

Third International Conference on
**Human Resource Development
for Nuclear Power Programmes:**
*Meeting Challenges to Ensure the
Future Nuclear Workforce Capability*

28–31 May 2018
Gyeongju, Republic of Korea

PROGRAMME

Organized by the



IAEA

International Atomic Energy Agency

in cooperation with the



**KOREA HYDRO &
NUCLEAR POWER CO., LTD**

Organized by the



Hosted by the
Government of the Republic of Korea

through the
Korea Hydro & Nuclear Power
Company (KHNP)



Conference President:

Yves Bréchet France

Programme Committee:

C. Thomas	Netherlands
E. Nagibina	Russian Fed.
J. Roberts	UK
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W.-J. Park	Rep of Korea
Y.-M. Nam	Rep of Korea
D. Drury	IAEA
S. Mallick	IAEA
E. Beaupre	IAEA
M. Van Sickle	IAEA
H. Rycraft	IAEA
A. Ganesan	IAEA

IAEA Secretariat:

Scientific Secretaries: M. Van Sickle
S. Mallick
D. Drury

Conference Organizers: M. Neuhold
M. Khaelss

Rapporteur: D. Palmer

TC Coordination: J. Zhang

Administrative Support: L. Makil

Location of the Conference:

Hwabaek International Convention
Centre (HICO)
Gyeongju, Republic of Korea

Tel.: (+82 54) 702 1050

Working Language: English

Resolutions: No resolutions may be submitted for
consideration on any subject; no votes
will be taken.

MOBILE CONFERENCE APPLICATION

(for smart phones and tablets)

Android



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Once you have installed the App simply select this conference.

The App allows you to:

- ✓ message comments or questions during discussion time;
- ✓ message other participants;
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If you wish to do so, toward the end of the conference,

Please provide us with your feedback using the evaluation form available on the App.

If you have questions or require assistance on the App please contact the Conference Registration Desk.

TIMETABLE

SUNDAY, 27 May 2018

17:00–20:00	Registration	
18:00–20:00	<i>Welcome Reception</i> <i>(hosted by KHNP,</i> <i>Doosan Heavy Industry)</i>	

MONDAY, 28 May 2018

Day Theme	Attract, Recruit and Retain a High Quality Nuclear Workforce	
08:00–11:00	Registration	300F
10:00	Opening of the Exhibition	300A
11:00–12:30	Opening Session	
12:30–14:00	Interactive Presentations	300A
	<i>Lunch Break</i>	
14:00–16:00	Session 1A	Plenary (300B)
	Attract, Recruit and Retain a High Quality Nuclear Workforce: Operator Perspectives	
	Session 1B	Room 201-202
	Attract, Recruit and Retain a High Quality Nuclear Workforce: Regulator Perspectives	
16:00–16:30	Interactive Presentations	300A
	<i>Coffee/Tea Break (hosted by Kepco NF)</i>	
16:30–17:30	Attract, Recruit and Retain a High Quality Nuclear Workforce Panel Discussion	Plenary (300B)
17:30–18:30	Journey to Korea's Nuclear Future (Side Event)	Room 205-206

TUESDAY, 29 May 2018

Day Theme	Education, Training and Qualification of a Nuclear Workforce	
09:00–10:00	Plenary: Education, Training and Qualification	Plenary (300B)
10:00–10:30	Interactive Presentations <i>Coffee/Tea Break</i> <i>(hosted by Kepco NF)</i>	300A
10:30–12:30	Session 2A Education, Training and Qualification: Operator Perspectives	Plenary (300B)
	Session 2B Education, Training and Qualification: Regulator Perspectives	Room 201-202
12:30–14:00	Interactive Presentations <i>Lunch Break</i>	300A
12:35–13:35	Nuclear Workforce Planning: Tools and Strategies (Side Event) <i>(catering sponsored by Rosatom)</i>	Room 201-202
14:00–16:00	Session 3A Education, Training and Qualification: Operator Perspectives	Plenary (300B)
	Session 3B Education, Training and Qualification: Regulator Perspectives	Room 201-202
15:30–16:30	IAEA-INMA Student Forum <i>Coffee/Tea Break</i> <i>(hosted by Kepco NF)</i>	Plenary (300B)

16:30–17:30	Education, Training and Qualification Panel Discussion	Plenary (300B)
19:00–22:00	<i>Silla Millennium Night</i> <i>(hosted by KHNP & Kepco KPS)</i>	Hyundai Hotel

WEDNESDAY, 30 May 2018

Day Theme	Development of Individuals and Teams within the Organisations	
09:00–10:00	Plenary:	Plenary (300B)
	Development of Individuals and Teams within the Organisations	
10:00–10:30	Interactive Presentations	300A
	<i>Coffee/Tea Break</i>	
	<i>(hosted by Hyundai E&C)</i>	
10:30–12:30	Session 4A	Plenary (300B)
	Development of Individuals and Teams within the Organisations: Operator Perspectives	
	Session 4B	Room 201-202
	Development of Individuals and Teams within the Organisations: Regulator Perspectives	
12:30–14:00	Interactive Presentations	300A
	<i>Lunch Break</i>	
14:00–15:30	Session 5A	Plenary (300B)
	Development of Individuals and Teams within the Organisations: Operator Perspectives	
	Session 5B	Room 201-202
	Development of Individuals and Teams within the Organisations: Regulator Perspectives	
15:40–17:30	International Student Competition	Plenary (300B)
17:30–18:30	The French Touch to Human Capacity Building (Side Event)	Room 205-206

