

Capacity Building

International Conference on Human Resource Development for Nuclear Power
Programmes: Building and Sustaining capacity

-

Vienna, 12-16 May 2014

Brian Molloy

*Nuclear Power Engineering Section
Department of Nuclear Energy
B.Molloy@iaea.org*

Shahid Mallick

*Safety and Security Coordination Section
Department of Nuclear Safety and Security
S.Mallick@iaea.org*



IAEA

International Atomic Energy Agency



WELCOME TO THE 2014 CONFERENCE!

International Conference on Human Resource Development for Nuclear Power Programmes: Building and Sustaining Capacity

Strategies for Education and Training,
Networking and Knowledge Management

12–16 May 2014, Vienna, Austria



Organized by the



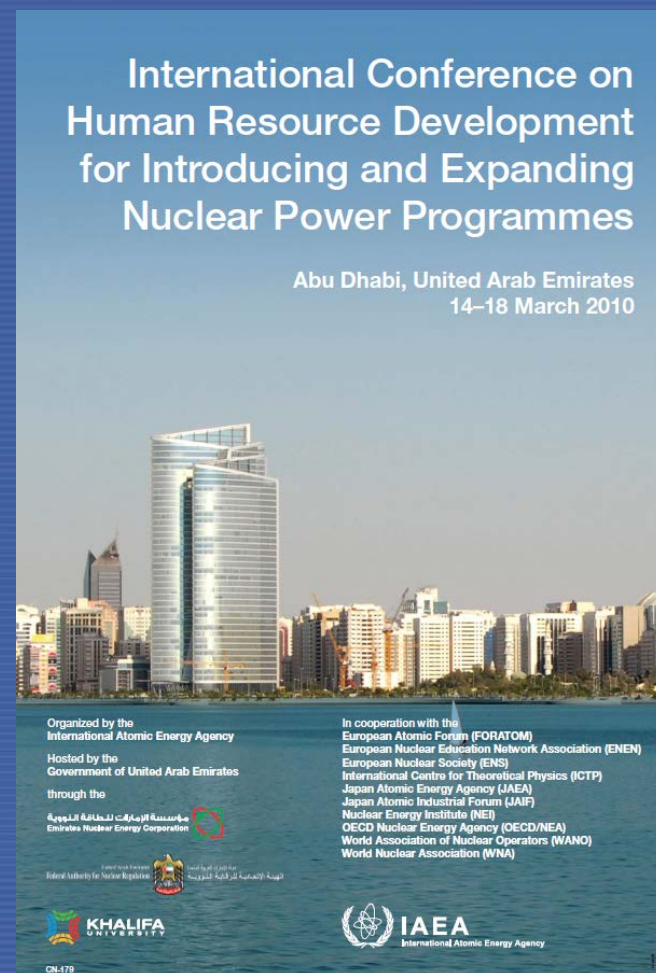
IAEA
International Atomic Energy Agency

www.iaea/meetings
CN-215



REVIEW of 2010 CONFERENCE IN UAE

- Nuclear Renaissance
- Expanding and New Nuclear Programmes
- Focus on Next Generation
- Experienced countries encouraged to share their Education & Training (E&T) expertise with Newcomers
- International Organisations commended for their effort to improve cooperation and foster exchange



OUTCOMES & RECOMMENDATIONS

- Significant increase needed in the nuclear workforce both to replace soon-to-retire current generation and to staff large numbers of new units planned
- Key message, was the importance of an integrated approach to workforce development.
- IAEA and other International Organisations were asked to continue to work on Knowledge Management, Networks and E&T activities
- IAEA requested to conduct Global Survey of HR needs – survey initiated but only 50% of operating countries (30% of capacity) took part, so results inconclusive.

CONTEXT FOR THE 2014 CONFERENCE

Fukushima Daiichi accident severely affected public confidence in nuclear power, and there have been human performance lessons learned.

On-going concern from the public and other about the safety of nuclear power, but.....

- 13 operating countries constructing new units
- 23 operating countries planning new units
- 2 new countries constructing 1st NPPs
- 8 – 10 new countries at an advanced stage of infrastructure development
- Many more still considering.....



THE WAY FORWARD FOR HUMAN RESOURCES

We must all work to demonstrate that nuclear power is still a safe viable energy source, so what's our role as Human Resource professionals?

- IAEA Action Plan on Nuclear Safety highlighted the importance of **Capacity Building** to “*continuously ensure sufficient and competent human resources necessary to assume their responsibility for safe, responsible and sustainable use of nuclear technologies*”.
- Builds strongly on the outcomes of the 2010 Conference in Abu Dhabi with it's emphasis E&T, Knowledge Management and Networking.

Capacity Building programmes for Member States with **NPPs** and those **embarking**

Develop
Implement
Maintain
Strengthen

IAEA to assist as requested

- Include education in all the nuclear safety related areas e.g. safe operation, emergency preparedness and response and regulatory effectiveness etc.
- Establish at the national, regional and international levels
- Incorporate lessons learned from Fukushima Daiichi accident into their nuclear power programme infrastructure
- Use existing capacity building infrastructures
- Continuously ensure sufficient and competent human resources necessary to assume their responsibility



IAEA

International Atomic Energy Agency



5/13/2014

7

NUCLEAR SAFETY AND SECURITY PROGRAMME

What is Capacity Building?

