



2012 NA-YGN Career Report

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Executive Summary

This survey builds on topics and issues that have been studied by NA-YGN since the organization's first major survey in 2004. Since the formation of NA-YGN in 1999, this organization has sought to be the voice of the young generation in nuclear. Through the results of this survey, the young generation is speaking louder than ever.

Demographic information (years of experience, position within the company, type of company) was collected in order to understand the different factors that influenced each response. In addition to demographic information, participants were asked a series of questions related to salary, job satisfaction, work hours, and NA-YGN satisfaction.

Analysis of the collected data provided new insights and confirmed existing conclusions about the young generation in the nuclear industry. An overwhelming majority of young professionals are satisfied with their jobs, their companies, and with NA-YGN. There is a strong correlation between satisfaction in a job and with NA-YGN. Factors with the most importance to job satisfaction are the availability of advancement and growth opportunities and a healthy work/life balance.

Members of NA-YGN have a passion for nuclear science and technology and are actively engaged in their careers. When only five percent of the respondents are actively seeking new employment specifically outside of the industry and over 85% are very satisfied or satisfied with their current job, it is clear that we are continuing to prepare ourselves to be the leaders of the future.

I. Introduction

The 2008 NA-YGN Career Report surveyed our members to capture data that represented the voice of NA-YGN members. Due to the success of the 2008 Career Report, the 2012 Career Report surveyed similar issues. The main changes in the 2012 NA-YGN Career Report include the refinement of job satisfaction/dissatisfaction factors, the addition of NA-YGN satisfaction questions, and enhanced questions regarding work/life balance. For the 2012 survey, about one third of our members provided their thoughts and opinions. This record setting participation allows us to capture information that truly represents the voice of the young generation.

The earthquake and tsunami that occurred in Japan in 2011 and the subsequent issues at the Fukushima Daiichi Nuclear Power Plant changed our industry. Our members' responses to the survey were gathered after this event. This report paints a picture of how the incident has affected our member's career goals, job satisfaction, and opinions about the nuclear industry. In spite of the downturn in the economy, high unemployment, and job dissatisfaction throughout other industries, NA-YGN's members have a positive outlook on their careers and the nuclear industry as a whole. The North American Young Generation in Nuclear is strong, in high spirits and ready for the challenges ahead.

II. Methodology and Data Collection

The development of the 2012 NA-YGN Career Report occurred in three phases from October 2011 to April 2012. Survey methodology, data collection and analysis were the focus during the survey creation and analysis phases. The third phase, report writing, was the final phase that gathered conclusions and made recommendations based on the data.

Survey creation was the first phase that the team focused on. Previous survey questions were reviewed to determine what questions would be re-used, re-developed, or created. It was important to the team for this survey to continue gathering data on previous focus areas such as demographics, salary, and career satisfaction. The team agreed to add additional questions about NA-YGN satisfaction and work hours.

The survey had 34 questions which were divided into pages according to the relevant areas. Based on feedback and lessons learned, particular consideration was taken during this phase to limit the length of the survey, improve clarity of answer choices, and decrease the amount of fill-in-the-blank answers. Some questions were branched depending on the response provided. This branching allowed for a deeper analysis in some areas.

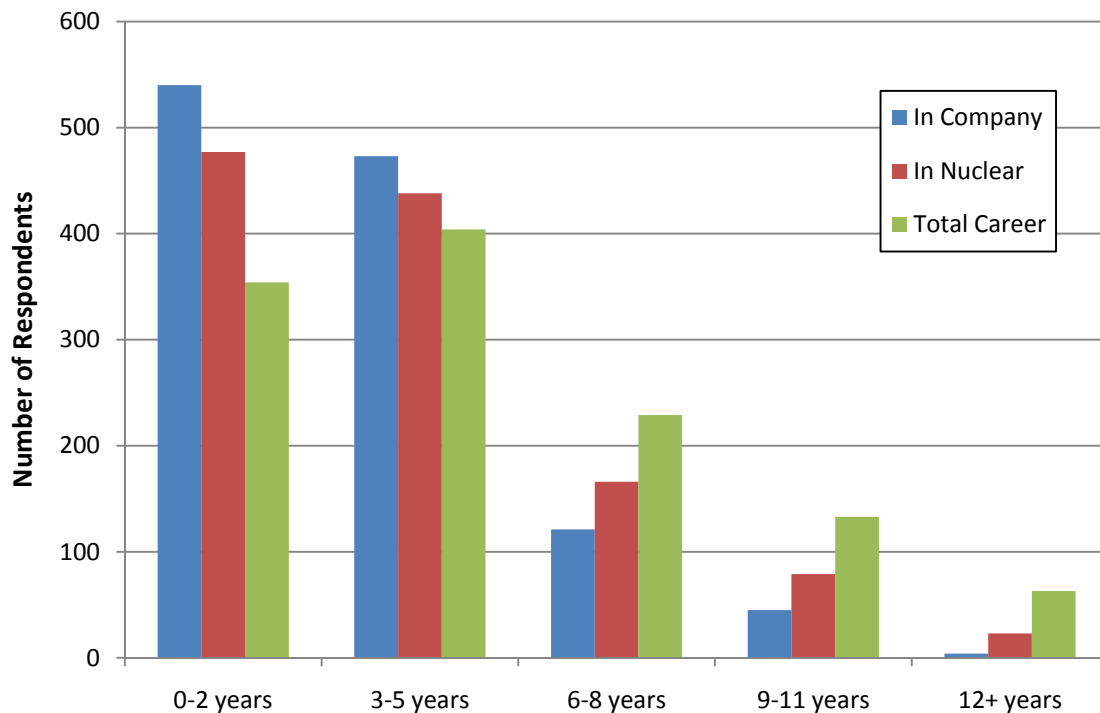
The survey was open from January 16, 2012 to February 13, 2012. Initially, the survey was scheduled for two weeks; however, due to member requests, the survey was extended an additional week. The link for the survey was provided to all NA-YGN members via email in the NA-YGN Membership Announcements and Local Chapter Lead Briefs. Of the 4276 active NA-YGN members, 1405 completed the survey. The response rate increased from 22% on the previous survey to 33% in 2012. All survey responses were anonymous.

The second phase for data collection was the analysis phase. The team developed a list of straightforward and cross analysis topics to outline the analysis. The cross-analysis was used to provide additional insight into correlations between different survey responses. The straightforward analysis was used for direct comparisons as well as comparing the 2012 survey's data with data from previous surveys. To provide clarity on some graphs in this report, a few of the response categories were combined and noted as applicable. An extensive amount of effort was placed on analysis to ensure that accurate and beneficial information will be provided to stakeholders.

The data used for analysis was focused on respondents 35 years of age or younger in order to better represent the voice of the young generation. Eighty-five percent of total respondents for the survey were in this category. The team excluded data for over 35 years of age (unless otherwise noted) from our analysis; however, data showing differences in responses between the two age groups were noted as applicable.

III. Demographic Information

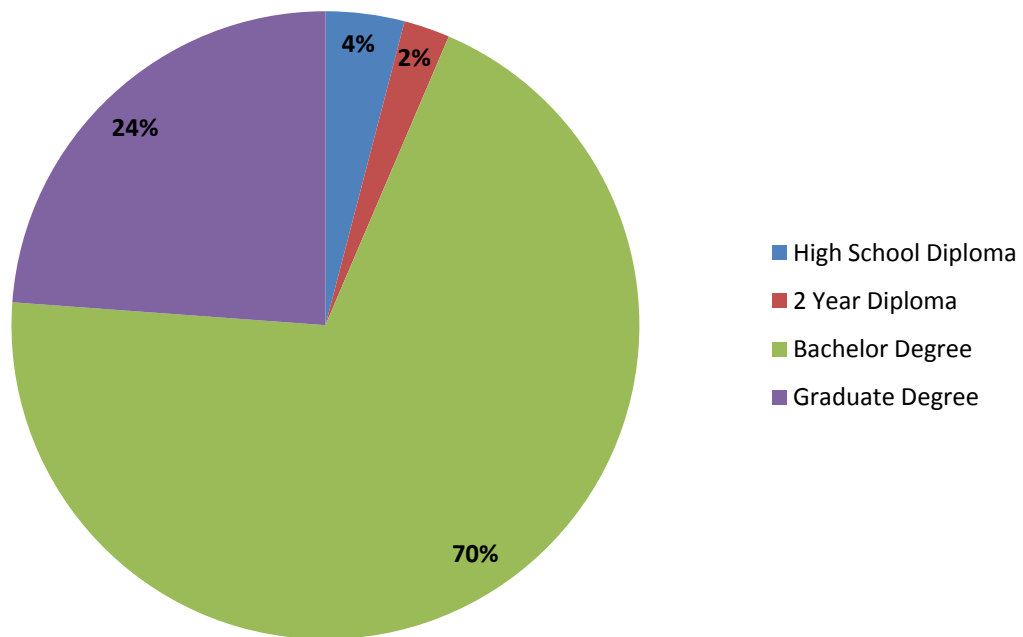
Figure 1: Years of Experience



Approximately 86% of respondents under the age of 35 have been at their current company for less than five years (up slightly from 82% in the 2008 survey) and only four percent have been in their current company for more than nine years. These trends are shown in Figure 1. The survey indicated that 68% of respondents have less than five years of total work experience and 18% have been working for more than nine years. The survey also reflects that 77% have been in the nuclear industry for less than five years (an increase from 68% in the 2008 career report) and only 9% have been in the nuclear industry over nine years (a decrease from 19% from the 2008 career report).

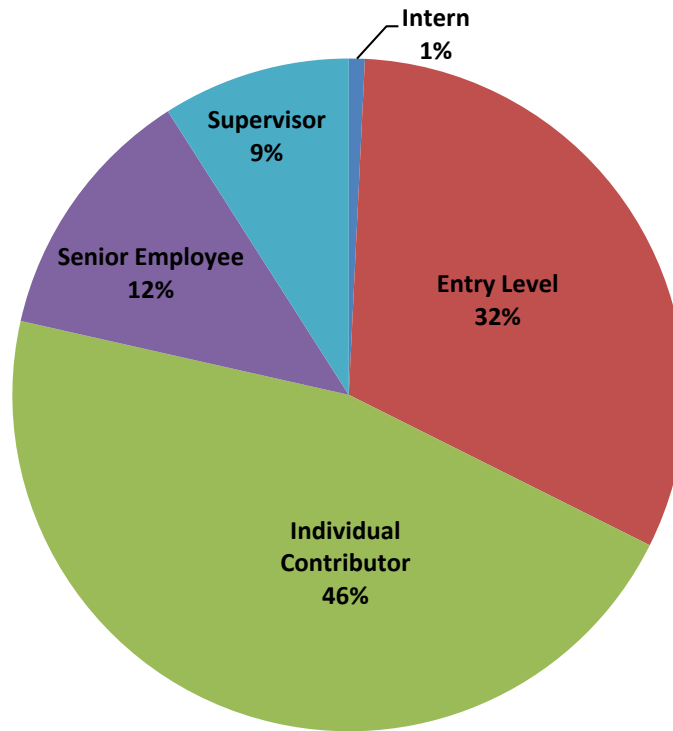
For the 2012 career survey, there were more respondents (percentage wise) with less experience compared to the 2008 career survey. This could be because the nuclear industry has continued to hire through the economic downturn and many of NA-YGN's members are new to their careers.

