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**Rosatom participates in IAEA conference**

*Rosatom shared its experience in attracting and developing personnel with the international nuclear community*

On July 1, the International Conference on Nuclear Knowledge Management and Human Resources Development organised by the International Atomic Energy Agency (IAEA) began in Vienna, Austria. The event brought together about 600 participants from 110 countries, including representatives from global nuclear industry enterprises, research institutes, universities, and corporate universities. The event aims to review global practices and solutions to support safe and sustainable nuclear energy programmes.

During the opening plenary session, IAEA Director General Rafael Grossi addressed the attendees. He emphasized that the conference theme combines two crucial directions, forming a logical sequence of issues that require joint and coordinated consideration by IAEA member states and the agency itself. Grossi also mentioned the global consensus reached in November 2023 at the COP28 International Climate Conference, highlighting that solving climate problems is impossible without nuclear energy, which must be strengthened alongside renewable energy sources. This, he noted, requires not only political decisions and investments but also the attracting, retaining, and developing the workforce in the nuclear industry. Achieving this involves collaboration with academia, universities, and creating platforms and opportunities for young professionals. "Here at the conference, our main focus will be on what, fortunately, remains the core element of the nuclear industry – people," he concluded.

Representatives of Rosatom, including industry leaders and heads of divisions and enterprises, spoke at the conference. Tatyana Terentyeva, Deputy Director General for Human Resources of the Rosatom State Corporation, participated in the session "Modern HRD Management Systems: New Constructions and Project Maintenance Throughout Its Lifecycle." She shared Rosatom's experience in developing people and territories with the international nuclear community.

Tatyana Terentyeva noted that Rosatom unites more than 370,000 employees across 460 enterprises, along with over 2.5 million residents in 31 nuclear cities. They are all part of an innovative ecosystem that includes kindergartens, schools, colleges, universities, corporate development tools, and industry professional skills championships. This ecosystem creates an environment where everyone, regardless of gender, age, or other differences, can realise their potential.

Moreover, Rosatom influences lives not only in Russia but also in 60 countries through its cooperation in nuclear and related technologies. "The scale and geography of our work require special attention to project management quality and knowledge transfer to our partners," Terentyeva emphasized. "We not only build nuclear power plants – we create entire industries, forming the necessary infrastructure for education, scientific research, development, and leisure for the people working in them. As a result, our partners gain access to a new level of technology, culture, and quality of life in general."

Yulia Uzhakina, Director General of the Rosatom Corporate Academy, spoke at the session "About People: Developing, Managing, Encouraging." She highlighted three key challenges facing corporate education today: the skills shortage among specialists in the labor market, insufficient employee engagement, and the need to respond to rapidly changing business demands. In this context, she said, a corporate university must do more than just train employees – it must become a full partner in implementing the company's strategy.

The Rosatom Corporate Academy has the tools for this: over 300 programmes, more than 600 trainers, and projects and events reaching 16 million people, including employees, schoolchildren, students, and residents of nuclear cities. Based on business needs, the Academy targets four key audiences: youth, leaders and managers, science and technology experts, and workers and engineers. Yulia Uzhakina also discussed the main programmes and projects that help develop these groups.

Gulnara Bikkulova, Deputy Director General and Director of the International Initiatives and Partnerships Division at the Rosatom Corporate Academy, moderated a session on different models of personnel training for national nuclear programmes. Representatives from countries with established nuclear industries and those starting nuclear programmes participated. Speakers shared experiences in creating nuclear industry personnel training programmes. In some countries, these programmes are created by companies managing the nuclear industry, while in others, they result from partnerships between companies and universities.

At the conference, Rosatom organised a booth showcasing the diversity of its practices with various target audiences. It also planned a side event on "Nuclear Education Technologies for a Carbon-Free Future" and hosted an evening reception titled "Nuclear Energy in Russian Style." The conference will continue until July 5.

*For reference:*

To ensure a strong human resources potential, Rosatom has developed an entire ecosystem for personnel training: "school – college/professional training – university – Rosatom." This includes the "Rosatom School" project, featuring a network of "atomic classes" in cities where Rosatom's enterprises are located, engineering classes, the Rosatom Anchor Universities Consortium (which includes 20 higher education institutions), youth leader schools, and the Rosatom Youth Council. It also involves collaboration with 35 colleges and participation in international projects focused on science, technology, sustainable development, and women's leadership. These tools enable Rosatom to attract talented young people and help them realise their potential.

Russia is actively developing cooperation with friendly states. Despite external constraints, the domestic economy is increasing its export potential, supplying goods, services, and raw materials worldwide. The implementation of large overseas energy projects continues, with Rosatom and its divisions playing a significant role in this work.