



Young Generation Perspective on the Nuclear Industry

IAEA International Conference on Human Resource
Development for Introducing and Expanding Nuclear
Power Programs

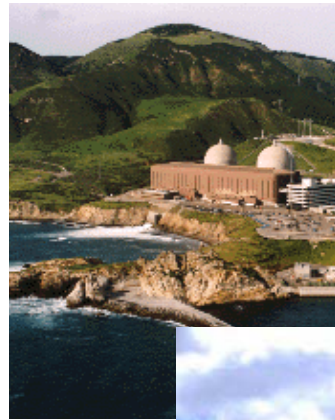
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US Nuclear Regulatory Commission

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 are the general ambitions and ideals of the young generation in the United States?
- What are the challenges specific to attracting the young generation to nuclear fields in the US?
- How does the US NRC address these needs and challenges?

US University Student Perspective

Over 60,000 undergraduate students in the US, from 227 schools

Field period: December 2008—March 2009

Top 3 Career Goals

1. To have work/life balance (70%)
2. To be dedicated to a cause or to feel that I am serving a greater good (48%)
3. To be a leader or manager of people (38%)

What does the Young Generation in Nuclear...

Enjoy most?	Dislike?
1. Colleagues	1. Inflexible work schedules
2. Challenges	2. Organizational politics
3. Variety in Work	3. Resistance to change

Need in order to succeed?

- Structured, clearly defined career development paths
- Goals and ways to achieve them
- Tangible measures of performance with frequent feedback

Survey results consist of 3 years of data, nearly 800 respondents



Survey results available at: <http://www.na-ygn.org/index/index.html>

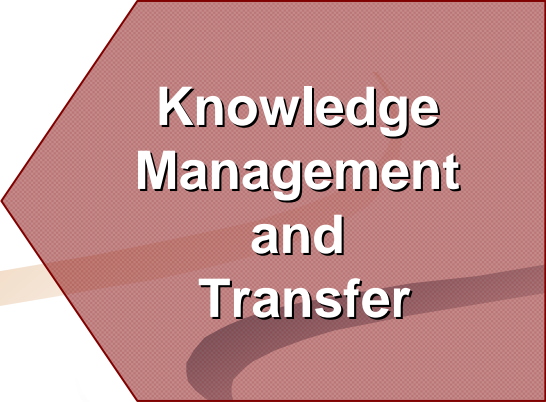




Recruiting
and
Retaining

- Collaborates with Universities
 - ⊕ University “Champions” Program
- Maintains a strong “**cooperative**” program for students
 - ⊕ Student Career Experience Program, summer internships
- Offers **competitive compensation**
 - ⊕ Salaries, student loan repayment, health insurance
- Provides flexible **work schedules**
 - ⊕ Flexible hours, work from home
- Keeps careers **exciting**, encourages mobility
 - ⊕ Rotational programs, international opportunities

- Utilizes **social networking** and content management software
 - ✦ NRC Knowledge Center “Communities of Practice”, Microsoft SharePoint
- Shares common and new practices
 - ✦ NRC 35th Anniversary Knowledge Management Fair
- Encourages knowledge transfer
 - ✦ **Regular seminars** and luncheons
- Requires reporting, documenting of knowledge
 - ✦ International **trip reports**, internal searchable databases and libraries



Knowledge
Management
and
Transfer

Leadership and Career Development

- Provides **“fast-track”** programs
 - ✦ Nuclear Safety Professional Development Program
 - ✦ Leadership Potential Program
- Offers formal and informal **mentoring** programs
- Maps out **career paths** with multiple avenues to achieve goals
- Supports **continuous education**
 - ✦ Graduate Fellowship Program, Individual Development Planning, Classroom and web-based training

- Staff believe strongly in the NRC's Mission
- Culture that **respects individuality**
- Feedback and professional disagreement are encouraged and **opinions are valued**
- A **chance to make a difference** has made working for the government popular again



Organizational
and
Personal
Value
Alignment

Thank you!