Figure 2: Highest Education Received



Level of education was surveyed and 94% of survey respondents under the age of 35 have received at least a four-year degree (Figure 2). The majority of young nuclear professionals have some level of college education, even though a college degree is not required for most nuclear positions. This is evident considering that 26% of survey respondents are in operations and/or maintenance positions (see Figure 5).

Figure 3: Current Position in Company



NA-YGN members hold many different positions within their organizations (Figure 3). Survey responses show that 32% of respondents are in entry level positions, while 46% are individual contributors. Senior employees make up 12%, while 9% hold supervisory positions. Only 1% of respondents are interns.

Figure 4: Current Company Type

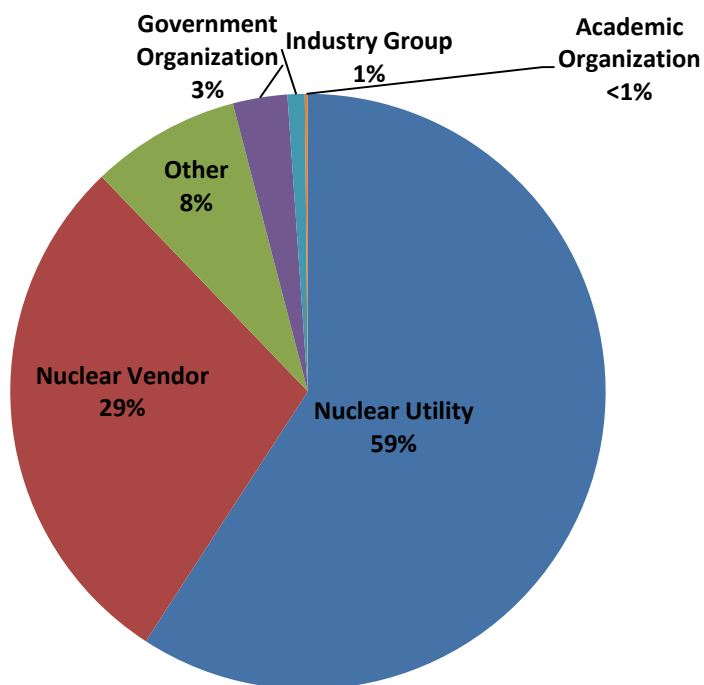


Figure 4 shows that 59% of survey respondents work for a nuclear utility and 29% working for a nuclear vendor. Although the majority of survey respondents work for either a nuclear utility or vendor, over ten percent of the responses were received from other organizations such as government, industry groups, academia, etc.

Figure 5: Respondents' Job Functions

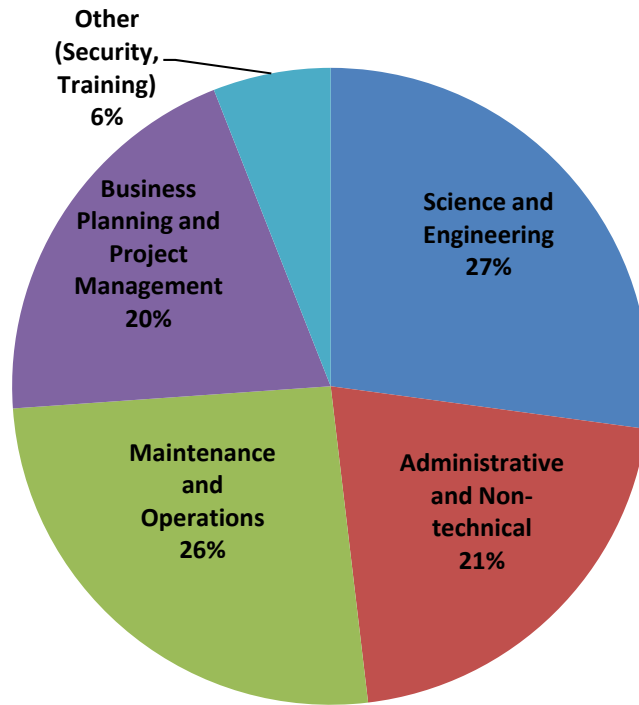
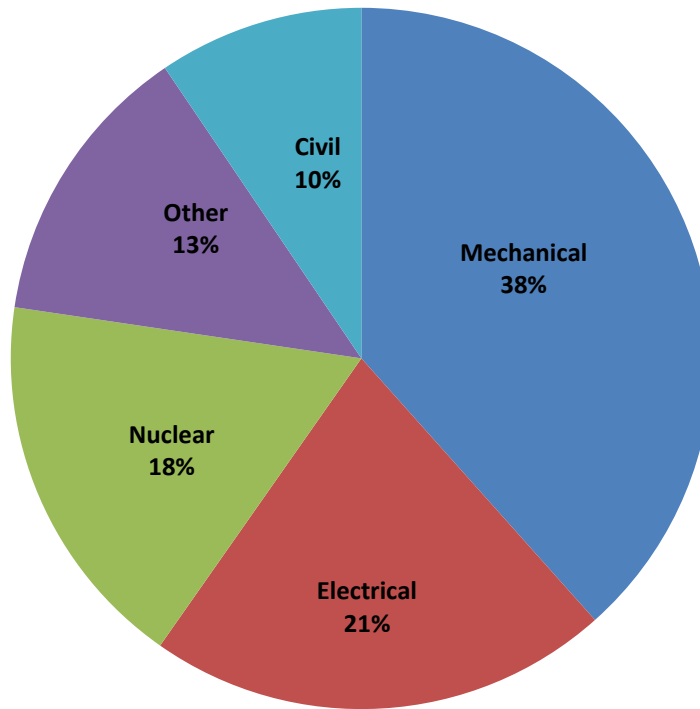


Figure 5 plots the respondent's job functions. Responses from NA-YGN members in a wide range of job functions are represented in this survey.

Due to a low response rate from certain groups, some job functions were combined as follows:

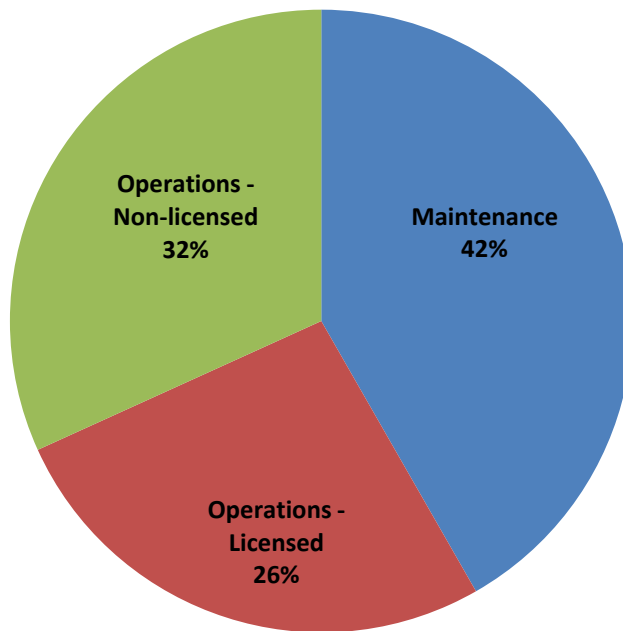
1. Administrative/Non-technical and HR/Communications were combined and are represented as "Administrative and Non-Technical."
2. Science (health physics, radiation protection, etc) and Engineering were combined and are represented as "Science and Engineering."
3. Maintenance/Technical and Operations were combined and are represented as "Maintenance and Operations."
4. Security and Learning/Training were combined and are represented as "Other (Security, Training)."

Figure 6: Engineering Respondents' Positions



Of the respondents working in an engineering field, five different divisions were represented, with 38% of engineering respondents working in mechanical engineering while 21% indicated that they work in electrical engineering (Figure 6). Eighteen percent of engineering respondents work in nuclear, 10% work in civil and 13% work in other areas of engineering. This graph shows that there is a diversity of engineering backgrounds within the nuclear industry.

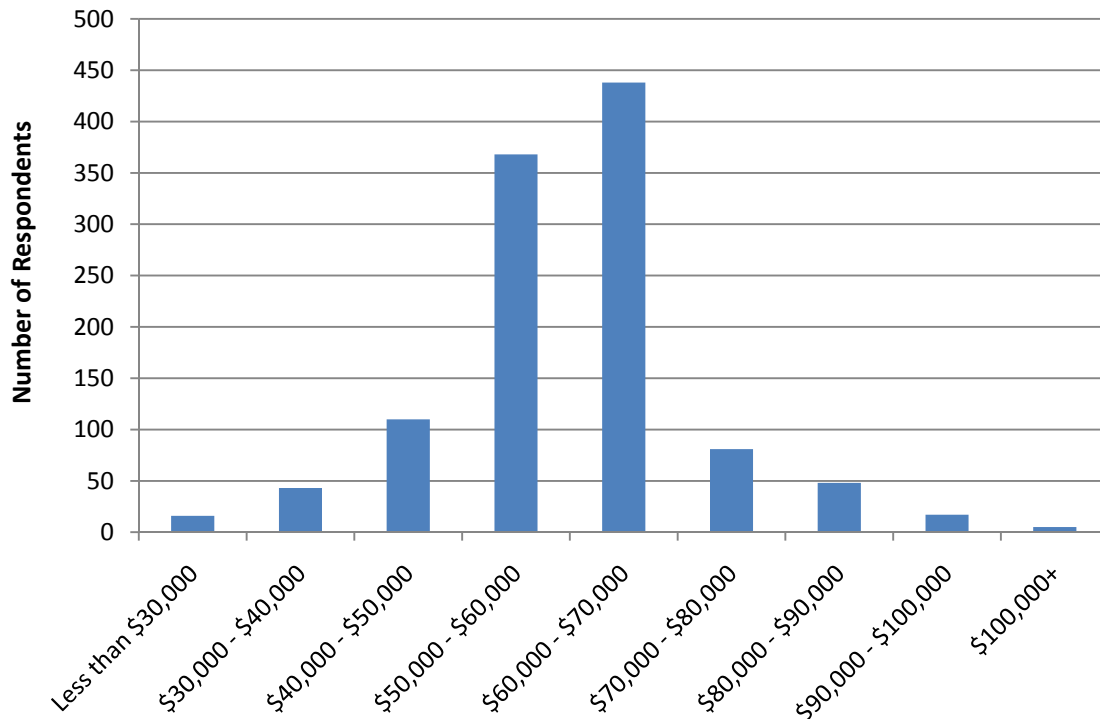
Figure 7: Maintenance and Operations Respondents' Positions



From Figure 5, 26% of the total survey responses were from the combined group "Maintenance and Operations." Of this group, 42% percent indicated that they work in Maintenance (which equates to 11% of total survey responses), 26% are licensed operators (which equates to 7% of total survey responses), and 32% are non-licensed operators (which equates to 8% of total survey responses). This breakdown is shown in Figure 7.

IV. Salary and Raise Results

Figure 8: Starting Base Salary



Note that all salary results in this report are adjusted to US Dollars.

Figure 8 plots the distribution of starting base salaries in the nuclear industry of respondents under 35 years of age. 72% of respondents started with a base salary between \$50,000 and \$70,000. Only 0.4% earned over \$100,000. The average starting base salary was \$59,353. The average starting salary for a bachelor's degree was \$55,000 while the average starting salary with a graduate degree was \$64,000. The 25th percentile starting base salary was \$54,000, and the 75th percentile starting base salary was \$65,000.

