

# ***Entergy Nuclear Workforce Planning***

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# Today's Topics

- Who are we?
- Our workforce situation
- Entergy Nuclear's Approach to Workforce Planning

# Entergy Nuclear The Fleet

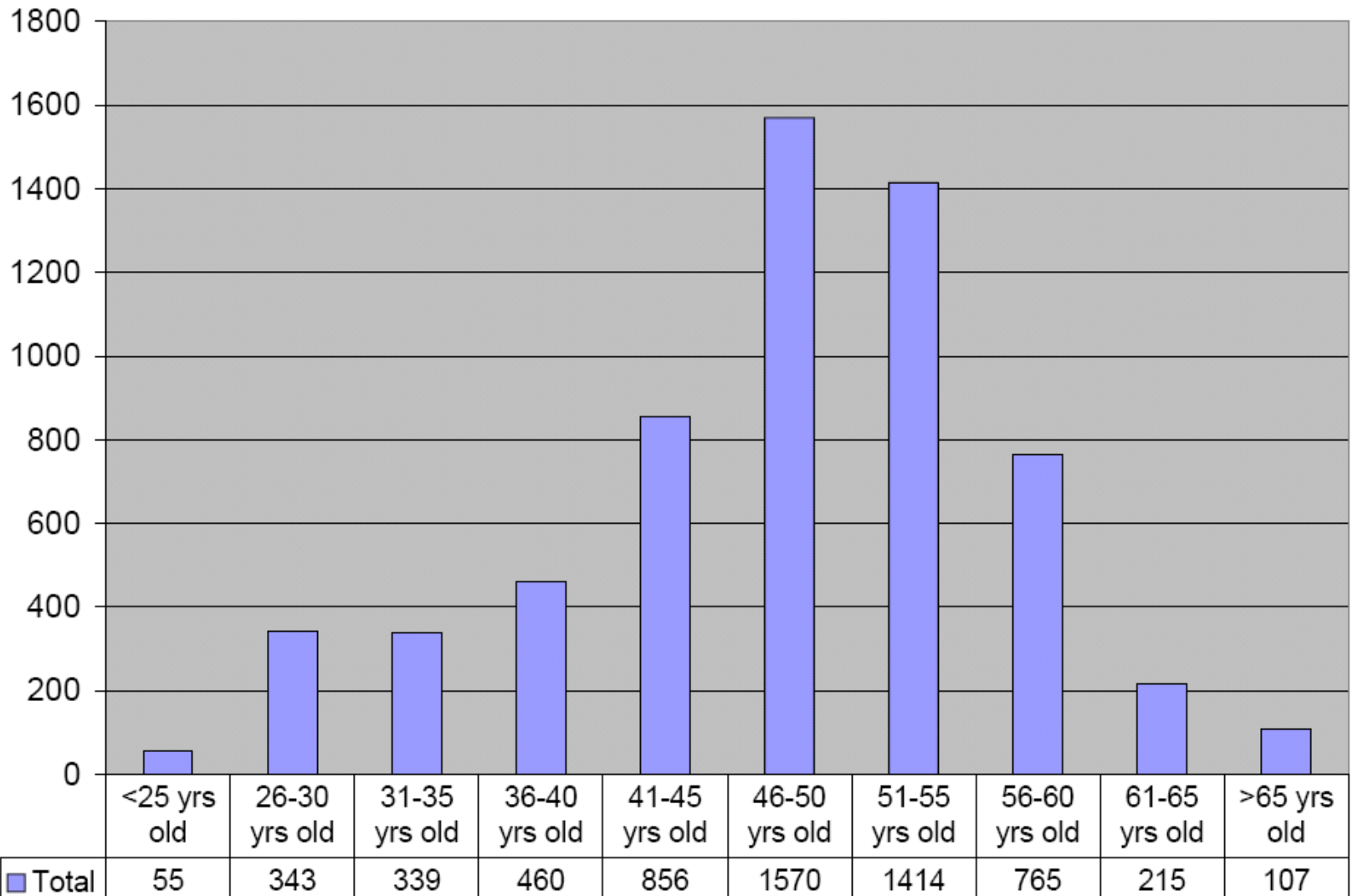
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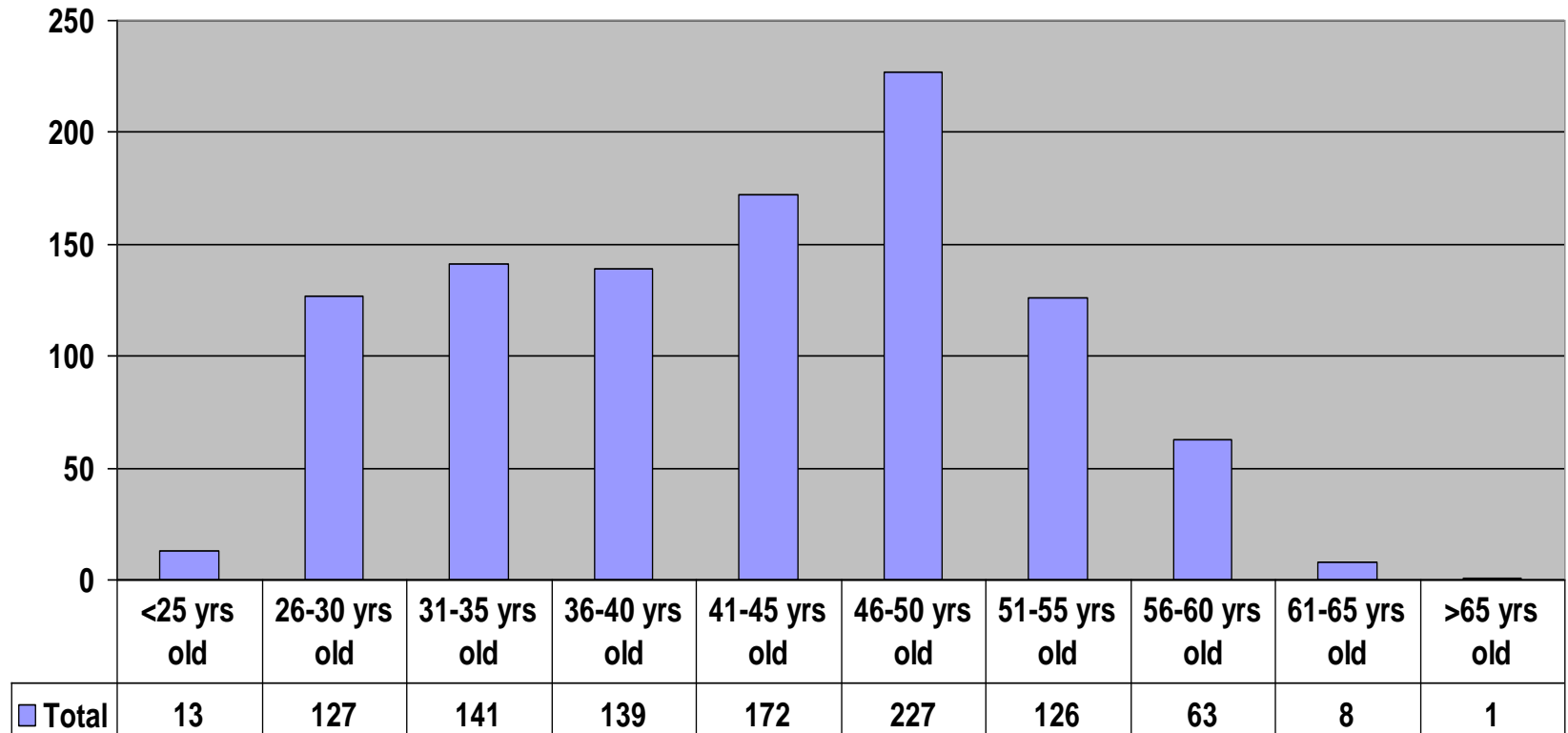
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Care about our Air.

