



PREDIS

Deliverable 3.4 Design and Definition of PREDIS training program (WP3)

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Abstract

The development of the PREDIS training program is the third task of the Knowledge Management Work Package (WP3, Task 3.3). The aim of this task is to organize training activities to transfer the existing knowledge on pre-disposal to the next generation of engineers and scientists. The training program consists of five types of activities: public webinars, topical tailored short courses, student workshops, roadmap domain insights (written documents) and e-learning self-study materials.

This deliverable focuses on the strategy PREDIS will follow to develop and provide training during 2022 through 2024 to both PREDIS partners and the wider community of stakeholders interested in radioactive waste management. Information is included about cooperation with the European Joint Programme on Radioactive Waste Management (EJP-EURAD) community.

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Notification

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HISTORY OF CHANGES

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30-11-2021	1.0	Valls, A.	Original
20-12-2021	2.0	Valls, A.	Addressed suggestions from VTT
17-01-2022	3.0	Valls, A.	Addressed suggestions from WP1 and WP3 leaders
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1 Introduction

Work Package (WP) 3 Knowledge Management (KM) in PREDIS includes different activities, resources and tools. One of the key activities to be delivered by WP3 is training. The importance of this activity is supported by the feedback received during the December 2021 Consortium meeting (Figure 1).

This deliverable is focused on activities related to training on pre-disposal for students, scientists and engineers – the next generation working in the radioactive waste sector. This does not only include the organization of courses but also the preparation and management of other resources such as e-learning materials (see Section 3 for more details).



Figure 1: Feedback from the Consortium meeting held on 3rd December 2021. Question answered by 13 attendees: “What do you expect from WP3 & KM?”

During the first year of PREDIS (2020-2021), several actions were made to compile information, design and develop the training program. A mapping of existing training offerings indicated that, during the last 5 years, about 70 courses on subjects related at some point to predisposal have been organized at different education levels. The outcome of the mapping of training activities is collected in an excel-based database, containing detailed information on the different courses and activities, including title, dates and place of the course edition(s), type of course, target and attending audience. The mapping was made in close cooperation with EURAD, given the common interest that this type of training courses has for both programmes.

Two surveys were launched to PREDIS partners and stakeholders in 2021 with the aim of identifying both the training capabilities of the organizations on predisposal topics and training needs that, according to their views, are not covered within the existing training offering. This allowed the identification of training gaps to help WP3 in tailoring future training activities. Those surveys also provided information on the preferred type and length of the training. This input was complemented by feedback from live polls conducted during the various PREDIS events organized in 2021, such as consortium meetings and/or webinars. More details on the results obtained are provided in Section 2.

The mapping and the feedback received has been valuable in planning and designing the events, activities and materials to be delivered within the PREDIS project during the following years. The cross-check evaluation will be presented at the Consortium Meeting (April 2022). Table 1 shows how the outcome of the cross-checking exercise will be summarized based on the defined domain insights of the Roadmap (see Figure 11). It is worth mentioning that similar surveys and live polls will be used in future to evaluate the progress of the knowledge management activities as well as to prioritize further training activities. Section 3 presents the training activities that will be organized during 2022. Note that program activities will follow a similar pattern in subsequent years and are anticipated to be adapted for the 2023-24 timeframe with information available via the PREDIS web page (<https://predis-h2020.eu/>) and newsletters.

Table 1: Summary of the cross-check exercise considering the mapping of courses related with pre-disposal activities held during the last 5 years in Europe and the feedback received by PREDIS consortium through surveys and live polls.

Domain Insight	Existing courses ¹	IAEA online modul	Interest from partners	Priority ²	Additional comments

¹ Number of existing projects held during the last 10 years in Europe

² Low, medium or high priority for PREDIS to organize a training activity related with each topic

It is important to emphasise that WP3 is in charge of organizing all training activities but not producing the technical content. Experts from PREDIS consortium and especially within the technical work packages (WP 4-7) are encouraged to develop any of the below presented activities, thereby transferring their knowledge to the next generations and other interested parties. Budget is available within WP3 to cover the extra work for those experts. For requested training, that cannot be supplied by PREDIS partners, it is envisaged to arrange it in collaboration with external organisations. Budget is also dedicated within WP1 (Program Management) for communication and dissemination activities, which complements these training initiatives.

2 PREDIS Feedback

Two surveys were launched to PREDIS partners, end-user group (EUG) and stakeholders with the aim of identifying both the training capabilities of the organizations on predisposal topics and training needs that, according to their views, are not covered with the already existing training offer. The survey is included in Annex 1. Partners were asked to answer all the questions while EUG and stakeholders were asked to answer questions 1-3, related to training activities. The results obtained from both surveys are presented here.

