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Nuclear Industry Association

NIA Members

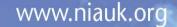
Aker Kvaerner Engineering Services AMEC ANTECH ARFVA ARUP Ashurst LLP Assystem UK Ltd AT Group Ltd Atkins Nuclear AWE Plc Babcock & Wilcox Babcock International (ALSTEC) **BAE Systems Submarines Solutions** Battelle Bechtel Management Company Ltd Berwin Leighton Paisner Birse Nuclear BMT Isis Limited BNFL **Boulting Group Plc** Bradtec Decon Technologies Ltd British Energy Group Plc British Shielding Windows Ltd Brown and Mason Ltd Burges Salmon LLP Canberra UK Ltd Capula Ltd Carillion Plc Caski Consulting Ltd Cee Vee Engineering Ltd Centronic Ltd CH2MHILL Clifford Chance LLP CMS Cameron McKenna Corus Process Engineering Costain Oil, Gas and Process Ltd

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Small but dynamic



Accountant







Lord O'Neill Chairman



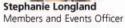
Member Services Manager



Sandra Evenden Accounts Administrator



Simon James





Head of Media and Public relations



Tris Denton **Communications Officer**



Events Manager



PA to the CEO





A UK perspective on engaging in Decommissioning

Presented to WMC08 25th February 2008 Amanda MacMillan

NIA Member Services Manager & Core Committee member of the BNES Young Generation Network (YGN)



The Problem

"Engineering and physical sciences are unpopular fields of study and unpopular career choices for young people; and nuclear and radiological technologies are unpopular choices in this unpopular field"

Tony Coverdale, December 2002 "Nuclear and Radiological Skills Study"

YGN Statement from 1996 – 'We think it would be a failure on our part if, in 10 or 15 years time, we see the nuclear power demand start to increase, but we have lost the ability to do it'!



Engaging in Decommissioning

• What should our sales pitch be?

• What else could / should we be doing?

• How do we generate positive perception?



What do graduates want today?

- Available opportunities
- Challenging enjoyable tasks
- Training and Development
- Salary and benefits



Available Opportunities

Question: Are your aspirations to stay in the Nuclear Industry?

- Answer: Yes. I am aware however, that this relies on the opportunities available, which in turn almost certainly relies on the commissioning of new nuclear stations...
- Answer: Repeated re-organisation within the nuclear sector has impacted on perception, awareness and understanding of careers and opportunities



Challenging & Enjoyable

Challenges that need to be overcome to deliver the new Olympic stadium and supporting infrastructure:

- Building 4,000 new houses
- Building more than 30 new bridges, 20km of roads and 8km of revitalised waterways; 5 permanent new worldclass venues
- Creating 1.3 million sq feet of legacy employment space in the media centre – the equivalent size to Canary Wharf tower

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Training and Development

- National Skills Academy for Nuclear officially launched 31st January 2008.
- National Nuclear Laboratory
- Growing research links and opportunities with Universities
- Cross-industry engagement and learning

75% of graduates want support for further study The Times Graduate Survey



What else can we do?

Is there anything that would improve the quality of training you are receiving?

"The opportunity to spend time at other nuclear sites around the country"

"Movement between organisations and hence gaining valuable experience of different industries and working environments"

"Perhaps more external placements to other establishments to see the difference in working practices"

"it would have been nice at the time to spend more time at other sites"





Salary & Benefits

- Support with getting on the property ladder
- 6 months 1 year sabbatical
- These are only a few ideas there will be more out there. The best place to get these ideas – YOUR NEW GRADUATES!



In summary

- Everything graduates say they want decommissioning can provide
- With all the changes in the industry it has become more important that we get our sales pitch right
- We need something to get graduates attention for long enough to hear the sales pitch
- World-wide issue, no quick win solution in any country
- Project a positive image of a vibrant industry, confident in employment prospects and a energetic sector where you can make a difference today and in the future.



Thank you for your time

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