



NORTH AMERICAN YOUNG GENERATION IN NUCLEAR

As of April 30, 2008

End of Year NA-YGN Results as Well as Upcoming Activities

With the commitment of our members and the sponsorship of many companies NA-YGN has accomplished a multitude of significant events and activities over the past year. It's amazing what can be accomplished when young professionals (YPs) come together and help build a family in the industry versus just work in their own offices. By working together on common goals, the young professionals of the industry are making great strides and will continue the momentum which started with 9 young professionals in 1999.

Please note that NA-YGN operates on a May-April calendar and does not work on the calendar year. For questions or more information, please contact Amy Buu, President of NA-YGN, buu@na-ygn.org www.na-ygn.org. After May 5, 2009, Brent Williams will be assuming the role as NA-YGN President.

Below is a summary of our accomplishments to date:

Membership

- As of April 30, 2008, NA-YGN had 3544 Members and 50 Local Chapters. This is a net increase of 24% (867) members and 13 chapters in 2007.
- From May 2007 to April 2008, 13 new NA-YGN chapters joined NA-YGN.
 - New chapters include: Bechtel, Shaw Stone & Weber-Boston & Charlotte, Florida Power & Light -Turkey Point, South Texas Project, Southern California Edison (SONGS), Sandia National Laboratory, Tennessee Valley Authority at Browns Ferry, Bechtel at Watts Bar, Xcel Energy at Prairie Island, Entergy, and Southern Nevada.
- In 2007, NA-YGN Local Chapters contributed 33,529 hours to professional development and public information activities. That's 15 man years of volunteer dedication! (PD = 27,092, PI=6,437) (2006 public information (PI) & professional development (PD) hours = 12,000)
- Chapters under development include Xcel Energy at Monticello, PaR Nuclear, Inc, Shaw Stone & Weber – Cherry Hill and PPL Susquehanna. These companies are building momentum to consider the implementation of local NA-YGN chapters at their sites.

NA-YGN Leadership

- The 2007 NA-YGN Strategic Plan led the organization towards **sustainability**. 8 Regions within North America were established, 2007 action plans were streamlined and criteria were established for adding new initiatives into the strategic plan.
- During the 2007 NA-YGN Annual Workshop, Regional NA-YGN Leads as well as dedicated Committee Leads were identified to help support the NA-YGN infrastructure.
- Bi-monthly NA-YGN Chapter Lead Calls are held by NA-YGN's US Affairs Chair, Elizabeth McAndrew-Benavides, to help share ideas, provide support, and communication across the chapters throughout the year.
- This year, NA-YGN created a NA-YGN primer for INPO's training program for new professionals to the nuclear industry as well as appointed a NA-YGN member to be part of INPO's Industry Communications Council.
- There is also leadership beyond NA-YGN. One Ex-NA-YGN Core Member assumed a role on the ANS Board of Directors in 2007, another Ex-Core Member accepted an assistant professorship position at Texas A&M in 2007, and another Ex-Core member moved to Vienna to be part of IAEA's International Project on Innovative Nuclear Reactors and Fuel Cycles (INPRO).
- NA-YGN kicked off its 1st Executive Advisory Council being chaired by Ross Ridenoure of SCE on February 12, 2008. NA-YGN is also pleased to welcome Jack Allen, Westinghouse Electric Company, Gustavo Alonso, Instituto Nacional de Investigaciones Nucleares, Harry Bradley, American Nuclear Society, Lee Dodds, University of Tennessee, Nuclear Engineering Department, David Hill, Idaho National Laboratory, Angie Howard, Nuclear Energy Institute, Tom



NORTH AMERICAN YOUNG GENERATION IN NUCLEAR

Mitchell, Ontario Power Generation, Jim Reinsch, Bechtel and Kirk Schnoebelen, URENCO. The purpose of the NA-YGN EAC is to ensure that the NA-YGN's activities and the voice of the young generation are communicated with the Executives of the Nuclear Industry and are aligned with supporting the nuclear industry's challenges.

