

Attracting and Engaging Young Nuclear Professionals

WM2014 Waste Management Conference

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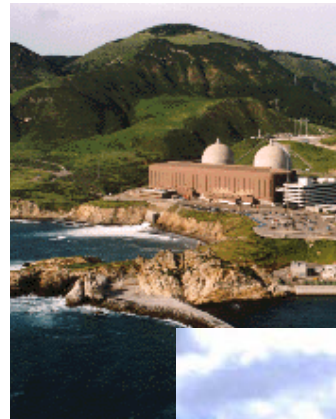


U.S.NRC
UNITED STATES NUCLEAR REGULATORY COMMISSION
Protecting People and the Environment

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?



Students Placing More Emphasis on Soft Values

Ideal Employer Survey – 40 Attributes for what Students Looking for in an Employer

- 1) Employer Reputation and Image
- 2) Remuneration and Advancement Opportunities
- 3) Job Characteristics (Soft Value)
- 4) People and Culture (Soft Value)

Soft Attributes Increasing in Importance for Past Several years

- 1) **Source: Universum “Softening of Values”**
<http://universumglobal.com/2013/10/softening-of-values/#ixzz2uShVWisY>

Students Placing More Emphasis on Soft Values

- Want to Include their **Personal Interests** in their Work Schedule
- Want an **Innovative and Friendly Work Environment**
- **Want Strong Training and Development Opportunities**
- Want Managers who Support Development

