



# **Technical Meeting on the Management of Knowledge, Competence, and Human Resources for Effective Long-Term Operations**

**IAEA Headquarters, Vienna, Austria**

and virtual participation via Cisco Webex

**04 – 08 May 2026**

**Ref. No.: EVT2503938**

## **Information Sheet**

### **Introduction**

One of the major challenges in implementing LTO (Long Term Operations) programs is the essential requirement for human expertise, skills, and knowledge. NPPs typically have an operational lifespan of several decades, which can be extended to 60+ years under specific conditions. This often extends beyond the working lifetime of staff involved in the design, construction, and operation of the nuclear power plant. Many employees who contributed during the design and construction phases of the existing NPPs have already retired or are expected to do so soon. A similar situation exists in the research and development (R&D), and regulatory sectors.

The availability of well-prepared staff, long-term HR strategies, workforce and staffing plans, talent pipelines established in collaboration with educational organizations (e.g., high schools and universities), and fully functional knowledge, competence, and talent management aligned with succession planning programs are all fundamental prerequisites for the effective implementation of an LTO program in accordance with safety standards, security guidelines, and safeguards obligations.

Based on observations from SALTO (Safety Aspects of Long-Term Operation) reviews performed by the IAEA, maintaining competence in nuclear industry organizations and nuclear regulatory bodies will be one of the most significant problems of the near future. The loss of workers who possess vital knowledge for ongoing safe operations is a clear challenge to the safe and reliable operation of nuclear facilities.

In response to this concern, Member States have requested support for human resource planning and the management of competence and knowledge relating to LTOs during the 1st Steering Committee meeting of the International Network on Life Management of Nuclear Power Plants (LMNPP) in November 2023. During the Technical Meeting, participants will share strategies and good practices in these areas, explore collaborative approaches among academia, government, and industry, and review a related draft document that includes case studies.

## **Objectives**

The event aims to strengthen cooperation and exchange best practices among nuclear organizations, with a focus on LTO programmes. Specific objectives include:

- Reviewing the final draft of the publication — provisionally titled Management of Knowledge, Competence and Human Resources for Effective Long Term Operations (LTO) — and to evaluate relevant case studies;
- Presenting best practices and discussing emerging trends and developments in the management of knowledge, competence and human resources for effective LTO within nuclear organizations;
- Discussing effective academia-government-industry collaboration.

## **Target Audience**

Participants may be practitioners in areas including nuclear training, the management of knowledge, competence, and human resources, long term operations and/or official representatives of the nuclear industry, including operating organizations, regulatory bodies, governmental institutions, and relevant international organizations.

## **Working Language**

The working language of the event will be in English.

## **Expected Outputs**

The outputs of the meeting should provide information and guidance regarding an approach to developing an effective strategy for human resources, competence, and knowledge management in LTO programmes. The intended document will provide guidance on general issues which limit NPP lifetimes and assistance in the identification of features which limit NPP lifetimes.

The main objectives of the publication are to:

- Develop guidance on Human resources (HR), Competence, and Knowledge Management for LTO following the agreed structure;

- Gather case studies and lessons learned from Member States;
- Identify best practices related to the topic;
- Propose training content and design following each domain (HR, Competence and Knowledge Management).

## Participation and Registration

In order to be designated by an IAEA Member State or invited organization, participants are requested to submit their application via the InTouch+ platform (<https://intouchplus.iaea.org>) to the competent national authority (Ministry of Foreign Affairs, Permanent Mission to the IAEA or National Atomic Energy Authority) or organization for onward transmission to the IAEA by **6 February 2026**, following the registration procedure in InTouch+:

1. Access the InTouch+ platform (<https://intouchplus.iaea.org>):
  - Persons with an existing NUCLEUS account can sign in to the platform with their username and password;
  - Persons without an existing NUCLEUS account can register [here](#).
2. Once signed in, prospective participants can use the InTouch+ platform to:
  - Complete or update their personal details under ‘Complete Profile’ and upload the relevant supporting documents;
  - Search for the relevant event under the ‘My Eligible Events’ tab;
  - Select the Member State or invited organization they want to represent from the drop-down menu entitled ‘Designating Authority’ (if an invited organization is not listed, please contact [InTouchPlus.Contact-Point@iaea.org](mailto:InTouchPlus.Contact-Point@iaea.org));
  - If applicable, indicate whether financial support is requested and complete the relevant information (this is not applicable to participants from invited organizations);
  - Based on the data input, the InTouch+ platform will automatically generate the Participation Form (Form A) and/or the Grant Application Form (Form C);
  - Submit their application.

Once submitted through the InTouch+ platform, the application, together with the auto-generated form(s), will be transmitted automatically to the required authority for approval. If approved, the application, together with the applicable form(s), will automatically be sent to the IAEA through the online platform.

NOTE: The application for financial support should be made, together with the submission of the application, by **6 February 2026**.

For additional information on how to apply for an event, please refer to the [InTouch+ Help](#) page. Any other issues or queries related to InTouch+ can be sent to [InTouchPlus.Contact-Point@iaea.org](mailto:InTouchPlus.Contact-Point@iaea.org)

Selected participants will be informed in due course on the procedures to be followed with regard to administrative and technical matters.

Participants are hereby informed that the personal data they submit will be processed in line with the [Agency's Personal Data and Privacy Policy](#) and is collected solely for the purpose(s) of reviewing and assessing the application and to complete logistical arrangements where

required. The IAEA may also use the contact details of Applicants to inform them of the IAEA's scientific and technical publications, or the latest employment opportunities and current open vacancies at the IAEA. These secondary purposes are consistent with the IAEA's mandate. Further information can be found in the [Data Processing Notice](#) concerning IAEA InTouch+ platform.

## Expenditures and Grants

No registration fee is charged to participants.

The IAEA is generally not in a position to bear the travel and other costs of participants in the event. The IAEA has, however, limited funds at its disposal to help meet the cost of attendance of certain participants. Upon specific request, such assistance may be offered to normally one participant per country, provided that, in the IAEA's view, the participant will make an important contribution to the event arrangements.

The application for financial support should be made, together with the submission of the application, by **6 February 2026**.

## Venue

The event will be held at the Vienna International Centre (VIC) where the IAEA' Headquarters are located, Room CR-5. Participants must make their own travel and accommodation arrangements.

General information on the VIC and other practical details, such as a list of hotels offering a reduced rate for IAEA participants, are listed on the following IAEA web page: <https://www.iaea.org/events>.

Participants are advised to arrive at Checkpoint 1/Gate 1 of the VIC one hour before the start of the event on the first day in order to allow for timely registration. Participants will need to present an official photo identification document in order to be admitted to the VIC premises.

## Visas

Participants requiring a visa should apply at the nearest Austrian diplomatic or consular office at least four weeks before travel. As Austria is part of the Schengen Zone, applicants may need to request a Schengen visa. In countries without an Austrian mission, visas can be obtained from the consular authority of a Schengen partner state representing Austria.

## IAEA Contacts

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Subsequent correspondence on scientific matters should be sent to the Scientific Secretaries, and correspondence on other matters related to the event should be sent to the Administrative Secretary.

### Event Web Page

Please visit the following IAEA web page regularly for new information regarding this event:  
<https://www.iaea.org/events/evt2503938>.