

YPC2009

2009 Young Professionals Congress

Working Outside of the Box: Understanding Ourselves As Instruments of Change

Challenges Facing Young Generation in Nuclear

Capitol Room

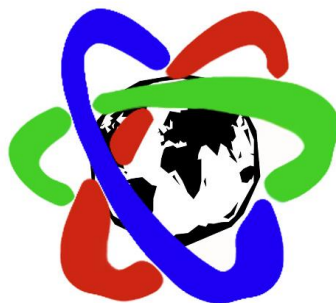
2:30 pm – 4:30 pm

Washington, DC • Omni Shoreham Hotel • November 15-19, 2009

Sponsored by the American Nuclear Society and the North American Young Generation in Nuclear

Thank You!

To the sponsors of the ANS Winter Meeting and those below who have provided additional financial support for YPC2009



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A Peacock in the Land of Penguins

http://www.youtube.com/watch?v=-r_pb1PXaYw



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Peacock Facilitators

- Amy Buu, Westinghouse Electric Company
- W. David Pointer, Argonne National Laboratory
- Shana Helton, U.S. Nuclear Regulatory Commission
- Nichole Ellis, Ellis Nuclear Engineering, LLC

5 Areas of Interest

- Knowledge Management – Amy
- Recruiting and Retention – Dave
- Access to Leadership and Career - Shana
Development
- Industry Awareness – Nichole
- Networking – All

LinkedIn Poll: Challenges Poll

What is the largest challenge facing today's young professional of the nuclear industry?

By Amy Buu General Co-Chair at ANS Young Professionals Congress

Overall Results

By Job Title

By Company Size

By Gender

By Age

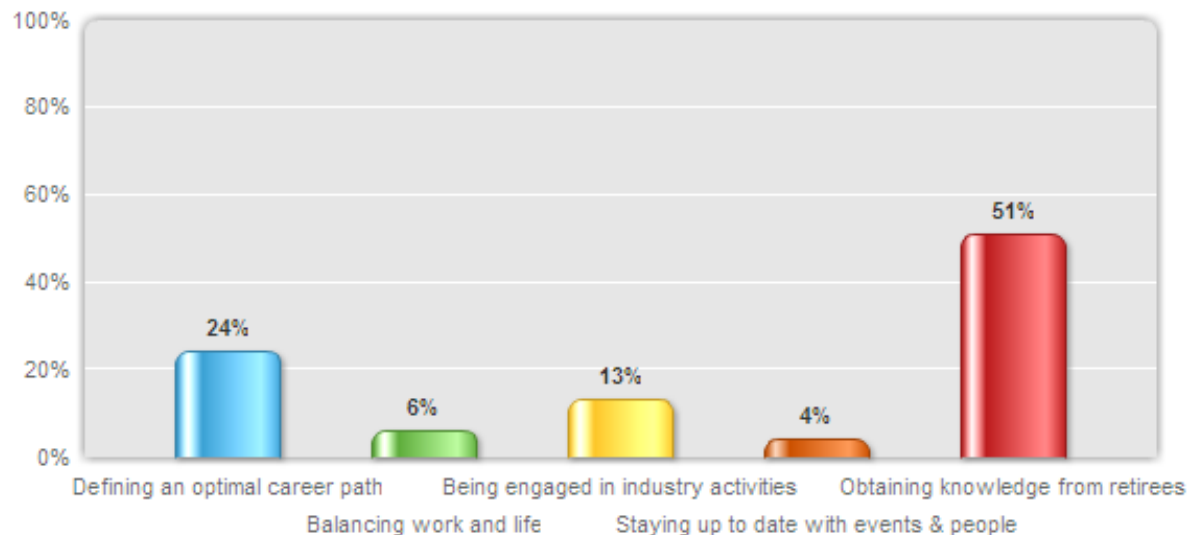
Share this URL:

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Copy link to share poll

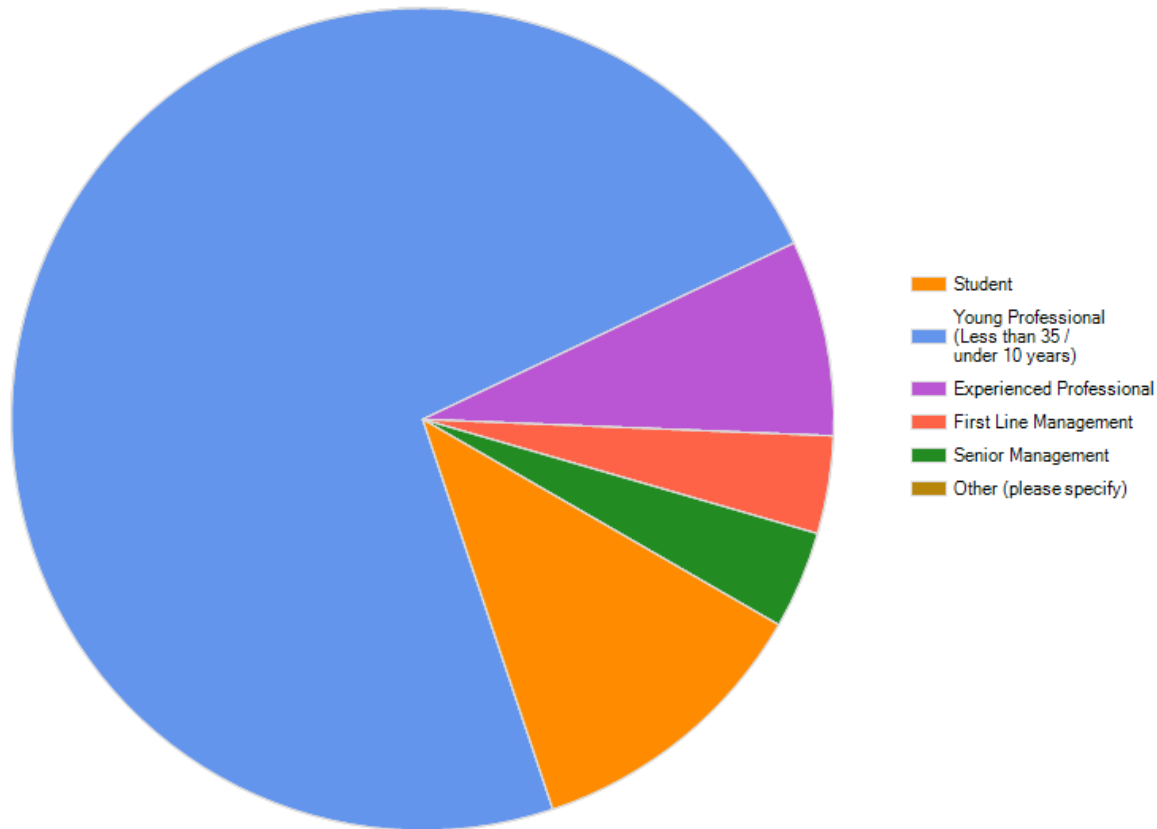
LinkedIn

45 responses since Oct 20, 2009



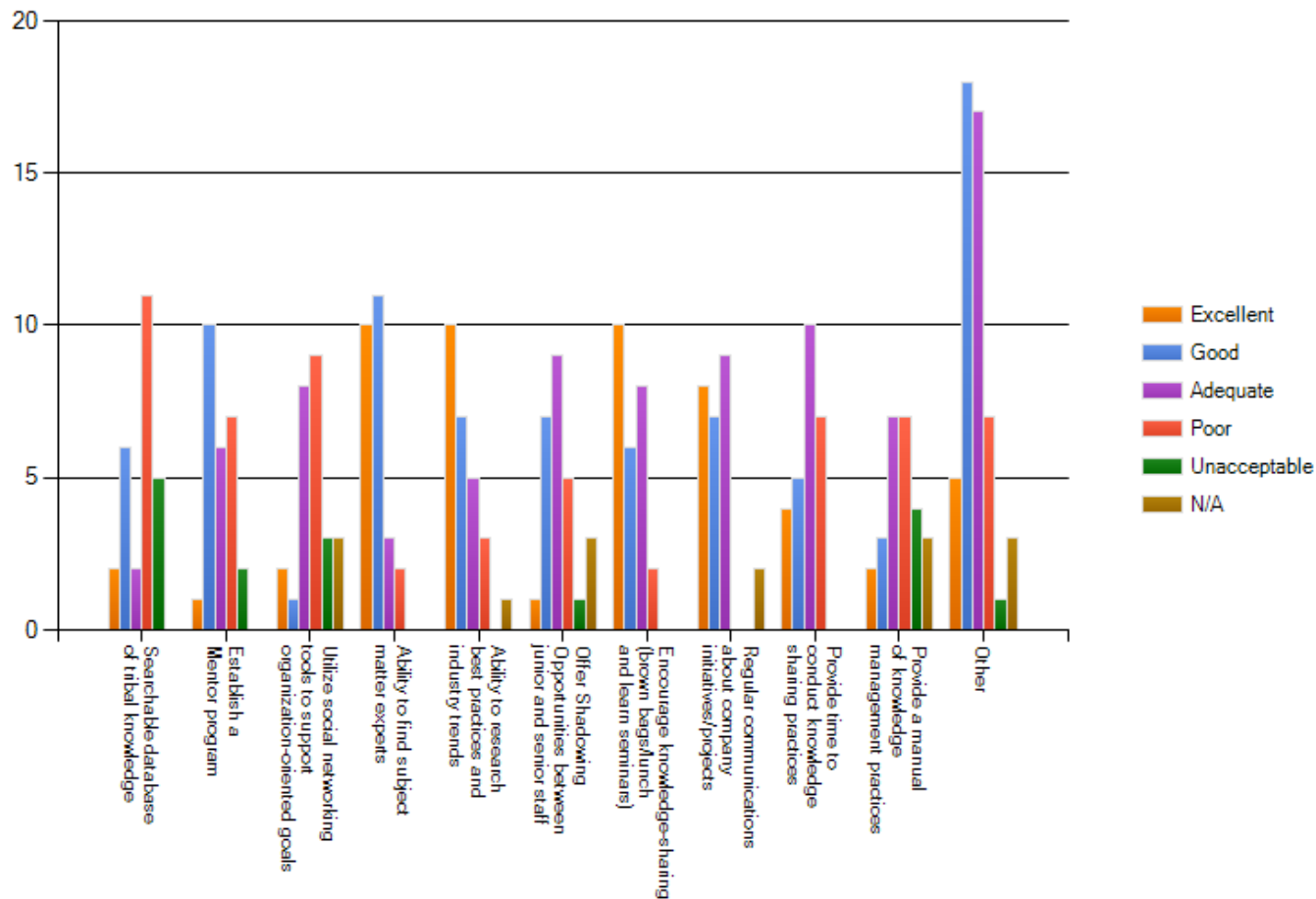
2009 Challenges Facing YG Survey Respondents

Would you categorize yourself as:



Health of Knowledge Transfer Practices

Please rate the following aspects of your organization's ability to institutionalize knowledge transfer practices:



Organizational Knowledge Retention Strategies

| Top 5 for 25 Yr Olds | Top 5 For 26-40 Year Olds |
|-------------------------------|--------------------------------|
| 1. Ed/Training of Replacement | 1. Communities and Networks |
| 2. Communities and Networks | 2. Documentation |
| 3. Documentation | 3. Ed/Training of Replacements |
| 4. Knowledge Capture Software | 4. Knowledge Capture Software |
| 5. Engineer Out the Work | 5. Engineer Out the Work |

