

NRC-CNRC

NRC Early Career Network (NRC-ECN): Successes and Challenges

IFAR ECN Virtual Gathering
December 18, 2017

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National Research
Council Canada

Conseil national de
recherches Canada

Canada



IFAR ECN

April – May
2015



Virtual
Gathering



June
2015



IFARLink

August
2015



Game Changing
Technologies



October
2015



NASA Ames

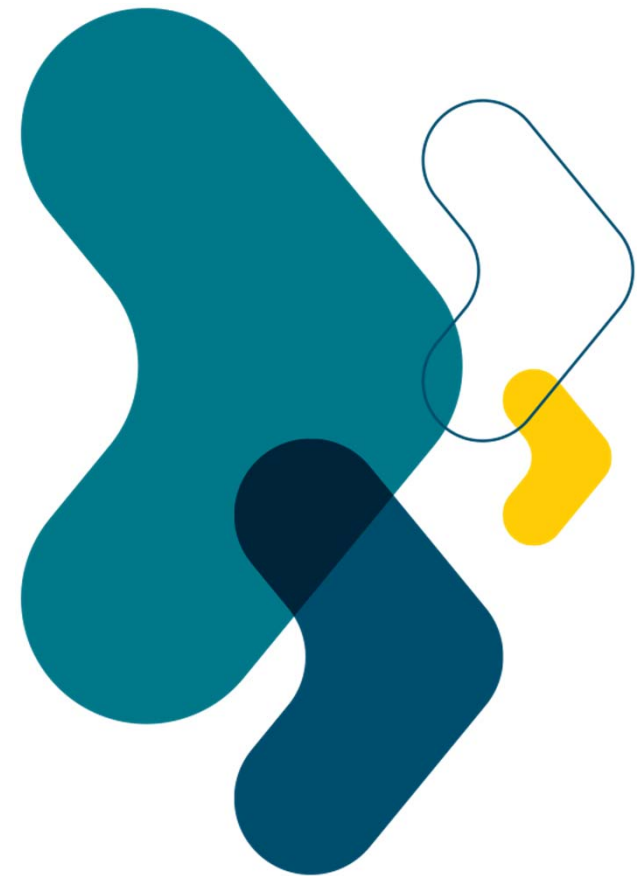
Future

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Early Career Network (ECN)

Main Challenge:
Participation




ECN

- Early Career Network (ECN)
 - Up to 8 years from latest graduation
- First call for participation
 - January 27, 2017
- First meeting
 - March, 2017
- Updates on what we have done so far



Deloitte Survey

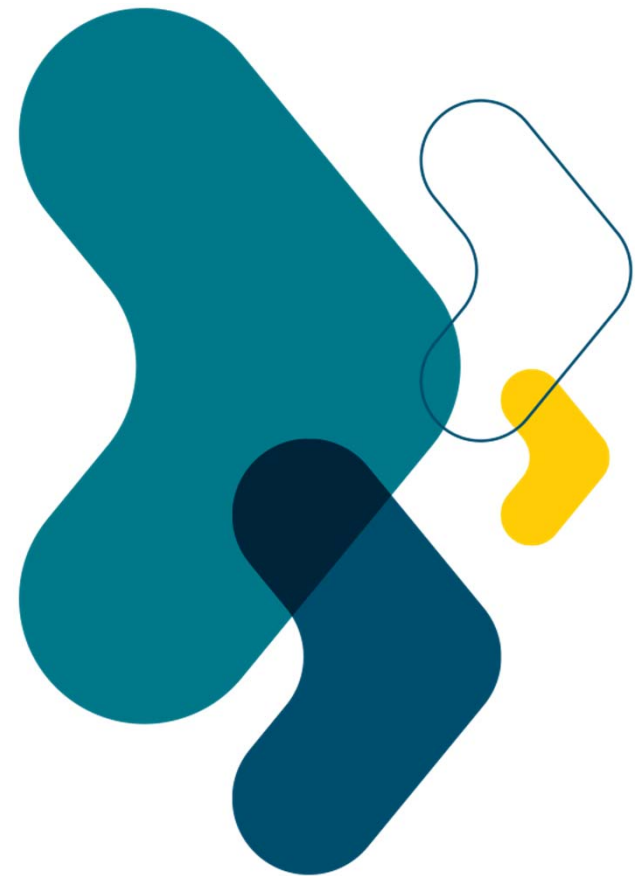
“Improving these levels cannot not only advance the careers of Millennials, but it will also go some way toward strengthening loyalty. **Those intending to stay with their organization for more than five years are twice as likely to have a mentor (68 percent) than not (32 percent)**”



Activity #1

We Simply Meet !

