



***Systematic Approach to Training at
AREVA's McClean Lake Operation***

***Presentation at IAEA-WNA Technical
Meeting on the Implementation of Sustainable
Global Best Practices in Uranium Mining and Processing***

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Robert Pollock

AREVA NC

AREVA Resources Canada Inc.

McClellan Lake Operation Overview



Training Objectives

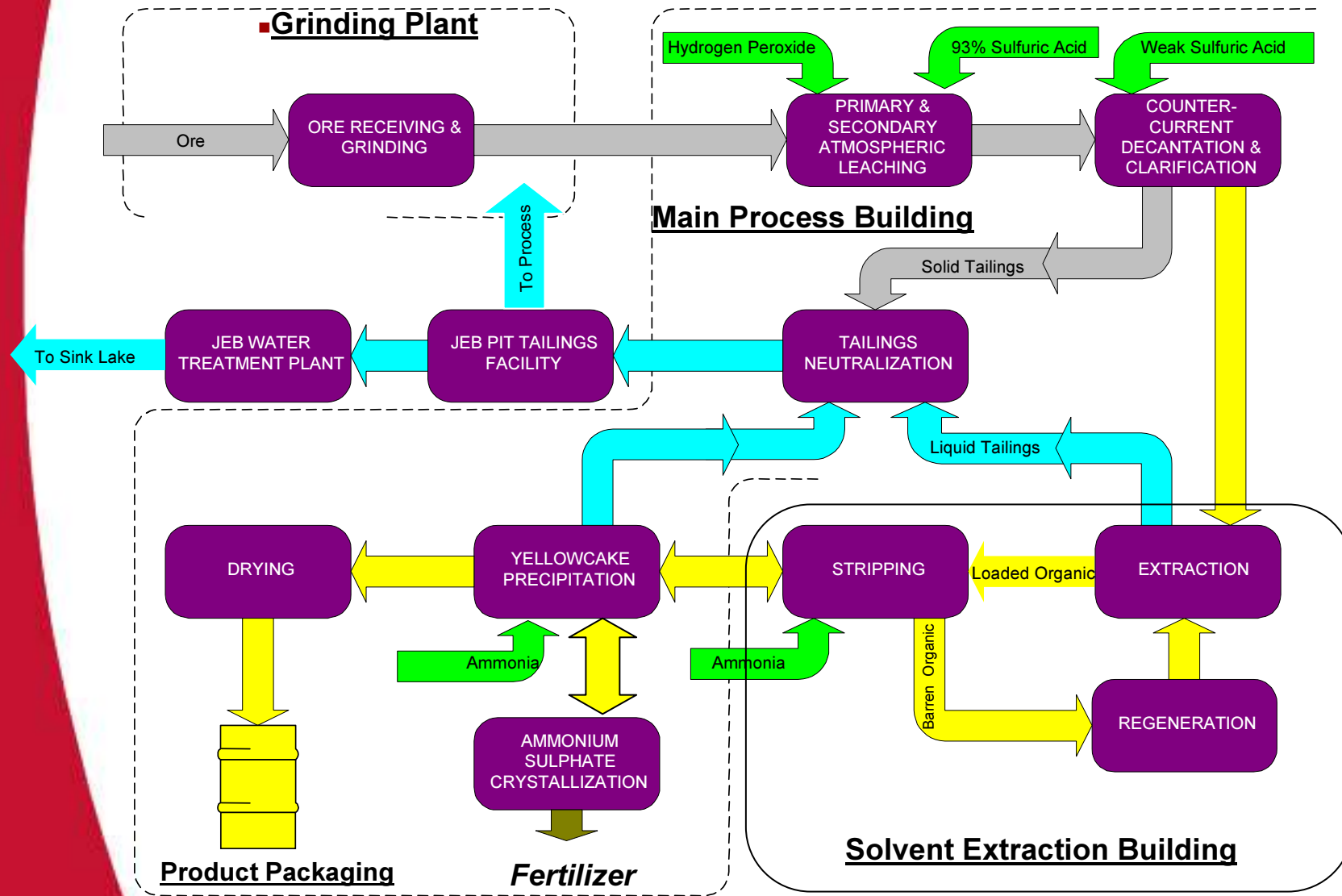
- ◆ *Employees and contractors must be competent to perform the task(s) required of them*

- ◆ *Training Overview*
- ◆ *Systematic Approach to Training (SAT)*
- ◆ *Continuous Training*