The survey was answered by 37 members of the PREDIS consortium, most of them are partners (Figure 2). They are members of 33 different organizations from several European countries (see Annex 2 for more details).

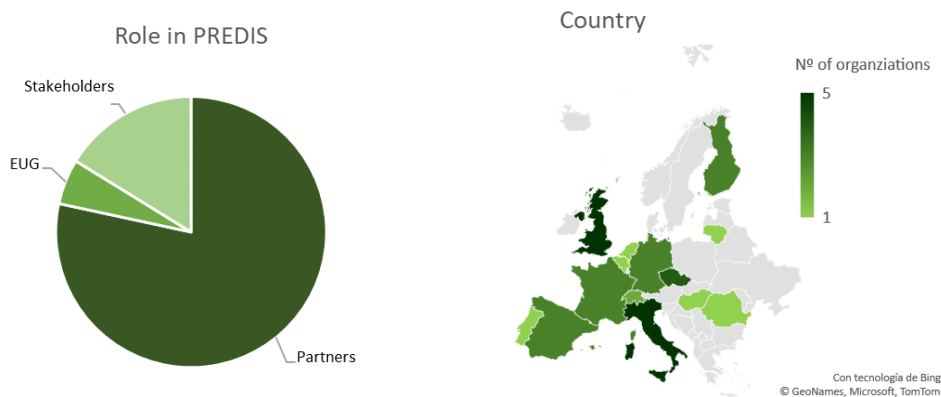


Figure 2: Role in PREDIS and country of the members answering the surveys.

Most of the partners that answered the survey can provide training (Figure 3, left side) on topics related with predisposal of radioactive wastes. On the contrary, only 25% of the external organizations could be training providers (Figure 3, right side). Training that can be provided by the surveyed organizations is presented in Figure 4 and classified into 13 main areas, all of them related to the predisposal of the radioactive wastes. It can be observed that 8-9 organizations can provide training lectures on characterization and conditioning but none can provide training on economic aspects. Only a few organizations can provide training on safety assessment or life cycle analysis.

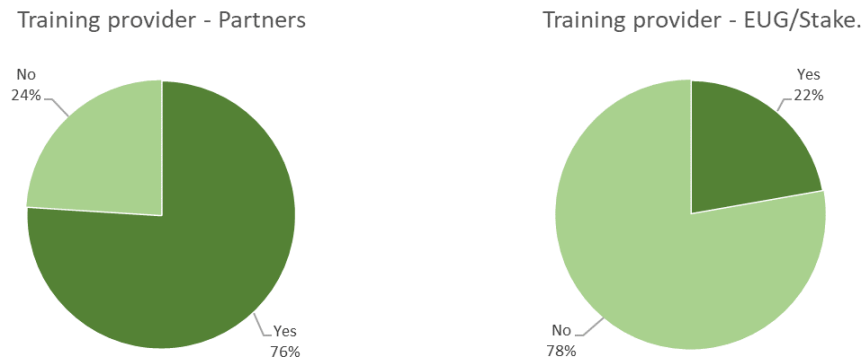


Figure 3: Answers from the question: “Does your organisation provide training or mobility opportunities in pre-disposal activities?”

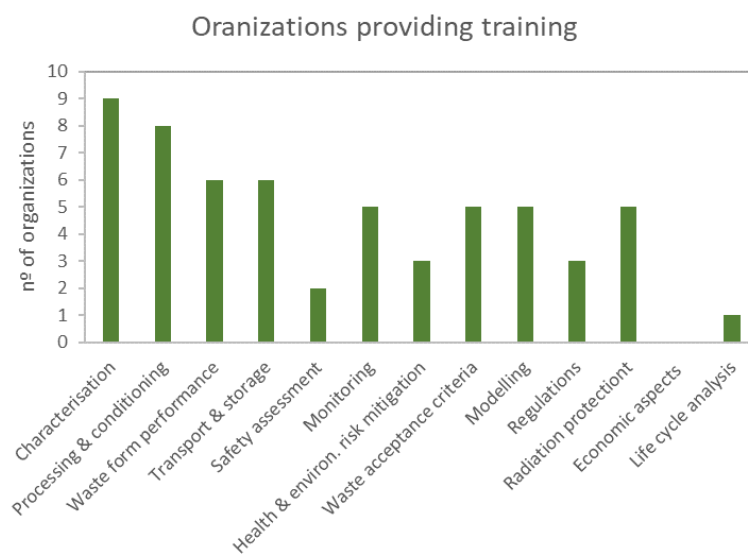


Figure 4: Number of organizations that provide training for each topic.

