NAYGN

NORTH AMERICAN YOUNG GENERATION IN NUCLEAR

2014 Professional Development Day
Canada
Summary Report

Vision for the next 25 years:
Excellence, Competitiveness and Leadership

Toronto, ON, Canada
May 25, 2014

2014 Conference Planning Committee

On behalf of North American Young Generation in Nuclear, we kindly thank all of the dedicated volunteers that helped make this event successful!

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Introduction

The 2014 NAYGN Annual Professional Development Day, *Vision for the next 25 years: Excellence, Competitiveness and Leadership,* was held May 25, 2014 at the Metro Toronto Convention Center, Toronto. Almost 60 NAYGN members attended the 2014 PD Day to learn more about the technology, excellence in the nuclear industry, and leadership skills that keep the nuclear industry safe, vibrant and growing

With the ever growing industry of nuclear power in Canada, the heavy duties of carrying out Canada's nuclear operations rely on the upcoming young professionals. Brain drain is a big issue; as older and more experienced workers are retiring early, this causes gap of knowledge transfer in the nuclear industry. As a result, the 2014 Professional Development sessions are aimed to properly raise awareness of current issues as well as encourage interactions between the speakers and guests. These workshops projected tremendous insight about the leadership skills of the speakers and their responsibilities to develop the young professionals in the nuclear industry.

Conference participants were able to attend a variety of specialty breakout sessions that focused on one or more topics of leadership, excellence and professional development. In addition, the PD Day included a teambuilding event to promote networking and knowledge transfer amongst the young professionals. This team building event aimed at busting the myths of the nuclear industry. As you can see below, our young professionals align pretty well on their nuclear facts.

Details of the conference are included as part of this summary report.

NAYGN members participate in a Team Building Event

Conference Agenda

08:30 - 09:00	Registration Check-in
09:00 - 09:15	Welcome and Opening Remarks
09:15 - 09:30	Ice Breaker
09:30 - 10:30	Get to the Point: Introduction to communications essentials including messaging, planning and strategy. Attend this session to develop ways to strengthen and streamline the quality of messaging in your professional and personal life. *Heather Kleb, Vice President, Canadian Nuclear Association* *Joy Shikaze, Executive Director, Women in Nuclear Canada* *Katherine Ward, Director of Communications, Candu Energy Inc.*
10:30 – 11:30	How to make the most out of your career: Tips on searching for opportunities within your job description and how to build a career development plan that will push you to gain new skills. In addition, there will be a focus on opportunities with OPG refurbishment *Carolyn Scatterty, Department of Talent and Business Change, OPG Nuclear*
11:30 – 12:00	Working in the industry and still wondering if you need to do your Masters? Ask the experts and students from University Network of Excellence in Nuclear Engineering (UNENE) *Basma Shalaby, President, University Network of Excellence in Nuclear Engineering*
12:00 - 13:00	Lunch & Networking with Managers (Students → Bring your resume and your professionalism!)
13:00 - 14:15	We know you've wondered about the history of nuclear power and the physics behind it. This is your chance to put an end to your curiosity and learn about the history of our industry. *Benjamin Rouben, Ph.D., FCNS, President, 12 & 1 Consulting & CNS Executive Director*
14:15 - 15:30	What are industry's plans to achieve Canadian supply chain success in international nuclear business and to maintain a strong supply of skilled workers. *Martin Tulett, Vice President, Commercial Operations, AMEC NSS* *Justin Hannah, Senior Manager, Marketing & External Relations, Candu Energy Inc.* *Robert Rock, President, Environmentalists for Nuclear Power*
15:30 - 16:00	Networking Break
16:00 - 17:00	SMART Goals: Once you have planned your project, turn your attention to developing several goals that will enable you to be successful. Goals should be SMART - specific, measurable, agreed upon, realistic and time-based *Jeremy Greenberg. Program Manager, Campus and Community Engagement, UOIT*
17:00 - 17:15	Closing Remarks

