

HUMAN RESOURCES IN DECOMMISSIONING

A Presentation at Nuclear Energy Agency

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Supported by

Presentation will include

Definitions

Existing Problems in Human Resources in Decommissioning

Skills and Training

New Approaches to International Human Resource Management

What does Human Resources mean? - Definitions

Human Resources = Human Capital

Psychological perspective draws on the concept of psychology, it focuses on the people behaviour within organisations.

Sociological perspective emphasises the problematic nature of employment relations.

Problems in Human Resources

- 1. Rudimentary record keeping**
- 2. No Domain Mapping**
- 3. Problems with recruitment and salary**
- 4. Decommissioning is Not a self-sustaining sector**
- 5. Long term projects (60-100 years) affects Knowledge Transfer and Knowledge Perception**
- 6. Security Issues**

Skills and Training is an essential part of Human Resources

- 1.UK - largest Decommissioning project**
- 2.Understand and quantify skills needs**
- 3.Articulate Employer Requirements**
- 4.Design standardised qualifications**
- 5.Attract young people into the sector**
- 6.Work on all the above by analysing where we are and where we need to be**
- 7.Understand core job contexts**

Transferrable Skills Across Sectors

1. Project Management

2. Core engineering

Skills and Training since the year 2008?

**Industry initiative with UK
Government support to create the
National Skills Academy for Nuclear**

The Skills Academy was established to:

Ensure the Safety and Efficiency

of the

UK Nuclear Workforce by

Developing a Highly Skilled

Nuclear Workforce via a

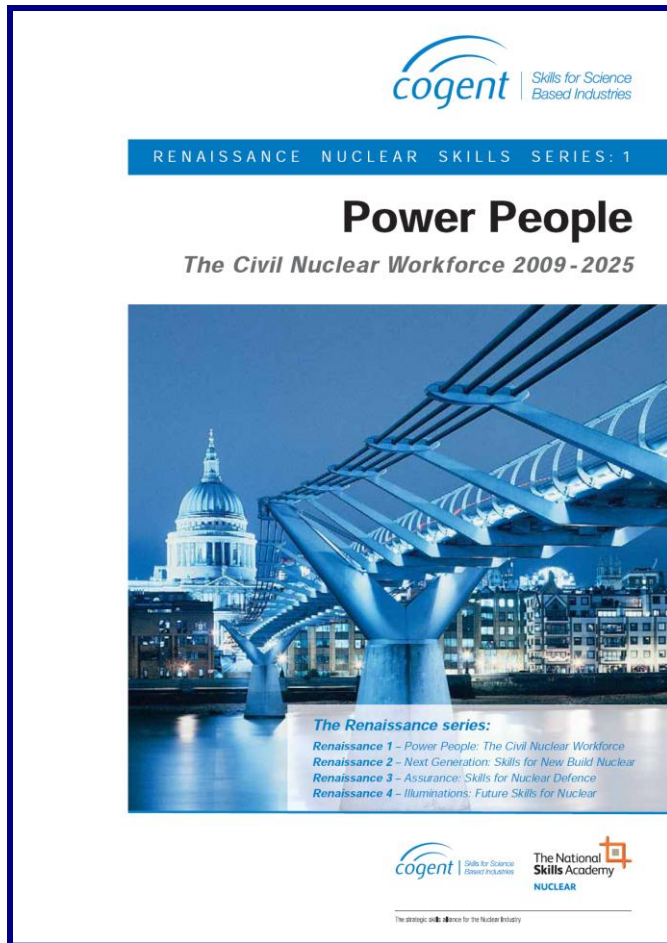
High Quality Provider Network and

Development and Implementation of UK National Standards

Company Overview

- Established January 2008
- Covers breadth of Nuclear Industry and its Supply Chain
- Now over 90 members
- Employer led and funded
- Address current and future needs
- Covers all skills levels

