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NUSHARE Catalogue of training schemes and information actions

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This report presents the NUSHARE Catalogue of training schemes and information actions.

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Abbreviations and Acronyms

ENEN	European Nuclear Education Network Association
NUSHARE	Name of the EU FP7 project. Main coordinator: ENEN
DoW	Description of Work

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1 Introduction

NUSHARE is a FP7 project implementing a European Education, Training and Information (ETI) initiative proposed by the Commissioner for Research and Innovation and the Commissioner for Energy after the Great East Japan Earthquake and Tsunami on 11 March 2011 (Fukushima). Its main objective is to develop and implement education, training and information programmes strengthening competences required for achieving excellence in nuclear safety culture. Particular attention is being paid to lessons learned from stress tests conducted on all EU nuclear Power Plants in response to the Fukushima accident and to sharing best practices at the European level. NUSHARE addresses the specific needs of different stakeholders in nuclear safety by the development and EU-wide dissemination of those programmes for three target groups:

- Policy decision makers and opinion leaders at the level of governments, parliaments, international organisations, scientific communities, journalists;
- Staff members of Nuclear Regulatory Authorities and Technical Safety
- Organisations (TSOs); • Electric utilities, systems suppliers, and providers of nuclear services at the level of responsible personnel, in particular managers.

The project is structured into two slightly overlapping phases:

The first phase, with an expected duration of 16 months, is focusing on the development of education, training and information concepts supporting the NUSHARE objectives and on the design of relevant basic ETI programmes. Main product of this phase is the “NUSHARE ETI Catalogue”, a catalogue of existing or planned ETI “schemes” supporting the NUSHARE objective of strengthening competences required for achieving excellence in nuclear safety culture. Those schemes may range from short courses related to (nuclear) safety culture up to major programmes consisting of several modules designed for building the competences required for a healthy nuclear safety culture. The catalogue is supplemented by a plan of actions for the implementation, validation and optimization of pilot programmes and for their later EU-wide dissemination.

The second phase of the project, with an expected duration of up to three years, is devoted to the execution of the action plan. This phase includes co-operation with organisations not represented in the initial consortium but sharing NUSHARE objectives and willing to contribute to the project. This report describes the first version of the NUSHARE ETI Catalogue, which is an inventory of ETI modules directly related to (nuclear) safety culture or otherwise addressing the main NUSHARE objectives. This first version does not yet include an action plan, which will be developed after a meeting with NUSHARE stakeholders scheduled for March 2014.

The inventory of ETI schemes has been implemented as an ACCESS database with structured information on two types of education, training and information schemes:

- Existing ETI schemes, which have been developed as part of national nuclear safety practices (e.g. training of utility or regulatory staff) or by international organisations (e.g. IAEA) without any link to the NUSHARE project. - NUSHARE
- Proposed ETI schemes which are developed and run within the framework of the NUSHARE project.

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The NUSHARE ETI catalogue report and the related database of ETI schemes are both understood as living structures to be updated according to the availability of new information about existing ETI activities related to nuclear safety culture and to the further development and the experiences with ETI programmes under the NUSHARE umbrella.

This report presents the NUSHARE Catalogue of training schemes and information actions.

2 Overview of the NUSHARE ETI Database

2.1 Types of database entries

The NUSHARE ETI database includes information about ETI schemes of quite different type. There are, for instance, short courses ranging from a few hours up to one or two days addressing a small scope of issues for a specific community, medium-size modules ranging from a few days up to a few weeks addressing a major topical area and comprehensive programmes for basic training or continuous professional development.

This 1st version of the catalogue includes information about the size and the type of the scheme, but it does not yet build on a structure systematically ranging schemes of different size. The information has been transferred to the database “as delivered” by participants and stakeholders of the NUSHARE project.