Welcome and Opening Remarks

Canadian Affairs Chair for NAYGN, Rahim Lakhani, opened the 2014 Professional Development Day with an inspiring speech that provided an overview of leadership and excellence and how it ties to NAYGN's mission. The speech addressed the importance of the NAYGN and the impact that this group has had in the industry since its formation thirteen years ago. The benefits of nuclear power were discussed: nuclear power generate thousands of quality long lasting job as well as supply clean energy to an entire nation. Rahim discussed several unique perspectives on the conference – the diversity of the attendees, the unique opportunity to learn and become more involved in the nuclear industry, and the relationships created at this unique gathering. He encouraged attendees to take full advantage of the opportunity to explore new subjects that may be unfamiliar and to meet and learn from fellow NAYGN members in various sectors of the industry.

Canadian Affairs Chair's opening remarks

Get to the Point: Communication Essentials in the #NuclearBiz

Panelists:

Katherine Ward, Director of Communications, Candu Energy Inc.
Heather Kleb, Vice President, Canadian Nuclear Association
Joy Shikaze, Executive Director, Women in Nuclear(WiM) Canada

Session Summary:

The session started off with the panelists describing their background and their day to day roles. As Communications Director for Candu Energy Inc., Katherine leads a Communications team responsible for strategic communications counsel as well as developing strategies and carrying out plans for a broad range of communications. She embraces the concept of having a balance of life and work and that's what Candu Energy has provided for her.

Joy Shikaze is award-winning accredited public relations professional with hands-on experience as a senior project manager, facilitator, and media relations expert as well as a crisis communications specialist. Through managing her own public relations consulting business, Joy has extensive experience in media relations, government relations (all levels), marketing, fundraising, sponsorship, and trade shows and communications strategy for business, associations and non T profit/not-for-profit organizations.

Heather Kleb has over 20 years of industry experience. She assumed regulatory responsibilities for AECL's historic LLRW campaign in Ontario and provided environmental services to Luscar Limited in Alberta, and Weyerhaeuser in Saskatchewan. Heather has also worked overseas, servicing AMCOAL, De Beers, and AngloGold in South Africa, Botswana and Mali. Currently, Heather works as Vice President of Canadian Nuclear Association (CNA).

Soon after introductions, examples of effective communications tools were discussed as well as how to communicate safety to the public. Heather believed that a nuclear facility within a community communicates safety better than all other examples. The day to day operations in a nuclear facility affects the public very little and if properly designed and procedures executed correctly, promotes miniscule risk to the community. When people observe that these facilities are functioning at their intended capacities for a long time and are causing no harm; that is when the message is loud and clear for safety. Heather also mentioned that being approachable, listening to people and speaking at public events is crucial in communicating across safety. Many times when officials in the nuclear industry talk about safety with numbers and statistics, this brings very poor judgments in communicating on an emotional level.

Panelists engaged in discussion of how to communicate effectively

Katherine stated that by relating with people on a more personal and emotional level can get the key aspect of communicating safety across but always back up the statements with figures and statistics. Joy believes that advocates for nuclear often explains complicated or unnecessary information that one may not care for or understand. But instead, what the advocates should be doing is listening to exactly what concerns the audience and addressing them on a level that they can relate to. Joy went on to say a very important point for all industry professionals, "Stop using acronyms." Acronyms can be fairly confusing for people working in nuclear and especially for people outside the industry. Therefore, by breaking things down in simpler terms and talking clearly on subjects what the audience wants to hear can communicate safety effectively.

The next series of questions consisted of the effects of incomplete information and how this can effect communication. Joy started off the topic by saying that in order to put together the pieces of what limited information is given, use a three step system which consists of research, analysis and communication. Research is compiling the limited information that was given and the use of any other resources to expand on the current incomplete information. Analysis comes after research and this phase can be broken down into five simple words: who, what, when, where and why. By assessing the information with the five W's, this can make things clearer and potentially bridge the gap between any missing clues.

