



Dounreay

Cavendish
Dounreay
Partnership

A partnership between
Cavendish Nuclear | Jacobs | AECOM

Dounreay Socio Economic Alliance

Supporting the creation of
sustainable alternative employment

2018
2019



Dounreay's vision

To be recognised globally for decommissioning excellence, supporting the creation of sustainable alternative employment.

Annual budget



£500K

(including **£20K** for Dounreay Communities Fund)

Secondments



5

organisations and projects supported

Supply chain



36%

spent with small and medium sized enterprises

Skills



1,000

pupils involved in organised events and visits

Introduction

The Dounreay Socio Economic Alliance (DSEA) includes:

- Nuclear Decommissioning Authority (NDA)
- Cavendish Dounreay Partnership (CDP)
- Dounreay Site Restoration Ltd (DSRL)

The 3 organisations work in partnership to support socio economic activity in the area led by Caithness and North Sutherland Regeneration Partnership (CNSRP).

During 2018, CNSRP carried out a review of opportunities that could be realised within the area and has prioritised these in relation to their potential for job creation.

CNSRP targeted sectors:

- Offshore wind
- Tidal (Meygen project)
- Energy storage
- Space Hub Sutherland – satellite vertical launch capability
- Oil and gas – west of Shetland
- Business and nuclear services
- Tourism, food and drink

CNSRP enabling activities:

- Physical infrastructure
 - Moine, Sutherland (Space)
 - Scrabster Harbour
 - Wick Harbour
 - Office and industrial facilities
- Skills – talent attraction, retention and development
- Connectivity/other
 - Air
 - Roads
 - Rail freight
 - Communications

Opportunities in the energy sector focus on renewables (offshore wind and tidal), oil and gas and the production of support activities. Other energy activities (i.e. nuclear and alternative energy) are not excluded and CNSRP intends to pursue these with a level of resource appropriate to the likely benefit on a reactive basis.

The DSEA has provided support to CNSRP in 2 ways:

- Provision of grant funding
- Provision of staffing resource.



CNSRP jobs created or retained during 2018/19

CNSRP has set low and high targets for jobs that could potentially be retained or created and these are measured each year.

Sector	CNSRP 3 year cumulative targets (2017 - 2020)		Year 2 (2018/19)	Year 2 (2018/19)
	(Low)	(High)	New	Retained
Offshore wind	45	145	20	0
Tidal	0	10	0	0
UKVL	0	20	0	0
Oil and gas	15	25	0	0
Nuclear services	60	120	0	0
Business services	15	100	51	0
North Coast 500	30	100	0	0
Other sectors	30	60	176	10
Local market	75	90	13	0
	270	670	260	10

Data as at 1 February 2019

DSEA support to socio economic activities in 2018/19

Projects

Scrabster harbour

The NDA has pledged £5 million towards a project to upgrade Scrabster Harbour, improving its capacity to receive cruise ships and vessels working in the offshore oil and gas industry.

It will contribute to the development and refurbishment of the harbour's St Ola's Pier.

NDA Chief Executive, David Peattie, said: "This is a fantastic opportunity for the NDA to help develop Scrabster Harbour in a way that can have a long lasting impact for the community of Caithness."

£5M

pledged to update the harbour

50

new jobs estimated to be created

18%

increase in revenue expected over 5 years as a result of the improvements

NUCLEUS

THE NUCLEAR AND CAITHNESS ARCHIVES

Nucleus

Nucleus celebrated its first year of operation in February 2018. The archive was built in Wick on The Highland Council's land in response to the NDA's statutory obligation to manage public records, preserve them and make them more accessible to the public and the nuclear community.

In March 2019, an additional 40 jobs were announced, creating long-term and sustainable employment.