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# Entergy Nuclear Age Profile



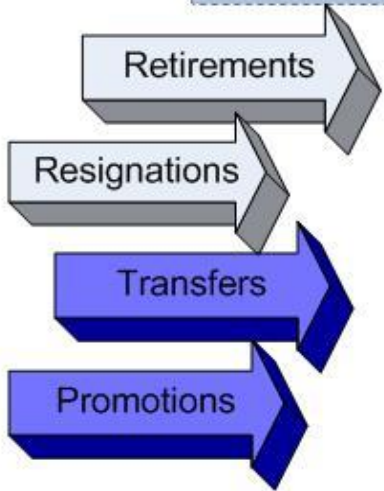
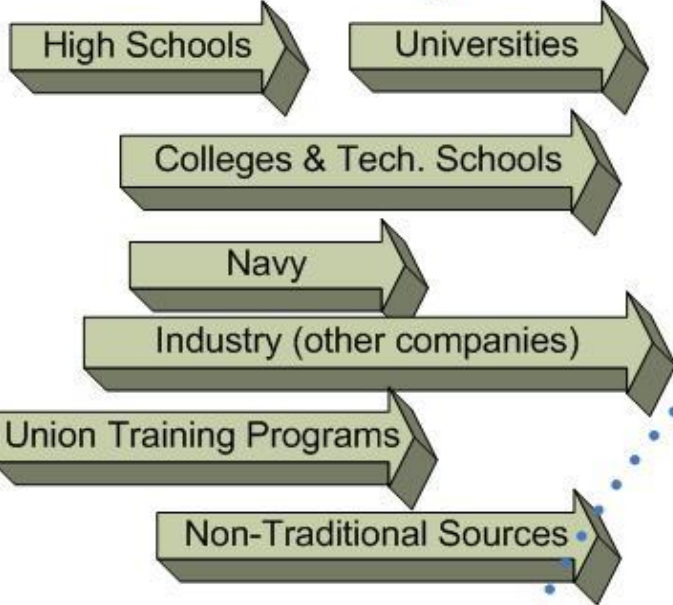
# Entergy Nuclear Operations Age Distribution