Having it All

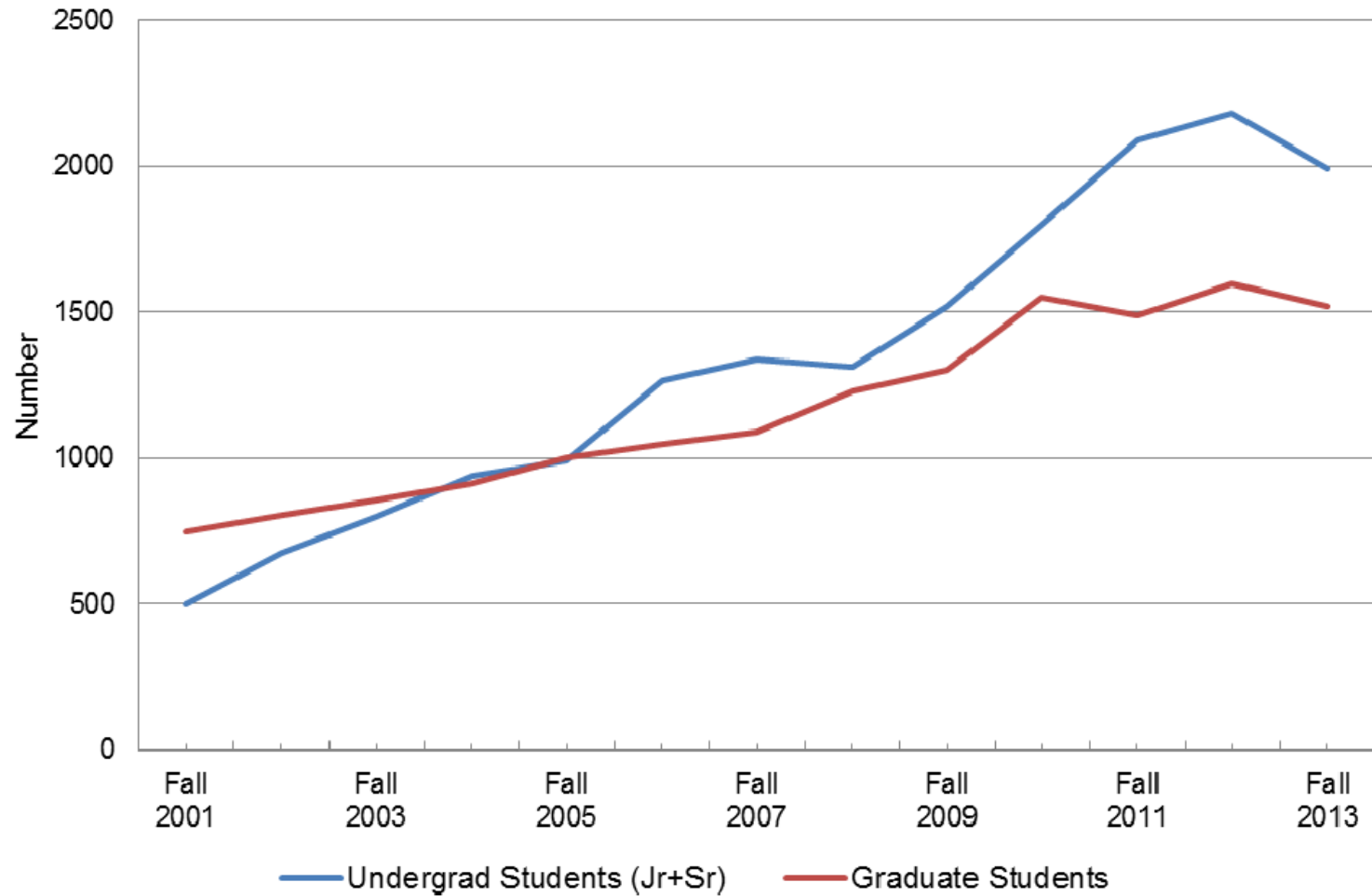
Hard Values Still Important

- Pay and Benefits
- Advancement Opportunities

More New Graduates Basing *Employment Decisions* on Softer Values

2014 Engineering Students Top Preferences	Rank
Secure employment (Job Characteristics)	1
A creative and dynamic work environment (People & Culture)	2
Professional training and development (Job Characteristics)	3
Innovation (Employer Reputation & Image)	4
Challenging work (Job Characteristics)	5
Leaders who will support my development (People & Culture)	6
Respect for its people (People & Culture)	7
A friendly work environment (People & Culture)	8
Variety of assignments (Job Characteristics)	9
Leadership opportunities (Remuneration & Advancement Opportunities)	10

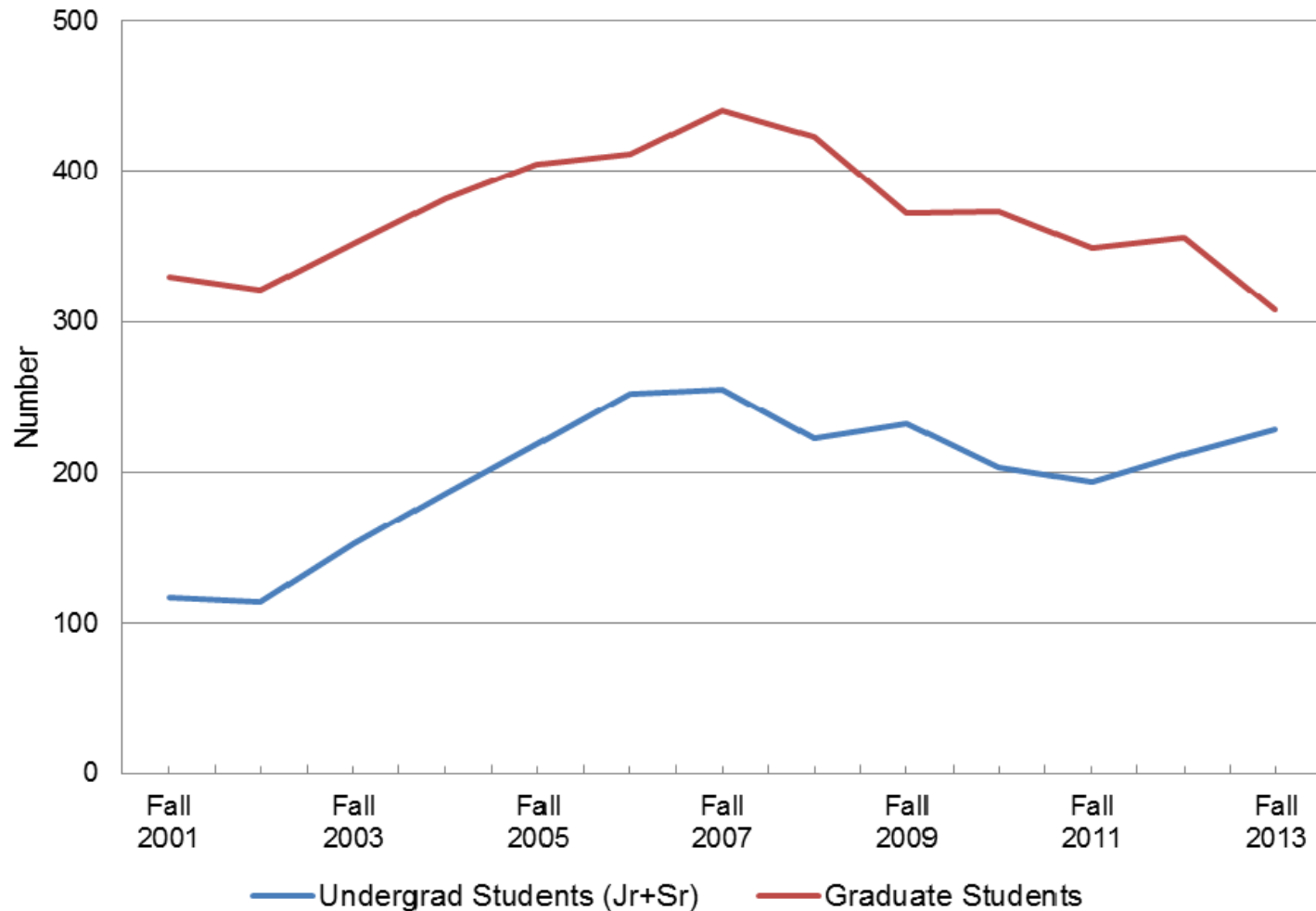
**Figure 1. Nuclear Engineering Enrollment Trends
Fall 2001 - Fall 2013**