THURSDAY, 31 May 2018

Day Theme	Organisational Culture and the Impact on the Workforce	
09:00–10:00	Plenary: Organisational Culture	Plenary (300B)
10:00–10:30	Interactive Presentations	300A
	<i>Coffee/Tea Break</i>	
	<i>(hosted by Hyundai E&C)</i>	
10:30–12:30	SESSION 6A	Plenary (300B)
	Organisational Culture – Operator Perspectives	
	SESSION 6B	Room 201-202
	Organisational Culture – Regulator Perspectives	
12:30–14:00	Interactive Presentations	300A
	<i>Lunch Break</i>	
14:00–15:30	Plenary Panel Discussions	Plenary (300B)
15:30–16:30	International Youth Nuclear Congress (Side Event)	Room 201-202
	<i>Coffee/Tea Break</i>	
	<i>(hosted by Hyundai E&C)</i>	
16:30–17:30	Recommendations and Closing Session	

FRIDAY, 1 June 2018

TECHNICAL TOURS

08:00–13:00	Course 1: Saeul Nuclear Power Site (Shinkori #4)	HICO
	Course 2: Doosan Heavy Industry	HICO

Exhibits will be shown in Room 300A (3F).

DOOSAN Heavy Industry – Doosan Heavy Industries & Construction Co., Ltd

EPRI – Electric Power Research Institute

French Pavilion

KAERI – Korea Atomic Energy Research Institute

KEPCO E & C – Korea Electric Power Corporation Engineering & Construction Company, INC

KEPCO Nuclear Fuel Company, Ltd.

KHNP – Korea Hydro & Nuclear Power Co. LTD

KINGS – Kepco International Nuclear Graduate School

KNA – Korean Nuclear Association for International Cooperation

KEPCO Plant Service & Engineering Company, Ltd.

ORANO

RCA – Regional Cooperative Agreement

ROSATOM – Rosatom State Nuclear Energy Corporation

MONDAY, 28 MAY 2018

- 08:00** **Registration and distribution of
Conference material**
- 10:00** **Opening of the Exhibition**
- 11:00–12:30** **OPENING SESSION**
- In Ho Lee**
 Vice Minister
 Ministry of Trade, Industry and Energy
- Jae Hoon Chung**
 President & CEO
 Korea Hydro & Nuclear Power CO., Ltd
- Mikhail Chudakov**
 Deputy Director General
 Head of Department of Nuclear Energy
- Yves Bréchet**
 French High-Commissioner for
 Atomic Energy
- 12:30–14:00** Interactive Presentations (13:40-14:00)
 Lunch Break

MONDAY, 28 MAY 2018

14:00–16:00 **SESSION 1A**
ATTRACT, RECRUIT AND RETAIN A
HIGH QUALITY NUCLEAR WORKFORCE:
Operator Perspectives

Day Chair: **Callum Thomas, Netherlands**

Session Chair: **Elena Nagibina, Russian Federation**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
14:05–14:30	187	A. Ponomarenko	Russian Federation	The Pace of Rosatom: the System of Work with the Next Generation in Russia to Save the Competitiveness in Industry
14:30–14:55	55	L. Matthews	United Kingdom	From Education to Employment – Attracting, Recruiting and Retaining a High Quality Nuclear Workforce
14:55–15:20	120	P.B. Mishra	India	Strategies for Acquisition and Development of High Quality Nuclear Workforce for Indian Nuclear Power Programme
15:20–15:45	112	H. Zhivitskaya	Belarus	Role of Collaboration Approaches for Sustainable Development of a Nuclear Workforce
15:45–16:00		Q&A		

16:00–16:30 Interactive Presentations (16:15-16:25)
Coffee/Tea Break

MONDAY, 28 MAY 2018

14:00–16:00 **SESSION 1B**
ATTRACT, RECRUIT AND RETAIN A
HIGH QUALITY NUCLEAR WORKFORCE:
Regulator Perspectives

Session Chair: **David Lew, United States of America**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
14:05–14:30	8	R. Hammad	Pakistan	Developing an HR Strategic Plan, PNRA Experience
14:30–14:55	83	P. Roberts	United States of America	Education Across Nuclear Silos
14:55–15:20	137	M. Boissavit	IYNC	Reinvigorating the Next Generation of Nuclear Professionals
15:20–15:45	128	C.-K. Chang	Republic of Korea	Project Base Team Learning and Team Teaching in Practical NPP Engineering Education
15:45–16:00		Q&A		

16:00–16:30 Interactive Presentations (16:15-16:25)
Coffee/Tea Break

16:30–17:30 **Attract, Recruit and Retain a High Quality Nuclear Workforce**
PANEL DISCUSSION

Chairperson: **C. Thomas, Netherlands**
Keynote: **N. Wilmshurst, EPRI**

Panellists: E. Nagibina, Russian Federation
D. Lew, United States of America
L. Matthews, United Kingdom
N. Wilmshurst, EPRI

17:30–18:30 Journey to Korea's Nuclear Future
(Side Event)

TUESDAY, 29 MAY 2018

09:00–10:00 **PLENARY
EDUCATION, TRAINING AND
QUALIFICATION**

Day Chair: **Didier Louvat, ENSTTI**

<i>Time</i>	<i>Name</i>	<i>Designating Member State/Organization</i>
09:00–09:20	B.-J. Chung	Republic of Korea
09:25–09:45	N. Sekimura	Japan