**Evaluating Results & Predicting Trends**

**Evaluate & Adjust**

1. Predicting retirements.
2. Evaluating industry trends
3. Predicting non-retirement attrition.
4. Adjusting plans based on actual performance.
5. Evaluating business growth needs.



**Supply Side of Workforce Planning**

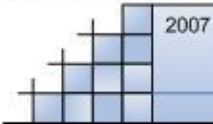
1. Developing new sources of talent.
2. Relationships with colleges & technical schools to influence curriculum.
3. Developing hiring plans (who to hire, when, and where?)
4. Partnerships, alliances, and consortia (i.e., Sunshine).

**Current Workforce Development**

1. Leadership Development
2. Employee Training & Development
3. Identifying Critical Knowledge & Skill Risks, & actions to manage the risk.
4. New Nuclear requirements.

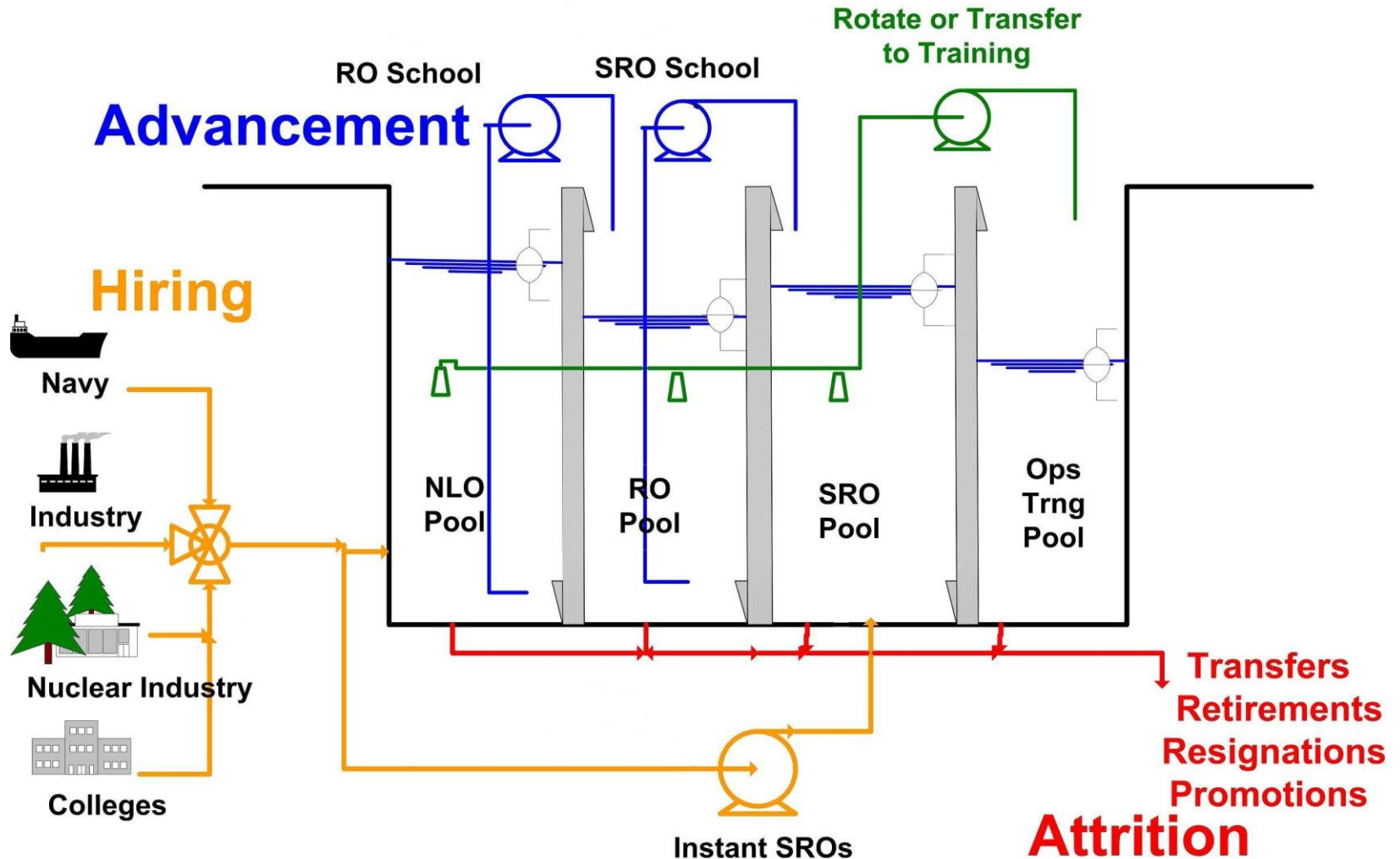
**Managing Attrition**

1. Retention Strategies
2. Phased Retirement.
3. Transfers and Promotions



2007

# Operations “Tank Model”



## **What did we change as a result?**

- Increased hiring (more than doubled hiring in some cases)
- Earlier hiring, adjusted training class start dates
- More “instant SRO” candidates
- Earlier info for recruiters



# Entergy Nuclear The Fleet

## Grant Funding



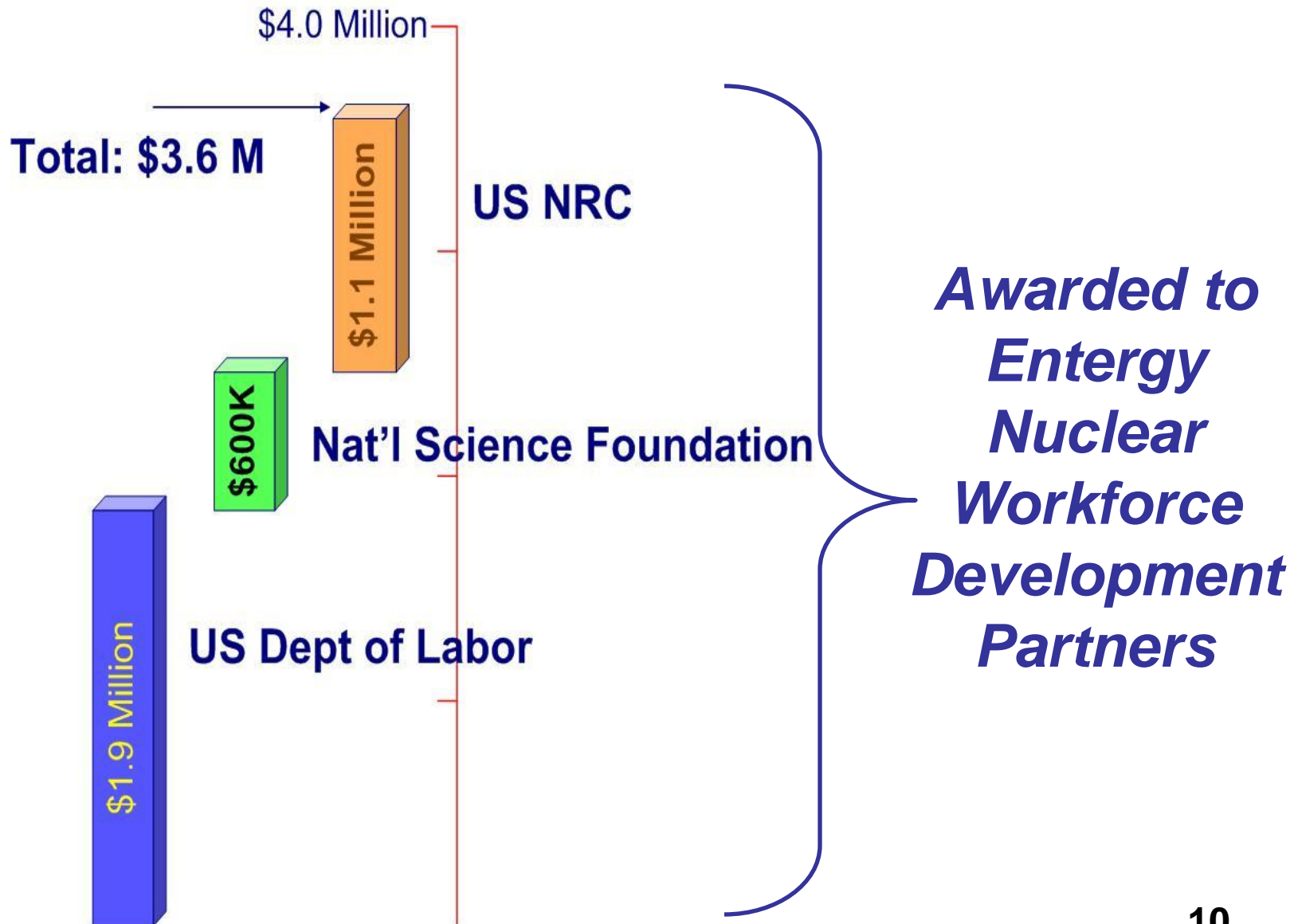
 **Workforce Development partner**  
 **Grant Recipient**



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# 2007-2008 Grant Awards



# Questions?