Mining Equipment Training



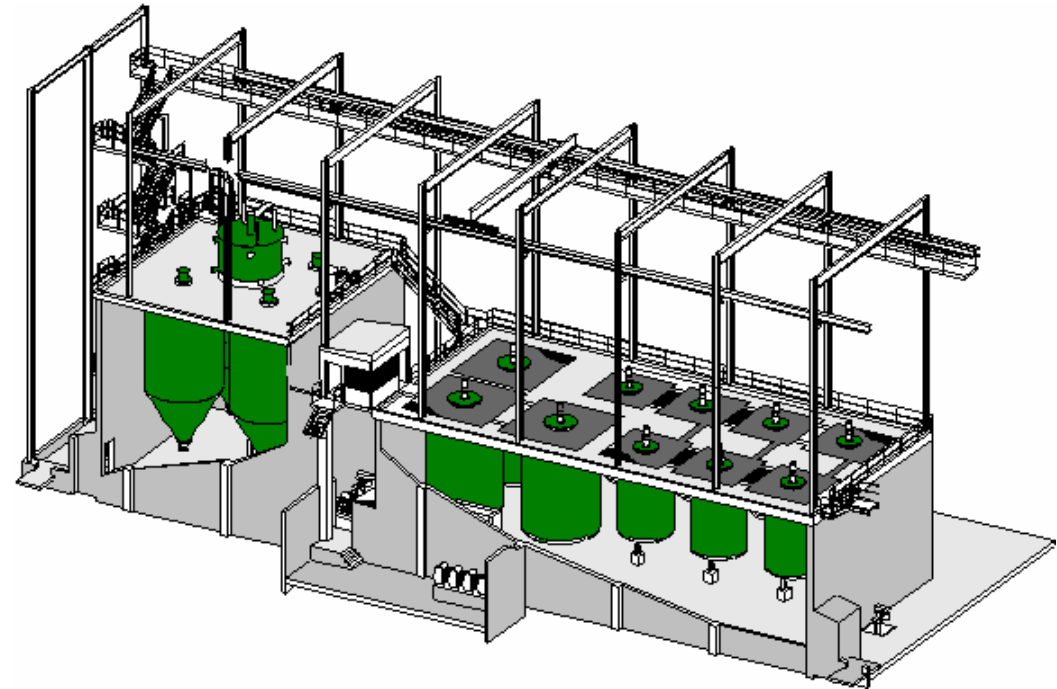
Mill Unit Process Operator Training



Environmental Training



Radiation Protection Training





Systematic Approach to Training (SAT)

A Systematic Approach to Training analyzes the tasks employees do for the employer, designs training for competent performance of the tasks, develops and delivers learner focused training, and tests for competent performance. A systematic approach also includes evaluating the effectiveness of the training.

Systematic Approach to Training (SAT)

➤ *An internationally recognized and accepted SAT System:*

Analysis

Design

Development

Implementation

Evaluation

= ADDIE

Analysis

Occupations are effectively analyzed to determine training needs:

- ◆ *The purpose of this phase is to list jobs, identify the separate tasks performed and required competency*

Design

Training programs are effectively designed to meet training needs:

◆ The purpose of this phase is to convert the required competency identified in the Analysis Phase into training or learning objectives, a training plan, estimated resources and an evaluation method to assess that the objectives have been accomplished

Development

Trainings materials are developed that meet the requirements of the training design:

◆ The purpose of this phase is to assemble the resources (instructions and training materials) needed for implementation

Implementation

Training is implemented that provides the knowledge, skills, and attitudes required for successful performance of the tasks:

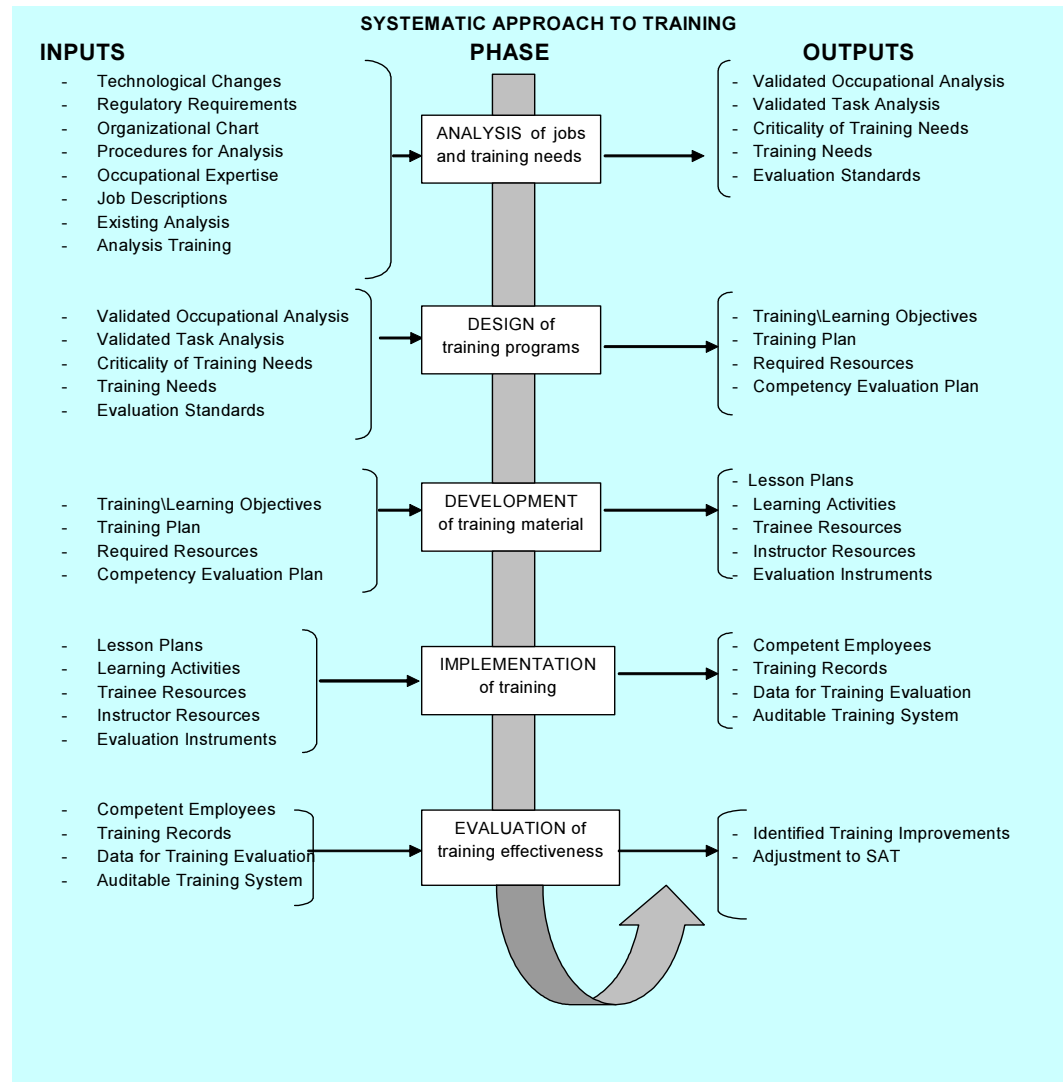
◆ This phase is the actual delivery of the training. It also includes feedback from the trainees and instructors' assessments

Evaluation

Training programs are evaluated and revised as required:

- ◆ ***The purpose of this phase is to assess the effectiveness of training***
 - ◆ ***Trainee competence has been attained***
 - ◆ ***Necessary revisions and opportunities for improvement are identified***

SAT Flowchart



Continuous Training

Apprenticeship Training

- *Via the Saskatchewan Apprenticeship Trade Certification Commission (SATCC), ARC and the Saskatchewan Institute of Applied Science and Technology (SIAST)*
- *Goal is to have every level of apprenticeship (1st year to 4th year) employed and training in as many trades as possible to achieve journeyperson status with ARC*

Continuous Training

Workplace Education

- *Testing of Workplace Essential Skills (TOWES) to assist in determining suitable candidates for employment*
- *Applying TOWES to assist current employees who wish to improve workplace skills to provide further opportunities with ARC*
- *On-site Workplace Educator to provide guidance and assistance in setting up and completing programs*

- ◆ **Developing leaders at all levels to foster respectful open and supportive learning & working environment**
 - ◆ **4-day leadership foundations retreat**
 - *Understanding self as leader (MBTI, 360 feedback)*
 - *Tools & training on coaching and developing employees*
 - ◆ **8 Business modules**
 - *Human Resources Management*
 - *The Nuclear Cycle*
 - *Finance & Accounting*
 - *Purchasing*
 - *Corporate Social Responsibility*
 - *Respectful Workplace*
 - *The Regulatory Process*
 - *Safety*

Summary

A commitment to training = a commitment to best practices

- ***Ensuring training meets SAT standards***
- ***Providing professional development through supporting apprenticeship training for as many trades as possible at as many levels as possible***
- ***Providing on-site opportunities for and guidance to personnel for employment enhancement programs***
- ***Providing a comprehensive leadership development program***

