



We have the **E**nergy Ability.

Overview of the Human Resource Development (HRD) and Workforce Planning (WP) Requirements for a Nuclear Power Programme

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E-POWER MO – Empowering Filipinos through
Informed Energy Plans and Policies

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Human Resources Infrastructure

- Secondary (and primary) education system with strong math and science components, to prepare for, and stimulate interest in, science and engineering careers;
- Technical/Vocational schools to create good skilled artisans/ technicians in different engineering and technical disciplines;
- University programmes for (nuclear) engineering and science professional staff (and allied professions e.g. Chemistry, Business, Finance, Human Resources, etc.);
- Creating 'Outreach' programmes to engage students in nuclear programmes and stimulate career interest.



Skills for Nuclear versus Nuclear Skills

- Skills required to support the nuclear programme will be a range of engineering, project management and construction skills
- Demand for nuclear specific skills and capability limited to specific key activities
- Non-nuclear science and engineering degree qualifications often preferable to nuclear specific degrees



NPP Personnel Composition

NPP personnel - highly specialized, trained, motivated

Functional composition

- Management Operation
- Engineering support
- Maintenance and repair
- Nuclear, radiation and industrial safety
- Security and physical protection
- Administration
- Training centre

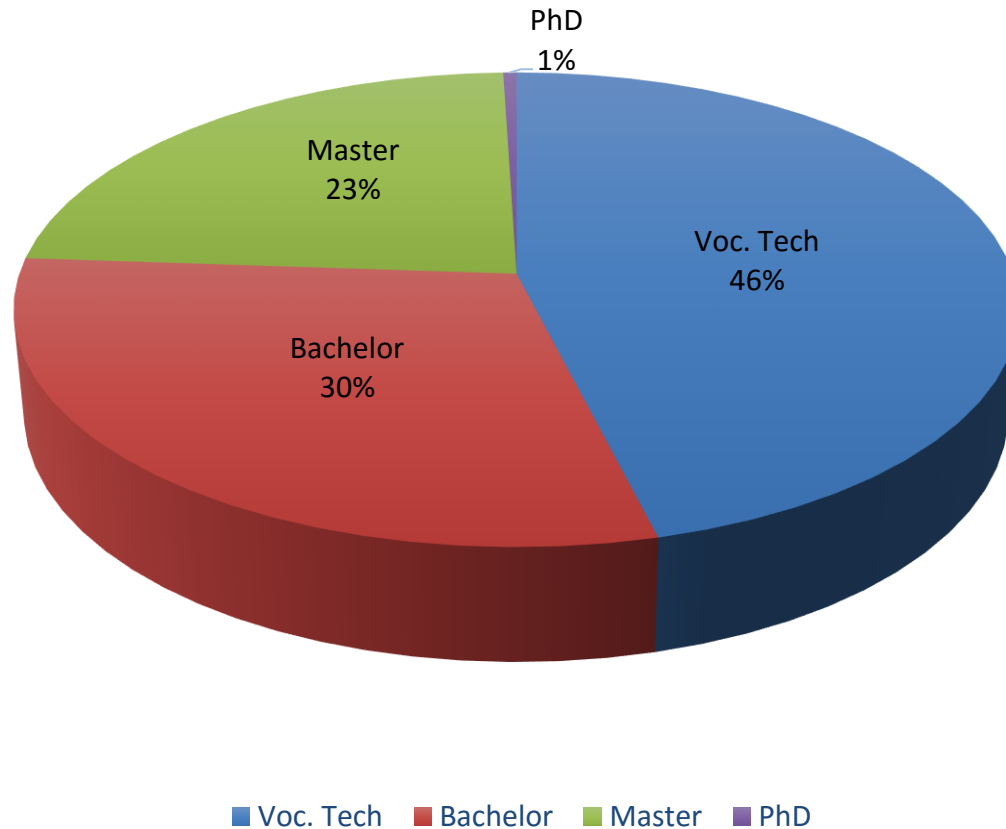
Responsibility level

- Category A. Licensed personnel: Top-level managers, MCR personnel
- Category B. Middle-level managers and specialists (engineers)
- Category C. Technicians, workers