Source: D. Holtshouse, KMWorld September 2009

125+ professionals & executives
North and South America
Europe

Organizational Advantages for Recruiting Knowledge workers

| Top 10 for 25 Yr Olds | Top 10 For 26-40 Year Olds |
|----------------------------------|----------------------------------|
| 1. Flex telework/telecommute | 1. Flex telework/telecommute |
| 2. Cultural diversity/empathy | 2. Job Security |
| 3. Integrated life/work programs | 3. Integrated life/work programs |
| 4. Mentor/Coaching programs | 4. Personal Services |
| 5. Advanced degree programs | 5. Cultural Diversity/empathy |
| 6. Ethical Culture | 6. Ethical Culture |
| 7. Job Security | 7. Advanced Degree Programs |
| 8. Personal Services | 8. Mentor/Coaching Programs |
| 9. Eco/Green Initiatives | 9. Community Service Programs |
| 10. Community Service Programs | 10. Eco/green Initiatives |

Source: D. Holtshouse, KMWorld September 2009



Shared Best Practices of KT

- Rotational Programs with Options for Specific Technical Expertise or Broad-base Knowledge
- Rotational Engineer Program: Allowing New Hires to Spend Time with All Plant Groups Before Being Placed in Their Final Groups
- Set up an online database and forums
- No, it was too painful... involved lots of design package comments, statistical analysis, apparent cause evaluations, corrective actions, creating and hosting training courses and developing a design review checklist.

KT Best Practices Shared at Session

- IAEA developed a white paper on how to assess KM in an organization
- Exelon Power Labs digitized tribal knowledge for 30 years
 - Screen Casto-matic
 - Camstudio
- Organize phone call with CoP Leaders
- Free publications: KMWorld and Chief Learning Officer
- Argonne process uses documented knowledge records for what they do; not focused on tribal knowledge
- NRC uses internal CoPs to help foster tribal knowledge and identification of SMEs

KT Best Practices Shared at Session

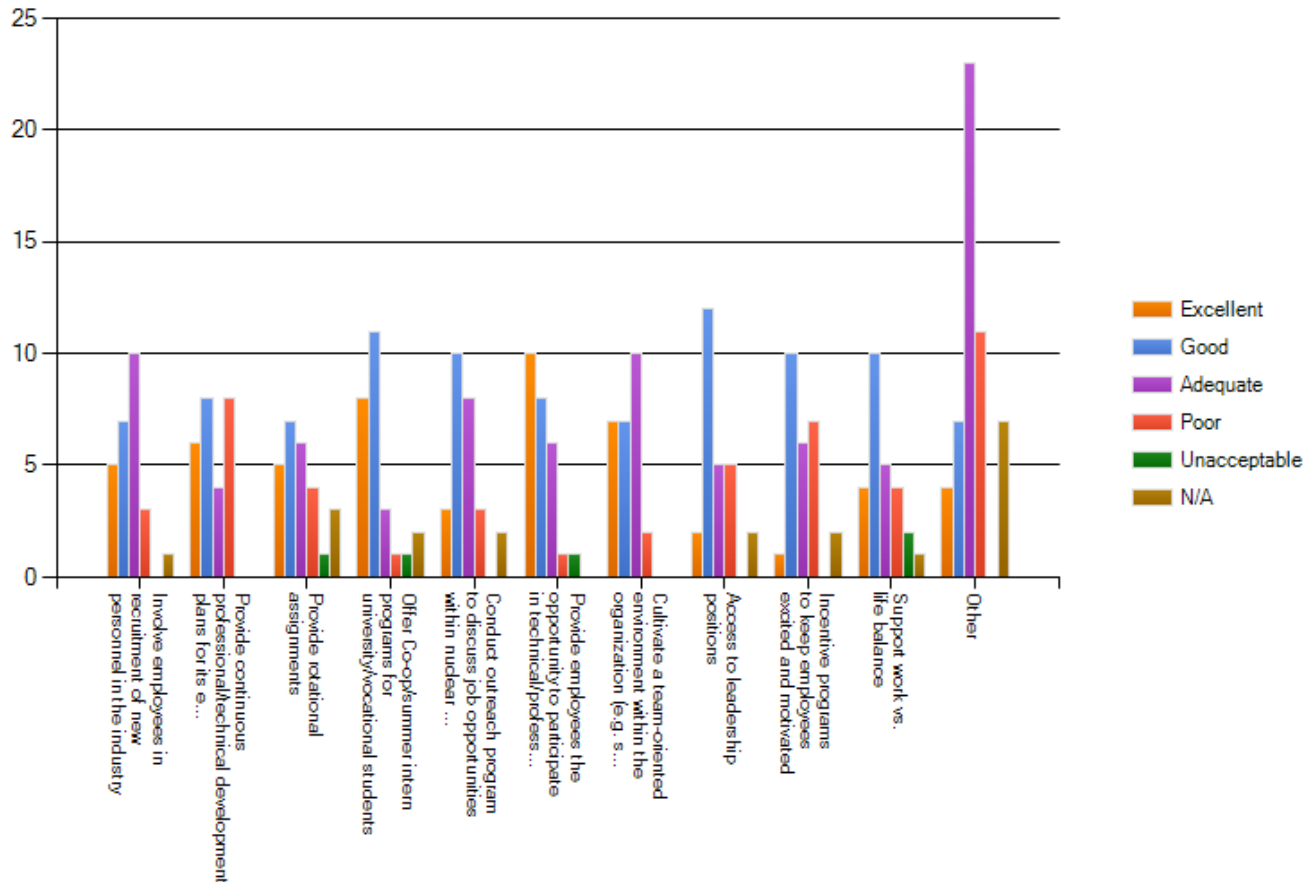
- Westinghouse and NRC both use SharePoint Sites
- Argonne uses List-Servs which are archived
- Bruce Power uses Wiki-Software
 - Enables integrated systems to help increase productivity

