

GRADUATING STUDENTS AND NEW ENGINEERS

WANTS AND NEEDS

March 4, 2014

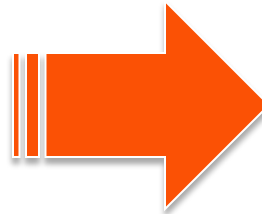


by Ms. Gabriela Vazquez

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Florida International University

AFTER GRADUATION



WANTS: MONEY, BENEFITS, & LOCATION

THE WANTS

- **Salary**

- “How much is your salary?”
- Median pay of an engineer with a Bachelor’s degree: ranges from \$60,000-\$90,000 (U.S. Bureau of Labor Statistics)
- Entry level plant engineer: \$54,558 (Nuclear Energy Institute)

- **Benefits**

- Insurance
- Vacation Days
- Retirement plans

- **Location**

- Close to home
- Willing to relocate

NUCLEAR INDUSTRY MATCH UP?

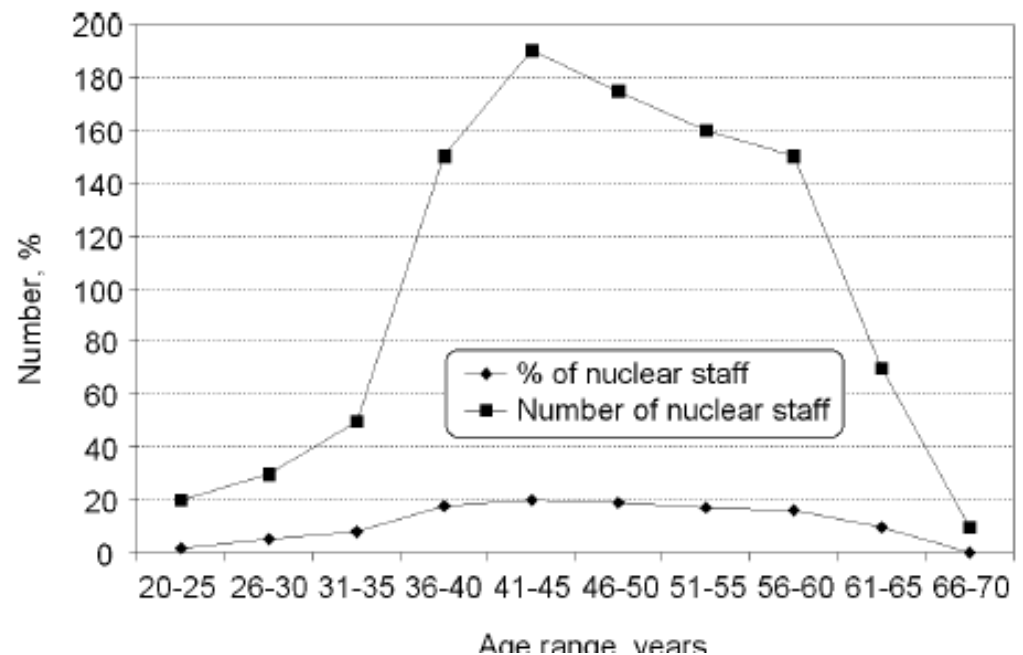
- Engineer or Scientist coming straight out of school with a bachelors degree with a GPA of at least 3.0 overall or at least 3.5 in their major

Present	At 1 Year	At 2 Years	At 3 Years	At 4 Years
GG-7	GG-9	GG-11	GG-12	GG-13
\$61,954	\$65,268	\$69,782	\$75,621	\$89,924

- 2.5 weeks of paid vacation
- 13 paid sick days
- 10 paid holidays
- Retirement plan
- Thrift savings plan
- Insurance benefits
- Employee assistance
- Recruitment bonus
- Relocation expenses for new employees
- Student loan repayment
- Union representation

