

Role of Professional Societies in Human Resource Development: **Capacity Building**

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Capacity and Capacity Building

- Capacity - the ability to perform or to produce something.
- United Nation's perspective adds “perform functions effectively, efficiently, or **sustainably.**”
- Capacity has both **human resource** and **institutional** components.

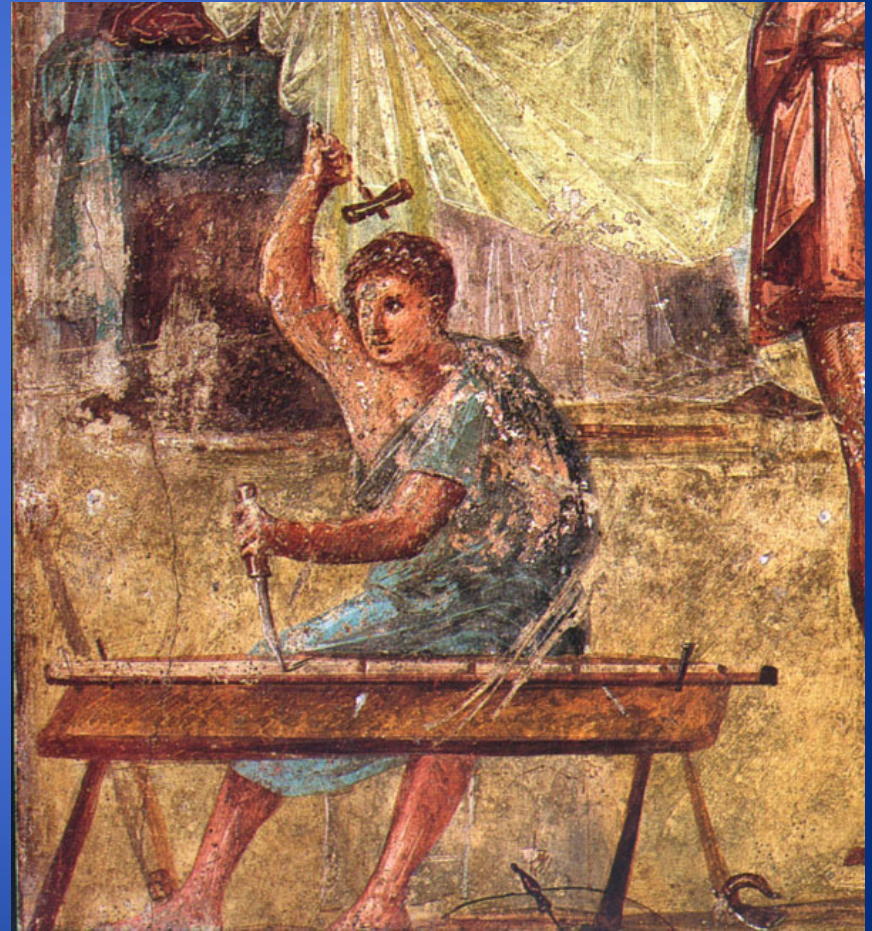
Human and Institutional Capacity

- Human Capacity – capable of performing tasks needed to achieve developmental goals.
- Institutional Capacity - organizational structures and processes that enable achievement of developmental goals.
- Together Human and Institutional capacity create **sustainable skills and knowledge base to transfer to future generations.**

Artisans and Apprentices

Earliest Western formal “professions” date from Roman system of artisans and apprentices.