2

Awards in 2018

- RIAS Andrew Doolan Best Building in Scotland
- RIBA Award for Scotland 2018

70

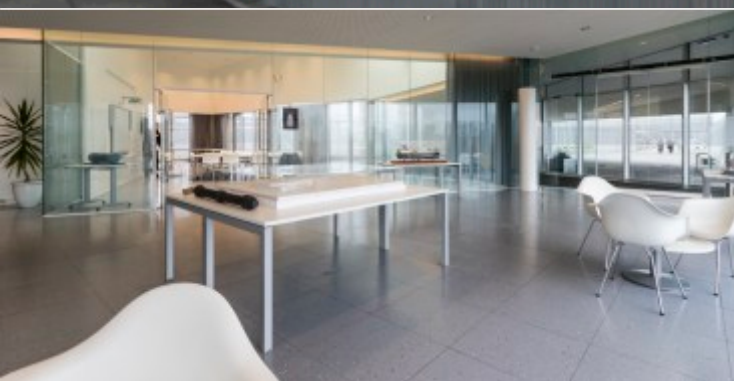
years of British nuclear history to be stored

40

new jobs created in 2018/19

70

total jobs in the facility



Cavendish Dounreay Partnership (CDP) Engineering Hub

CDP continues to explore the potential for an engineering hub in Caithness to support nuclear work across the UK.

0.2

FTE CDP representative supporting project

2

years estimated to develop a business case

6



Secondments

Secondments to support the delivery of CNSRP priority and enabling projects have continued during the year

Cavendish Nuclear

Cavendish Nuclear supported CNSRP in a number of activities including:

- Revamp of the CNSRP website
- Presentations to schools and organisations
- Safety and regulatory support for the Space Hub Sutherland project.

10%

increase in
CNSRP website
traffic

9

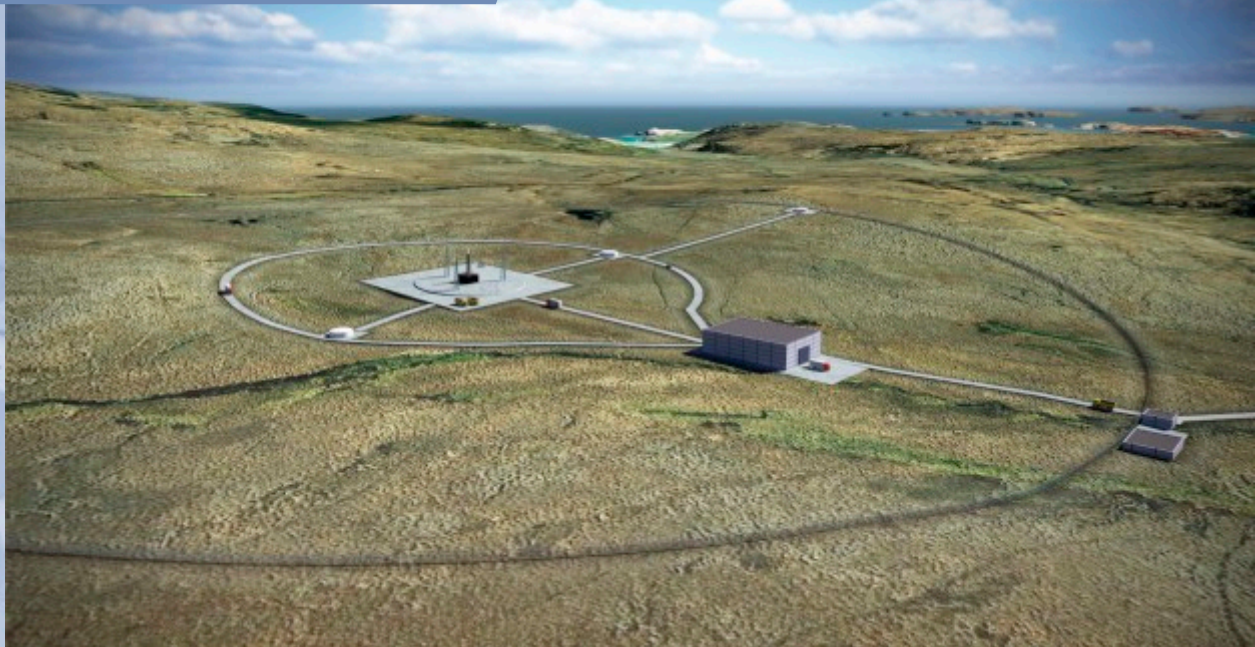
CNSRP
presentations to
schools /
organisations