In the survey, respondents were also asked for those topics that they would need but where training is not available (to their knowledge) among the commonly offered training courses. By comparing requested and possibly supplied training topics, **about 80% of the proposed topics can apparently be covered by PREDIS partners.** Some examples of requested topics are given below:

- Geopolymer matrices
- Best practices
- Characterization methods
- Life cycle analysis
- Decontamination processes

Finally, questions related to the format of courses to be organized by PREDIS were asked in order to understand partners’ preferences. Figure 5 clearly shows that courses should be mainly focused on the needs of PhD, PostDoc and junior professionals. **1-2 days and one-week courses are the preferred length for future PREDIS courses.**

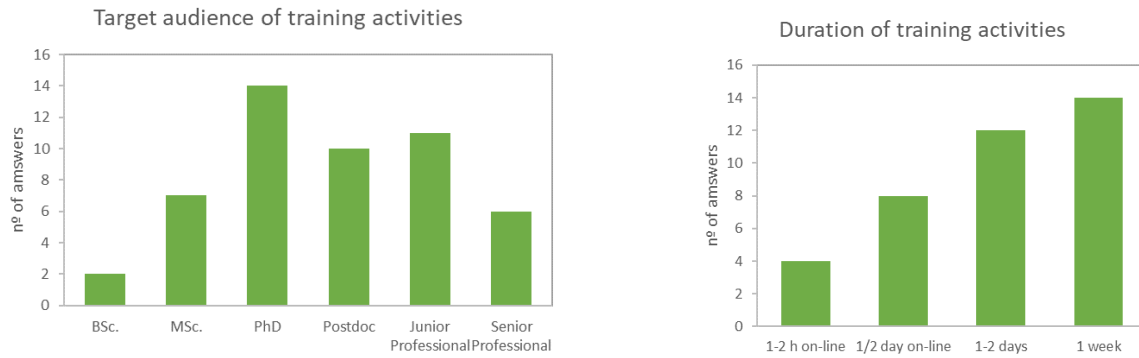


Figure 4: Preferences on target audience and duration of the training courses to be organized by PREDIS.

In addition to the abovementioned surveys, questions were raised during virtual meetings as live polls in consortium meetings and the WP3 webinar. Feedback received on the topics of interest for future training activities and the format of training courses are in line with the results obtained from the surveys.

A short report on the questions raised in live polls and the received answers is presented in Table 2.

Table 2: Summary of the events where WP3 has launched questions related to training activities and information on the answers received. *Note:* n° answ. = number of answers received.

Event	Question	n° answ.	Results
Consortium Meeting, (May 2021)	What specific training topics are you interested in?	46	
Consortium Meeting, (May 2021)	What is your preferred format of training activity?	23	
Consortium Meeting, (May 2021)	What is your preferred duration of training activity?	20	
Consortium Meeting, student session (May 2021)	What do students expect from WP3 & KM?	24	

Event	Question	n° answ.	Results
KM Webinar (November 2021)	What do you understand by Knowledge Management?	29	
Consortium Meeting (December 2021)	What do you expect from WP3 & KM?	13	

3 Training program

Several types of activities are being organized in the PREDIS project to train and transfer knowledge to the next generations within the radioactive waste sector. These activities are summarized in Figure 6 and are described in the following sub-sections. This deliverable is focused on explaining the activities that have been already organized during the first year of the project as well as those planned to be done along years 2022-24.



Figure 6: Type of training activities covered by PREDIS.

3.1 Webinars

Webinars are a good opportunity for people to learn and discuss various topics related with predisposal. They are open to partners and stakeholders, have a duration of 3 hours and are organized every 2 months, approximately.

Videos and summary memos are available at the PREDIS webpage (<https://predis-h2020.eu/events/>). Presentations will be also available at the webpage within a section devoted to e-learning material, which will be organized to easily find specific content.

Up to now, 10 webinars have been organized during 2021, with the number of attendees between 70 and 120 and approximately half of the attendees in each event being from outside the consortium membership. Webinar topics were aligned with the subjects of the project work packages:

- Waste Acceptance Criteria (2 webinars, WP2),
- Innovations in metallic material treatment and conditioning (WP4),
- Innovations in liquid organic waste treatment and conditioning (WP5),
- Innovations in solid organic waste treatment and conditioning (WP6),
- Innovations in cemented waste package monitoring and storage (WP7),
- Development of geopolymers (WP4-6),
- Metallic and organic waste characterization (WP4-7),
- Gap Analysis and Strategic Research Agenda issues (WP2) and
- Knowledge management (WP3).

