



# NA-YGN – How a local chapter can help our company

A presentation for building a business case to  
gain executive support & identify potential  
company funds for YG activities



# Agenda

- What is NA-YGN?
- NA-YGN's purpose & focus
- Current industry workforce
- How a local chapter can help our company
- Next Steps
  - Executive approval
  - Spread the word
  - Kick-Off Meeting



# What is NA-YGN?

The North American Young Generation in Nuclear unites their **members**, professionals age 36 and under (or who have worked in the industry for 10 years or less), who **believe** in nuclear science and technology and are **working together** throughout North America to **share their passion** for the nuclear industry that is **alive and kicking**.



# NA-YGN's Purpose & Focus

- Young professionals are faced with unique challenges of a growing work force and being “new kids on the block”. NA-YGN offers a forum where similar professionals can learn from peers in the industry.
- YG (young generation) Members share a personal conviction that nuclear science and technology make important and valuable contributions to our society and will continue to do so in the future. We have the opportunity to outreach into the community to share this belief.
- YG unites the different sectors of nuclear science and technology to speak with a united voice for a common goal.
- YG provides professional development opportunities (including leadership skills) for its members as well as the opportunity to learn from internal upper management.



## Current Industry Workforce – NEI's Recent Survey Findings

Companies will have to replace about 26,000 workers during the next five years. Approximately 16,000 workers will retire and 10,000 will be lost from attrition.

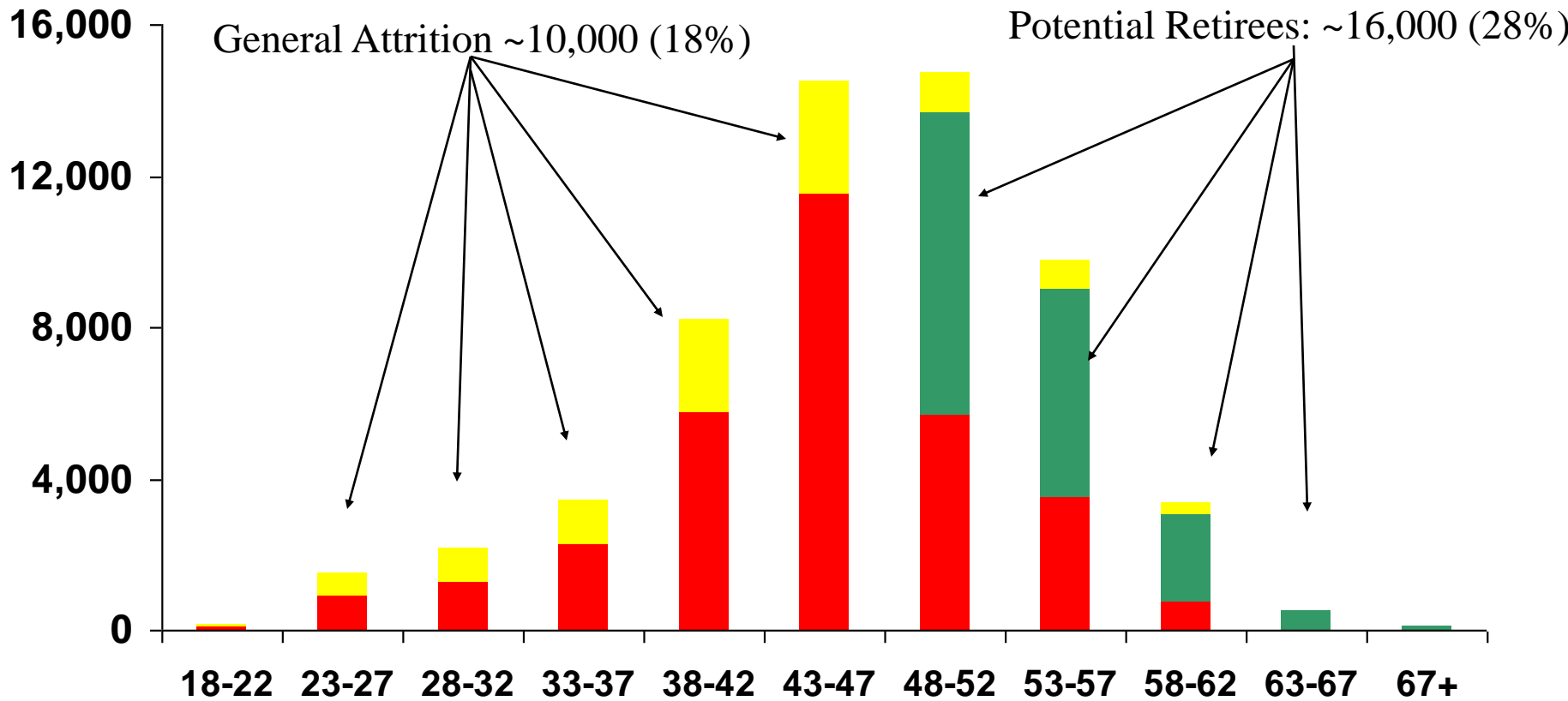
- Industry retirements generally occur around age 55. About half of the industry's workers are 48 and over. Fewer than 7 percent of industry workers are more than 57 years of age; 17 percent are 53 to 57 years old; and nearly 26 percent are between 48 and 52.
- Retirements will account for over 60 percent of projected attrition by 2008, nearly 2.5 times greater than the current trend.
- On the other end of the age spectrum, only 6.4 percent of industry's employees are 32 and younger—2.8 percent are under 27, while 3.6 percent are 28 to 32 years old.

