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Clinton Hooper MA.Ed, CPTD

Accomplishments and Qualifications

- Over 12 years' experience overseeing, administering, and executing technical training programs at a commercial nuclear power plant.
- 12.5 years Navy veteran: Maintenance Tech. (I&C), Reactor Operator, and Training Instructor
- Combined 7 years' experience as a First Line Supervisor and Mid-Level Manager

Professional Experience

Manager, Maintenance and Technical Training – Constellation, Clinton IL▪ Dec 2022–Present

- Developed department vision and annual focus areas to set direction.
- Provided coaching and mentoring to develop instructional talent. Including the preparation of individual development plans for 9 direct reports to enhance performance in current roles and prepare them for future roles in the organization with regular progress touchpoints.
- Implemented leadership and training management courses for FLS and above personnel, focusing on developing ownership and accountability practices among leaders at the station.
- Lead and provide oversight for a team of 6 instructors and 3 support staff in the implementation of accredited maintenance and technical training programs for the site.
- Planned and Led self-assessments and developed corrective actions to drive resolution of gaps and identify program enhancements to improve station performance.
- Drive the station in the use of Just-In-Time-Training to improve technical and human performance on targeted work, leading technicians to achieve first-time, efficient, error-free performance in the field and resulting in a 15% reduction in accumulated radiological dose compared to target on evolutions trained.

Supervisor, Maint. Training – Entergy Corporation, St. Francisville, LA▪ April 2021–Nov 2022

- Provided oversight of maintenance training programs ensuring all programs are maintained in an audit ready status.
- Partnered with the site management team to identify opportunities to leverage training resources to continuously improve site performance in safety, human performance, and leadership.
- Headed a team of 6 Maintenance Instructors in the Analysis, Design, Development, Implementation and Evaluation of initial and continuing training for over 100 maintenance technicians on site.
- As Performance Center Lead for I&C Maintenance training, managed the implementation of fleet projects and training initiatives across 5 nuclear sites.
- Conducted weekly 1:1s and touchpoints with direct reports to monitor status of ongoing projects and to facilitate addressing any training issues that arose.
- Developed direct reports to prepare them for future roles in site leadership, resulting in 66% of employees promoting to a people leader or senior individual contributor roles.

Instructor, Sr Tech – Entergy Corporation, St. Francisville, LA▪ Feb 2013 – April 2021

- Facilitated over 1000 hours of in-person instruction in both the classroom and hands-on environment, sustaining over a 95% student success rate on evaluated exercises.
- Administered the I&C Maintenance training program, maintaining training program in accordance with regulatory and procedure requirements in an audit ready status.
- Performed periodic program self-assessments across 7 Nuclear sites.
- Managed the implementation of a first ever revision to industry governance of all nuclear maintenance training programs for the entire Entergy nuclear fleet.

Instructor, Nuclear Field A-School –US Navy, Goose Creek, SC▪ Oct 2009 – Jan 2013

- Conducted 700 hours of classroom and 272 hours of hands-on training on Instrumentation and Control equipment and electrical theory, including topics such as detector operations, analog and microprocessor instrumentation, test equipment, and troubleshooting theory and application.
- Developed and implemented significant revisions to existing curriculum materials, keeping the course up to date with the latest I&C equipment used in today's navy.

RC-30 Leading Petty Officer / Propulsion Plant Supervisor –US Navy, Norfolk, VA▪ May 2006 – Oct 2009

- Lead a crew of 6 senior technicians in the supervision and performance of I&C maintenance tasks, including quality assurance, documentation, and restoration from maintenance.
- Lead a team of 21 engine room watch-standers in the daily operation of a Nuclear Propulsion Plant.

Reactor Operator – US Navy, Norfolk, VA▪ Oct 2002 – May 2006

- Responsible for the safe and continued operation of a naval pressurized water reactor in a variety of operating conditions in accordance with standard operating procedures and guidelines.
- Conducted preventive and corrective maintenance on a variety of I&C equipment, including pressure, level, flow, and temperature process instrumentation.

Skills

- Team Leadership
- Training Project Management
- Adult Learning Theory
- Verbal and Written Communications
- Instructional Design
- Standard MS Office applications
- Skilled Instructor / Facilitator
- Electrical and mechanical print reading
- Use of electronic test equipment
- Learning Management Systems (LMS) Use

Education and Certifications

Next Level Leadership - Institute of Nuclear Power Operations ▪ 2023
Nuclear Training Leadership Course - Institute of Nuclear Power Operations ▪ 2023
Certified Professional in Talent Development (CPTD) – Association for Talent Development ▪ 2023
MA Education, Education Technology – Louisiana State University ▪ Graduated 2022 ▪ 4.27 GPA
BS Nuclear Engineering Technology – Excelsior College ▪ Graduated 2012 ▪ 3.68 GPA
Change Management Specialist (CMS) – Management and Strategy Institute ▪ 2022 ▪ #115346353
Certified Team Supervisor (CTS) – Management and Strategy Institute ▪ 2022 ▪ #116163619
Master Training Specialist - US Navy ▪ 2012