



# SKILLS CHARTER

## Between:

- a) Sizewell C Ltd. (SZC),
- b) Construction Industry Training Board (CITB), and
- c) Engineering Construction Industry Training Board (ECITB)
- d) Suffolk County Council (SCC)
- e) East Suffolk Council (ESC)

**Signed Date:** 16<sup>th</sup> January 2025

## 1 Purpose

The Sizewell C Skills Charter represents a shared commitment by SZC, CITB, ECITB, SCC and ESC, to collaboratively address workforce development needs for the successful construction of the Sizewell C nuclear power station, whilst maximising long-term socio-economic benefits for Suffolk and the wider East of England

This high-level Charter sets out our collective values and guiding principles, reflecting the priorities of stakeholders and the broader community.

## 2 Shared Values and Principles

### a) Inclusivity

Enable individuals from all backgrounds, including underrepresented and disadvantaged groups, to access and thrive in opportunities across the construction and engineering sectors.

**b) Excellence**

Facilitate the delivery of high-quality training and workforce development initiatives that meet and exceed industry standards.

**c) Legacy**

Establish a sustainable legacy through robust training infrastructure, a highly skilled regional workforce, and transferable skills that contribute to Suffolk's long-term economic growth.

**d) Collaboration**

Build and strengthen partnerships with employers, supply chain partners, local providers, local authorities, and communities to create unified and impactful skills development strategies.

**e) Innovation**

Leverage forward-thinking approaches and insights from best practices, including Hinkley Point C, to continuously improve skills development initiatives and address evolving project demands.

### 3 Charter Commitments

- **Provide High-Quality Training**

Facilitate the delivery of high-quality training programmes tailored to the unique demands of the Sizewell C project, ensuring workers meet industry-recognised standards and project-specific requirements.

- **Expand Entry Points**

Support multiple pathways into the workforce, enabling participation from underrepresented groups, local communities, and those re-entering employment, with a focus on inclusivity and opportunity.

- **Enable Upskilling and Mobility**

Develop robust career pathways to support workers in upskilling, and reskilling throughout the project lifecycle and into other engineering and construction roles.

- **Strengthen Regional Training Infrastructure**

Enhance and support the training network in Suffolk and the East of England, integrating initiatives like apprenticeships, vocational training, and graduate programmes to address skills shortages and improve access to opportunities.

- **Deliver a Skilled Workforce Legacy**

Equip workers with transferable skills and qualifications that ensure their long-term employability while contributing to a sustainable and resilient regional economy.

- **Collaborate on Competency Frameworks**

Support collaboration on existing frameworks and standards across the Sizewell C project and the broader nuclear and construction industries, developing new frameworks as needed.

- **Share Labour Market Intelligence**

Collaborate on workforce planning and skills data to optimise project delivery and benefit the wider regional economy.

## 4 Governance and Oversight

This Charter will be overseen by a Strategic Skills Partnership Group comprising representatives from SZC Co, CITB, ECITB, SCC, and ESC. The group will meet quarterly to review progress, share insights, and ensure adherence to the Charter's commitments. This will also provide linkage with the Sizewell C Skills Steering Group (SSSG); and Employment, Skills, and Education Working Group (ESEWG), both forming part of the formal skills governance.

The partners will work on a more detailed operational plan, through agreed Memoranda of Understanding. These will set out in more detail the support that each partner will provide to underpin this Charter.

## 5 Signatories

This Charter is signed by the authorised representatives of the parties on the dates indicated below:

### Sizewell C Ltd. (SZC)

Signature:

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Name: Chris Young  
Title: Head of Employment Affairs Unit (EAU)

### Construction Industry Training Board (CITB)

Signature:

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Name: Tim Balcon  
Title: Chief Executive Officer

### Engineering Construction Industry Training Board (ECITB)

Signature:

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Name: Andrew Hockey  
Title: Chief Executive Officer

### Suffolk County Council (SCC)

Signature:

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Name: Michael Gray  
Title: Head of Skills  
Chair of SZC Employment, Skills, and Education Working Group

### East Suffolk Council (ESC)

Signature:

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Name: Paul Wood  
Title: Head of Economic Development