

Meeting Report of RCA WG-HRD

February 14-15, 2017

IAEA, Vienna, Austria

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1. RCA-WG-HRD Overview

WG members

No	GPs	Name	Position
1	BANGLADESH (CHAIR)	Mr. Syed Mohammad Hossain Director.hrd@baec.gov.bd Syed9495@yahoo.com	Director of Human Resources development Bangladesh Atomic Energy Division
2	INDIA	Mr. Akhilanand Pati Tiwari aptiwari@barc.gov.in	Head of HRD Division, Bhabha Atomic Research Centre
3	KOREA	Mr. Young June KIM yjkim@konicof.or.kr	Manager, Education Cooperation Center, Korea Nuclear International Cooperation Foundation
4	MALAYSIA	Ms. Noriah Binti Jamal noriahj@nm.gov.my	Director, Planning & International Relation Division, Malaysian Nuclear Agency
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1. RCA-WG-HRD Overview

Background and Tasks

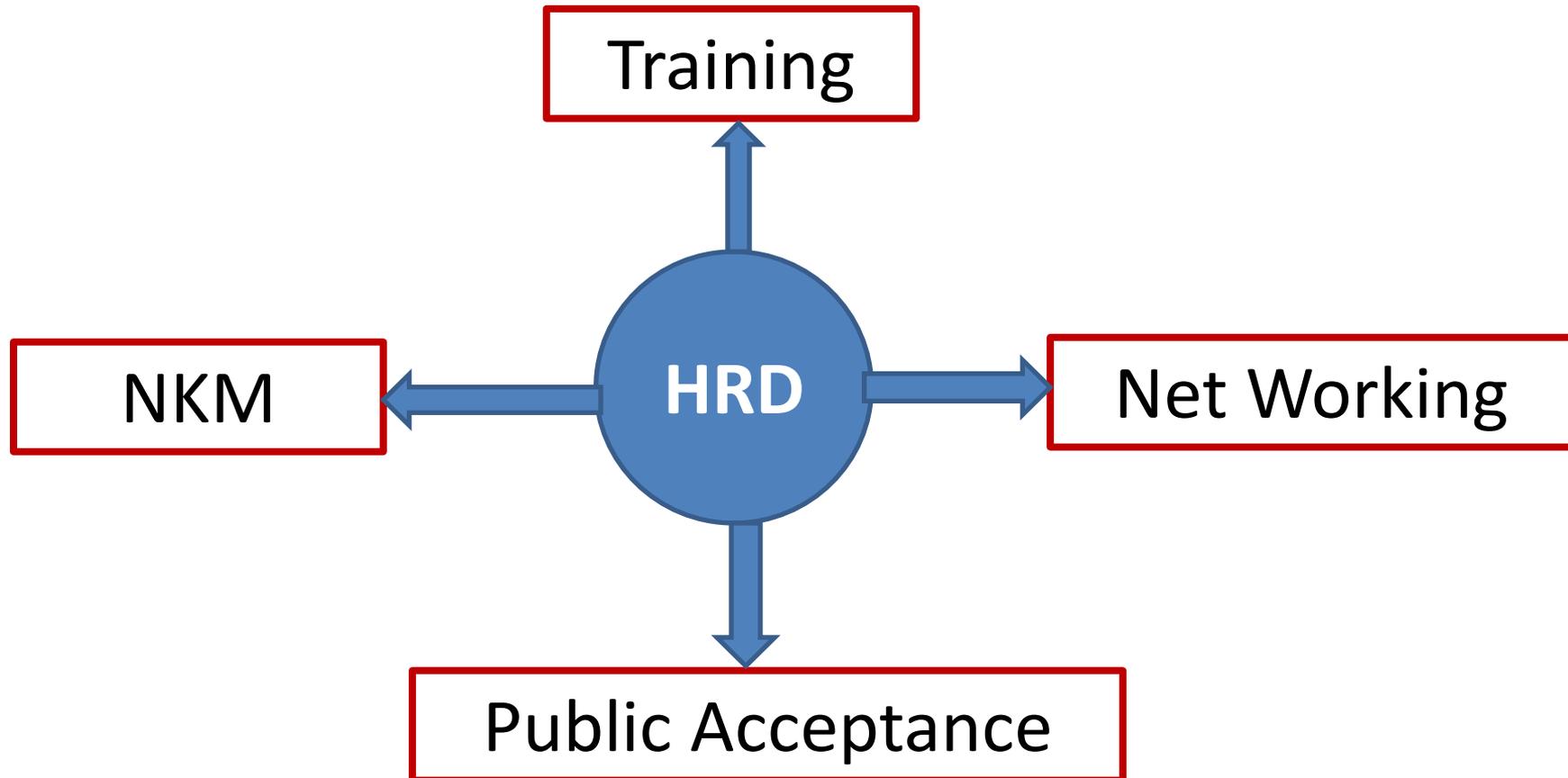
- ❑ This Working Group is established under the provision of the RCA Medium Term Strategy and Strategic Priorities 2018-2023 (RCA MTS), to review the human resource development strategies and in alignment with the new RCA MTS.

- ❑ The main tasks of the Working Group are:
 - (1) to submit the Report on Gap Analysis on HRD at the 39th NRM

 - (2) to submit a set of recommendation strategies on HRD at the 46th RCA GCM

2. Gap Analysis and Recommendation

- The RCA-WG-HRD identified four components of HRD, which can be considered to enhance capacity-building of GPs:



2. Gap Analysis and Recommendation

- ❑ The Gap analysis on HRD has been performed based on RCA MTS 2018-2023. Certain gaps were identified and placed in component wise.
- ❑ Recommendations were made against each identified gaps.

