

# Attracting and Engaging Young Nuclear Professionals

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Susan Salter

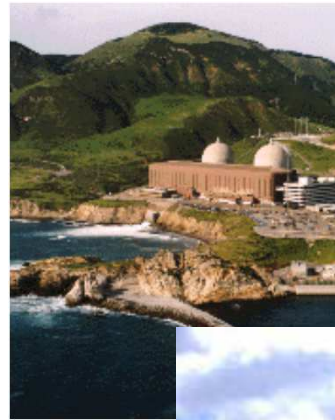
US Nuclear Regulatory Commission



# 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 205 schools

*Field period: January 2012 – February 2012*

## 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

No Change for Either Male/Female from 2011

# What does the Young Generation in Nuclear...

**Survey of over 4200 Active Members of the  
North American Young Generation in Nuclear**

Enjoy Most?	Reasons for Seeking New Job
1. Work/life Balance	1. Lack of Advancement Optys
2. Salary & Salary Growth	2. Salary Growth
3. Advancement/Growth Optys	3. Challenging Work

## **Feedback to the Industry:**

- Improved Mentoring Programs
- Improved Technology
- Mobility - Keep the Work Challenging

Report available at <http://www.na-ygn.org/voiceofygn/>

**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 2013 Estimated 4-Year Salary Progression for Engineers and Scientists*

<b>Educational Qualifications</b>	<b>Present (2013)</b>	<b>At 1 year (2014)</b>	<b>At 2 years (2015)</b>	<b>At 3 years (2016)</b>	<b>At 4 years (2016)</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

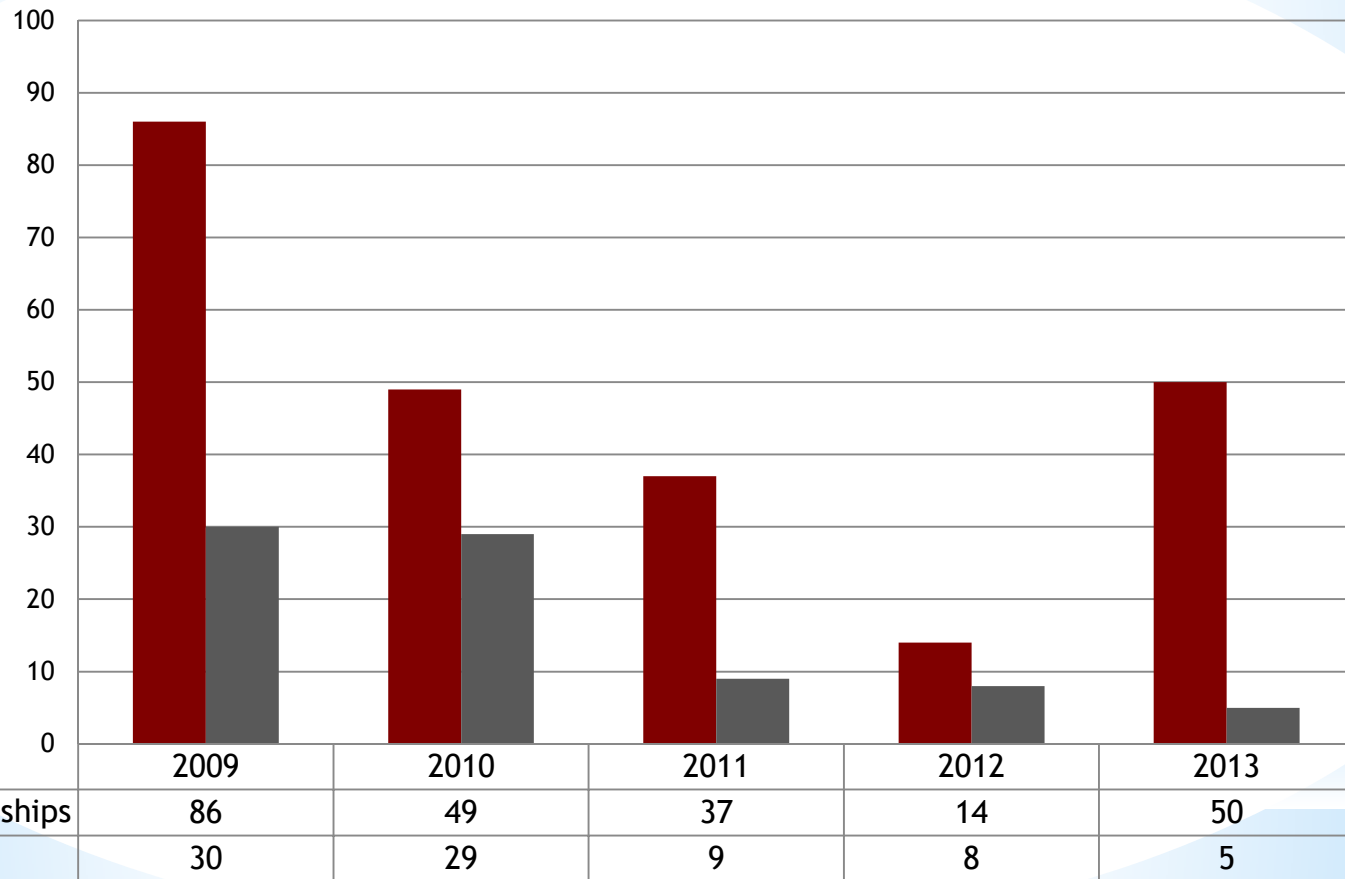
- Collaborate with Universities
  - University Champions Program
  - Grant Programs
- Student Internships - Summer/COOP (Pathways)
- Entry Level and Internship Positions Announced in the Fall on USAJobs
- Fall Campus Career Fair Presence