The last webinar of 2021 was held on 25th November 2021 and was focused on Knowledge Management. The webinar was attended by approximately 100 people and it was very well appreciated by all the participants. One of the main outcomes of the webinar was that the **radioactive waste management and nuclear sector is making a huge effort to implement the knowledge management culture in their daily work at their organizations but that there is still a lot of work to do to improve methodologies and tools**. It was also requested to hold this webinar on a regular basis, for instance once a year, to further promote dialogue and actions.

The next webinar on the use of digital twins for waste management will be held on 16th February 2022 and an additional 3-5 free online webinars are anticipated during 2022.

As mentioned earlier, 5-6 webinars will be organized every project year (Figure 7). Three of them will be focused on technical topics related with PREDIS and the remaining webinars will cover themes on Knowledge Management, Strategic Research Agenda, Life Cycle Analysis or Waste Acceptance Criteria.



Figure 7: Preliminary schedule for webinar activities in 2022.

3.2 Courses

Four **training courses** will be organized in 2022 dealing with topics of major concern for PREDIS partners. In May 2021, those topics identified of most interest for tailored training courses were **geopolymers, characterization, decontamination, waste acceptance criteria, treatment, and knowledge management** (Figure 8, left side). Similar topics were proposed by PREDIS consortium members that answered the survey sent at the beginning of the project to partners and stakeholders (Figure 8, right side).



Figure 8: Outcome from the PREDIS workshop (left) and survey to PREDIS partners (in 2020, right), on the preferred training topics.

All training courses will have free registration and mobility grants will be available to cover travel and accommodation expenses for project partners.

Two types of courses will be provided:

- **On-site courses:** these courses will include both lectures and practical sessions, including, if possible, technical visits to an installation of interest (laboratory, industry, etc.). The course will start Monday afternoon and will finish either Thursday afternoon or Friday morning.
- **Virtual courses:** 1-days courses will be organized in virtual mode and will cover more specific topics. The course will be held in two blocks of 4 hours (either in the morning or afternoon), so as to respond to the PREDIS consortium partners feedback on the difficulty of following a virtual event during a whole day.

The survey showed that most of the partners can provide training courses. Therefore, they will conduct the courses providing the knowledge that is available within the consortium. In the absence of internal PREDIS knowledge, stakeholders or external organisations will be contacted to provide training on the requested topic.

Dates and topics of the first training courses will be decided in January 2022. It is expected that the first course will be organized online and will be, probably, held around March-May 2022. Figure 9 shows approximately the distribution of the training courses expected to be during 2022.



Figure 9: Preliminary schedule for training courses in 2022.

At the end of each course, all course attendees will be asked to answer a feedback questionnaire. Their opinion will be helpful to improve the organization of the next courses.

Note that all courses will be also announce to EURAD community and free places not used by PREDIS students will be offered to EURAD students. In cases where a course receives a higher demand than can be accommodated, two editions will be organized.

3.3 Student workshop

Another initiative of the project has been the creation of a "Students group", integrating Master, PhD and Post-Doc students stemming from the different PREDIS work packages. The purpose of this activity is to provide a forum for students to share their experiences, gaining knowledge from each other and provide information to WP3 about the training, networking and knowledge transfer needs of the next generation of pre-disposal professionals. Up to now, more than 30 students are working in the 4 technical work packages (WP 4-7) and in WP2.

At the PREDIS 2nd Consortium meeting held online in May 2021, most of the students introduced themselves and gave brief summaries of the technical work they are undertaking within PREDIS.

The first **student workshop** was held in October 2021. The aim of the workshop was to discuss with students how to organize themselves, gather their expectations from the KM work package, obtain ideas on how to organize their participation in future workshops and ask for their views on the best communication tools to use in order to reach their generation.

It was decided to hold three student workshops per year (see Figure 10). One of them will be organized in line with the Consortium Meeting (the 3rd Consortium meeting will be held on April 2022).



Figure 10: Preliminary schedule for student workshops in 2022.

During the first students workshop it was agreed to held two different formats of future workshops. The workshops held at the beginning and at the end of the year will follow the same structure (see a preliminary agenda of workshops #1 and #3 in Annex 3) and will be organized as virtual events. These meetings will start with an update on WP3 activities and a presentation of new students. Based on students' demand, an ice-breaker session is included where they will be split into two virtual rooms to talk on issues nonrelated with PREDIS such as hobbies, summer holidays, sports, books, etc. The technical session will start with a lecture given by a senior researcher or a technician on a topic of interest for the students. This lecture will be recorded, with the lecturer's permission, and will be uploaded to the webpage as e-learning material. Three students will be given the opportunity to give a talk on the progress of their work, challenges they face and questions they could ask to the audience. At the end of the workshop, time will be devoted to receive feedback from students, to decide dates of the following workshop, suggested topics for future trainings and workshops, and other organizational aspects.

