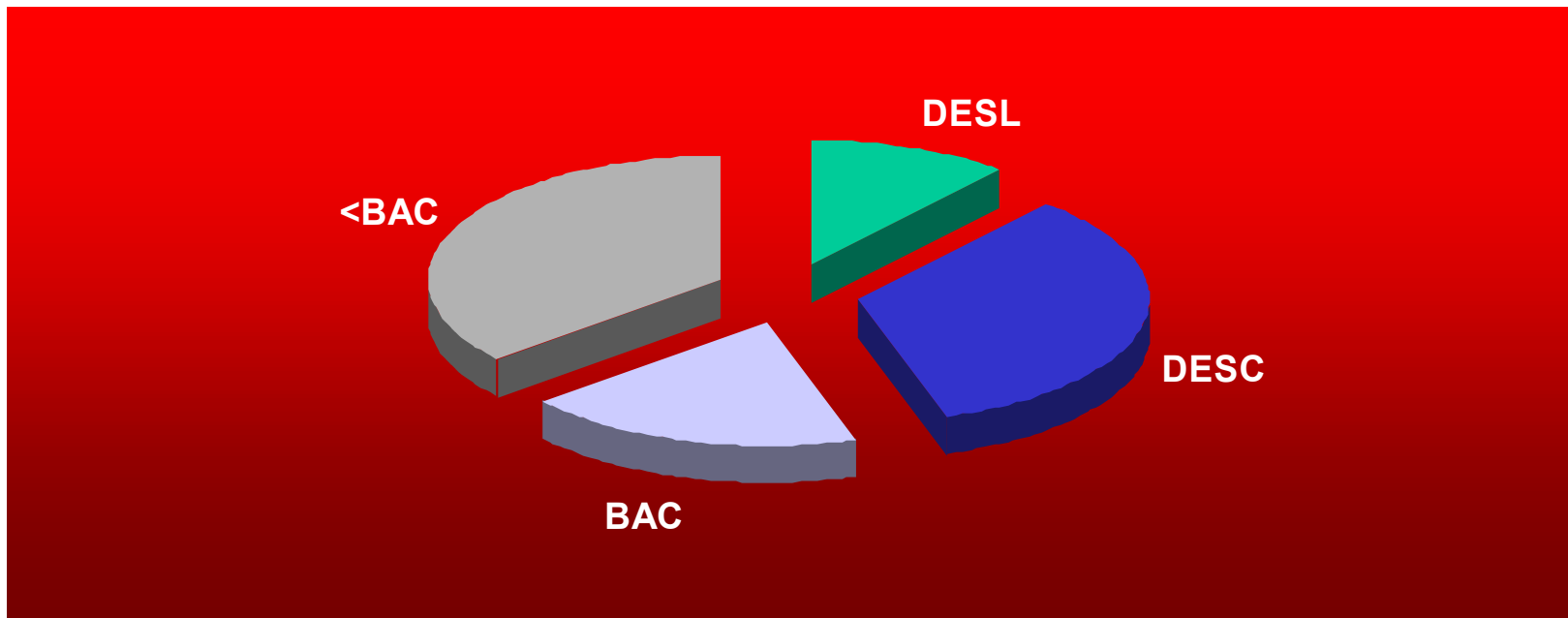


**ADAPTATION and RENEWAL of RADIATION
PROTECTION WORKFORCE**

Yves GARCIER

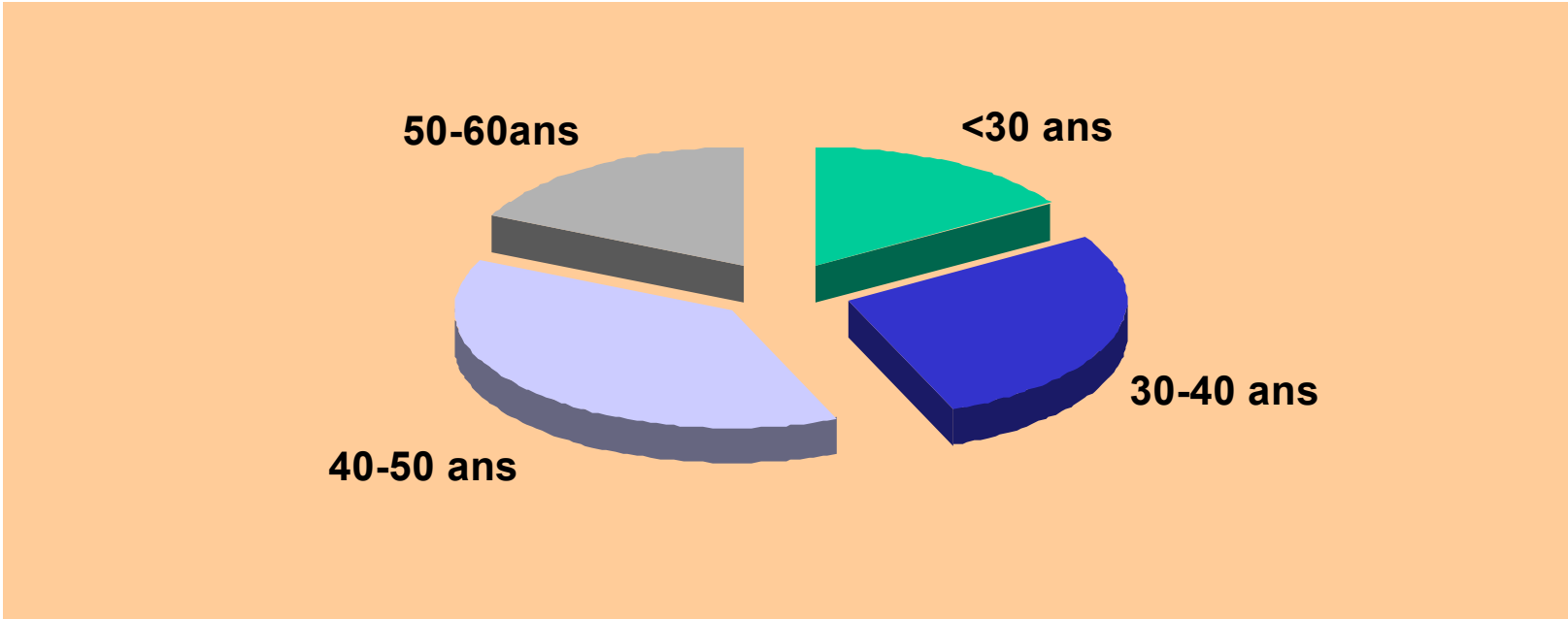
Vice President Radiation Protection
EDF Nuclear Operating Division