Current Base Salary

Considering current base salary (without overtime and bonuses), 55% of respondents reported a current base salary between \$60,000 and \$80,000. Six and a half percent reported over \$100,000 as a current base salary. The average current base salary is \$75,129.

Current base salary was compared to whether respondents were actively looking for new employment. This comparison did not yield a correlation.

Figure 9: Current Total Salary

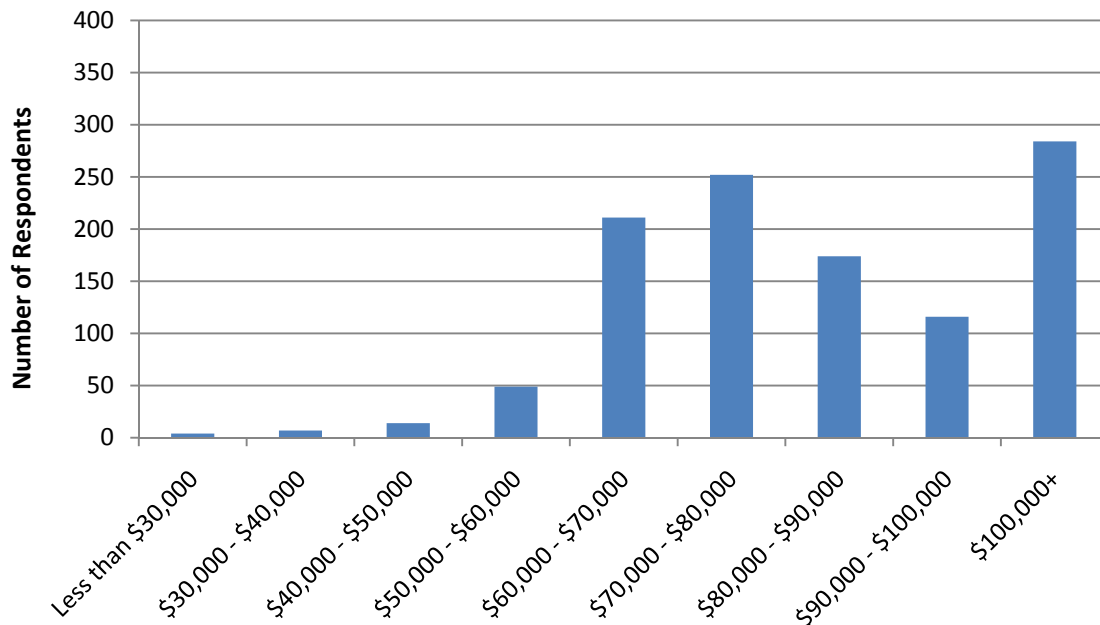


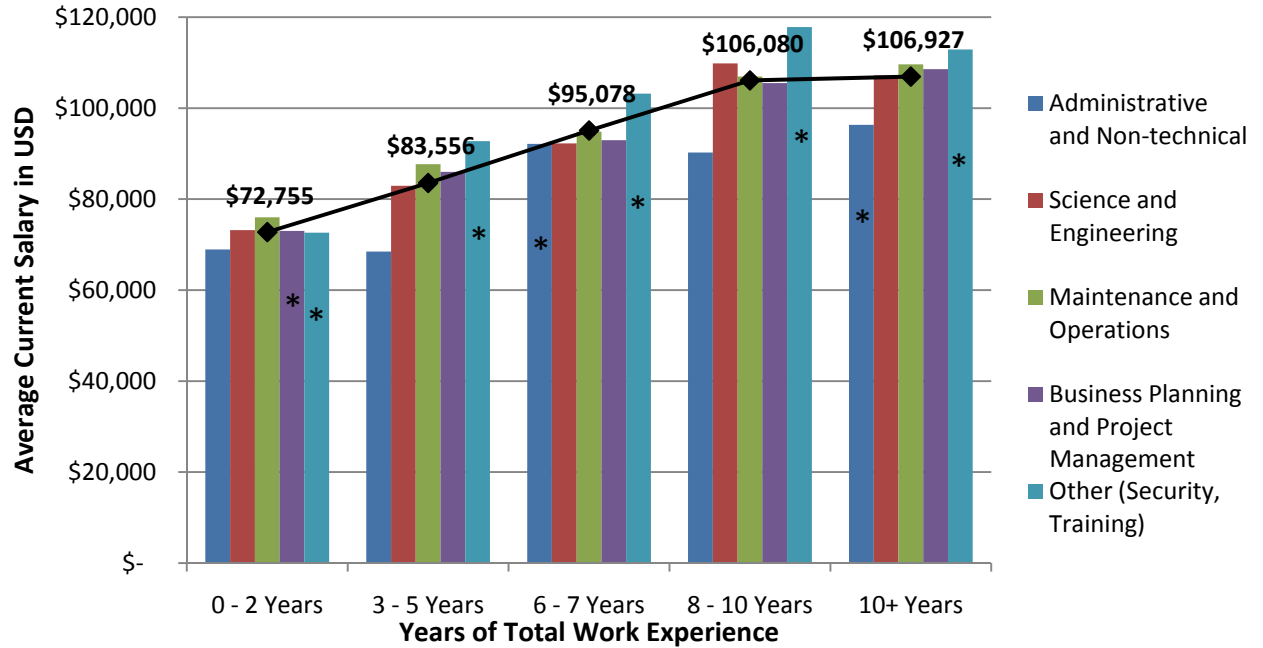
Figure 9 plots the distribution of current total salaries (including overtime and bonuses) of respondents under 35 years of age. Forty-two percent of respondents have a current total salary between \$60,000 and \$80,000. Only 26% earn less than \$70,000, and 25.6% earn over \$100,000 total. The average total current salary is \$88,258. The 25th percentile current total salary is \$69,660, and the 75th percentile current total salary is \$100,000.

Current total salary was compared to total years of work experience and job function (Figure 10), with job function and education (Figure 11), and by company type (Figure 12). Average total current salaries from the 2012 career survey were compared to the 2008 survey. On average, total current salaries increased 16% for respondents up to five years of total work experience and 20% for respondents with six to seven years and over ten years of total work experience. Respondents with eight to ten years of experience saw the biggest salary jump of almost 30%.

Note that due to a low response from certain groups, some job functions were combined for all graphs in this section as follows:

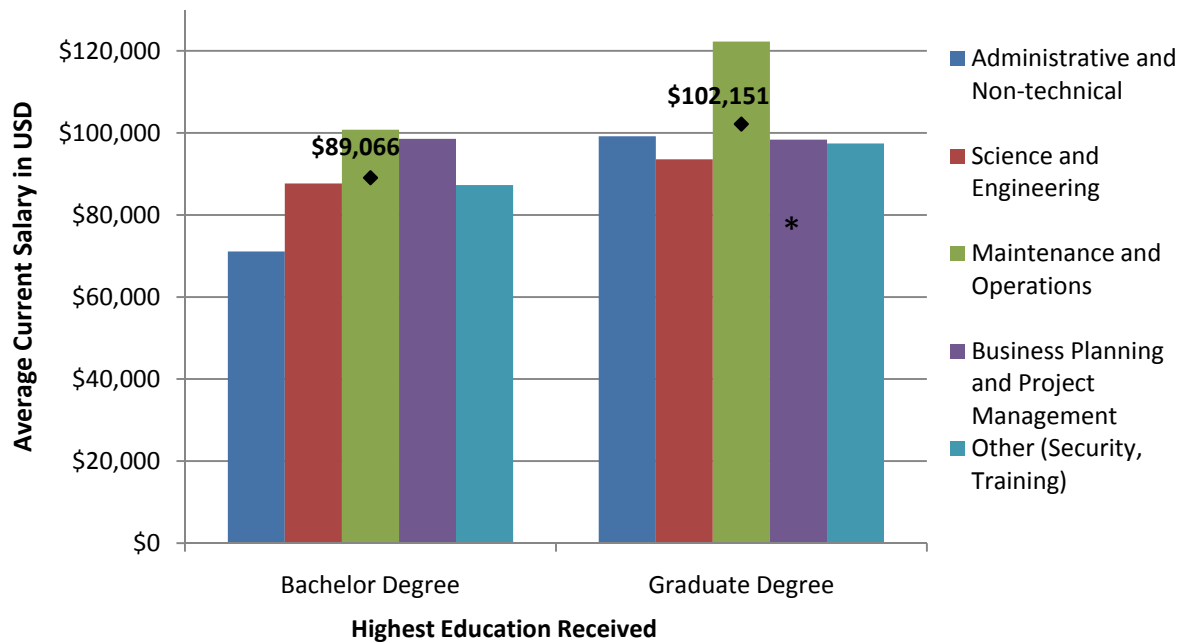
1. Administrative/Non-technical and HR/Communications were combined and are represented as "Administrative and Non-Technical."
2. Science (health physics, radiation protection, etc) and Engineering were combined and are represented as "Science and Engineering."
3. Maintenance/Technical and Operations were combined and are represented as "Maintenance and Operations."
4. Security and Learning/Training were combined and are represented as "Other (Security, Training)."

Figure 10: Current Total Salary by Job Function and Experience



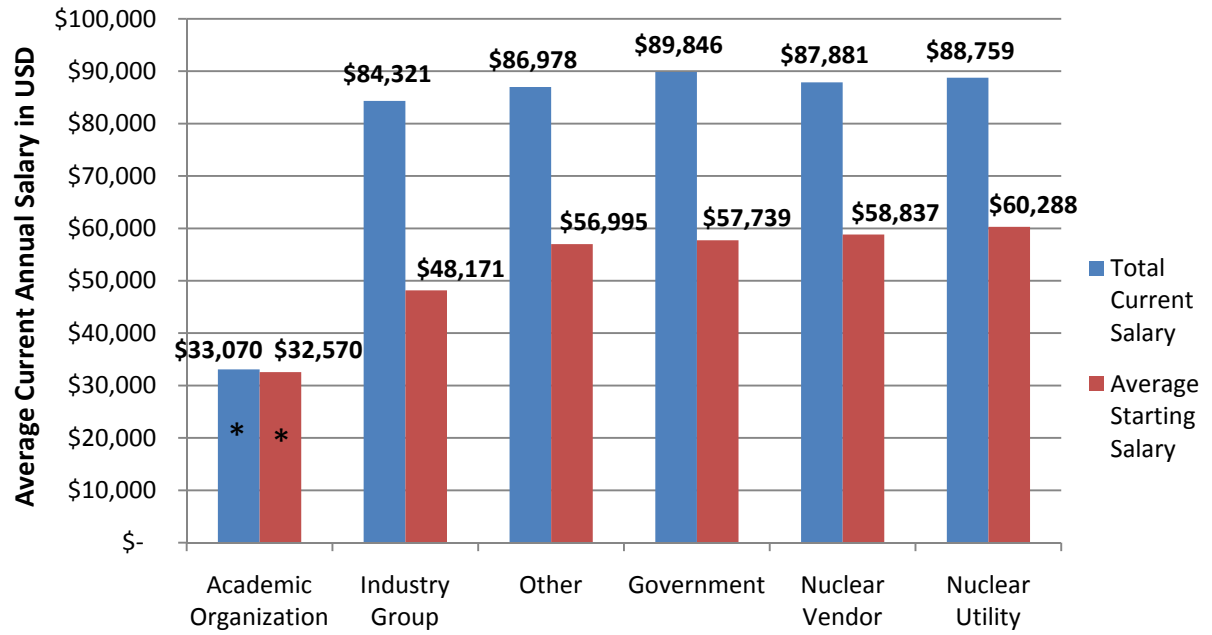
**Less than 10 respondents in this category*

