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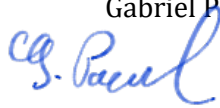
## **DELIVERABLE D4.2**

# **Operation of the Nuclear VET Learning Community**

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## **EXECUTIVE SUMMARY**

After some preparatory work, the Nuclear VET Learning Community, now called NUCLEATION, was finally launched at the end of 2023. The community mainly targets managers of public or private education and training institutions that develop and deliver vocational training, and human resources professionals in nuclear institutions.

Preparatory and ongoing outreach activities have so far attracted individuals from 12 countries to join NUCLEATION and participate in its meetings. Further interactions and collaborative activities of the community members are expected in the future, gradually increasing the impact of the community on building European nuclear competence.

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## 0 ACRONYMS

BME	Budapest University of Technology and Economics
CEDEFOP	European Center for the Development of Vocational Training
CLC	Corporate Learning Community
COP	Community of Practice
C-VET	Continuing Vocational Education and Training
E&T	Education and Training
ECVET	European Credit System for Vocational Education and Training
EDCI	European Digital Credentials Infrastructure
EFOMP	European Federation of Organisations of Medical Physics
ELM	European Learning Model
ENEN	European Nuclear Education Network
EPALE	Electronic Platform for Adult Learning in Europe
EQAVET	European Quality Assurance reference framework for Vocational Education and Training
EQF	European Qualification Framework
ESCO	European Skills, Competences and Occupations
EU	European Union
GRS	Gesellschaft für Anlagen- und Reaktorsicherheit
HR	Human Resources
IAEA	International Nuclear Atomic Energy Agency
IRUP	Institut Regional Universitaire Polytechnique
I-VET	Initial Vocational Education and Training
KIT	Karlsruhe Institute of Technology
NCBJ	Narodowe Centrum Badan Jadrowych
NUCLEATION	Nuclear Vocational Learning Community
ST	Schoenfelder.Training
STU	Slovak University of Technology in Bratislava
ToR	Terms of Reference
VET	Vocational Education and Training
WBL	work-based learning
WNE	World Nuclear Exhibition
WP	Work Package

# 1 THE LEARNING COMMUNITY – A COMMUNITY OF PRACTICE

What is a community of practice?

Searching for this term on the Internet provides plenty of information and definitions, like this one for example:

*A community of practice (CoP) is a group of people who share a common concern, a set of problems, or an interest in a topic and who come together to fulfill both individual and group goals.*

*Communities of practice often focus on sharing best practices and creating new knowledge to advance a domain of professional practice. Interaction on an ongoing basis is an important part of this.*

*Many communities of practice rely on face-to-face meetings as well as web-based collaborative environments to communicate, connect and conduct community activities. (see [1]).*

Another definition about working of a community of practice:

*It is through the process of sharing information and experiences with the group that members learn from each other, and have an opportunity to develop personally and professionally. (see [2]).*

Apparently, in the majority of cases found on the Internet, the focus is laid on connection and communication of the community members, and their sharing of information and experiences with regard to a specific area of interest.

# 2 EXAMPLES OF CURRENT WORKING COMMUNITIES

The **Corporate Learning Community (CLC)**, active in Germany and Austria, can be cited as an example of a highly active community of practice (see [3]). It evolved from an initiative that first was supported by an employers association in Frankfurt, and was already launched in 2007, regularly convening managers of training centers that are active in different industrial domains (nuclear included, but also banking, railway, consumer products, etc.).

During its evolution, human resource professionals responsible for people development gradually were invited to join and contribute. Now arrived at the CLC in its current format, its self-conception states that CLC is *a non-commercial network of corporate learning professionals. Their goal is to redesign learning in organizations towards more self-directed learning. This to be achieved by designing a framework for self-directed learning, while trying it out for us, so that we can learn from one another. ... We corporate learning professionals, who create the learning environment for others, want to make it possible for us to learn from each other.* (all text taken from [3], translated by the author).

The participation figures of this community are quite impressive: 2847 persons are subscribed to the CLC Newsletter, 241 persons are subscribed to the blog [colearn.de](http://colearn.de), 9368 persons are members of the LinkedIn Corporate Learning Community group, in March about 300 participants attended (live and online) the Corporate Learning Camp Spring 2024, where about 60 sessions or workshops were self-organized by the participants (all information taken from [3]).

