



WANO

GLOBAL LEADERSHIP IN NUCLEAR SAFETY



Young Generation Commitment

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APPLICABILITY

This document is applicable to all who are interested in Young Generation

Keyword: Community, Career Development

Area: Industry Working Groups

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Introduction

Changes in the nuclear workforce population and the decision of many countries to start a nuclear programme are a reality in all regions around the world. The need to attract young talent and retain knowledge within the industry is crucial and can pose challenges for WANO members. WANO is committed to supporting our members and one way this is achieved is by supporting the career development of their high potential employees. WANO truly believes, these individuals will be the future leaders of our industry to provide sustainable safe and reliable operation of nuclear power worldwide.

The Young Generation (YG) initiative within WANO provides a valuable platform for early career professionals within the nuclear industry to engage, innovate and connect with like-minded individuals to ignite their imagination and fulfil their curiosity in an evolving industry.

Globally Agreed Approach

The WANO regional centres and offices are committed to following a globally agreed approach to successfully expand and support their established Young Generation communities. This approach consists of a globally agreed vision, mission, principles and goals, whilst allowing for regional variation in their implementation to best suit the needs of the established Young Generation communities and WANO members. In addition to this, WANO is committed to providing a range of supporting activities that are open to all WANO Young Generation members, as depicted below:



Vision

WANO provides the opportunity for the young generation global community to achieve their full potential. Engaging, innovating and connecting like-minded individuals to ignite their imagination and fulfil their curiosity in an evolving industry.

Mission

Support sustainable global industry performance in respect of safe and reliable nuclear operations, through inspiring and nurturing future nuclear industry leaders; by continuing to act with integrity, working together to share knowledge; encouraging innovation; and pursuing professional development.

Principles

The global WANO Young Generation team commit to upholding the following principles across all Young Generation interactions and activities:

- The WANO Young Generation community follows the globally agreed approach
- The WANO Young Generation community is open to all employees of WANO members and WANO regional centres/offices with no additional member fees payable for participation
- WANO Young Generation activities support the WANO mission and long-term strategy
- The official working language of the WANO Young Generation community is English
- The London Office provides governance and oversight to the WANO Young Generation activities.

Goals

The global WANO Young Generation team commit to working together to achieve the following:

- To familiarise the Young Generation with WANO and its activities
- To support WANO members with their competence development and succession planning
- To promote knowledge transfer between experienced personnel and those new to the industry
- To facilitate networking amongst early career professionals
- To stimulate innovation within companies and discussions with senior leaders

- To continue fostering positive relationships with other like-minded organisations to support the delivery of our mission.

WANOs Commitment to the Young Generation Community

WANOs commitment to the Young Generation Community:

- Invest time, resources and budget – to support the development of the WANO Young Generation community
- Cultivate a learning environment – to support early career professionals develop personally and professionally, whilst ensuring knowledge and expertise is shared across generations
- Collaboration – both internally across regions and externally with like-minded organisations to support the delivery of the vision and mission
- Take Action – arrange and host activities to support continued learning and development, networking and recognition of successes across the WANO Young Generation community
- Value people and interactions – to build a safe and inclusive community that fosters belonging by recognising an individual’s unique skills, talents and perspectives and appreciating their contributions to the Young Generation community whilst acting with integrity and prioritising open, honest and effective communication to build positive relationships across the community.



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