Recruiting and Retention

- HR Solutions, Inc., a Chicago-based management consulting firm specializing in employee engagement surveys, analyzed recurring themes in employee surveys and compiled the following top ten list.
 - Higher salaries
 - Internal pay equity
 - Benefits programs, particularly health and dental insurance, retirement, and Paid Time Off / vacation days
 - Over-management
 - Pay increase guidelines for merit
 - Human Resources department response to employees
 - Favoritism
 - Communication and availability
 - Workloads are too heavy
 - Facility cleanliness

Health of Recruiting & Retention Practices

How would you rate your organization's ability to engage and improve recruiting and retention processes of employees?



Shared Best Practices of R&R

- Education how young professionals can develop their potential for future advancement
- Focus on work-life balance, with flexible work hours and great support for work at home

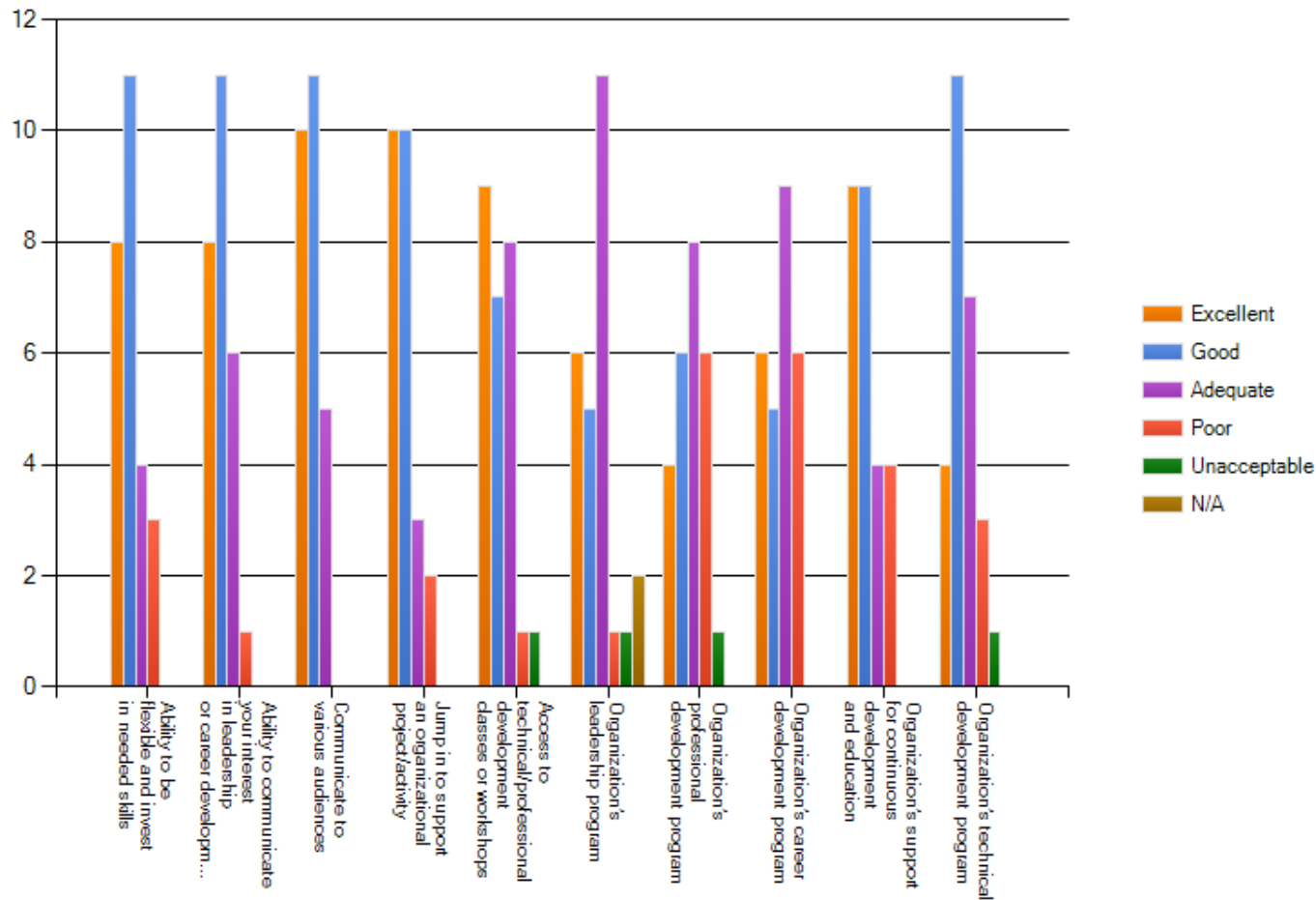
R&R Shared During the Session:

- Engage Yps in Recruiting & Retention
- Help New Hires Develop Realistic Expectations
- “New-Flex” work days can be any time 5 am – 11 pm; Saturdays.
- Work 80 hours, every two weeks
 - Flexible, can be any time, any day
 - Creates a sense of trust
 - Be sensitive to being accessible & accountable
- Active NA-YGN chapters/Affiliation groups: NA-YGN surveys show People are the #1 reason why people stay in their company
- Go to lunch with your group
 - Learn more about the people and how to communicate with them
 - Build relationships

R&R Shared During the Session:

- Monthly Cake Day
 - Birthdays, New Hires, Retirees, Promotions
 - Boosts morale, builds network
- Employee of the Month
 - Celebrate successes throughout the month
- Read Maslow's Hierarchy of Needs

Health of Leadership & Career Development Practices



Shared Best Practices of Leadership & Career Development

- Have lunch and learn sessions for professional, leadership, & technical development

Leadership & Career

Development Shared at Session:

- Informal mentoring programs are valuable
- Several different mentors are suggested
- Use your TPS/civic organizations to build personal connections find external training
- Skill Path Seminars – for Excel/Access or other PD areas
- 6 week course for new Managers
 - Communication, Peer Management

Leadership & Career Development Shared at Session:

- Technical advancement
 - Defined roles, hierarchy of expertise and defined opportunities
 - Mid-level management or Executive Track
- Management is a complex position
 - You have to deal with people, you may have to fire them
 -

