

North American



Young Generation in Nuclear

Strategic Plan for May 2007 to May 2008

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Executive Summary

Mission Statement

The North American Young Generation in Nuclear (NA-YGN) unites young professionals who believe in nuclear science and technology and are working together throughout North America to share their passion for a field that is alive and kicking!

Our Goals

- Provide a forum for the professional development of its membership
- Inform and educate the general population about nuclear science and technology
- Recruitment and Retention for NA-YGN and Nuclear Industry
- Contribute to the exchange of information among generations of nuclear professionals

Within the past year, NA-YGN has become more visible within the nuclear industry due to the enthusiastic efforts of its members and the support of several industry organizations and professional/technical societies. Our members have initiated and supported a multitude of activities to increase and enhance their work environments, personal careers as well as increase their communities' knowledge regarding nuclear's role in science and technology.

NA-YGN Core Operations

To lead the execution of the NA-YGN Mission during the period of May 2007 to May 2008. The 2007 NA-YGN Core (hereinafter known as the Core) members are:

- Amy Buu, President
- Brent Williams, Vice President
- Jenny Tobin, Communications Chair
- Anne Shatara West, Professional Development Chair
- Janelle Penisten, Public Information Chair
- Mark DiRado, Treasurer
- Zeeshan Rizvi, Canadian Affairs Chair
- Laura Diaz Archundia, Mexican Affairs Chair
- Elizabeth McAndrew-Benavides, US Affairs Chair
- Dave Pointer, Past President

As of April 30, 2007, NA-YGN has 39 local chapters and 2,667 members across North America from various disciplines and organizations within the nuclear industry. In order to ensure the organization's alignment and success of the NA-YGN goals, the Core will help ensure that all existing activities are sustained. However, in order to increase the effectiveness of fulfilling the NA-YGN goals, new initiatives have been identified and prioritized such that the appropriate focus can be assigned. Given that the success of the goals is dependent on many contributors, committees have been formed to help execute the existing and new initiatives.

Professional Development

Overview

One of the most significant challenges to young professionals of the nuclear industry is increasing the robustness of "soft skills" such as effective communication, project management, team building, networking, budget management, proposal development, strategic planning, public speaking, etc. With its collaborative partners, NA-YGN is able to provide several opportunities to its members, including organizing various workshops at different industry events. Also, the members of NA-YGN have been able to strengthen their professional development skills via two mechanisms - either nationally, whereby they are organizing events, invited to speak at various industry

conferences or locally, whereby they must utilize such skills in order to increase the effectiveness of their local chapters.

Existing Events or Activities

- NA-YGN Annual Workshop
- Canadian Nuclear Society Annual Meeting
- Sociedade de Nucleares de Mexico Annual Meeting
- 2007 Young Professionals Congress
- 2008 International Youth Nuclear Congress

New Initiatives - Primary

- Support the NA-YGN regional events
- Set clear expectations for local chapter leads in regards to effective chapter management practices
- Utilize the results from the Critical to Satisfaction Study and the Benchmarking Study to help provide guidance to the nuclear industry on how to improve professional development

New Initiatives - Secondary

- Encourage use of NA-YGN Chapter Lead Forum
- Market the leadership value of NA-YGN
- Develop an effective communication training plan
- Teach young professionals how to relate to the community about what we do
- Place a bid to co-organize the IYNC 2010 in Mexico

Public Information

Overview

One of the strengths of the young professional is their ability to relate to their peers in the community as well as to the student population. When members are well-informed about the benefits of nuclear science and technology, they can be effective communicators and increase the awareness of the positive aspects of nuclear to their communities.

Existing Events or Activities

- NA-YGN Annual Drawing Contest
- Further Develop a Quick Response Team
- Participate in public meetings related to the current/future state of the nuclear industry
- Write articles, letters and petitions to support the benefits of nuclear

New Initiatives - Primary

- Develop strategic messages from NA-YGN
- Develop information packages
- Distribute and publish a Public Information Start-Up Kit

New Initiatives - Secondary

- Participate in environment forums (e.g. Earth Day)
- Establish Grassroots Award
- Develop PI communication strategy to college levels

Recruiting and Retention

Overview

Several challenges exist related to the workforce of the nuclear industry. Attracting talent to become part of the workforce as well as retaining its existing workforce are growing concerns. To address the industry's challenges, NA-YGN has provided a mechanism of its members to develop relationships within the industry as well as the forum to increase their value within the industry and/or their respective organizations. By increasing their value, it is likely they develop a stronger sense of loyalty. This is one major reason why it's so essential to have management support for NA-YGN's mission.

NA-YGN's specific challenge in regards to recruiting and retention is that the sustainability of NA-YGN is based on the participation of its members, therefore ensuring that NA-YGN is valuable to its members and chapters is critical to its operations.

Existing Events or Activities

- Formalize intersociety relationships with ANS, NEI, CNS, CNA, SNM, etc.
- Define new chapter targets
- Identify and support chapters in need of revitalization
- Conduct the Critical to Satisfaction and Benchmarking Study

New Initiatives - Primary

- Assess Sustainability of NA-YGN and develop sustainability plan
- Engage Non-Power Members & Non-Engineering members from Power Industry
- Develop Branding Campaign

New Initiatives - Secondary

- Support College Recruitment Fairs
- Develop Strategic Relationships with Universities
- Develop Intersociety Relationships with HPS, SWE, HSPE, SPE, WIN, NSBE, ASME, etc
- Develop communication strategy to high school/community college levels

Knowledge Transfer

Overview

Today's young professional of the nuclear industry must be prepared to help ensure the safe, secure and reliable operations of various nuclear science and technology processes. Combined with the attrition rates of the experienced personnel and current training practices, various methodologies must be implemented to effectively transfer the knowledge from the experienced personnel to today's young professional.

Existing Events or Activities

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- Establish Knowledge Transfer Committee

New Initiatives - Primary

- Develop a Chapter Best Practices Document
- Develop guidance on how to teach the young generation
- Develop NA-YGN peer mentoring program

New Initiatives - Secondary

- Formalize Relationship with INPO
- Develop Relationship with WANO and IAEA

2007 NA-YGN Infrastructure

Overview

As stated in the beginning, NA-YGN's success is dependent on the enthusiasm of its members. In addition to the Core, there are Appointed Core Chairs, Committee Leads and Collaborative Partners, Local Chapter Leads and its members.

Appointed Core Chairs provide direct support to our members in the areas of our website, membership services, publications and promotional items.

Committee leads provide direct support to NA-YGN's various objectives. Each Committee Lead has a Core Sponsor to help champion their efforts across the organization.

Collaborative partners are critical in regards to ensuring NA-YGN's voice is heard in the nuclear industry. With their invitation to support their activities, financial contributions for NA-YGN events and mentorship, they play a significant part in NA-YGN's success.

Local Chapter Leads are vital in ensuring that NA-YGN's voice is heard in their local organizations and/or communities. Without their leadership and passion for our Mission, NA-YGN would not be as an effective as an organization as it is today.

The 2007 NA-YGN Infrastructure is provided in Attachment A.

Final Words

In conclusion, the 2007 NA-YGN team believes that they have identified achievable objectives to help support the various industry challenges whether its for the industry as a whole or specifically for its members. We hope that you are excited as we are in this forthcoming year!

If there is any interest in becoming a collaborative partner or being part of the NA-YGN infrastructure, please feel free to contact any of the Core members.