2.2 Structure of Database

The database provides for the following entries for the description and characterization of ETI schemes:

- Main Target Group (MTG): The target group expected to deliver the major part of participants of the programme. The following numbers are used:
 - MTG=1 for schemes addressing policy decision makers and opinion leaders
 - MTG=2 for schemes addressing NRA and TSO staff
 - MTG=3 for schemes addressing responsible staff of utilities, systems suppliers, and providers of nuclear services
 - MTG=4 for schemes intentionally addressing mixed target groups
- Country of the ETI provider or “international” in the case that the ETI provider is an international organisation.
- Name of the ETI Provider
- Title of the ETI scheme
- Type distinguishes between single lecture, module or major programme
- Description: General description of the ETI scheme
- Objectives: General objectives of the ETI scheme
- Target groups: more detailed description of the target group(s) and sub-groups

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- Duration of the ETI scheme in hours, days, weeks or months
- Relevance for the main NUSHARE objective “building safety culture competence” distinguishing between high, medium and low
- English Language Indicator: flat indicating whether the scheme is offered in English language
- Prerequisites for attendance of the scheme
- Learning outcomes of the scheme- NUSHARE
- Specific topics to be mastered: What should be mastered after successful completion of the scheme
- Contents of scheme: detailed description of contents (syllabus) covered by the scheme
- Training approach: methodological approach to ETI applied within this scheme
- Evaluation Scenario: procedure to evaluate the competences acquired by the scheme.
- Weblink: Link to the ETI provider’s information about the scheme.

2.3 Overview of Providers and Courses

The current version of the database includes 45 entries for ETI schemes offered by about 20 providers. The providing organisations, their home countries and the scheme titles are listed in the following tables.

Table 1-1: Providers of ETI Schemes in the Catalogue

ORGANIZATION	COUNTRY
SCK/CEN	Belgium
ENELA	Europe
ENSTTI	Europe
VTT	Finland
CEA/INSTN	France
Areva GmbH	Germany
CONLAR	Germany
ISAR	Germany
KSG/GfS	Germany
OECD	International
UPB	Romania
CEIDEN	Spain
TECNATOM	Spain
UPC	Spain
UPM	Spain
ESKONSULT	Sweden
INBEx	Sweden
KTH	Sweden
EdF Energy	UK
Manchester University	UK
UCLan	UK

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Table 1-2: List of ETI Schemes in the Catalogue

ORGANISATION	COUNTRY	COURSE
SCK/CEN	Belgium	Setting Up A Management System
CORONA	EU	Commitment and collaboration context
CORONA	EU	Communication and feedback
CORONA	EU	Organizational culture and safety culture
VTT	Finland	Regulatory Oversight of Safety Culture
CEA/INSTN	France	Safety Culture
CEA/INSTN	France	Safety and Criticality
AREVA	Germany	Nuclear Safety Basics
CONLAR	Germany	Nuclear Liability Basics
ENELA	Germany	Leadership Cycle
ISAR	Germany	Safety culture and organisational learning
KSG/GfS	Germany	Decision-Making Behaviour
KSG/GfS	Germany	Human Performance Tools
ENSTTI	International	Tech. Concepts governing Nuclear Safety, Nuc. Security and Radiat. Protec.
ENSTTI	International	Basic Training Programme for NRAs and TSOs
NUSHARE	International	Leadership for Safety Culture
OECD	International	International School of Nuclear Law
UPB	Romania	Observation Techniques
CEIDEN	Spain	Basics of nuclear science and technology
CEIDEN	Spain	Basics of nuclear science and technology
CEIDEN	Spain	Nuclear Technology Applications
CEIDEN	Spain	Seminar on Nuclear Fusion
CEIDEN	Spain	Sources of Energy
CEIDEN	Spain	High-school lectures
CEIDEN	Spain	Nuclear energy courses
CEIDEN	Spain	Nuclear safety in Advanced Reactors
TECNATOM	Spain	Nuclear Safety
TECNATOM	Spain	Development of leadership competences
TECNATOM	Spain	Extraordinary leader for safety
TECNATOM	Spain	Organizational and safety Culture
TECNATOM	Spain	Organizational effectiveness
TECNATOM	Spain	Compliance of Contractors with Safety Systems
TECNATOM	Spain	Nuclear Safety
UPC	Spain	Nuclear energy and safety
UPM	Spain	Economic Relevance of Safety Culture in Medical Applications
ESKONSULT	Sweden	Anatomy of Accidents
INBEx	Sweden	Nuclear Operations Leadership program
KTH	Sweden	Safety Leadership in Nuclear Power Industry
EDF Energy	UK	Leaders Getting Started Programme
EDF Energy	UK	Next Level Leadership Programme
EDF Energy	UK	Nuclear Leadership Programme