Source: ORISE, NE Enrollments and Degrees Survey, 2014

HP Enrollment Trends

**Figure 1. Health Physics Enrollments Trends
Fall 2001 - Fall 2013**



Meeting the Challenges for Attracting New Graduates

Hard Values

Pay and Benefits

Advancement Opportunities

Soft Values

Work Life Balance

Training and Development

Organizational and Personal Value Alignment

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



- Technical Training Center
- Professional Development Center
- Mentoring Programs
- Graduate Fellowship Program
- Leadership Potential Program
- Senior Executive Series Candidate Program
- Keep Careers Exciting, Encourage Mobility
 - Rotational Programs
 - Internal Movement

- Staff Believe Strongly in the Agency Mission
- Culture that Respects Individuality
- Feedback and Professional Disagreement are Encouraged and Opinions are Valued



Pay and Benefits

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



Nuclear Safety Professional Development Program

- 18 Month to 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
- Career Ladder Position

NSPDP Estimated Salary Progression

Educational Qualifications	Present	At 1 year	At 2 years	At 3 years	At 4 years
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, 2014.

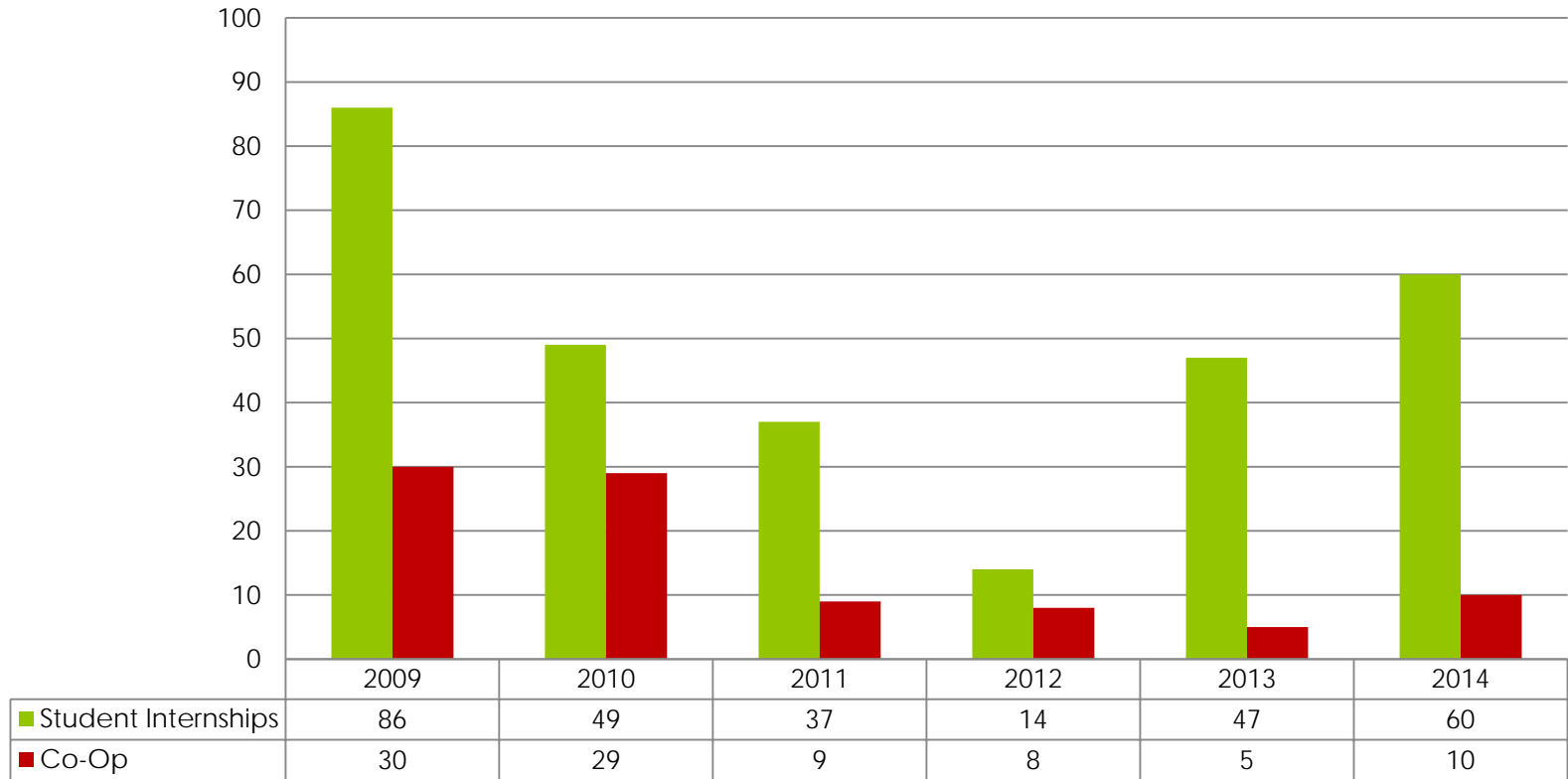
- Collaborate with Universities
 - University Champions Program
 - Grant Programs to Sustain and Generate Interest in Nuclear Related Fields
- Student Internships – Summer/COOP (Pathways)
- Entry Level and Internship Positions Announced in the Fall on USAJobs
- Fall Campus Career Fair Presence



