

HPC Workforce Uplift Update Briefing

28 January 2021 6pm

Online using Zoom

Agenda

- Project Update – the impact of Covid-19
- Background to Workforce Uplift and Context Setting
- Community Engagement
- Assessment / Discussions to Date
- Timeline and Process for Decision Making
- Questions and Answers – topic by topic

HPC Project Update – the Impact of Covid-19

- Maintaining the safety of the community and the workforce continues to be our highest priority
- We will not drop our guard and our extensive set of measures to prevent infection are proving to be effective – they will continue to be in place for as long as the risk exists
- The expansion of the workforce in the years to come will *only* happen when it is safe to do so. This means that our projections for workforce numbers are based on an assumption that we will be able to operate un-constrained in the years leading up to the peak of construction
- Despite the challenges that are posed by the pandemic we remain committed to provide you with as much clarity as possible

Background and Context Setting

- HPC conducted a review of the project in Autumn 2019
- Maintain best in class safety and quality standards
- Maintain programme for Unit 2 to be 12 months behind Unit 1
 - MEH Phase will overlap with Civils Phase
 - Additional roles in site support and professional / management functions
 - Likely to need around 8,500 workers at peak vs. 5,600 from DCO
- Undertaking review of key areas to determine:
 - If existing strategies can be amended locally; or
 - If a change to the Section 106 agreement is required; or
 - If a change to the DCO is required

Is an uplift in the workforce a change to the DCO?

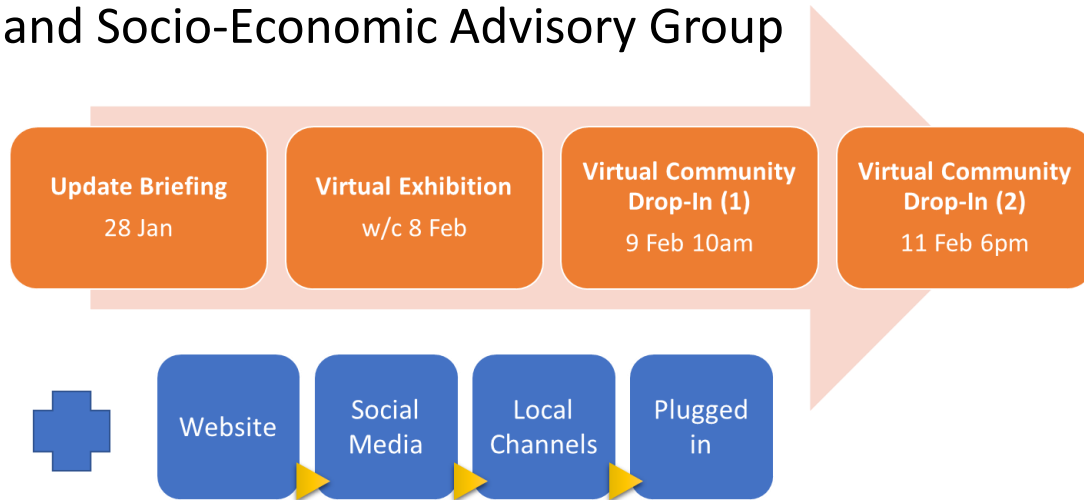
- There are no requirements or other restrictions within the DCO itself that place an upper limit on the workforce numbers
- The physical form of the HPC development will not change
- There are no legal obligations which limit the number of workers
- HPC have voluntarily agreed to review the relevant topics from the DCO Application and Environmental Statement to determine if relevant strategies can be amended to consider the impact of the uplift
- Amendments to strategies can be made provided that amendments do not give rise to any materially new or materially different environmental effects

Is an uplift in the workforce a change to the DCO?