In summary, the focus of this community is on the exchange of information and experiences related to learning and people development in organizations. All CLC activities are self-organized by the community members on a voluntary basis. However, nuclear (academic

or vocational) education and training resp. learning in nuclear domains or in nuclear organizations is not considered at all in the community activities.

As another example of a community of practice consider the **Community of European VET practitioners**, see [4]. Organized and supported by the European Commission, it *is a platform to network and exchange practices and ideas, keep up to date with European policies and contribute to European VET initiatives*. (taken from [4]).

Again, the numbers are impressive: with more than 800 members, many articles and documents are shared on its website, several discussions have been started. However, although news are published regularly, there seems to be little interaction between members of the community. Searching for the term *nuclear* in its archive of articles, documents and discussions does not yield any hit.

### 3 STEPS TAKEN TO DEVELOP AND ESTABLISH THE NUCLEAR VET LEARNING COMMUNITY

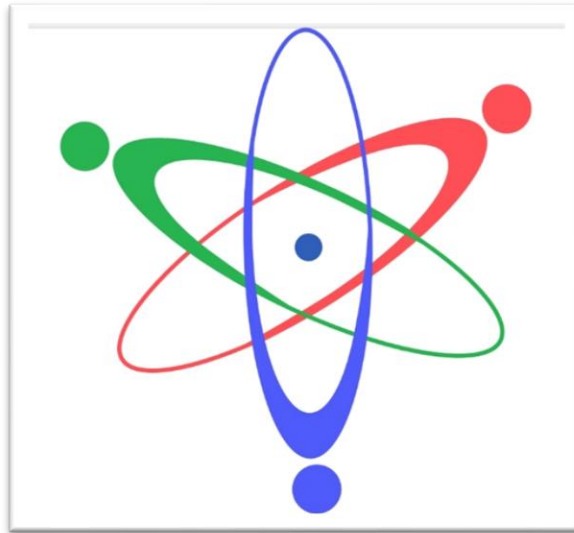
A number of steps were taken to develop and establish the Nuclear VET learning community. The first step was to study what is meant by a learning community or a community of practice, as defined by various sources on the Internet (see chapter 1). This was done while also considering a number of different community examples in detail (see chapter 2). Based on the available information, various issues had to be discussed and resolved in order to define the intended community.

This included defining the community target group, the domain of interest, the community's main objective, planned activities, membership criteria, community organization, communication between members, and communication with the public. Finally, the results were compiled and documented in the Terms of Reference, which can be found in Annex 8.1.

For the new Nuclear VET learning community, the term NUCLEATION has been chosen as an acronym. Although formally derived from NUClear vocational Education And Training cOmmuNity, it should be better viewed as a kind of contraction from the terms *nuclear / education / vocation / action*. This acronym should therefore be easily linked with the community, its domain of interest, and its activities.

Next, in order to identify a community of people who are active in nuclear domains, a logo was developed that best describes this main concept, namely people connected around a nucleus. Please see figure 1 for an illustration.





**Figure 1** *NUCLEATION logo*

To encourage and invite people to join NUCLEATION, the partners involved in the related task of the ENEN2plus project compiled data on individuals belonging to the community target groups. In some cases, these individuals were known by name and by reputation.

In other cases, they were already known from previous interactions. In accordance with the Terms of Reference (see Annex 8.1), the NUCLEATION target group was defined as follows:

- Managers in education and training institutions, either public or private, that develop and offer vocational training directed towards occupations, job positions, or other professional activities in nuclear domains like nuclear medicine, radiation protection, nuclear energy, or nuclear waste.
- Managers in organizations that are active in nuclear domains, and who are responsible for competence development of the human resources in these organizations.
- Individuals capable of delivering vocational training that is relevant for activities and jobs or positions in nuclear domains.

Thereby, people from countries like England, France, Germany, Italy, Spain, or Sweden could be contacted personally, with the hope to build up a germ cell for growing NUCLEATION continuously.

A public LinkedIn group on NUCLEATION was created, with the objective to further enlarge the community size through posting information about it and its activities in the business oriented world of the LinkedIn members, see [5].

