



**U.S.NRC**

UNITED STATES NUCLEAR REGULATORY COMMISSION

*Protecting People and the Environment*

# **Graduating Students and New Engineers Wants and Needs – Are Companies Even Listening?**

WM2012 Waste Management Conference

Phoenix, AZ

February 28, 2012

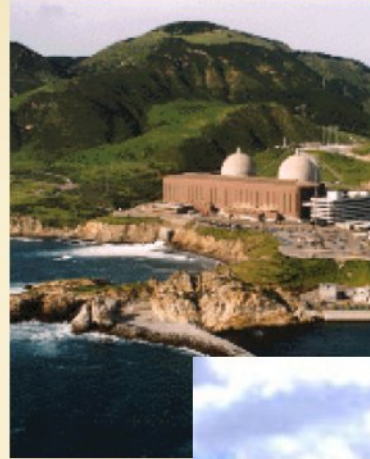
Susan Salter

US Nuclear Regulatory Commission

# What Does the NRC Do?

The NRC's mission is to

- Regulate civilian uses of nuclear material
  - ⊕ Protect public health and safety
  - ⊕ Promote common defense and
  - ⊕ Security
  - ⊕ Protect the environment
- Major activities
  - ⊕ Licensing
  - ⊕ Oversight
  - ⊕ Research
  - ⊕ Rulemaking
  - ⊕ Incident Response



# Overview

- What do graduating students want in an employer?
- What are the challenges specific to attracting students to nuclear fields in the US?
- How does the **US NRC** address these wants and challenges?



# Universum Ideal Employer Report

Respondents included over 5,000 undergraduate engineering students from 360 schools

*Field period:* December 2010—March 2011

## Top 3 Career Goals



1. To have work/life balance
2. To be secure or stable in my job
3. To be dedicated to a cause or to feel that I am serving a greater good



1. To have work/life balance
2. To be secure or stable in my job
3. To be competitively or intellectually challenged

# What does the Young Generation in Nuclear...

## Survey of over 3500 Members of the North American Young Generation in Nuclear

Enjoy most?	Dislike?
1. Problem solving/sense of accomplishment	1. Organizational politics
2. Pay	2. Negative/resistant co-workers
3. Colleagues	3. Administrative work

### Need in order to succeed?

- Structured, clearly defined career development paths
- Improved pay raises
- Performance recognition and feedback

Report available at <http://www.na-ygn.org/voiceofygn/docs/NA-YGN%20Career%20Results%202008%20Final.pdf>

Career Paths  
Training and  
Development

Organizational  
and  
Personal  
Value  
Alignment

## Meeting the Challenges for Attracting New Graduates

Work Life Balance

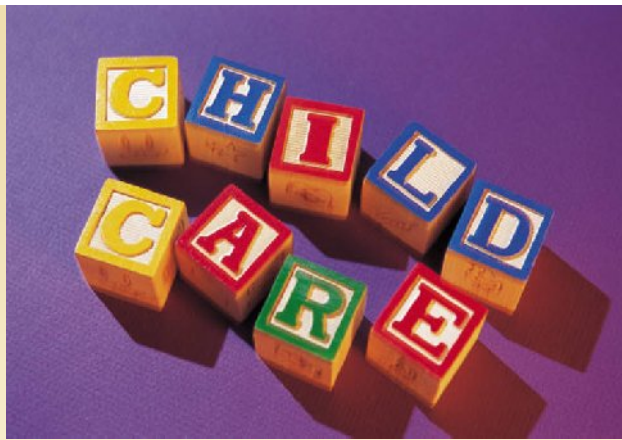
Pay and Benefits

## Career Paths Training and Development

- Nuclear Safety Professional Development Program
  - 2-year program for recent graduates with superior academic standing and a high potential for achievement
  - 3 training tracks: Engineering, Scientific, Health Physics
  - Opportunities for rotational assignments

- Mentoring Programs
- Technical Training Center
- Professional Development Center
- Graduate Fellowship Program
- Leadership Potential Program
- Senior Executive Series Candidate Program
- Keep careers exciting, encourage mobility
  - ⊕ Rotational Programs
  - ⊕ Internal Movement





- Flexible Work Schedules and Hours
- Telework–Combination Schedules
- Fitness Center / Day Care Center
- Paid Time Off: Annual Leave, Sick Leave, Holidays

Work Life  
Balance

- Competitive Salary
- Federal Employees Health Benefits Program
- Federal Employees Retirement System
- Life Insurance Program
- Public Transportation Employee Subsidy

Pay and  
Benefits



# NSPDP 2011 Estimated 4-Year Salary Progression for Engineers and Scientists

<b>Educational Qualifications</b>	<b>Present (2011)</b>	<b>At 1 year (2012)</b>	<b>At 2 years (2013)</b>	<b>At 3 years (2014)</b>	<b>At 4 years (2015)</b>
Bachelor's	GG-07 \$61,342	GG-09 \$64,622	GG-11 \$69,091	GG-12 \$74,872	GG-13 \$89,033
Master's	GG-09 \$66,123	GG-11 \$70,911	GG-12 \$77,368	GG-13 \$89,033	GG-13** \$92,001
Doctoral	GG-11 \$80,011	GG-12 \$84,855	GG-13 \$92,001	GG-13** \$94,969	GG-13** \$97,936

\*\* Eligible to compete for GG-14 positions.