AWARD FOR NUCLEAR INDUSTRY AWARENESS ACHIEVES ACCREDITATION

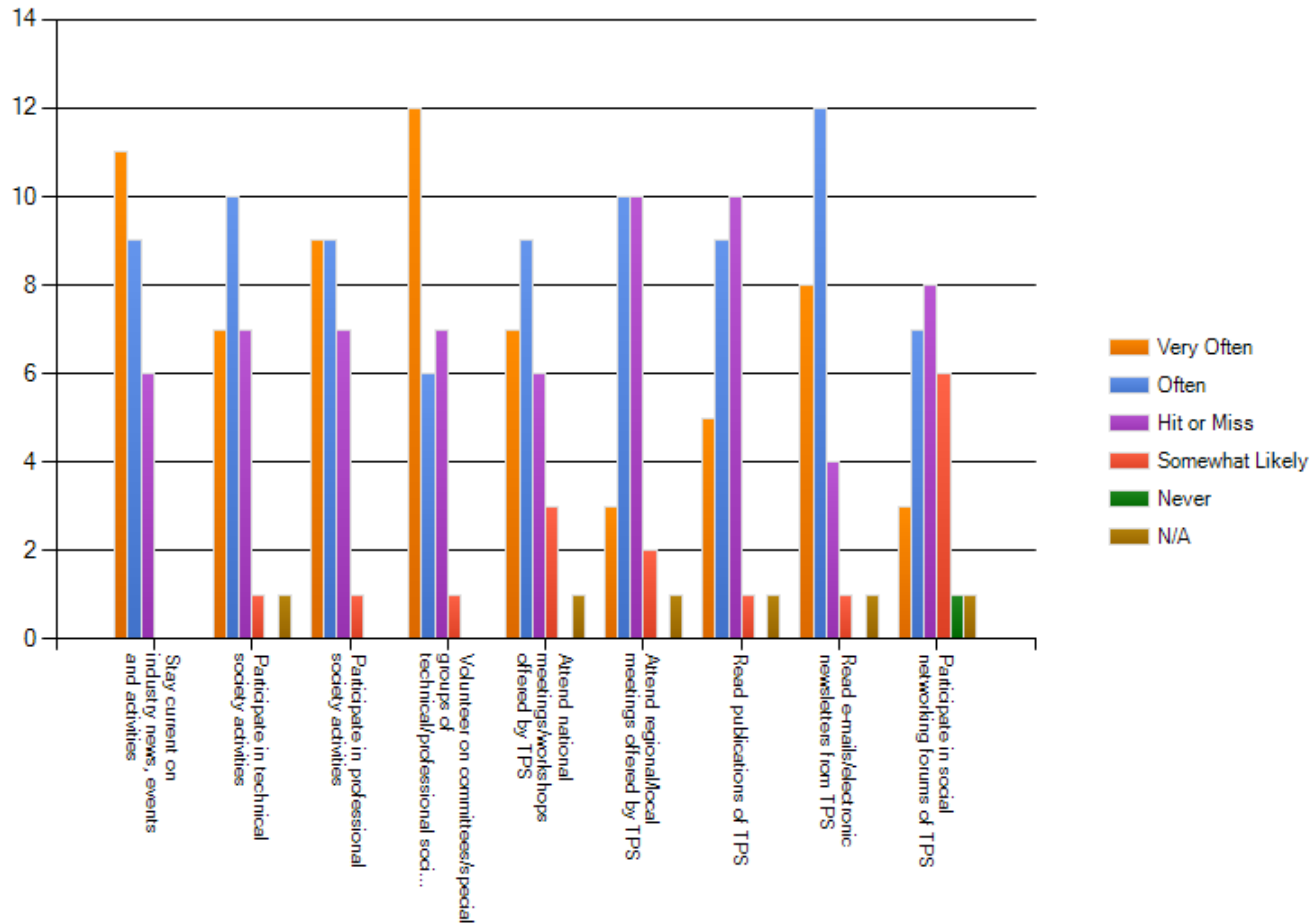
- The National Skills Academy for Nuclear developed a “nuclear awareness” program.
- Designed by the nuclear industry to gain a foundation level of understanding of the nuclear industry covering key aspects of history, conventional safety, nuclear safety, operations, waste management and security requirements.
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Benefits

- Enables new nuclear personnel in enabling them to acclimatize to working safely in a nuclear environment and to understand the new environment in which they are / will be working
- Positive action to raise profile, attracting people into the sector from other industries
- Provide exciting skills development and training opportunities for new entrants
- Provides a comprehensive and consistent introduction into a growing industry sector
- Enable individuals to have an understanding of the sector they are starting their employment in prior to or during work based learning

Health of Industry Awareness Practices

Improve Industry Awareness: How well do you...



