



# HUMAN RESOURCE DEVELOPMENT FOR THE SMR PROGRAM IN ESTONIA

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## WHY?

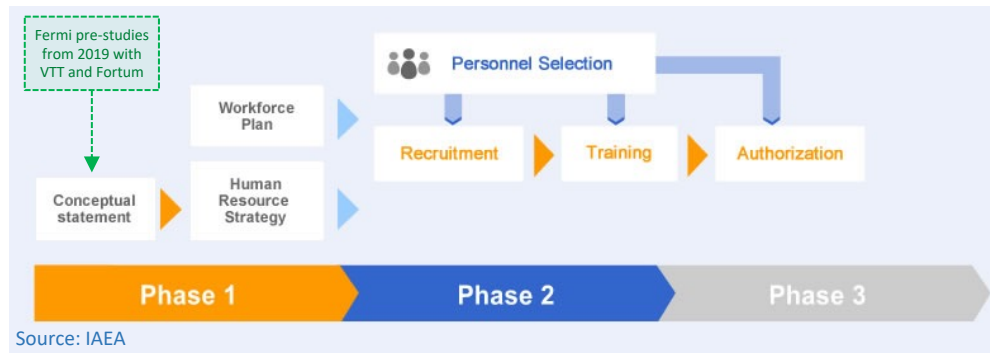
1. To **define** our **HRD strategy**
2. To understand **who** we need and **when** we need to source
3. To know **how** and **when** to train the personnel



Source: IAEA

# HRD Conceptual Statement & Strategy

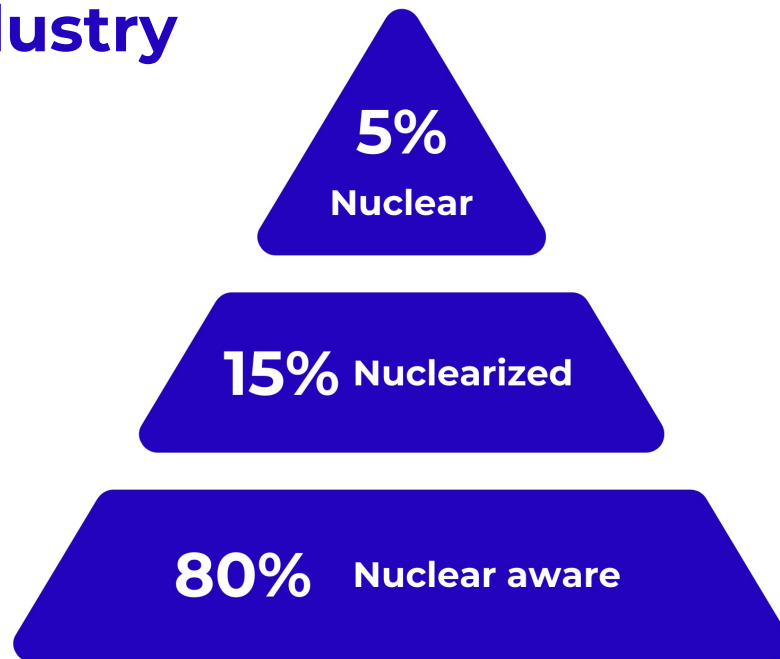
1. **Conceptual Statement of HR Development Strategy** – our vision and underlying principles what are the basis for our strategy.
2. **HR Development Strategy** – concrete strategy how we move on, how we guarantee needed competences for Estonian SMR programme.
3. Next step: **Workforce and Training Plan**



We follow IAEA guidelines and instructions

## Mostly conventional industry competences

- **5% Nuclear** – those with a deep and specific academic competence in nuclear such as reactor design
- **15% Nuclearized** – those with longer nuclear experience or longer training such as plant operation and maintenance personnel, process engineers
- **80% Nuclear aware** – those who only need shorter training which includes most on site staff that are not directly involved in operation of the plant



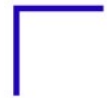
## Our strategy

The **long-term goal** for Fermi, for Estonia is to develop **national expertise** to fulfil the staffing need in all areas.

This can be achieved for example via:

- MSc. students in foreign universities
- Courses in Estonian Universities
- Establishing local research institutions
- Job exchange and hiring foreign experts





**THANK YOU!**

**FERMI.**