Lastly, communication is the last step to convey any message that could be missing or to explain to other people what can be concluded from the limited information. Quantitative and qualitative methods can be used to draw conclusions from limited information depending on its suitability. Reiterating what Joy was saying earlier, Heather mentioned sharing information and speaking on the audience's terms for a set duration of time can eliminate confusion caused by incomplete or lack of information. By creating that personal connection between people and breaking terms down for what exactly they want to hear can convey a better message even if incomplete information is present.

Katherine led the next session by talking through the question of what the public perception is on the nuclear industry as well as the risks of communication. Many people in the general population do not

understand the risks of nuclear energy, so instead they base their knowledge on current incidences from the Fukashima Daiichi incident to the Chernobyl incident. The general public's perception of risk and the reality are very different and this is known as a fact to the people working in the nuclear industry.

As Katherine starts talking about risk, she starts off by saying that the message as nuclear workers should be "Yes, it is risky, but manageable." a great example she gave was of how the company, DOW (www.dow.com) , made a risky move of publicly admitting their information of toxic waste that they dump into rivers every year. When they started, the public was furious of how much they thought DOW was dumping. But as time passed, the public has a better perception of what is a huge amount of toxic dumping and what isn't and this gave DOW a great public perception of being truthful and providing a great gauge for the general public. Joy followed up by saying that part of risk management is the actual message delivered to the people. Risk management should be considered to speaking in public about risk that people can understand instead of actual risks regarding the technicalities.

How to make the most of your careers?

Speaker:

Carolyn Scatterty, Department of Talent and Business Change, OPG Nuclear

Session Summary:

Carolyn Scatterty is the current Human Resource Manager at OPG. Her passion is assisting leaders to reach their potential and that is why Carolyn implemented the Emerging Talent program at OPG. The three key points to finding opportunities within a job as mentioned by Carolyn are mindset, feedback, and searching for development opportunities within the job. The proper mindset required to complete a task is the foundation to the downstream occurrences of events. When people are in a work environment, their mindset is geared towards doing the work and getting it done.

Carolyn ensured that the audience understands that getting work done can also be a tool used to gain new skills; almost like hitting two birds with one stone! Through requesting for feedback about from all available sources from managers to peers, an overall picture can be visualized about current performance.

It is important to not only consider all sources for constructive feedback but to also carefully adjust or maintain according to the feedback. Feedback means nothing unless there is action to follow it, hence "mining these learning opportunities," as Carolyn puts it, is the best way to learn and putting things into perspective. Some of these mining pathways require people to go the distance and access new knowledge like shadowing a co-worker, expand their scope of work such as taking on responsibility and acquire

working conditions that have change and adversity. Regardless of the pathway one takes to seek new experiences, valuable lessons and experiences can be acquired through all pathways.

The second session that Carolyn hosted focused on how to push oneself to achieve new skills and experiences. The first step is to build a plan, the second is having the right mindset, and the last step is to achieve 100% success. Everything is easier said than done therefore in order to start any action, building a plan can create leeway into taking action. Too much planning however can cause a reverse effect and slows down the act of taking action. Too much planning can sometimes derail activities and can cause one to steer off the path. Other derailing aspects are to do nothing at all and working in a terrible organization that confine a person's potentials. People are scared of the unknown and often are afraid to step out their comfort zone which is why having a right mindset to achieve a goal can prevent the "de-rails" of occurring.

An example Carolyn used is when a manager micromanages employees thus making them feel incompetent when they are performing work. After the planning stage comes the mindset for the individual to achieve what they actually planned out. In order to achieve what is planned, the mindset of the individual must be on the right track. If this is true, then the individual can overcome any obstacle to achieve what they set out to do. However, this goal must be quite tangible for someone to even try and any risk that they take is often outside their comfort zone. But what many people don't realize is as Carolyn puts it "Where the magic Happens" zone is often outside of their comfort. To put it into terms for young professionals looking for a suitable company, the job that they obtain must be in the zone where the magic happens and outside their comfort zone. The company's goals, needs, interests and ideology must strike a fine balance with the employees. After being hired, it is up to the young employee to strive for 100% to maximize their experience. The 100% can be broken down into 70% work experience, 20% feedback and relationships and 10% training or studying. What many young people focus intensely is the 10% training but what they don't realize is that most of the knowledge comes from learning on the job. Feedback from co-workers and superiors helps facilitate learning experiences self evaluation.

