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International Atomic Energy Agency
Atoms for Peace and Development

Building and Maintaining a Nuclear Workforce - Challenges and Lessons Learnt

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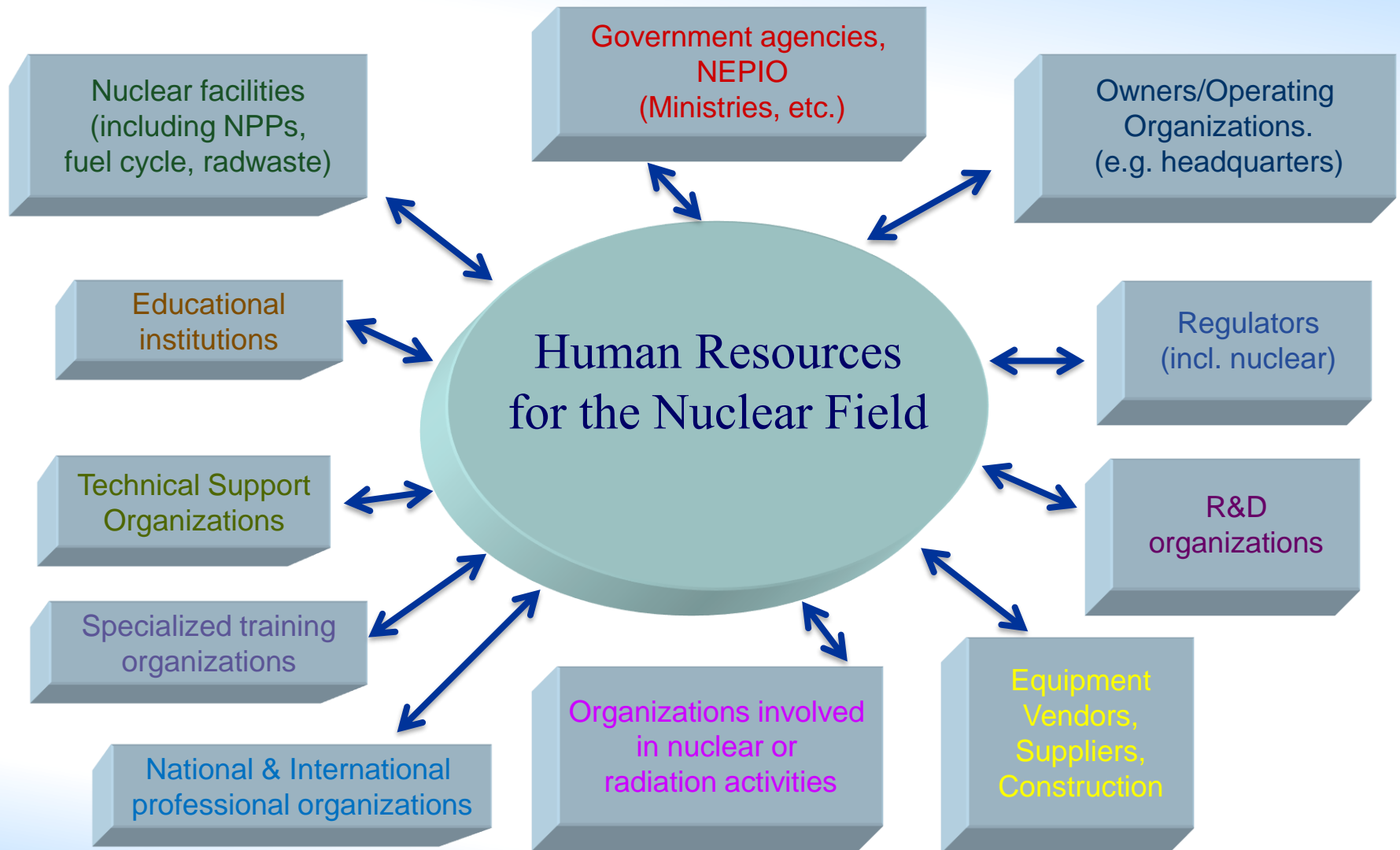
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United Nations Sustainable Development Goals



Who is in the 'Nuclear Workforce'?



Future People Challenges

1. Building and Maintaining the Workforce Competency
2. Understand the Nuclear Power Economic Challenges
3. Understand the HRD Lifecycle and Workforce Needs
4. Maximising Information Technology as a Learning and Development tools

Building and Maintaining the Workforce Competency

Lessons Learnt!

- ✓ Each member state has unique challenges
- ✓ Strategic long term planning needed
- ✓ Alignment of academic programmes and industrial needs essential
- ✓ Nuclear Skills v/s Skills for the Nuclear Sector



Nuclear Power Economic Challenges

Lessons Learnt!

