



WINS Academy

Certified Nuclear Security Professional (CNSP)

CAREER REPORT



WWW.WINS.ORG



World Institute for
Nuclear Security



Contents

- 04 Certification
- 06 Methodology
- 08 Results
- 20 Discussion
- 21 Next Steps
- 22 Alumni Quotes 2017



Certification is the norm in nearly all professions—from health care, law and education to IT and nuclear safety. Our partner, Pearson VUE, the largest commercial testing company and education publisher in the world, has found that earning, having and maintaining a certification benefits individuals in numerous ways.¹ For example in:

EARNING

- Demonstrates your skills
- Validates your qualifications
- Enhances your professional marketability
- Enhances your reputation
- Gives you a personal sense of accomplishment

HAVING

- Distinguishes you from your peers
- Gives you professional credibility
- Earns you recognition within the workplace

MAINTAINING

- Strengthens your marketability
- Provides you greater job mobility
- Continuously revalidates your knowledge and expertise
- Demonstrates your dedication to your profession
- Grants you fulfilment of ongoing successes
- Offers you increased earning potential



WINS strongly believes that certification is equally important in the field of nuclear security. If we expect certification from our doctor and our lawyer, why wouldn't we expect that the people who are responsible for the security of nuclear and other radioactive material be certified as well?



"The more certified people become, the closer the world gets to achieving its objective of securing its nuclear and radioactive material and facilities."

Gabriel Pitsoane, National Nuclear Regulator, South Africa



"The application of a nuclear security programme is a multi-faceted challenge. The wins academy provides various best practices and strategies to meet those challenges while encouraging the user to benchmark their own security arrangements with the course content. I have found this to be an extremely valuable source of knowledge and strongly recommend others to achieve certification."

Chris Clark, Security Program Authority, Canadian Nuclear Laboratories

The Demand for Demonstrable Competence. Government & Industry Call to Action.

"This gift basket underscores the importance of the world institute for nuclear security (wins) and the certified training courses provided by the wins academy for managers and personnel involved in nuclear security. Along with other states that have provided support to the academy, Canada encourages the further expansion of the wins academy's certification program."

National Statement Of Canada, 1 April 2016

35 States signed an agreement on Strengthening Nuclear Security Implementation at the 2014 Nuclear Security Summit (NSS). The agreement commits signatories to "ensure that management and personnel with accountability for nuclear security are demonstrably competent." It also commits them to "ensure that all personnel for security are demonstrably competent by establishing appropriate standards for the selection, training, and certification of staff." The IAEA published this Joint Statement as INFCIRC/869 in 2014.

Another major step occurred at the 2016 Nuclear Security Summit when 12 countries signed a Gift Basket committing to "further support the WINS Academy in its efforts to expand its international certification program, including through the provision of advocacy, peer review support, contributions."

On 6 December 2016, the IAEA published this Joint Statement on Certified Training for Nuclear Security Management as INFCIRC/901.

Ultimately, however, increasing professional competence requires the commitment of individuals who must do the work and sit for an examination. This requires that they perceive such a commitment will benefit them. When it comes to the WINS Academy, growing numbers of individuals are responding. We now have 900+ people enrolled in our courses and 230+ have become Certified Nuclear Security Professionals (CNSPs).



¹ Pearson VUE. Certification: Discover the Value. <http://pearsonvue.com/voc/#/>



To better serve our current and future alumni and to identify areas for improvement, we conducted three surveys in 2016 that asked our CNSPs to respond to questions about why they sought WINS Academy certification, how certification has benefited them both personally and in the workplace, and how they are currently implementing and integrating what they have learned in their professions.

In 2016, we surveyed CNSPs from 38 countries in the following five areas of interest:

- Driver for seeking certification
- Value of certification
- Certification process
- Sustainability
- Value of the Alumni Network

We circulated the first two surveys on the value of certification and the Alumni Network in March 2016 and circulated the third survey on the impact of certification in August 2016. We sent all three surveys by email (recirculated them at the end of 2016) and requested participants to complete the survey online. We received 192 responses to the surveys.

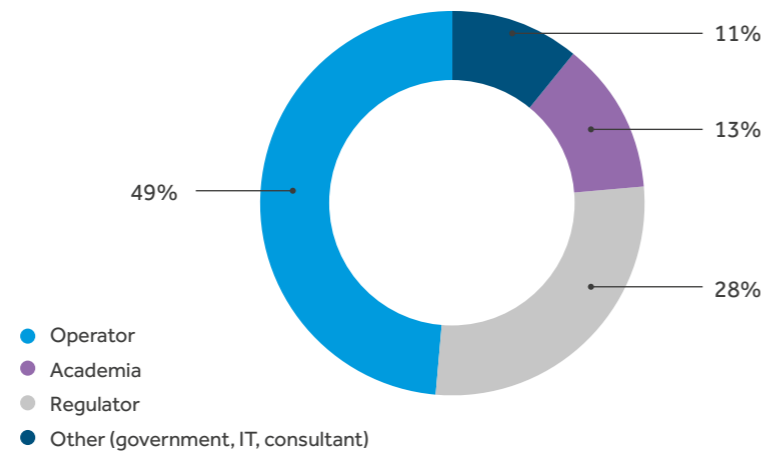
99% of respondents said they would benefit from a CNSP Career Report sharing the results of the surveys.