DISTRIBUTION OF THE RP WORKERS AND THE LEVEL OF EDUCATION

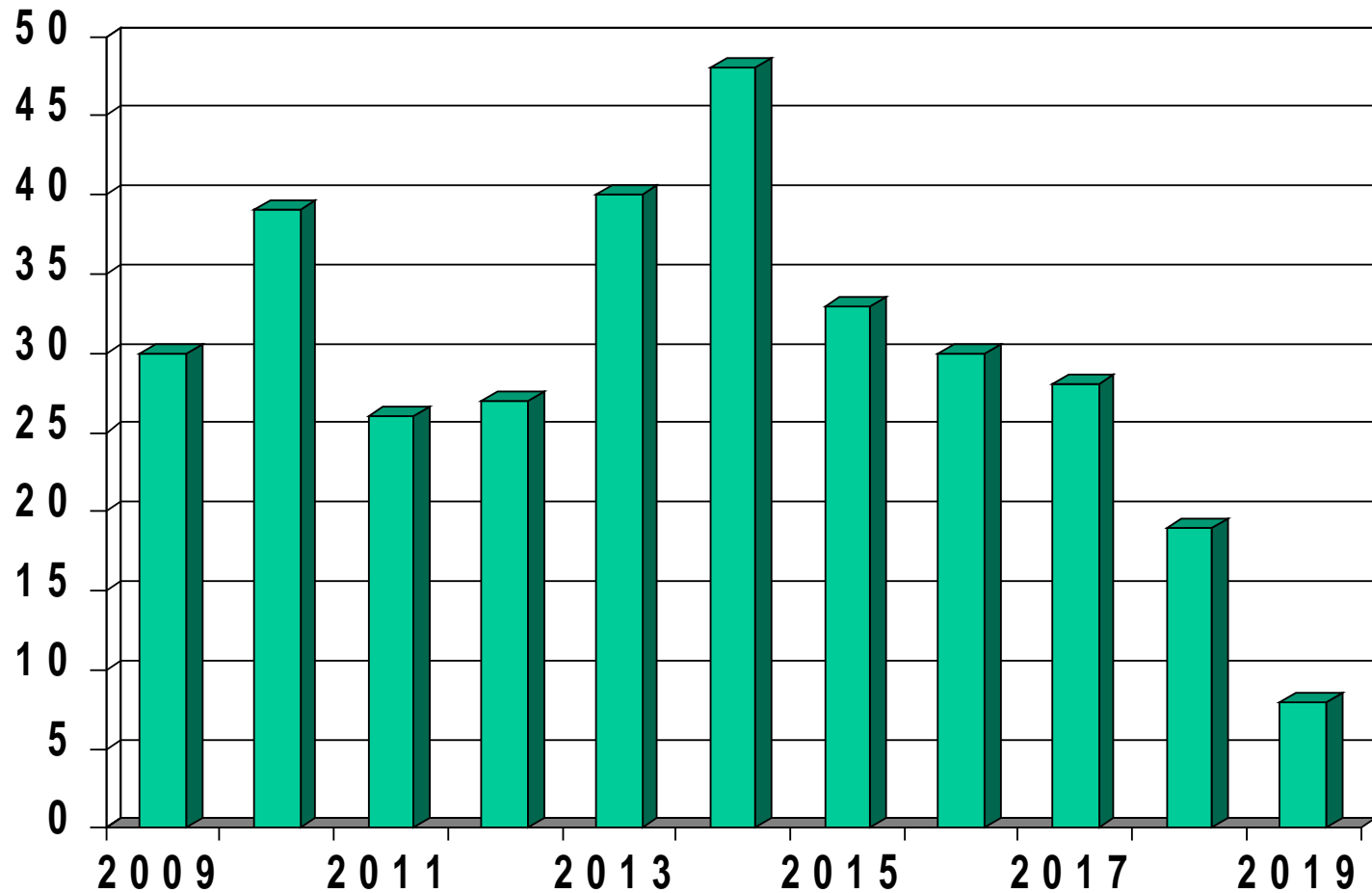




DISTRIBUTION OF AGE OF THE RP WORKERS

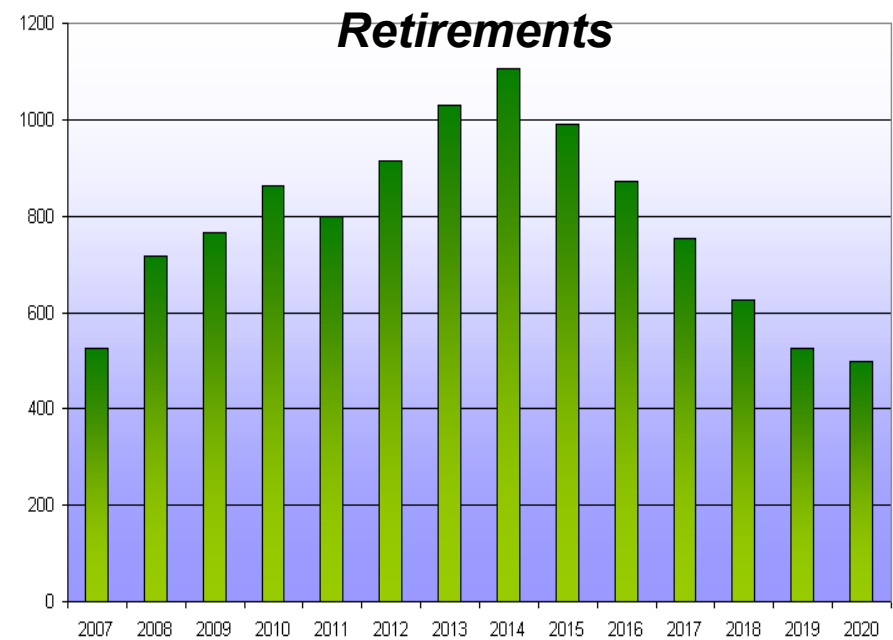


RETIREMENTS IN RP WORKFORCE



Adaptation and renewal of skills: Objectives

- *Coping with the need to replace 40% of the workforce in the next 10 years*
- *Taking on young workers who did not witness initial plant start-up*
- *Devising new training methods in order to provide the relevant staff with nuclear power plant operation fundamentals*
- *Accommodating the EDF Group's restructuring arrangements*



*Nuclear Operating Division:
19000 workers, end 2006*

A collage of images showing EDF employees in various settings: a woman on the left talking on a mobile phone, and several men in the center wearing hard hats and work clothes, some looking at documents or equipment. In the background, there are industrial structures like cooling towers.

“Skills renewal” programme: Results end 2007

- *Work guidelines written up to help managers with skills management*
- *Concrete actions launched within the company to secure resources in the areas of chemistry, I&C and mechanical maintenance.*
- *A set of professional enhancement tools shared by the sites:*
 - *“Nuclear craft academies”: 3-month programme comprising basic skills in the areas of plant operation, nuclear safety and industrial safety, etc. alternating between field and classroom sessions.*
 - *Training jobsites designed to improve equipment-related and behavioural skills*
- *An EDF apprenticeship programme enabling people to train before being recruited by contractor companies*

Adaptation and renewal of skills :key factors

- Key role played by « **hatching grounds** » in fostering skills (additional staff undergoing professional enhancement training)

900 persons at end 2007, i.e 10% of staff in crafts requiring this type of support

- Key role played by **succession plan surveys** for each craft and each work team

> **Checks carried out at corporate level in order to make sure :**

- Site forecasts are coherent across the fleet
- Each site has factored into safety standards