(Monthly Meetings)



Monthly Meetings

Monthly Meetings: Technical Presentation + Tour

- Meeting #1 (Mar) Kick-off meeting
- Meeting #2 (Apr) **tour:** FRL hangar tour, **presentation:** vibration control
- Meeting #3 (May) **tour:** AL Wind Tunnel (M46), **presentation:** hyperspectral imaging
- Meeting #4 (Jun) **tour:** FRL ASD lab (U66A), **presentation:** magnetic field detection
- Meeting #5 (Jul) **tour:** SMM labs (M13, M14), **presentation:** GTL facilities
- Meeting #6 (Aug) **tour:** GTL Test Cells (M7), **presentation:** bonding in composites
- Meeting #7 (Sept) **NRConnect**
- Meeting #8 (Oct) **tour:** AL 9-m wind tunnel (U70), **presentation:** high temp materials & CMC
- Meeting #9 (Nov) **tour:** GTL RATFac (M10), **presentation:** bluff body aerodynamics

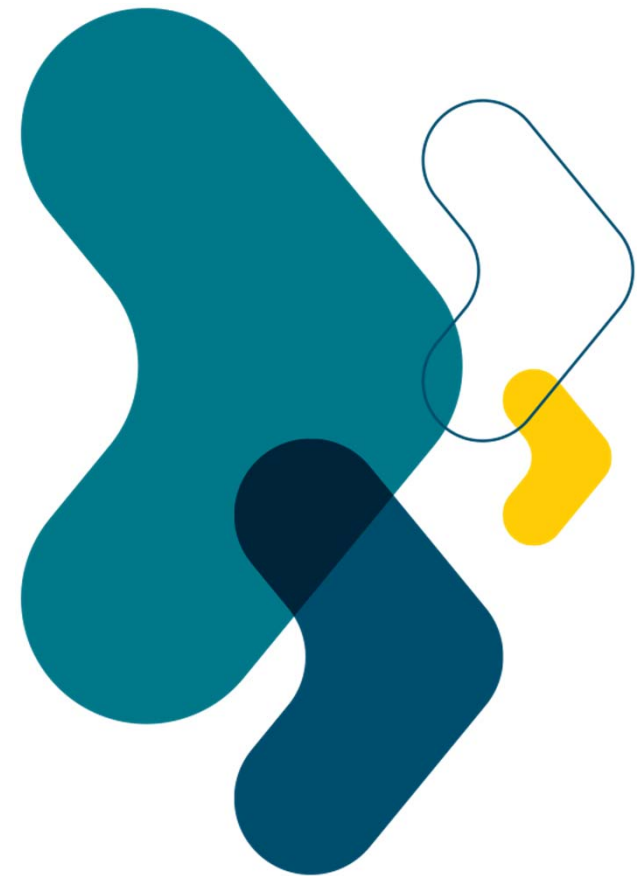
Recently started “Soft-Skills” series of presentations



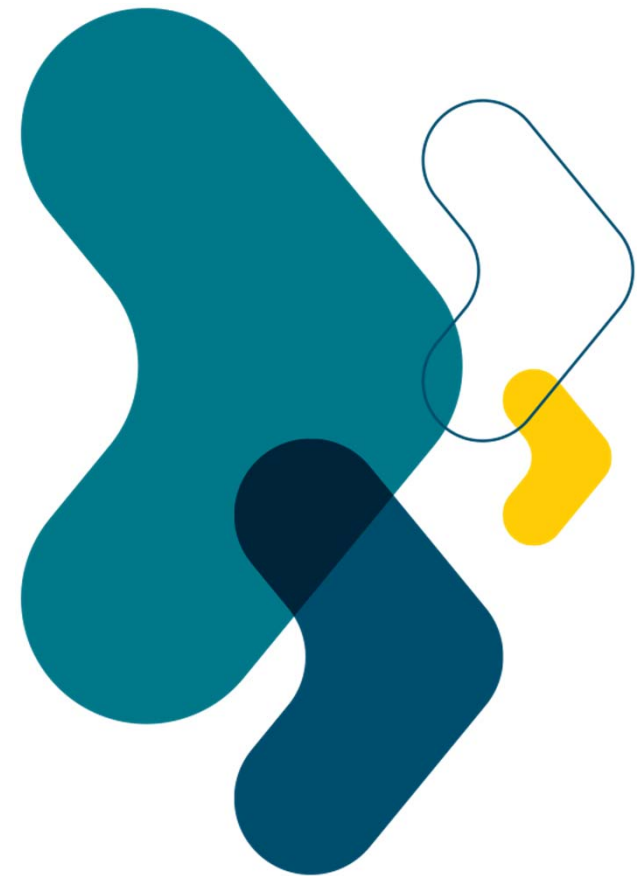


Activity #2

NRCConnect



- Ideas for venue to share research was discussed at the first ECN meeting (March 2017)
- Proposal was formalized and submitted to management in June, approved July 2017
- FRL Hosted first NRConnect in Sept 2017