The workshop #2 will be held in connection with the Consortium meeting scheduled for April 2022 in Berlin, Germany and it will be hopefully held in face-to-face (if the pandemic allows it). The preliminary agenda of this event is presented in Annex 3. The workshop will be composed of three sessions:

- A 2-hours session opened to the whole consortium (partners, EUG and stakeholders) with the aim of increasing the networking of students and increasing their interactions with stakeholders. Firstly, new students will be presented and, then, 8 students will briefly present their work (10 min talks). The reasoning behind these short talks is so that all consortium attendees are aware of the work carried out by students so that they can later interact with them by providing them relevant information for their work, offering to host them in their institutions, offering master/PhD scholarships etc.
- A 1.5-hours session only for students and their supervisors. WP3 will present an update on the activities relevant to the students. Time will be mainly devoted to students for discussing their progress and experienced challenges. So that, each of them will have 3-5 minutes for their challenges. The session will finish with 15 min discussion on feedback and details on next workshop.
- A social activity will be organized to enhance the cohesion of the students group.

3.4 Roadmap

One of the PREDIS activities consists of populating the Theme 2 (pre-disposal) of the EURAD **Roadmap**. The theme overview document, aimed at presenting the pre-disposal topic, is already authored and available at the EURAD webpage (<https://www.ejp-eurad.eu/roadmap>). The next step is to authoring the "Domain Insights" (DI) level which are short documents (~ 10 pages Word file and a 30 minutes PowerPoint lecture) providing direct links for each knowledge domain to safety and implementation goals related to DGR (Deep Geological Repository) requirements.

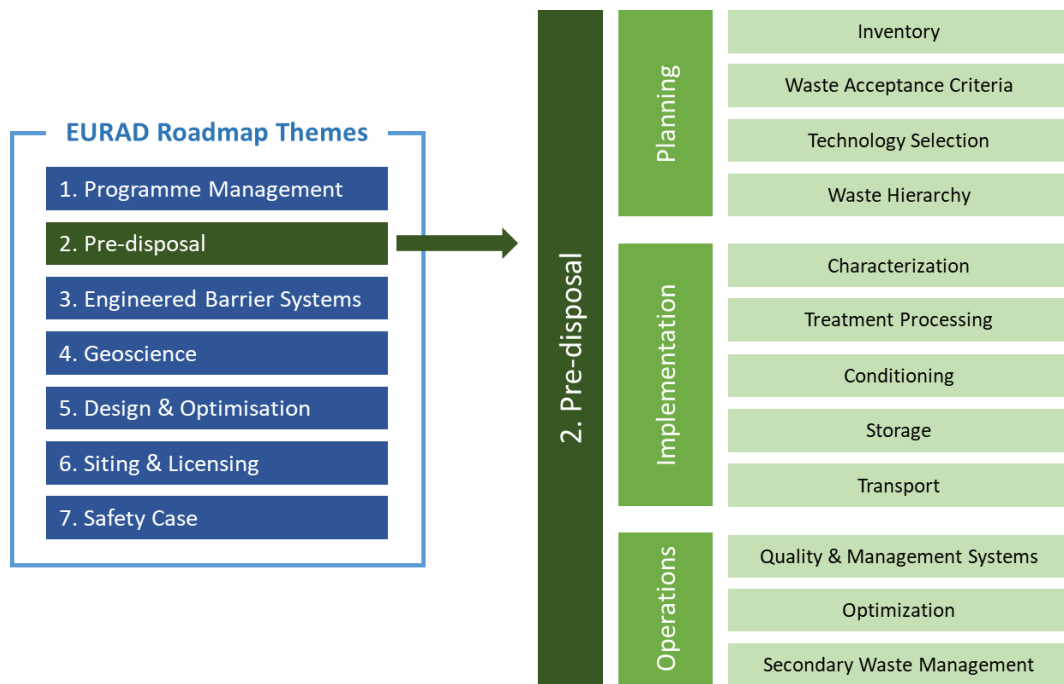


Figure 11: EURAD and PREDIS Roadmap (Theme 2) identifying the domain insights (far right-side topics) which will be the first key subjects for training modules ready in 2022.