10:00–10:30 Interactive Presentations (10:15–10:25)
Coffee/ Tea Break

10:30–12:30 **SESSION 2A
EDUCATION, TRAINING AND
QUALIFICATION:
Operator Perspectives**

Session Chair: **Seung Yeol Lim, Republic of Korea**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
10:35–11:00	123	L. Cizelj	Slovenia	15 Years of the European Nuclear Education Network
11:00–11:25	88	L. Sklenka	Czech Republic	Role of Low Power Research Reactors in Developing Human Resources for National Nuclear Power Programmes
11:25–11:50	159	K.-Y. Kim	Republic of Korea	Experience on establishment of Training Program for the New NPP
11:50–12:15	190	M. Oseeva	Russian Federation	Engineering Education - How We Will Learn and Teach in the Digital Future?
12:15–12:30		Q&A		

TUESDAY, 29 MAY 2018

10:30–12:30 **SESSION 2B**
EDUCATION, TRAINING AND
QUALIFICATION:
Regulator Perspectives

Session Chair: **Shahid Mallick, IAEA**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
10:35–11:00	36	A. Takahashi	Japan	New Qualification and Training System for Inspectors in Japan
11:00–11:25	63	S.N.K.A.B. Dato Syed Ahmad Idid	Malaysia	Nuclear Education & Training for Stakeholders Following the Milestone Approach and Nuclear New Build Supply Chain Perspective
11:25–11:50	81	G. Baumont	France	Educational Potential and Benefit of Practical Involvement of High School Pupils in Environmental Radioactivity Evaluation
11:50–12:15	134	S.B. Jo	Republic of Korea	KHNP Human Performance Tools and Techniques
12:15–12:30		Q&A		

12:30–14:00 Interactive Presentations (13:40–14:00)
Nuclear Workforce Planning: Tools and
Strategies (12:35–13:35)
(Side Event)
Lunch Break

14:00–15:30 **SESSION 3A**
EDUCATION, TRAINING AND
QUALIFICATION:
Operator Perspectives

Session Chair: **Vladimir Artisyuk, Russian Federation**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
14:05–14:30	Invited	H. Zejly	United Arab Emirates	Development of Nawah's Training Programme
14:30–14:55	48	T. Liukaitis	Lithuania	Organizational Change Development and Employee Engagement
14:55–15:20	6	J. Roberts	United Kingdom	NTEC: A Consortium Approach to Develop and Support the Nuclear Workforce
15:20–15:30		Q&A		

WEDNESDAY, 30 MAY 2018

09:00–10:00 **PLENARY**
DEVELOPMENT OF INDIVIDUALS AND
TEAMS WITHIN THE ORGANISATIONS

Day Chair: **Anne Starz, IAEA**

<i>Time</i>	<i>Name</i>	<i>Designating Member State/Organization</i>
09:00–09:20	D. Lew	United States of America
09:25–09:45	M. Hautemulle- Postorino	France

10:00–10:30 Interactive Presentations (10:15–10:25)
Coffee/ Tea Break

10:30–12:30 **SESSION 4A**
DEVELOPMENT OF INDIVIDUALS AND
TEAMS WITHIN THE ORGANISATIONS:
Operator Perspectives

Session Chair: **Suk Ho Lee, Republic of Korea**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
10:35–11:00	14	S. Hossain	Bangladesh	Current State, Gaps, Challenges and Actions Required to Develop Nuclear Workforce in Bangladesh
11:00–11:25	16	T. Li	China	Ways of Minimizing Negative Impacts of Language Barrier on International Trainings
11:25–11:50	10	V. Segovia	United States of America	Outreach to Students and Teachers - Key to Human Resource Development
11:50–12:15	27	F. Puyade	France	Managing Knowledge and Skills over Time for Supporting Geological Disposal Project Development
12:15–12:30		Q&A		

WEDNESDAY, 30 MAY 2018

10:30–12:30 **SESSION 4B**
DEVELOPMENT OF INDIVIDUALS AND
TEAMS WITHIN THE ORGANISATIONS:
Regulator Perspectives

Session Chair: **Helen Rycraft, IAEA**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
10:35–11:00	49	T.M. Muguet-Haisman	Brazil	Progress of Teaching and Learning in the Undergraduate Program of Nuclear Engineering at Polytechnic School, Federal University of Rio de Janeiro (UFRJ)
11:00–11:25	147	Y. Naoi	Japan	ISCN's Experience in Building Up and Maintaining a Qualified Workforce in the Area of Safeguards
11:25–11:50	67	M.S. Mohammed	Sudan	Qualification of Non-Destructive Testing personnel for the Inspection of Nuclear Plants
11:50–12:15	Invited	S. Mallick	IAEA	Coordinated Support for Human Resource Development
12:15–12:30		Q&A		
12:30–14:00	Interactive Presentations (13:40–14:00) <i>Lunch Break</i>			

14:00–15:30 **SESSION 5A**
DEVELOPMENT OF INDIVIDUALS AND
TEAMS WITHIN THE ORGANISATIONS:
Operator Perspectives