- The review of relevant topics will enable HPC and the Councils to consider the relevant strategies and plans under the Section 106 agreement to determine whether:
 - No change would be required; or
 - Changes may be appropriate that could be made under the processes set out in the Section 106 agreement; or
 - Changes may be appropriate that cannot be approved under the Section 106 agreement itself and would therefore require a modification to the Section 106 agreement; or
 - Changes may be such that the DCO itself needs to be changed and the likely significant effects of the proposed changes may require an Environmental Statement as part of an application to modify the DCO made to the Secretary of State

Community Engagement

- Honour our commitment to engage with the Community and our key stakeholders prior to decision making meetings of the Transport Review Group and Socio-Economic Advisory Group



- Comments and questions will be collated and feed into potential decision making meetings

HPC Workforce Uplift – Assessment / Discussion to Date

- Structure of discussions with Councils and relevant organisations

Spatial Distribution: Make up and location of the revised Workforce

Workforce
Development

Transport

Accommodation

Health

Community
Safety

Environment

Output from Spatial Distribution Work

- There is a significant opportunity to increase number of home-based workers at peak. Home-based roles could increase to almost half of the workforce (up from one third)
- Evidence suggests that non home-based workers will continue to live more locally than originally envisaged
- Evidence suggests that use of tourist accommodation will be largely unchanged although less owner occupied accommodation will be used. There is clear evidence that there has been a significant increase in new rental accommodation locally.
- Proportionally, less non home-based workers with families are expected at peak

Comparison of the Location of Non Home-Based Workers

DCO

Uplift

DCO

Uplift

Expected number of non home-based workers within each cluster set out in the **original** DCO

Revised number of non-home based workers within each cluster which are now expected at peak

Legend: Clusters

- Weston_Super_Mare_Cluster
- Watchet_and_Williton_Cluster
- Taunton_Cluster
- Somerset_West_Cluster
- Somerset_South_Cluster
- Minehead_Cluster
- Hinkley_Point_and_Stogursey_Cluster
- Glastonbury_Cluster
- Cheddar_Cluster
- Cannington_Cluster
- Burnham_and_Highbridge_Cluster
- Bridgwater_Cluster

This map shows that the concentration of workers close to site is expected to continue

Comparison of the Location of Home-Based Workers

DCO

Uplift

40

130

40

110

10

30

70

110

310

1630

20

10

190

500

50

90

240

160

150

320

20

20

60

40

This map shows that many of the new home based workers are expected to be local to the HPC Site

DCO

Uplift

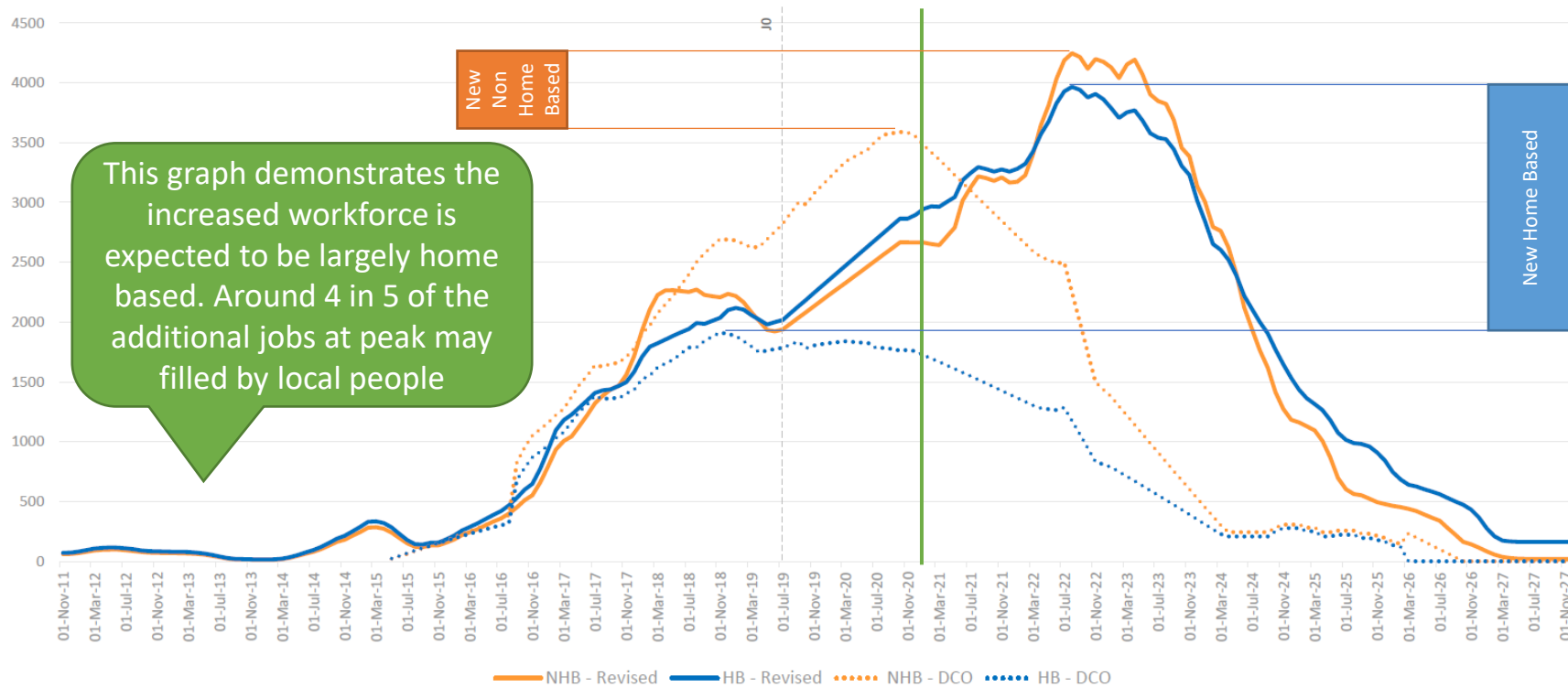
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Revised Workforce Development Profile