This group is described as (quote from [5]):

*This is a group open to all professionals in nuclear domains who wish to discuss any topics, share experience, seek advice, and learn from each other, all relevant to Vocational Education and Training (VET) as well as lifelong learning and continuous professional development.*

*The group will mainly serve as the public forum of NUCLEATION – the Nuclear Vocational Education and Training Community that is established and organized within the ENEN2plus project (funded by the European Union under Grant Agreement No. 101061677).*

*Join us, become connected to other people in similar positions or with similar interests, and be part of a global network of professionals!*

*Share ideas and good practices to develop and improve VET in nuclear domains!*

*The members may have*

*- a professional interest:*

- either because they are responsible for competence development of their personnel (for beginners in nuclear activities, or job rotation, task extension or modification, follow-up of career paths in nuclear),*
- or because they are developing and delivering vocational training in nuclear,*

*- or a personal interest: committed to life-long learning, hence developing personal competences continuously in their personal career.*

*Therefore the members would like to deepen or extend their knowledge and experiences about vocational education and training, mainly through sharing comments, ideas, and questions in this group.*

*Consequently, this group is aimed at promoting an informal and open exchange of opinions and experience.*

Important rules of this group are (quote from [5]):

*Topics to be discussed in relation to VET could be*

- 1. what type of vocational training is available in a specific nuclear domain, where to find it and how to use it, for whom it is significant, what about VET providers, what about the efficacy of VET and its impact on competence development,*
- 2. how VET may contribute to competence development, either personally, or for newcomers in nuclear domains, or for career development,*
- 3. the impact of VET on staff recruitment and retention,*
- 4. how to develop and implement vocational training that really achieves its purpose and objectives,*  
*i.e., will train people successfully,*
- 5. how to develop and implement vocational training with limited resources, but still achieving good quality results.*

*Every member of this group is expressing views in his or her personal quality and not as a representative of any organization. The opinions expressed on the various topics under discussion in this group represent solely the personal views of the authors of the respective comments; they should not be construed to reflect an official position of any organization. Care must be taken when providing links to or quoting information from documents protected by copyright and other proprietary rights.*

Once the LinkedIn group was established, several posts were published to advertise NUCLEATION. These posts outlined the objectives, target groups, and connection with the ENEN2plus project.

The next step was to identify the optimal venue for the inaugural NUCLEATION meeting. Ideally, it would be held as a live event at a location or event where a significant number of individuals from the target audience would be present. The World Nuclear Exhibition, scheduled to take place in Paris from November 28th to November 30th, appeared to be the most suitable option. With more than 700 exhibitors from over 80 countries expected, it was anticipated that a significant number of the NUCLEATION target group would attend the exhibition.

Consequently, the NUCLEATION meeting was organized as a side event to the WNE in the meeting room area. Information about the meeting was disseminated via posts on the

LinkedIn group. Potential members who were known to the ENEN2plus project partners were directly invited to the meeting. To streamline the application process for NUCLEATION membership, a dedicated online form was created.

## **4 COMMUNITY ACTIVITIES HITHERTO**

### **4.1 First NUCLEATION meeting 29.11.2023**

The meeting, held at the WNE 2023 venue, saw the participation of almost 20 individuals, hailing from Belgium, France, Germany, Italy, Poland and Sweden. The attendees represented not only training institutions but also human resources (HR) related units, mainly from the nuclear energy domain. Mr. Christian Schönfelder welcomed the participants and asked them to introduce themselves (country, organization, industry sector, position) and to share their reasons for attending the meeting and their expectations from NUCLEATION and from the meeting.

Regarding expectations, the following topics were mentioned:

- interest in being involved in a community for training in Europe.
- interest in furthering the development of training in the nuclear field at our own institution.
- expectations that the community will be alive and will accomplish the goals of supporting nuclear HR development in Europe.
- interest in understanding how the own institution may benefit from this initiative.
- potential of the initiative to provide benefit for the nuclear supply chain in Europe.
- in front of some shrinkage of the nuclear business, and occasionally reflected in a lower demand for personnel, there are anyway new vibes for nuclear and there is a request of personnel to work in nuclear, no matter the specific specialization (not only nuclear engineers).
- need for a campaign in Europe to inform about nuclear: it is the right time to prepare people to work in the sector.
- There is a great request of HR for the ambitious programs being prepared, so there is great interest to see what is happening in Europe, interest also for non-power applications of nuclear energy.
- ENEN expressed its support to the initiative, also in view of the future need for HR in the nuclear field.
- need to do better and faster in acquiring human resources for the nuclear renaissance.
- NUCLEATION is interesting for the exchange of competences.
- in the nuclear ramp-up there is the need to have good project management: engineers often fail in that role.
- Without joining efforts it will be difficult to cope with the issue of acquiring human resources.
- interest in training also in front of difficulties in hiring new people.

