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Joint ICTP-IAEA School on Nuclear Energy Management

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Case Study on HR Development and Workforce Planning - Instructions

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HRD Case Study

Background:

- You are an established state-owned Energy Utility in a Member State which has decided to implement a nuclear energy programme and build its first nuclear power plant. You currently operate a number of fossil Power Plants (coal and gas) and the government has asked you to take responsibility for operating the nuclear power plant (NPP). The construction of the first NPP will be a Turnkey project and the Vendor has considerable experience in training the personnel for its design of NPP.

Your task is to:

1. estimate the number of personnel (human resources) that you will need
2. decide the necessary qualifications
3. determine where you might be able to recruit these staff from
4. determine what training these personnel will need

You are asked to consider, and present, those factors which need to be taken into account when answering these questions, rather than giving specific answers to the questions.