Workforce Development

HPC Education, Skills and Employment Pipeline

Since 2011 Hinkley Point C has delivered STEM related activities and guidance to young people through our Inspire programme. This early activity has been further reinforced by our Young HPC programme and the HPC Jobs Service, providing a clear pathway for all demographics towards construction and *now operational* roles at HPC

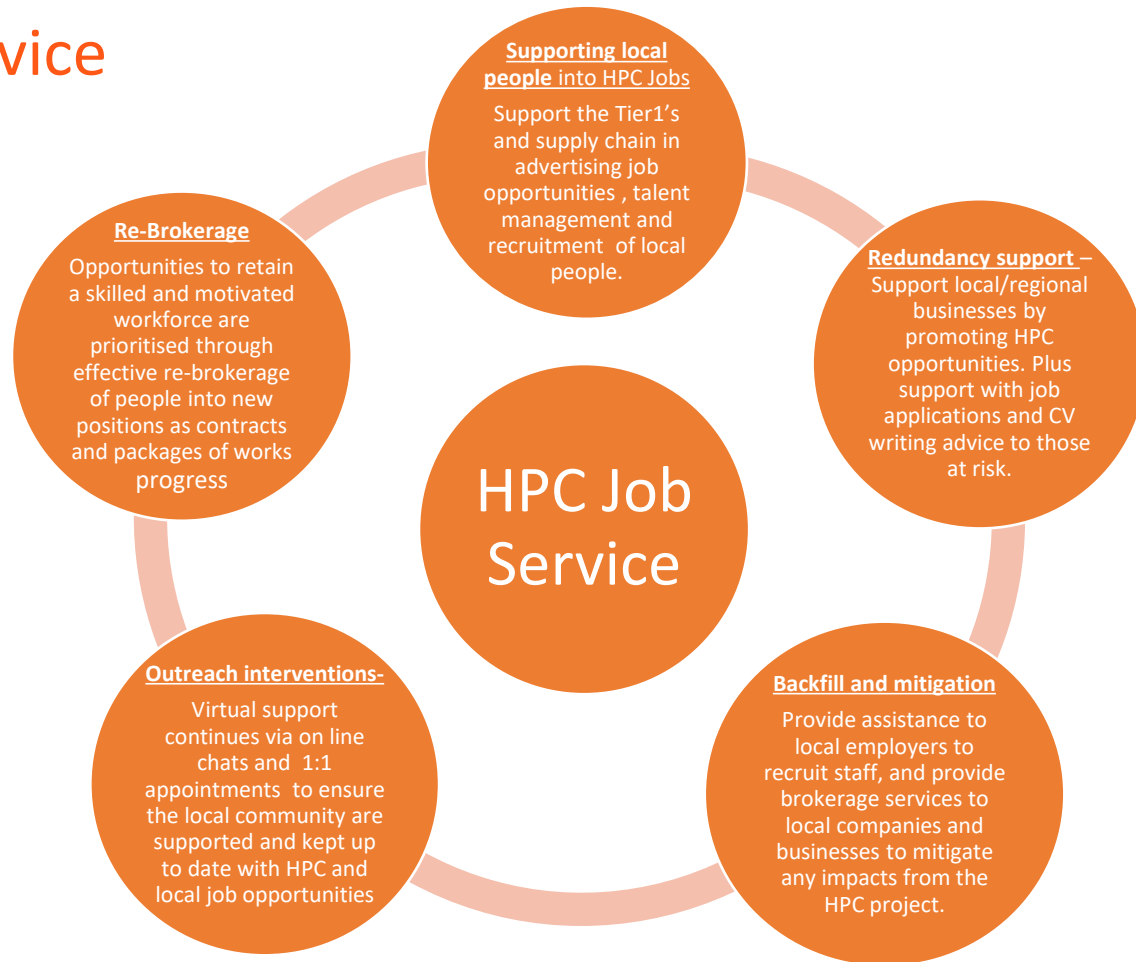


Workforce Development: Covid Recovery

- January 2021: 4.1% unemployment in the South West (gov.uk)
- 100,000 less jobs in South West between Sept 2019 and Sept 2020 (gov.uk)

Area	Unemployment Numbers	Percentage
Sedgemoor	2,500	3.8
Somerset West and Taunton	2,500	2.7
Somerset	10,200	3.7
Heart of the South West	33,900	3.9
*Nomis Labour Market Profile Oct 2019 – Sept 2020		

HPC Jobs Service



HPC Jobs Service Engagement

2021

Redundancy support
to businesses and
individual during
Covid-19

Successful delivery of
skills specific
recruitment events
and virtual events to
engage local
communities

JOBS SERVICE

Vacancies...

- Filled roles through HPC Job Service:
- **1200+**
- Total Roles advertised in 2020:
- **434 roles / 725 Vacancies**
- Total Applications in 2020:
- **7198**

JOBS SERVICE

Registrations..

- Total HPC Jobs Service System registrants: **8513**
- Equates to:
- Local **4496 = 52.85 %**

Redundant/Furloughed due
to Covid-19:
448 (50% local)

- Redundant due to Covid
286
- Furloughed due to Covid
162

JOBS SERVICE

Stakeholder engagement

- Local survey over 700+ expressed interest in MEH upskilling.