Session Chair: **Elizabeth McAndrew-Benavides,
EPRI**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
14:05–14:30	129	J. Suh	Republic of Korea	KHNP Leadership Pipeline and Executive Coaching & Effective Team Communication Programs
14:30–14:55	138	A. Augusto Da Silva	Brazil	National Commission for Nuclear Energy - CNEN Specialized Training Program for Qualification of the Nuclear Brazilian Workforce

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
14:55–15:20	96	X. Perrette	France	Digital Transformation to Support the Development of Nuclear Skills
15:20–15:30		Q&A		

WEDNESDAY, 30 MAY 2018

14:00–15:30 **SESSION 5B**
 DEVELOPMENT OF INDIVIDUALS AND
 TEAMS WITHIN THE ORGANISATIONS:
Regulator Perspectives

Session Chair: **Dinesh Kumar Shukla, India**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
14:05–14:30	163	G. Carlos, A.E. Conjares	Philippines	Adopting with Enhancements the IAEA's SARCoN Methodology as Competency Assessment Tool for both Regulatory and Non-Regulatory Technical Tasks
14:30–14:55	171	P.Y. Gan	Malaysia	Developing National Inspectors for Safeguards in Malaysia
14:55–15:20	170	T. Braudt E.P. Perkins	United States of America	Leveraging Modern Media for Rapid Nuclear Knowledge Access
15:20–15:30		Q&A		
15:40–17:30	International Student Competition			
17:30–18:30	The French Touch to Human Capacity Building (Side Event)			

THURSDAY, 31 MAY 2018

09:00–10:00 **PLENARY
ORGANISATIONAL CULTURE**

Day Chair: **Helen Rycraft, IAEA**

<i>Time</i>	<i>Name</i>	<i>Designating Member State/Organization</i>
09:00–09:20	T. Terentyeva	Russian Federation
09:25–09:45	G. Deng	China

10:00–10:30 Interactive Presentations (10:15–10:25)
Coffee/ Tea Break

10:30–12:30 **SESSION 6A
ORGANISATIONAL CULTURE:
Operator Perspectives**

Session: **Sonja Haber, United States of America**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
10:35–11:00	127	C. Goodnight	United States of America	Key Attributes of a Successful Organizational Culture
11:00–11:25	32	B. Mougel	France	Competences management, a Process Dedicated to Performance Improvement
11:25–11:50	104	A. Byamukama	Uganda	Considerations for Human and Organisation Factors in the Establishment of a Nuclear Safety Infrastructure
11:50–12:15	184	D. Gasten	Russian Federation	Leadership of Top Managers in Safety Culture Matters: Experience of Electric Power Division of Rosatom
12:15–12:30		Q&A		

THURSDAY, 31 MAY 2018

10:30–12:30 **SESSION 6B**
ORGANISATIONAL CULTURE:
Regulator Perspectives

Session Chair: **David Lew, United States of America**

<i>Time</i>	<i>INDICO ID</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
10:35–11:00	Invited	I.Y. Suh	IAEA	IAEA Human Resource Development in Nuclear Security
11:00–11:25	65	M. Kandil	Egypt	The Role of the Organizational Culture in the Knowledge Management for the Human Resource Development
11:25–11:50	132	C. Klutse	Ghana	An Assessment of Safety Culture in Nuclear and Industrial Facilities in Ghana: Perceptions and Trends
11:50–12:15	116	Y.A. Suh	Republic of Korea	Proposing a New Worker Mental Health Assessment (Using Bio-signals) to Enhance the Safety and Security of Nuclear Industries
12:15–12:30		Q&A		

12:30–14:00 Interactive Presentations (13:40–14:00)
Lunch Break

THURSDAY, 31 MAY 2018

14:00–15:30 **Human Resource Development
& Organisational Culture
PANEL DISCUSSION**

Chairpersons: **A. Starz, IAEA
H. Rycraft, IAEA**

Panellists: D. Lew, United States of America
M. Hautemulle-Postorino, France
T. Terentyeva, Russian Federation
G. Deng, China
S. Lee, Republic of Korea
D.K. Shukla, India
S. Haber, United States of America

15:30–16:30 International Youth Nuclear Congress
(Side Event)
Coffee/Tea Break

16:30-17:30 **CLOSING SESSION**

Yves Bréchet, France President's Summary
Shahid Mallick, IAEA Closing Remarks

INTERACTIVE PRESENTATIONS

MONDAY, 28 May 2018

TIME: 13:40–14:00

<i>INDICO ID</i>	<i>Station</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
155	1	S.-K. Lee	Republic of Korea	Gender Diversity Status of KHNP and Case Study on Improvement of Women Employee's Capacity and Leadership
188	2	Y. Uzhakina	Russian Federation	Raising Leaders of the Future: Programs of Leadership Potential Development - from Young Specialist to Top Management.
107	3	P. Lanyadais	France	Integrating New Sociological Trends and Expectations into Human Capital Management at Andra
1	4	H. Elkhatib	Egypt	Recirculation of Manpower for Development and Utilization Program: A Case Study of Radioisotope Production Facility
2	5	E. Uspuras	Lithuania	Nuclear Training and Tutoring Activities in Lithuania
47	6	D.D. Le	Viet Nam	Maintaining the Nuclear Human Resource at Vinatom: Current Status and Related Activities
90	7	B. Almayyahi	Iraq	Human Resources Development Needed to Support Safe and Sustainable Nuclear Power
IAEA	8	IAEA	IAEA	HR Review Self-Assessment and Training Effectiveness Evaluation Assessment

