the buzz that is needed to bring new visitors in, whilst retaining the Edwardian charm that keeps holidaymakers returning year after year.

"This is a golden opportunity for Minehead, providing the town with the opportunity to turn some long-held ambitions into reality," said Cllr Anthony Trollope-Bellew, Leader of West Somerset Council.

The overall project to make Minehead the go-to seaside destination is likely to cost around £1m. The successful CIM bid, coupled with £130,000 awarded by the government under the Coastal Communities initiative, means that two-thirds of the funding is now in place.

The regeneration of the seafront will not only support tourism, but also provide Minehead with a lasting legacy. There are plans to encourage more seafront tourist attractions and the restoration of six Edwardian shelters throughout the town.







Cannington in Bloom.

Working in Partnership with Local Communities

Hinkley Point C is more than just a power station; it will bring lasting benefits to the local communities of Somerset and the wider South West region.

Although used to having nuclear power stations in the area, the communities around Hinkley Point are also currently living next to one of the largest construction projects in the UK. Working with them to make sure they enjoy the benefits whilst the impacts are managed is absolutely essential.

Since 2008, the project has sought to actively engage and listen to our neighbours and our consultation has gone far beyond what is typically required of developers.

We have welcomed the opportunity to engage in genuine two-way dialogue that has had a real effect in maximising the opportunities that the project is bringing to the region.

We maintain the work with our local communities and partners and aim to continue this high level of engagement through our future consultations for Sizewell C and Bradwell B.



Case Studies: Community Fund Recipients

Wembdon Village Hall and Sports Pitches

The Wembdon Village Hall and Sport Pitches is a facility that has been built for both residents of Wembdon and the wider Bridgwater community to use.

The space provides substantial facilities for meetings and events as well as unrivalled sports facilities. It also includes parklands and walking areas for all to use. The Community Fund was able to contribute £250,000 to complete this high-profile regeneration project.

Together Team, Sydenham Community Hub and Coronation Park

The Together Team work in partnership with local councils, housing providers and the police to promote a strong sense of community within Sydenham and Bower. The Together Team also seek to increase local community aspirations by encouraging participation and volunteering in order to make the local area an attractive and welcoming place to live, work and enjoy.

Coronation Park and Sydenham Community Hub are two much-needed community projects that benefitted from a £60,000 Community Fund donation. These venues are designed to bring the community together and to provide activities and space for the community to use.

YMCA's Beach Hotel Theatre Kitchen, Minehead

The Beach Hotel prides itself on sourcing from and working closely with local producers. The food does the talking from a menu that reflects modern English cuisine with a French influence.

The Community Fund contributed £12,500 to the project, allowing a new Theatre Kitchen to be designed and installed for use by experience staff and new trainees from the community alike.



Being a Good Neighbour

As part of our determination to be a good neighbour, we work in partnership with local communities on charity projects and environmental initiatives around our sites.

We also encourage our employees to volunteer and contribute as much as they can to the local area.

We are proud sponsors and participants in local events in our communities, including the Bridgwater Carnival in Somerset, the Chamber of Commerce Business Awards and numerous careers fairs.

We work in close cooperation with organisations and stakeholders to identify ways in which HPC can support local priorities to raise aspirations and be transformative, therefore ensuring that HPC delivers its potential as a catalyst of positive change in Somerset and beyond.

An important element of our commitment to the area is the provision of the £20 million Community Fund.

Since 2014, this fund has awarded grants of £3.77 million – supporting 34 projects – and drawn down a further £6.2 million of match-funding into Somerset, bringing real grass-roots benefits to communities.

Being a good neighbour isn't just about providing financial support; developing a strong community spirit is important too. During the 2014 floods in Somerset, the HPC site team were on hand to provide help and support to those affected. We offered the use of 4x4 vehicles, as well as the use of a warehouse space for storage of relief supplies for 12 months.

We also believe in putting the skills of teams to use outside of the construction site itself. Through the Hinkley Help and Helping Hands volunteering schemes, HPC staff have provided assistance, expertise and equipment for many local projects, including installing drainage for the Stogursey football pitch and removing the asbestos from a church hall in Wembdon that had to be demolished.

Hinkley Point staff take part in the annual Hinkley Point Fun Run, raising money for charity.



“There have been many organisations right across the area that have already been awarded funds from the Hinkley Community Impact Mitigation Fund and we have seen many varied and exciting projects come to fruition.”

Cllr Mandy Chilcott, Deputy Leader, West Somerset Council



Case Study: 2010 Nether Stowey Primary School

Four volunteers cleared an overgrown nature reserve at Nether Stowey Primary School, restoring the area to a natural, outdoor classroom. Locally sourced woodchip and tools were donated by local firm, Greenslades, who were working on the HPC project.

Richard Adams, Head Teacher, said, *"The EDF Energy team have done a wonderful job of improving the nature reserve. They battled snow, sleet and hail on the day and have really made a difference to the area. We will definitely be using the reserve for lessons again once the snow has melted."*



Case Study: 2014 Stogursey Primary School

The school had recently acquired a one-acre field, which required rejuvenating to create an inspiring outdoor environment for pupils. Thirty volunteers from Hinkley Point B & C joined the four-day project to convert the field into a woodland trail and create 35 raised bed allotments for the children and their families to enjoy.