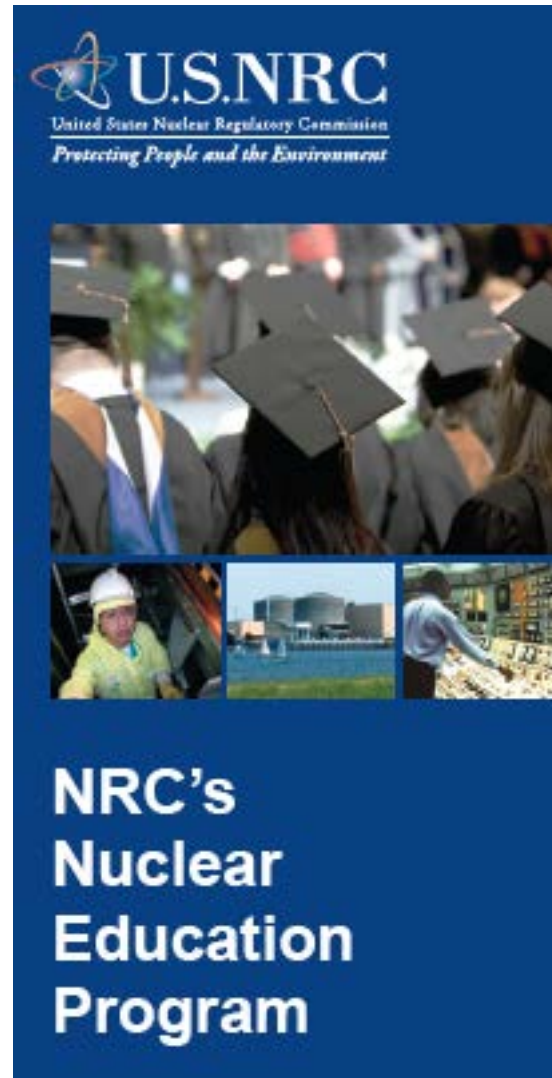
THE PROBLEM

- Perception of the Nuclear Industry is considered “poor”
- Negative Media Coverage
- Few students want to enroll, universities cut curricula
- Aging & Retiring Faculty members
- Lack of Career Prospects



RECRUITMENT EFFORTS

- **Recruitment Programs**
- **Scholarships**



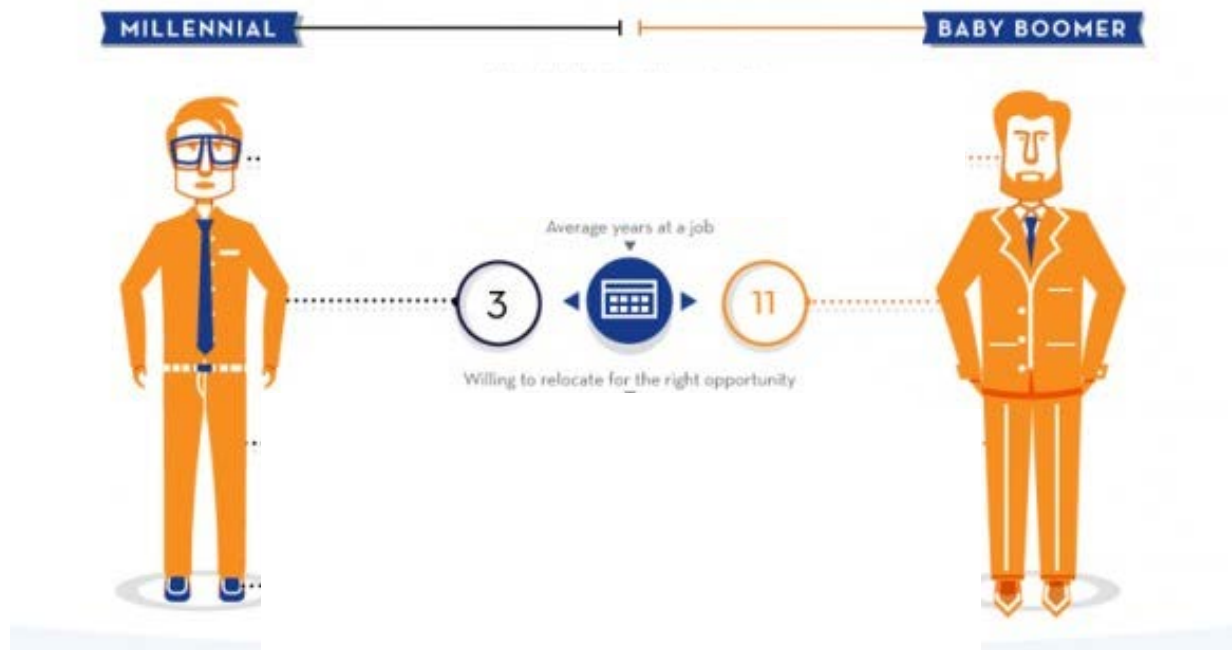
GOT IT?



- Invest in us early to catch our interest
- Offer our “wants” so we will apply to job openings

LOYALTY

- Loyalty comes with fulfilling our needs



To us it's not just
about money, it's about
enjoying what we do
and believing in it.