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EDF Energy	UK	Nuclear Professionalism Leader Authorisation Programme
EDF Energy	UK	Nuclear Safety Culture Workshop
EDF Energy	UK	Overall Safety Culture Programme
Man Univ.	UK	Managerial Competences and Leadership for Safety Culture
UCLan	UK	Legal and Regulatory Framework and Regulatory Functions

2.4 Catalogue of Courses

2.4.1 Belgium

2.4.1.1 SCK/CEN

Title	Managerial Competences and Leadership for Safety Culture
Description	This training course is designed in the framework of the TRASNUSAFE project, following extensive consultations with users of both radiation and the nuclear industry. It consists of a generic module on 'Managerial competences and leadership for safety culture', and a specialised module on the setup of a management system with a large emphasis on Nuclear Safety Culture
Target Group Information	Managers from the different sectors
Pre-requisites	
Duration	3 days

2.4.2 Europe

2.4.2.1 CORONA

Title	Commitment and collaboration context
Description	Introduce the participants to basic skills to promote a safety culture fostering a commitment and collaboration environment.
Target Group Information	Leaders from nuclear power plants and subcontractors, leaders for research centres and universities.
Pre-requisites	
Duration	3 hours

Title	Communication and feedback
Description	Introduce the participants to basic communication and feedback skills to promote a safety culture
Target Group Information	Leaders from nuclear power plants and subcontractors, leaders for

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	research centres and universities.
Pre-requisites	
Duration	3 hours

Title	Organizational culture and safety culture
Description	Introduction to concept of culture and process of development of safety culture
Target Group Information	Leaders from nuclear power plants and subcontractors, leaders for research centres and universities.
Pre-requisites	
Duration	3 hours

2.4.3 Finland

2.4.3.1 VTT

Title	Regulatory Oversight of Safety Culture
Description	
Target Group Information	See general description of ENSTTI programme
Pre-requisites	Formal education at master degree or equivalent level in physics, chemistry, life sciences or engineering
Duration	

2.4.4 France

2.4.4.1 CEA/INSTN

Title	Safety Culture
Description	This training course was specifically designed for professionals of a company in the nuclear industrial sector. This is a one day course including test cases and evaluation. The module addresses NUSHARE Target Group 3. It is specifically designed for staff of the site for a consistency of messages and dissemination of a safety culture in all functions in the company
Target Group Information	
Pre-requisites	
Duration	1 day

Title	Safety and Criticality
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Description	
Target Group Information	
Pre-requisites	
Duration	

2.4.5 Germany

2.4.5.1 AREVA

Title	Nuclear Safety Basics
Description	This training course was specifically designed for professionals that are qualifying as project managers in nuclear new build or modernization projects.
Target Group Information	Project managers and project as well as design engineers involved in nuclear new build or modernization projects.
Pre-requisites	Basic knowledge on design, layout and operation of a nuclear power plant
Duration	1 day

2.4.5.2 CONLAR

Title	Nuclear Liability Basics
Description	
Target Group Information	Non-lawyers (e.g. engineers, project managers) who want to gain a basic knowledge about nuclear liability; lawyers who have some exposure to nuclear liability issues but are not specialised in this area
Pre-requisites	
Duration	1 day