- ✓ Consider the people an economic investment
- ✓ Objectives of the nuclear energy programme will influence the competencies to be acquired
 - How many units
 - What type of contract
 - Level of industrial involvement?
- ✓ Capability to act as a “intelligent customer” should be developed
- ✓ Utilise vendor capability through all Phases



Understanding the HRD Lifecycle and Workforce Needs

Lessons Learnt!

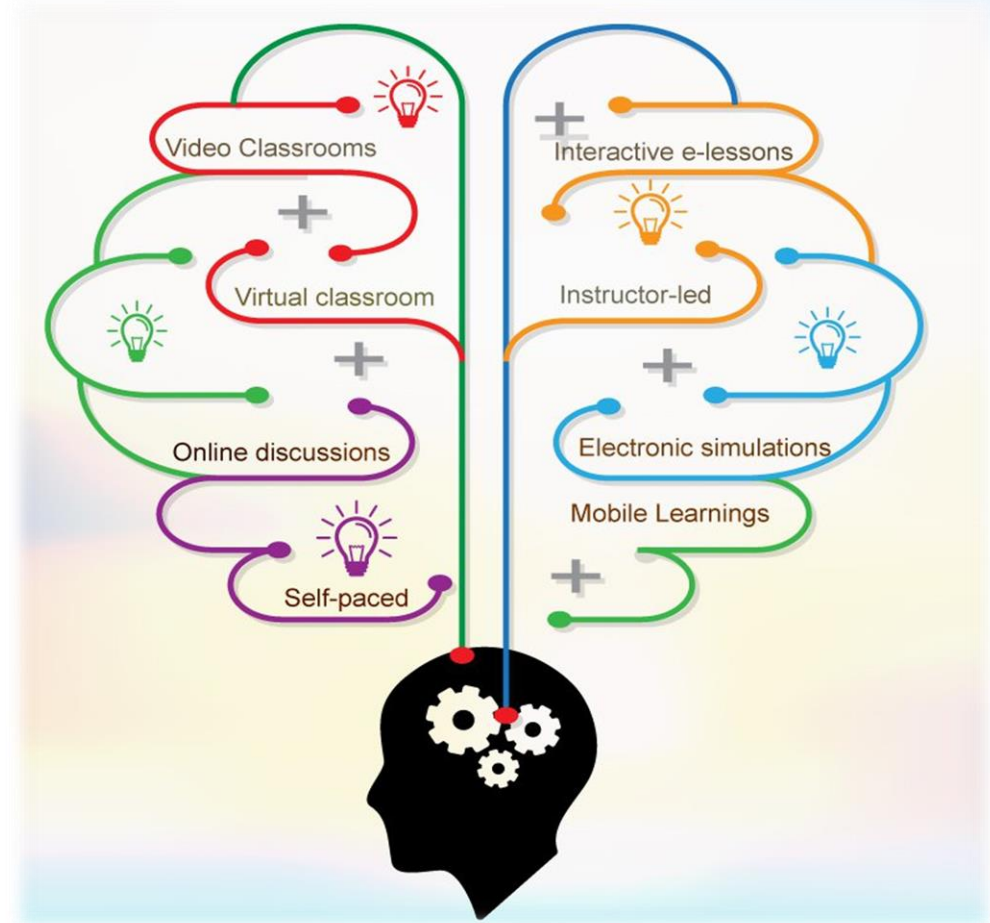
- ✓ Establishing a sustainable long-term workforce planning capability is essential to a successful nuclear power programme
- ✓ Workforce Plans must be kept alive, must evolve and be realistic about the gaps
- ✓ Adaptability is essential for success
- ✓ Offer careers that challenges individuals



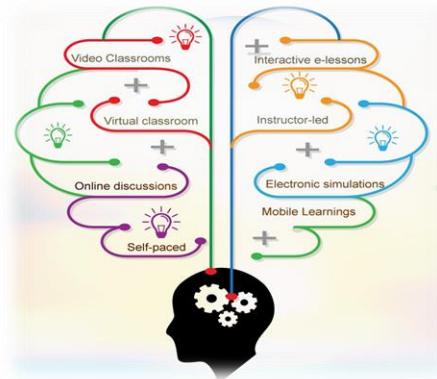
Information Technology as Learning and Development Tools

Lessons Learnt!

- ✓ Improved delivery efficiencies - time and cost
- ✓ Improved cognitive learning experiences
- ✓ Flexibility and adaptability
- ✓ Can be utilized in education, training and on-job coaching
- ✓ Targeted training solutions in line with the SAT approach to training



*Maximise Information
Technology as Learning &
Development Tools*



*Understand the HRD
Lifecycle and Workforce
Needs*



*Building and
Maintaining the
Workforce Competency*



*Understand the
Nuclear Power
Economic Challenges*

What can the IAEA do?'





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Thank you!

