CNCAN Strategy for the Human Resources Development in the Context of Expanding the Romanian Nuclear Power Program

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CNCAN Challenges (1)

- Difficulties in staff recruiting process, especially in the nuclear safety area and the plant operators certification process;

- No many possibilities for staff specialised training outside CNCAN;

- Very low chance to hired personnel with high experiences;
CNCAN Challenges (2)

- CNCAN attractiveness still not appropriate;
- Important training areas insufficiently covered with internal CNCAN resources;
- Deregulation environment and strong competition within nuclear industry for hired new personnel;
- To maintain an appropriate level of knowledge management in the nuclear industry.
CNCAN Approach to Face Challenges (1)

- Very short term policy for ensuring medium level competence;
- Recruitment process based on early detection of appropriate students from universities;
- In house training process based on “Project Manager Deputy” position allocated to new young staff.
CNCAN Approach to Face Challenges (2)

- Identification and planning for new competencies’ needs, using self assessment process;

- Annual training programmes results assessment based on competence analysis;

- Active cooperation with licensees on training of RB newcomers
CNCAN Training Policy Principles (1)

- To use SAT concept;
- Accelerated training process for new comers;
- Main training for specialized topics;
- Additional training for collateral topics;
- Four years training cycle;
- Training topics matrix to cover CNCAN training priorities;
CNCAN Training Policy Principles (2)

- Multi tasking approach;

- Rotation approach;

- Internal self assessment process to identify CNCAN training needs;

- To define appropriate selection criteria for individual career path;

- To review annually the training results;

- To use IAEA TC projects and RER projects events as part of CNCAN training program;
CNCAN Training Policy Principles (3)

Self Assessment on E&T
Questionnaire for Developing
Competency Profiles for Regulatory Bodies

This questionnaire based on IAEA - TECDOC 1284 will help determine competency gaps for each Job Position. The information will then be used in formulating the strategies to develop competent human resources.

Job Positions available

<table>
<thead>
<tr>
<th>Functions</th>
<th>Needed Competency</th>
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<tbody>
<tr>
<td>1.1. Legal Basis</td>
<td></td>
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<tr>
<td>1.1.1</td>
<td>Comprehension of the central government’s nuclear laws and decrees as well as other laws and decrees that apply to a licensed nuclear facility</td>
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<tr>
<td>1.1.2</td>
<td>Appreciation and comprehension of the applicability to the nuclear industry of the laws and decrees of the local jurisdiction and authorities</td>
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<tr>
<td>1.1.3</td>
<td>Comprehension and demonstrated use of the regulatory body’s regulations within limits as per interpretations offered by legal experts and recorded experience</td>
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<tr>
<td>1.1.4</td>
<td>Appreciation and demonstrated comprehension of the rights of all stakeholders affected directly or indirectly by the provisions of the legal basis of the regulatory body</td>
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<td>1.1.5</td>
<td>Demonstrated ability to interpret legal texts for application in the field</td>
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<tr>
<td>1.1.6</td>
<td>Demonstrated ability to relate legal requirements to specific tasks</td>
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<tr>
<td>1.1.7</td>
<td>Appreciation and comprehension of the interrelationship between legal documents, regulatory guidance documents and learning documents</td>
</tr>
<tr>
<td>1.2.1</td>
<td>Appreciation of the mandate, mission and objectives of the organization</td>
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CNCAN Role in the National Training Process

International Input

- Treaties & Conventions
- IAEA
- EU
- OECD/NEA
- Bilateral Agreements
- CANDU Countries etc

CNCAN

Others Authorities

- Regulations
- Training Needs
- Assessment
- Training Programs

Licensing Process

National Input

- NPP
- Research Facilities
- Radiation Sources
- Others
In order to prevent any negative trends in the area of its personnel sustainable development, CNCAN strategic actions plans take into consideration:

- Assurance policy of adequate competence of CNCAN personnel is a component of the National Strategy for Nuclear Safety;

- To develop a CNCAN policy of the competent personnel recruitment;

- The entire CNCAN personnel to be involved in the assurance process of the competence necessary to the CNCAN mission performance;

- The CNCAN personnel training to be developed according with the requirements of international recognized concept on Systematic Approach to Training;
In order to prevent any negative trends in the area of its personnel sustainable development, CNCAN strategic actions plans take into consideration:

- The assure the resources for the implementation and maintaining policy of the competence adequate to CNCAN personnel;
- Personnel training to respond to the requirements of CNCAN Quality Management Manual;
- To use the experience of similar entities from the nuclear field;
- To intensive use of electronic support for personnel training developed by the IAEA;
CNCAN Practices (1)

- National annual workshops for exchange information on training policies and practices;
- Independent review of CNCAN training needs;
- Periodically events to train the trainers;
- To use micro simulators for CNCAN Staff;
- To have an independent assessment to assist CNCAN on competence analysis;
- To develop the training material;
To promote scientific visits & fellowships.

To define the training requirements of CNCAN employees for nuclear safety field, to establish the evaluation criteria of individual training and to elaborate and implement an individual training program.

To review the enhancement of knowledge level of CNCAN employees which work within nuclear safety field, the improving of skill, capability and attitude of each employee and the enhancement of performance standards in order to elaborate and implement an individual training program.
CNCAN Practices (3)

- To set-up the ideal profile required to any CNCAN employee which work within nuclear safety field;

- To establish evaluation criteria of training requirements;

- To have a training plan;

- To have a yearly evaluation of performances acquired as result of training;

- To review the methodology of CNCAN assessment of its training needs based on the IAEA documents.
Conclusions

- The CNCAN methodologies and practices adopted for developing and improvement of its training plans are in line with the international requirements and ensure an effective implementation of training strategy.

- A regulatory mechanism is necessary to ensure that the international practices are shared on a regular frequent basis.

- The maintenance and improvement of the training personnel process need to have a continuous evolution.

- The training process indicators are very useful to assess the progress in this evolution and to detect a vulnerabilities.