MONDAY, 28 May 2018

TIME: 16:15–16:25

<i>INDICO ID</i>	<i>Station</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
115	1	A. Tahir	Pakistan	From Nuclear Education & Training to Employment- Strengthening Channels to Secure Human Resource Requirements of Expanding Nuclear Power Operating Organization
100	2	H.W. Yoo	Republic of Korea	KOICA-IAEA-KAERI Nuclear Cooperation Program
Invited	3	J. Hill	United States of America	Support for Next Generation of Nuclear Experts
154	4	Y. Zuo	China	Nuclear Power Symbiotic Theme Pavilions
18	5	M. Htwe	Myanmar	Radioactive Waste Management Activities in Myanmar
140	6	A. Navon-Gross	France	Why is Cooperation between (1) Academia and (2) Industry and R&D Critical to the Education & Training of a Sound and Skilled Nuclear Workforce and how to Implement It
73	7	N. Abdel Aal	Egypt	Management of Human Resources in the Databank
IAEA	8	M. Van Sickle	IAEA	IAEA Nuclear Energy Capacity Building Hub

TUESDAY, 29 May 2018

TIME: 10:15–10:25

<i>INDICO ID</i>	<i>Station</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
Invited	1	E. McAndrew- Benavides	EPRI	Transferable Credentials
3	2	R.E. Harianto	Indonesia	Developing Site Licensing Human Resource: Indonesia's Experience
Invited	3	C. Thomas	Netherlands	Building a Sustaining a Competent Global Nuclear Workforce – Perspectives from Thomas Thor Associate
53	4	M. Olkkonen N. Hurmerinta	Finland	New ways of learning at NPP – Value Drivers and Lessons Learned from VR Simulators, Interactive 360 Video and Other New Ways of Competence Building
139	5	S. Chanyotha	Thailand	Conceptual Design to Modernize the ANENT's Regional LMS For Supporting Capacity Building, Information and Human Resources Exchange
146	6	H. Hong	Republic of Korea	The Educational Meaning and Learning Process Research of the KAERI Practice Learning Community
Invited	7	P. Wieland	World Nuclear University	Executive Programme for CEOs and Board Members
168	8	G. Dalmaso	Argentina	Guidelines to Think about a Human Capital Development Policy to Comply with the Strategic Plan at the Argentine Atomic Energy Commission

TUESDAY, 29 May 2018

TIME: 13:40–14:00

<i>INDICO ID</i>	<i>Station</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
22	1	A. Choukri	Morocco	Experience of University of Ibn Tofail in Providing Human Resources for Different Careers in Nuclear Field through Master's Programs
143	2	A. Navon-Gross	France	Accreditation of Nuclear Education Programs or how to Ensure Academic Programs Meet the Demands and Requirements of Industry
98	3	H. Hwang	Republic of Korea	The Strategic Approach to Promote Communication between KAERI Staff
61	4	J. Blomgren	Sweden	Playing Games for Training of Nuclear Safety Experts
33	5	J. Sayan	Argentina	E-Learning Course for the Implementation of Knowledge Management Techniques for Nuclear Installations Certified by ISO 9001 Standard.
56	6	L. Matthews	United Kingdom	Leading Innovative Teams; a Virtual Reality Case Study.
0	7	T. Melnitckaia	Russian Federation	Developing Self-Control Strategies for Personnel Error Prevention
149	8	A. Klepakova	Czech Republic	CORONA Academy - nuclear education and training

WEDNESDAY, 30 May 2018

TIME: 10:15–10:25

<i>INDICO ID</i>	<i>Station</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
54	1	H. Lawuvi	Ghana	Ghana's Nuclear Power Program: Staffing the Nuclear Regulatory Authority Progress and Challenges
126	2	S. Ariyanto	Indonesia	A Conceptual Study on Capacity Building System to Support National Nuclear Program in Indonesia
102	3	B. Nyawinda	Kenya	Human Resource Development for Nuclear Power Generation: Perspective of a Newcomer Country
5	4	O. Ofodile	Nigeria	Recruitment, Retention and Attraction of A High Quality Nuclear Workforce for Nigeria's Nuclear Power Industry
93	5	A. Ellis	United Kingdom	Developing and Implementing a Competence Framework within a Nuclear New Build Organisation to Support a Learning Culture
172	6	C.-H. Kim	Republic of Korea	HRD Program of KEPCO-KPS
23	7	S. Pleslic	Croatia	Education - Key Element for the Nuclear Workforce Development
IAEA	8	H. Hyun	IAEA	IAEA Youth Outreach Initiatives

WEDNESDAY, 30 May 2018

TIME: 13:40–14:00

<i>INDICO ID</i>	<i>Station</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
19	1	K. Yamashita	Japan	Japan-IAEA Joint Nuclear Energy Management School
20	2	K.S. Phyo	Myanmar	Human Resource Development for Nuclear Technology at Nuclear Education in Myanmar
24	3	O.K. Hakam	Morocco	Human Resource Development: The First Regional School on Nuclear Security Held in French
25	4	V. Yanishevskyy	Ukraine	The Need of Staff in NNGC Energoatom and the Company's Cooperation with Higher Education Institutions
31	5	B. Mougel	France	Instructor: A Key Role for the Development of a Competence Workforce
106	6	A. Shawa	Sudan	The Role of Human Resource Development in the Sustainability of the Nuclear Energy Sector in Sudan
145	7	D.S. Park	Republic of Korea	Adopting a Learning Organization in Nuclear Research Institute
Invited	8	A. Cartas	IFNEC	Support for Human Resource Development