- Regular collaboration takes place with local stakeholders including DWP and local authorities to ensure the local community has maximum exposure to Hinkley Point C opportunities

HPC Education and Skills.....so far



43

Apprenticeships created using EDF Apprenticeship Levy – all from the local area



Apprenticeships

- **707** Apprentices have worked on the HPC Project so far...
- **67%** have been from the 90 minute travelling radius
- Over **50** different apprenticeship programmes have been delivered at HPC
- Inclusive Apprentice Wellbeing Programme for all HPC Apprentices providing access to a wide range of support

YOUNG HPC

- **1465** current registrants between the ages of 16-21
- Our biggest audience are those under 19 (**45%**) i.e. they're at school/college
- The fastest-growing group over the last year are the 19-20s
- To date **12** young people from Somerset have participated in our ground breaking Supported Traineeship Programme

INSPIRE

- **349** Education Professionals registered on the HPC Inspire database
- **44%** of the 1465 Young HPC members signed up via HPC Inspire activities
- Over **500** schools and colleges in the South West and has engaged in over **200,000** student interactions since it began in 2011
- Pioneered innovative Digital Work Experience opportunities in 2020

HPC Education & Skills Opportunities



New Young HPC access programme
10 young people aged 16 – 21 successfully completed the first Elevate programme. Next programme due to start on the 22nd February with a further three this year!