Christian Schönfelder then discussed how the partners in the ENEN2plus project had designed NUCLEATION, taking into account objective, target group, domain of interest, and activities. He highlighted the potential for the community to facilitate cross-domain collaboration, transcend national boundaries, and facilitate continuous dialogue between

the demand for nuclear professionals and the supply of VET institutions. This could drive the development of nuclear competencies in Europe.

Following this, a productive and extensive discussion commenced between the participants, during which they deliberated on a range of topics related to vocational training and NUCLEATION:

- the value of NUCLEATION should be better described as well as why it makes sense to create and join it,
- Which types of learning NUCLEATION should focus on?
- and how to address cultural differences in learning and training?
- Who is actually organizing training of human resources in each particular country? Possible actors may be the government, further public institutions, the private sector, etc.
- each country has its particular need due to its strategic plan of development in the nuclear area,
- for nuclear, there is a need to compete with other sectors for attracting and recruiting personnel (e.g., need for attractive salaries and careers); therefore: what kind of career pathways the nuclear sector can offer?
- how to train / qualify these new personnel: young people have totally different attitudes compared with past generations; ways of training the young people is an important subject to be tackled, as they often cannot focus more than 5 minutes on a topic and generally learn differently.
- going to a new country for establishing training raises the problem where to start from;
- regulations and export control issues: sometimes there are limitations on what we can share.
- export control is definitely a problem and may cause issues for sharing experiences, but we should not be blocked; how to overcome legal restrictions in the area when there is a need to share sensitive information?
- attractiveness of nuclear will be achieved by offering good career paths.
- a career event in France next year (week of nuclear competences) could be a good occasion for NUCLEATION activities.
- ENEN is the Association in which framework NUCLEATION will operate; cooperation of ENEN with industry through NUCLEATION will be very appealing for proposing future European projects.
- nuclear is now becoming very attractive for students, attractiveness in education and training will be raised, e.g., through site visits and guided tours,
- “old” (senior / expert) professionals shall be kept onboard through involvement in training the young professionals,
- in nuclear, there is a huge demand of experts in other engineering areas like I&C, mechanical engineering, layout engineers etc., so professionals must be attracted from other sectors; but they must be “nuclearized” for their work in nuclear.
- there is a need to consider the different perspectives in terms of age of the personnel with regard to professional re-qualification, also when moving from one nuclear area (being in less demand) to another (on a high demand),
- general considerations on knowledge management.
- differentiating programs for different target groups as reported from previous experiences.

- utilities should be on board of the NUCLEATION initiative, as, e.g., ENGIE.
- ENGIE's experience of the training approach should be taken into account: three layers of trainings for managers, middle technical staff and young professionals.

The meeting concluded with a discussion on a specific learning-oriented topic. Participants confirmed that the meeting met their expectations for a community of this type, especially the personal exchange on topics relevant for vocational training. All attendees concurred that this inaugural meeting marked a promising beginning for the new community.

Finally, in preparation for the next NUCLEATION meeting, participants agreed to reflect on the following aspects:

- How NUCLEATION can be useful to my institution?
- Whom can I coopt of other organization to be within NUCLEATION?
- How to eliminate any obstacle in this area?
- How NUCLEATION can be useful to all of us?

## 4.2 Second NUCLEATION (online) meeting 08.04.2024

Sixteen individuals from Belgium, France, Germany, the United Kingdom, Italy, and Slovakia participated in the online meeting, representing a diverse range of organizations, including education and training institutions, as well as human resources units. The majority of attendees were from the nuclear energy domain. Mr. Christian Schönfelder welcomed the participants and asked them to introduce themselves (country, organization, industry sector, position).

