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

IFAR ECN Virtual Gathering
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National Research Council Canada
Early Career Network (ECN)

Main Challenge: Participation
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

NRConnect
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
NRConnect

- 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

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<tr>
<th>FRL</th>
<th>SMM</th>
<th>GTL</th>
<th>AL</th>
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<tbody>
<tr>
<td>Fall 2017</td>
<td>Winter 2018</td>
<td>Spring 2018</td>
<td>Summer 2018</td>
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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

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<th>Short-term</th>
<th>Medium-term</th>
<th>Long-term</th>
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| • Improve confidence of young professionals  
  • Young professionals to refine career goals | • Greater Involvement among young professionals and seniors  
  • Bridging the gap | • 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
NRCareer

Success Indicators

- Positive feedback
- Increased enrollment
- Enhanced mentors promotion cases
- Utilization of mentees in cross-lab collaboration
- Multi-faceted and innovative problem solving skills
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

- Climate Change
- Noise
- Air Transport Efficiency
- Alternative Fuels
- Weather and ATM

[Diagram showing intersections of Climate Change, Noise, Air Transport Efficiency, Alternative Fuels, and Weather and ATM]
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 past year vice-president and officers
Question?
Thank you.

NRC-ECN