T-Levels
To support the introduction of the new T-Level curriculum, the HPC project is set to facilitate up to 10 placements for local students in 2021 across Construction and Digital pathways – support online already delivered.



Pre Apprenticeship Programmes
Pre apprenticeship programmes are currently being designed to act as an additional route to BYLOR apprenticeship opportunities in early 2021 – targeting people from the local community.



Centres of Excellence
State-of-the-art industry led facilities are designed to provide new routes to work for those looking to find employment, deliver a growing number of apprenticeship opportunities and can train and qualify individuals across multiple disciplines.

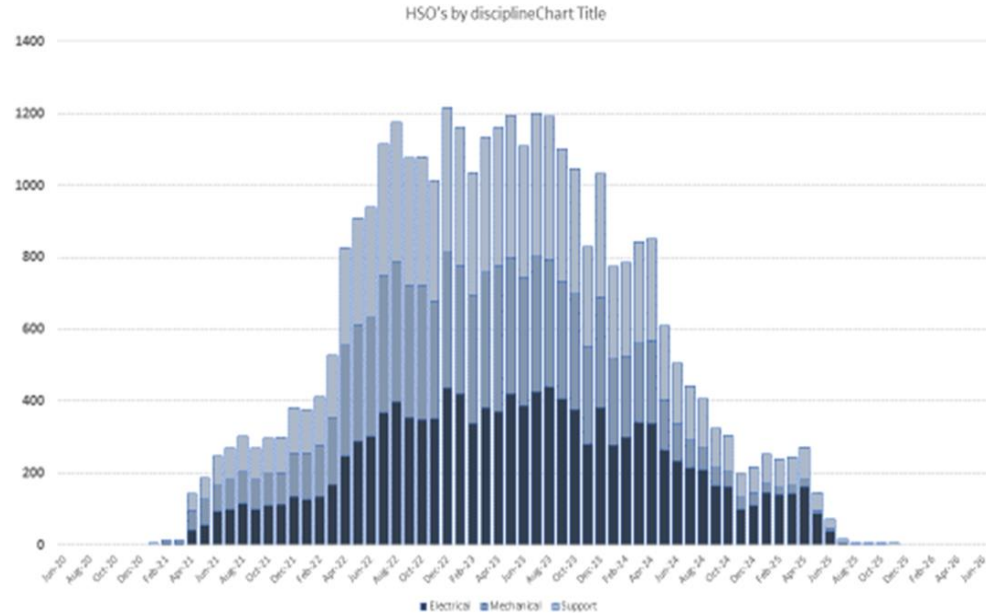


Plan for Jobs

GOV 'Plan for Jobs'
HPC project in a unique position to respond and deliver initiative aligned to the GOV's 'Plan for Jobs' and vocational education policies. The project is currently planning to facilitate both Kick Start programme and further Traineeship placements in 2021.

Hinkley Support Operative (HSO)

- Development of a tailored programme that will provide a bespoke route to working at HPC.
- Focus is on recruiting people from the local area, and to provide individuals with an introduction to the engineering construction industry
- Will provide specialist development pathways including Electrical, Mechanical and Welding
- Supported by state of the art training facilities at the Centres of Excellence



Transport – work so far

- Reviewed location of workers and compared capacity of P&Rs
- Reviewed impacts of updated shift patterns
- Reviewed number of bus journeys required to transport workers to site
- Reviewed car journeys to Park and Ride sites
- Local concentration of workers leads to requirement to:
 - Retain Quantock Lakes P&R
 - Use Junction 25
 - Increase the use of Junction 23 P&R from 920 to 1,300 spaces (assessed in the DCO)
- Move to ‘walk and ride’ services from Bridgwater and Taunton. Weston and Burnham services to be introduced
- Post Covid we will reintroduce services from local villages and Bridgwater

Park/Walk and Ride Sites

Walk and Ride Sites are more efficient and will enable the use of less buses and particularly 'empty' buses being needed

Planning Applications will be prepared to extend the use of Quantock Lakes and Junction 25 Sites