- The 2008 NA-YGN elections took place and the following new Core members will begin their term on May 5th, the last day of the NA-YGN Annual Workshop.
 - NA-YGN's Vice President-Elect: Mike Kurzeja
 - NA-YGN's Professional Development Chair-Elect: Jennifer Bowie
 - NA-YGN's Canadian Affairs Chair-Elect: Tracy Edwards
 - NA-YGN's Treasurer-Elect: Adam Strange
- NA-YGN appointed Vicente Xolocosti as the new NA-YGN Mexicans Affair Chair.
- Andrew Daley was appointed as the new Canadian Regional Lead, reporting to NA-YGN's Canadian Affairs Chair.
- Ian Beith was appointed as the new NA-YGN Fundraising Chair, reporting to the NA-YGN Treasurer, to help drive industry participation in the 2008 NA-YGN Annual Workshop.
- Aaron Collins was appointed as the new NA-YGN Promotional Items Chair, reporting to the NA-YGN Treasurer. Aaron will be helping to implement a fundraising strategy to help support the growth of the organization as well as provide more support for regional meetings and local chapter events. As part of the new fundraising strategy, NA-YGN will be utilizing a new company to provide high quality products with the NA-YGN logo. Another logo (e.g. a company logo) can be added to these products without an additional charge as well as custom orders may be requested with the NA-YGN logo. To see this new website, go to: www.companywear.com/naygn
- Jordan Tyman was appointed to take over the new Membership Chair from Lauren Killian. The new transition will also result in an enhanced and "green" approach in new member welcome packages, whereby NA-YGN will develop an electronic new member welcome package.

Professional Development

- The 2007 NA-YGN Annual Workshop was the best attended year yet. 246 members joined us in Miami. In 2006, San Fran: 148. In 2005, DC, 127.
- Prior to the Annual Workshop, NA-YGN also hosted an inaugural Chapter Lead Working Group (CLWG) meeting where the Local Chapter Leaders were exposed to a career planning session. This forum allowed Local Chapter Leads to talk about their chapters and activities as well as ask for ideas on some of their local chapter issues.
- The local chapters in the Carolina's Region organized their first regional event. 80 NA-YGN members attended a professional development style conference where key note addresses were given by Areva's Tom Christopher and Duke's Henry Barren.
- NA-YGN Members presented at the 2007 CNS Summer Conference, 2007 International Joint Meeting in Cancun, 2007 Health Physics Forum, Professional Reactor Operating Society Meeting, INPO CNO Conference, ANS Summer Conference, Southeast Women in Nuclear event, ANS Winter Conference, World Nuclear Association, and the ANS Student Conferences on various topics about NA-YGN, public advocacy, career planning and communication.
- NA-YGN co-sponsored the 2007 Young Professionals Congress alongside with ANS Young Members Group prior to the ANS Winter Conference. NRC Commissioner Lyons was the keynote address and the young professionals were given an introductory training on developing issue based elevator speeches.

Public Information

- The Public Information Committee developed new Nuclear Energy Leave-Behind Sheets as well as de-bunking Myths Sheets on important nuclear issues to help young professionals promote NS&T.
- The New Conservation Committee successfully published 3 editions of a New Quarterly Newsletter, *Conserving Tomorrow*, which highlights conservation techniques as well as energy



NORTH AMERICAN YOUNG GENERATION IN NUCLEAR

company activities to become greener. This newsletter shows how Energy Companies as well as Energy Employees are environmentalist too!

- NA-YGN members have attended every new nuclear public meeting as well as many of the GNEP public meetings in the United States.
- NA-YGN members also wrote letters to the editor, blogged websites, and gave presentations on the benefits of NS&T all over the North America.
- ~1500 student drawings were received for the 2007 NA-YGN 5th Grade Poster Contest -- including 1st set of student drawings from Mexico. 1st place was awarded to a student from Pittsburgh. 2nd & 3rd place winners were received from NA-YGN's Oyster Creek and Quad Cities chapters, respectively.