DSRL secondments

- DSRL's provision of 0.5FTE to support Highlands and Islands Enterprise (HIE) inward investment activities was changed to provide support for stakeholder engagement and communications for the Space Hub Sutherland project this year at the request of CNSRP.
- 0.4 FTE to North Highland College, UHI to support the senior phase programme designed to assist pupils when considering further education.

£53K

staff costs spent supporting CNSRP projects



Funding

CNSRP's 3 year programme (2017 - 2019) identified a number of priority projects and funding from NDA and DSRL was provided to support these activities.

£9.3K

part funding for
CNSRP chair

CNSRP independent chair

Sir Anthony Cleaver stepped down as Chair of CNSRP after 10 years this year.

Ian Ross was appointed in June 2018 following a recruitment process. DSRL agreed to part-fund this position, alongside partners HIE.



Activities undertaken this year

- Established working relationships with all CNSRP partners
- Better visibility of CNSRP/Chair amongst Highland Council members
- A strategy review by CNSRP Executive Board
- Production of quarterly activity updates

£40K

DSRL provided part funding for CNSRP programme manager

Activities undertaken during 2018/19

- Website revamped
- Schools / organisation presentations provided
- Weekly blog issued
- Articles in Dounreay's in-house magazine
- Strategic review of CNSRP activities
- New priority projects list developed and refined
- Recruitment activities for new CNSRP Programme Manager

Business mentoring support project

DSRL and NDA provide funding to the Caithness Chamber of Commerce to offer business support and mentoring aimed at aspiring businesses in the area.

£91,000 has been invested since 2014.

56

businesses supported

55.5

jobs created and retained

£7.5K

estimated value of jobs created per annum

£416K

total value of jobs (since 2014)

Most popular sectors for support were:

- Tourism
- Health and wellbeing
- Trades
- Food and drink management
- Creative industries

North Highland Regeneration Fund

Small businesses and young companies often find it difficult to raise money to fund growth. The North Highland Regeneration Fund (NHRF) has been established by the NDA to provide loan funding, complementing other sources of finance, for small businesses. It is designed to support the start-up of new ventures and the growth of existing businesses.

The fund is managed by Caithness Chamber of Commerce and provides loans of between £5,000 and £50,000

£2.2M

total value of loans granted

25%

of companies in business services sector

14%

of companies in energy sector

57

total loans awarded

123

jobs created

88

jobs retained

Caithness Horizons

A 10 year funding commitment of £90,000 per year came to an end in 2017/18 and the Caithness Horizons Board presented a new operating model, which slightly reduced the annual funding requested from both DSRL and Highland Council.

DSRL committed £75,000 for the next 3 years, subject to a number of conditions, to allow the operating model to be developed.

Towards the end of this year, Caithness Horizons announced its decision to close the facility. Talks are ongoing with Highland Council to find a sustainable way forward.

£75K

part funding for operational costs for Caithness Horizons



Public Service Obligation Survey

DSRL funding was approved to support the production of a study into a public service obligation (PSO) for Wick John O'Groats airport.

The work, undertaken by Caithness Chamber of Commerce as part of a CNSRP priority area, follows on from a previous air service study (carried out during 2017) which concluded there could be potential market failure of the 2 established airlines.

This study will ensure that the area has a strong case to allow a PSO to be put in place.

£23K

funding to support the production of a study

Caithness Transport Forum

Funding is provided, along with CNSRP partners, to bring together local transport stakeholders and operators to promote a strong, inter-connected road, rail, sea and air transport network to, from and within the country of Caithness for the economic, social and environmental benefit of businesses and residents of Caithness.