Researched Evidence Base



Demand for Skills

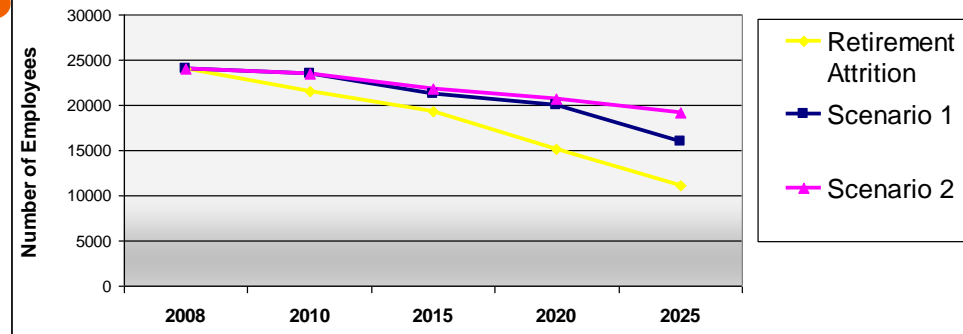
Operation

14,000 new people by 2025

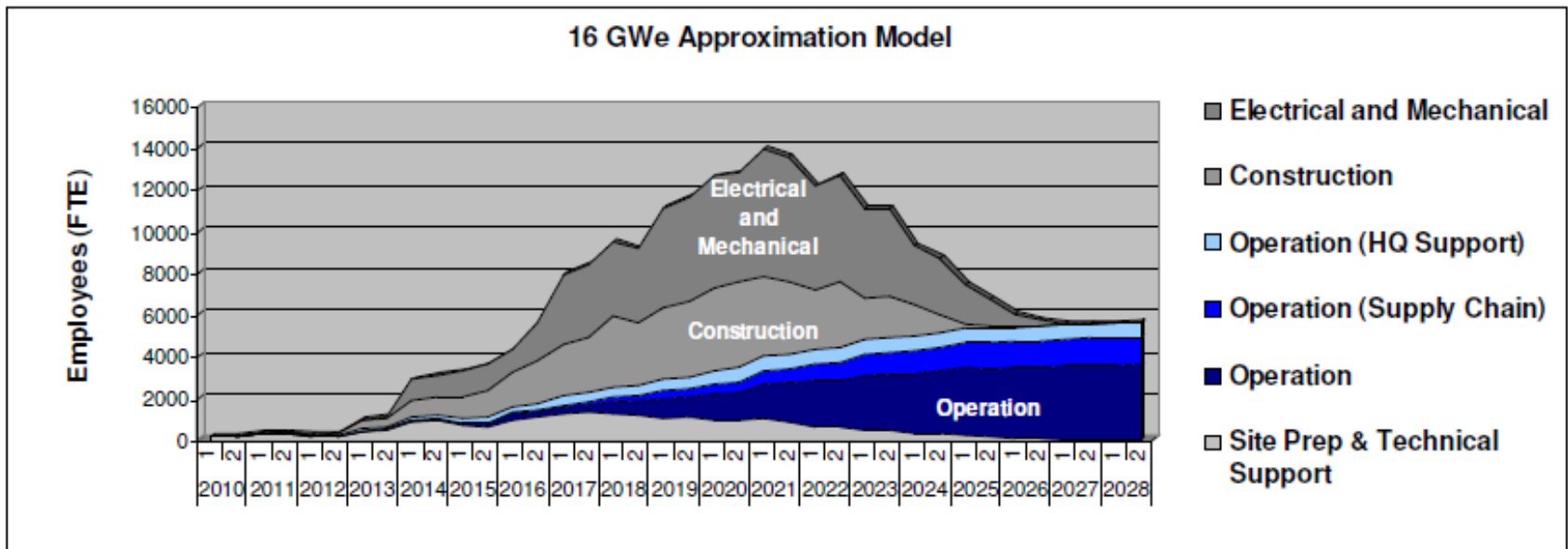
Construction

