**Benchmarking Committee Goal:** To develop and facilitate a survey, analyze survey data, and publish a report of the survey results. Survey questions shall allow for trending data from past surveys, but shall also focus on current needs of the nuclear industry.

**Background & Purpose**

Since NAYGN’s inception in 1999, the nuclear industry has looked to our organization as the voice of the young generation. Member surveys are conducted to gather input on standard metrics as well as key issues faced by NAYGN and the nuclear industry. These issues can change over time, and each benchmarking committee should carefully consider what issues should be addressed. The target audience for previous NAYGN surveys has been the NAYGN membership; however, future surveys may expand the target audience, as appropriate.

**Committee Email:** [benchmarking@naygn.org](mailto:benchmarking@naygn.org)

**Board Sponsor:** NAYGN Vice President, [vp@naygn.org](mailto:vp@naygn.org)

**Committee Lead Responsibilities:**

1. The committee lead is responsible for working with the Board sponsor to define the survey topics and the target audience. Input should be obtained from the NAYGN Board and the Executive Advisory Council. Subject Matter Experts may also be consulted, as applicable.
2. The committee lead shall identify and communicate areas of concern or opportunities for improvement within the Benchmarking Committee to the core sponsor.
3. The committee lead shall provide periodic updates to the board sponsor so that NAYGN’s general membership is aware of committee initiatives.

**Committee Member Roles and Responsibilities**

1. The committee shall develop a biennial survey based on the needs of the nuclear industry.
2. The committee shall administer the survey through a reputable survey company, such as the NAYGN Survey Monkey account: <http://www.surveymonkey.com/>. The committee lead is the only person allowed to access the account (in addition to the NAYGN Board), for privacy reasons. Any committee members who have access to raw survey data must take the utmost care to maintain the privacy of survey respondents.
3. The committee shall promote participation with the survey target audience. Communication can be done through the bi-weekly NAYGN membership announcements, NAYGN newsletter/blog, or “Local Chapter Lead” meetings. Additional communication through NAYGN social media should be considered and pursued, as appropriate.
4. The committee shall analyze survey results. Maintain privacy and anonymity for survey respondents. Analyze all results in an ethical and fair manner.
5. The committee shall compile survey results to create the Career Report. Present all results and comments in an ethical and fair manner.
6. The committee shall publicize and distribute the Career Report. The Career Report shall be made available to NAYGN members, nuclear utilities and companies, government agencies, universities, and any other interested parties. Committee members may be asked to present the results at industry conferences or other venues.
7. The committee shall maintain the Benchmarking Committee Charter current by reviewing and, if necessary, revising it periodically.

**Past NAYGN Surveys**

Past NAYGN surveys are posted on the website: <https://naygn.org/member-center/resource-library/>

* “Addressing the Challenges Facing the Young Generation in Nuclear,” November 17, 2004. This survey was conducted at the 2004 ANS winter meeting. Revision 1 was issued in April 2005.
* “2006 Recruitment & Retention Benchmarking Survey Report,” November 2006. Contains salary data plus written comments.
* “2007 Recruitment & Retention Benchmarking Survey Report,” February 2008. Contains salary data plus written comments.
* “What’s Critical to Your Success?” Issued January 29, 2007. Contains information about young professionals’ work environment and skills.
* “What’s Critical to Your Success?” Issued April 22, 2008. Contains information about young professionals’ work environment and skills.
* “2008 NAYGN Career Report,” Issued July 2009. This survey combines the “Critical to Your Success” and Recruiting & Retention / Salary survey topics.
* “2010 NAYGN Knowledge Transfer Survey Report,” August, 2010. This survey assesses the participation and effectiveness of knowledge transfer activities in the nuclear industry.
* “2012 NAYGN Career Report,” Issued May 2012.
* “2014 NAYGN Career Report,” Issued April 2014.
* “2016 NAYGN Career Report,” Issued May 2016.
* “2018 NAYGN Career Report,” Issued August 2018.
* “2020 NAYGN Career Report,” Issued May 2020.
* “2022 NAYGN Career Report,” Issued May 2022.

**\*See NA-YGN Local Chapter List for existing chapters in each region.**