The most notable activity for 2018/19 was ensuring progress was made on Berriedale Braes. A contractor has now been appointed for this, with work expected to start in summer 2019.



£10K

funding from DSRL (part funding alongside Highland Council, Stagecoach and ScotRail Alliance).

4

Transport forums held during 2018/19

5

consultations responded

Focus areas

Road:

- Lobbying progress for Berriedale Braes / traffic management plan for work
- Facilitation of dialogue between bus service providers and users
- Liaison with Transport Scotland on geotechnical study for A9 Scrabster
- Bus/ferry connections

Rail:

- Lobbied for Helmsdale hub (Far North Line)
- Secured a change in the timetable
- Rail freight at Georgemas
- Performance of points and signalling at Georgemas

Air:

- Air Departure Tax Working Group
- Highland and Islands Airport Limited engagement on centralised air traffic management facility
- Long-term viability of current air services
- Renewal of Air Discount Scheme (applying scheme to business travel)

Sea:

- Gills Harbour / Pentland Ferries now attend forum
- Provision of information for Northern Isles Ferry Services contract for 2019 onwards
- Road Equivalent Tariff on services between Caithness and Orkney

Skills

Development is seen as an integral part of both the present Dounreay decommissioning activities and the future.

A key enabling activity for CNSRP is to ensure the right skills are developed and available in the area. Dounreay and the local supply chain play a significant role.

10

DYW Business ambassadors inducted

212

S4 pupils provided with mock interviews

Developing the Young Workforce (DYW) Highland

Dounreay is represented on the board of DYW, which aims to develop better partnership working between employers and education providers to ensure that education allows young people to be better prepared for the world of work.

The project is managed by the Caithness Chamber of Commerce, via funding from Scottish Government.

STEM Ambassadors

Dounreay continues to work with a Highland area STEM representative to develop and maintain a strong ambassador programme. The aim is to inspire school children to follow career paths in science, technology, engineering and maths subjects.

Throughout this year, STEM activities have been closely aligned with Dounreay's Women's Network to increase the number of female ambassadors.

86

Registered Dounreay STEM ambassadors

32

Women STEM Ambassadors

Key STEM Ambassador programme

Following the success of a key STEM ambassador programme last year, it continued this year. All Caithness and North Sutherland primary and secondary schools have been allocated a key STEM Ambassador.

Step into STEM

DSRL, alongside DYW and North Highland College UHI, organised the first interactive 'Step into STEM' event in March, aimed at S2 pupils from 5 high schools. In total, 400 pupils attended over 4 days, with Dounreay's STEM ambassadors delivering activities throughout the event.



STEM resources

DSRL significantly added to the STEM resources available to ambassadors and schools with the addition of:

- tablet computers
- Lego educational kits
- Mindstorms

400

pupils attended workshops



STEM activities

- Several DSRL STEM ambassadors have been trained to deliver WeDo 2 and People Like Me workshops to local school pupils.
- Two female STEM ambassadors returned to their primary schools to speak to pupils about their career paths. In 2019, 14 female STEM ambassadors are expected to visit schools.
- Two members of Dounreay's Women's Network visited Pennyland Primary School in February to speak to pupils about their career and how STEM affects their lives.
- Car kits were built at 2 primary schools and Caithness Girl Guides. Dounreay apprentices provide their support and guidance to build the kits. All 3 cars will compete in a final in Alford in June.
- DSRL STEM ambassadors participated in the CREST Awards with 4 classes in 2 local primary schools, involving 117 pupils. CREST is an investigation based scheme where pupils complete 8 activities spread throughout the academic year.
- DSRL's apprentices supported an employment week at Castletown Primary School organised by DYW.
- Dounreay again hosted a stand at the annual Caithness Science Fun Day. Seven STEM ambassadors were on hand offering a variety of activities.
- DSRL, with the support of other local engineering companies and North Highland College UHI, hosted an annual engineering industry day in December. More than 60 senior phase pupils from Thurso High School, Wick High School and Farr High School attended the event to gain advice on engineering apprenticeship applications and interviews.
- DSRL's apprentices supported a STEM event hosted by Nuvia in recognition of the "Year of Engineering". This pilot event was aimed at North Highland College's full time and school link students, giving them an opportunity to speak to young people working in engineering disciplines and to participate in hands on activities relating to that discipline.
- In February, Dounreay welcomed pupils and teachers from Stromness Academy, Orkney for an opportunity to see engineering design work in action.
- Alexander Deas, a second year apprentice won first prize in the electrical section of the 2018 Scottish Engineering Craft Competition. This is an annual event which brings together the best mechanical and electrical engineering apprentices in Scotland.
- A Dounreay and North Highland College UHI working group continues to meet on a quarterly basis to strengthen the business and working relationship between Dounreay and NHC. Progress is being made on several topics including safety case writing courses.