Theme 2 is composed of 12 DI’s (Figure 11) that will be authored by teams of 1-3 experts within PREDIS. The screening of authors for the technical summaries will be done by the Management Team, and budget (from WP3) will be allocated accordingly to the relevant partners. It is expected to have 6 DI documents finished by the end of 2022. The first documents will be available at the beginning of 2022 and it is expected that the first lectures will be released by the first quarter of 2022. **Thus the 2022 training program is directly defined by the 12 Domain Insight topics (Figure 11) and will be available for partners and public stakeholders interested in the PREDIS topics.**

The DI documents will be available on PREDIS and EURAD webpages and will be highly valuable documents for all interested parties.

Taking the advantage that PREDIS will produce these documents, authors will be asked to record a 30-60 minutes lecture on their DI topic. The DI document, the slides used in the lecture and the lecture will be uploaded at the project website as e-learning material. Figure 12 presents a preliminary calendar on the release of lectures related with DI documents.



Figure 12: Preliminary schedule for the Domain Insight lectures release in 2022.

Once all DIs have been finished, a 2-days training course will be organized focused on Theme 2. This specific training will provide a general overview and information on the complete EURAD Roadmap as well as the detailed lectures on the 12 Domain Insights under the Theme 2 (pre-disposal) developed by PREDIS partners.

The PREDIS training program wants to benefit from the expertise, worldwide reach and longevity of the IAEA in knowledge management. IAEA has an e-learning platform with a significant number of online courses (see green boxes in Figure 13). PREDIS is discussing with IAEA to collaborate by providing them with the lectures and case studies from DI documents to fill in the “Pre-disposal RW Management” module which is not available yet (zoom in area in Figure 13).

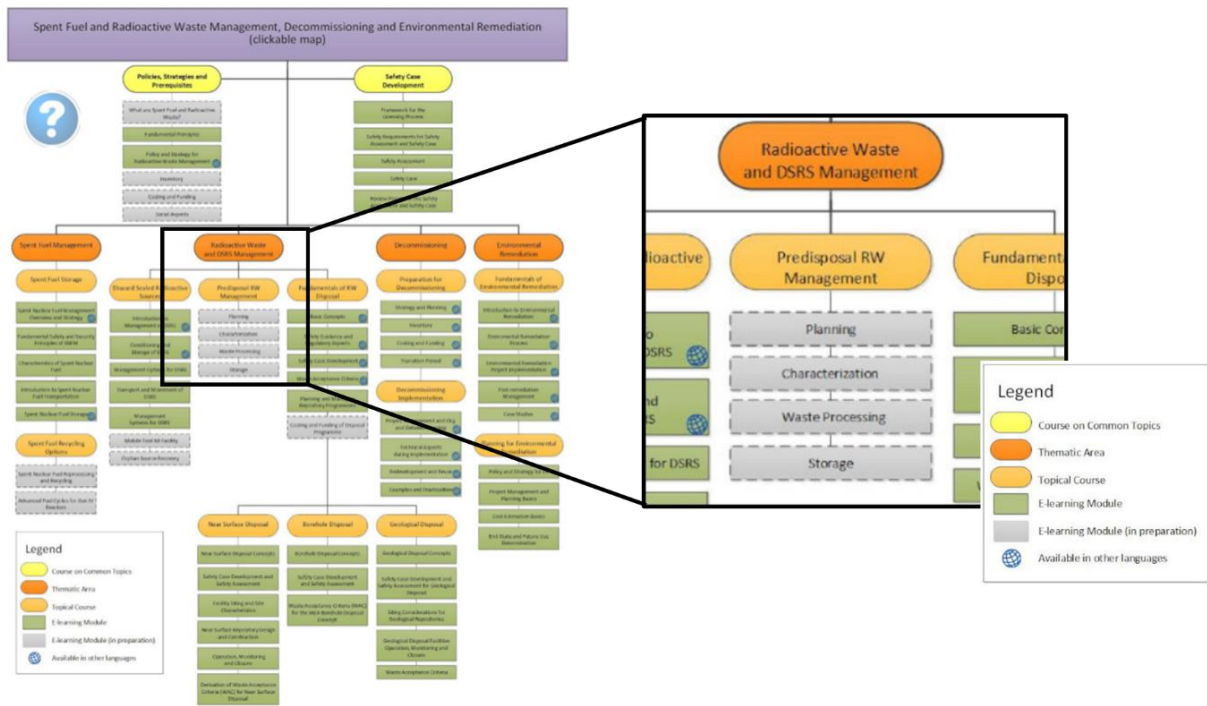


Figure 13: Extract from the clickable map of the e-learning material of IAEA on Spent fuel and radioactive waste management, decommissioning and environmental remediation ([OPEN-LMS: All courses \(iaea.org\)](https://open-lms.allcourses.iaea.org/)).