- 5 presentations, 4 technical from FRL and 1 from HR
- Hangar Tour
- 63 registered, 46 attended
- Feedback collected and reported

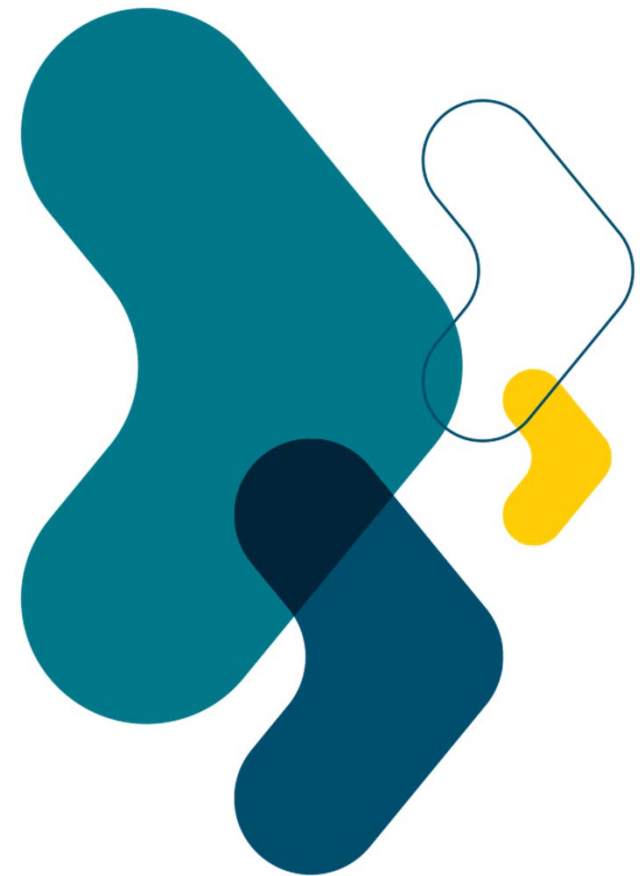


- Next one to be hosted by SMM
- Scheduled for January 25th, 2018
- 3 Technical Presentations, 1 presentation from IP office
- Tours of M14, M13, M3

FRL	SMM	GTL	AL
Fall 2017	Winter 2018	Spring 2018	Summer 2018

Activity #3

NRCareer



- Receiving mentorship increasing likelihood of career success
- Mentorship levels are particularly low in Canada amongst developed nations (survey by Deloitte)
- Bridging the gap between young professionals and seniors
- Facilitate career development for younger employees



Goals

Short-term

- Improve confidence of young professionals
- Young professionals to refine career goals

Medium-term

- Greater Involvement among young professionals and seniors
- Bridging the gap

Long-term

- More skilled/talented pool of NRC professionals
- Industry and Academia acknowledge NRC's excellence

How it works?