**Career salary progression for an Engineer or Scientist coming straight out of school with a bachelors degree with a GPA of at least 3.0 (rounded from 2.95) overall or at least 3.5 (3.45 rounded) in their major.**

**NOTE:**

Promotions are not guaranteed and are dependent upon satisfactory performance in the position. Projected salaries are based on service in the Washington, DC metropolitan area, with Career Ladder promotion to the GG-13 grade level, including step increase as warranted. Salaries DO NOT include a cost of living allowance each year. Projections are made based on current information as of January 28, 2011.

Organizational  
and  
Personal  
Value  
Alignment

- Staff believe strongly in the agency mission
- Culture that respects individuality
- Feedback and professional disagreement are encouraged and opinions are valued



# Recruitment Strategies

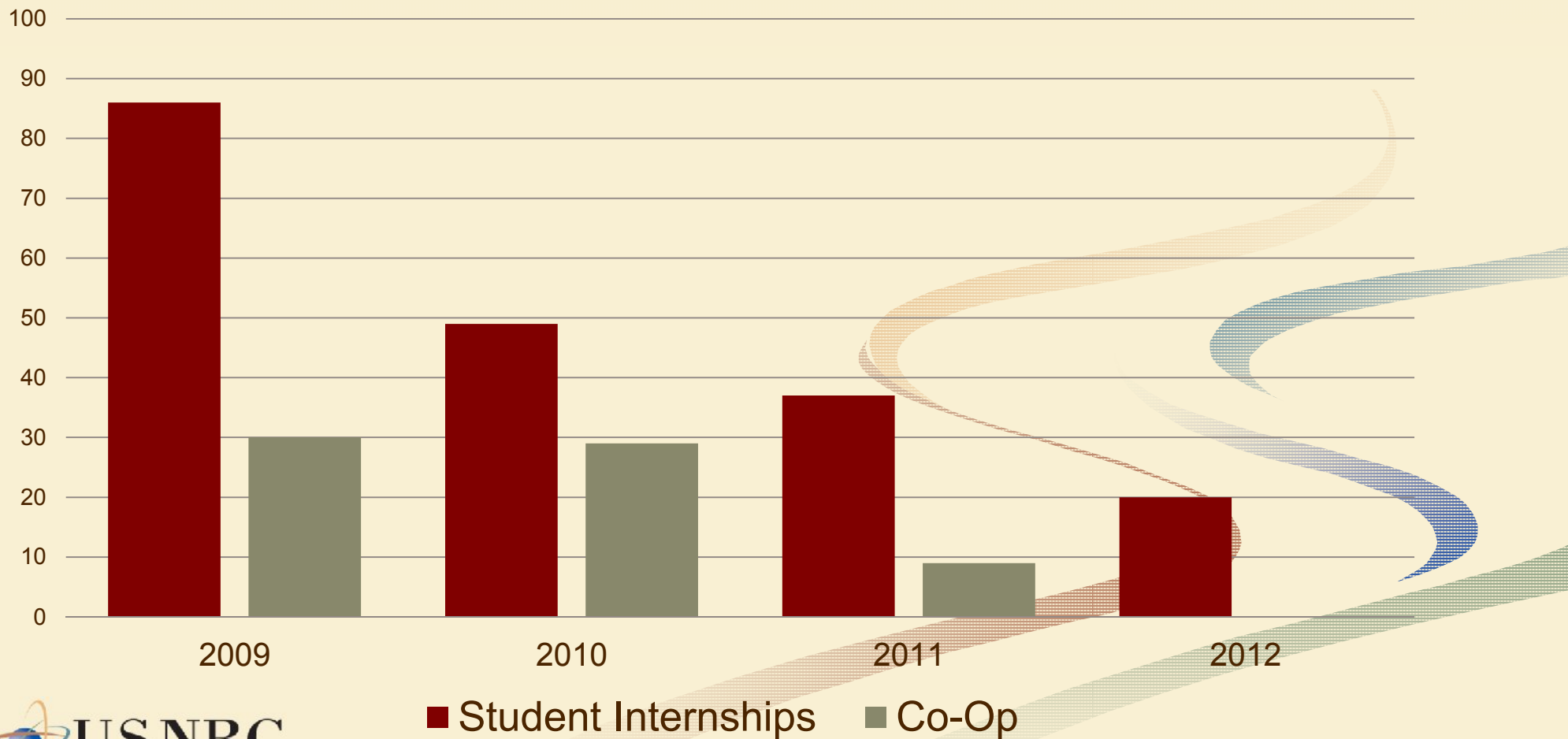


- Collaborate with Universities
  - ⊕ University Champions Program
  - ⊕ Grant Programs
- Student Internships – Summer/COOP
- Entry Level and Internship Positions Announced in the Fall on USAJobs
- Fall Campus Career Fair Presence