Tony Harris, Stogursey School Governor, said, *"The project was the culmination of years of work to secure the field behind the school and convert it for the children to use. We're delighted with the results."*



Case Study: 2017 Gorse-clearing in the Quantocks

The HPC pre-operations team volunteered to clear gorse on Cothelstone Hill in the Quantocks in October 2017. The 26 volunteers worked alongside rangers for a day to clear the plant, which has to be carefully controlled on the Quantocks and manually stripped throughout the year, as it's detrimental to other plant species.

The Hinkley Point nuclear complex has long been an active member of the local community and the HPC project continues that tradition with fundraising events. Since 2013 we have used a number of fun runs, family days, football and rugby matches to raise thousands of pounds for local charities and worthy causes.



Wider Long-term Benefits

EDF and China General Nuclear (CGN) are long-standing partners, having worked together developing nuclear projects for over 30 years. Nearing completion in China is our Taishan project involving the construction of two EPR reactors. In the UK, the partnership takes the form of three projects, Hinkley Point C in Somerset, Sizewell C in Suffolk, and Bradwell B in Essex.

The work we're doing to create a long-term, sustainable workforce doesn't end at Hinkley Point C. Whilst most major projects seek to address challenges in local employment, apprenticeships and supply chain development, they are constrained by being 'one-off' projects. EDF Energy has been working with industry peers and with the government to establish a nuclear sector deal in response to the government's Industrial Strategy Green Paper. This will be an agreed series of actions and programmes that will pave the way for the sustainable development of an efficient and competitive UK nuclear sector.

We would expect this to have beneficial impacts in the intellectual nuclear capital of the UK and the competitiveness of the UK supply chain in doing sector work through the development of skills and training within the regions and across the UK. In turn, this will pave the way for the series of three EDF/CGN power stations in the UK, benefiting from the fleet effect: lower construction costs, an effective skills programme and a step change in capabilities in nuclear technology.

All three of our projects share similar patterns and structures of regional governance and social partnership – local enterprise partnerships (LEPs), regional government agencies and their policies – as well as the specific government-funded initiatives that are available to support social mobility and enhance opportunity.

The government is also committed to transforming infrastructure performance in the UK. However, National Audit Office findings show that 66% of 189 major UK projects were not clear in the benefits and outcomes they delivered or intended to achieve. With this, and our vision for workforce sustainability in mind, we are committed to maximising the positive social impact of our projects, creating a long-term skills legacy for each region. Using a single, integrated management structure will help our workforce interventions to map into the government's Skills policy and the Industrial Strategy.

The benefits of our work can already be seen. Additional investment from the government and the Heart of the South West LEP has been leveraged in support of the National College for Nuclear. We're working hard to ensure our supply chain is well placed to take advantage of the many opportunities still to come.



About Us

EDF Group

EDF Group is an integrated electricity company, active in all areas of the business: generation, transmission, distribution, energy supply, and trading and energy services. A global leader in low-carbon energies, the Group has developed a diversified generation mix based on nuclear power, hydropower, new renewable energies and thermal energy. The Group is involved in supplying energy and services to approximately 37.1 million customers.

EDF operates 58 nuclear reactors in France, with another under construction at Flamanville – the first EPR power station in France. In addition, EDF is part of a joint venture with China General Nuclear that is building two EPR reactors at Taishan in China.

EDF Energy

EDF Energy is a wholly owned subsidiary of EDF Group, employing around 14,000 people across the UK. We benefit from the financial strength of a large European group, as well as combined procurement capabilities, pan-European dealings for major customers, international expertise and access to significant R&D resources. Ultimately, these all add to our reputation for stability and reliability.

EDF Energy is the UK's largest producer of low-carbon electricity, and produces around one-fifth of the country's electricity from its nuclear power stations, wind farms, coal and gas power stations, and combined heat and power plants. The company supplies gas and electricity to more than 6 million business and residential customer accounts, and is the biggest supplier of electricity by volume in the UK.

The Better Plan is our strategy for being a sustainable and responsible energy business and underpins our work across the South West to deliver Better Energy, a Better Experience and Better Lives. It is our strategic plan for delivering wider socio-economic benefit to the region, supporting local people and business to access and take advantage of the substantial opportunities available from the Hinkley Point C project.

The plan will help us to drive future innovation in our mission to be a catalyst for long-term and sustainable outcomes whilst achieving profitable business growth, cost savings and management of the risks of doing business in an increasingly volatile world.

Importantly, it will ensure that we do all these things in a sustainable and a responsible way.

CGN

China General Nuclear Power Corporation (CGN) is the world's largest nuclear power plant developer, a major investor in UK new nuclear, and the largest owner and operator of nuclear power stations in China. As a holding company, CGN has 41 subsidiaries with over 35,000 employees worldwide. The group is headquartered in Shenzhen, China, and is established in the UK as General Nuclear International (GNI) Ltd.

Since 2010, CGN has been the world's largest developer of nuclear power plants. The company has 30 years' experience safely delivering nuclear power plants and a long track record of international partnerships.

CGN has 20 nuclear units in operation, with a further nine units under construction, accounting for 17% of worldwide nuclear build and operations and partnerships in 16 countries around the world.





edfenergy.com

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