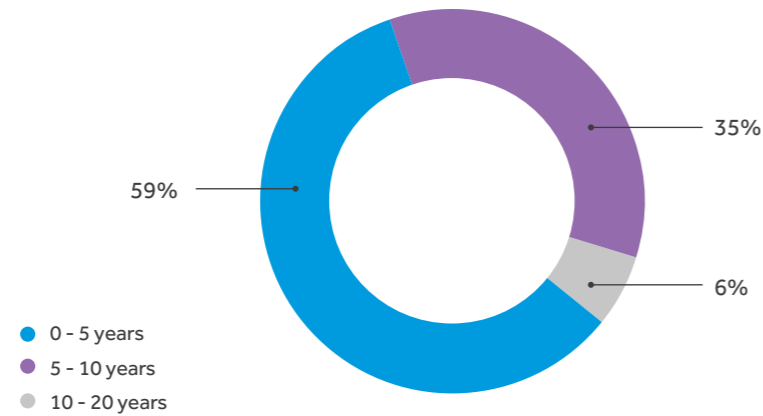


Respondent Demographics

Job Categories

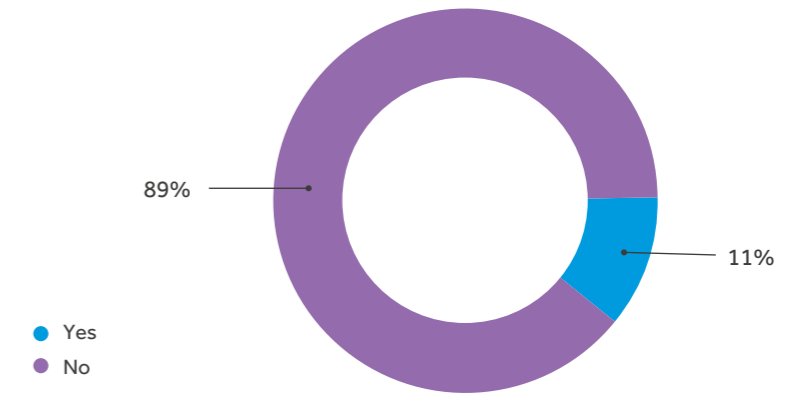


How many years of experience with responsibilities for nuclear or radioactive material security?

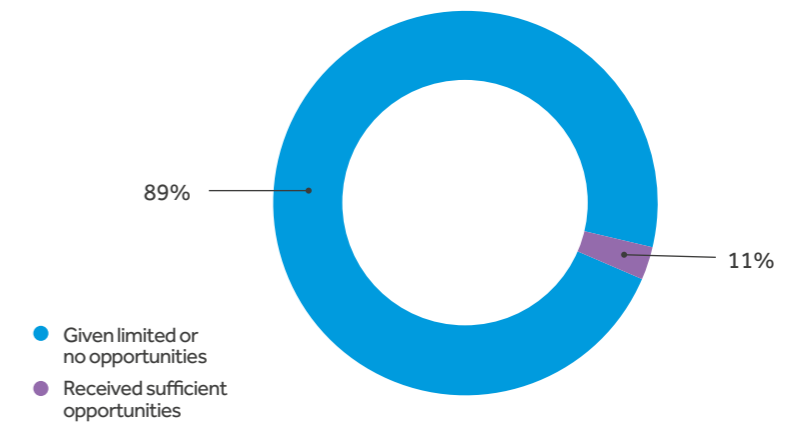


Driver for Seeking Certification

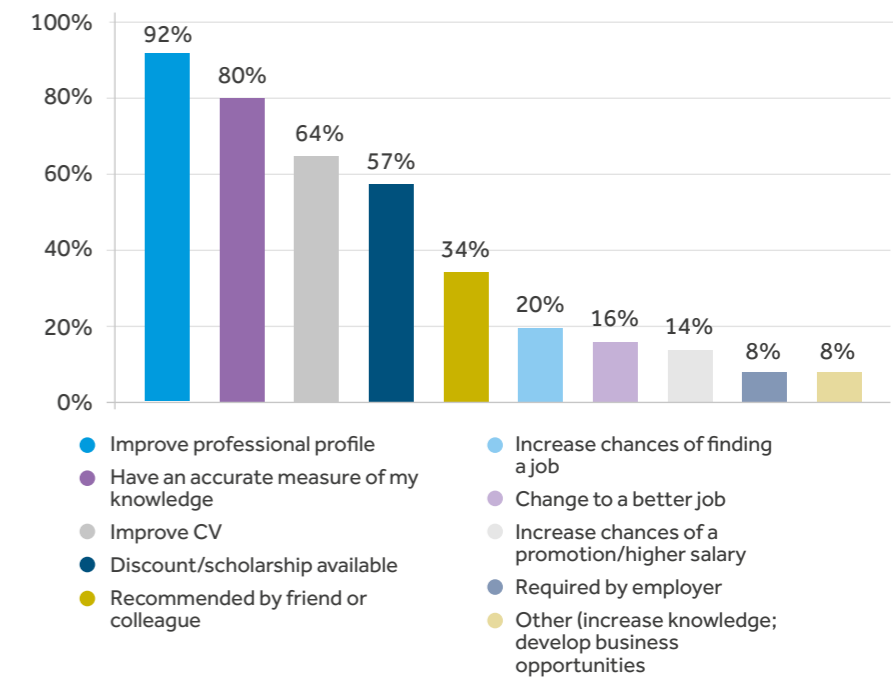
Do you hold any additional professional certification (for example ASIS CPP)?



Prior to enrolling in the WINS Academy Nuclear Security Programme, were you given opportunities for nuclear security training?



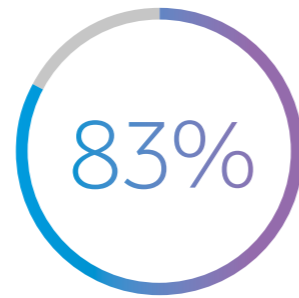
What are your most important reasons for pursuing WINS certification (select all that apply)?





Driver for Seeking Certification continued

How important is the certification of key positions with accountabilities for nuclear security?



