

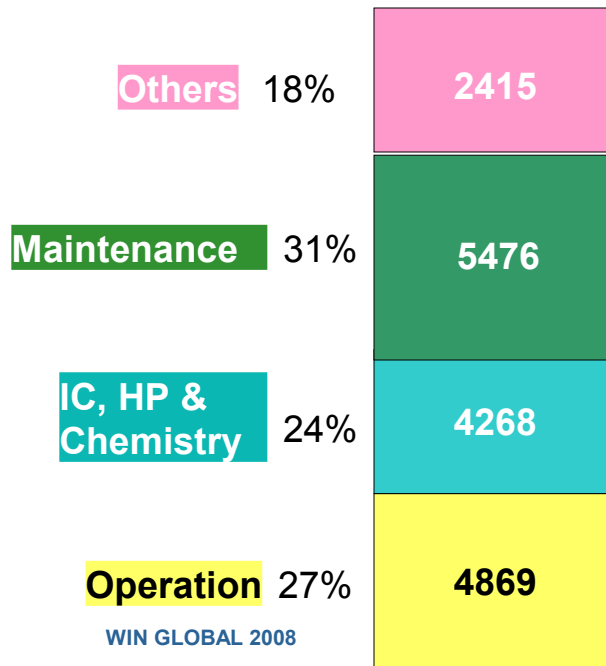
FRANCE
PANEL
DISCUSSION
« EDUCATION AND
TRAINING FOR
INDUSTRY »

Presented by: *Pascal PEZZANI*
HR Project Manager - EDF



EDF is the World's leading Nuclear Operator with 63 GW of installed Capacity (88 % of the French generation) shared out in 19 units (58 reactors)

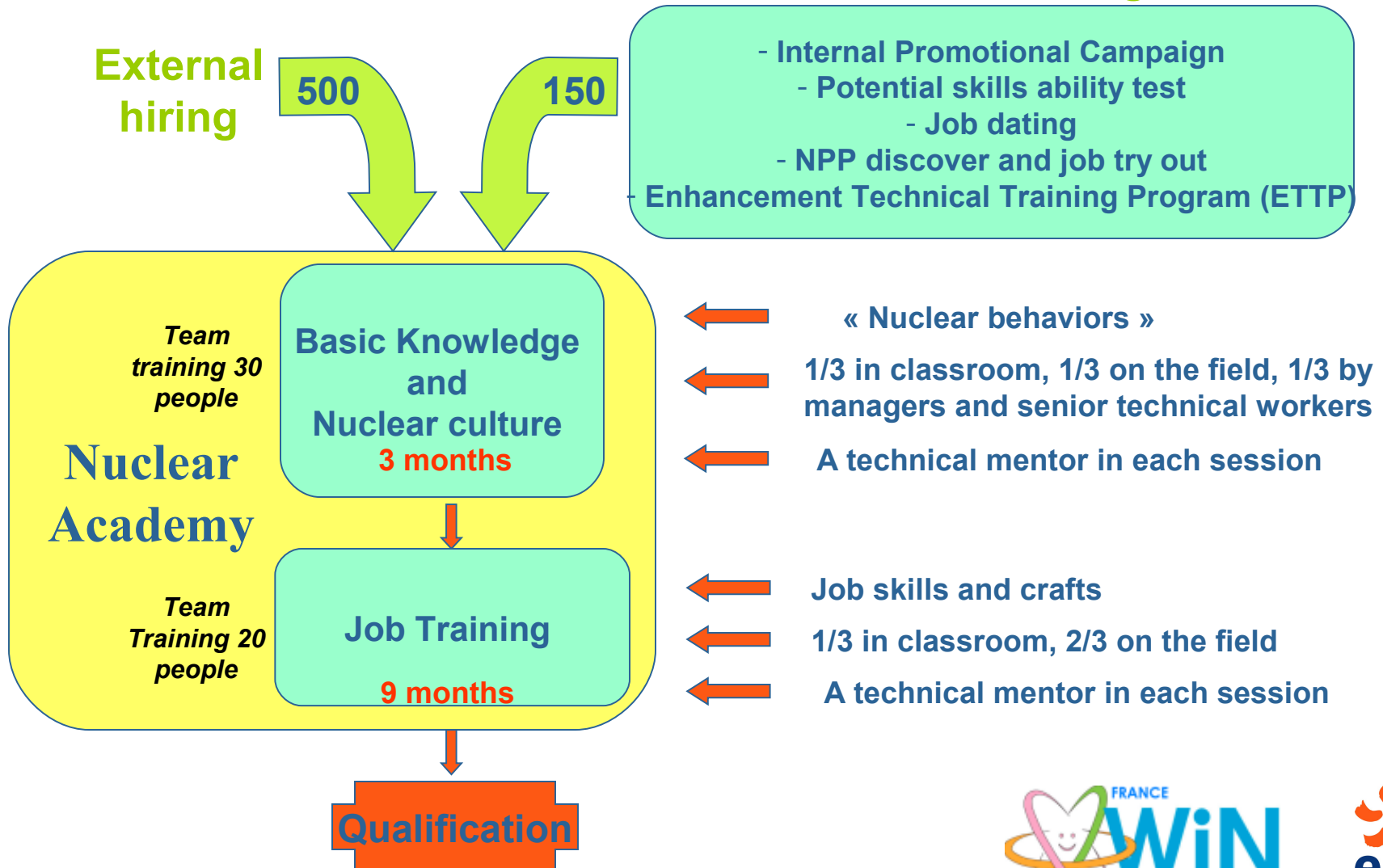
EDF NPP 2007 Internal workforce : 17856 people, facing the need to replace 40% in the next 10 years



Breeding ground
1000 people
(6% in average - 10% in operation)



Internal moving



Internal Moving

The ETTP (Enhancement Technical Training Program) gets Management confident with the capability of non technical people to achieve nuclear skills and knowledge.

Our program catches the attention of motivated people from non technical departments.

As those Departments are women-based workforce, it promotes diversity (12 % of women in Nuclear - 30% of women at jobs dating) .



Training a new generation needs a strong process to transfer knowledge and behaviors especially in running NPPs .

Listening an experienced story is more efficient than reading a book or watching a PPT Presentation.

It's possible to perform a better training and quicker as well when training is done in the field, by managers, peers, and with effective tools.

**THANK YOU FOR
YOUR ATTENTION**

Any question?