**13,000 peak (2018 - 2020),
110,000 - 140,000 man-years**

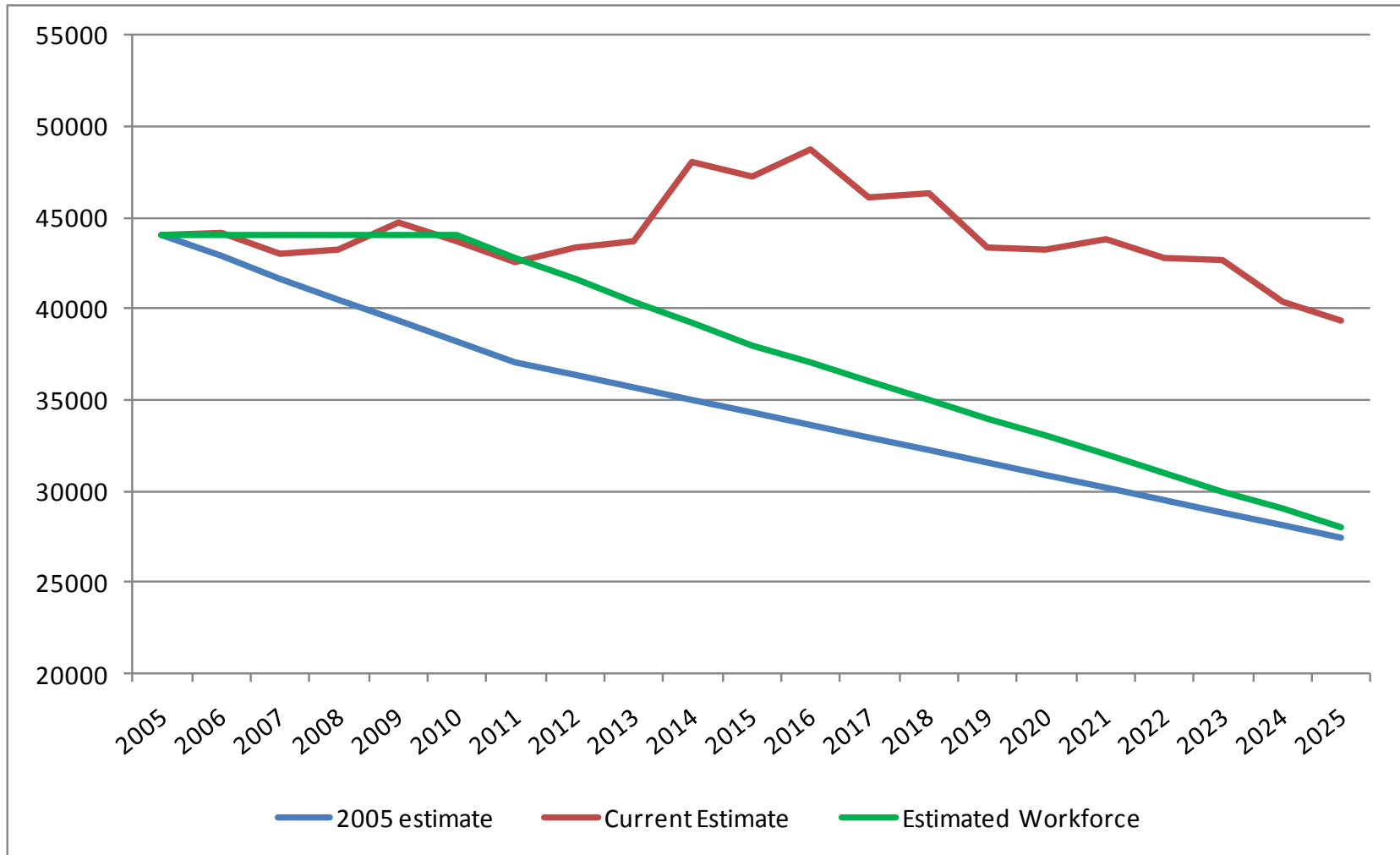
Nuclear Operating Workforce Forecast 2008-2025
(excludes contractor workforce)