2. Gap Analysis and Recommendation

	Gap / observation	Recommendation
Training	1) Overreliance on short-term training course (e.g. 5 day RTCs)	1-a) Well-defined scope at the beginning; 1-b) Assess needs and design of customized training program.
	2) Absence of structured training for each GPs needs	2-a) Encourage group training for identified special needs; 2-b) Encourage utilizing Regional Training Centre; 2-c) Maximize economic efficiency in organizing training program.

2. Gap Analysis and Recommendation

	Gap / observation	Recommendation
Training (cont'd)	3) Absence of a program-wise system of evaluation and feedback to assess competencies of trainees	3-a) Along with participation certificate, rating should be given anonymously; 3-b) Feedback on effectiveness of the training should be collected from participants after certain period (e.g. 3 or 6 months).
	4) Lack of computer-based training infrastructure (e.g. simulator, e-training)	4-a) Promote computer-based training infrastructure (e.g. simulator, e-training)

2. Gap Analysis and Recommendation

	Gap / observation	Recommendation
Training (cont'd)	5) Lack of regional competency-building opportunity to enhance HRD	5-a) Provide HRD-oriented training programs such as project management courses, train the trainers courses;
	6) Lack of general design quality for training courses (e.g. syllabus, duration, scope, place, etc.) - No oversight of quality of course material	6-a) Design of training courses (e.g. syllabus, duration, scope, place, etc.) should be commensurate with category of participating GPs. 6-b) Systematic data base should be created on each training program's syllabus

2. Gap Analysis and Recommendation

	Gap / observation	Recommendation
NKM	1) Inadequacy of archive to store information.	1-a) RCA RO's role for knowledge preservation should be emphasized more. 1-b) Training materials, lecture notes should be available on RCARO website.
	3) Inadequacy of knowledge sharing in the region.	3-b) Provide success story (i.e. best practice) accompanied with more linked information.

2. Gap Analysis and Recommendation

	Gap / observation	Recommendation
NKM (cont'd)	4) Inadequacy of knowledge mapping on available training opportunities, infrastructures, and resources.	4-a) Each RCA project should contribute to build up knowledge map (i.e. contact details of resource persons and contact persons) for each thematic sectors.
	5) Accumulated knowledge and expertise are not likely being carried on in subsequent TC cycles.	5-a) Expert groups should be reconstituted at the end of two TC cycles. However, not more than a half of the group should be changed after each term.

2. Gap Analysis and Recommendation

	Gap / observation	Recommendation
Net-working	1) Inadequacy of networking activity of those who attend the training program.	1-a) Improve networking in cooperation with the LCC. 1-b) To prepare a guideline with possible examples on how effective networking might be enhanced in the RCA projects.
Public Acceptance	1) RCA activities are highly accepted by GPs but may not be well known by the respective communities in the respective GP.	1-a) Should be continued and expanded and also obstacles to wider public acceptance need to be reviewed and appropriate actions taken to facilitate wider acceptance.

3. Action Plan based on Gap Analysis and Recommendation

What	When	Who	Where	Remark
Training	Sept 2017 for TC cycle 2020-2021	NR/ Project Designer	National responsibility	3 years before the actual TC cycle
Applicable for all recommendations	<ul style="list-style-type: none"> Nov 2017 First round concepts 	RCA PAC/NR/Project Designer	National responsibility	Reference PAC action plans approved at GCM
	<ul style="list-style-type: none"> Feb 2018 – Second round concept 	RCA PAC/NR/Project Designer	National responsibility	Reference PAC action plans approved at GCM
	<ul style="list-style-type: none"> March-April 2018- report to 40th NRM 	NR	National responsibility	Reference PAC action plans approved at GCM
Knowledge Management			National responsibility	i. To be discussed with RCARO
Net-working		NR	National responsibility	i. To be discussed with RCARO
Public Acceptance	Continuous	NR	National responsibility	

4. WG-HRD Working Plan

Schedule	Activity
June – Aug. 2016	Application for Membership of the Working Group
45th GCM (Sept. 2016)	Establishment of the Working Group
1st WG Meeting (Feb. 13-16, 2017)	Gap Analysis was carried out under the basis of RCA MTS 2018-2023 document and Recommendation made
39th NRM (March 2017)	Submission of Report on Gap Analysis on HRD
2nd WG Meeting (July 17-21, 2017)	<ul style="list-style-type: none">• To review of decision of the 39th NRM and appropriate implementation in regards to the HRD component of the MTS• To prepare a set of the recommendation strategies on implementation of HRD and the report for submitting to the GCM• To prepare a guideline on HRD for the planning of the RCA programme for 2020-2021 to advise RCA PAC for submitting to the GCM
46th GCM (Sept. 2017)	Submission of a set of recommendation strategies on HRD

5. Conclusion and Recommendation

- The driving points for our discussion in WG of HRD is the facts that GPs having capabilities should bring up programs intended to share knowledge and resources with the new GPs, SIDs, LDCs;**
- Gap analysis on HRD based on RCA MTS 2018-2023 has been performed through discussion among the RCA-WG on HRD;**
- A set of recommendation has been made based on the identified gaps;**

5. Conclusion and Recommendation

- **The WG realized that it is required to hold 2nd meeting preferably during 17-21 July, 2017 to fulfill the following objectives :**
 - **To Review of decision of the 39th NRM and appropriate implementation in regards to the HRD component of the MTS**
 - **To Prepare a set of the recommendation strategies on implementation of HRD and the report for submitting to the GCM**
 - **To prepare a guideline on HRD for the planning of the RCA programme for 2020-2021 cycle to advise RCA PAC for submitting to the GCM**

*Terima kasih
Dhanyabad x 2
Bayarlalaa
Gam-sa-ham-ni-da*

Thank you