Shared Best Practices of Industry Awareness

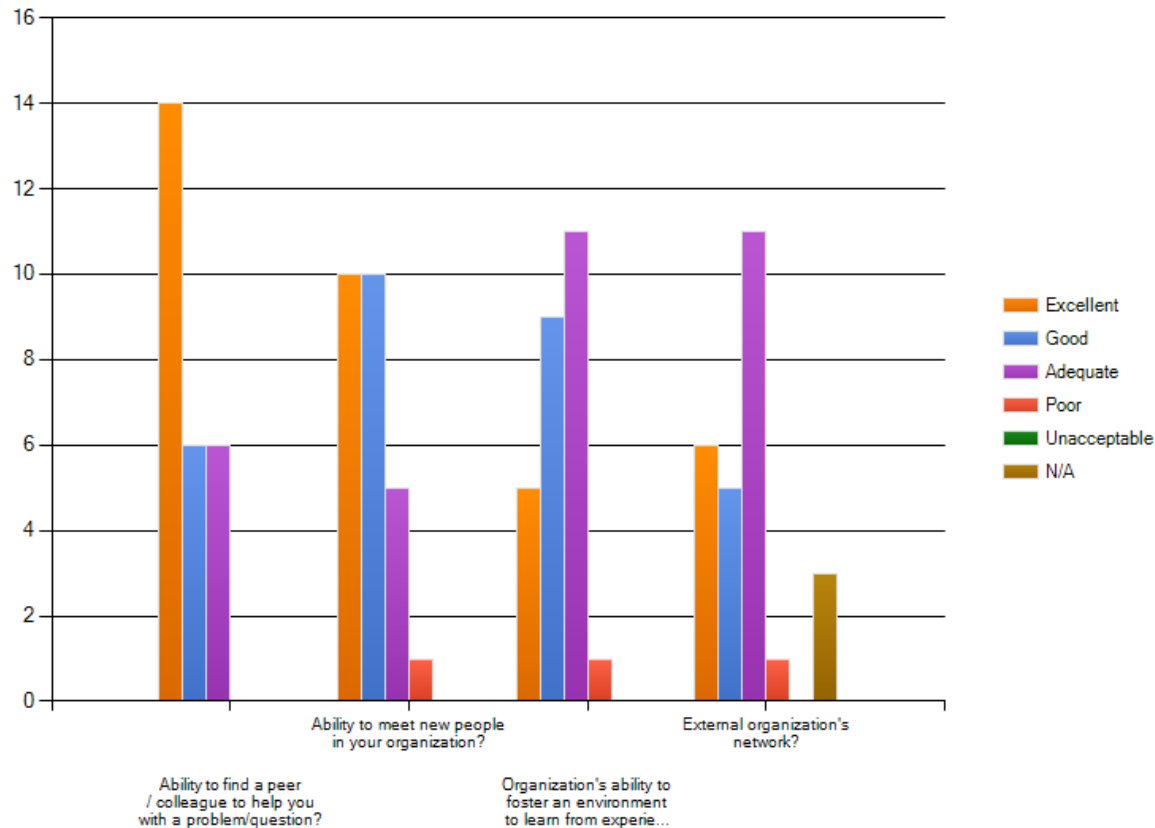
- Participate in more local activities
- INPO New Hire Orientation Program
- NAC Nuclear Fuel Management Seminar
- Twitter/RSS Feeds: WNN, NEI, Areva, NEI SmartBrief, ANS Headlines
- CleanEnergyInsights.org
- Public Company Traded Organization Listen on Quarterly Meetings

Shared Best Practices of Industry Awareness

- Clearly define values of being a TPS

Health of Networking Practices

Let's talk about networking skills: Please rate YOUR:



Shared Best Practices of Networking

- Free food and drink
- Social networking through on-line profiles similar to Facebook
- Never be afraid to ask questions!