Pairing

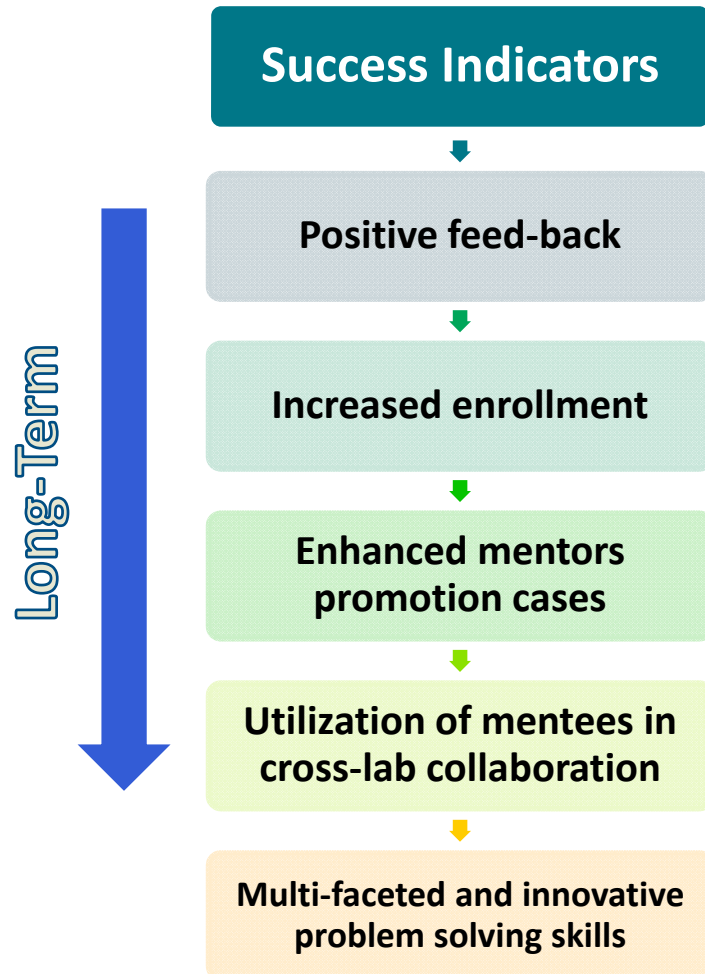
- Select a theme for self-development; technical or non-technical
- Pair with a mentor

Detailed plan

- Identify goals and plan your mentee/mentor relationship
- Mutually agreed terms of reference

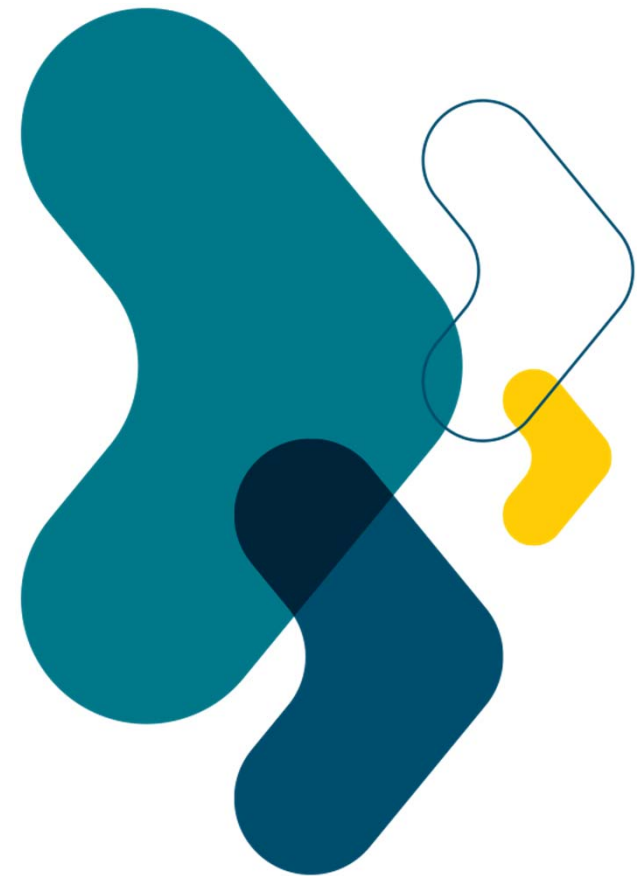
Execute

- 4-6 months of interaction
- Face-to-face meetings
- Shadow days
- Summary report



