



NUCLEAR NEW BUILD

Delivering the Workforce Sizewell C Depends On

Workforce delivery must work across years and phases,
not procurement cycles.



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A workforce partner for the long journey

We are one of the largest - if not the largest - civil nuclear workforce agency in the UK, having worked in the sector for over 40 years. We help companies get work done through a mix of different services, whether it is by finding people to fill the vacancies, training new people, managing the workforce processes or delivering the projects ourselves.

Four ways we help you get work done



We have a team of 44 specialists across regulated construction and infrastructure delivery, each with deep experience. In 2025 alone, we delivered 1,456 placements into nuclear and construction roles, underpinned by long-standing talent pools and active workforce care.

This enables rapid mobilisation without compromising safety, compliance or continuity.



Roles we deliver

- Civil construction
- Mechanical, Electrical and HVAC
- Nuclear and technical disciplines
- Project management and controls
- Commercial and finance
- Health, safety, environment and quality
- Workforce planning and early careers
- IT and professional services



● Proof of Programme Scale

A long-term workforce partner for UK nuclear new build

We are already delivering at Sizewell C and across UK nuclear new build. Our scale and compliance-first model are designed for long-term programme delivery.



EXISTING SIZEWELL C PARTNER

125

Workers currently deployed

25 days

Average time to hire

15

Dedicated account team



NUCLEAR NEW BUILD EXPERIENCE

10+ years

Supporting: Hinkley Point C, STEP and Sizewell C

600+ workers

At peak on NNB projects

Built for sustained programme delivery

Embedded in the Suffolk nuclear ecosystem

Long-term regional presence supporting local labour and supply chains.

Programme-scale capability

600+ permanent nuclear hires per year across £100m–£47bn projects.

Compliance-first delivery

IR35-safe and audit-ready.

End-to-end discipline coverage

Civils, MEH, engineering, HSEQ, project controls and nuclear assurance.



Multiple clients supported across the Sizewell C programme

Balfour Beatty



GALLDRIS



VULCAIN
ENGINEERING GROUP



VPI

Jackson

CTS
LOGISTICS



igne

Our experience with Hinkley Point C

2015

started supporting HPC

100%

IR35 compliance

60

“excellent” hiring manager Net Promoter Score

1046

placements delivered

500

graduates and apprentices placed

100%

perfect supplier audit score

22%

women in engineering in 2025



Roles we delivered

- Project management
- Construction management
- Project controls
- Quality control
- HSEQ
- Commercial
- IT
- Administration
- Civils
- MEH
- Welding
- Scaffolding
- Lifting
- Radiation protection



We have a trusted, two-way dialogue. When I bring a complex challenge, we work it through together as partners - we always find a way forward. Without Rullion, we wouldn't have been able to deliver what the business needed at a critical moment.
Julia Days, Head of Resourcing, EDF

● Working with Hinkley Point C - Case Study

What we have learned from working with Hinkley Point C and how this translates to Sizewell C

Designed as a near-replica of Hinkley Point C there are many parallels we can draw between the two projects.

At Hinkley Point C, workforce demand, risk and skills requirements shifted repeatedly. Our role was and continues to be to maintain continuity through that change.

1

Early mobilisation

Working with EDF, we developed a targeted attraction approach for Hinkley Point C, including a dedicated microsite explaining the realities of nuclear new build work and the long-term opportunities available. The site ranked on page one of Google for “Hinkley Point C jobs”, creating sustained interest rather than short spikes in response.

Digital activity reached 46,000+ people, allowing pipelines to be built before demand peaked. Within the first 12 months, around 180 workers were mobilised, giving the programme early momentum. This is the same confidence-building phase you have already begun at Sizewell C.

2

Sustained delivery at scale

As Hinkley Point C moved into full construction, the challenge shifted from attraction to reliability of supply.

As EDF's Managed Service Partner, we supplied around 100 new contingent roles each year, maintaining an average on-site population of around 350 workers across civils, mechanical, electrical, EC&I, HVAC, commissioning, project management, planning, commercial, quality, safety, environmental and radiation protection.

A dedicated account team, with over 100 years' combined nuclear experience, allowed demand to be planned and pipelines maintained, even as competition for skills increased.

These same pressures will intensify for you at Sizewell C as other nuclear programmes draw from the same labour pool.

Within the first 12 months, around 180 workers were mobilised...



3

Retention and stability

As the programme matured, retention became a safety and productivity issue, not just a people concern.