# Hiring Picture



Student Hires

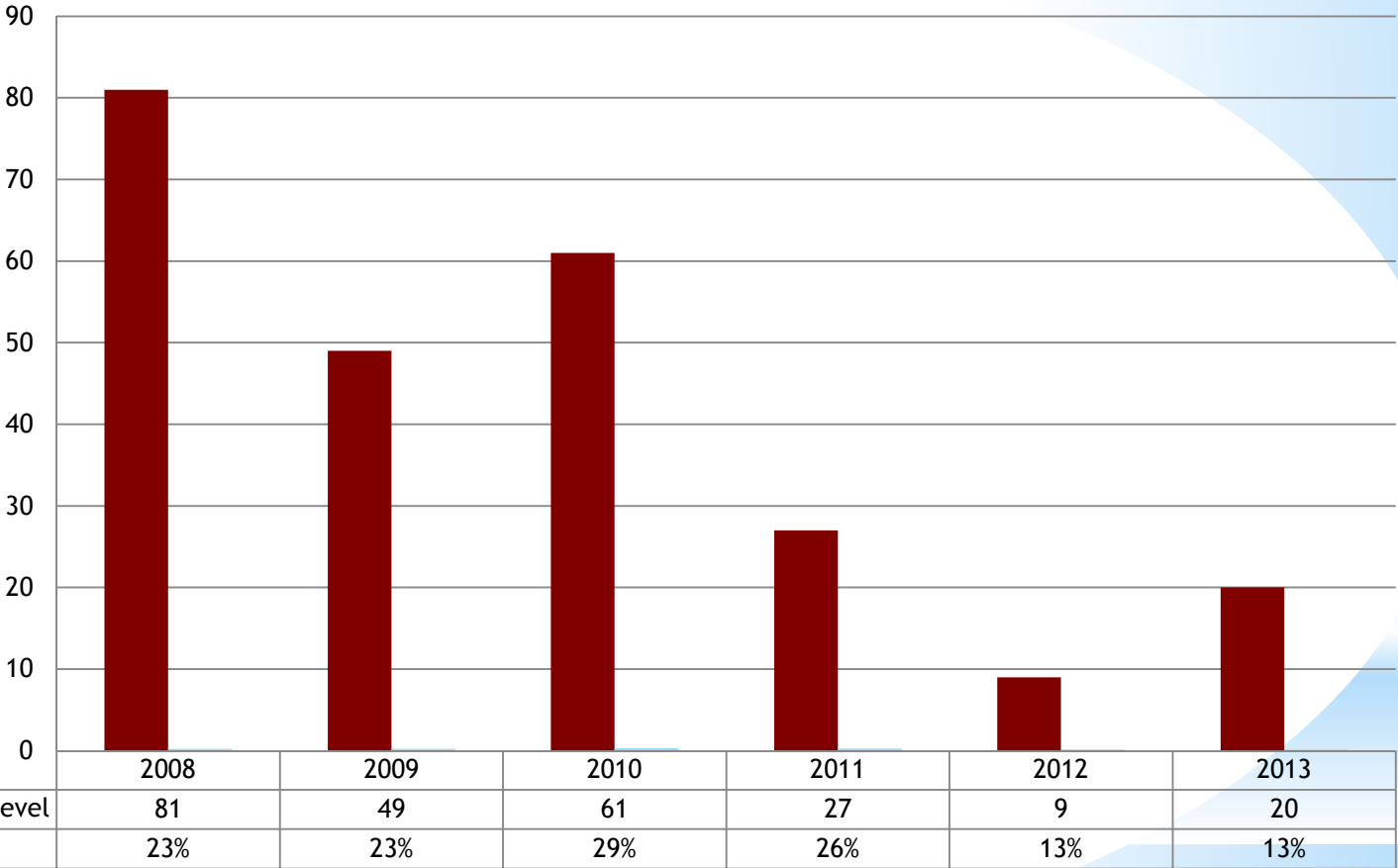


■ Student Internships	86	49	37	14	50
■ Co-Op	30	29	9	8	5

# Hiring Picture



Entry Level Hiring



The Best Places to Work

IN THE FEDERAL GOVERNMENT



# Contact Information

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

**Email:** [OHRComments.Resource@nrc.gov](mailto:OHRComments.Resource@nrc.gov)

**Mailing Address:**

Office of Human Resources  
U.S. Nuclear Regulatory Commission  
Mail Stop: 3WFN – 03M12  
Washington, DC 20555-0001  
(301) 415-7400

Please visit our Agency website at: [www.nrc.gov](http://www.nrc.gov)