Education Levels Required for NPP

Education Degree Level



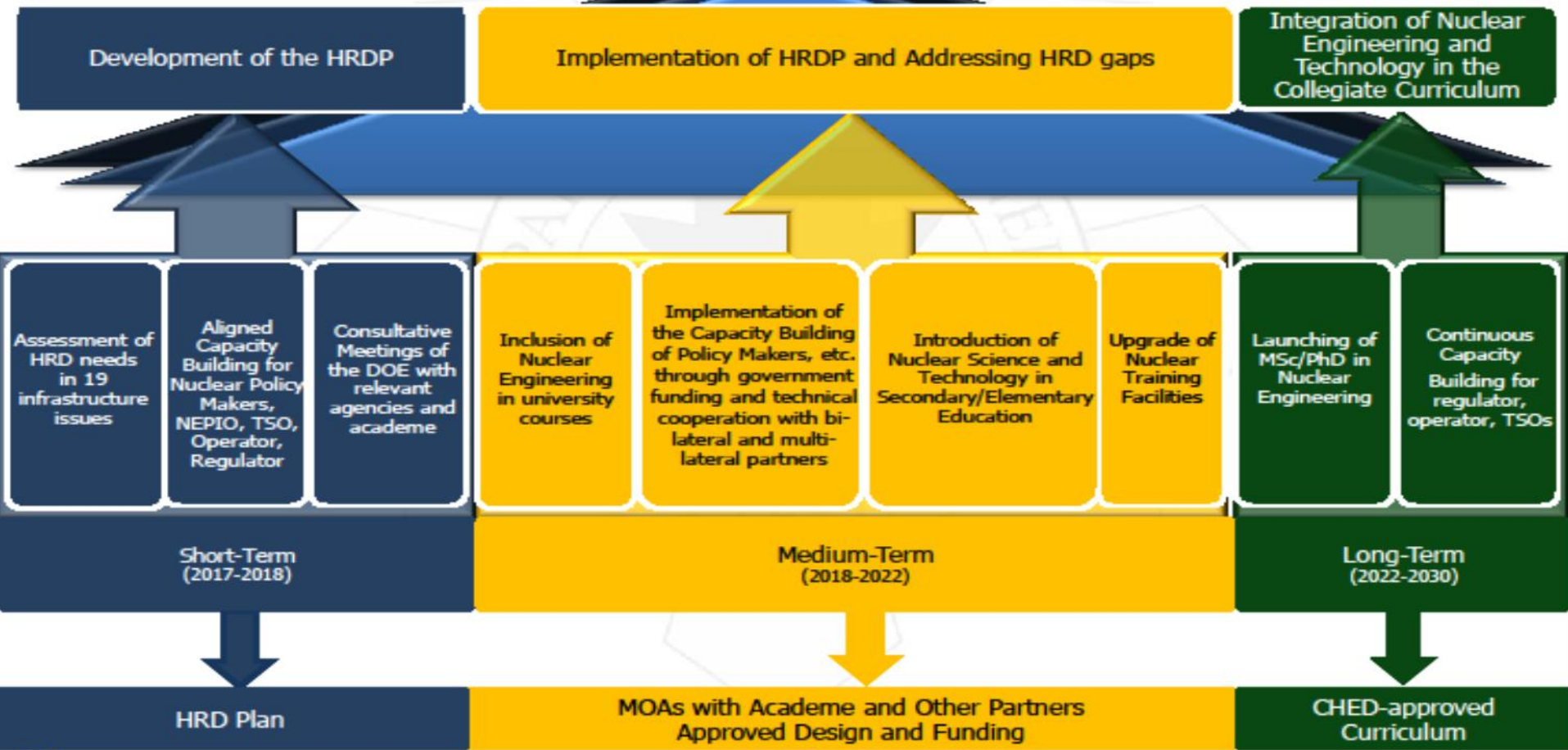
Example of NPP Staffing Schedule

	Years of construction						Total
	1	2	3	4	5	6	
1 unit	Construction				Commissioning	Startup	
2 unit		Construction				Commissioning Startup	
NPP Divisions							
Top Management		12	0	0	0	0	12
Operation		21	30	93	270	220	634
Technical support		0	5	16	16	13	50
Maintenance		0	5	14	123	152	294
Nuclear, radiation and industrial safety		0	6	9	5	2	22
Security and physical protection		2	12	12	25	41	92
Administration		8	12	16	3	3	42
Training centre		5	7	11	7	0	30
TOTAL		48	77	171	449	431	1176



HR Roadmap

HRD Plan (HRDP) for the Nuclear Power Program



Thank You!



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