3.5 E-learning material

E-learning material consists of all training material published in digital format such as electronic documents, presentations, recordings, videos, etc. As presented in this deliverable, several e-learning materials will be developed in most of the planned training activities.

Each year, experts from the PREDIS consortium will provide recorded lectures on relevant topics for the project (expected timeline in Figure 14). A list of topics will be prepared in early 2022 that will cover, among others, an introduction to each of the radioactive waste types studied in PREDIS and best practices of treatment, conditioning or decontamination of specific radioactive wastes.



Figure 14: Preliminary schedule for e-learning material releases in 2022.

Lectures will consist of 30-40 minutes talks. The recorded lecture and the presentation will be available on the PREDIS webpage.

A specific section in the project webpage will be created to hold all e-learning material generated in the project that will be classified by topics. Each content will be also identified with keywords. In addition, the e-learning section will contain links to other resources considered relevant for the PREDIS audience (e.g. IAEA, School of Radioactive Waste Management, NEA, ENEN, etc.).

4 Communication tools

All training activities developed in the frame of the PREDIS project will be announced at the project webpage (<https://predis-h2020.eu/>) as well as via current communication systems: internal e-mail distribution list, newsletters and social media (i.e. Twitter and LinkedIn).

The information will be sent to EURAD training management team to be posted at the School of Radioactive Waste Management (<https://euradschool.eu/>) and distributed, if considered, to EURAD consortium via current communication systems.

5 Conclusions

This deliverable presents the training activities planned for year 2022 and further in the project taking into account the inputs received by PREDIS Consortium. Feedback received from surveys and live polls were highly valuable and provided an important input for the design of the training program presented and summarized in Figure 15. The figure shows a preliminary schedule for all activities in 2022, with a similar schedule anticipated for the future years of the project duration, which can be adjusted, based on the 2022 feedback.

- 5 webinars will be organized during the year. The first of them will be held in February 2022 focused on digital twins for waste management.
- 4 topics will be covered in both on-site and virtual courses.
- Students will meet three time per year to share their experiences, increase the networking and gain knowledge.
- 6 domain insights documents within Theme 2 and the associated lectures will be produced.
- 4 lectures on topics of interest for the project will be prepared.

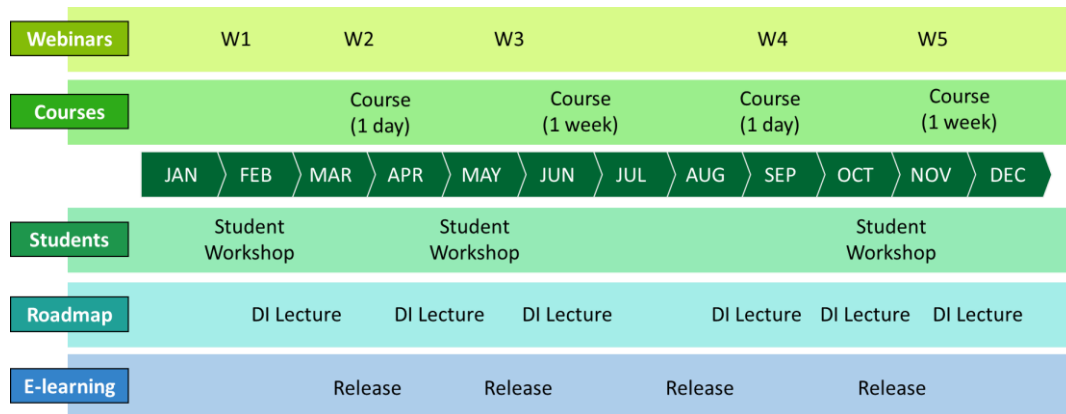


Figure 15: Preliminary schedule for all training activities in 2022.

A new survey is expected to be sent to partners, students, EUG and stakeholders to receive their feedback on the already organized training activities, suggestions to improve them and proposal of topics for the events to be organized in 2023. The survey will be probably released in September-October 2022. Live polls will continue when needed in virtual events.

These activities will be shared and/or organized with EURAD and IAEA (or others) when considered beneficial for both parts.