Recruiting & Retention

- The NA-YGN Chapters in South Carolina organized a 1st of a kind recruitment event at the University of South Carolina, in Columbia. The local NA-YGN members held an information seminar to explain all of the different job possibilities within the nuclear industry to interested students then a month later, 10 nuclear companies sponsored a nuclear only career fair in the engineering building.
- NA-YGN formed a Knowledge Transfer Committee led by James Newman whereby YPs were able to provide input to the growing industry concern of how to transfer 30 years plus of archived and operational experience to YPs. This is a grassroots approach and the results were presented at the Young Professionals Congress.
- Two surveys and white papers were conducted focusing on recruitment and retention activities and are described in more detail under "Voice of the Young Generation".

Voice of the Young Generation

Please note that full papers can be found on our website at <http://www.na-ygn.org/voiceofygn/>

- The **2007 Critical to Your Success Survey** had the following findings:
 - 101 Young Professionals took an on-line survey. Frequency of responses and average importance of ratings are reported in the below highlights.
 - 98% would recommend working in the nuclear industry
 - The top three actions recommended to employers to increase job satisfaction included improved pay raises (70.3%), assignments with defined goals (68.3%) and defined career path/development opportunities (65.3%). This was similar with the 2006 results where having a defined career path and improved pay raises were highest rated improvement suggestions.
 - 85.2% of the participants rated their colleagues as the most important factor in supporting their job satisfaction (highest average importance rating of 4.37). Other characteristics which the participants enjoyed include: Problem-Solving (82.2%) and Challenging Work (67.3%).
 - The top three characteristics least enjoyed by the participants were relative to their job dissatisfaction were Negative/Resistant Co-workers (56.3%, 3.58), Lack of Authority/Ownership/Responsibility (49.5%, 3.51), and Unrealistic Expectations (46.5%, 3.44). In contrast, the results of question 5 indicate that 53% of the participants identified their colleagues (4.37) as the reason they like their jobs. It is very apparent how important fellow colleagues play into young professionals' job satisfaction.
 - Approximately 72% of participants rated potential opportunities within their organization as the most important reason for continuing with their current employer. Young professionals noted that potential opportunities were also the highest rated reason in the 2006 survey. Pay (70.3%) and Enjoying the Work (64.4%) were additional factors as to why young professionals are remaining with their current employer.
 - 77.2% of the respondents indicated that the top reason they would consider leaving their company is better pay. Other highly ranked reasons that would be given consideration



NORTH AMERICAN YOUNG GENERATION IN NUCLEAR

were related to Other Opportunities (72.3%) and Family (68.3%), both with average importance levels above 4.00.

- The **2007 Recruitment & Retention Benchmarking Survey** had the following findings:
 - 446 responses were collected via an on-line survey.
 - The top most effective retention programs as judged by YPs are competitive pay (63%), work hours (54.7%) and technical training (49.2%).
 - The top most effective development programs as judged by YPs are technical training (60.8%), educational reimbursement (49.7%), and leading small or non-technical projects/teams (47.5%).
 - It was pretty consistently noted that the previous internship experience did not seem to influence young professionals to accept their first job or in accepting a new position. This demonstrates that this is an employee based hiring period for the industry and employee loyalty is not being developed during internship opportunities. Employers use internships to decide if they want to make full time offers to their high performers, but employee interns are not seeing these opportunities as their primary way of entering the industry on a full time basis.
 - A little less than half of all engineering respondents participated in work-study programs, including internship and co-op positions. Participation in work-study programs did have a slight overall positive impact on starting salaries in the engineering job functions examined.
 - The nuclear industry should take note that the primary reason for accepting a new job offer is for the salary, second for the job description, third for location, and fourth for professional opportunities. This is important to note for retention purposes, the nuclear industry should ensure that young professionals are performing the type of work they are interested in performing as well as feel that there are opportunities for them if they stay within their own organization. On average, the industry has experienced an 8% turnover of young professionals after 2 years of employment.
 - The nuclear industry must also begin to worry about losing young professionals from the industry all together. A motivating factor for taking a first position was the desire to be in the industry, but when looking for second jobs young professionals disregarded their interest in working in the industry. We will need to determine what specific aspects are driving people away if we are to retain the needed workforce for the nuclear renaissance.

- In 2008, the two surveys will be combined to continue with the 2007 theme of sustainability by streamlining our activities.