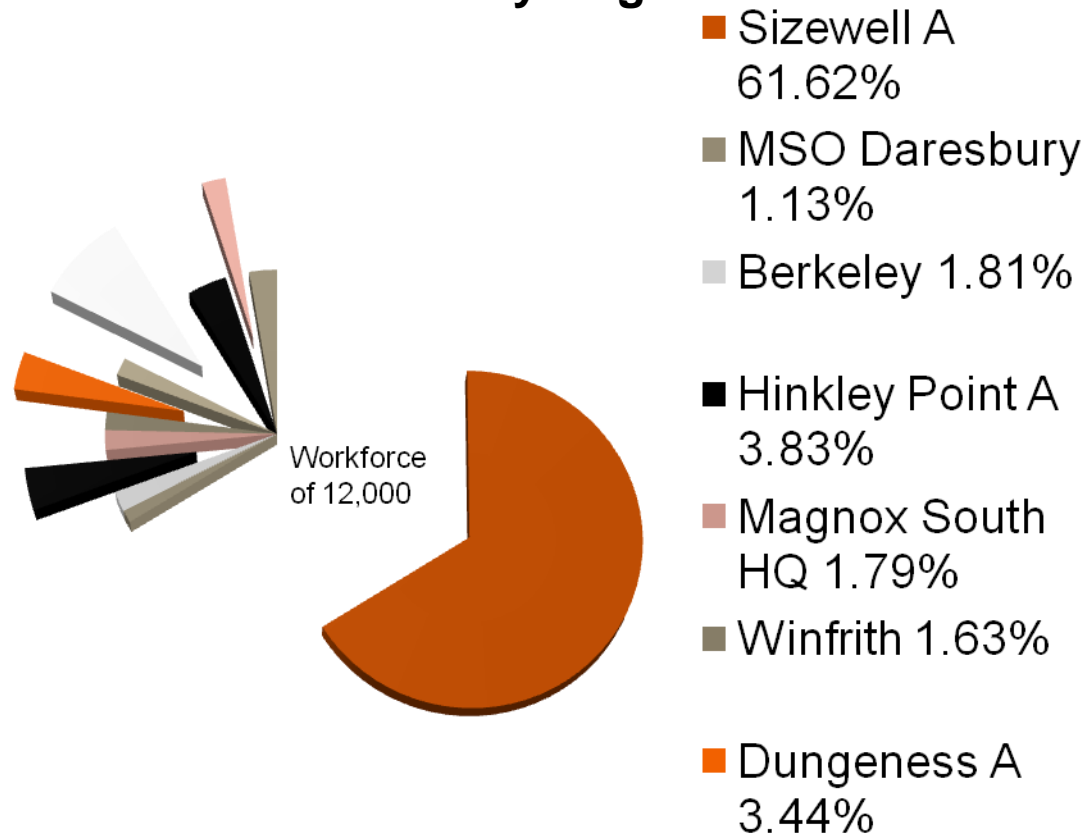
Integrated Workforce (6 twin-unit Stations)



Skills Gap projection due to an Ageing workforce



Workforce as determined by Cogent SSC in 2008



Gaining and Demonstrating Nuclear Knowledge ??