Figure 11: Current Total Salary by Job Function and Education



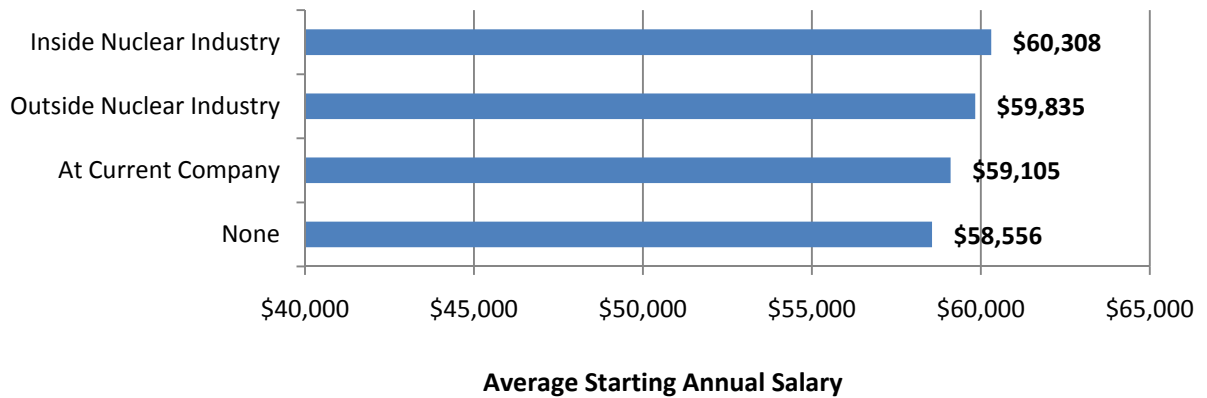
**Less than 10 respondents in this category*

Figure 12: Current Total Salary by Company Type



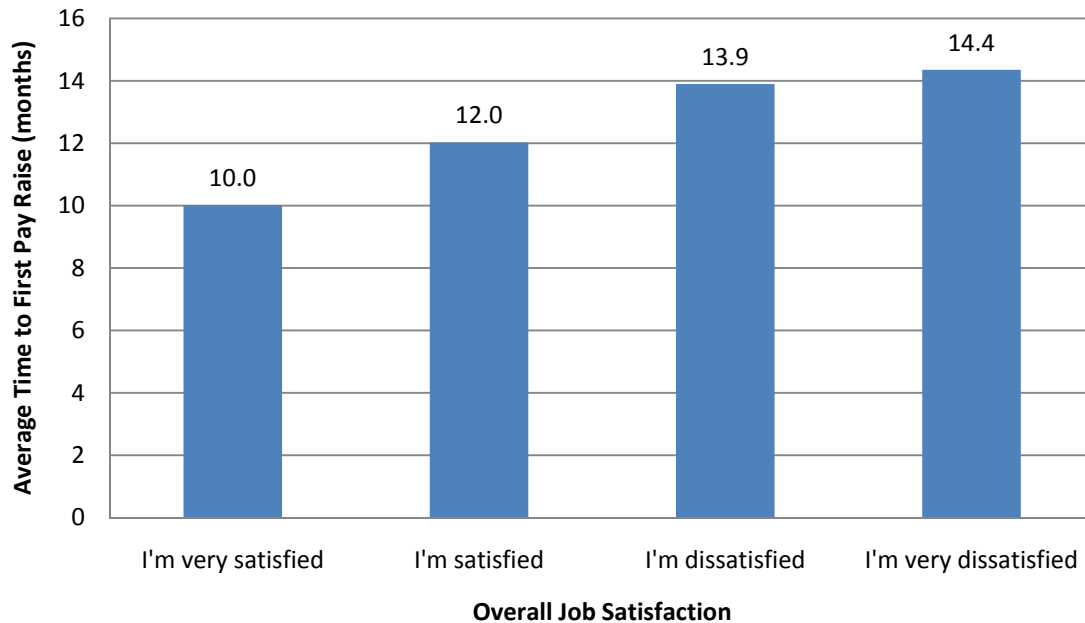
**Less than 10 respondents in this category*

Figure 13: Average Starting Salary by Internship Experience



Average starting salary was compared to internship experience (Figure 13). Those who had any type of internship received an average starting salary of two percent more than those without an internship. Those with an internship inside the nuclear industry received a starting salary about three percent more than those without an internship.

Figure 14: Time to First Pay Raise by Overall Job Satisfaction



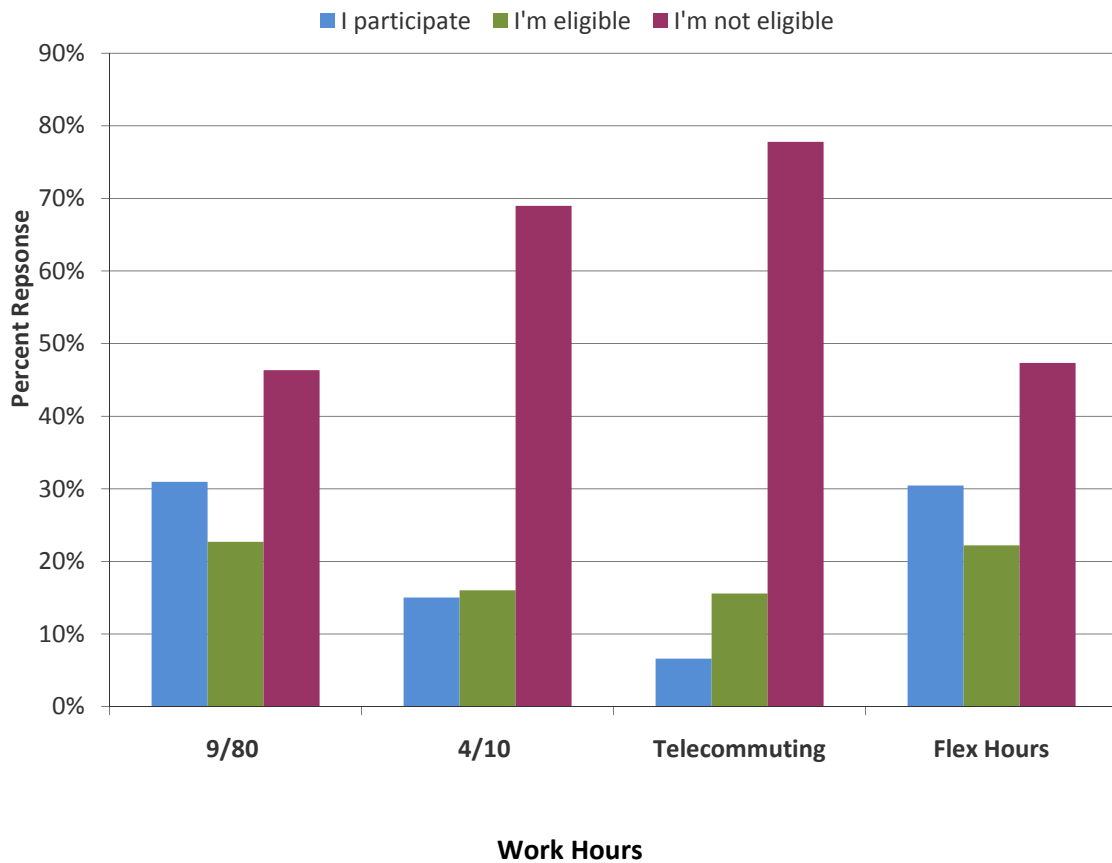
Raises and Increases in Responsibility

Sixty-three percent of respondents who have received a raise received it within their first year of work experience. Ninety-three percent received their first raise within their first two years. Sixty-one percent of respondents who have gotten an increase in work responsibility received it within their first year of work experience. Eighty-eight percent received their first increase in responsibility within their first two years. Respondents who worked over 60 hours per week on average received their first raise approximately three times sooner than those working less than 35 hours per week. Those working between 35 hours and 55 hours per week received their first raise an average of 10 to 14 months after starting their careers.

Career satisfaction was compared to time to first pay raise (Figure 14). Those who were dissatisfied or very dissatisfied with their jobs received their first raise an average of three months later than those who are satisfied or very satisfied with their jobs. Those who were very satisfied with their jobs received their first raise in about 70% of the amount of time it took for those who were very dissatisfied.

V. Work Hours Results

Figure 15: Eligibility in Alternative Work Arrangement Programs



Fifty-six percent of respondents work an average of 40-45 hours per week; 24% of respondents work an average of 45-50 hours per week. Small populations exist on the extremes (0.6% work less than 35 hours and 1.4% works more than 60 hours in an average week).

Figure 15 plots the survey results for a variety of alternate work arrangements. Most respondents participate in some sort of flexible hours program, or they work a 9/80 schedule (80 hours over 9 days). Almost all of the employees who are eligible for a 4/10 schedule (4 days per week, 10 hours per day) participate in that schedule. Most respondents are not eligible for telecommuting.

