



Nuclear training goes virtual

Designed to be flexible and interactive, COG's virtual training programs offer nuclear professionals a safe collaborative learning experience during the pandemic and could offer new delivery options beyond it

CANDU Owners Group's (COG) Learning and Development (L&D) team spent much of last year perfecting the use of virtual tools to keep members and participants connected, collaborating and learning, despite the COVID-19 pandemic.

Tools like WebEx and Teams have shown great potential for use during and beyond the pandemic.

With functions and features like instant polling, breakout rooms and virtual whiteboards that make learning on these platforms interactive and engaging, there is reason to believe even when we can safely meet together in person, once again, many meetings and training programs will remain virtual.

As well, since virtual learning can happen no matter where a participant is located, the flexibility it offers to distance learners means it is sure to stick around for the long-term.

From spring 2020 onward, COG's L&D team, led by Program Manager Mark Skuce, along with Laurie Fraser, Jilliane de la Cruz and Kelsey Rodger, has helped deliver virtual training offerings in areas ranging from the International Nuclear and Radiological Event Scale (INES), supplier human performance (HU) and safety culture to regulatory affairs (RA). Demand and feedback from COG members and participants has been strong.

Some of these virtual training courses are highlighted below.

Regulatory affairs training

The virtual RA training course, which features online lectures and self-guided exercises, was adapted from COG's in-class RA training program, launched in 2008.

COG's RA training helps ensure member employees are familiar with the latest regulations, regulatory documents and their implications for plant safety and operations. The in-class RA training had been designed for on-site RA staff, along with health physicists and radiation protection staff and was previously delivered as a one-day session. The virtual RA training runs for four days. This is because the L&D team recognized the different requirements for virtual and in-class learners.

"We continue to look at ways to expand our virtual training to ensure safety of our participants and support their professional development."

“We try to deliver a program that has the required RA information but is also flexible and engaging for participants who are mostly working from home,” says Skuce. “We transformed how we share the course information with them. For example, we limit online sessions to 90 minutes and offer some on-demand learning resources. We use group break-out sessions and interactive polls to keep participants involved and focused.”

Participants in the RA pilot training session included employees from Ontario Power Generation, Bruce Power, Canadian Nuclear Laboratories and New Brunswick Power. Additional virtual sessions were held through fall and winter 2020, covering RA regulations among other issues.

Supplier participant first line manager training

COG’s Supplier Participant First Line Supervisor (SP FLS) Training program has also gone virtual. The leadership training, which traditionally runs as a three-and-a-half day course, focuses on building supply chain capacity, specifically, among supplier first-line managers.

The course covers topics from safety culture to human performance, coaching and motivation. A two-day virtual version of SP FLS, which highlighted the bigger course themes, was piloted in early September 2020 for employees at COG supplier participant, Kinectrics. Course participants were working on the Bruce Power MCR.

The virtual training was a refresher for the Kinectrics team on key leadership concepts they had learned at a COG-led in-person session held prior to the pandemic. Former COG Board Chair Paul Spekkens delivered a component on safety culture and human performance and Bruce Power’s Sheri White delivered the sections on observation, coaching and difficult conversations.

“As the pandemic continues, COG’s strength in virtual training will benefit members and participants,” says Skuce.

CULTURE PROGRESSION

INJURY RATES → PERFORMANCE

Natural Instincts → Supervision → Self → Everyone

REACTIVE	DEPENDENT	INDEPENDENT	INTERDEPENDENT
<ul style="list-style-type: none"> Safety by natural instinct Compliance is the goal Delegated to safety manager Lack of management involvement 	<ul style="list-style-type: none"> Management commitment Condition of employment Fear/Discipline Risks/Procedures Supervisor control, emphasis and goals Value of people Training 	<ul style="list-style-type: none"> Personal Knowledge, Commitment & Standards Internalization Personal Value Care for Self Practice, Habits Individual Recognition 	<ul style="list-style-type: none"> Help Others Conform Others' Keeper Networking Contributor Care for Others Organizational Pride
I work safe because I have to ...		I work safe because I want to ...	

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Sheri

The Kinectrics virtual training session held in early September 2020 focused on building supply chain capacity.

“In terms of our technology, infrastructure and expertise, and based on the positive feedback we’ve received from our pilots, we continue to look at ways to expand our virtual training to ensure safety of our participants and support their professional development.”

This year, COG’s L&D team continues to have a busy schedule of virtual training planned in the areas of nuclear safety, supplier HU and regulatory issues.

A lineup of COG’s virtual training sessions can be found on COGonline.org or by [clicking here](#).



COG’s Learning and Development team led by Program Manager Mark Skuce, along with Kelsey Rodger, Jilliane de la Cruz and Anjana Mistry, now COG’s Administrative Assistant to the Executive Offices (clockwise from top left), as well as Laurie Fraser (facing page), helped COG pivot to virtual training.

In the face of a global crisis, COG goes virtual

When the COVID-19 pandemic first struck in spring last year, in an instant, businesses around the world were forced to pivot to remote technologies.

COG was quick to transition to its already established virtual tools as a safe alternative to face-to-face meetings and training. COG’s Learning and Development (L&D) team looked at ways to convert its leadership and professional development programs, normally held in-person, into interactive virtual courses designed for nuclear professionals working from home or anywhere.

A number of its training programs were converted to interactive virtual offerings after successful pilots and instructive feedback from members and participants.