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The Art of Knowledge Management and Knowledge Transfer to the New Generation of Scientists, Engineers, and Technicians Entering the Workforce

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As a result of an aging workforce at US federal agencies and federal contractors' workforce, it is projected that over 20% of the current workforce will be retiring over the next decade. Typically, the institutional knowledge and technical expertise is possessed by senior staff members approaching retirement. In many instances, this knowledge is lost once the employee retires; therefore, creating a huge gap in knowledge and knowledge transfer to new employees joining the workforce. Companies and federal agencies should develop methods to not only maintain the corporate knowledge and technical expertise, but also a transfer this valuable knowledge to the next generation of scientist, engineer and technicians entering the workforce. For example, Florida International University supports DOE-EM's knowledge transfer through the DOE Fellows STEM program and the development of international technology platform such as the Knowledge Management Information Tool for nuclear decommissioning (KM-IT). This paper will discuss the knowledge transfer issues faced by federal agencies and federal contractors and innovative tools to capture, store, maintain, and transfer the knowledge to the new generation of scientists, engineers and technicians entering the workplace.

Country or International Organization

USA

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