The meeting commenced with an overview of planned outreach activities. These included a presentation on NUCLEATION within the series of Past-student and Expert Webinars in Nuclear Energy, organized by the University of Pisa, and a presentation on NUCLEATION during the next IAEA conference on *Nuclear Knowledge Management and Human Resources Development* (1-5 July 2024, Vienna, Austria). Next, the ENEN2plus project is developing a web page called ENEN Hub, which will serve as a single point of communication between providers, the university sector, interested parties in academic education and training, and vocational education and training. As part of this project, it was decided to create a dedicated sub-page for NUCLEATION within the ENEN Hub. The objective is to facilitate communication and collaboration among NUCLEATION members while also enhancing the visibility of NUCLEATION.

Furthermore, the current version of the NUCLEATION Terms of Reference was discussed. It was proposed that the ToR should clarify that NUCLEATION is a community of practice. This would enable it to address a wider range of issues, including conducting a gap analysis in Europe regarding vocational education, mapping solutions, and developing solutions.

To further support this assertion, it was noted that the members of NUCLEATION may encompass the full spectrum of nuclear training. Consequently, if a member requires training but lacks the necessary expertise, the community of practice can provide assistance through collaboration on various VET-related projects, resulting in the development of customer-specific training solutions. As a result, there is an inherent knowledge sharing between the members of NUCLEATION, which serves as a learning opportunity for all.

However, to begin, NUCLEATION members must get to know each other better. Then, in a second phase, they can collaborate to develop solutions that will help them learn and create knowledge. In order to ensure the success of NUCLEATION, it is essential that the activities

are driven by the needs of the nuclear community as a whole. It is therefore essential to invite industry members and nuclear operators to join NUCLEATION. The first priority is to identify and implement quick wins that have a broader impact within the wider nuclear community. As NUCLEATION progresses, it may require the assistance of additional vocational training institutes to develop solutions.

The topic of nuclearization (of people entering the nuclear sector without the need for advanced nuclear competence) is of high demand, and a significant need for training has already been identified. If NUCLEATION can contribute to achieving at the European level the mutual recognition of skills from one country to another, facilitating workers mobility, it will undoubtedly benefit the wider community.

The responses to the homework set out at the inaugural meeting were swiftly discussed as the next item on the agenda. It was also noted that another key question should be added to the list, namely how the community can be of benefit to the wider nuclear community. One potential solution is that NUCLEATION could provide training on an ad-hoc basis, drawing on the diverse range of expertise and knowledge of its members.

The discussion then turned to ways in which NUCLEATION could facilitate greater collaboration in the field of nuclear vocational training. It was agreed that the cooperation should be based on the identification of needs from the nuclear industry and the nuclear business in general in Europe. As this has already been investigated in the ENEN2plus project, in addition to the identification of available VET offer, this information could be easily used by NUCLEATION members.

Finally, the meeting participants were encouraged to use a dedicated Internet site that was created for NUCLEATION members only. This site allows members to express their interest in the community and to connect with other members.

### **4.3 Survey on meeting frequency and meeting topics**

As agreed during the second NUCLEATION meeting, a survey was conducted to determine the optimal frequency for community meetings. The majority of respondents indicated a preference for a two-month interval.

As main topics that shall be dealt with in a NUCLEATION meeting, the respondents listed the following:

- Onboarding newcomers
- practical experience in use of modern teaching techniques
- Nuclearization of professionals at a European scale
- Community of practice
- Sharing VET experience based on presentation of real cases.
- The VET needs of the European nuclear community
- Identifying cooperation projects between members in order to address selected needs of the European nuclear community
- Cross border cooperation, create community amongst training providers for sharing experience and resources

## **5 THE IMPACT OF THE COMMUNITY ON BUILDING NUCLEAR COMPETENCE**

Regular meetings of community members will facilitate the exchange of information on a range of topics related to vocational training. These may include details of available training courses, examples of successful learning opportunities, insights into the design, development and implementation of effective training, organisational strategies or policies for staff recruitment, onboarding and people development, and their implementation.

NUCLEATION members will represent different countries and various nuclear domains, and moreover will exemplify the “demand” and the “supply” side of the nuclear workforce competence. Therefore, the information provided from community members should cover a wide range of experiences and challenges.