Lauren Corkum (OPG Chapter Lead) presenting a token of appreciation to Carolyn Scatterty

Masters in Nuclear Engineering – Are you ready?

Speaker:

Basma Shalaby, President, University Network of Excellence in Nuclear Engineering (UNENE)

Session Summary:

Basma Shalaby informed us of the UNENE Nuclear Education and Training program. Currently, the Canadian nuclear industry is in need of highly qualified personnel. There are 19 operating nuclear power plants in Canada, providing 15% of Canada's electricity and almost 50% of Ontario's electricity. Current operations include plant life extensions planned for Darlington and Bruce reactors. With the retirement of a large group of experienced nuclear engineers, Canada is calling for a new generation of nuclear engineers and scientists.

The current priorities in terms of expertise that is required in the industry include a broad spectrum of skills. In order to keep Canada's nuclear industry on track, we have to maintain the level of knowledge in the design and licensing basis of the current fleet of nuclear power plants. Skills are also required to support safe long term operations and competitiveness of nuclear plants in Canada. Lastly, experts in the industry are required to find innovations to enable a future generation of reactors.

To achieve all of these goals, a partnership between the industry and Canadian universities formed a partnership called UNENE in 2002, in hopes of supplying highly qualified personnel to the nuclear field. UNENE supports and funds nuclear research in universities, and aims to create a respected pool of university-based expertise for independent industry and public consultation. The main focus of this partnership was to promote education and research in the nuclear industry.

To promote the development of more experts in the field, UNENE M.Eng is offered to university graduate students. This is an accredited course based master's degree. It can be based either on 10 courses, or just 8 courses plus a project. To aid professionals in their personal career development, 3 of the 10 courses can be business courses from the Advanced Design and Manufacturing Institute. These courses are all geared to the working professional, and provided topics are relevant to work in the industry. Students can work and study concurrently, as the courses are scheduled outside of working hours. If desired, students need not complete the entire master's course to obtain the M.Eng. Instead, individual courses can be taken for personal interest and improvement.

The courses are based on a 40 hour model. Lectures add up to 40 hours per course and are delivered on 4 alternate weekends in Whitby, Ontario. Distance learning tools are also provided for students that live too

far. Lectures can be watched in real time but are also recorded for later review using software like BlackBoard Collaborate. To aid students in integrating smoothly back into their education (presumably, most students are working professionals that have completed school), discipline refreshers in math, physics, etc. are provided before key topics are taught. In general, it takes 3-5 years to complete the degree.

Dr. Basma Shalaby delivering the speech for UNENE

The UNENE M.Eng program provides many benefits to the individual. For instance, it is a great method of professional development. Furthermore, it will gain the individual recognition by their company, as the completion of the program provides students with a formal degree. With the M.Eng degree, the individual also enhances their own career, as it allows them to become a better candidate for internal competitions within the company. It is also easier for those with their M.Eng designation to be able to mentor new staff. It also allows the individual to demonstrate their capability for hard work, self-discipline, learning and self-motivation. Lastly, it provides greater flexibility in one's job placement.

UNENE provides options for non-UNENE students to enroll in their classes. Out-of-province students are also permitted to enroll. There is a diploma degree option, which includes four courses, as well as 1 or 2 course completion certificate programs. Any further details can be found at www.unene.ca

The Origins & History of Nuclear Power

Speaker:

Dr. Benjamin Rouben, Ph.D.,
FCNS, President,
12 & 1 Consulting & CNS Executive Director

Session Summary:

This year marks the 75th anniversary of the discovery of nuclear fission, reflecting the rich and fascinating history of atomic and nuclear discoveries and advances in the 20th century.