Figure 16: Hours Worked Per Week Compared to Level in the Organization

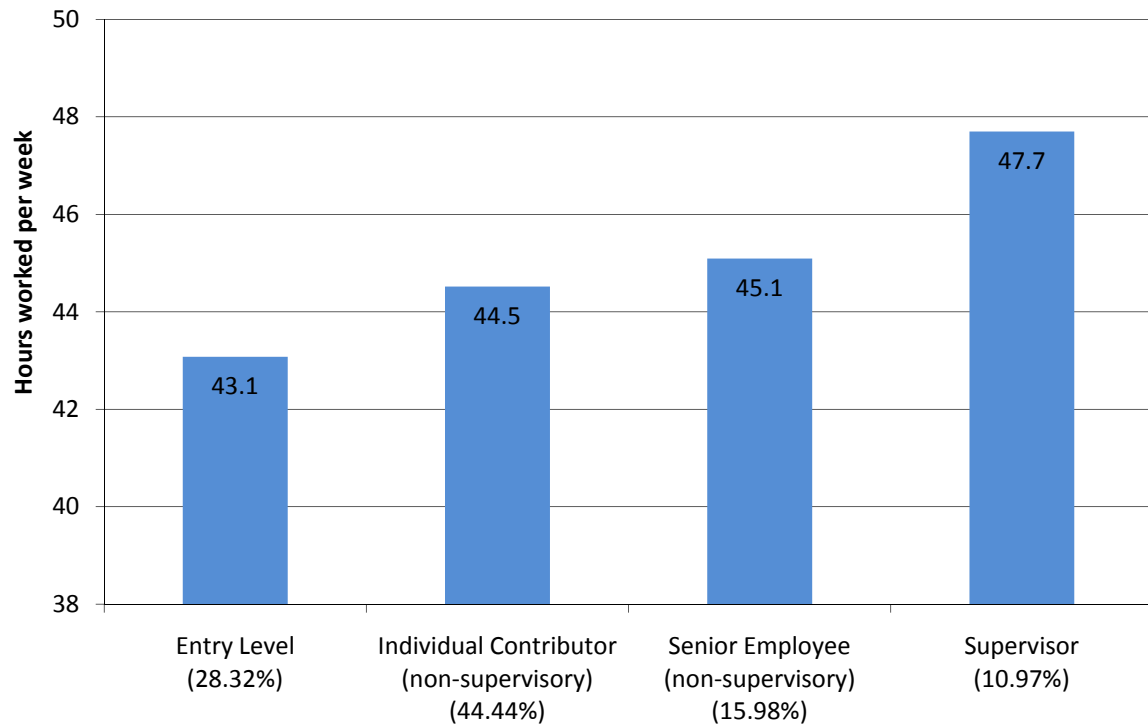
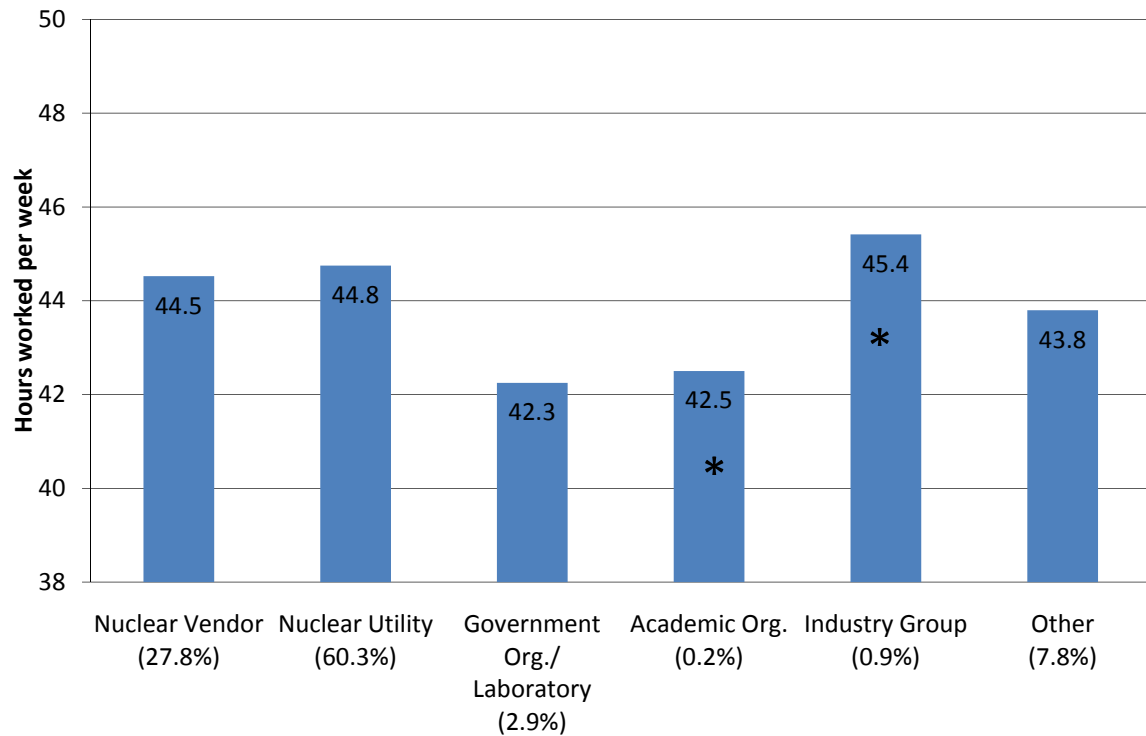


Figure 16 shows the relationship between average hours worked per week and the level the respondents hold. As expected, hours worked per week increase with increasing responsibility.

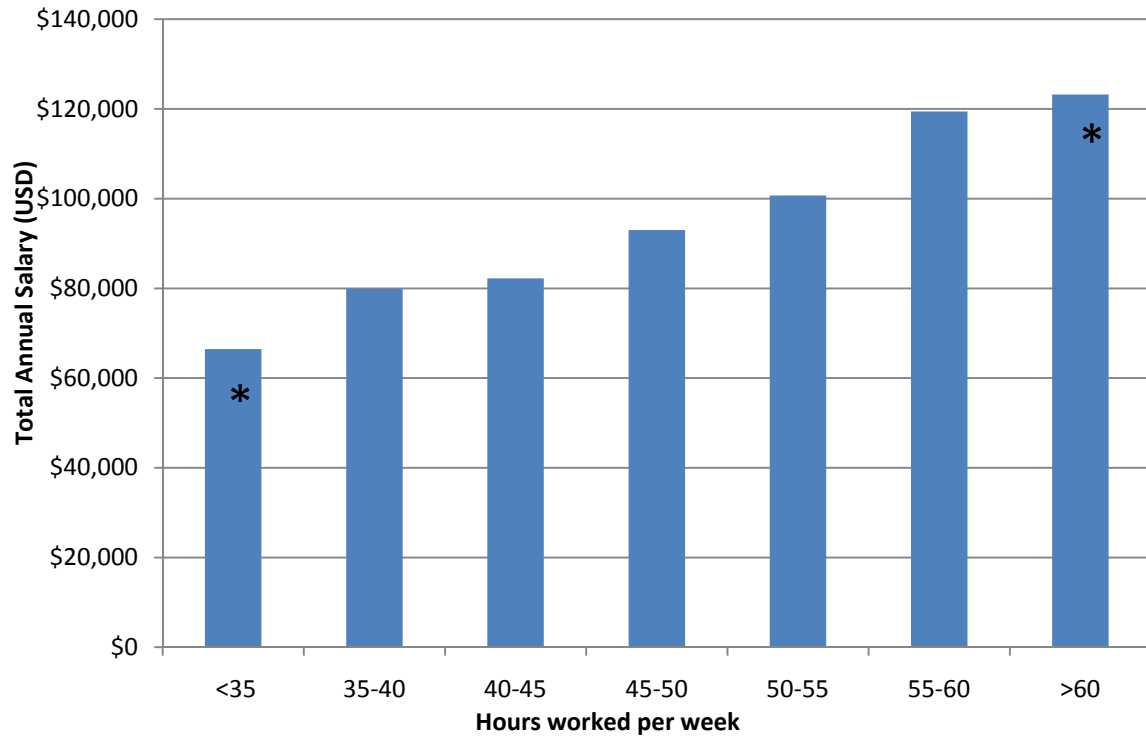
Figure 17: Hours Worked Per Week Compared to Company Type



** Number of respondents in "Academic Org." and "Industry Group" are too small to be considered in the conclusions made.*

Figure 17 compares hours worked per week to company type. There is no significant difference between type of company and average weekly work hours.

Figure 18: Total Annual Salary Compared to Hours Worked Per Week

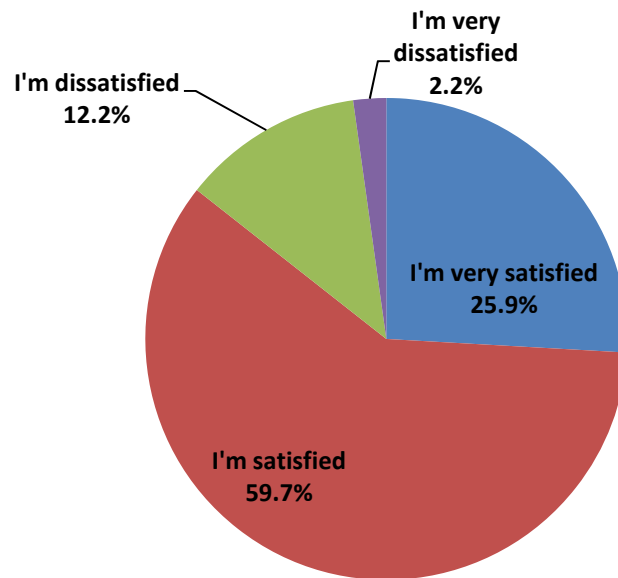


** Total number of respondents in "<35 hrs" and ">60 hrs" groups are too small to be considered in the conclusions made.*

Figure 18 compares the total annual salary (including bonuses and overtime) to hours worked per week, showing that there is a positive correlation to total compensation and work hours. This also indicates that the majority of survey respondents are paid overtime for working extra hours.

VI. Job Satisfaction Results

Figure 19: Overall Job Satisfaction



Overall job satisfaction is plotted in Figure 19. Over 85% of respondents are very satisfied or satisfied. Only a small portion of respondents indicated they are very dissatisfied with their jobs.

Figure 20. Importance of Factors Affecting Job Satisfaction

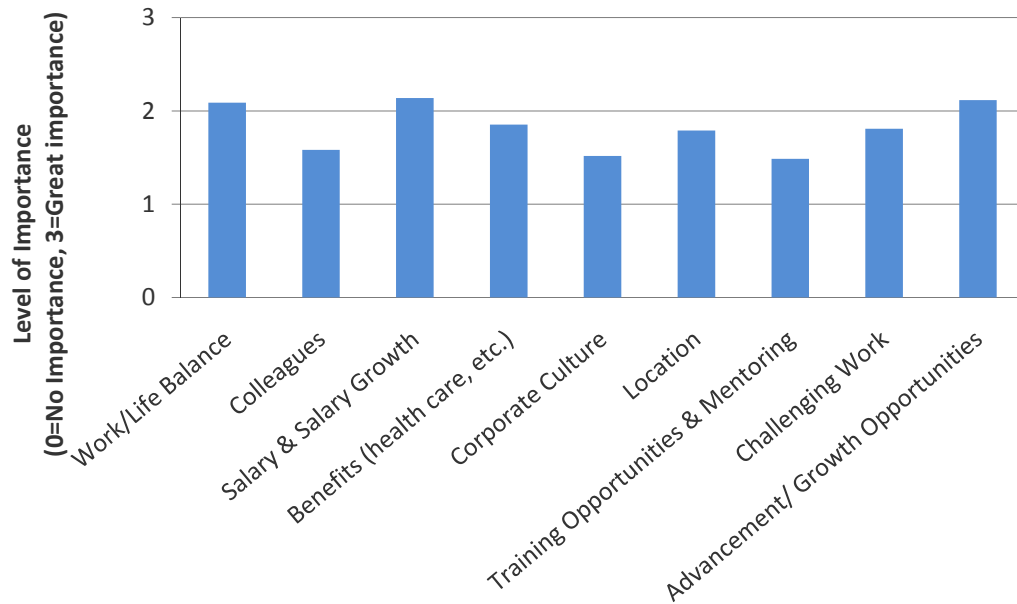
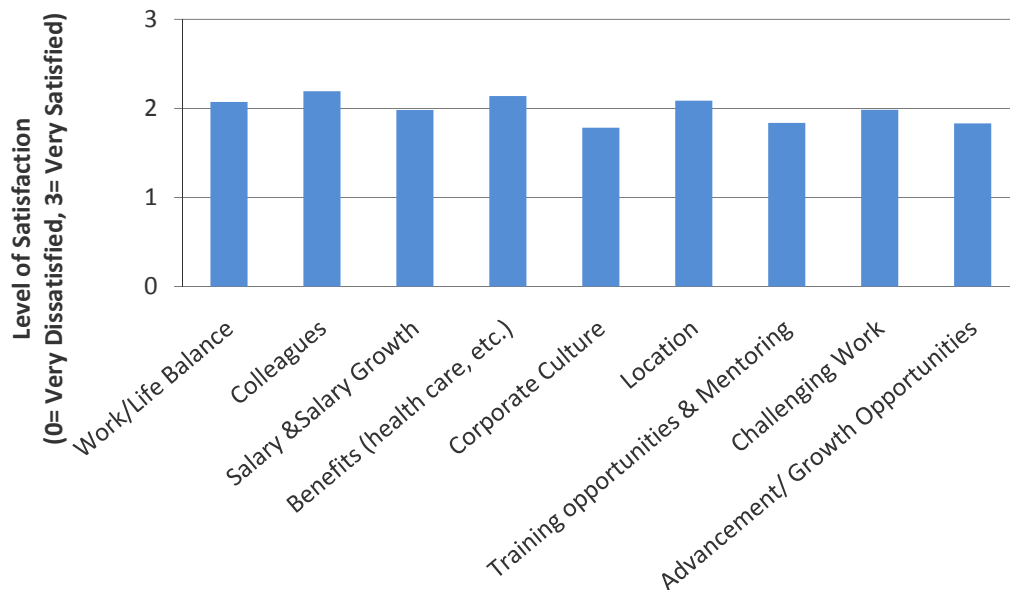


Figure 21. Satisfaction with Factors Affecting Job Satisfaction



Respondents were asked about what factors were most important to their job satisfaction (Figure 20) and how satisfied they were with respect to each factor (Figure 21). Work/life balance, salary & salary growth and advancement/growth opportunities were the factors that most highly affect job satisfaction. NA-YGN members are currently the most satisfied in the areas of work/life balance, colleagues, benefits and location. These results are slightly different from the 2008 survey, where problem solving, pay and colleagues were the three factors with highest satisfaction ratings.

