



next **GENERATION**

the evolution of nuclear

“Training, Retaining and Motivating the Next Generation of Nuclear Workers”

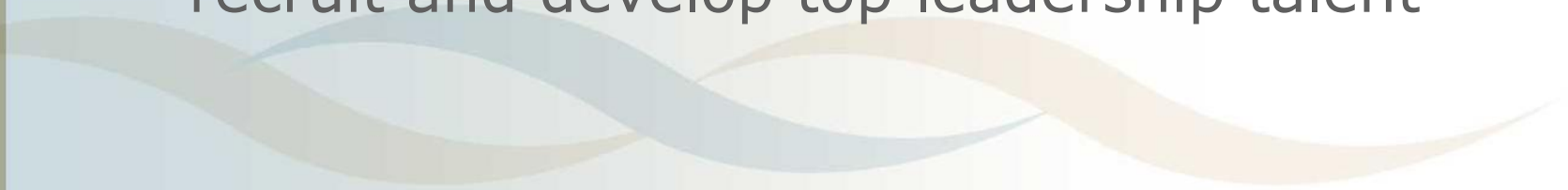
Jack Bingham, VP IT & Training



Bruce Power's workforce

- Unit 1&2 restart project
 - over 1200 workers currently on-site
 - will peak at more than 1700
- Potential for further refurbishments and new build
- Workforce refreshment continues
 - over 1000 employees have been hired since Bruce Power was created in 2001
 - 30% of our 3700 full-time employees are eligible for retirement in the next five years
 - average service is 17 years

Hiring for the future

- Building the right mix of skills and competencies for our future plans
 - Supporting outreach efforts
 - Filling entry-level positions with the help of the Stevens Group
 - Agreement with Korn/Ferry International to recruit and develop top leadership talent
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Korn/Ferry International

- Global talent management company
 - Long-term arrangement
 - Recruit executive and middle management
 - local, national, international
 - Strengthen ongoing leadership development programs
 - Attract, develop and retain top leadership talent to fuel future growth
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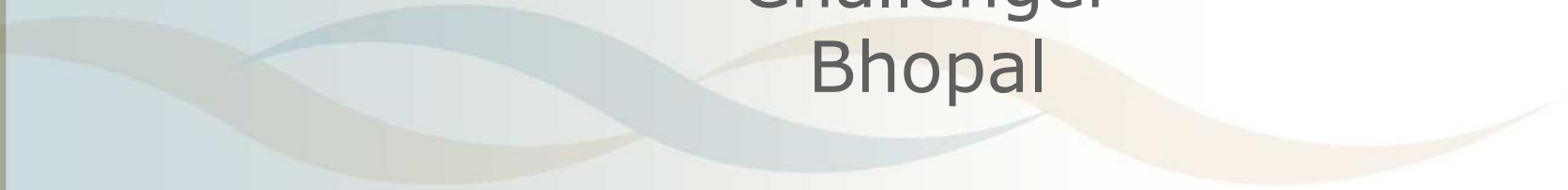
Who are the next generation?

- A 20 year old joining our industry today:
 - was born the year “Star Trek: The Next Generation” debuted
 - has never spent a 1 dollar bill, only a loonie
 - has never had to deal with DOS
 - was 2 years old when Dilbert was first published, the Nintendo Game Boy was introduced and the Berlin wall began to come down
 - had just started school when Johnny Carson retired
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Of special note

- A 20 year old joining our industry today was not yet born when we were learning the lessons from:


Three Mile
Island
Chernobyl
Challenger
Bhopal




Training - back to fundamentals

- Many years of reliance on installed base of employee knowledge
 - Focus turned to job-specific training
 - Knowledge is now departing with retirees
 - Workforce turnover is driving a return to focus on fundamentals training
 - Guided by INPO-ACAD-Workgroup Specific Guidelines
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Moving up the value chain

- Raising the entry-level knowledge of our new hires
 - Supporting educational programs that will help meet our hiring needs
 - Providing training to create a stronger temporary workforce for project and outage work
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Some things we all can do

- Promote organizations such as NA-YGN, WiN, CNS, UNENE
 - Tell new and prospective employees about how our industry DOES make a difference
 - Challenge ourselves to support our new employees
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Bruce PowerTM