Dating back to the 17th century, the birth of modern physics began with Newton`s discovery of universal gravitation. By the 19th century, Maxwell had derived equations that united electricity and magnetism, which misled the world to believe that there, was nothing left to be discovered in physics. However, in 1895, Wilhelm Rontgen accidentally discovered X-rays, which was soon used in various medical applications and earned him the Nobel Prize in Physics in 1901. In 1896, Henri Becquerel goes on to discover radioactivity while studying X-rays, and was awarded the Nobel Prize in Physics in 1903.

Dr. Ben Rouben talks regarding the history of nuclear power in Canada

With these blooming discoveries, research efforts strengthen by scientists everywhere, and by 1897, J.J. Thompson was able to identify the electron as an individual particle—a constituent of the atom. The electron becomes the first elementary particle to be identified. The next year, Marie and Pierre Curie's efforts in studying radioactivity pay off as they discover how to quantify the power of radioactive substances to cause electric currents in air. Marie Curie goes on to discover polonium and radium.

Canadian efforts were also vital early on in the advancements of nuclear science—Ernest Rutherford, working at McGill University from 1898-1907, describes radioactivity with the exponential decay law, along with several other critical discoveries. In 1911, he makes an extremely important discovery: scattering α particles off various materials shows that atoms must have an extremely small core (nucleus), in which the positive charge is concentrated. This is extremely significant, and quickly leads to the "solar-system" model of the atom. This model is extended by Niels Bohr in 1913, and he applies the quantum theory to the energy of electrons in atoms to explain why planetary electrons do not radiate energy continuously in their orbit (which would collapse the atom), but only when they "jump" from one orbit to another. During the next 15-20 years, extremely crucial physics principles such as the particle-wave duality, the Heisenberg uncertainty principle, the Pauli Exclusion Principle, and eventually Schrödinger's quantum mechanics were developed.

In 1932, James Chadwick confirms Rutherford's prediction of the existence of the neutron. This sets the scene for understanding the structure of the nucleus in terms of protons and neutrons, and the understanding of isotopes as nuclei with the same number of protons but different numbers of neutrons. Within the next few years, discoveries of the neutrino, positron, β-decay, and artificial radioactivity were made. The neutron soon becomes a favourite tool for probing into nuclei, since it can penetrate them easily on account of its lack of charge. The power of neutrons to produce transmutations in nuclei is discovered, and energies released in nuclear reactions are accurately measured.

We thank Dr. Rouben for his excellent speech that revisited our memories of the nuclear past.

Mayank Singh (Chapter Lead, Toronto) thanking Dr. Rouben for his excellent speech

Networking Break

Yung Hoang (Director & Executive Sponsor, AMEC NSS) discusses careers in nuclear industry

Heather Klebb (VP, Canadian Nuclear Association) discusses communication challenges in the energy business

Dr. Basma Shalaby discusses Trivia questions with her team

Canadian Affairs Chair awards the "Canadian Cowboy Hat" to the winner of the Trivia Contest

