

Securing the Future: Fostering the Involvement of Women and Young Professionals in Nuclear Security

*The Global Nuclear Safety and Security Network (GNSSN)
Plenary Meeting*

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The Growing Need for Nuclear Security Workforce Diversification

Workforce Shortage Crisis

Recent industry studies reveal a massive shortage of skilled nuclear security professionals worldwide, threatening our ability to maintain robust security frameworks.

Youth Engagement Priority

Engaging young professionals has become a critical focus for industry leaders and governments seeking to bridge the skills gap and ensure continuity.

ICONS 2024 Focus

The "Shaping the Future" conference emphasized three key areas: strategic communications, artificial intelligence and advanced technologies, and comprehensive capacity building initiatives.

Critical Challenges Facing Nuclear Security Today

1 Diverse Workforce Imperative

The nuclear security sector lacks sufficient personnel to keep pace with evolving threat environments. As security experts emphasize: *"Diverse adversaries must be met with diverse defenders."* A homogeneous workforce creates blind spots that adversaries can exploit.

2 Systemic Vulnerabilities

By limiting participation from diverse backgrounds, we create ongoing vulnerabilities in our security systems. Research shows that bias and negative attitudes based on gender and minority status directly impact the efficiency and accuracy of security programs.

3 Emerging Technology Security

Innovations like Small Modular Reactors (SMRs) and AI require enhanced security protocols and specialized expertise for safe and secure deployment in diverse operational environments.

4 Public Trust Foundation

Strong, visible security measures build essential public and policy support, which is crucial for nuclear technology's continued role in peaceful applications and global energy security.

Gender and Professionals Programme Objectives



Understand Participation Barriers

Conduct comprehensive research to identify and analyze the systemic challenges that inhibit full participation of women and people from diverse backgrounds in nuclear security roles.



Deconstruct Traditional Perceptions

Challenge and reshape the traditional, narrow definition of who qualifies as a nuclear security professional, opening pathways for diverse talent and perspectives.



Develop Evidence-Based Strategies

Research and validate practical, data-driven approaches to create a more inclusive, diverse, and effective nuclear security sector worldwide.



Deliver Actionable Solutions

Provide concrete, implementable solutions to the global nuclear security community to advance gender equality, diversity, and inclusion at all organizational levels.

Women as Key Regional Partners

WINS Commitments:

- At least 40% participation of women in all programmes
- At least 40% female subject matter experts.
- Female trainers supported and prepared through Train-the-Trainer programmes
- Strong regional collaboration via WiN ARCAN, WiN SEA, and WiN Global.

What This Means in Practice:

- More women leading in technical domains like cybersecurity and secure transport.
- Visible role models: Female experts are leading regional capacity-building efforts.



WINS Tabletop Exercise for Latin American Women

Program Highlights

Regional Female Expertise

Featuring accomplished female subject matter experts from across Latin America, providing authentic regional perspectives and role models.

Native Language Training

Conducted entirely in Spanish to ensure maximum comprehension and cultural relevance for participants.

Diverse Professional Backgrounds

25 female participants representing operators, regulators, law enforcement, and other critical nuclear security roles.

Breaking Representation Barriers

The exercise specifically encourages women to enter nuclear security areas where they are significantly underrepresented.

Focus Scenario: Response to Nuclear Security Incident During Transport



WINS Gender Equality, Diversity & Inclusion (GEDI) Resources

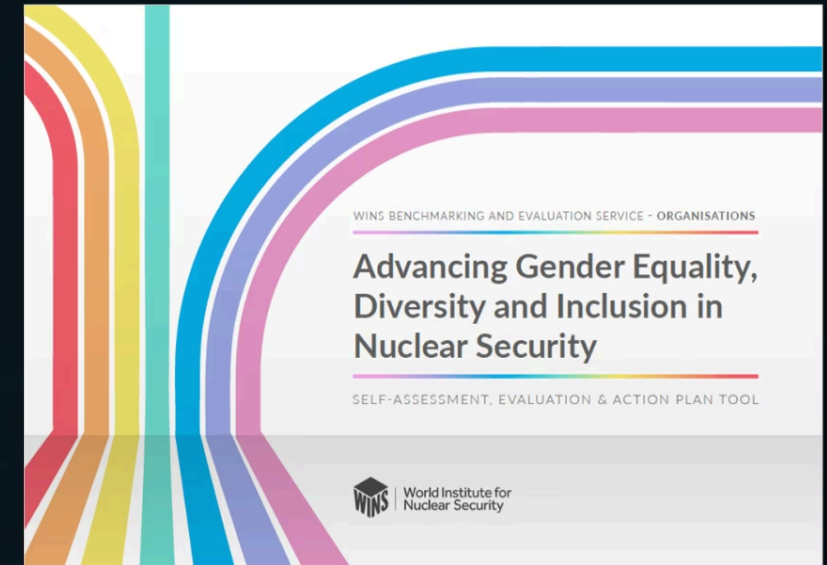
Comprehensive Assessment Tool

This innovative tool assesses organizational maturity regarding gender equality, diversity, and inclusion within nuclear organizations. Built on two fundamental concepts: **intersectionality** and **gender diversity**.