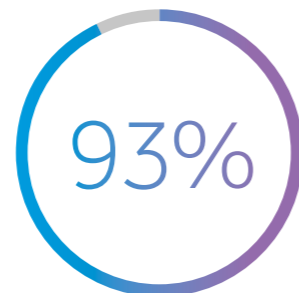
Said important or very important

Do you agree that certification of personnel in key nuclear security management positions will enable my organisation to make its security programme more efficient?



Agree

Do you agree that certification of personnel in key nuclear security management positions will enable my organisation to improve the managerial oversight of security performance?



Agree

Value of Certification

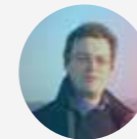
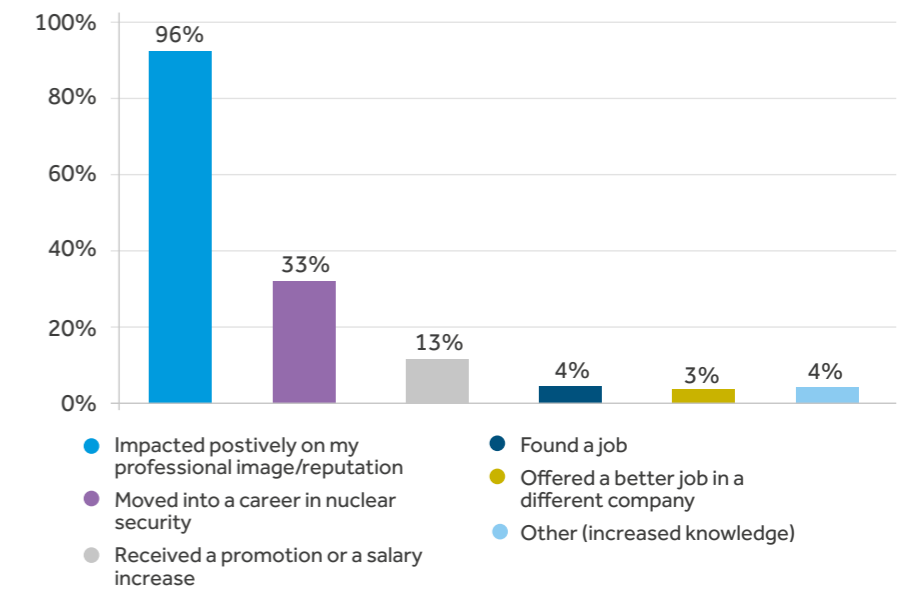
Which of the following benefits have you experienced as a result of WINS certification?

13%

received a promotion or salary increase

\$1,722

Average increase



"My wins academy experience and certification have become a key asset in dealing with our nuclear security team, who recognise my knowledge, and accept me in their peer group."

Denis Scheehl, Areva Projects, France

"For me as a security professional, the benefits of the CNSP certification are many; it provides me a way to build on my previous nuclear security experience, to remain current in my profession as well with a common language necessary for working with clients in the nuclear sector nationwide."

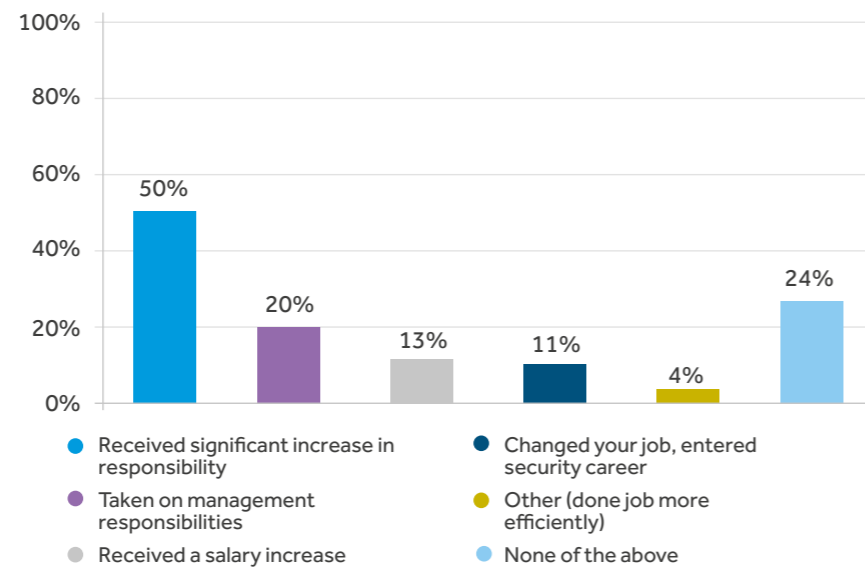
Jack Duiven, Randstad Bewaking B.V., Netherlands





Value of Certification continued

Since your WINS Academy certification, have you (select all that apply):



50%

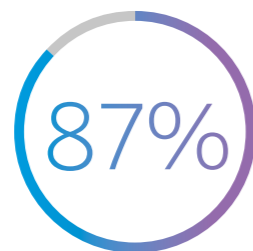
received a significant increase in responsibility



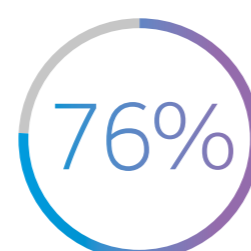
"...I was offered a bigger portfolio on nuclear security because of the certification. I informed my deputy director who heads the nuclear security segment of our organization on my successful wins certification. He proceeded to incorporate me into a nuclear security committee tasked with drafting the nuclear security policy template for all existing and forthcoming nuclear facilities in Nigeria. This is a very prestigious committee..."

Jafaru Egieya, Scientific Officer, Nuclear Power Plant Directorate (NPPD), Nigeria Atomic Energy Commission

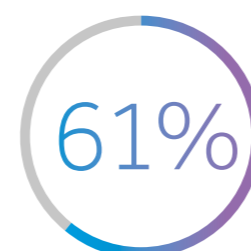
Which of the following is true about your WINS CNSP certification?



