

Future of Work SIG

June 2020



The Nuclear Institute is the Professional Body and Learned Society for the UK Nuclear Sector



The Nuclear Institute supports the development and growth of the UK's nuclear workforce, by upholding the standard for Nuclear Professionalism. The Nuclear Delta recognises members' knowledge, competencies and behaviours in three areas: nuclear safety, nuclear security and nuclear technology. It is the recognised benchmark for Nuclear Professionalism.

Any member of the NI under the age of 37 becomes part of the Young Generation Network, whose mission is:

to ensure that the voice of young people is heard in shaping the future of our sector



Future of Work Special Interest Group (SIG)

Supported by Thomas Thor Associates

A better world of work in UK nuclear

Recently we have all been forced to think carefully about the Future of Work and have accelerated changes in the **workplace**, reviewed how we interact with the **workforce** and reconsidered what we mean by **work** itself and its role in our lives.

The impact of the COVID crisis will be one of the most significant issues affecting the industry for the foreseeable future and over time the implications of COVID 19 will continue to influence the way we work to a lesser extent, but there will always be a Future of Work.

This future is likely to be one of technological enhancement by robotics, Artificial Intelligence and automation, and one with greater levels of remote and flexible working, with implications for how we train, recruit and lead the workforce of the future. This, along with changes in individual expectations of life balance and the role of work, will heighten our awareness of the importance of diversity and inclusion, culture, trust, emotional security and physical and mental wellbeing.



Future of Work Special Interest Group (SIG)

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The NI Future of Work SIG will be a forum for reimagining that future, for sharing thought leadership and good practice from within the industry and beyond, to help members navigate the uncertainty and make decisions that bring about a **better working world**.

- To envisage a better world and a future in which our members and our industry will flourish;
- To harness the creativity, activity and innovation catalysed by COVID 19, capture learning, sustain positive activity in future and accelerate existing Future of Work initiatives;
- To equip members with the knowledge and information to adapt to the rapidly changing working environment, to embrace technology and innovation and to engage with the workforce on a human level to truly understand motivations and expectations.





Thomas Thor
associates

Building and Sustaining the Global Nuclear Workforce

Thomas Thor Associates provide recruitment, executive search and consulting services to the global nuclear industry and major infrastructure projects. Our clients include nuclear regulators, operators, engineering and construction companies, equipment manufacturers and research organisations.

Our Values

Collaboration

To us Collaboration means working together with our colleagues and stakeholders, supporting each other to achieve our shared goals and objectives

Excellence

To us Excellence means delivering the highest possible quality of service, communication and interaction to our colleagues and clients, always striving to exceed their expectations through a personalised approach and going the extra mile.

Credibility

To us Credibility means inspiring belief and trust through combining our knowledge with our expertise in representing and advising candidates, in order to provide a valuable service to our colleagues and to our clients

Diversity and Inclusion

To us Diversity means understanding that each individual is unique, recognising our individual differences and striving for diversity within our organisation and within the industries we serve. To us Inclusion means creating an environment where all individuals feel a sense of belonging and are heard and respected.



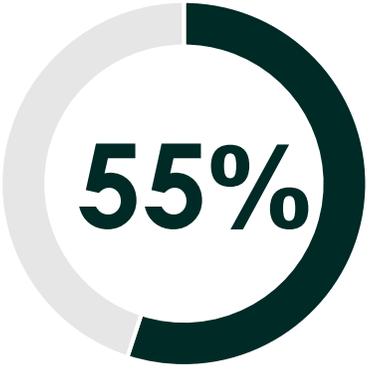
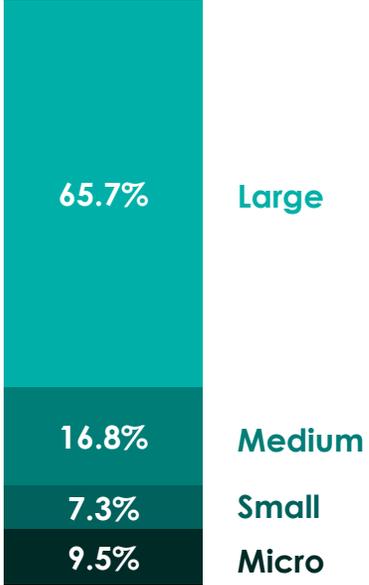
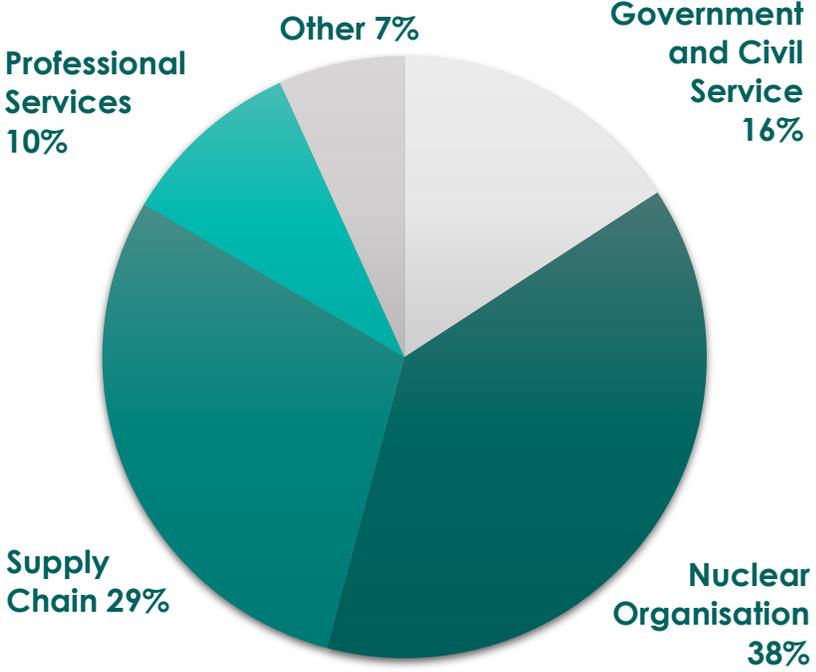
Future of Work Survey

