



Rear Admiral The Hon Kevin Scarce AC CSC RAN (Rtd)
Commissioner, Nuclear Fuel Cycle Royal Commission
GPO Box 11043
Adelaide SA 5001

17 March 2016

Dear Commissioner,

RE: Nuclear Fuel Cycle Royal Commission-Tentative Findings

The Resources and Engineering Skills Alliance (RESA) welcomes the tentative findings by the Nuclear Fuel Cycle Royal Commission. The debate around South Australia's involvement in the nuclear fuel cycle is an important one and RESA commends the thoroughness and scope of the commission's work.

RESA is a not for profit industry development and advisory body, providing organisational and workforce development services to build capacity, capability and productivity for improvement of the resources sector and its supply chain.

An important part of RESA's mission is to understand impacts on the future workforce and play an integral part in future workforce planning: to identify, understand and forecast the future workforce needs of the resources industry and address skills, training and education gaps, taking into consideration transitioning workers, career pathways and potential changes in productivity, technology, demographics and other factors.

In response to the tentative findings of the Nuclear Fuel Cycle Royal Commission, in particular reference to paragraphs 91d, 92, 108c-d-j and 154, RESA wishes to emphasise the crucial role of a highly skilled workforce and therefore the importance of Strategic Workforce Planning with particular weight given to:

- capability analysis and capability building in regional South Australia to capitalise on opportunities for regional employment;
- jobs for South Australians - through concept, construction, commissioning, operations stages by first tier stakeholders and suppliers;
- building capability within the State to meet skills requirements (including, but not limited to, the national competency framework and higher education);
- a long term engagement strategy focussed on:
 - contributing to community engagement/acceptance;
 - attraction to the industry;
 - development of technical skills and expertise;
 - diversity/social inclusion priorities; and
 - career progression and opportunity.

Engagement and education strategies would have application from the concept stage for:

- Primary Education,
- Secondary Education,
- Vocational Education and Training (VET)sector,
- Higher Education (Specialists),
- International partnerships, and
- Bridging/Graduate/Post Trade programs (essential skills and knowledge specific to nuclear industry sector – technical skills, safety, risk management).

Establishing a skills and educational framework will be a fundamental part of a coordinated planning process, with all levels of the educational development carefully coordinated across the entire skills pipeline.

RESA contends that the effective development of skills and capability for an extension of South Australia's role in the nuclear fuel cycle would be more effectively carried out through a South Australian Nuclear Skills Centre of Excellence. This Centre of Excellence (CoE) could facilitate the necessary education and development programs, particularly those that require industry skills mixed with educational qualifications. The CoE would foster collaboration across nuclear fuel cycle and resources sector employers and training and educational organisations at all levels of the Australian Qualifications Framework. This would facilitate the development and marriage of industry skills, with the theoretical knowledge and qualifications necessary to establish policy, procedures and regulatory standards, which are necessary in developing and maintaining safe working and community environments. Under the CoE model the workforce would be engaged and developed to share knowledge and contribute to the development of safe nuclear capability and capacity of the South Australian workforce; without the coordination provided by a CoE the required level of integration and collaboration between the various players, with different specialisations and focuses, is unlikely to occur.

RESA welcomes any enquiries on the existing work that has been undertaken in the resources sector in South Australia or other topics raised in our submissions. Please contact me by telephone at 08 7325 8507 or via email at phillip.decourcey@resa.org.au with any enquiries or for any clarifications.

Yours Sincerely



Phillip de Courcey
Chief Executive Officer