

Nuclear Human Capability Building Program in Saudi Arabia

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The paper describes the human capability building (HCB) program that has been designed to enable successful development of the atomic and renewable energy (A&RE) sectors. The paper is focusing in atomic energy sector. Phase-one of the work investigated existing and future trends in demand and supply, concluding with an assessment of the workforce gap and human capability challenges facing the A&RE sectors in Saudi Arabia. Phase-two work provided a considered response to findings from Phase one including detailed individual implementation plans for twelve strategic focus areas. The HCB Roadmap draws on the views, experiences and expectations shared by stakeholders throughout the project and in several major workshops.

Nuclear workforce roles, qualifications and competencies including the knowledge, skills and behaviours were identified in design, construction, operations and maintenance phases. New, changing and/or existing roles were identified, forming the basis for understanding where the K.A.CARE working with the local education and training system will need to place the greatest emphasis. A detailed model on the need of the nuclear workforce as a function of timeline and ramp up speed of the programme, number and type of power plants and co-location assumptions was created. The supply of existing workforce and graduates from the local education and training system was modelled in order to identify and analyse the workforce gaps over time. As a result of the modelling work, identification of local and international institutions for nuclear training, best practices, value chains and involvement with the stakeholders, K.A.CARE has a detailed taxonomy database of roles in the A&RE sectors and possibility to create demand and supply models that can project out and analyse workforce gaps out to 2045 and beyond, as well as a stakeholder engagement tool and HCB Roadmap with implementation plans.

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