Key Features

- **Adaptable and Flexible:** Customizable for each organization's unique context and needs
- **Three Focus Areas:** Organizational culture, leadership and management, and talent management
- **Maturity Levels:** Organizations can be classified as commencing, developing, mastering, or leading
- **Action Planning:** Based on assessment results, organizations develop targeted improvement plans

This systematic approach enables organizations to identify gaps, track progress, and implement evidence-based strategies for creating more inclusive workplaces in the nuclear security sector.



WINS Young Professionals Programme

According to recent studies, the industry is experiencing a massive shortage of skilled professionals. Engaging young professionals has become a focus of industry and governments!

Programme Objectives



Analyze Challenges

Identify and examine barriers hindering young professional engagement in nuclear security careers across different regions.



Enhance Visibility

Increase awareness and accessibility of nuclear security career paths among younger generations in target regions.



Promote Resources

Highlight available opportunities, educational pathways, and professional development resources in nuclear security.



Develop Strategies

Propose effective regional approaches to overcome barriers and leverage young professional potential.



Young Professionals in the Regions: Challenges and Opportunities

Key Challenges Identified

1

Awareness Gap

Lack of awareness and prioritization of nuclear security within national institutions limits career pathway visibility.

2

Limited Job Market

Restricted opportunities due to the small size of nuclear sectors in many regions, creating competitive bottlenecks.

3

Mentorship Shortage

Scarcity of role models and mentors, particularly in countries without established nuclear energy infrastructure.

Emerging Opportunities

International Visibility

Increased exposure through global events and multilateral cooperation initiatives expanding professional networks.

Regional Networks

Growing regional networks providing essential support, training opportunities, and knowledge exchange platforms.

Technology Innovation

Emerging technologies like SMRs and advanced reactors creating new professional pathways and career opportunities.

Mentorship Development

Recognition of the critical importance of regional mentors to inspire and guide the next generation of professionals.

WINS Good Practices in Inclusive Capacity Building



Minimum Female Representation

Establish and maintain minimum thresholds for female participation to ensure diverse perspectives in all training programs.



Diverse Subject Experts

Include female subject matter experts from multiple disciplines and industries to provide varied expertise and role models.



Professional Networks

Connect with established professional networks in target regions to expand reach and build sustainable relationships.



Multilingual Access

Provide materials in multiple languages and use inclusive language to ensure accessibility across diverse populations.



Regional Outreach

Actively engage organizations and individuals from various regions to build truly global and inclusive networks.



Financial Accessibility

Offer financial support and scholarships to promote participation from underrepresented regions and demographics.



Regional Contextualization

Adapt materials and training content to address specific regional needs, challenges, and cultural contexts.



Inclusive Facilitation

Train facilitators in inclusive practices to create welcoming environments that encourage participation from all backgrounds.

WINS Academy Programmes



Fundamentals



CNS^fP | Certified Nuclear Security
fundamentals Professional
World Institute for Nuclear Security



Specialisation



CNS^sP | Certified Nuclear Security
specialised Professional
World Institute for Nuclear Security



Visit the Academy webpage to learn more
www.wins.org/wins-academy

WINS Global Network Growth

10,000

Global Members

Active members worldwide representing diverse backgrounds and expertise levels in nuclear security

165

Countries

Nations represented in the WINS network, creating a truly global community of practice

1,154

Certified Alumni

Professionals who have completed WINS Academy programs, with 35% female representation

Data as of September 2024

This remarkable growth demonstrates the global appetite for professional development in nuclear security and the effectiveness of WINS' inclusive approach. The network spans all continents, bringing together professionals from diverse cultural, technical, and professional backgrounds to address shared security challenges.



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Thank You for Your Attention

Learn more at www.wins.org

Together, we can build a more secure, diverse, and inclusive nuclear security community that addresses the challenges of today while preparing the leaders of tomorrow.