THURSDAY, 31 May 2018

TIME: 10:15–10:25

<i>INDICO ID</i>	<i>Station</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
142	1	A. Navon-Gross	France	Estimating Staffing Needs and Ensuring Knowledge Transfer of a Skilled and Experienced Nuclear Workforce after 40 Years of Operation
41	2	E. Agedah	Nigeria	Educational Courses to Develop and Support the Nuclear Workforce in Nigeria
166	3	J. L. Hernandez C.M. Nohay Y. Berna	France	The INSC Project PH3.01/09: Another Example of Successful Assistance for Enhancing the Philippines' Capabilities on Nuclear Safety and Radiation Protection
60	4	J. Blomgren	Sweden	Business Acumen Simulations for Training of Nuclear Leaders
183	5	A. Ponomarenko	Russian Federation	New Challenges and Requirements for Workforce and Engineers: Atomskills Championship
75	6	C. Bright	United Kingdom	Embedding Knowledge Retention & Transfer processes within a Nuclear New Build Organisation
80	7	G. Baumont	France	How Schoolbooks Contents Influence the Understanding of Radiation and Nuclear Concepts of Pupils from EU Countries
IAEA	8	A. Starz	IAEA	Diversity and Gender Considerations

THURSDAY, 31 May 2018

TIME: 13:40–14:00

<i>INDICO ID</i>	<i>Station</i>	<i>Name</i>	<i>Designating Member State/Organization</i>	<i>Title of Paper</i>
176	1	T. Rakitskaya	Russian Federation	Post-Fukushima Organizational Culture
110	2	H. Elsayed	Egypt	Implementation of a Knowledge Management Program in a New Build Nuclear Power Plant Organization
108	3	H.-J. Kim	Republic of Korea	The Practical Activities to Improve Transfer of Learning in The Nuclear-Related Continuing Professional Educations for Developing Countries in Korea: Focusing on In-Class Training Held by the Korea Atomic Energy Research Institute (KAERI)
167	4	M Akpanowo	Nigeria	The Use of IAEA SARCoN Tool in Workforce Planning and Development in the Nigerian Nuclear Regulatory Authority
92	5	G. Wakabayashi	Japan	Education and Training in Nuclear Human Resource Development at Kindai University
152	6	E. Han	Republic of Korea	Priority Factors to be Considered for Nuclear Power Policy According to Perception of Leadership Groups in Korea
165	7	H. Suharyanta	Indonesia	Establishment Working Permit and Recruitment of NMAC Workforce Personnel in the Nuclear Facilities through Training and Examination - Indonesia Best Practices.
IAEA	8	IAEA	IAEA	Nuclear Security eLearning Programmes

PARTICIPATION IN IAEA SCIENTIFIC MEETINGS

Governments of Member States and those organizations whose activities are relevant to the meeting subject matter are invited to designate participants in IAEA scientific conferences and symposia. In addition, the IAEA itself may invite a limited number of scientists as invited speakers. Only participants designated or invited in this way are entitled to present papers and take part in the discussions.

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Scientists interested in participating in any of the IAEA meetings should request information from the Government authorities of their own countries, in most cases the Ministry of Foreign Affairs or national atomic energy authority.

PUBLICATIONS

Proceedings

The proceedings of the conference will be published by the IAEA as soon as possible after the conference.

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The IAEA has created an interactive e-learning series explaining the IAEA's Milestones Approach to introducing a nuclear power programme. This approach is based on three phases and covers the 19 infrastructure issues that need to be addressed, and brings decades of expertise to life. Both newcomers and those expanding their nuclear power programmes may benefit from the e-learning series.

More information and the modules are available on:

<http://www.iaea.org/NuclearPower/Infrastructure/elearning/index.html>

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More information and the modules are available on:

<http://elearning.iaea.org/m2/course/index.php?categoryid=48>

IAEA PUBLICATIONS RELATED TO THE SUBJECT OF THE CONFERENCE

		STI/PUB/1332	IAEA Nuclear Energy Series NG-T-2.3: Decommissioning of Nuclear Facilities: Training and Human Resource Considerations (2008)
STI/PUB/1623	IAEA Nuclear Energy Series NG-T-2.7: Managing Human Performance to Improve Nuclear Facility Operation (2014)	STI/PUB/1335	IAEA Safety Standards Series NS-G-4.5: The Operating Organization and the Recruitment, Training and Qualification of Personnel for Research Reactors. Safety Guide (2008)
IAEA-TECDOC-1711	The Impact of Knowledge Management Practices on NPP Organizational Performance - Results of a Global Survey (2013)	STI/PUB/1590	IAEA Nuclear Security Series No 20: Objective and Essential Elements of a State's Nuclear Security Regime
STI/PUB/1248	Non-serial Publication: Risk Management of Knowledge Loss in Nuclear Industry Organizations (2012)	STI/PUB/1350	INSAG Series 22: Nuclear Safety Infrastructure for a National Nuclear Power Programme Supported by the IAEA Fundamental Safety Principles (2008)
IAEA-TECDOC-1675	Knowledge Management for Nuclear Research and Development Organizations (2012)	STI/PUB/1347	IAEA Nuclear Security Series No. 7: Nuclear Security Culture. Implementing Guide (2008)
STI/PUB/1477	IAEA Nuclear Energy Series NG-T-3.10: Workforce Planning for New Nuclear Power Programmes (2011)	STI/PUB/1761	IAEA Nuclear Security Series No. 28-T: Self-Assessment of Nuclear Security Culture in Facilities and Activities (2017)
STI/PUB/1475	IAEA Nuclear Energy Series NG-T-6.1: Status and Trends in Nuclear Education (2011)	STI/PUB/1305	IAEA Nuclear Energy Series NG-G-3.1 (Rev. 1): Milestones in the Development of a National Infrastructure for Nuclear Power (2014)
IAEA-TECDOC-1656	Evaluation of Human Resource Needs for a New Nuclear Power Plant: Armenian Case Study (2011)	STI/PUB/1358	IAEA Nuclear Energy Series NG-T-3.2 (Rev. 1): Evaluation of the Status of National Nuclear Infrastructure Development (2016)
STI/PUB/1494	IAEA Nuclear Energy Series NG-T-6.7: Comparative Analysis of Methods and Tools for Nuclear Knowledge Preservation (2011)	STI/PUB/1311	IAEA Nuclear Energy Series NG-T-1.2: Establishing a Code of Ethics for Nuclear Operating Organizations (2007)
STI/PUB/1439	Nuclear Security Series No. 12: Educational Programme in Nuclear Security. Technical Guidance (2010)	IAEA-TCS-01/04	Training Course Series 1: Safe Transport of Radioactive Material Fourth Edition (2006)
STI/PUB/1397	IAEA Nuclear Energy Series NG-G-2.1: Managing Human Resources in the Field of Nuclear Energy (2009)	STI/PUB/1236	Non-serial Publications: Competency Assessments for Nuclear Industry Personnel (2006)
STI/PUB/1377	IAEA Nuclear Energy Series NG-T-6.2: Development of Knowledge Portals for Nuclear Power Plants (2009)		
STI/PUB/1334	IAEA Nuclear Energy Series NG-T-2.2: Commissioning of Nuclear Power Plants: Training and Human Resource Considerations (2008)		

STI/PUB/1253	IAEA Safety Standards Series GS-G-3.1: Application of the Management System for Facilities and Activities Safety (2006)	IAEA-TCS-23/02	Training Course Series 23/02: Boiling Water Reactor Simulator, Second Edition (2005)
STI/PUB/1252	IAEA Safety Standards Series GSR Part 2: Leadership and Management for Safety. Safety Requirements (2016)	IAEA-TECDOC-1479	Human Performance Improvement in Organizations: Potential Application for the Nuclear Industry (2005)
IAEA-TECDOC-1491	Management of Continual Improvement for Facilities and Activities: A Structured Approach (2006)	STI/PUB/1179	INSAG Series 16: Maintaining Knowledge, Training and Infrastructure for Research and Development in Nuclear Safety (2004)
IAEA-TECDOC-1501	Human Resource Issues Related to an Expanding Nuclear Power Programme (2006)	STI/PUB/1173	INSAG Series 18: Managing Change in the Nuclear Industry: The Effects on Safety (2004)
IAEA-TECDOC-1502	Authorization of Nuclear Power Plant Control Room Personnel: Methods and Practices with Emphasis on the Use of Simulators (2006)	IAEA-TECDOC-1392	Development of Instructors for Nuclear Power Plant Personnel Training (2004)
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STI/PUB/1273	IAEA Safety Standards Series SF-1: Fundamental Safety Principles (2006)	IAEA-TECDOC-1411	Use of Control Room Simulators for Training of Nuclear Power Plant Personnel [including CD] (2004)
STI/PUB/1277	INSAG Series 21: Strengthening the Global Nuclear Safety Regime (2006)	IAEA-TECDOC-1358	Means of evaluation and improving the effectiveness of training of nuclear power plant personnel (2003)
STI/PUB/1248	Risk Management of Knowledge Loss in Nuclear Industry Organizations (2006)	IAEA-TECDOC-1364	Managing Human Resources in the Nuclear Power Industry: Lessons Learned (2003)
IAEA-TECDOC-1500	Guidelines for Upgrade and Modernization of Nuclear Power Plant Training Simulators (2006)	IAEA-TCS-15	Training Course Series 15: Regulatory Control of Nuclear Power Plants (2002)
IAEA-TECDOC-1510	Knowledge Management for Nuclear Industry Operating Organizations (2006)	STI/PUB/1137	INSAG Series 15: Key Practical Issues in Strengthening Safety Culture (Including Booklet) (2002)
IAEA-TCS-21	Training Course Series 21: WWER-1000 Reactor Simulator, Second Edition (2005)	STI/PUB/1129	IAEA Safety Standards Series GS-G-1.1: Organization and Staffing of the Regulatory Body for Nuclear Facilities. Safety Guide (2002)
IAEA-TCS-22/02	Training Course Series 22/02: Pressurized Water Reactor Simulator, Second Edition (2005)	STI/PUB/1140	IAEA Safety Standards Series NS-G-2.8: Recruitment, Qualification and Training of Personnel for Nuclear Power Plants. Safety Guide (2002)
IAEA-TECDOC-1440	Overview of Training Methodology for Accident Management at Nuclear Power Plants (2005)		