The term capacity building emerged in the lexicon of international development during the 1990s.

- Today, “**capacity building**” is included in the programs of most international organizations.
- Wide usage of the term has resulted in controversy over its true meaning.
- Need to define capacity building within the context of each organization.



What is Capacity Building?

A systematic and integrated approach to develop and continuously improve governmental, organizational and individual competences and capabilities necessary for achieving safe, secure and sustainable nuclear power programme.



IAEA

International Atomic Energy Agency



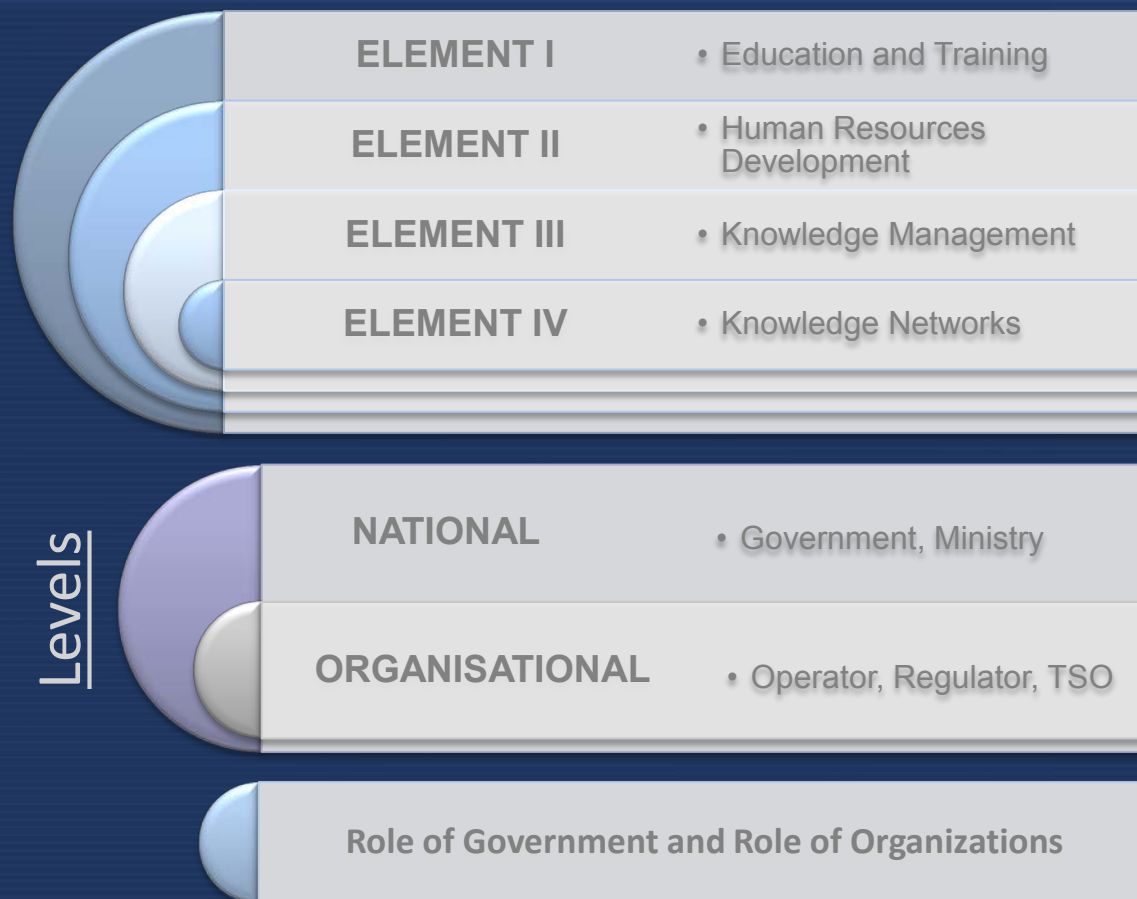
5/13/2014

9

NUCLEAR SAFETY AND SECURITY PROGRAMME

Approach for the Self-Assessment of National Capacity Building

1. What is needed?
2. What is available and adequate to meet the needs?
3. What is not available or needs improvement in order to meet the needs?
4. How can the deficiencies be remedied?



IAEA

International Atomic Energy Agency



5/13/2014

10

NUCLEAR SAFETY AND SECURITY PROGRAMME

Conclusion

- An integrated, national approach to Capacity Building and HRD is essential
- Capacity Building is an Umbrella consisting of four elements
- Role of the government is important as without its support organizational capacity will be affected
- Self-assessment of capacity building activities is essential - to determine the gaps in capacity building
- IAEA encourages Member States to undertake self-assessment and is available to assist.

**International Conference on
Human Resource Development for
Nuclear Power Programmes:
Building and Sustaining Capacity**

Strategies for Education and Training,
Networking and Knowledge Management

12-16 May 2014, Vienna, Austria



Organized by the
IAEA
International Atomic Energy Agency
Wagramstrasse
1400 Vienna
Austria

Contact person:
s.mallick@iaea.org
b.molloy@iaea.org



IAEA
International Atomic Energy Agency



5/13/2014 11
NUCLEAR SAFETY AND SECURITY PROGRAMME

Working to Protect People, Society and the Environment



Thank you



IAEA
International Atomic Energy Agency



5/13/2014

12

NUCLEAR SAFETY AND SECURITY PROGRAMME