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## Capacity Building in the UAE's Young Nuclear Workforce

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### ABSTRACT

#### **Capacity Building in the UAE's Young Nuclear Workforce**

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Staff turnover is a critical factor to consider in workforce planning, especially in the nuclear industry where specialist knowledge is costly, mission critical and difficult to replace. Mitigating the effects of staff turnover is essential for the efficient and effective functioning of a nuclear organization. The Federal Authority for Nuclear Regulation (FANR) recognized at an early stage that its unique composition required a special focus on creating a turnover-resistant organization that is able to sustainably support a long term nuclear energy program. In addition to creating a happy, stimulating and recognition-based working environment, FANR has adopted a two-pronged approach to mitigating the impact of staff turnover. Firstly, the organization has embraced "Emiratisation" - the strategic capacity building initiative of the UAE Government –and coupled this with expert foreign assistance to formulate a solid foundation for capacity building. Secondly, the rapid growth in Emirati nuclear knowledge is integrated with experience and knowledge from international sources utilizing knowledge management (KM) tools for knowledge capture, retention and transfer.

The KM processes are integral to FANR's Integrated Management System (IMS), which is aligned with FANR's objectives. The Knowledge Resource Matrix contains comprehensive information about the processes in three major categories: Human Capital (Competences), Structural Capital (K-Products, documents, standards) and Relationship Capital (External knowledge). The approach helps to uncover knowledge contained in each FANR management process and establishes a solid base for knowledge transfer to newcomer staff. FANR continues to explore the concept of push strategy (codification approach) in creating a shared virtual platform between FANR, the IAEA and assisting third parties. This revolutionary concept demonstrates how an electronic KM system could link to an innovation management system.

FANR strongly believes in the importance of KM and allocates significant resources to researching novel and effective means of institutionalising KM to support a sustainable nuclear regulatory program.

### Which "Key Question" does your Abstract address?

SGI3.8

### Topics

SGI3

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