Figure 22. Respondents Seeking New Employment

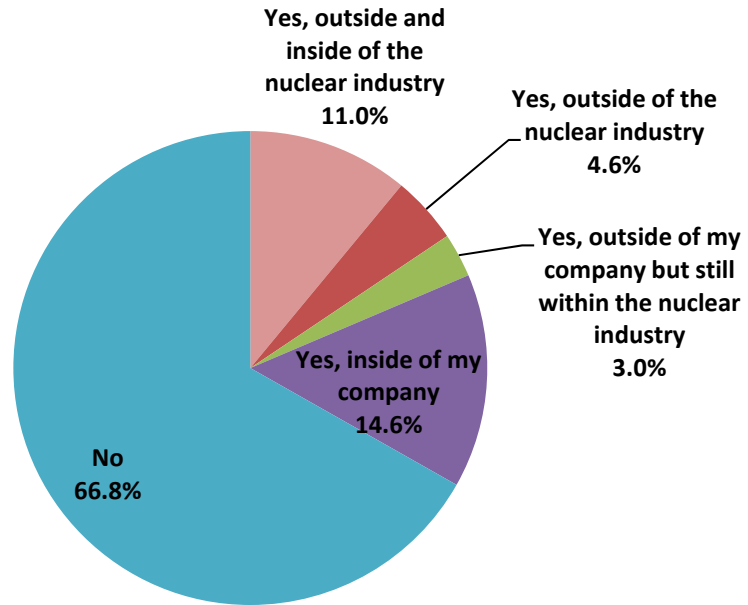
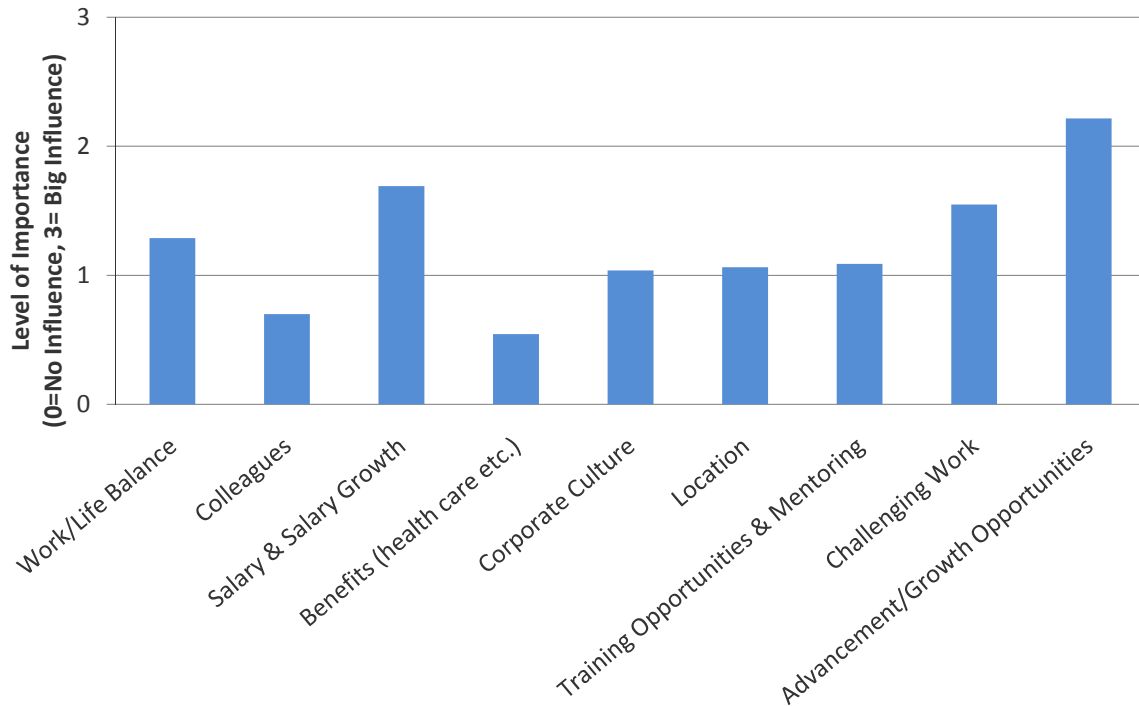


Figure 22 shows the results when respondents were asked if they were seeking new employment, and if so, within or outside of the industry. Two thirds of respondents are not seeking new employment.

Figure 23. Reasons for Seeking New Employment

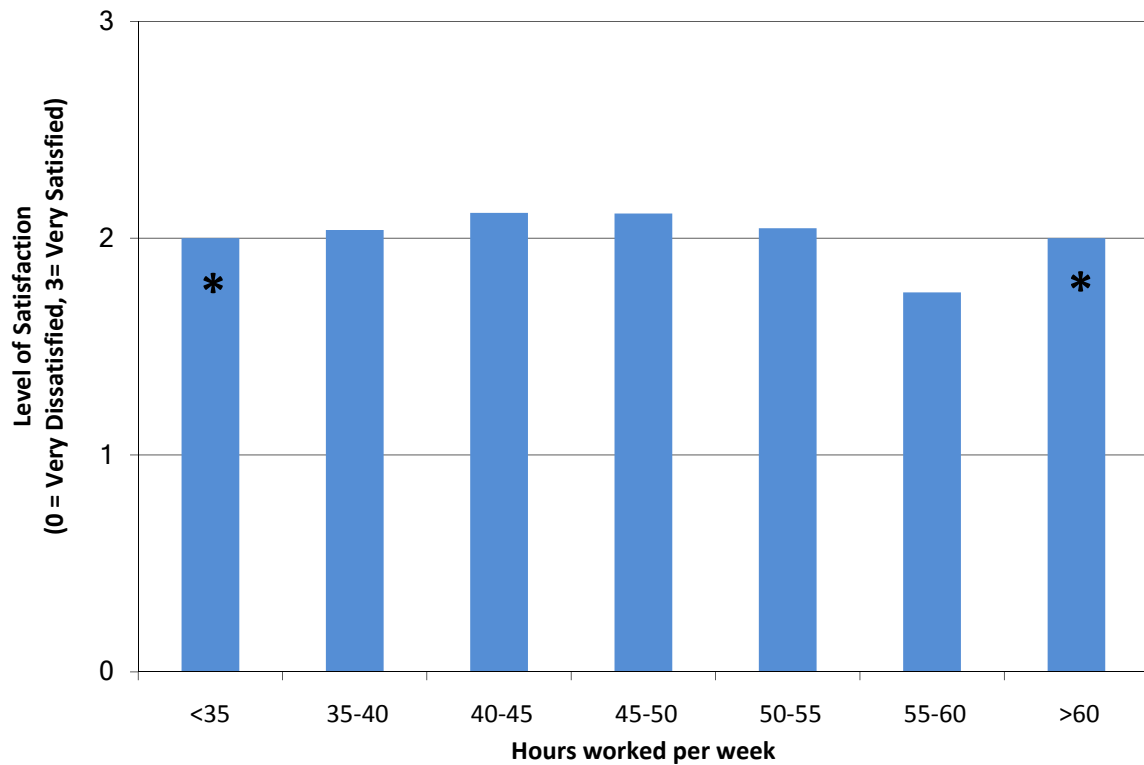


Reasons contributing to seeking new employment are shown in Figure 23. The top factor influencing whether or not NA-YGN members are seeking new employment is the lack of advancement and growth opportunities. This could include a lack of advancement and growth opportunities at their current job, or the offer of better advancement and growth opportunities at a different job. The data shows that NA-YGN members become dissatisfied with their jobs if there is not a perceived opportunity for advancement, and they will look for opportunities in other organizations to gain this advancement. Other strong factors for seeking new employment included salary and salary growth, and challenging work. The top reasons for seeking new employment remain unchanged from the 2008 career survey.

Participants were asked how the Fukushima accident impacted their motivation for working in nuclear science and technology. Three-quarters of the respondents indicated no significant change, and most of the remaining quarter indicated that they are more motivated to work in the industry following the accident.

A wide variety of unique job opportunities exist in the nuclear industry. When probed about interests in other fields, 61% of respondents reported interest in engineering, 46% indicated interest in operations, 49% indicated interest in business planning/project management.

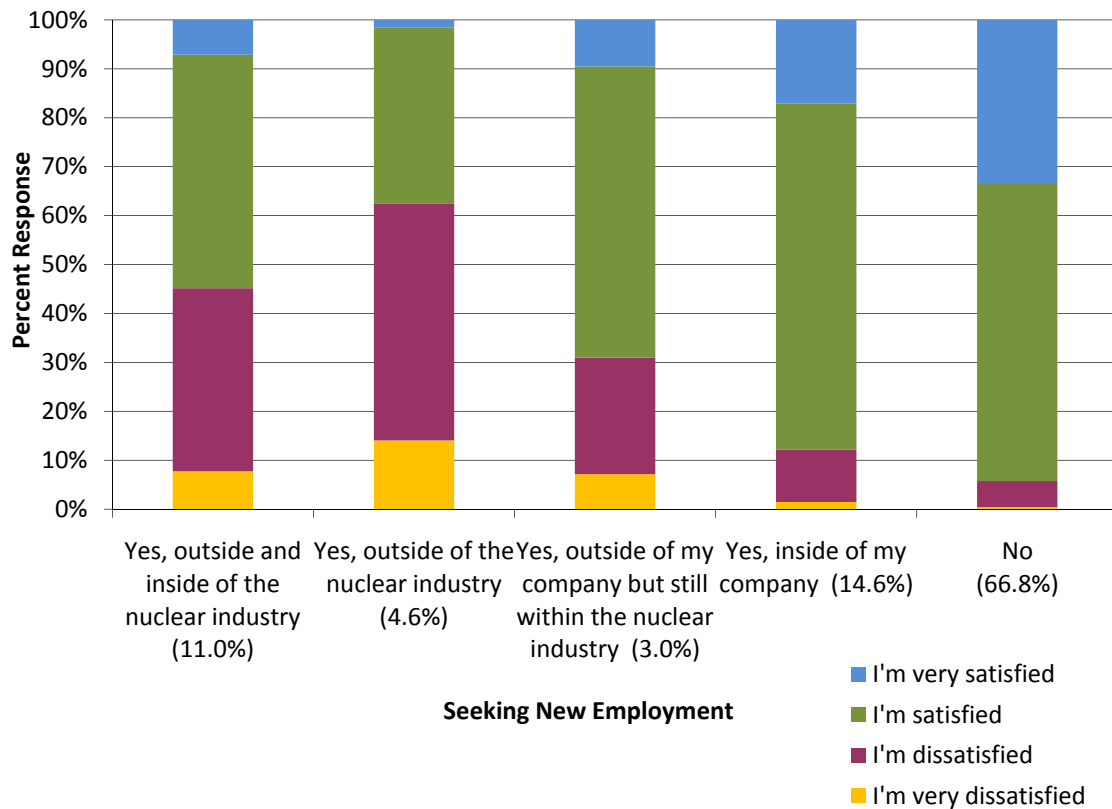
Figure 24: Job Satisfaction Compared to Hours Worked per Week



** Total number of respondents in "<35 hrs" and ">60 hrs" groups were too small to be considered in the conclusions made.*

Job satisfaction is compared to average weekly work hours in Figure 24. Respondents working between 40 and 50 hours per week are the most satisfied with their job, and level of satisfaction decreases above 50 hours per week.