Supports my career development and progression



Demonstrates my commitment to personal career growth and professional development



Raises awareness of the nuclear security profession in my market

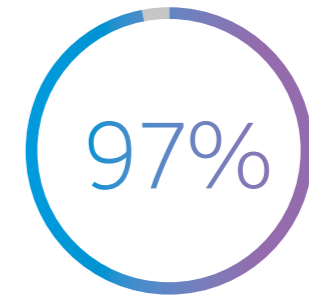
Value of Certification continued

Do you believe the WINS Academy learning materials are relevant for improving the competence of nuclear security professionals?



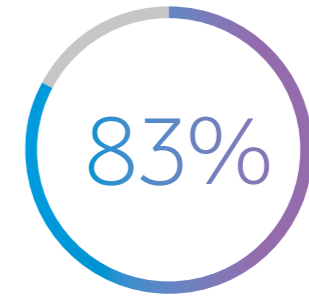
Agree

Do you believe that the certification exams you took are effective in demonstrating your nuclear security competence?

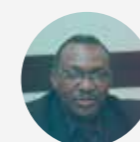


Agree

How did certification affect your job?



Said certification helped them do their jobs more efficiently



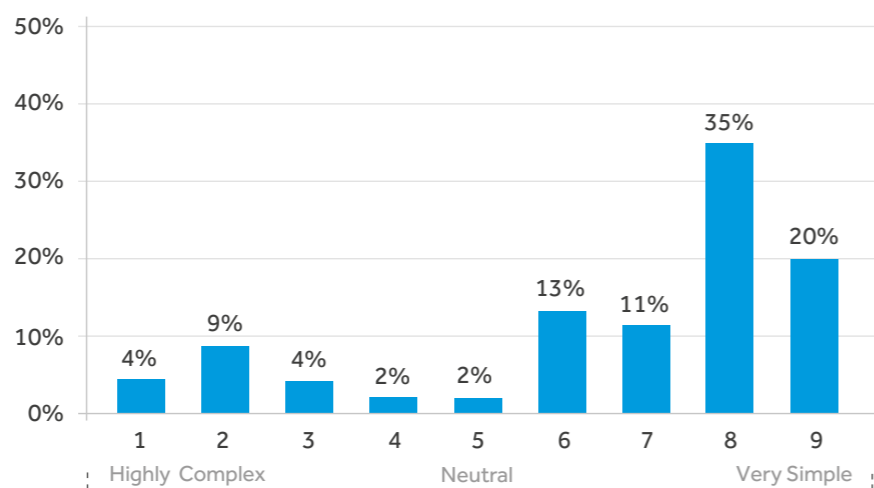
"I feel the impact of wins academy certification in my career and it will definitely bring changes and transformation in my organisation's approach towards effective and sustainable implementation of nuclear programmes/activities."

Dr Jackson Dunah Abafoni, Nigeria Atomic Energy Commission, Nigeria

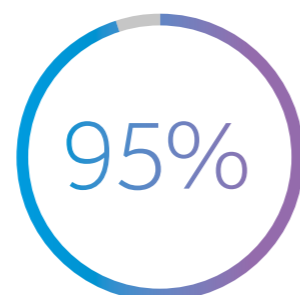


Certification Process

How would you rate the WINS Academy CNSP certification process (registration, eLearning, assistance, exam)?



Do you believe the WINS Academy CNSP certification provides value for money?



Said yes

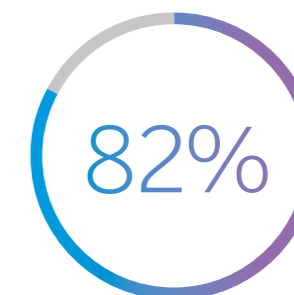
How would you rate the competence of the WINS Academy team?



Said professional

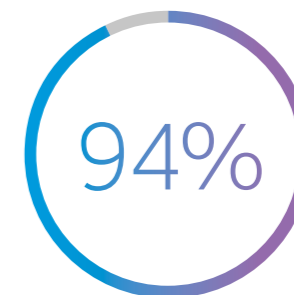
Sustainability

Do you plan to take another WINS certification exam in the next 12 months?

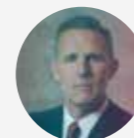


Said yes

Do you plan to recertify after three years to maintain WINS certification?



Said yes



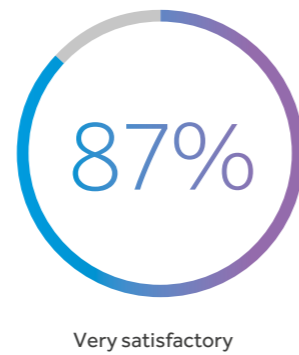
"Participation in the WINS Academy has been a wise investment in my professional development. I have learned a great deal and thoroughly enjoy completing the modules. The best management practices are well researched and promote a critical examination of the effectiveness of our nuclear security regime. The programme is very well structured and easy to follow and the exams are professionally administered. I plan to complete additional modules in the near future and eagerly await the wins academy module on Cyber security in 2018."