We put permanent on-site support in place, alongside structured engagement, payroll and compliance help, and access to mental health support. Regular stay interviews helped surface issues early, before they turned into attrition.

This reduced disruption in safety-critical roles and supported more stable delivery. You will face similar retention pressures as workforce numbers grow at Sizewell C.

4

Redeployment and transition

Over a programme of this length, your skill requirements will change. Rather than allowing experienced workers to leave as scopes complete, we supported redeployment and re-skilling into emerging roles through targeted training with specialist partners.

This protected site knowledge, reduced backfill risk and helped maintain productivity through phase changes. It will be a key lever for you as Sizewell C moves from civils into MEH and commissioning.

5

Local engagement

Alongside national nuclear labour pools, we supported local engagement through job fairs, schools, colleges and initiatives such as Young HPC.

This balanced approach helped EDF increase local employment while retaining access to scarce specialist skills. You will need the same balance at Sizewell C as workforce demand continues to rise.

Permanent on-site support. Structured engagement. Payroll and compliance embedded.



● The Delivery Challenge

Delivering the Workforce Sizewell C Depends On

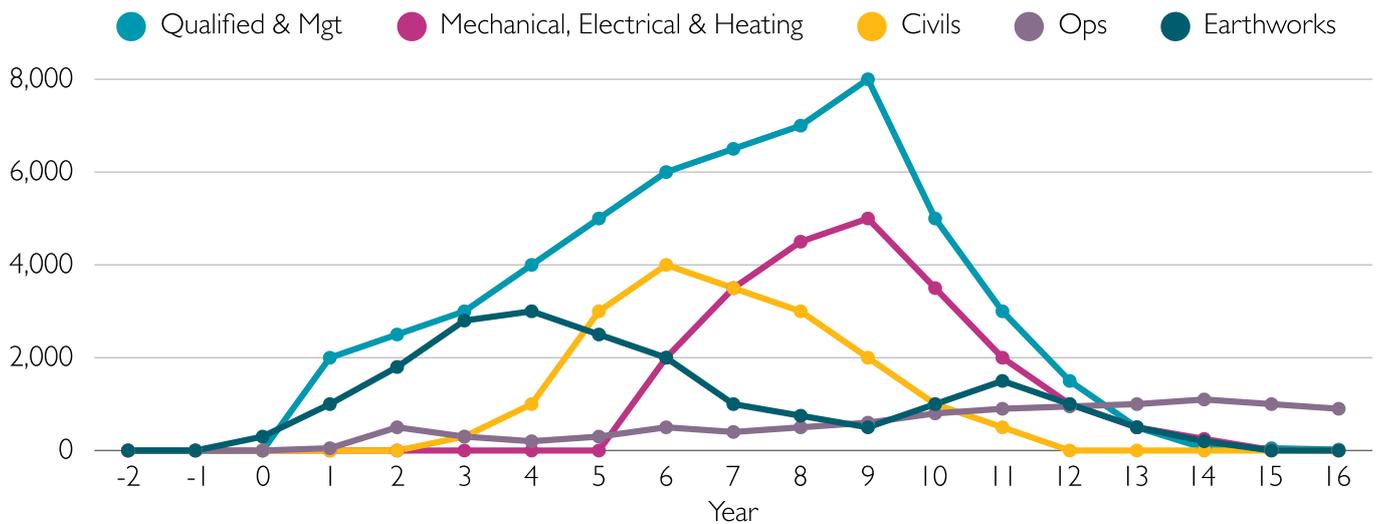
Sizewell C is entering a delivery phase defined by scale, duration and regulatory intensity. Workforce delivery for you is no longer a supporting activity. It is a core programme enabler and a core programme risk.

More than 2,000 people are now working on site each day, with numbers doubling over the past 12 months as the programme moves into main construction.

As the project progresses, workforce demand will not rise smoothly.

You will move through pronounced peaks and troughs. Early demand is driven by earthworks and civils. This rises sharply during Mechanical, Electrical and Heating as phases overlap, before tapering as construction completes and the workforce transitions into a smaller, steady operational team.

SizeWell C Onsite Workforce Forecast



For you, workforce delivery must work across years and phases, not procurement cycles.

This means addressing a connected set of pressures that will intensify over time:

- Scaling the workforce fast enough to meet demand
- Closing critical capability gaps in safety-critical roles
- Supporting worker transitions between phases
- Managing regional labour constraints while creating a local legacy
- Protecting productivity, safety and reputation as delivery scrutiny increases
- Maintaining compliance security and assurance without delaying mobilisation





More than 2,000 people are now working on site each day, with numbers doubling over the past 12 months as the programme moves into main construction.