2.4.5.3 ENELA

Title	Nuclear Liability Basics
Description	Although located in Germany (Munich) ENELA is a European institution. For financial reasons and due to the political situation in Germany the academy is closed now. The ENELA Leadership Cycle (ELC) aimed to give high-potential professionals and senior managers a broad understanding of the global nuclear energy sector.
Target Group Information	
Pre-requisites	
Duration	7 weeks

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2.4.5.4 ISAR

Title	Safety culture and organisational learning
Description	The ISaR Training Programme addresses an international audience of professionals with academic degree in the early phase of their “nuclear career”. Courses are given in English language. Due to the political situation in Germany the courses are presently provided on demand only.
Target Group Information	The module is addressing “beginners” with less than three years of professional activity related to nuclear energy in all types of nuclear organizations including utilities, suppliers, service providers, research organizations and regulatory bodies. Focus is on participants with engineering academic degree.
Pre-requisites	Basic understanding of the operation of NPPs
Duration	1.5 days

2.4.5.5 KSG/Gfs

Title	Decision-Making Behaviour
Description	This training course was specifically designed for the responsible shift personnel and for experts and executives of NPP’s
Target Group Information	Responsible shift personnel as well as experts and executives of NPP’s
Pre-requisites	An experience with decision-making situations during nuclear power plant operations would be advantageous but is not necessary
Duration	1 day

Title	Human Performance Tools
Description	This training course was specifically designed for the technical staff and managers of NPPs.
Target Group Information	Technical staff of all power plants (maintenance, engineering, production, monitoring, managers, supervisors, trainers)
Pre-requisites	Basic understanding of the operation of NPPs Practical experience with technical works would be advantageous but is not necessary
Duration	2 days

2.4.6 International

2.4.6.1 ENSTTI

Title	Tech. Concepts governing Nuclear Safety, Nuc. Security and Radiat. Protec.
Description	
Target Group Information	
Pre-requisites	
Duration	20 days

Title	Basic Training Programme for NRAs and TSOs
Description	ENSTTI is providing a Basic Training Programme for Professionals at Nuclear Regulatory Authorities (NRAs) and Technical Safety Organizations (TSOs). The Standard Syllabus consists of five independent modules: an introductory module, with a focus on the historical background, and four thematic modules.
Target Group Information	Professionals at Nuclear Regulatory Authorities (NRAs) and Technical Safety Organizations (TSOs)
Pre-requisites	The prerequisite for the Basic Training Programme is that the learner should have had a formal education to a level equivalent to a university degree in physics, chemistry, life sciences or engineering and should have been selected to work in the field of nuclear safety, radiation protection or nuclear safety at nuclear regulatory authority (NRA)
Duration	> 30 days

2.4.6.2 NUSHARE

Title	Leadership for Safety Culture
Description	Recent years have witnessed a growing concern over the issue of safety culture within chemical, oil production facilities, aviation industry, power plants, nuclear power plants, train systems and other complex, "high-risk" industries.
Target Group Information	
Pre-requisites	At least 5 years relevant operating work experience
Duration	

2.4.6.3 OECD

Title	International School of Nuclear Law
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Description	
Target Group Information	Participation upon application, focus is on young practitioners in the nuclear field from all stakeholders: regulators, governments, industry, from all over the world
Pre-requisites	
Duration	2 weeks

2.4.7 Romania

2.4.7.1 UPB

Title	Observation Techniques
Description	The primary intent of this seminar is to make managers of industrial facilities familiar with the management tools that can be used to identify latent weaknesses in the organisation. These are mainly undetected deficiencies in organisational processes or values that create workplace conditions that provoke errors (error precursors) or degrade the integrity of nuclear safety.
Target Group Information	
Pre-requisites	
Duration	3 days

2.4.8 Spain

2.4.8.1 CEIDEN

Title	Basics of nuclear science and technology
Description	Part of a programme with basic courses for university and high schools professors, high educated students, journalists and policymakers. Course language is Spanish.
Target Group Information	High school and university students
Pre-requisites	Anybody could attend the course, as no specific scientific education is required.
Duration	4 hours

Title	Nuclear Technology Applications
Description	Part of a programme with basic courses for university and high schools professors, high educated students, journalists and policymakers. Course language is Spanish.
Target Group Information	Professors of secondary schools
Pre-requisites	Graduated in education, in physics, chemistry and technology.

