



The WINS Academy Security Certification Programme

# THE ROUTE TO DEMONSTRABLE COMPETENCE



## Why The WINS Academy?

*“Being demonstrably competent or professionally certified to do your job is the norm in nearly all professions, be it medicine, teaching, engineering, project management or a host of other professional endeavours.”*

No one would consider attending an appointment with a lawyer, accountant, or dentist unless they were confident that the person was professionally certified. And in nearly every case, the evolution of professional certification has followed a common path – academic qualifications followed by vocational training and certification to ensure that the individual has the proper practical experience to undertake their duties.

This process of developing competence is the hallmark of Professionalisation and leads to an identifiable mark of quality that is attached to practitioners.

It is highly likely that many of the accountants, engineers and safety professionals employed in the nuclear industry belong to chartered institutes that certify their competence on an on-going basis. But the same does not seem to be at all common for security professionals and others with senior managerial or regulatory responsibilities relating to security.

In fact, our research has indicated, based on conservative estimates, that there are likely to be over 200,000 personnel worldwide with accountabilities for the security of nuclear

and other radioactive material. Assuming that the average annual staff turnover is 10%, the on-going demand for professional training is of the order of 20,000 people per year. Few of these personnel have opportunities to receive professional development and become certified. WINS is working to address this gap.

States have an opportunity at any time to announce their intention to support the WINS Academy, but the next Nuclear Security Summit to be held in The Hague in 2014 is an ideal focal point to make such a commitment. We encourage you to endorse the concept and provide financial assistance. As a not for profit organisation with a reputation of providing excellent value for money and affecting lasting change, we believe that this programme will be a major step forward in improving the effectiveness of nuclear security implementation.

*Dr. Roger Howsley  
WINS Executive Director  
September 2013*

## Design of the Academy Programme

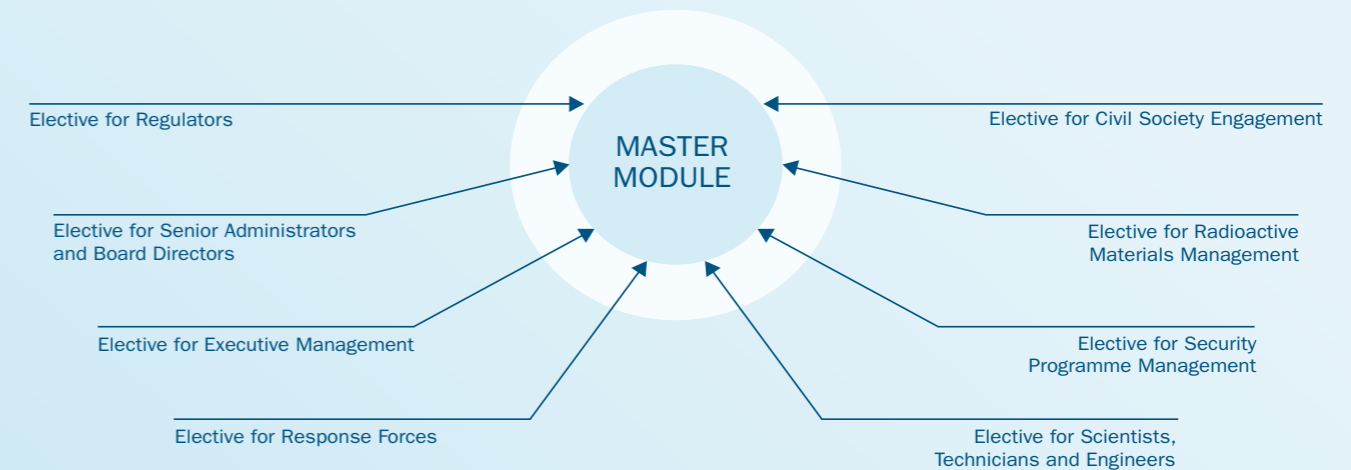


Table 1: Key organisational roles in the Nuclear Security Programme

Our goal with the design of the Academy Programme is simple: we are developing Modules that teach security as a strategic, operational activity to be implemented across the organisation as a fundamental aspect of risk management and corporate reputation, led by the Board and its Executive Managers. Such a programme will lead to demonstrable and sustainable nuclear security management competence and, ultimately, improve leadership and the effectiveness of nuclear security implementation and regulation.

The design of the WINS Academy programme is centered around a “Master Module” which sets out the strategic issues that relate to Nuclear Security and addresses the challenge of how Operators can establish best practices for implementing a security programme at nuclear facilities.

Implementing a nuclear security programme requires the cooperation and collaboration of a number of key organisational roles, each of who have contributions to make for the most effective way to design, regulate, and manage a facility that uses nuclear or other radioactive material. While it is not possible to anticipate every situation, we can identify at least eight groups that have a direct involvement and/or contribution to make to any facility-level nuclear security programme in any State. We believe that they should each have professional development courses designed for their role and accountabilities (Table 1).

# Status of the Programme

WINS first announced the Academy concept at the March 2012 Nuclear Industry Summit in Seoul, Republic of Korea. Since that time we've achieved a number of milestones in the development of the programme, from the initial publication of our strategy; to extensive market research, validation, and promotion of a brand new approach to nuclear security professionalisation; to the design and outline of a measurable certification programme.

18 months after our initial announcement, we are ready to begin with implementation (Table 2).