Consequently, the NUCLEATION community may play a significant role in fostering and building nuclear competence, for example through:

### **Knowledge Sharing and Collaboration**

NUCLEATION provides a platform for nuclear professionals, researchers and enthusiasts to share knowledge, best practices and research results. This interaction helps to disseminate best practices, lessons learned, and innovative solutions to common challenges in the nuclear field. It also provides networking opportunities that enable professionals to build relationships that can lead to collaborative projects and career advancement.

### **Industry-Academia Partnerships**

A VET Learning Community involves strong partnerships between educational institutions and nuclear industry stakeholders. These partnerships can lead to internships, apprenticeships, and real-world project experiences that are critical to developing practical skills. In addition, industry experts can provide insight into the latest technological advancements and industry best practices, that are essential to professional job competency development.

### **Advocacy and Awareness:**

NUCLEATION engages in advocacy to promote the benefits and importance of nuclear technology. By raising awareness of nuclear energy's role in addressing global challenges such as climate change and energy security, the community helps attract talent and resources to the field, further enhancing workforce competence.

### **Standardized Competency Frameworks**

NUCLEATION can participate in discussions about regulatory frameworks, safety standards, and best practices in the nuclear industry by keeping abreast of regulatory developments and advocating for strong safety. The community can contribute to the development and implementation of standardized competency frameworks that define the skills and knowledge required for various roles in the nuclear industry. These frameworks ensure that all participants are assessed against consistent criteria, resulting in a more consistent level of competence across the workforce.

### **Enhanced Safety Culture**

The VET Learning Community will emphasize the importance of safety culture by integrating it into all aspects of a nuclear training program. Participants will learn to prioritize safety in their daily tasks and decision-making processes, which will help prevent accidents and ensure the safe operation of nuclear facilities.

The current existing impact of NUCLEATION can be illustrated by the following figures:

1. From November 2023 until May 2024, 36 individuals (from 12 countries) have applied for membership in the community.
2. In the same period, 87 LinkedIn users have become member of the LinkedIn group *NUCLEATION - Nuclear Vocational Education and Training Community* (see ch. 3 above),
3. and the posts published within the LinkedIn group have been viewed by several hundred LinkedIn users by now.

The future development of NUCLEATION will be monitored regularly and reported in the NUCLEATION meetings as well as in the ENEN2plus bulletins and project reports.

## 6 OUTREACH ACTIVITIES

In the NUCLEATION LinkedIn group, several posts were published to announce the creation of this community and provide an overview of its objective and target groups. Furthermore, details of its activities, including its meetings, were made available, along with a short video of its inaugural meeting.

Next, an article on NUCLEATION and its first meeting was published in the ENEN2plus Bulletin #3, see [6].

Within the series of past-student and expert webinars in nuclear energy, a webinar was given on Friday April 12, 2024, about NUCLEATION [7].

Furthermore, an oral presentation of the NUCLEATION community will be given during the next IAEA conference on *Nuclear Knowledge Management and Human Resources Development* (1-5 July 2024, Vienna, Austria).

## 7 OUTLOOK ON FUTURE ACTIVITIES

To facilitate communication between NUCLEATION members and external stakeholders, as well as to enhance NUCLEATION's visibility, a dedicated sub-site will be developed on the VET platform (or ENEN hub). For instance, the platform may provide a member application form (including verification of applications), a space for news from the community, internal communication, and access to internal documents.

Furthermore, regular online NUCLEATION meetings will be held every two months. When feasible, such as in conjunction with conferences or meetings of associations, in-person, live meetings will be held at a central location that can be easily accessed from different countries.

The LinkedIn NUCLEATION group will be utilized as a platform for regular updates, informing members about upcoming NUCLEATION activities and encouraging individuals from the target audience to join the community.

It is also planned to inform other communities about NUCLEATION and its activities, for example, in CLC and EPALE/Community of European VET practitioners (see chapter 2).

In the long term, it will be crucial to identify potential sponsorships to ensure the continued viability of NUCLEATION following the conclusion of the ENEN2plus project. The CLC may serve as an example of a successful sponsorship model. The CLC's spring and autumn



camps, for instance, are sponsored by several German and Austrian learning and development institutions, as detailed in [8].