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Duration	20 hours
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Title	Seminar on Nuclear Fusion
Description	Part of a programme with basic courses for university and high schools professors, high educated students, journalists and policymakers. Course language is Spanish.
Target Group Information	For high technical level education
Pre-requisites	Anybody could attend the course
Duration	8 hours

Title	Sources of Energy
Description	Part of a programme with basic courses for university and high schools professors, high educated students, journalists and policymakers. Course language is Spanish.
Target Group Information	High school professors
Pre-requisites	To be a member of the high education community
Duration	30 hours

Title	Nuclear Energy courses
Description	Part of a programme with basic courses for university and high schools professors, high educated students, journalists and policymakers. Course language is Spanish.
Target Group Information	Journalists
Pre-requisites	Anybody could attend the course
Duration	3 hours

Title	Nuclear safety in Advanced Reactors
Description	Part of a programme with basic courses for university and high schools professors, high educated students, journalists and policymakers. Course language is Spanish.
Target Group Information	University professors and students
Pre-requisites	To be a member of the university
Duration	3 hours

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2.4.8.2 Tecnatom

Title	Nuclear Safety
Description	
Target Group Information	
Pre-requisites	
Duration	

Title	Development of leadership competences
Description	Development of leadership competencies to foster a constructive safety culture.
Target Group Information	Leaders from every hierarchical level (from field supervisors to top managers) in nuclear facilities.
Pre-requisites	
Duration	3 days

Title	Extraordinary leader for safety
Description	
Target Group Information	Leaders from every hierarchical level (from field supervisors to top managers) in nuclear facilities.
Pre-requisites	
Duration	>2 days

Title	Organizational and safety Culture
Description	
Target Group Information	Leaders from all hierarchical levels (from field supervisor to top management). Human and organizational factors specialists.
Pre-requisites	Basic knowledge of nuclear safety. Participate in the course "nuclear safety" before this course.
Duration	3 days

Title	Organizational effectiveness
Description	
Target Group Information	Top managers and Organizational and Human Factors Specialist.

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Pre-requisites	It is convenient to have completed previously the Nuclear Safety Course.
Duration	18 hours

Title	Compliance of Contractors with Safety Systems
Description	The primary intent of this seminar is to make managers of both contracting companies and contractors aware of impacts their activities to nuclear safety of facilities in built, operation or decommissioning
Target Group Information	Senior managers the Nuclear Industry
Pre-requisites	
Duration	3 days

Title	Nuclear Safety
Description	
Target Group Information	Top Managers and nuclear professionals with a high responsibility in strategic decisions
Pre-requisites	
Duration	18 hours

2.4.8.3 UPC

Title	Development of leadership competences
Description	Combination of on the job training and course at Technical University of Catalonia in Barcelona
Target Group Information	Optionally for politicians, journalists or teachers of secondary schools
Pre-requisites	No
Duration	1 day plus visit

2.4.8.4 UPM

Title	Economic Relevance of Safety Culture in Medical Applications
Description	The primary intent of this seminar is to make senior and safety managers of radiation user facilities aware of the economic impact of lack of safety culture, and thus the need to follow the road to accident prevention.
Target Group Information	Senior managers in the radiological sector

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Pre-requisites	
Duration	3 days

2.4.9 Sweden

2.4.9.1 ESKONSULT

Title	Anatomy of Accidents
Description	All persons working in high risk industries or environment, e.g., nuclear power, aviation, etc.
Target Group Information	
Pre-requisites	None (motivated!)
Duration	2 days

