

The Nuclear Workforce:



Modernising Learning, Development and Knowledge Management

Presented by Paul Adler

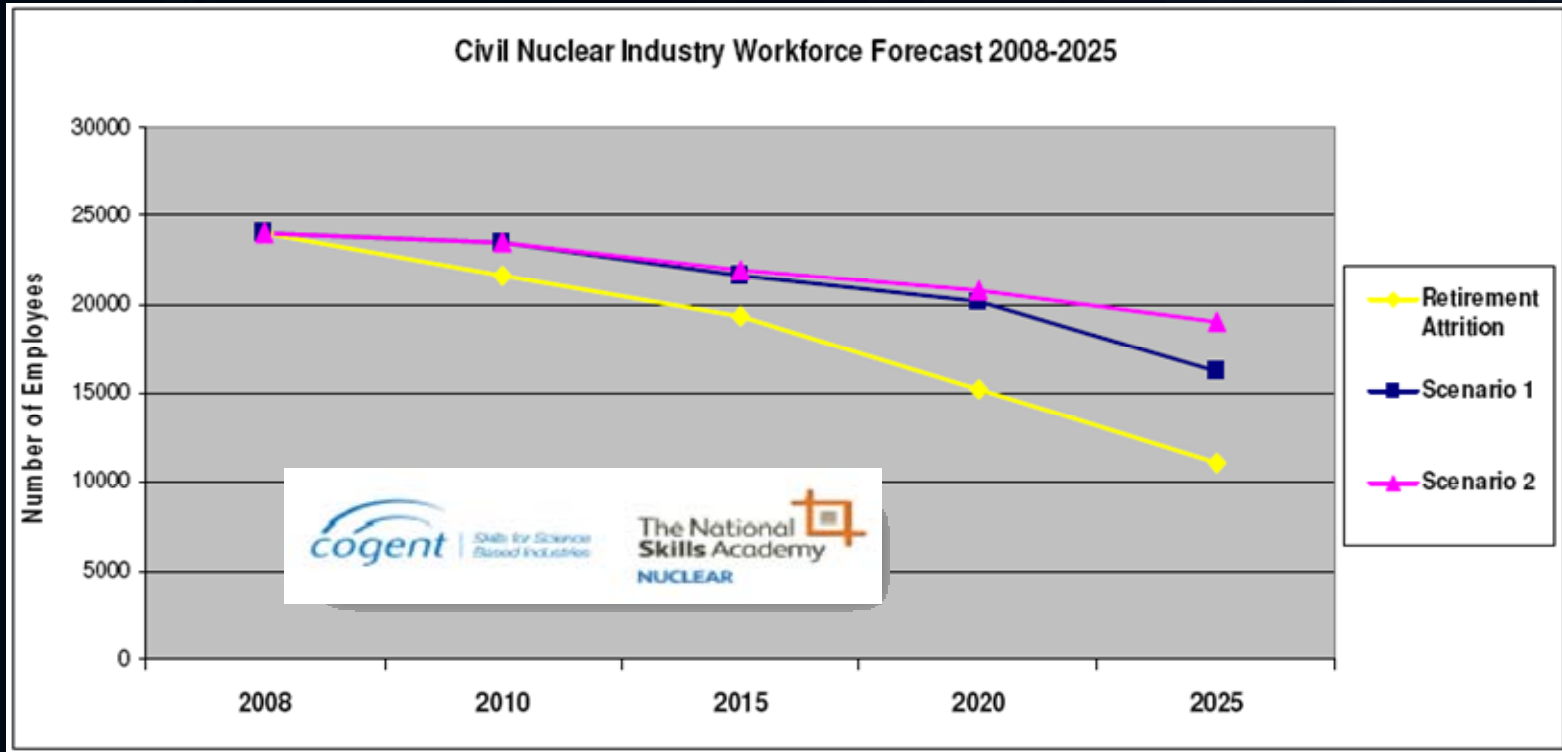
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September 2009