# Hiring Picture

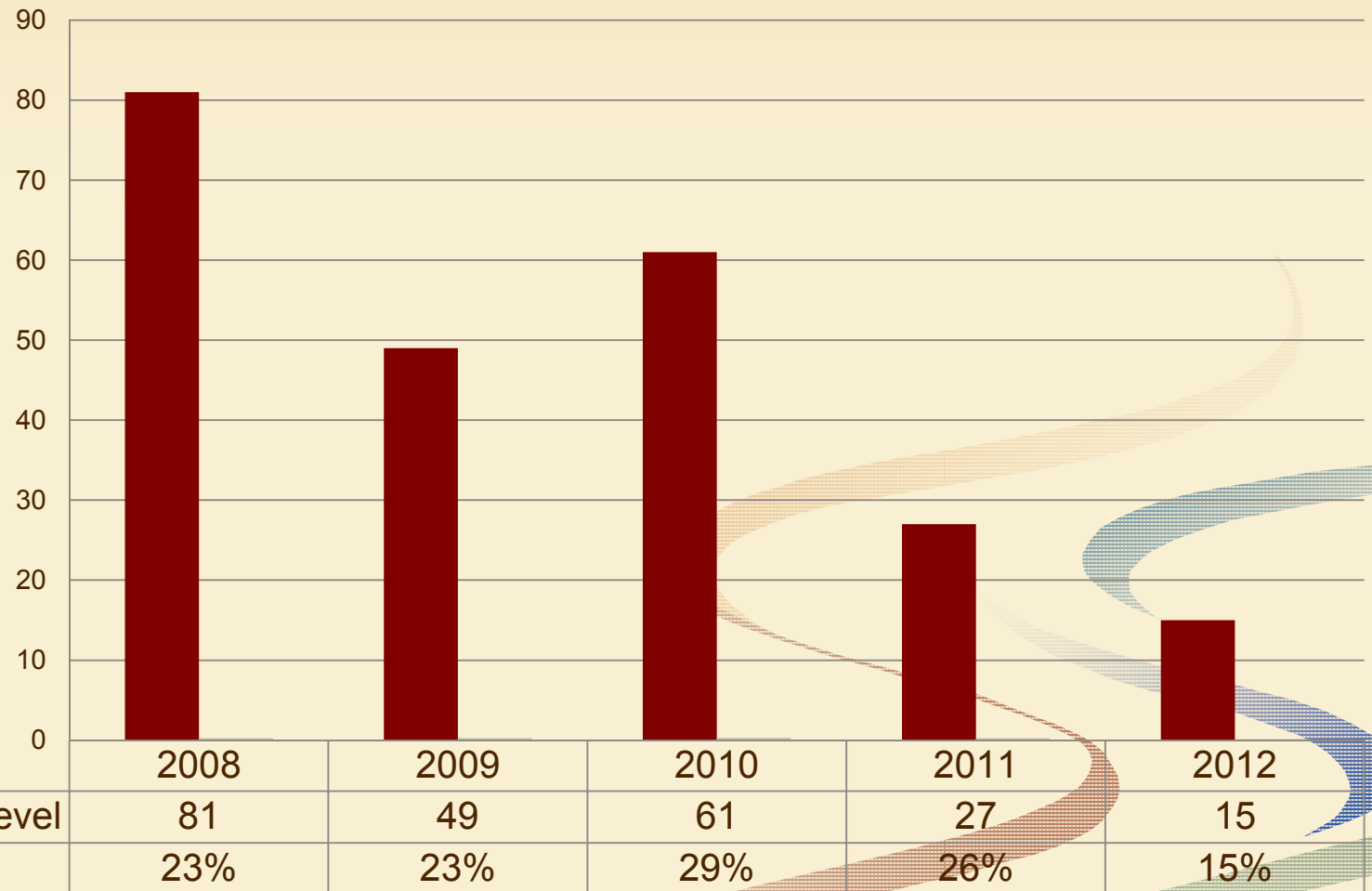


## Student Hires



# Hiring Picture

## Entry Level Hires



# Career Satisfaction

- Career Satisfaction (NA-YGN Survey)
  - ⊕ Decreases first several years
  - ⊕ Recovers around 4-year mark
- Impact of Nuclear Internships (NA-YGN Survey)
  - ⊕ Internships/work study – increased career satisfaction
  - ⊕ With different company significantly improved career satisfaction





# Retention



- NRC Attrition
  - ⊕ 4%-5% annually – 3% retirements
  - ⊕ NSPDP 3- and 5-year retention rate – 90%
- Conversion Rate
  - ⊕ Student Internships to Co-Op – <2011 – 50%
  - ⊕ Co-Op to Permanent - <2011 – 95%
  - ⊕ Restrictions on hiring limiting opportunities
  - ⊕ 99% of students rated 2011 summer internship experience good or excellent
  - ⊕ 100% would recommend to other students



# Contact Information

Questions or comments, contact NRC's Office of Human Resources:

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