Attracting & Developing New Nuclear Talents: Know-Why or Know-How?

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ENEN: European Nuclear Education Network

ESTABLISHED in 2003
Steady support by European Commission through projects

OBJECTIVE
the preservation and further development of expertise in the nuclear fields by higher Education & Training.

ACHIEVEMENTS
• Exchange of information, best practices, teachers and students
• Voluntary accreditation in academic education (QA/QC)
• Coordination of projects of mutual interests (~1MEUR/year)
• Coordination of Education, Training, Knowledge Management) activities among different NUCLEAR knowledge communities
• Facilitating communication & cooperation between nuclear stakeholders

ENEN Members in 2018

76 Members from 25 Countries:
5 Research Centers, 9 Companies, 48 Universities, 1 TSO and 9 international institutions

June 6-7, 2019 NSREG 5th conference, Brussels
# Attracting new nuclear talents

<table>
<thead>
<tr>
<th>Know-Why</th>
<th>Know-How</th>
</tr>
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<tbody>
<tr>
<td>Education, knowledge</td>
<td>Training, skills,</td>
</tr>
<tr>
<td>Research, curiosity</td>
<td>Experience, need</td>
</tr>
<tr>
<td>Academia, problem(s)</td>
<td>Industry, regulators, solution(s)</td>
</tr>
<tr>
<td>Creativity</td>
<td>Protective (IP, best practices)</td>
</tr>
<tr>
<td>Innovative</td>
<td>Conservative</td>
</tr>
<tr>
<td>Learns through errors</td>
<td>Precludes errors</td>
</tr>
<tr>
<td>OPEN, TRANSPARENT</td>
<td>CLOSED</td>
</tr>
<tr>
<td><strong>Difficult:</strong></td>
<td><strong>Easy:</strong></td>
</tr>
<tr>
<td>Strategic planning,</td>
<td>Market (&amp; regulations) driven</td>
</tr>
<tr>
<td>communication, cooperation</td>
<td></td>
</tr>
<tr>
<td>Long term investments (.gov &amp; .com)</td>
<td></td>
</tr>
</tbody>
</table>
Classic talent attraction pipelines

Weakest link! Since ~2000!

Why and How
Nuclear Education
Training
Work

How
Nuclear Education
Nuclearizing Training
Work

Nuclear Know-Why & How for .com, .gov, .edu, .org, ...

Transparency!
Defense in depth!
Safety Culture!

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Principal future talent attraction pipeline

Why and How
Nuclear Education
Training
Work

stronger support needed!

Nuclear Know-Why & How for .com, .gov, .edu, .org, ...

Defense in depth!
Safety Culture!
Transparency!

June 6-7, 2019
NSREG 5th conference, Brussels
Thank you for your attention

www.enen.eu

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Do we need nuclear higher education?

Nuclear engineering degrees conferred

EU: snapshot 2010 (only!)