Leading to a sustainable, skilled, competent and safe UK nuclear workforce to achieve current and future demands

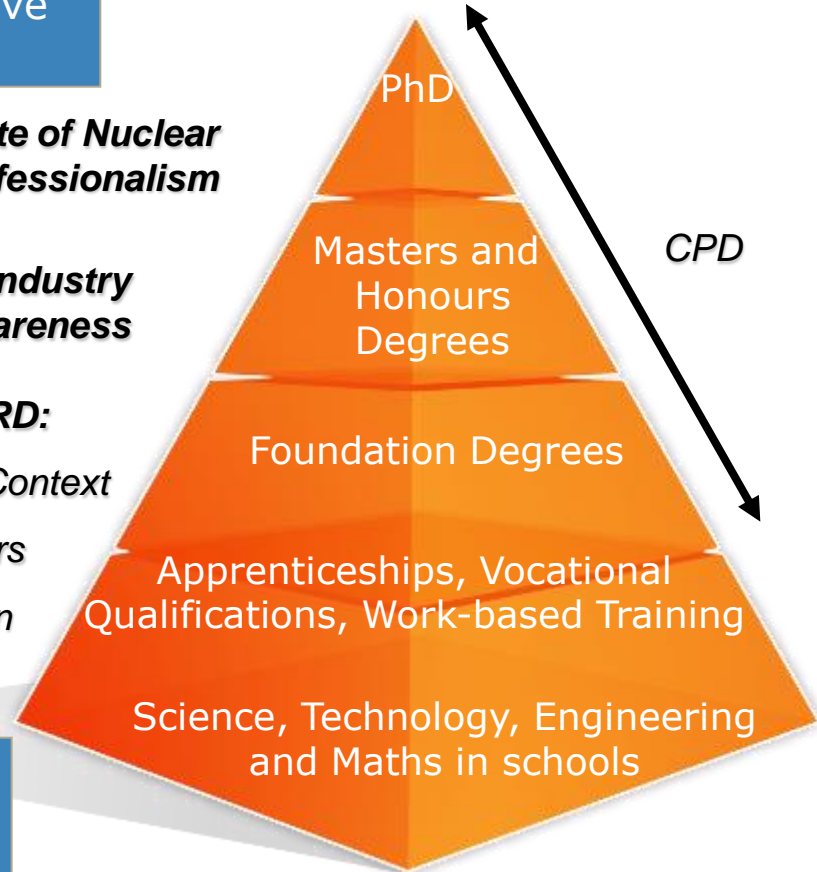
Certificate of Nuclear Professionalism

Award for Nuclear Industry Awareness



TRIPLE BAR STANDARD:
Basic Nuclear Industry Context
Basic Nuclear Behaviours
Basic Common Induction

The Nuclear Skills Passport recording nationally recognised skills and training throughout the skills pyramid



Demonstrating Excellence in Skills for the UK Nuclear Industry

NUCLEAR Skills Passport

- All skills and training recorded on the Nuclear Skills Passport
- Job roles defined with training requirements identified
- Signpost to suitable training solutions
- Enables Training Needs Analysis
- Detailed reports and skills analysis
- Being implemented across the industry

Key Drivers

- Demonstration of strong industry leadership.



- Create a picture of future skills needs and availability.



- Attract Quality People.



- Make individual's feel valued and rewarded.



**Its relatively easy now as of November
2011 !!**

But where will be in 60 years time??

Re-skill, Up-skill and Recruit



Delivery via High Quality Provider Network

Quality Assured Provider

Employer Nominated Provider

Assured Employer Provider

Higher Education Associate Member



International Affiliate Providers

- **International Nuclear Academy (France)**
- **BITE (UK)**



Other International Links

International Collaboration with Institute of Nuclear Power Operations (INPO) for development of excellence in Skills

Centres of Nuclear Research & Skills Excellence

Energus



The Energy Centre



Energy and Fabrication Centre



Dalton Research Facility

National Skills Awards

- Annual Event
- Celebrate excellence in
 - Apprentice
 - Foundation Degree
 - Graduate
 - Leadership
- Important profile raising for industry and career opportunities



Potential Areas for Collaboration

- Major growth in global nuclear industry, nuclear nations needs to support skills development of those new to nuclear
- Development of internationally recognised network of providers
- Joint recognition and promotion
- Collaborative working on international standards
- Development of Nuclear Skills Passport internationally
- Delivery of Certificate of Nuclear professionalism modules

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