M.J. Beaudette, Director, Nuclear Security Division, Canadian Nuclear Safety Commission

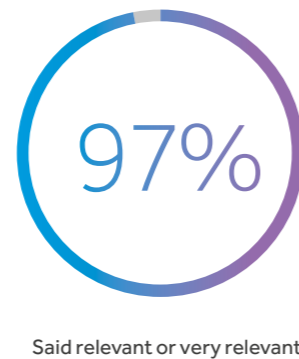


The Value of the Alumni Network

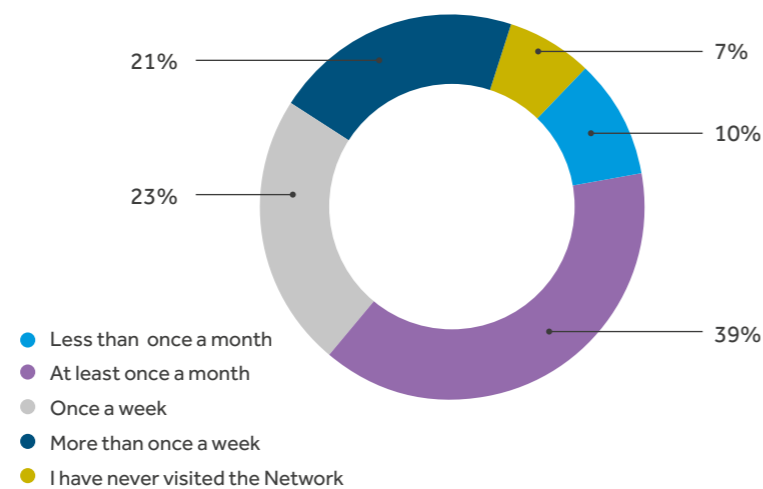
How would you rate your overall experience with the WINS Academy Alumni Network?



How would you rate the relevance of the information available on the Alumni Network?

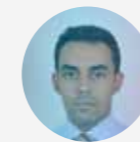
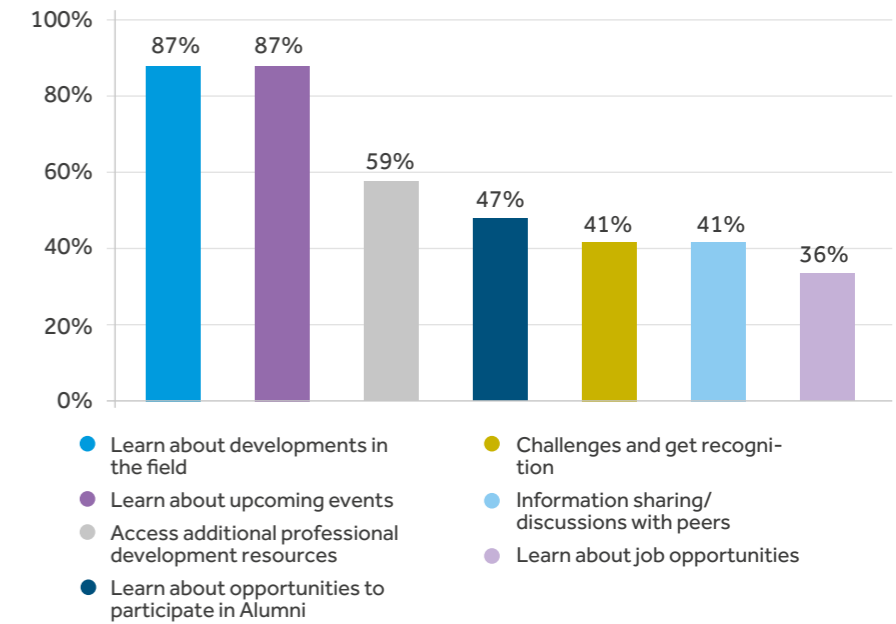


How often do you visit the WINS Academy Alumni Network?



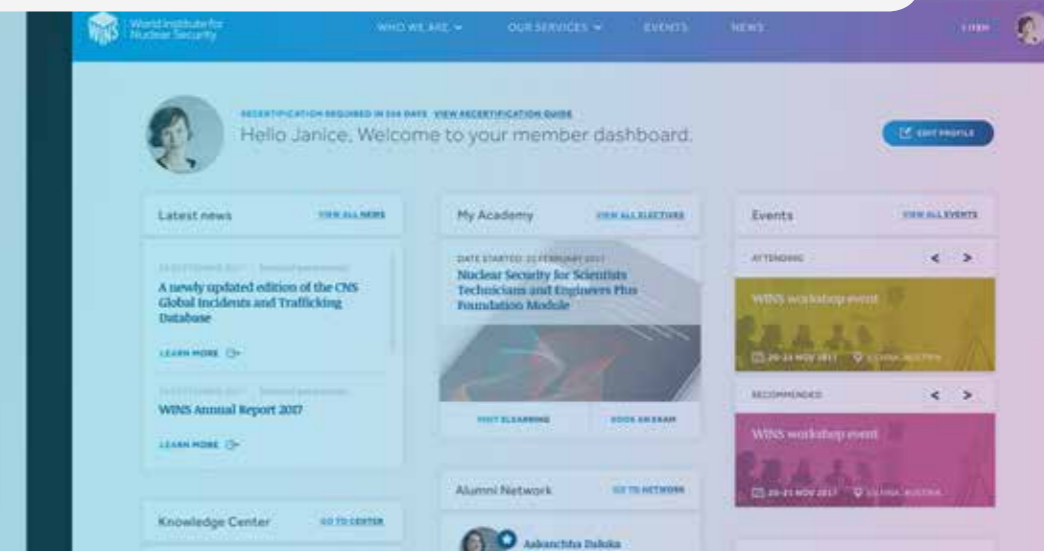
The Value of the Alumni Network continued

For what purposes do you use the WINS Academy Alumni Network? (select all that apply)



“Through the alumni network, I was able to share my ideas and raise concerns related to nuclear security, as well as exchange ideas and share experiences with international SMES and furthermore build a professional network in the field.”