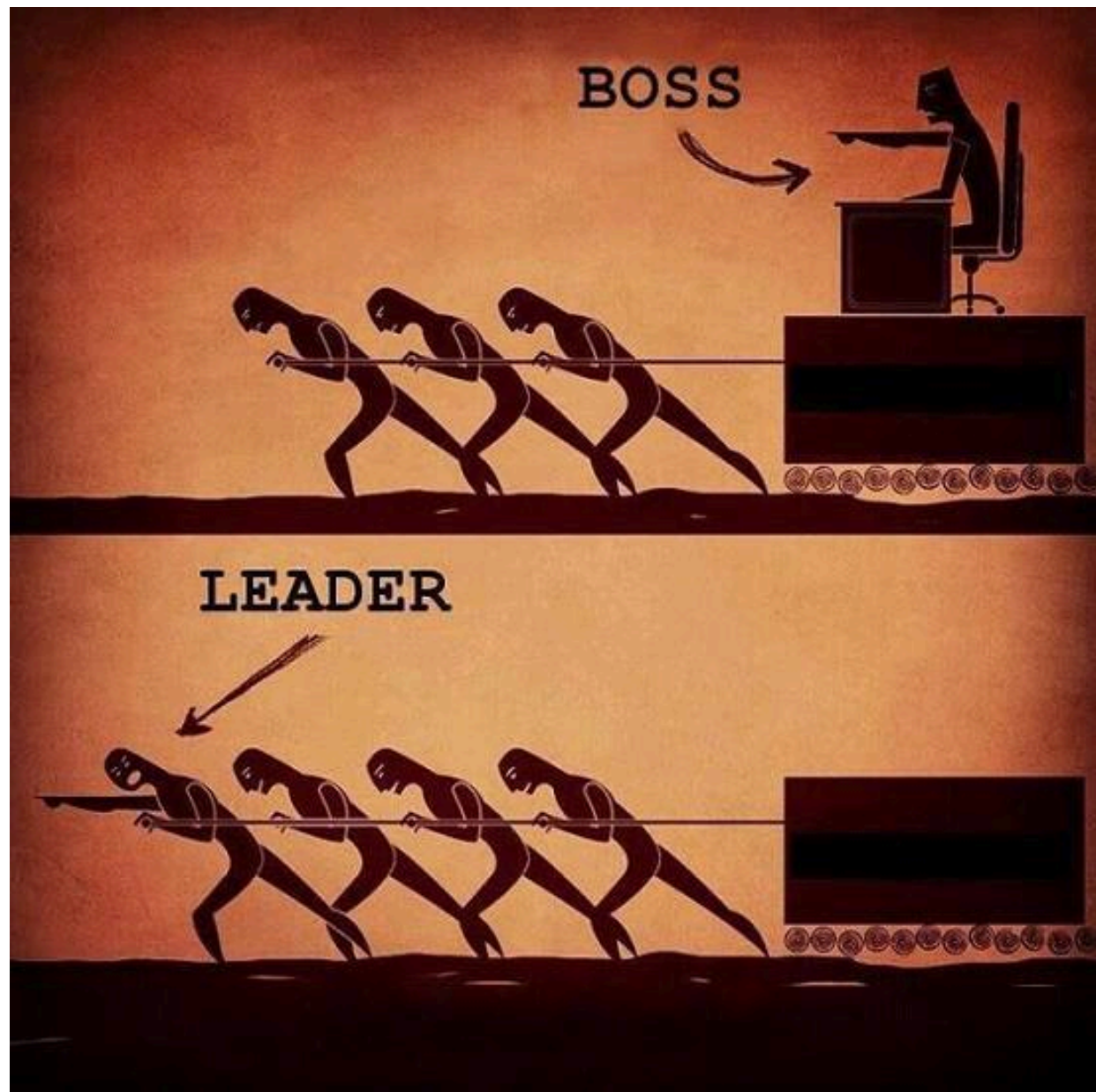


PAUL FARNELL
CO-FOUNDER, LITMUS

THE NEEDS

- Leadership
- Opportunity
- Collaboration
- Fulfillment
- Flexibility
- Resources

LEADERSHIP



LEADERSHIP

- Mentors who are invested in our development and career path
- Leaders with honesty and integrity
- Allow for open communication
- Lead through example
- Why?
 - Bring us in and make us part of work culture
 - Understanding and provide guidance
 - Provides a sense of responsibility and loyalty to not disappoint