Hiring Picture



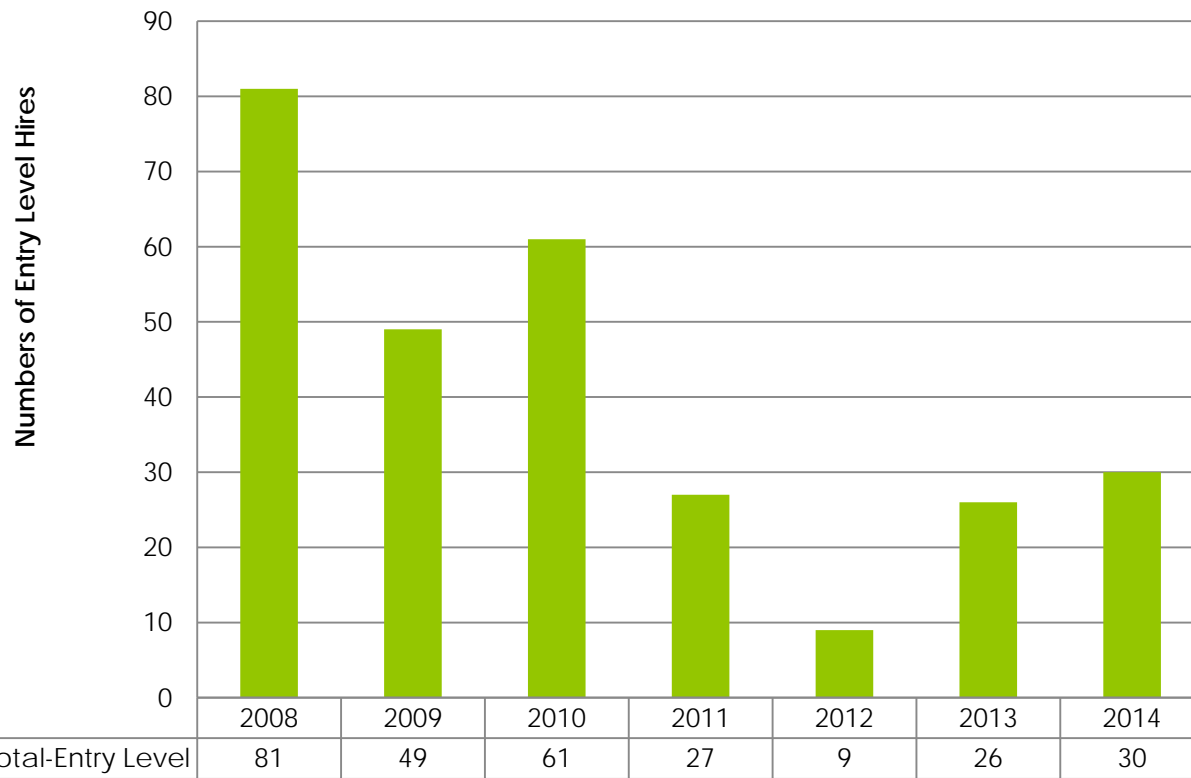
Student Hires



Hiring Picture



Entry Level Hiring





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

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