Table 2: Status of the WINS Academy Programme

# 5 Year Academy Programme

From the beginning, the WINS Academy and our accomplishments have been strongly supported by the U.S. State Department's Partnership for Nuclear Security (PNS). PNS' support has allowed us to establish the need for certification in nuclear security, design the programme and begin implementation, focusing on the Scientific, Technical and Engineering Community.

However, to bring the benefits of certified professional development to a wider range of managers with accountability for nuclear security we need to achieve a number of milestones in the next 5 years. These include:

- **Researching and writing the remaining Elective Modules**
- **Making all 9 Modules available online in partnership with the world's leading educational provider**
- **Designing and implementing a testing and certification programme that will be available in over 175 countries, worldwide**
- **Piloting the Modules for professional feedback**
- **Continually revising and improving all of the Modules and tests, just as we do with our Best Practice Guides**
- **Partnering with Centres of Excellence, Training Institutes, and Nuclear Security Support Centres to provide our certified programmes**
- **Establishing an Alumni Network for graduates of the programmes**

To support these tasks, we have developed a detailed 5 year budget for the Academy programme to support the certification of 1,000 graduates a year. The average annual cost is €635k per year (Table 3).

PROGRAMME YEAR	2014	2015	2016	2017	2018	5 Yr Total
TOTAL €	825,000	775,000	525,000	525,000	525,000	3,175,000

Table 3: Academy 5 year budget for a total of 5000 participants

# Programme Cost in Context

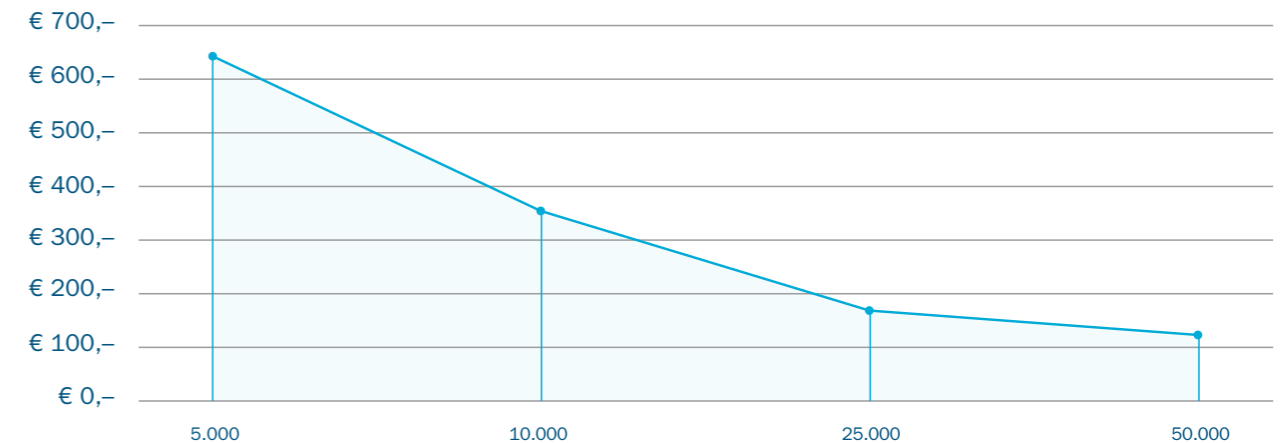
Assuming we certify an average of 1,000 participants per year over 5 years, the total programme cost per participant is just over €600 per person. This in itself is excellent value for money, but if we certify an average of 5,000 participants per year, the total cost per participant drops to under €200. Therefore, the more you promote WINS certification with your professional contacts and associations, the more cost effective the programme becomes (Table 4).

The cost to WINS of each quality controlled certification test in one of the 11,000 approved testing centres across 175 countries worldwide is approximately €75 (\$100); these costs are included in the budget figures in Table 3. For demand beyond this level, we will establish an online store where interested donors can purchase tests and offer scholarships to participants from partner organisations, countries or regions. Alternatively, we will price the course and the tests to help sustain the Academy.

Compared with the cost of holding an uncertified awareness course, which can cost thousands of dollars per person, including flights, accommodation, etc., the value of this programme is self evident and we hope you will support our efforts to create a cadre of certified nuclear security professionals, worldwide.

*“Taking the certified tests might just work out to be cheaper than taking the group photo at the end of a security awareness course.”*

Table 4: Academy Programme cost per participant





## **THE WINS ACADEMY VISION**

All personnel with management accountabilities for nuclear security are demonstrably competent and provided with opportunities to become professionally certified.

## **THE WINS ACADEMY MISSION**

To be the catalyst for professional development, knowledge exchange and leadership innovation in nuclear security management.

The WINS approach is collaborative in nature as we seek to help ensure the peaceful use of nuclear technology and the security of nuclear materials worldwide. We seek to achieve this goal by offering expertise through a library of best practices created by industry insiders. We provide training and qualifications for people who have responsibilities for the management of nuclear security and by arranging workshops, seminars and evaluations which allow industry participants to work together towards a common goal of Nuclear Security Excellence.

**World Institute for Nuclear Security (WINS)**

Graben 19, A-1010 Vienna (Austria) | Tel.: +43 1 23060 6083 | Fax: +43 1 23060 6089

Email: [info@wins.org](mailto:info@wins.org) | Internet: [www.wins.org](http://www.wins.org)

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