**IF IT DOESN'T
CHALLENGE YOU
IT DOESN'T
CHANGE YOU**

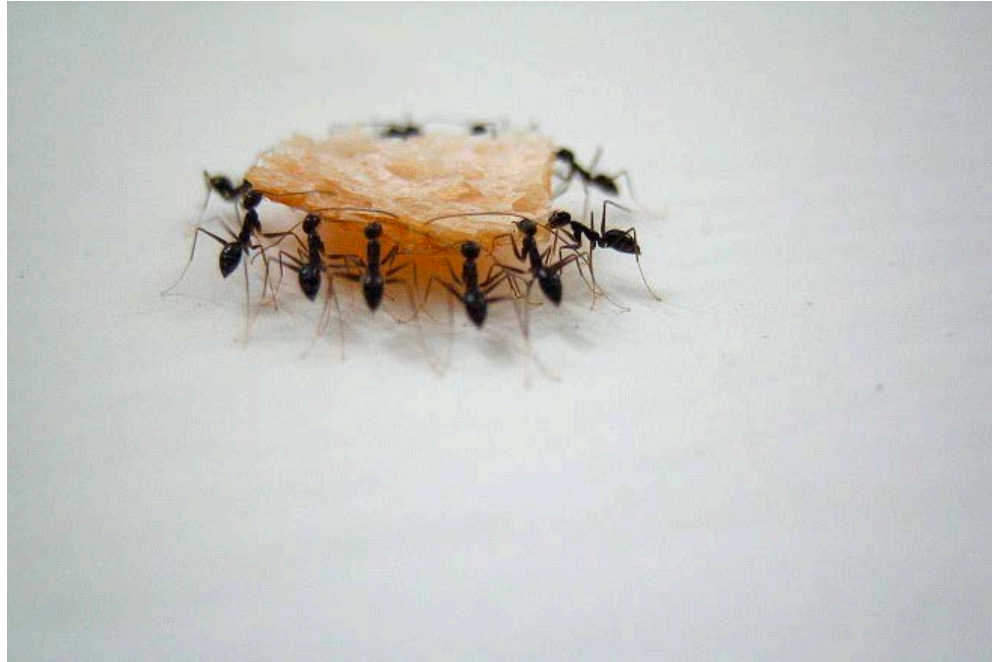
-FRED DEVITO

Photo by Cody Blair

OPPORTUNITY

OPPORTUNITY

- Opportunity to try new things, learn, and grow
- Why?
 - Gets us out of our comfort zone
 - We might have the new fresh idea you are looking for
 - We learn our strengths and weaknesses
 - Grow as individuals but also in our career path
 - We want to feel stuck, it keeps us driven to work for something better



COLLABORATION

COLLABORATION

- We want to be a team in both the work and social aspect
- Why?
 - We to click with the people we work with
 - Building comradery builds loyalty
 - Builds intrapersonal skills
 - Have fun!



FULFILLMENT

FULFILLMENT

- Actually liking the work that we do
- Why?
 - Keeps us happy and passionate on a day to day basis
 - It brings out the best in us
 - Work is meaningful because there is a sense of accomplishment and purpose

FLEXIBILITY



FLEXIBILITY

- Flexible work hours
- Why?
 - Personal lives are a priority
 - We work to live, not live to work

RESOURCES



RESOURCES

- Provide materials and resources needed to complete work
- Why?
 - It can be extremely frustrating to struggle to get work done
 - Feel productive
 - Feel good to work good

STATISTICS


- According to Forbes.com
 - 64% of millennials say it's a priority for them to make the world a better place.
 - 72% would like to be their own boss. But if they do have to work for a boss, 79% of them would want that boss to serve more as a coach or mentor.
 - 88% prefer a collaborative work-culture rather than a competitive one.
 - 74% want flexible work schedules.
 - 88% want work-life integration.
 - Millennials rank friendship, second only to health, as being the greatest determinant of a successful life.
- An article from today.com summarizes it all

“What the millennials want at work is to be judged on their impact, have fun, have a flexible schedule and get rewards for a job well done. They want an emotional connection to their work and to be part of a team focused on a goal. And while they are a wired generation, they want face-to-face contact when it comes to personal topics. That does not mean they are a new slacker generation. They are equally committed.”

I am part of a lost generation
and I refuse to believe that
I can change the world
I realize this may be a shock but
“Happiness comes from within.”
is a lie, and
“Money will make me happy.”
So in 30 years I will tell my children
they are not the most important thing in my life
My employer will know that
I have my priorities straight because
work
Is more important than
family
I tell you this
Once upon a time
Families stayed together
but this will not be true in my era
This is a quick fix society
Experts tell me
30 years from now, I will be celebrating the 10th anniversary of my divorce
I do not concede that
I will live in a country of my own making
In the future
Environmental destruction will be the norm
No longer can it be said that
My peers and I care about this earth
It will be evident that
My generation is apathetic and lethargic
It is foolish to presume that
There is hope.

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And all of this will come true unless we choose to *reverse it*.



HOPE SEES THE INVISIBLE ,
FEELS THE INTANGIBLE
AND ACHIEVES THE IMPOSSIBLE.

UNKNOWN

THANK YOU