Nuclear Supply Chain Success & Canadian Workforce

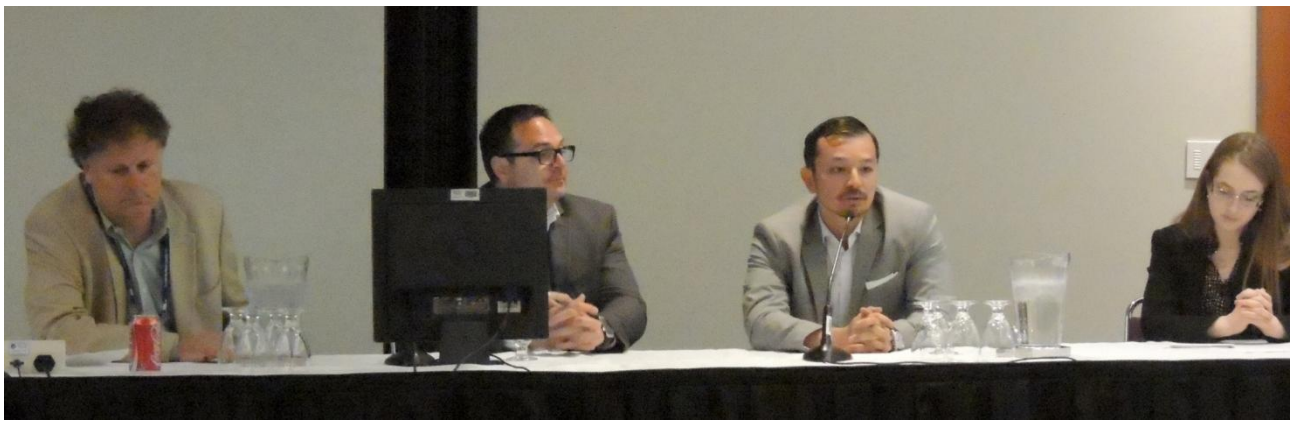
Speakers:

Martin Tulett, Vice President, Commercial Operations, AMEC NSS
Justin Hannah, Senior Manager, Marketing & External Relations, Candu Energy Inc.
Robert Rock, President, Environmentalists for Nuclear Power

Session Summary:

This session focused on how to maintain Canadian Supply Chain success as well as keeping in check the future generation of skilled workers in the nuclear industry. For young professionals in the nuclear industry, it is important to venture outside their comfort zone and explore new things as Martin stressed. Employees that are already employed with engineering firms should understand how to manage projects because that is an essential skill to have and is transferrable everywhere. Robert thinks that setting short term goals and always applying to new jobs in the industry is the key. Justin encourages the point of having a broad base such as working in different departments but also select a specialization to work on as well.

So how young professionals are supposed to be working on their skills without the presence of a new build in Canada? Currently, the vast majority of work consists of refurbishments. Justin started off with this question by hinting travel abroad and looking for work but also encourages the fact that the refurbishments in Canada can be just as fruitful in learning experiences as new builds.



Olivia Partinky (Missisauga Chapter Lead) discussing the Nuclear Supply Chain with panelists

Robert reinforced Justin's views and advocates deploying outside of Canada looking for work. Martin mentions that there are 4 new reactors in the US that is going to be constructed in the near future. With all these new builds outside of Canada, Canadian employees are leaving the country and senior industry officials retiring, there is a serious problem of brain drain. In order to bridge the gap of knowledge in the nuclear industry, there needs to be a leadership program that facilitates the transfer of knowledge from the people with experience to the young professionals that are just entering. There needs to be communication in the company that passes down information hence shadow programs and better communication can foster the transfer of information. With no new builds in Canada, the problem of brain drain and loss of talent is just going to increase in the nuclear industry.

Supply chains in Canada are all unique therefore different standards exist between them. Martin breaks down what the utilities have to understand about the suppliers in terms of strength and weakness. One supplier can be good at doing one thing but not necessarily something else. That is why the utilities need to understand each supplier's strength and weakness as well as catalog their characteristics. More attention to detail needs to be placed to properly categorize suppliers. Predictions are that if a new build were to occur, Canada would face a lot more competition from other suppliers around the world.

In order for Canadian suppliers to have advantages over international suppliers, Robert makes a great comparison of nuclear to the oil and gas industry in terms of marketing. Oil and gas industry spend millions on marketing their value around the world while the nuclear industry just doesn't spend enough on promoting its image. Since CANDU was developed in Canada, the qualities of the parts are high due to standardized manufacturing process. As Justin puts it, "Canada is a tier 1 nuclear nation" is a great way to differentiate the current Canadian quality of parts with other nations. He also mentioned that Canadian industry players need to start working together to better cooperate against the international competition. CANDU reactors built outside of Canada will usually consult with Canadian expertise on the procurement of parts. Certain areas of expertise such as Calandria tubes, reactor core, and steam generator will usually be

manufactured by Canada. The qualities of Canadian parts are the best for CANDU reactors therefore it is wise for other countries to procure parts and gain expertise from Canada.