## **8 ANNEXES**

### **8.1 Terms of Reference**

Version as of 06.02.2024



## Terms of Reference of the

### Nuclear VET (Vocational Education and Training) Learning Community (NUCLEATION)

#### 1. Preamble

The initiative to establish NUCLEATION was taken within the ENEN2plus project<sup>1</sup>, funded by the European Commission (Grant Agreement no. 101061677). Main objective of this project is to enhance nuclear competences in the European Union. Operation of NUCLEATION through different activities as specified below is funded through this project. No membership fee will have to be paid.

#### 2. Target Group

NUCLEATION represents a community of people ('the Community'), not of organizations. It invites individuals from primarily the following backgrounds to become its members ('the Members'):

- Managers in education and training institutions, either public or private, that develop and offer vocational training directed towards occupations, job positions, or other professional activities in nuclear domains like nuclear medicine, radiation protection, nuclear energy, or nuclear waste.
- Managers in organizations that are active in nuclear domains, and who are responsible for competence development of the human resources in these organizations.
- Individuals capable to deliver vocational training that is relevant for activities and jobs or positions in nuclear domains.

The Members shall in any case be actual learning practitioners in nuclear domains. Together, the Community represents a wide range of nuclear learning solution capabilities.

#### 3. Domain of interest

The domain of interest of the community consists of vocational training that is offered and delivered for competence development and qualification of human resources, all in organizations that are active in nuclear domains.

Vocational training might be provided either in formal or non-formal settings, developed and implemented both within these organizations, as well as delivered by professional training providers.

This includes vocational training that not only contributes to the achievement of organizational goals through a more competent workforce, but also supports the personal development of individuals in the workforce, potentially increasing their motivation and commitment while promoting life-long learning.

To this end, the Community may consider, for example

- the effectiveness of specific vocational training offers for supporting competence development and qualification of human resources,
- how specific VET offers have been developed, implemented, and evaluated in comparison with best practice methods, processes, and tools,
- recommendations on when to use VET providers for the development or delivery of VET, how to specify the VET to be delivered, and how to select a suitable provider.

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<sup>1</sup> see <https://www.enen2plus.eu/home>



#### 4. Main objective

The main objective of NUCLEATION is to enhance the competence of its Members in the development, delivery and application of nuclear vocational training.

None of the potential members of the Community can provide the full range of training for all nuclear professions or for the personal development of individuals in the workforce. However, each Member has different contacts and is involved in training in different ways. The Community will help each Member to fill gaps, so that the aggregate capability of the Community is greater and broader than the sum of the capabilities of each Member.

#### 5. Activities

The working language of the Community shall be English.

Members shall pursue the objective of the Community through the rapid and effective collection and dissemination of VET-related competencies, experiences, and challenges within the Community. This will be done through relationship building, information sharing, discussions, problem-solving opportunities, and collaborative activities.

Discussions, information sharing, and relationship building shall be conducted primarily through either physical or virtual meetings of members, the former being the preferred choice whenever possible.

#### 6. Becoming a member

Individuals interested in joining the Community shall get in touch with the contacts listed below to apply for membership.

Every Member has the right to leave the Community at any time. In this case, the leaving Member shall inform the contacts listed below in written form.

#### 7. Communication

The LinkedIn group *NUCLEATION - Nuclear Vocational Education and Training Community*<sup>2</sup> will be used as a forum to communicate between the NUCLEATION members. The general public outside of the Community shall be informed about its activities and the achievements of NUCLEATION through a dedicated web site.

#### 8. Community organization

To support fast, direct communication and quick response to urgent demands of the community members, NUCLEATION does not install any dedicated organization. There will only exist the NUCLEATION contacts that will initiate actions (especially organize regular meetings), encourage the members to engage in groups when deemed interesting and necessary, and provide support to the actions of the various groups.

#### 9. Contact

All contacts should be directed to  
Christian Schönfelder, [christian@schoenfelder.training](mailto:christian@schoenfelder.training), tel. no. +49 160 8441614,<sup>3</sup>  
or to the ENEN office, [secretariat@enen.eu](mailto:secretariat@enen.eu)<sup>4</sup>

<sup>2</sup> see <https://www.linkedin.com/groups/12897603/>

<sup>3</sup> see also <https://www.linkedin.com/in/christian-schoenfelder-15b18a49/>

<sup>4</sup> see also <https://enen.eu>

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