

Global Analysis of HR for the Nuclear Power Industry Workforce

Tom MAZOUR

Team Leader, HR for Nuclear Power Programmes

IAEA, Division of Nuclear Power

t.mazour@iaea.org



*Atoms for Peace: The First Half Century
1957-2007*



Global Analysis of HR for the Nuclear Power Industry Workforce

Goal:

- To better understand if there are sufficient human resources being developed to support the expected global growth in nuclear power.

Global Analysis of HR for the Nuclear Power Industry Workforce

Objectives:

- For those countries with existing nuclear power programmes, provide decision makers with information upon which to improve planning for their nuclear industry workforce and to benchmark their efforts.
- For those countries considering nuclear power, to improve their understanding of the approaches they need to have in order to develop human resources for a sustainable NP programme.
- To provide international organizations with information to better serve their stakeholders.

Global Analysis of HR for the Nuclear Power Industry Workforce

Planned Activities:

- **Global survey of the human resources of existing nuclear power plants and their contractors and suppliers.**
- **Global survey of HR needs/supply of Nuclear Regulatory Bodies**
- **Global survey of Educational Organizations that Support Nuclear Power**
- **HRD for R&D**
- **Workforce Planning Tools for Newcomer Countries to Estimate the HR needed to develop their programmes**
- **Include HR needs/supply for other parts of the industry, as available**
- **Integrate the Outputs from the Above Efforts into an Overall Database/Model of Global HR Needs/Supply**

global survey of the human resources of existing NPP operating organizations

Planned Approach:

- **Build upon existing surveys in the industry**
- **Focus on 4 key groups:**
 - **Operations**
 - **Radiation Protection**
 - **Engineering**
 - **Skilled Crafts**