The market reality you are operating in



Demand is rising faster than labour supply

Sizewell C must mobilise one of the UK's largest construction workforces. These peaks coincide with other major nuclear, infrastructure and clean energy programmes competing for the same people.



Competition for transferable capability

Engineers, supervisors, skilled trades and project controls are nationally constrained. Their ability to move between sectors increases competition and places a premium on certainty, speed and confidence.



Ageing workforce and experience risk

A large proportion of nuclear-experienced workers are approaching retirement. Early careers pipelines matter, but they do not replace delivery experience in regulated environments in the short term.



Regional labour constraints

The local labour market cannot meet peak demand alone. Inward mobilisation increases reliance on contingent labour and makes housing, transport, onboarding and retention operational risks.



Regulatory and onboarding complexity

Security clearance, competence assurance and right-to-work checks extend lead times. Without proactive planning, compliance friction becomes schedule risk.



Supply chain workforce resilience

Delivery depends on a multi-tier supply chain operating under uneven skills pressure and variable nuclear experience.



Reputational exposure

As a nationally visible project, any workforce disruption translates quickly into cost, delay and reputational impact.

What this means in practice

Transactional recruitment models are not designed for nuclear new build.

You need workforce partners who understand:

- Peak-demand planning
- Compliance-led mobilisation
- Workforce continuity across phases
- Supply-chain variability
- Long-term capability building alongside immediate delivery



● Environmental, Social and Governance

Workforce Delivery Aligned to Sizewell C's ESG Framework

Sizewell C evaluates its supply chain against five equally weighted ESG delivery pillars, with clear expectations around measurable impact and long-term legacy. As an embedded workforce solutions partner across Nuclear New Build, we deliver against all five as established practice.

Our operating model, regional footprint and programme experience are already aligned to the standards that you expect from the supply chain. For organisations working across the Sizewell C programme, partnering with our team strengthens workforce capability, while reinforcing ESG performance across the areas that carry equal weight in procurement evaluation.

Through structured delivery, regional investment and measurable workforce impact, we help you get work done responsibly, locally and at scale.



Building Nuclear Capability That Lasts

Nuclear new build requires long-term workforce capability, not short-term labour supply. With an established Suffolk presence and national mobilisation capability, delivery is embedded on site across major nuclear programmes.

- UK-owned, family-founded business with 100% UK-based account teams
- Established offices in Ipswich, London, Manchester and Cumbria
- Delivery partner for the Sizewell C Early Careers Programme
- 155+ graduate, apprentice and industrial placements delivered
- Six-year partnership with Alde Valley Academy supporting 500+ students
- Active participation in structured mobilisation and Train-to-Deploy pathways



Raising Standards Through Workforce Integrity

Increasing diversity and ensuring fair access to opportunity are core to responsible nuclear delivery. Structured, bias-mitigated recruitment methodologies are embedded across governance and account delivery.

- 60% female Board representation and 50:50 account team balance
- Anonymised CV screening and gender-decoded adverts
- Mandatory bias-mitigation training and structured assessment criteria
- Network of 30+ inclusive employment partners
- Ethical supply chain due diligence



Delivering Sustainable Impact in Suffolk and Beyond

Sizewell C expects suppliers to reduce environmental impact while strengthening local communities. We contribute through regional investment, local hiring strategies and accredited environmental management systems.

- Prioritised local candidate sourcing to reduce commuting impact
- Remote-first operating model reducing unnecessary travel
- ISO-accredited management systems
- Ecovadis sustainability benchmarking and Active Carbon Management Policy
- Digital onboarding and compliance processes reducing paper usage

Sizewell C ESG Pillars

Increase UK Content

Invest in Education, Employment and Skills

Tackle Workforce Inequality

Optimise Opportunities for Local Communities

Invest in Education, Employment and Skills

Tackle Workforce Inequality

Reduce Environmental Impact of Construction

Optimise Opportunities for Local Communities



Let's get work done together



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John is Client Services Director at Rullion, supporting major UK Energy and Infrastructure programmes with a focus on workforce strategy, supply chain engagement and delivery. Extensive experience working across nuclear new build projects and skills initiatives aligned to Sizewell C, translating workforce demand into practical, scalable solutions that support long-term project delivery.

Accreditations and standards



www.rullion.co.uk