Institutionalized training and generational knowledge transfer



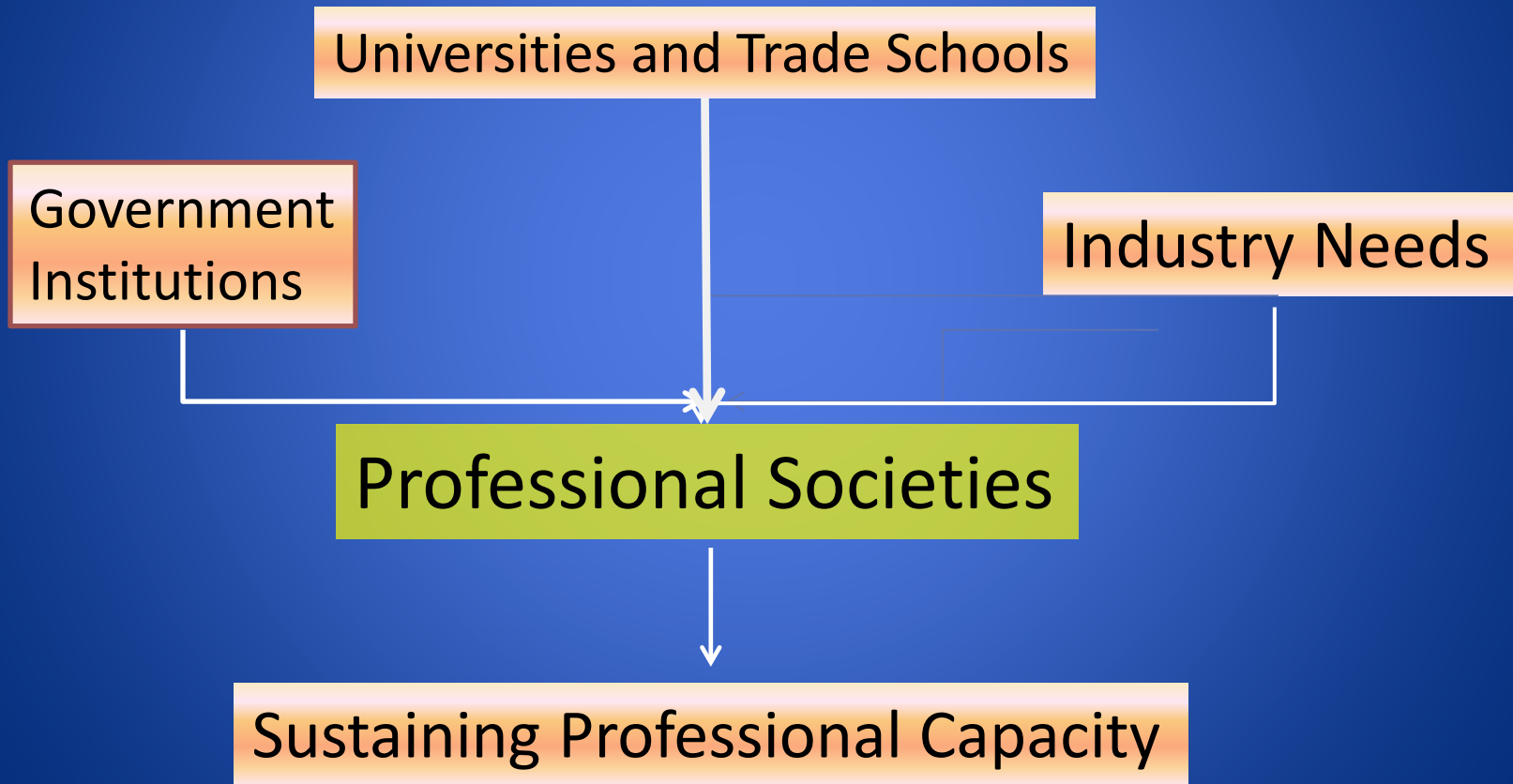
Guilds and Guild Halls



Guild systems promoted levels of mastery as well as exclusionary and protective business practices

Precursor to establishment of unions and accreditation & certification systems

Transition from Academia to Professional Capacity



Basic Types of Professional Societies

- Certifying / Professional Licensing
- Standards Setting
- Educational
- All of the Above

Professional Certification Societies

The American National Standards Institute (ANSI), Standard 1100-- professional certifying organization must meet two requirements:

1. Deliver an assessment based on industry knowledge, independent from training courses or course providers.
2. Grant a time-limited credential to anyone who meets the assessment standards.

Basic Characteristics of Professional Societies

- Defined professional requirements (versus social societies)
- Established Code of Conduct /Ethics
- Member continuing education
- Public information and policy positions
- **Advocacy of the profession rather than an industry** (versus trade association)

Professional Development

“Professional development is a life-long learning process”

- Participation in Professional Societies enhance formal training programs
- Provide external/independent review of capabilities and competency
- Facilitates career advancement and improves credibility of organizations and businesses

Basic Professional Obligations

- Support and promote good professional practices
- Promote networks of individuals concerned with professional development
- Provide information on all aspects of professional development
- Monitor external policies and programs that may affect the profession
- Cooperate with other national and international organizations that support the profession

Professional Society Benefits: Conclusions

- Provide an essential **bridge** from the academic environment to professional standing.
- Code of Conduct, Skill Certification, and advocacy of Professional excellence are benefits in **stakeholder dialogue**
- Trans-national sharing of information needed to **promote professional conduct**
- Building blocks for **sustainable capacity**.

Nuclear Professional Societies



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8 ICI CHICAGO

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WCI AEN IAEA Argonne

The poster features a collage of images: a woman presenting at a podium, a group of people in a meeting, a man working with laboratory equipment, and a group of people at a conference table. A QR code is also present.

- American Nuclear Society and World Council on Isotopes
- August 24-28, 2014
- Chicago Hyatt Regency
- Registration Open

Thank You Romania!



ALTERNATE SLIDES

INSC MEMBER SOCIETIES

- American Nuclear Society (ANS)
- Asociación Argentina de Tecnología Nuclear (AATN)
- Associação Brasileira de Energia Nuclear (ABEN)
- Atomic Energy Society of Japan (AESJ)
- Australian Nuclear Association (ANA)
- Canadian Nuclear Society (CNS)
- Egyptian Society of Nuclear Science and Applications (ESNSA)
- Indian Nuclear Society (InNS)
- Israel Nuclear Society (IsNS)
- Korean Nuclear Society (KNS)
- Latin American Section (LAS)
- Nuclear Energy Society Taipei, China (NEST)
- Pakistan Nuclear Society (PNS)
- Sociedad Nuclear Mexicana (SNM)
- European Nuclear Society (ENS)
 - Austrian Nuclear Society
 - Belgian Nuclear Society
 - British Nuclear Energy Society
 - Bulgarian Nuclear Society
 - Croatian Nuclear Society
 - Czech Nuclear Society
 - Danish Nuclear Society
 - Finnish Nuclear Society
 - French Nuclear Society
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 - Israel Nuclear Society
 - Italian Nuclear Society
 - Lithuanian Nuclear Energy Association
 - Netherlands Nuclear Society
 - Nuclear Society of Russia
 - Nuclear Society of Slovenia
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 - Spanish Nuclear Society
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