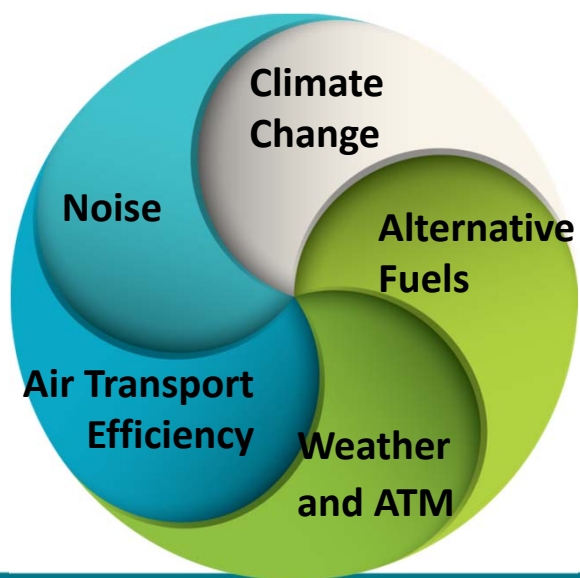
Activity #4

Support IFAR-ECN

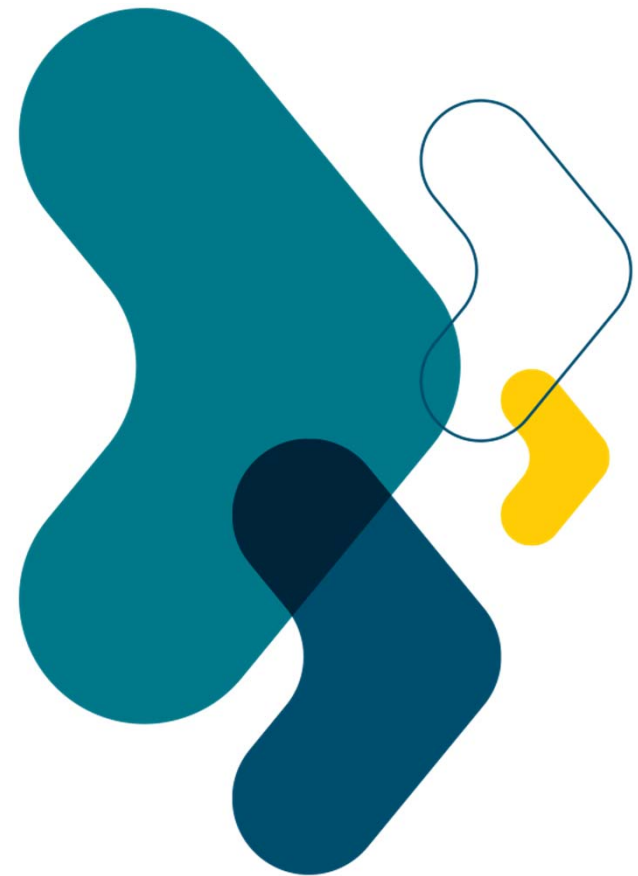


Support IFAR-ECN

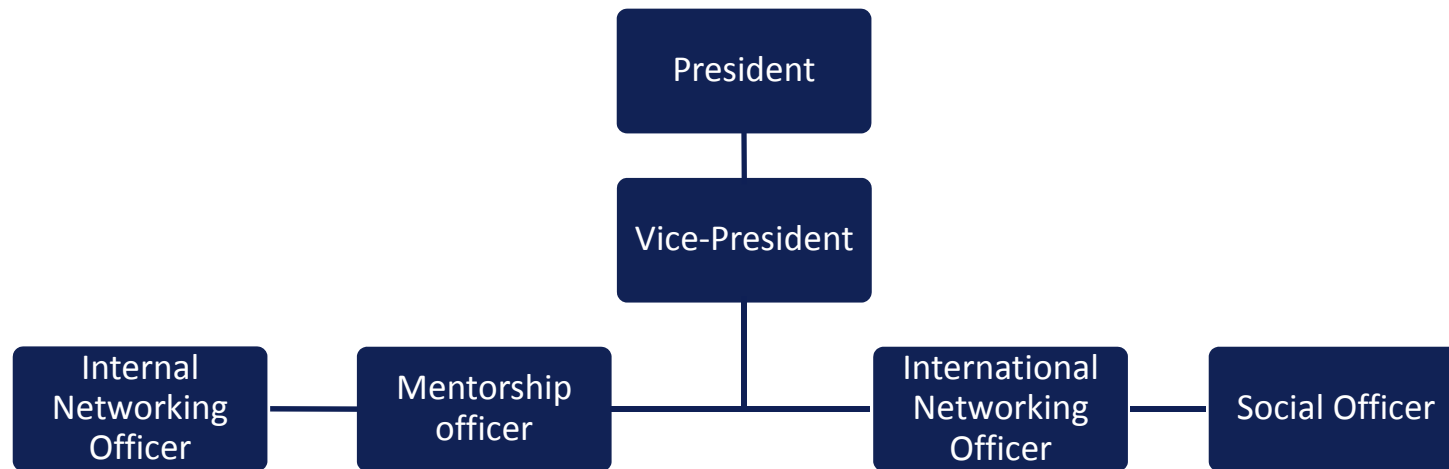
- To support IFAR-ECN activities: virtual gatherings, monthly meetings, working groups, etc.
- To support IFAR Young Researcher Conference
- To initiate multi-lateral and bi-lateral collaborations with IFAR members



NRC-ECN Structure



NRC-ECN Structure



- One- year terms for maximum two years
- Position to be filled in the month of December each year
- President will be elected from pas year vice-president and officers

**Question?
Thank you.**

NRC-ECN