

## Skills for Life at Nuclear Waste Services

At Nuclear Waste Services (NWS), we have a successful and well-established apprenticeship scheme, that enables apprentices to learn and develop their knowledge, skills and behaviours within a safe and supportive environment, surrounded by industry experts. During their apprenticeships with NWS, apprentices will be provided with a multitude of opportunities from completing additional professional training qualifications to supporting the local community.

Apprentices will learn a host of new skills and knowledge that both benefit them in the working world but that can also be utilised in their personal lives. At NWS, apprentices, graduates and employees are encouraged to continue their professional development and aspire to share their learning with others.

## Investing in Skills and the Next Generation

### Are you interested in a one week placement with NWS?

You'll get a great introduction to Nuclear and even get to work on a series of projects developing resources for STEM engagement sessions within schools.

We'll also introduce you to some of the departments within Nuclear Waste Services so you can get an overview of the variety of different roles and specialisms we cover:

- Community Engagement
- Human Resources
- Project Management
- Engineering
- Finance
- Commercial
- Nuclear Scientist

For further information on the apprenticeship scheme, please contact [LLWR.Training.department@llwrsite.com](mailto:LLWR.Training.department@llwrsite.com)

## What does it feel like to work at NWS?



It is important that our workplaces are inclusive of everyone and the communities in which we operate. We value the creativity and innovation of a diverse and inclusive team, and trust and empower our people to thrive, no matter what their background or experience.

To support our aspiration to make this a great place to work, we have an organisation-wide focus on Equality, Diversity, and Inclusion.

You've probably heard these 3 words a lot; this is what they mean to NWS...

**Equality** is more than ensuring that everyone is treated fairly; it is also about understanding the inequalities that are faced by our people in all diverse groups and being able to overcome them as an organisation.

**Diversity** recognises that people share differences between them as well as sharing things in common. It is for us to embrace and celebrate differences of our employees and recognise ways in which we can support one another.

**Inclusion** is where those differences are seen as a benefit, and where perspectives are shared, leading to better decisions. All our people, whatever their background or story, are valued and celebrated to enable everyone to thrive at work.

"I was able to network across Nuclear Waste Services, building relationships and allowing me to become more adaptable to different working styles."



"My communication skills significantly increased, and I am now able to chair meetings which I was once too nervous to speak in at all."

"Throughout my apprenticeship I was given unbelievable opportunities for development such as leading on projects and getting in things across the wider organisation."

## Our Inclusion Plans

Our NWS Values guide our behaviours, and the everyday words and actions of us all in the organisation contribute to a culture of inclusion for everyone. Here are some of the things we are doing to support an inclusive culture in NWS:



We have five employee networks building understanding and changing the way we work, helping NWS become an inclusive place to work.

Everyone has a voice through our annual employee engagement surveys.



We hold our leaders to account to drive ED&I improvement.

## Our Diversity Plans

Attracting and retaining the skills and talent we need over the coming years calls for us to be a modern and inclusive employer. We need to change how we position ourselves as an agile and welcoming employer, changing our traditional ways of working. Here are some of the things we are doing to improve diversity in NWS:

Providing the necessary training, tools and skills to deliver our recruitment and selection.



We focus on gender balance and the under-representation of women in our sector.

We are a STEM Ambassador employer. We work with schools and support work experience.



## Things we are proud of



No matter your gender, we want everyone at NWS to feel included and that they matter.



NWS are signatories of the Business in the Community's (BITC) Race at Work Charter.



We are a STEM Ambassador employer.



We are working to make sure everyone at NWS is treated fairly and any employees with a disability or long-term health condition are supported throughout their employment.



We are working to make sure everyone at NWS is treated fairly regardless of their sexual orientation or gender identity.

"By taking the apprenticeship route, it allowed me to gain experience in a working environment and develop skills and behaviours that have aided me upon completion of my programme."

"My progress throughout the apprenticeship has enabled me to learn new things and become more confident in myself and my decision making."



# Get involved

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