

Press release



Unlocking the future: The Fusion Cluster report reveals challenges and opportunities in growing the fusion workforce

Oxfordshire, 7 November

Today The Fusion Cluster has launched a first-of-a-kind report that sheds light on the key challenges the fusion energy industry faces as it seeks to expand its workforce in existing areas and augment it with new skills.

Titled “Growing the fusion workforce: challenges and opportunities for the future”, the study serves as a pivotal conversation starter needed to catalyse the transition of fusion as it moves from research to the delivery of commercial power plants.

Fusion energy companies, suppliers, recruiters, and training providers within The Fusion Cluster in the UK decided to undertake a review of the skills landscape with the aim of developing the necessary workforce to deliver the fusion energy the world desperately needs.

The report’s findings will help to realise the UK government’s plan to invest £56 million in a fusion skills programme, an integral part of Fusion Futures, the UK’s alternative programme to Euratom R&T.

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Among the key findings:

- The fusion workforce requirements are inextricably linked with technological progress and investment, making it difficult to predict exactly how many roles are required and when;
- The nature of the workforce challenge evolves over the short-, medium- and long-term;
- Shifting the focus to skills, rather than job roles, will allow fusion to draw from a wider range of potential recruits in other sectors;
- A targeted communication plan is essential to entice potential recruits, highlighting the rapid progress that is being made, routes into fusion and structured career pathways;
- Apprenticeship programmes are crucial for ushering in a new generation of people into fusion, but must be timed to ensure that there is sufficient work available at the end of the programme;
- The lack of diversity in fusion represents a missed opportunity;
- To mature faster, the fusion sector should seek to learn from other STEM industries that face the same challenges.

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Valerie Jamieson, development manager for The Fusion Cluster says:

“Delivering fusion energy will require expertise from a wide range of people and industries. This workforce report sets out some of the issues the fusion sector needs to consider to realise its ambitions to provide the sustainable power the world needs. While we don’t have all the answers yet, it starts the right conversations we need to have.”

Ben Rutter, managing director of Bond Global says:

“Fusion is rapidly approaching an inflection point. Private fusion companies are setting out clear roadmaps and timelines for commercialisation. The UK is well poised to cement its position as a global hub for fusion skills and research. This report looks at the factors we will need to consider to protect and nurture the world-class fusion skills and talent to ensure the UK remains competitive in a rapidly evolving global context.”

“Growing the fusion workforce: challenges and opportunities for the future” is available to download here https://thefusioncluster.com/wp-content/uploads/2023/11/Skillsreport_fusioncluster_07112023.pdf

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