The UK Industry Imperative

Operating Workforce: Potential gap is 30-40%



Supply chain up-skilling and knowledge transfer are vital

The Learning “Ecosystem”

Qualifications

Knowledge

Competence

Experience

Development



Curriculum

Learning Resources

Mentoring

Business Processes

Work Assignment

Training is a foundation – but it must be connected up

Business Case for Modernisation

- **Operational excellence**
- **Lifetime extension**
- **Sustain and exploit expertise**
- **Collaborative supply chain**
- **New generation of staff**
- **Capability for new build**



An opportunity far greater than “knowledge catch-up”

Innovation in Working Practices

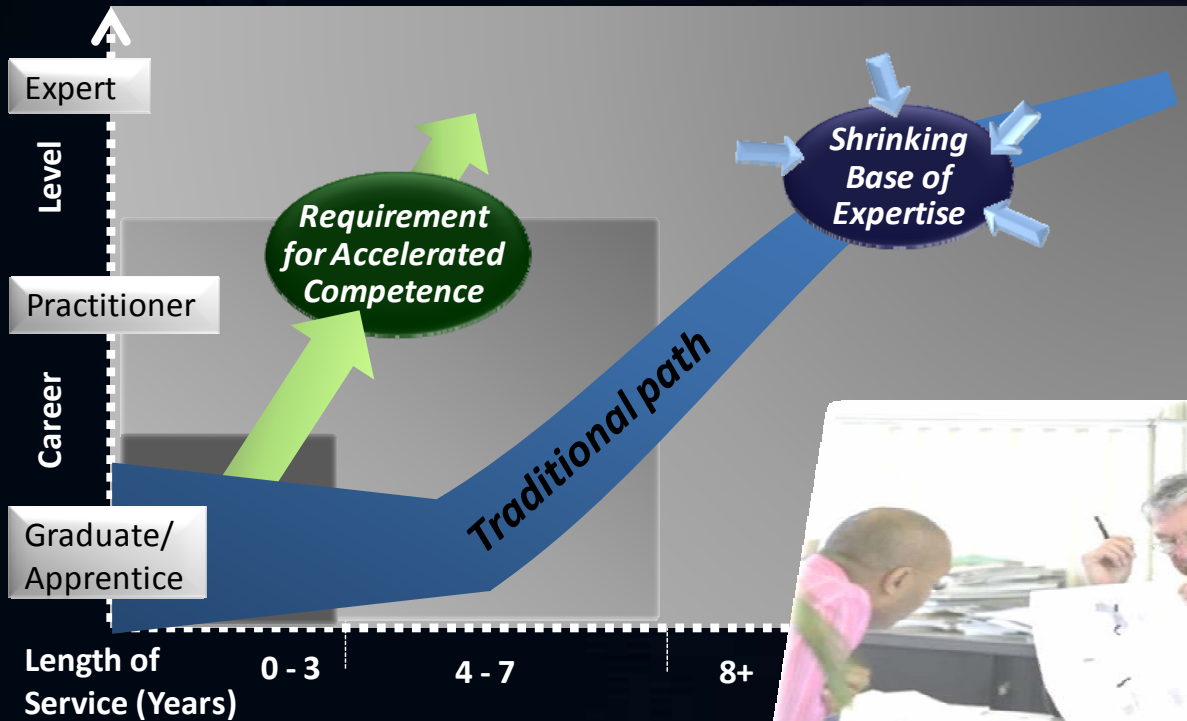
- Accelerating Learning
- Process Improvement
- Structured Decision-Making



Implementation:

“The way work gets done around here”

