

AREVA



Nuclear Energy Supplier Creates Critical Talent Pipeline AREVA

AREVA, in partnership with Central Virginia Community College, hires high school graduates and provides them the opportunity to earn an associate degree, creating a pipeline of skilled and educated workers and ensuring AREVA is an employer of choice in the central Virginia region.

AREVA is a global company whose U.S. branch provides services, fuel, and engineering support to nuclear plants worldwide. Its more than 5,000 U.S. and Canadian employees work every day to make AREVA a responsible industrial player helping to supply ever cleaner, safer and more economical energy to the greatest number of people. The company requires a workforce that is educated and continuously trained to meet the demands of the nuclear industry at a time when the older generations of seasoned workers are retiring. One of AREVA's plants in central Virginia recognized a gap between the skills it was seeking in its entry-level workers and the candidates it received through general recruitment strategies. Simultaneously, AREVA wanted to contribute to the growth of the regional economy by recruiting and hiring locally and by expanding local students' interest in the nuclear field. Partnering with Central Virginia Community College (CVCC), it developed the Employee Training Program (ETP), which provides AREVA with a customized recruitment and training solution creating a pipeline of skilled and educated workers, boosting the local economy and ensuring that AREVA is an employer of choice in the local workforce.

■ Growing the Local Nuclear Workforce

AREVA, demonstrating its commitment to the local workforce, identifies, recruits, and hires high school graduates and those currently in the workforce to join its company as full time employees, providing them salaries with earned increases and other benefits, such as health insurance. Prospective employees and ETP candidates apply online to work at

AREVA and undergo an extensive interview process. On average, AREVA hires eight full time employees into the ETP twice a

PERSONAL STORY

John Hoffmeister, the son of a career Marine, learned a strong work ethic early in his life, and started in the workforce when he was just 15 years old. While employed at a local cable company in central Virginia, a friend told him about AREVA and the Employee Training Program (ETP). He was intrigued at the possibility of being able to complete his postsecondary degree while earning a wage in a highly competitive industry. He had previously taken a few classes at a local community college but never finished due to time and financial constraints. John applied and was accepted into the ETP. John said, "six months into the program, I was standing on top of a nuclear reactor in Florida, assisting highly trained coworkers complete a high profile task. It was a big life change in a short amount of time." John applauds the support he received from his managers as well as the senior executives at AREVA, who supported his need to study to receive his associate degree. John graduated from ETP in 2007 and currently serves as a Metrology Services Technician. John looks forward to progressing at AREVA and hopes to pursue a bachelor's degree. "Since graduation, my career has led me on a path that includes international travel, an exciting work environment, and the opportunity for growth in a stable, expanding and environmentally friendly industry," summarized John.

Business Outcomes

- Create talent pipeline of skilled and educated workers
- Flexible strategic partnership grounded in accountability
- Successful entry-level recruitment model
- Recognized employer of choice within region

Employee/Student Outcomes

- Paid tuition and books for associate degree
- Paid work experience
- Full benefits, including health care
- Earn academic credits through on-the-job training

Employee Training Program

- Partnership with Central Virginia Community College
- Earn while learning model
- Tuition assistance and paid work time
- 144 hired and 76 graduated ETP

year. For typical ETP participants, it takes two and a half to three years to complete the program and graduate with an Associate Degree in Nuclear Support Technologies in one of several focus areas, including robotics, repair technology (machining, welding), non-destructive testing, radiation protection or quality assurance, while working.

AREVA, in order to support ETP participants, provides pre-paid tuition for the associate degree, along with the cost of books. During the summer and winter, participants take accelerated learning classes at CVCC, earning up to 10 academic credits for five weeks of classes. AREVA places these participants in the field at nuclear sites in the spring and fall, allowing them to earn up to six academic credits for the fieldwork. Additionally, participants earn 12 academic credits for AREVA-based technical on-the-job training taught directly by company trainers. In order to meet AREVA's business needs, CVCC is extremely flexible, and offers classes during academic off time - in the summer and winter. The entire curriculum for the ETP is developed jointly by AREVA and CVCC, and in response directly to the current needs of the company.

In addition to the partnership with CVCC, AREVA is committed to growing the central Virginia workforce by broader participation in programs throughout the local education system. Specifically, AREVA works with local high schools supporting career exploration, summer apprenticeship programs for high school upperclassmen, and the development of a high school curriculum around nuclear programs. AREVA's strategic partnerships with CVCC and through local high schools strengthens the local economy by providing students with information that encourages them to grow into regionally based careers and by providing a means of attaining the skills needed to be successful.

“The AREVA/CVCC Employee Training Program not only filled a significant gap we had starting in 2002 for finding new entry-level talent but it also provided us an unexpected benefit of a deep pool of new field leaders.”

- George Beam, Senior Vice President,
Installed Base Business Unit
AREVA

About Corporate Voices

Corporate Voices is the leading national business membership organization shaping conversations and collaborations on public and corporate policy issues involving working families. A nonprofit, nonpartisan organization, we are a unique voice, and provide leading and best-practice employers a forum to improve the lives of working families, while strengthening our nation's economy and enhancing the vitality of our communities.

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Find Out More

Corporate Voices is committed to identifying and spotlighting businesses supporting postsecondary completion while making significant contributions to internal company goals. “Best practice” talent development models that increase access to career opportunities through education and training are being examined for characteristics that are transferable and replicable to other employers. This research is being conducted with the guidance of the Corporate Voices Learn and Earn Business Leadership Team consisting of business executives leading promising models and those interested in peer-to-peer learning. If you are interested in joining, contact Peggy Walton at pwalton@corporatevoices.org. Team members include:

- Verizon Wireless
- UPS
- Convergys
- Expeditors
- CVS Caremark
- AOL

Strengthening Local Economy Through Partnership

When AREVA partnered with CVCC to establish and found the ETP in 2003, it was part of a one million dollar contribution to CVCC's Major Gifts Campaign. AREVA invested in the campaign to ensure that it remained a national leader in the nuclear technologies program through the construction and outfitting of CVCC's new Manufacturing Technology Building. Three elements comprised the investment:

- a yearly cash contribution;
- a contribution consisting of an adjustment to the current tuition paid through the ETP; and
- and a contribution of tools and equipment for the new Manufacturing Technology Building.

Meeting a Business Need

Since the beginning of the ETP and the partnership with CVCC, 144 workers have been hired into the program and 27 are currently enrolled. To date, 76 have graduated from the program. AREVA's managers strive to recruit the ETP participants and graduates due to their outstanding reputations for knowledge and field experience. While still completing the program, many ETP participants are immediately put in task lead positions, thereby, increasing their competency and skills level quicker than off-the-street hires. The partnership with CVCC directly addresses AREVA's business need to recruit qualified and skilled employees, and ensure that AREVA is an employer of choice in central Virginia, while providing the local workforce with economic and career opportunities in the nuclear industry.

For more information about AREVA, please visit www.aveva.com.

For more information about CVCC and ETP, please visit www.cv.cc.va.us.

REVENUE: In 2010, 9.1 billion globally

EMPLOYEES: 5,000 in U.S. and Canada, 48,000 globally

Funded, in part, by the Bill and Melinda Gates Foundation