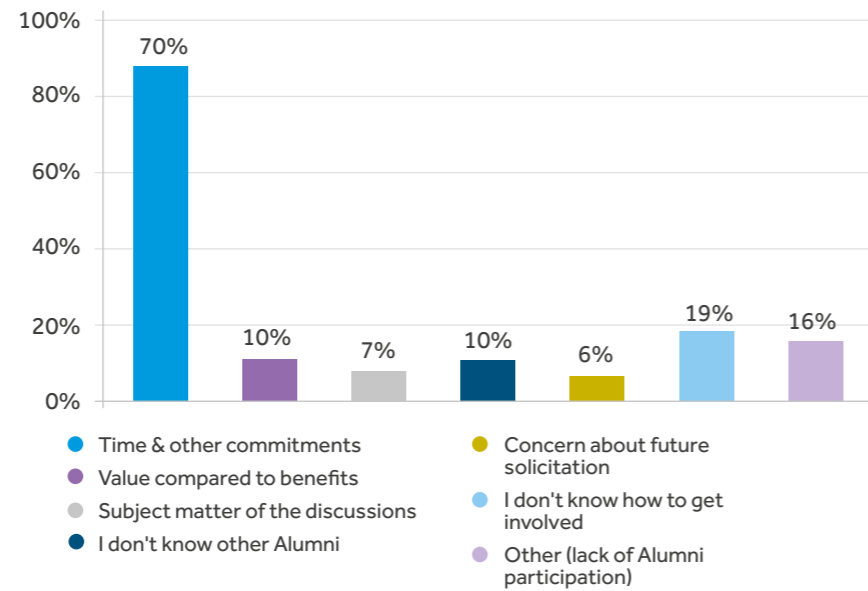
Taha Laghouazi, WINS Academy Ambassador, Morocco





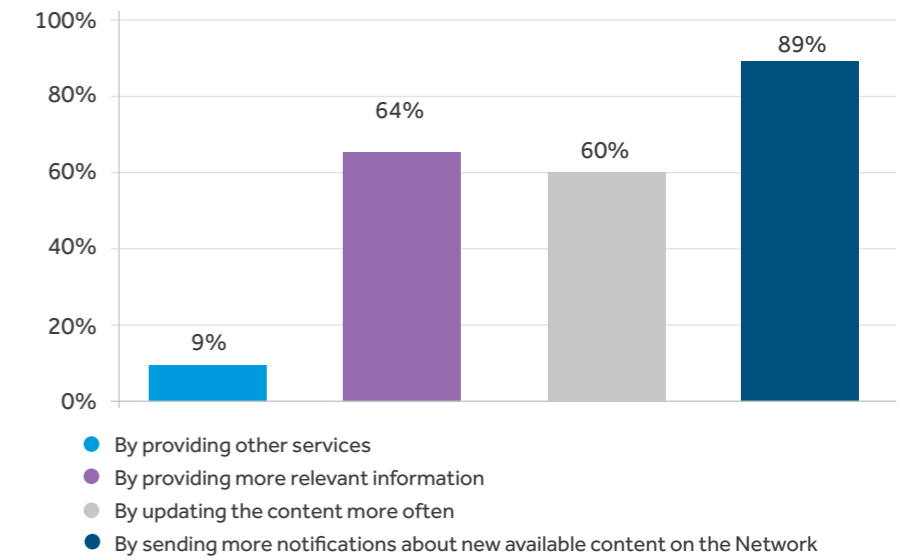
The Value of the Alumni Network continued

What are the barriers to your participation in the WINS Academy Alumni Network?

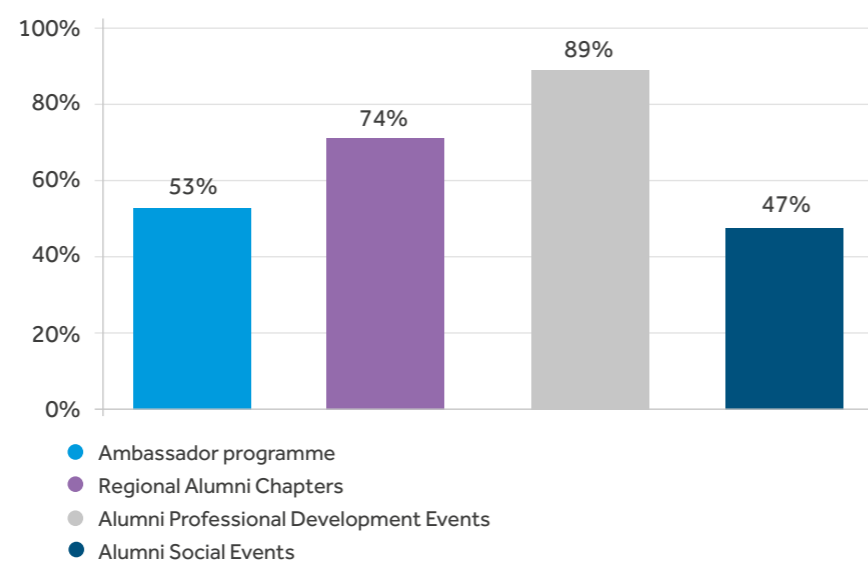


The Value of the Alumni Network continued

How could WINS improve your engagement on the WINS Academy Alumni Network?



Which additional Alumni services would you like WINS to provide?





Highlights

Lack of nuclear security training

The results showed us that 97% participants were given limited or no opportunity for nuclear security training prior to WINS certification. An overwhelming 92% were seeking certification to improve their professional profile. 83% of respondents believe that certification of key personnel are important or very important, and 93% agreed or strongly agreed that if key personnel were certified, organisations would be in better positions to implement the oversight of their security programmes.