May-June 2020

149
INDIVIDUALS

60
COMPANIES

42%
NI MEMBER
COMPANIES



INDIVIDUAL NI
MEMBERS
(ALL GRADES)

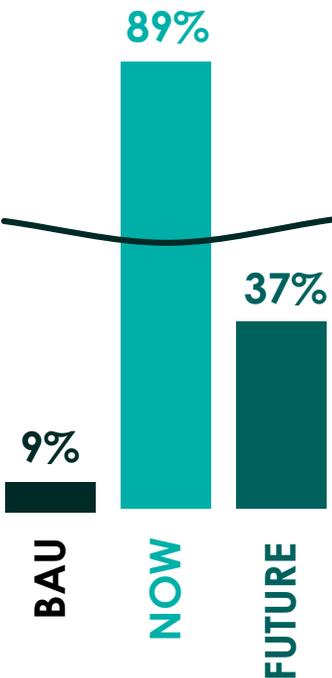
- ✓ 82% would consider joining the NI Future of Work SIG
- ✓ 62% of respondents wish to actively contribute to the group's activities
- ✓ Only 3% believe the SIG will not add value



Future of Work Survey

May-June 2020

“High” Levels of Remote Workforce



Slight drop in productivity and engagement, but expected to return to BAU levels

Mirrored by increase in use of flexible working practices in future

“Med-High” focus on Mental Health at Work



Human-centric conversations at work



“High” levels of engagement between leaders and workforce/teams



TECHNOLOGY

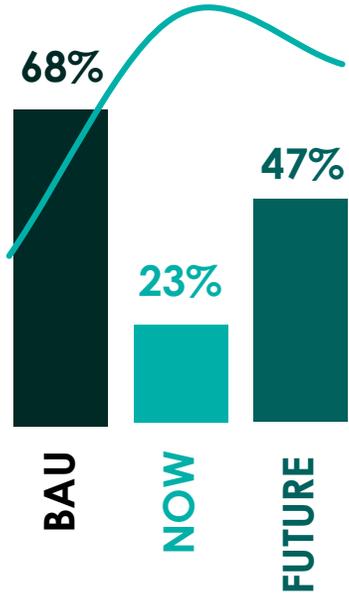
↑ 30%
Use of Technology in the Workplace

↑ 30%
Increased appetite for tech. adoption

Sustained in Future with no return to “Low” levels of innovation



Med-High Appetite for Conferences and Events



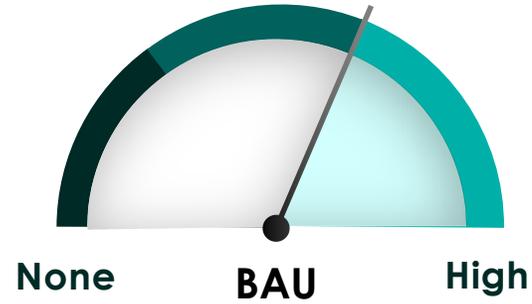
Spike and sustained increase in appetite for remote/virtual content delivery

PREFERENCE FOR ENGAGEMENT WITH THE SIG

1. Virtual Meetings
2. Webinar/webcast
3. Newsletter
4. Conferences and Events
5. Website

Lower but not insignificant appetite for video channel, podcast and social media

Investment in Learning and Development



Future of Work Survey

May-June 2020

>20%

Uncertainty in future outlook for recruitment



Early career and experienced intakes down with a 15% increase in "zero" levels. A small bounce back is expected to lower levels than BAU.



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HARRISON NETWORK



HORIZON NUCLEAR POWER



HITACHI Inspire the Next



JACOBS



Thank You



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