Upcoming 2008 to 2009 changes

- NA-YGN will re-design our website to increase functionality for members and committees.
- The 2008 NA-YGN's Annual Workshop, "Driving Your Success: Train for Tomorrow" will take place in May 4 – 5, 2008, at the Fairmont Chicago, prior to the Nuclear Energy Assembly. As of April 30th, we currently have 250+ participants registered for the workshop.
- In 2009, Core Elections for Public Information Chair, VP, and Communications Chair will take place at the end of February through the beginning of March.
- ANS Young Members Group and NA-YGN are planning to develop a first of kind effort related to an embedded Topical for the ANS Winter Meeting, November 2009 in Washington D.C.
- With additional funds, NA-YGN will be able to increase grassroots participation in a regional manner, including host more nuclear industry career fairs.
- Our current Bylaws will be revised to provide a more accurate reflection of Core practices and management.



NORTH AMERICAN YOUNG GENERATION IN NUCLEAR

Below are direct & anonymous testimonials from members of NA-YGN. We share this to help drive understanding of the value of NA-YGN and how industry executives can help the young professionals of the nuclear industry.

Why do YPs like being part of NA-YGN?

- Building personal connections with other young professionals.
- NA-YGN has been a great opportunity to develop leadership abilities. I enjoy having fun and spending time with colleagues outside of work. Outreach activities are easy to set up and participate in when there is a team approach to planning (much tougher to seek out on your own).
- I like being a part of a new generation of nuclear workers and believe we can invigorate the industry. I believe there are current, short-term, and long-term changes that need to take place and that our group will help drive those changes and make them our own as we will be the ones working in these organizations in the years to come.
- I like being involved because I am helping others with their careers. Also, I like that the organization gives me a collective voice for communicating my concerns and suggestions in a positive manner. I also like that it provides a way to meet many people, and support our community.
- I suppose the benefit to being affiliated with NA-YGN is that we can be a part of a nationwide organization, which gives us more respect and legitimacy within our company.
- It adds a human element to the job that takes it from just a paycheck to a community of friends and family. It gives a sense of importance and connection with the nuclear industry as a whole and creates an emotional investment in the continued success of the industry that would keep a young worker in the profession instead of heading off to 'greener pastures' where pay/benefits/location might be better or the stress levels might be lower (no outages/overtime, lower QA standards, etc).
- NA-YGN really gives a forum for recognition of the types of activities my friends and colleagues have been doing while we have been working in the industry. We were among the first people hired into our company since 1978 and we had to set up and run a lot of the programs that we are now doing. However, none of this was recognized by upper management until we recently applied the name of NA-YGN to what we were doing.
- The future of nuclear power is very promising, but the impending shortage of workers is something that needs to be addressed now. I feel NA-YGN is doing this now by reaching out to current workers in the nuclear industry and also future workers.



NORTH AMERICAN YOUNG GENERATION IN NUCLEAR

Reference Documents

NA-YGN Strategic Plan

<http://www.na-ygn.org/aboutus2/leftdocs/2007%20to%202008%20NAYGN%20Strategic%20Plan.pdf>

NA-YGN Infrastructure

<http://www.na-ygn.org/aboutus2/leftdocs/2007%20NA-YGN%20Infrastructure.htm>

NA-YGN About Us – Bylaws, Mission, Charter, Core Bios, Various Handouts & Flyers

<http://www.na-ygn.org/aboutus2/>

NA-YGN Local Chapter Information, Existing Chapters & Lead Contacts, Local Chapter Resources, and Member Testimonials

<http://www.na-ygn.org/localchapter2/>

NA-YGN GoNuke – our quarterly newsletter

<http://www.na-ygn.org/gonuke2/>

NA-YGN Voice of the Young Generation for past surveys

<http://www.na-ygn.org/voiceofygn/>

NA-YGN Professional Development for past workshops and presentations

<http://www.na-ygn.org/professionaldevelopment/>

NA-YGN Public Information for different materials and resources for community outreach

<http://www.na-ygn.org/publicinfo/>

NA-YGN Public Information Materials & Resources

<http://www.na-ygn.org/publicinfo/index.php?Page=docs>

How to become a NA-YGN member

<http://www.na-ygn.org/members/>