WINS certification has a positive impact on our Alumni's reputation and supports career development

The greatest benefit our Alumni have experienced is the positive impact the WINS CNSP certification has had on their reputation and professional image. Alumni agree that the Academy programme supports career development and represents an actual measure of knowledge. 70% said certification helped them do their job more efficiently, and in addition to improving their professional profile and image, certification led to a significant increase in responsibility for 50% of respondents. 33% of respondents even moved into a new career in nuclear security.

WINS Academy improves competence

100% of respondents agreed or strongly agreed that the Academy materials are relevant for improving the competency of nuclear security personnel, and 100% of respondents said that WINS certification provides value for money.

Areas for Improvement

Certification process

Results showed that 25% of respondents found the certification process, from registration to certification, complicated. We are taking steps to remedy this as outlined on the next page.

Access to information

70% said they might not use the Alumni Network as much as they would like to due to time constraints and other commitments. We are taking actions, as outlined on the next page, to provide Alumni with easy access to professional development information.



Streamline certification process

We are taking a number of actions to streamline the entire registration process to reduce the number of steps and simplify the user experience. The first phase of the roll-out of this project began in June 2017 and will include a new WINS website and integrated data management system to ensure a better process from start to finish by the end of 2017.

Easier access to new information

Almost half of respondents access the Alumni Network once a week or more. 87% use the Alumni Network to learn about the latest developments in nuclear security. With the new site, we will have an RSS feature embedded to keep Alumni informed of the latest news and upcoming WINS events. Instead of checking for updates to the website each week, Alumni can subscribe to the RSS feed and then read the updates from the site, delivered via RSS feeds.

In addition to this new feature, we will continue to provide Quarterly Alumni Reports (the first one was sent in May 2017). We appreciate any feedback you might have on the content included.

Ambassador Programme

When asked what services Alumni would like WINS to provide to the Network, over 50% said they would like an Ambassador Programme. We are pleased to note that the WINS Academy Ambassador Programme was launched in fall 2016, where we invited CNSPs to act as volunteers in promoting WINS Academy training and certification in their respective countries. We currently have 5 Ambassadors from France, India, Morocco, Nigeria, and Serbia.

Memorandum of Understanding (MoU) with the Institute for Nuclear Materials Management (INMM) will benefit Alumni

As a part of our MoU with INMM, we have arranged for WINS Academy Alumni to receive INMM membership for 1 year free of charge. INMM membership offers access to a variety of resources, including the peer-reviewed Journal of Nuclear Materials Management, topical workshops and meetings, research and best practices, and multiple avenues for networking. Members also enjoy reduced registration fees for events, access to a member directory, and much more.

Professional Development Opportunities

In response to the 89% of respondents interested in professional development opportunities, we will be holding national and regional training events and webinars for Alumni in 2017 and 2018.

Annual Alumni Survey and Career Report

In response to the 99% of respondents who said they would benefit from a CNSP career report, we have decided to conduct an annual Alumni survey to regularly capture Alumni feedback on our programme. We will also share this report with our WINS members to encourage participation in the Academy. Thank you to all the Alumni who completed the surveys and made this report possible.



"The WINS Academy provides a comprehensive understanding for anyone involved in the nuclear sector that sharing best practices and adopting security culture and behaviour can effectively contribute with safe and secure operations locally and globally. Both the Foundation Module and the STE elective are very well structured, understandable and easy to navigate. It's possible to affirm that the knowledge and information provided in the course represent solid basis for professional growth and recognition on the nuclear sector. Having a CNSP Certification demonstrates strong commitment to best practices on nuclear security."

Renato Tavares, Brazilian National Nuclear Energy Commission, Brazil



"Completing the WINS Academy certification has provided me opportunities to interact with nuclear security professionals and start to bridge the gap between scientists and operational personnel. It has also provided me opportunity to pass nuclear security knowledge on to other professionals seeking certification."

Ed Waller, UOIT, Canada



"The effort by WINS to offer certification in nuclear security is a great approach for encouraging commitment and dedication from nuclear personnel around the world to improve their individual and organisational nuclear security practices. This certification has improved my understanding of the whole concept. I will leverage the learning from the nuclear security certification in my work and organization as appropriate."

Manit Shah, Non-proliferation Engineer, Tetra Tech, Inc., India



"WINS is an initiative, much needed by the world to strengthen Nuclear Security."

Indranil Bisuri, India



"As a student, the certification provided by the WINS Academy has changed my point of view on how the world works on a higher level, higher than what students could be exposed to, and of course, it has opened my eyes to how to direct my efforts towards a better future regarding the nuclear security in the world, and more specifically in my region and my country, Jordan."

Tariq Mheidat, Jordan



"The CNSP course was very well structured, and provided me with all the knowledge I needed to gain the certification, and translate these elements into my day job. Many thanks to the WINS Academy staff, for creating such a professional and practical course."

Adolph EID, Lebanon



"The WINS Academy has changed my beliefs and attitudes precisely in the responsibilities and the roles that I have to play in Nuclear Security. In addition to that, WINS courses raised my awareness in several topics which gave me new perspective... If you are engaged in the nuclear security field, take a look at the WINS Academy e-learning, you will have a new perspective..."

Youness El Fassi, Morocco



"WINS changed my mind set about nuclear security."

Rose Onoja, Nigeria



"Participation in the WINS certification programme opens a new dimension to ones perception of security and safety and strengthens building competency interfaces between them. Nuclear security awareness will be enhanced in tandem with contemporary global and local security challenges..."

Okoye Valentine Ikemefuna, Nigerian Nuclear Regulatory Authority



"A certification from WINS is a catalyst in building a commendable career in nuclear security."

Oguejiofor Onyinyechi Lynda, Nigerian Nuclear Regulatory Authority



"The knowledge I have acquired from WINS certification is invaluable. Before my certification, I had a limited and narrow view as far as nuclear security and safety is concerned. I did not see any/much connection between the two. As I studied the modules, I realized that it is imperative to state categorically that both are very important and intertwined and none should be neglected."