STI/PUB/1133	IAEA Safety Standards Series GSR Part 7: Preparedness and Response for a Nuclear or Radiological Emergency. Safety Requirements (2015)	IAEA-TECDOC-1057	Experience in the Use of Systematic Approach to Training (SAT) for Nuclear Power Plant Personnel (1999)
STI/PUB/1128	IAEA Safety Standards Series GS-G-1.2: Review and Assessment of Nuclear Facilities by the Regulatory Body. Safety Guide (2002)	IAEA-TECDOC-1024	Selection, Competency Development and Assessment of Nuclear Power Plant Managers (1998)
IAEA-TCS-18	Training Course Series 18: Postgraduate Educational Course in Radiation Protection and the Safety of Radiation Sources. Standard Syllabus (2002)	IAEA-TECDOC-1052	Nuclear Power Plant Organization and Staffing for Improved Performance: Lessons Learned (1998)
STI/PUB/1108	IAEA Safety Standards Series RS-G-1.4: Building Competence in Radiation Protection and the Safe Use of Radiation Sources. Safety Guide (2001)	STI/PUB/1013	INSAG Series 10: Defence in Depth in Nuclear Safety (1996)
IAEA-TECDOC-1254	Training the Staff of the Regulatory Body for Nuclear Facilities: A Competency Framework (2001)	IAEA/SVS/22	IAEA Service Series 22: Guidance for States. Implementing Comprehensive. Safeguards Agreements and Additional Protocols (2012)
IAEA-TECDOC-1193	Staffing Requirements for Future Small and Medium Reactors (SMRs) Based on Operating Experience and Projections (2001)		
IAEA-TECDOC-1232	Assuring the Competence of Nuclear Power Plant Contractor Personnel (2001)		
IAEA-TECDOC-1204	A Systematic Approach to Human Performance Improvement in Nuclear Power Plants (2001)		
STI/PUB/1107	Safety Reports Series 20: Training in Radiation Protection and the Safe Use of Radiation Sources (2001)		
IAEA-TECDOC-1259	Nuclear Power Programme Planning: An Integrated Approach (2001)		
STI/PUB/1093	IAEA Safety Standards Series GSR Part 1 (Rev. 1): Governmental, Legal and Regulatory Infrastructure for Safety. Safety Requirements (2016)		
IAEA-TECDOC-1170	Analysis Phase of Systematic Approach to Training (SAT) for Nuclear Plant Personnel (2000)		

FORTHCOMING SCIENTIFIC MEETINGS SCHEDULED BY THE IAEA

2018

International Symposium on Uranium Raw Material for the Nuclear Fuel Cycle: Exploration, Mining, Production, Supply and Demand, Economics and Environmental Issues (URAM-2018) (CN-261), 25–29 June; Vienna, Austria

FAO/IAEA International Symposium on Plant Mutation Breeding and Biotechnology (CN-263), 27–31 August; Vienna, Austria

International Symposium on Communicating Nuclear and Radiological Emergencies to the Public (CN-265), 1–5 October; Vienna, Austria

International Conference on Challenges Faced by Technical and Scientific Support Organizations (TSOs) in Enhancing Nuclear Safety and Security (CN-260), 15–18 October; Brussels, Belgium

27th IAEA Fusion Energy Conference (FEC 2018) (CN-258), 22–27 October; Ahmedabad, India

Symposium on International Safeguards (CN-267), 5–9 November; Vienna, Austria

Ministerial Conference on Nuclear Science and Technology: Addressing Current and Emerging Development Challenges (CN-262), 28–30 November; Vienna, Austria

International Conference on the Security of Radioactive Material: The Way Forward for Prevention and Detection (CN-269), 3–7 December, Vienna, Austria

International Symposium on Understanding the Double Burden of Malnutrition for Effective Interventions (CN-268), 10–13 December, Vienna, Austria

2019

International Symposium on Isotope Hydrology (CN-271), 20–24 May; Vienna, Austria

International Symposium on Standards, Applications and Quality Assurance in Medical Radiation Dosimetry (IDOS-2019) (CN-273), 18–21 June; Vienna, Austria

International Conference on the Management of Used Fuel from Nuclear Power Reactors, (CN-272), 24–28 June, Vienna, Austria

International Conference on Challenges Faced by Technical and Scientific Support Organizations (TSOs) in Enhancing Nuclear Safety and Security (CN-260), 15–18 October; Brussels, Belgium

Scientific Forum, (CN-274), September; Vienna, Austria

International Conference on Climate Change and the Role of Nuclear Power (CN-275), 7–11 October; Vienna, Austria


International Symposium on Trends in Radiopharmaceuticals (ISTR-2019) (CN-276), 28 October–1 November; Vienna, Austria

International Conference on Effective Regulatory Systems for Nuclear and Radiation Safety (CN-270), November, Amsterdam, The Netherlands

International Conference on Research Reactors (CN-277), 25–29 November, Buenos Aires, Argentina

For information on forthcoming scientific meetings, please consult the IAEA web site: <http://www.iaea.org/meetings>

NOTES

The background features a grid of semi-transparent hexagons in shades of blue and yellow. In the foreground, several stylized human figures in various colors (orange, light blue, green, white) are arranged in a line, receding into the distance. The overall aesthetic is clean and modern, suggesting a focus on technology and human resources.

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Conference website:

<https://www.iaea.org/events/human-resource-development-conference-2018>

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