2.4.9.2 INBEx

Title	Nuclear Operations Leadership program
Description	Ten days full time (Stockholm Sweden April 2-11, 2014). The course is preceded by an optional two-day introduction to nuclear power technology for participants of non-technical background (March 31-April 1, 2014).
Target Group Information	Executives and potential executives. Minimum 10 years professional experience, not necessarily in the nuclear industry. The program is suitable for participants of other background, e.g., leaders from other industries that now enter the nuclear sector.
Pre-requisites	INBEx reserves the right to deny participants deemed unfit for the program. This obviously also applies to participants from countries under sanctions. Fluent English skills are required. Fee: 13.800 Euro for the program (plus 900 Euro for the optional technical introduction). Interest and skills in group work is mandatory, because the entire course is based on interaction.
Duration	10 days

2.4.9.3 KTH

Title	Safety Leadership in Nuclear Power Industry
Description	
Target Group Information	
Pre-requisites	
Duration	

2.4.10 United Kingdom

2.4.10.1 EDF Energy

Title	Leaders Getting Started Programme
Description	First level leadership programme which includes: The Eight Principles of a Strong Nuclear Safety Culture are discussed and reviewed as an 'embed part of the daily programme' - this will be updated to include the revised 'Traits of a Healthy Nuclear Safety Culture' in 201
Target Group Information	Staff being developed for or newly appointed to leadership positions
Pre-requisites	
Duration	

Title	Next Level Leadership Programme
Description	Personalisation by Plant Managers to Next Level Leaders on what they actually do to role model the Eight Principles of a Strong Nuclear Safety Culture (to be replaced by the Traits in 2014)
Target Group Information	Leaders reporting to Plant Managers
Pre-requisites	
Duration	

Title	Nuclear Leadership Programme
Description	Includes - The Eight Principles of a Strong Nuclear Safety Culture (to be replaced by the Traits in 2014) included as part of a whole day (within a three week programme) dedicated to Nuclear Safety Culture using case studies from Chernobyl, TMI, Davis Besse, Fukushima etc. Nuclear Safety Culture also included as part of a day on 'Nuclear Professionalism'
Target Group Information	Leaders
Pre-requisites	
Duration	3 weeks

Title	Nuclear Professionalism Leader Authorisation Programme
Description	Includes - the Traits of a Healthy Safety Culture are reviewed with activities related to the leaders behaviours in support of the Leadership Traits as part of some of the key modules within the programme (Continuing training in this area ensures new case studies are considered and reviewed by leaders on an ongoing basis)

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Target Group Information	Leaders
Pre-requisites	
Duration	

Title	Nuclear Safety Culture Workshop
Description	Workshop to help understand what this means and how a poor safety culture leads to significant problems. This is centred around a case study on the Davis Besse vessel head event from 2002 (as required by SOER 2003-2).
Target Group Information	All EDF Energy staff (at all levels) and embedded contractors
Pre-requisites	No
Duration	1 day

Title	Overall Safety Culture Programme
Description	Nuclear Safety Culture is now embedded into much of EDF Energy's training materials and daily activities and is not generally a 'stand-alone' topic for either leaders or all staff. All personnel attend a Nuclear Safety Culture Workshop to help understand what this means and how a poor safety.
Target Group Information	
Pre-requisites	
Duration	

2.4.10.2 Manchester University

Title	Managerial Competences and Leadership for Safety Culture
Description	A course designed following extensive consultations with both users of radiation and the nuclear industry, for Senior Managers on Nuclear Safety Culture.
Target Group Information	Senior managers from nuclear, medical and radioprotection fields
Pre-requisites	The senior managers are encouraged to prepare the description of one specific case concerning safety and focusing on organizational aspects they are facing in their own organizations. Those cases fitting better the aims of the seminar will be selected by the Coaches for problem solving sessions
Duration	2 days

2.4.10.3 UCLAN

Title	Legal and Regulatory Framework and Regulatory Functions
Description	
Target Group Information	
Pre-requisites	See general description of ENSTTI programme
Duration	5 days

3 Conclusions

This report presents the NUSHARE Catalogue of training schemes and information actions. This is a draft version which will be updated along the project, taking benefit from the interaction with all the stakeholders of the project.