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**NIA**

**Nuclear Industry  
Association**

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# Small but dynamic .....



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**Keith Parker**  
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Manager



**Simon James**  
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**Veronica Lekavicius**  
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**Sandra Evenden**  
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**Stephanie Longland**  
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**Tris Denton**  
Communications Officer



**Nikki Powney**  
PA to the CEO



# A UK perspective on engaging in Decommissioning

Presented to WMC08 25<sup>th</sup> February 2008  
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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 world-class venues*
- *Creating 1.3 million sq feet of legacy employment space in the media centre – the equivalent size to Canary Wharf tower*

# Training and Development

- National Skills Academy for Nuclear officially launched 31<sup>st</sup> 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*

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# 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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