



INVITATION

Workshop on National Nuclear Workforce Assessments

Approaches for managing human resources
and competences in the nuclear sector

Brussels
25 January 2024

Workshop on National Nuclear Workforce Assessments

Approaches for managing human resources and competences in the nuclear sector

Specific objective:

The objectives of the workshop is to share experiences, knowledge and national approaches in relation to building and/or maintaining sufficient human resources and competences in the nuclear field (full cycle of power generation, research, medical, safety authorities, defence, fusion).

The focus of the workshop will be on the processes of establishing a Nuclear Workforce Assessment (NWA), rather than specific results.

Issues to be addressed include:

- Overview of NWA process, stakeholders to be involved,
- Mapping of existing workforce
- Predicting future workforce needs
- Mapping of supply to workforce (education and training, mobility, up- and reskilling)
- Gap analysis between workforce needs and supply
- Development and implementation of Skills strategy / Action plan
- Lessons learnt and recommendations

Target audience:

This WS is targeting anyone interested in action supporting a sustained nuclear workforce.

- Government officials and authorities,
- HR practitioners and experts,
- Industry and supply chain,
- All stakeholders involved in and supporting the establishment of national NWA's

Meeting details:

Host: JRC, EHRO-N in collaboration with Nucleareurope and the European Nuclear Society
Date and time: 25th January 2024 – 9:00 to 17:00
Venue: Albert Borschette, Rue Froissart 36.
Format: In presence (no online service)

How to register:

Registration is free and can be done by sending an e-mail to JRC-PTT-EHRON@ec.europa.eu providing the following information:

- First name:
- Last name:
- Email address (you can be contacted on):
- Company/organisation:

You will then receive an e-mail with a link to complete the registrations process with your personal details. Please note that identification with an ID-card or passport is needed.

The deadline for registration is 10 January 2024



Draft Agenda

25 January 2024 – 9:00 to 17:00 - Albert Borschette, Brussels

- 09:00-09:30 **Arrival**
- 09:30-09:35 **Welcome and opening (JRC-DDG)**
- 9:35-10:00 **Introduction Session**
- **Nucleareurope** (industry perspective) (10 min)
 - **EHRO-N** (national NWA, Job classification, etc. ENEN2+ ...) (15 min)
- 10:00-10:30 Coffee break
- 10:30-12:00 **Session 1: National perspectives**
- **FR** (15 min)
 - **FIN** (15 min)
 - **UK** (15 min)
- Panel discussion + QA: (45 min)
Panel = the 3 speakers + nucleareurope + RTD
Topics: Experiences, recommendations to improve NWA process+ QA session
- 12:00-13:30 Lunch break
- 13:30-15:00 **Session 2: National perspectives**
- **PL** (15 min)
 - **NL** (15 min)
 - **CZ** (15 min)
- Panel discussion + QA: (45 min)
Panel = the 3 speakers + ENEN + JRC
Topics: Obstacles when starting a new National Nuclear Workforce Assessment (e.g. missing guidelines, methods)
- 15:00-15:30 Coffee break
- 15:30-17:00 **Wrap-up session / Conclusions /Possible follow up End of visit or meeting**
- **Nucleareurope**
 - **JRC, EHRO-N**

BACKGROUND

Some EU Member States have announced plans to build new nuclear power plants or plans to support long-time operation of existing plants, which requires a highly skilled nuclear workforce. The growing nuclear non-power applications sectors, as well as the nuclear fusion sector, are likewise requiring highly skilled workforce and are recruiting their workforce from the same knowledge base.

A lack of detailed information about human resources needs highlight, the need to support the process of establishing national Nuclear Workforce Assessments (NWA's). Such assessments are important tools for establishing comprehensive understanding of current and future human resources demands, understanding the supply of skills and competences, identifying possible gaps between demand and supply, and establishing an action plan with remediating measures.

A national NWA is established through close cooperation between all relevant stakeholders, such as ministries responsible for nuclear programmes, industry organisations, regulatory authorities, technical support organisations, research and training infrastructures and academia. The main facilitator is in most cases the ministries responsible for implementing the nuclear programmes. The ministry can manage the process themselves or delegated to a third party, but it is important that relevant stakeholders are part of the process.

The process of establishing a national NWA is very similar to the steps an organisation undergoes in their workforce planning, which is also designed to understand the workforce and identify gaps with long-term objectives in mind. However, whereas a potential skills gap in an organisation might be addressed through a recruitment campaign then a skills gap at national NWA might be addressed through adaptation of the education and training infrastructures. A national NWA could be based on different scenarios from national nuclear policies and strategies.

The objectives of this workshop is to invite stakeholders, which are involved in the process of establishing a national NWA, and to share experience of adopted methods and identify areas of improvement.

EHRO-N

The European Human Resources Observatory for the Nuclear Sector (EHRO-N) was established in 2011, and is today driven by organisations representing major stakeholders in the European civil nuclear field and managed by the European Commission's Joint Research Centre (JRC). It is active in the field of knowledge management of competences and human resources and it identifies gaps and deficiencies in education and training infrastructures with the aim to elaborate recommendations, remedial actions and optimisations.

EHRO-N has decided to support the process of establishing national NWA by developing guidelines and developing harmonised tools. As a first step, EHRO-N has developed a harmonised job classification ([*Job Classification and Taxonomy in the Nuclear Sector - JRC132572*](#)).

The next step is through this workshop to collect an overview of various national approaches for managing human resources and competences in the nuclear field. The workshop will further collect ideas and proposals for further work of EHRO-N in relation to establishing guidelines and best practices for performing national NWA's.

More information on EHRO-N:

https://joint-research-centre.ec.europa.eu/ehro-n_en

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