Annex 1: Survey

PREDIS internal-partner survey on training and mobility

Name (optional)

Organization (optional)

Type of organization

Country

Role in your organization

Involved in PREDIS WP

MW: Metallic Waste

LOW: Liquid Organic Waste

SOW: Solid Organic Waste

CW: Cemented Waste

PW: Problematic/Challenging waste

1. Does your organisation provide training or mobility opportunities in pre-disposal activities?

Yes/No

If yes, please specify by indicating all applicable following options in the matrix below:

L: Lectures/Conferences

OTJ: On-The-Job Training

V: Visit: a short stay during which the visitor observes the activities performed at a certain institute or company

I: Internship: a period of time during which a student or a professional participates to the local activities in a certain institute or company in order to increase knowledge and /or skills

O: other

	MW	LOW	SOW	CW	PW	other
characterisation						
Processing/Treatment/Conditioning						
waste form performance						
transport and storage						
safety assessment						
monitoring						
health and environmental risk mitigation						
Waste Acceptance Criteria						
modelling						
regulations						
radiation protection						
economic aspects of predisposal						
life cycle analysis						
other training subject						

2. Are you aware of training activities not organized by your organization (in the country or abroad) that are relevant in pre-disposal activities? Please specify if possible -subject, duration, participants, etc.. You can mention courses done in the past.

Free text

3. Is there any training on pre-disposal subjects that your organisation needs, but is not available (to your knowledge) among the commonly offered trainings?

Yes/No

If yes, please specify:

Desired subject for training

Free text

Target audience (please add a cross in all applicable options below)

- BSc.
- MSc.
- PhD
- Postdoc
- Junior Professional
- Senior Professional

Preferred training model (please add a cross in all applicable options below)

- Lessons/Courses
- Hands-on-training
- Training on-the-job
- On-line learning
- Technical visits
- Exchange of lecturers and / or learners

Preferred training duration (please add a cross in all applicable options below)

- 1-2 h on-line
- 1/2 day on-line
- 1-2 days
- 1 week
- other

Please add the level of priority for PREDIS (1: low; 5 high)

4. Does any of your employees/students envisage any form of PREDIS related mobility, stated below (within project duration)?

Yes/No

If yes, please specify

Type of mobility (please add a cross in all applicable options below)

- Visit
- Internship
- On the job training
- Conference
- Exchange of lecturers and / or learners

If already known, please specify:

Type of participant (please add a cross in all applicable options below)

- MSc student
- PhD student
- Post-Doc
- Junior employee
- Senior employee
- Other

Target institution

Free text

Length of stay

Free text

5. Comments/Suggestions

Annex 2: Survey – Responding organizations

Answers were provided by 33 organizations.

Organization	Country	Role in PREDIS
Amphos 21 Consulting SL	Spain	Partner
Andra	France	EUG
Anonymous	Switzerland	Partner
Anonymous	Finland	Stakeholder
BAM	Germany	Partner
Campoverde srl	Italy	Stakeholder
CEA	France	Partner
Centrum Výzkumu Řež (CVRez)	Czech Republic	Partner
CIEMAT	SPAIN	Partner
Contractor	UK	Stakeholder
CSIC	Spain	Partner
CTU in Prague	Czech Republic	Partner
ENEA	Italy	Partner
FTMC	Lithuania	Partner
Galson Sciences Ltd	UK	Partner
GRS	Germany	Stakeholder
INFN	Italy	Partner
Institute for Nuclear Research Pitesti	Romania	Partner
IRSN	France	Partner
ISOTOPTECH ZRT.	Hungary	Partner
IST-ID	Portugal	Stakeholder
KIT-INE	Germany	Partner
Nagra	Switzerland	EUG
NNL	United Kingdom	Partner
NRG	The Netherlands	Partner
Platom Oy	Finland	Stakeholder
SCK CEN	Belgium	Partner
SOGIN	Italy	Partner
SURO	Czech Republic	Partner
UJV Rez, a.s.	Czech Republic	Partner
University of Sheffield	UK	Partner
URENCO	UK	Partner
VTT	Finland	Partner

Annex 3: Agenda of Student Workshops

Agenda of Workshops #1 and #3

- Update on KM news (15-30 min)
- Presentation of new students (5-10 min)
- Talk on topics outside PREDIS (45-60 min)
- Senior/technician talk (30 min)
- Students talk (x3) (60-75 min)
- Feedback and next workshop (15 min)

Agenda of Workshop #2

1. Session open to the Consortium Members & EUG/Stakeholders (120 min)
 - Presentation of new students (5-10 min)
 - Students talks (x8) (104 min)
2. Session open only to Students & Advisors
 - Update on KM news (5-10 min)
 - Technical Challenges (all students) (70 min)
 - Feedback and next workshop (10 min)
3. Social Activity