Sunday Agbo, Nigeria



"Acquiring CNSP (WINS) certification was the best thing that happened to me professionally. It provided me with the foundation...and relevant knowledge to carry out my duties as a regulatory officer. It also gave me a better perspective of the difference between safety and security which are usually used interchangeably in the nuclear industry...I encourage anyone in the industry to take the courses."

Engr. Muhammad Gujbawu, Nigeria



"Working as a Scientific Officer at our Centre here in North Eastern part of Nigeria, ravaged by Boko Haram activities, WINS' certification programme has taught me and my colleagues a lot about how to deal with vulnerabilities and threats from terrorist groups. I can now say confidently that our centre and facilities are well secured beyond the threat of the terrorist group."

Aliyu Dauda, Assistant Chief Scientific Officer, Centre For Nuclear Energy Research and Training, Nigeria Atomic Energy Commission.



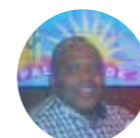
"Over the several years that I have been working in the nuclear sector, I have strongly held to the believe that securing nuclear materials and ensuring operational safety of all critical nuclear facilities should be the prime responsibility of both the operator and the regulator essentially. Participating in the WINS Academy Certification has made me to better understand that the issue is not just about nuclear sector alone but a shared responsibility with several others within and outside the sector like the NGOs, media, police, military, regulators, policy makers, legislators, etc. This has made me to appreciate the different roles that each segment has to play to ensure overall safe and secure deployment of nuclear science and technology for peaceful uses."

Awwal Bisallah, Head, International Cooperation and Liaison Dept., Nigeria Atomic Energy Commission, Nigeria



"The WINS Academy courses have led me to new and interesting perspectives, different from what I am used to in the conventional security sector. For studying the Nuclear Fuel Cycle, for instance, I have acquired a fair knowledge of the specific security concerns associated with each phase of the cycle, from the mining of uranium to the disposal of nuclear waste."

Aloysius Pius Nnamseh, Nigeria



"WINS Academy Programme is the only programme that gives comprehensive formal knowledge about nuclear security."

Simphiwe Xaso, South Africa



"The WINS Academy courses have indeed improved my competency and broadened my understanding of the role of nuclear security in various applications, especially the ones I come across in my routine regulatory oversight. It has also improved my understanding between the relationship of safety and security in terms of nuclear and radiological materials, clears my perception of responsibilities of security, and understanding of various stakeholders and their relation in terms of nuclear security."

Abdullahi Hassan, NNRA, Nigeria



"The WINS Academy programme has not only given me the sense of being in control of my nuclear security career and profession, but also gave me confidence in knowing what is expected from me and how best I can help those who are not security professionals, but have the same responsibility..."

Mafihla Maleka, NECSA, South Africa



"The knowledge I have gained through the WINS Academy has helped me understand the needs and roles of many players in delivering nuclear security. As a result, I have been able to understand more about the security challenges and opportunities faced by nuclear professionals across a broad spectrum of roles. WINS certification has helped me enhance the relevance of what I do, and has helped support the credibility of my knowledge in this field."

Simon Gillet, EDF, UK



"The knowledge provided through the WINS Academy is the kind of knowledge that stimulates change from the inside and changes negative assumptions and beliefs."

Abdulmajid Al-Shami, National Atomic Energy Commission, Yemen

About WINS

The World Institute for Nuclear Security was launched in September 2008 with a mission to provide an international forum in which practitioners with accountability for nuclear security could learn, share, promote and implement best security practices. In just 9 years, WINS has established itself as a vital element in the international effort to implement effective nuclear security practices. Some of our accomplishments include:

- Growing to more than 4,000 members from approximately 120+ countries.
- Writing 35 international best practice guides and publishing them in up to 10 languages.
- Delivering over 80+ international best practice workshops around the world.
- Achieving and sustaining ISO9001:2015 certification for our quality management processes.

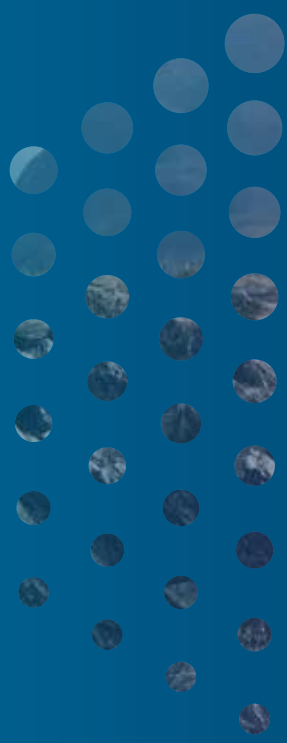
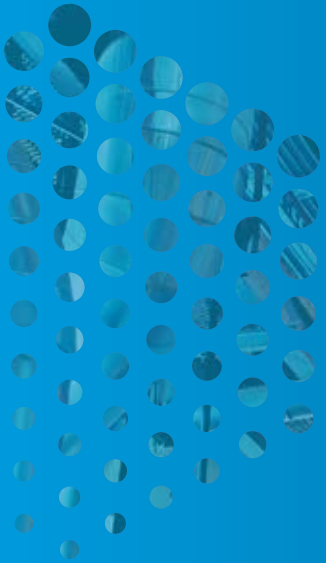
Privacy Policy

We use only unclassified information in our modules and resources. Course participants are never asked to disclose any restricted information.

Further Information

To learn more about the opportunities that the WINS Academy Nuclear Security Management Certification Programme offers, please visit our website at www.wins.org/academy or contact us directly via email: thewinsacademy@wins.org.





WINS Academy

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 | Web: www.wins.org

2017 © World Institute for Nuclear Security (WINS)

All rights reserved.