Source: *Nuclear Energy Insight* Article – March 2004

Companies will be re-stocking their ponds from the same pool or trying to keep their current stock!



# 2003 NEI Survey Findings Nuclear Power Generation



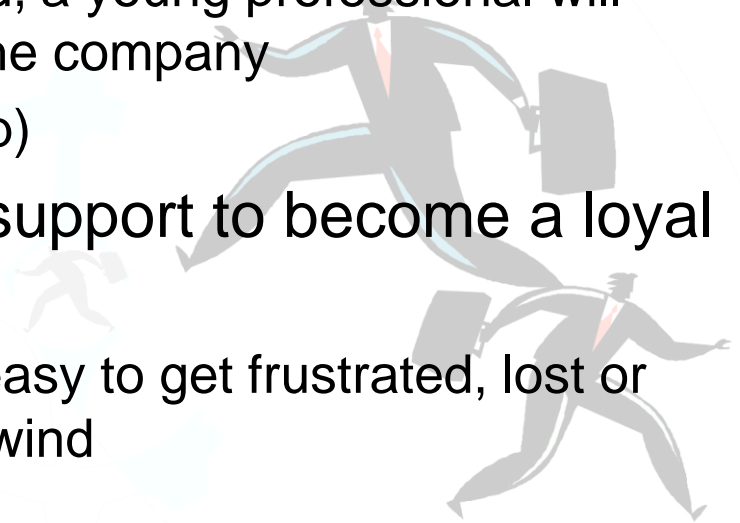
1. Potential Retirees are defined as employees that will be older than 53 with 25+ years of service, or older than 63 with 20 years of service, or older than 67 within the next five years.

Source: NEI Nuclear Staffing Survey from NEI Workforce Issues Task Force, January 29, 2004



# Today's Young Professional

- Has higher expectations than generations past
  - Is looking for “instant gratification”
    - If left unfulfilled or unaddressed, a young professional will seek other options, i.e. leave the company
    - (Get the facts from your HR rep)
  - Needs a sense of company support to become a loyal and hard-working employee
    - As a new kid on the block, its easy to get frustrated, lost or feel like you're talking into the wind





