

# Symposium on International Safeguards: Linking Strategy, Implementation and People - IAEA CN-220



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## Next Generation Safeguards Initiative: Human Capital Development

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Since 2008, the Human Capital Development (HCD) subprogram of the U.S. National Nuclear Security Administration's (NNSA) Next Generation Safeguards Initiative (NGSI) has supported the recruitment, education, training, and retention of the next generation of international safeguards professionals to meet the needs of both the International Atomic Energy Agency (IAEA) and the United States. Specifically, HCD's efforts respond to data indicating that 82% of safeguards experts at U.S. Laboratories will have left the workforce within 15 years. This paper provides an update on the status of the subprogram since its last presentation at the IAEA Safeguards Symposium in 2010. It highlights strengthened, integrated efforts in the areas of graduate and post-doctoral fellowships, young and mid-career professional support, short safeguards courses, and university engagement. It also discusses lessons learned from the U.S. experience in safeguards education and training as well as the importance of long-range strategies to develop a cohesive, effective, and efficient human capital development approach.

### Country or International Organization

United States of America

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