Innovation: Accelerating Learning



Establish a systematic, targeted approach

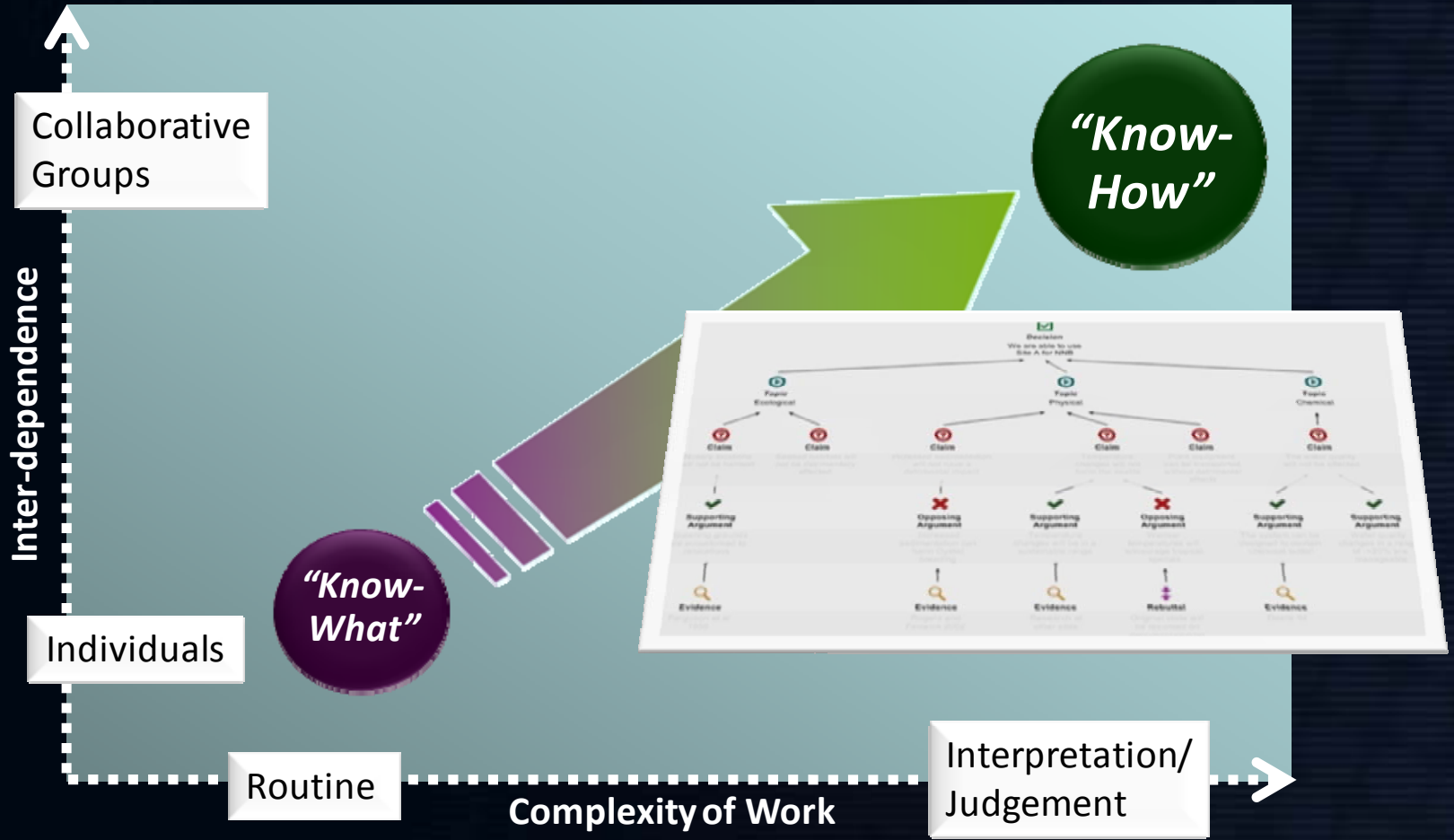
Innovation: *Process Improvement*

- Core business processes
- Web-based collaboration tools
- Digital media (video clips, e-Learning)
- Intuitive for users

“Learning from experience”



Innovation: *Structured Decision-Making*



A simple tool for productivity, audit trail and learning

Fix the Basics

- *Justify plans against business strategy*
- *Use a practical, systematic approach*

Secure the Future

- *Understand your learning “ecosystem”*
- *Embed learning in business process*
- *Communicate success stories*
- *Apply metrics*
- *Sustain the benefits*