Figure 25: Job Satisfaction Compared to Seeking New Employment



Job satisfaction is compared to whether respondents are searching for new employment in Figure 25. The results are as expected; respondents that are most satisfied are not seeking new employment and with decreasing satisfaction, they look for new employment within their company, within the nuclear industry, in any industry and then solely outside the industry.

Internship experience was compared with job satisfaction. There was little variation in job satisfaction with different internship experiences; however respondents who had an internship with their current company have slightly higher job satisfaction compared to those who did not.

Job satisfaction for engineers was compared to their field of engineering work. Job satisfaction did not differ between the different engineering fields.

Relocation is not an issue for the young generation; almost three quarters indicate they would be willing to relocate for their job.

VII. NA-YGN Related Results

Members were surveyed about how important the different NA-YGN benefits are to them, and how satisfied they are with NA-YGN in each of these areas. The NA-YGN benefits under consideration are leadership skill development, soft skill development, public outreach, networking, and industry executive interaction. The average response was that every benefit is important to our members, with networking and leadership skill development being ranked as the most important. Survey respondents indicated that they are satisfied with NA-YGN's performance in providing these benefits to members, and there was no statistical difference in the level of satisfaction between each of the benefits.

Total NA-YGN satisfaction was compared to career types, and participants within HR/Communications were found to be the most satisfied with NA-YGN while those in maintenance and technical positions were the least satisfied. Satisfaction was also compared to respondent's years of work experience. It was found that NA-YGN satisfaction increased with years of experience until around ten years of experience, after which there was a sharp decline. This decline in satisfaction was expected since NA-YGN's activities focus on members with less than ten years of work or industry experience.

NA-YGN satisfaction was compared to career satisfaction (Figure 26). NA-YGN satisfaction was also graphed along with the percentage of respondents who are actively seeking new employment (Figure 27). Both figures show correlations between job and NA-YGN satisfaction. Those who are satisfied with their jobs tend to be more satisfied with NA-YGN, and those who are satisfied with NA-YGN are less likely to be seeking new employment.

Figure 26: NA-YGN Satisfaction Compared to Job Satisfaction

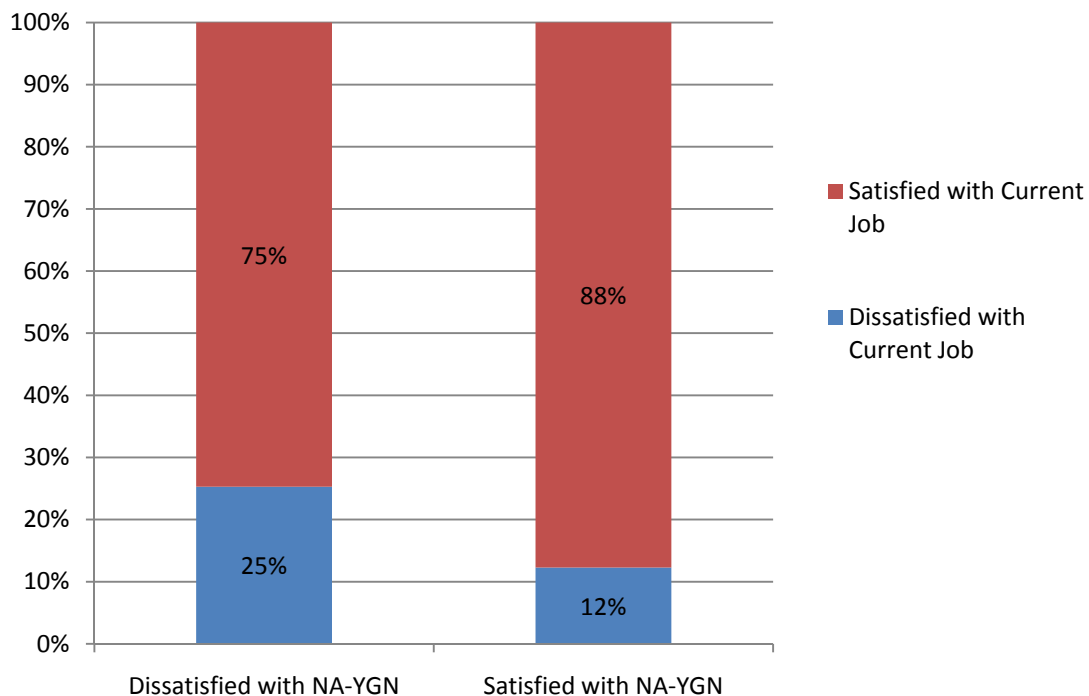
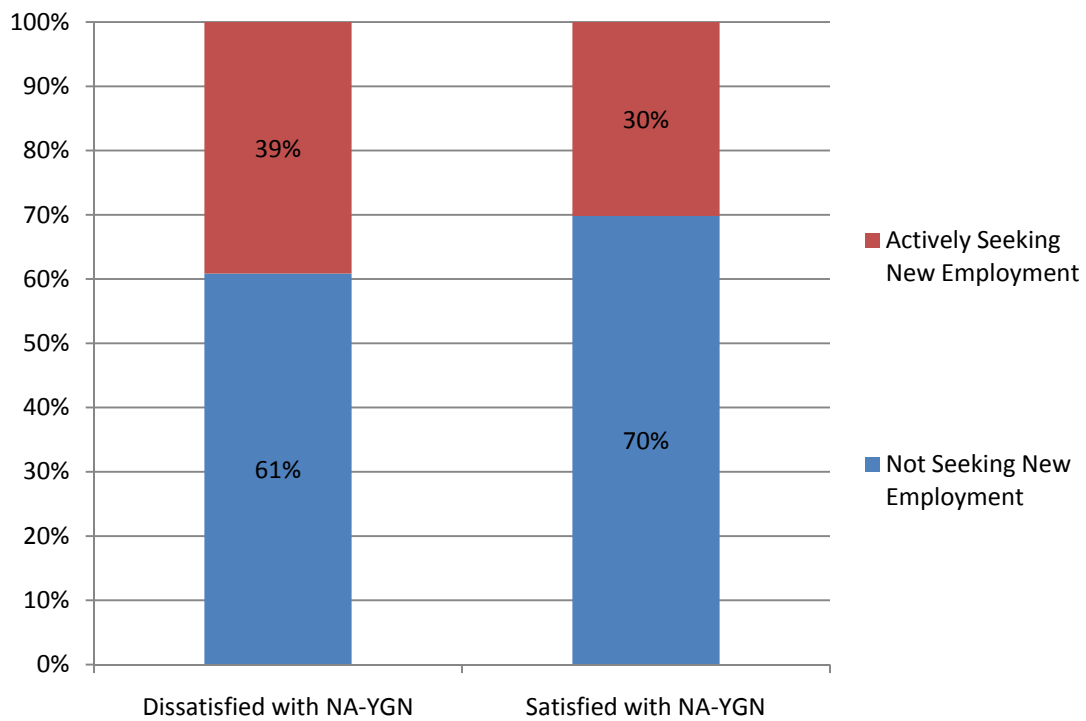


Figure 27: NA-YGN Satisfaction Compared to Percent Actively Seeking New Employment



VIII. Trends from Open Response Questions

Of the 1405 responses to this survey, 121 contained feedback in the open response section. All open responses from the career survey were reviewed by the survey team. These responses were grouped into categories based on their contents. The areas of feedback that came out of the open response section of the survey centered around the continental NA-YGN organization, local NA-YGN chapters and the nuclear industry. General feedback on the survey was analyzed and incorporated into our lessons learned for turnover to the next survey team.

Feedback for NA-YGN:

“(NA-YGN is a) very important organization for our future leader development.” -2012 NA-YGN Career Survey Participant

“I had the chance to attend the NAYGN Conferences in Chattanooga, TN and Jupiter, FL and I really enjoyed everything.” -2012 NA-YGN Career Survey Participant

“I do not know where to find information pertaining to opportunities NA-YGN may have available.” -2012 NA-YGN Career Survey Participant

- NA-YGN should continue to focus on bridging the age gap in the nuclear industry. An important way to do this is to develop leadership skills in young people.
- Regional events and conferences are very valuable.
- NA-YGN should take every opportunity to reinforce the use of human performance tools and principles of a strong nuclear safety culture. This could be done in everything from conference sessions to organizational communications.
- NA-YGN is valuable as a grass-roots outreach organization. The organization should continue to increase its outreach to the public.
- NA-YGN needs to get better at communicating available opportunities to members.
- NA-YGN focuses on developing leaders. Remember that leaders are needed at all levels of organizations –not everyone will climb the corporate ladder.

Feedback for local chapters:

“I think the goals of this organization are great, but I would really love to see more actually going on locally, so that I had more opportunities to bond with my coworkers and learn.” -2012 NA-YGN Career Survey Participant

- In general, members would like to see more opportunities for activities and involvement offered at a local chapter level.
- Opportunities for involvement and leadership should be provided to all interested chapter members, not just chapter officers.
- Local chapter activities are an excellent way to bond with co-workers and learn about what’s going on in the workplace.
- Ensure that meetings and activities are held at a variety of times so that members from different organizations have opportunities to attend. For example, at plant sites, members in operations at maintenance tend to have schedules that are less conducive to meetings during the work day.
- Local chapters should strive to include young nuclear professionals from all departments and backgrounds.

- Local chapters should make an effort to reach out to new employees as soon as possible after hiring. The networking and community that NA-YGN provides is especially valuable to new employees.
- Ensure that local chapter activities have endorsement from your organization and executive sponsor(s). This helps to ensure that NA-YGN is supported as a valuable part of your workplace.

Feedback for the Industry

- Members would like to see improvements in career mentoring programs industry-wide.
- The technology in the nuclear industry lags behind the rest of society. We should continue to push for improvement instead of getting comfortable with where we are.
- Some jobs in the nuclear industry can seem boring and outdated for some young employees. Job rotations and special assignments can help to maintain excitement and engagement.
- Young employees want to have the opportunity to change jobs to gain experience and develop their careers. Some companies have the reputation of blocking internal job transfers, so that drives young employees to look elsewhere.
- Young employees want to feel challenged and engaged in their careers.

