

International Conference on Human Resource Development for Introducing and Expanding Nuclear Power

Global Survey to Quantify Human Resources Needs of the Nuclear Industry

*Rejane Spiegelberg Planer
IAEA, Department of Nuclear Safety and Security*

IAEA activities

Focused on developing documents and tools for developing competence

✓ IAEA TECDOC 1254 (2001)

- Guidance on training and qualification based on the competence framework required for the regulatory body to perform its functions

✓ Guidelines for Training Needs Analysis for RB

- a systematic approach and step-based procedure for analyzing competencies and associated training needs

✓ Software tool for competence needs analysis



Guidelines for Training Needs Assessment

- Based on
 - Competences: **KSA** (knowledge, skills, attitudes)
 - Four quadrants: **competence framework**
- Staff turn over
- Restructuring
- Hand-over arrangements
- In-house core activities or delegation (TSO)

Draft safety report on competence management system for RBs



- ❑ Systematic assessment of competence needs, planning and training
 - Good practices
 - Practical illustrative examples in developing and maintaining a competence management system
 - Develop training and development programmes for RB staff using the concept of competency framework

Rejane Spiegelberg Planer

Department of Nuclear Safety and Security

Email: [R. Spiegelberg-Planer@iaea.org](mailto:R.Spiegelberg-Planer@iaea.org)