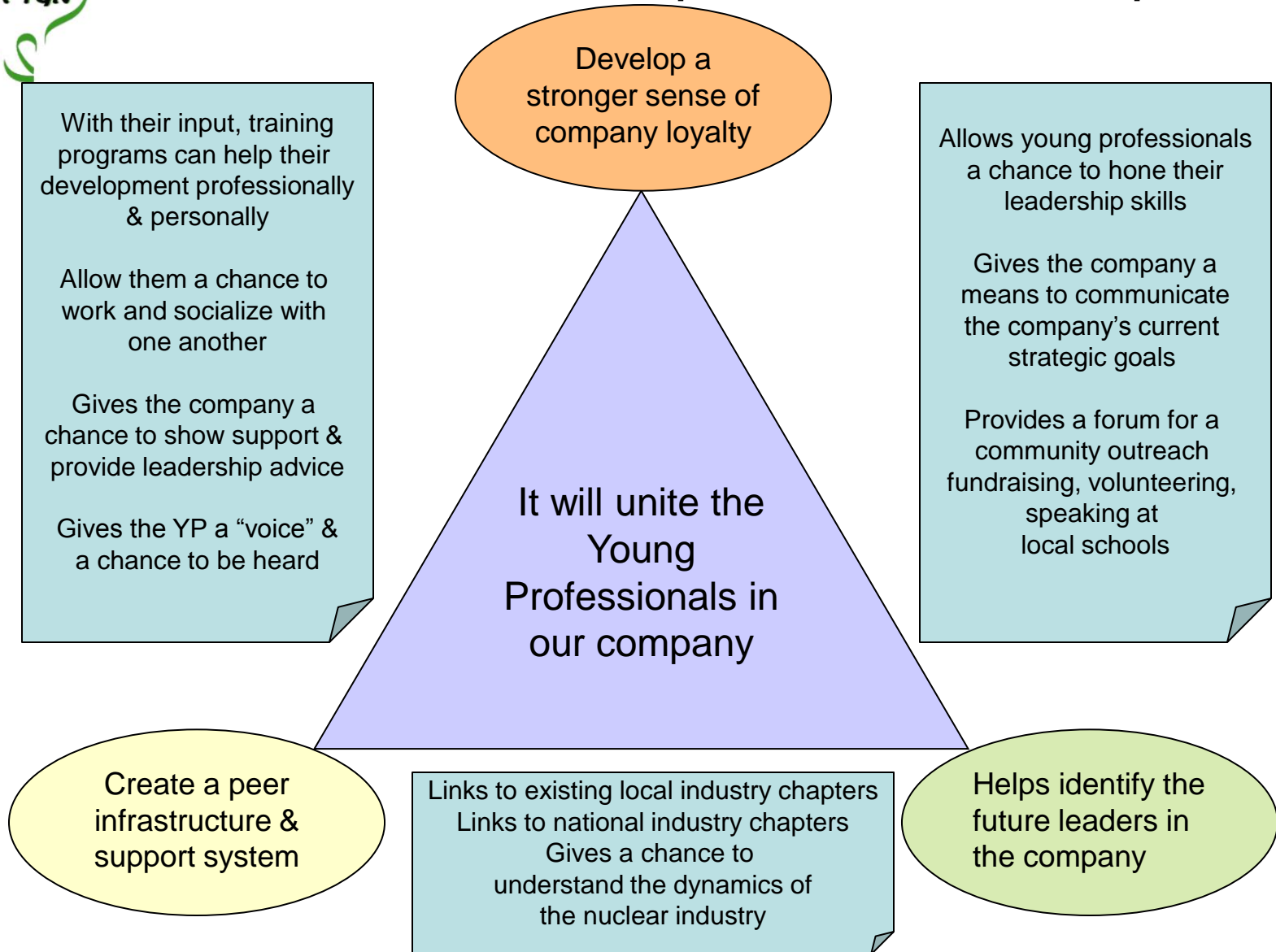
# Current Challenges for Companies

- Knowledge Transfer Programs
  - Ensuring that upcoming retirees expertise isn't lost and is appropriately captured
- Recruiting & keeping the best
- (Talk to Human resources to find out what's their challenges)





# How can a local chapter NA-YGN help us?





# It's a Minimum Investment

- For a huge payback!
  - Increased employee retention
  - More robust training programs
  - Increased involvement in company's community projects
  - National industry exposure & a chance to develop industry liaisons



## Companies/Universities supporting the YG effort!

**University  
of  
Wisconsin  
Madison**

**New Brunswick Local Section**  
New Brunswick, Canada

**Southern Maryland Local Section**  
Southern Maryland (MD):

**Westinghouse Electric**  
Monroeville Energy Center, PA

**Dominion Generation**  
has 2 sections:  
Innsbrook Technical Center  
North Anna Power Plant

**AREVA (Framatome ANP)**  
has 1 section in Lynchburg (VA)



**Pacific Gas  
and  
Electric  
Company**  
Diablo  
Canyon  
Power Plant

### **TXU**

has one chapter:  
Comanche Peak  
Nuclear Power  
Plant

### **Southern Nuclear**

has four Chapters  
Birmingham-Corporate  
Plant Farley  
Plant Vogtle  
Plant Hatch

### **Midlands – A Joint Chapter**

**Westinghouse Electric & South Carolina  
Electric & Gas**

Manufacturing facility & VC Summer  
Nuclear Station, South Carolina



# Next Steps

- Identify an executive that will champion young professionals in the company
  - Strong local chapters requires strong executive support
- Spread the word
  - Find out who in your company is interested!
- Set-up a luncheon kick-off meeting
  - Remember – if you feed them, they will come!
- Develop kick-off meeting materials
- Identify some activities and estimate funds for those activities
- Contact NEI's Carol Berrigan (NA-YGN-NEI liaison, NEI's Director of Industry Initiatives) [clb@nei.org](mailto:clb@nei.org)
- Go make it happen & good luck!