IX. Conclusions and Recommendations

The 2012 NA-YGN Career Survey collected a large amount of data that uncovered trends in the areas of salary, job satisfaction, and NA-YGN satisfaction. The conclusions below are based on the survey team's analysis and interpretation of this data. Please note that the majority of respondents have five years or less work experience in the nuclear industry. Also, this survey represents data from NA-YGN's diverse membership, which includes people in different nuclear related job functions and companies all across nuclear science and technology.

The survey's salary results uncovered a positive correlation between rate of salary growth and job satisfaction. In general, salary growth over time was found to be proportional to experience with no notable exceptions. Salary was also shown to increase depending on average weekly work hours, indicating that employees are compensated for putting in extra hours on the job.

In general, nuclear careers offer advancement opportunities as well as respectable salaries. 85% of respondents are satisfied or very satisfied with their current job, and two-thirds of respondents are not looking for a job change at this time. The top factors providing job satisfaction are advancement and growth opportunities, salary growth, and work-life balance. The top reasons people are looking for new jobs are lack of advancement and growth opportunities, slow salary growth, and lack of challenging work. It is important to note the correlation between advancement opportunities and salary in the young generation's job satisfaction and lack of job satisfaction. It is also important to note that while work-life balance is very important to the young generation, the majority of survey respondents reported that they are not eligible for flexible arrangements or alternate work hours.

The majority of survey respondents are satisfied with NA-YGN. There is a correlation between those satisfied with NA-YGN and those satisfied with their jobs, which indicates that NA-YGN is succeeding in its goal of increasing retention of young generation employees.

Recommendations for NA-YGN

- NA-YGN should increase communication about organizational opportunities at the continental, regional, and local chapter levels.
- NA-YGN should focus on increasing membership diversity, considering all of the different professions within nuclear science and technology.

Recommendations for the Industry

- Job satisfaction or dissatisfaction is highly correlated with career advancement and growth opportunities. Opportunities for job rotations, challenging work, special assignments, and advancements should be made available to the young generation to retain employees and increase job satisfaction.
- Opportunities for career mentoring programs within the industry should be available and communicated to the young generation.
- Salary growth or lack of salary growth is a strong motivator for young professionals. Consistent raises at regular intervals to deserving employees are key to retention and job satisfaction of the young generation.

- Work life balance is highly correlated with level of job satisfaction for young professionals. Increasing eligibility for flexible schedules and alternative work hours should be pursued within the industry.
- Continue to support NA-YGN. There is a correlation between employee retention and respondent's satisfaction with NA-YGN.

X. Acknowledgements

The Benchmarking Committee would like to thank the NA-YGN Core team for their support throughout this project. The Core Team approved the use of an upgraded survey tool which enabled our team to focus more attention on cross analysis and conclusions. The Core Team also provided timely review and feedback during survey development. Our team appreciates the communications support we received with email notifications to all NA-YGN members as well as chapter lead brief emails and phone calls.

Thank you to the NA-YGN members for taking a few minutes of their time to complete the survey. Your input is valuable and has helped us form the voice of the young generation in nuclear through the data and this report. We are encouraged to report that the number of respondents almost doubled from the previous Career Survey in 2008 from 794 to 1405 this year! Thank you for your participation!

Finally, we'd like to thank the volunteers who participated on the Benchmarking Committee. You have worked diligently for the past seven months to make this report a success. Your time spent on bi-monthly team calls and providing extensive and valuable feedback to each other is to be commended. While facing the challenges of being on an all-volunteer committee, team members went above and beyond to support each other. Well done!

XI. References

What's Critical to Your Success? 2006 Focus Group Study

<http://www.NA-GN.org/voiceofygn/docs/Whats%20Critical%20to%20Your%20Success%20Report%20final.pdf>

2006 Recruitment & Retention Benchmarking Survey Report

<http://www.na-ygn.org/voiceofygn/docs/2006%20Benchmarking%20Report.pdf>

2007 NA-YGN Critical To Success (CTS) Results

http://www.na-ygn.org/voiceofygn/docs/NA-YGN%20CTS%20Results_April%202008_finalr0.pdf

2008 NA-YGN Recruitment & Retention Benchmarking Survey Report

http://www.na-ygn.org/voiceofygn/docs/2007_Benchmarking_Report.pdf

2008 NA-YGN Career Report

<http://www.na-ygn.org/voiceofygn/docs/NA-YGN%20Career%20Results%202008%20Final.pdf>

Appendix A: Survey Questions

Thanks for participating in the 2012 NA-YGN Career Survey. The results collected herein will be summarized in a report published later in the year. All responses are kept anonymous.

***1. Are you over or under 35 years of age?**

- ☐ Over 35 years of age
☐ Under 35 years of age

***2. Total years of full-time work experience in: (integers only, enter 0 for less than 1 year)**

Current Company	<input type="text"/>
Nuclear Industry	<input type="text"/>
Total throughout Career	<input type="text"/>

***3. What is the highest level of school you have completed or the highest degree you have received?**

- ☐ High School
☐ 2 Year Diploma
☐ Bachelor Degree
☐ Graduate Degree

***4. Did you have an internship prior to starting full-time work?**

- ☐ No
☐ Yes, outside of the nuclear industry
☐ Yes, inside the nuclear industry
☐ Yes, at the company I currently work for

***5. Is your current job within your educational background?**

- ☐ Yes
☐ No

***6. What level in the organization are you?**

- ☐ Intern
☐ Entry Level: Usually requires ordinary-level of education, training, and experience qualifications.
☐ Individual Contributor (non-supervisory employee): Experienced employee who is responsible for leading more complex projects and tasks.
☐ Senior Employee (non-supervisory employee): Employee who has acquired extensive knowledge of concepts, principles and practices, and works independently with only general direction.
☐ Supervisor: Responsible for the direct supervision of one or more employees.

***7. What category best describes the company you currently work for?**

- ☐ Nuclear Vendor
- ☐ Nuclear Utility
- ☐ Government Organization/Laboratory
- ☐ Academic Organization
- ☐ Industry Group (INPO, NEI, EPRI, ANS, CNA, CNS etc.)
- ☐ Other

***8. What best describes your current job function?**

- ☐ Science (health physics, radiation protection etc.)
- ☐ Engineering
- ☐ Operations
- ☐ Business Planning/Project Management
- ☐ Maintenance/Technical
- ☐ Security
- ☐ Learning/Training
- ☐ Administrative/Non-technical
- ☐ HR/Communications

Questions #9 and #10 are linked questions that only those respondents received to whom they are applicable.

***9. What kind of engineering work do you do?**

- ☐ Nuclear
- ☐ Electrical
- ☐ Mechanical
- ☐ Civil
- ☐ Other

***10. What kind operations position do you work in?**

- ☐ Non-licensed
- ☐ Licensed

***11. What North American country do you work in?**

- ☐ Canada
☐ Mexico
☐ USA

Questions #12 - #14 are linked questions that only those respondents received to whom they are applicable.

***12. Please answer these questions in US Dollars (USD), integers only.**

Starting annual base salary in nuclear industry
Current annual base salary
Current annual added pay (overtime, bonuses etc.)

***13. Please answer these questions in Canadian Dollars (CAD), integers only.**

Starting annual base salary in nuclear industry
Current annual base salary
Current annual added pay (overtime, bonuses etc.)

***14. Please answer these questions in Mexican Pesos (MXN), integers only.**

Starting annual base salary in nuclear industry
Current annual base salary
Current annual added pay (overtime, bonuses etc.)

***15. How long did you work at your current job until you received your first increase in pay that was not based on cost of living adjustments?**

- ☐ N/A
- ☐ 0 – 6 months
- ☐ 7 – 12 months
- ☐ 1 – 2 years
- ☐ 2 – 3 years
- ☐ 3+ years

***16. How long did you work at your current job until you received your first significant increase in responsibility?**

- ☐ N/A
- ☐ 0 – 6 months
- ☐ 7 – 12 months
- ☐ 1 – 2 years
- ☐ 2 – 3 years
- ☐ 3+ years

***17. Which of the following (if any) alternative work arrangement programs are you eligible for and which do you participate in?**

	I'm not eligible	I'm eligible	I participate
9/80 - working 80 hours over 9 days (instead of 10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4/10 - working 4 10 hour days in a week (instead of 5 8 hour days)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Telecommuting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flex Hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***18. How many hours do you work in an average week?**

- ☐ <35
- ☐ 35 - 40
- ☐ 40 - 45
- ☐ 45 - 50
- ☐ 50 - 55
- ☐ 55 - 60
- ☐ >60

***19. Overall, how satisfied are you with your job?**

- ☐ I'm very satisfied
- ☐ I'm satisfied
- ☐ I'm dissatisfied
- ☐ I'm very dissatisfied

***20. How important is each of the following to your job satisfaction?**

	I'd quit if I was dissatisfied in this area	I'd consider quitting if I was dissatisfied in this area	This has minor influence in my job satisfaction	I don't care about this at all
Work/Life Balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary & Salary Growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits (health care etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate Culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training Opportunities & Mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenging Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advancement/Growth Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***21. How satisfied are you with each the following in your current job?**

	I'm very satisfied	I'm satisfied	I'm dissatisfied	I'm very dissatisfied
Work/Life Balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary & Salary Growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits (health care etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate Culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training Opportunities & Mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenging Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advancement/Growth Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***22. Are you actively looking for a new job?**

- ☐ Yes, outside and inside of the nuclear industry
- ☐ Yes, outside of the nuclear industry
- ☐ Yes, outside of my company but still within the nuclear industry
- ☐ Yes, inside of my company
- ☐ No

Questions #23 and #24 are linked questions that only those respondents received to whom they are applicable.

***23. How soon would you like to change jobs?**

- ☐ 0 – 3 months
☐ 3 – 6 months
☐ 6 – 9 months
☐ 9 – 12 months

***24. What about your current job is prompting you to look for a new job?**

	Big influence	Some influence	No influence
Work/Life Balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary & Salary Growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits (health care etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corporate Culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training Opportunities & Mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenging Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advancement/Growth Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. What other careers interest you in the nuclear industry? (select all that apply)

- ☐ Science (health physics, radiation protection etc.)
- ☐ Engineering
- ☐ Operations
- ☐ Business Planning/Project Management
- ☐ Maintenance/Technical
- ☐ Security
- ☐ Learning/Training
- ☐ Administrative/Non-technical
- ☐ HR/Communications

***26. In 5 years, do you still see yourself working in the nuclear industry?**

- ☐ Yes
- ☐ Maybe
- ☐ No

***27. Are you willing to relocate outside of your local area (geographically)?**

- ☐ Yes
- ☐ No

***28. Does the Fukushima incident make you more or less motivated to work in the nuclear industry?**

- ☐ More motivated
- ☐ No change
- ☐ Less motivated

***29. Would you recommend a career in the nuclear industry to a family member or peer?**

- ☐ Yes
- ☐ No

***30. Would you recommend a career in your company to a family member or peer?**

- ☐ Yes
- ☐ No

***31. What is important for NA-YGN to provide to its members?**

	This is very important to me	This is important to me	This is not important to me	This is really not important to me
Leadership skill development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Soft skill development (communication, public speaking etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public outreach opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interaction with industry executives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***32. How satisfied have you been with what NA-YGN has provided to you?**

	I'm very satisfied	I'm satisfied	I'm dissatisfied	I'm very dissatisfied
Leadership skill development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Soft skill development (communication, public speaking etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public outreach opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interaction with industry executives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***33. The length of this survey was:**

- ☐ Too short
- ☐ Just right
- ☐ Too long

34. Comments & Other Thoughts

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