● Park and Ride Sites

Location	Spaces
J23	1,300
J24	539
J25	400
Cannington	120/120
Washford Cross	160
Quantock Lakes	160

● Walk and Ride Sites

Bridgwater
Taunton
Burnham-on-Sea
Weston-super-Mare

Revised Bus Strategy and Number of Movements

- Workers from further afield will use the various Park and Ride Sites
- Workers in the larger towns will use Walk and Ride services
- Workers in communities closer to site will use Direct Buses
- The DCO assessed the impact of 1,104 bus movements per day
- With a more efficient service (developed over the last 4 years) the maximum number of bus movements to transport the workforce to HPC are expected to be in the region of:
 - 225 from Park and Ride Sites
 - 300 from Walk and Ride Sites and from Direct Buses

Accommodation – work so far

- Reviewed location and type of accommodation used to date
- Taken account of bed spaces created using the Housing Fund
- Looked at both 52:48 & 66:34 scenarios (non-home-based:home-based)
 - Significant workers in Bridgwater but significant new rental accommodation and bed space creation using the Housing Fund
 - Cannington Cluster (Cannington, Nether Stowey and Combwich) and Stogursey Cluster show additional impact
 - Working collaboratively to develop ‘rural solution’ and possible ‘early payment’ of contingency funding to address impacts in these communities

Accommodation

					
	Campus	Tourist	Private Rented Sector	Latent Accommodation	Owner Occupied
DCO	1450	600	750	400	500
Revised	1450	560	1300	710	220

Private Rented Sector Distribution

PRS New Bed Spaces

10 302

30 243

70 45

180 49

0 0

180 429

800 1530

0 24

30 350

0 38

10 911

Only Cannington and Stogursey clusters have more workers than bed spaces created

Expected Worker in PRS

New Bed Spaces

Expected number of non home-based workers expected to reside in Private Rented Sector (PRS)

Location and number of new bed spaces creating using the Housing Fund

This map shows the distribution of workers expected within the Private Rented Sector compared against the number of bed spaces which have been delivered using the Housing Fund

Case Study: Bridgwater

- Likely to see the biggest changes vs DCO assessment
- Demand from workers for bedrooms in houses (i.e. not tourist) could peak around 1,270 (52% scenario) or 1,790 (66% scenario)
 - Vs 360 in DCO and approx. 1,000 at present
- Housing market has responded - at DCO, PRS in Sedgemoor = 10,700 PRS beds
 - 2011 Census = 16,274 (52% increase)
 - 4,000 new homes built since then (approx. 9,000 bed spaces – not all PRS)
 - S106 has delivered 1,390 new bed spaces in Bridgwater alone (and expects to deliver c.150 more by peak)
 - Lots of new/unconventional supply – approx. 25% in Bridgwater (125 in spare rooms)
- Capacity being advertised (27th Jan 2021)
 - In Bridgwater: 35 rooms on Spareroom.com; 23 properties to rent and 206 properties to buy on Rightmove.com; 34 rooms being advertised on HPC Accommodation Portal

Health, Community Safety and Environment

- Aligned growth of Hinkley Health Provision on Site
- Flexible use of funds for ambulance call outs, referrals for non home-based workers and addressing impacts of worker families

- Instances of crime statistically lower compared against general population
- Good collaborative action and development of initiatives between parties
- Several initiatives have been funded from the HPC Community Fund

- No off site impact: Number of bus trips lower and highest environmental standard
- On Site impacts limited to within assessed / consented limits

Topic Papers and Process for Decision Making

- HPC will produce a series of Topic Papers for review by Councils / Statutory Consultees
- Topic Papers will consider the original assessment conclusions, proposals, likely impacts, proposed mitigation, provisional revised assessment, legal commentary and make recommendations to decision making meetings
- Consideration of feedback obtained during Community Engagement
- Provisional Special Transport Review Group and Socio-Economic Advisory Group meetings to consider Topic Papers and proposed amendments to Strategies



Discussion

Observations

Questions

- Transport
- Workforce Development
- Accommodation
- Approvals Process
- Other Questions

Thank You