Maximising the benefits from Dounreay decommissioning

Procurement

Contracts awarded by DSRL include a socio economic clause, whereby a contract value of £500k (for supplies and services) and £1m (works) now requires the submission of a socio economic plan.

Dounreay is committed to maximising opportunities for small and medium-sized enterprises (SMEs).

Larger suppliers are encouraged to consider SMEs within their sub-contracting strategies.

Of top 20 suppliers:



Suppliers have local office/base



Framework contracts with 28 suppliers assessed for socio economic benefit



total supply chain spend



Spent with SMEs



Contracts assessed for socio economic benefit



NDA target to spend with SMEs



Spent with SMEs

LINC – Liaise, Innovate, Network and Collaborate

LINC was launched in 2017 as a way to get more SME companies involved in the decommissioning programme at Dounreay.

A number of companies, including some who had not worked within the nuclear industry, have been invited to submit innovative and cost-effective solutions to technical problems. This scheme has now been introduced at Sellafield.

231

SMEs registered for LINC with Dounreay



Liaise
Innovate
Network
Collaborate
with Dounreay

7

projects launched

4

projects progressed to contract award

£275K

total value of contracts awarded

Dounreay recruitment

Recruitment at Dounreay continued throughout the year with a new intake of apprentices and graduates as well as other specialist skills required to deliver the decommissioning mission.

60

new recruits to support decommissioning

1123.5

FTE current number of DSRL employees

10

graduates recruited

3

administration trainees

8

engineering apprentices recruited

Heritage

Throughout the year DSRL continued to deliver its heritage strategy.

35

objects donated

16

memory forms completed

24

oral history recordings and transcripts collected



Supporting local charities/organisations

Caithness and North Sutherland Fund

The aim of the CNS Fund is to distribute funding to community organisations for projects that will increase the attractiveness of Caithness and North Sutherland as a place to live, work and invest in, with a particular emphasis on achieving environmental, social, cultural and infrastructure improvements.

The fund, which is independently administered, is in its 7th year and continues to see a good level of enquiries and applications coming forward.

4

assessment meetings

26

funding applications considered

£330K

committed funding

£1M

total project value



CAITHNESS &
NORTH SUTHERLAND
FUND

NDA funding

NDA has provided sponsorship of £15k for the 2019 Mey Highland Games. Its Invictus Highland Games theme fits well with the NDA's work on equality, diversity and inclusion. The event is leading the way in the Highland games arena by providing equal value prizes for all athletes - male, female and disabled.

£15K

sponsorship provided

Dounreay Communities Fund

The Dounreay Stakeholder Group continued to oversee funding applications for the Dounreay Communities Fund.



£20K

funding support available. This will increase to £25K next year

52

organisations / charities supported this year

Dounreay employee's charity

Staff working at Dounreay voluntarily give a monthly donation towards various charities.

A committee meets quarterly to agree where money should be awarded.



£4.8K

total value of awards given this year

16

organisations / charities supported this year

Other fundraising activities

Throughout the year, members of staff, departments or the company as a whole continued to support a number of charities. During the year it is estimated that over £10k was raised and donated to charities.



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