In closing, the three panelists mentioned some key points regarding what Canada and the world need to focus on. Martin wanted to remind people that knowledge is transferrable with slight learning curves and with the transfer of knowledge coupled with cooperation or partnerships, other countries can easily procure CANDU reactors. Justin touched up on the fact that there are going to be other life extensions to existing reactors therefore generating a lot of jobs and keeping the Canadian nuclear work force in check. Robert talked about the area of growth such as the reuse of the waste fuel and provided an overview of the environmental jobs in the nuclear industry.

SMART Goals

Speaker:

Jeremy Greenberg, Program Manager, Campus and Community Engagement, UOIT

Session Summary:

Jeremy opened the session talking about the everyday struggles that we face from the life of a university student to his very own struggles. Some of these worries and struggles are financial especially for new graduate university students. The amount of debt that they collect and regular spending of individuals with low income can dwindle their bank account. Jeremy then addresses the definition acronym of fear: false, evidence, appearing, real. Fear is just a mask or an image that has the power to obscure people's vision and dreams. Worrying about the problems that occurs to people on a single day does not help solving the problems and prevents happiness to occur! "Life is a circus" as Jeremy puts it, and then he goes on to talk about a study that was done on an elephant. A baby elephant was chained to steel ball and was incapable of escaping from the weight. After a while, the researchers replaced the ball with a foam ball, but by then the elephant already accepted the fact that it is unable to move because the elephant already accepted the fate of permanent restriction.

Authenticity in philosophy means the degree which one is able to be true with oneself in terms of personality, spirit or character. Famous people around the world have defined authenticity in their own words. The former U.K Prime minister Margret Thatcher said "Being powerful is like being a lady. If you have to tell people you are, you aren't," this statement is very true in the sense that to be happy and accepting of oneself isn't to brag about the qualities that one admires of themselves.

Mr. Greenberg's motivational speech on the balance of career & family lives

To live a happy life is about what one defines themselves as happiness and the continual pursuit of it. Despite of what one chases, Jeremy puts emphasis on that there will always be people doubting and in the more modern terms, "hating." It is extremely important to block out the noise and continue to chase dreams. In order to make dreams a reality, people have to plan for it and believe in it. Arnold Schwarzenegger is the former Mr. Universe, the terminator and now a Republican Politician. His scandals with his wife and the use of steroids plagued his life with bad press but despite all this, he never let these negativity be a deciding factor and continue to achieve what he wants in life.

Closing Remarks

To end the 2014 NAYGN Professional Development Day, Dr. John Roberts, Past President, Canadian Nuclear Society, provided closing remarks. Dr. Roberts indicated the importance of nuclear power to Ontario's energy future. Nuclear Power provides a significant amount of jobs to the Bruce area, but also plays a significant role in reducing electricity costs across Ontario. This is important for many local businesses that are relying on stable electricity prices to continue operation. Dr. Roberts directed a question to the audience: What do you want to get out of your time in NAYGN? What career future do you want to set yourself up for? Acknowledging the uncertainties inherent in the nuclear industry - natural gas prices, plant closings, political unrest, technical problems, and the constant effort of engaging the public education on the facts about nuclear energy – Dr. Roberts expressed his desire to for NAYGN to help foster a network of leaders for the future of the nuclear industry.

Dr. Roberts in his closing remarks to NAYGN members

In conclusion, the 2014 NAYGN Professional Development Day provided all attendees with an opportunity to network with peers and leaders, and learn about new technologies in the industry. Professional development conferences such as the one held in Toronto, Ontario will continue to be organized such that further connections can be established amongst the young nuclear generation.

Join us Today & Energize the Future of Nuclear!

www.naygn.org

canada@naygn.org