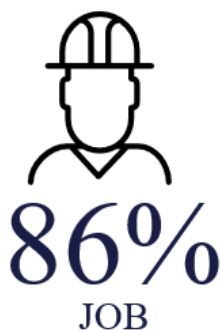


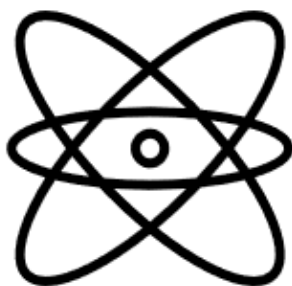
Young Generation Desires Strong Future for Nuclear Industry

NAYGN's 2018 Career Survey reveals that young nuclear professionals enjoy their careers and desire a strong future for the industry, despite career outlook concerns.

The North American Young Generation in Nuclear (NAYGN)'s [2018 Career Report](#) reveals that young nuclear professionals enjoy their careers and desire a strong future for the nuclear industry, despite career outlook concerns. Overall, 86% of those surveyed are satisfied with their jobs which is a slight increase from the [2016 report](#) (83%). Additionally, 90% of respondents agree that they are confident they can meet work goals and 71% agree that they are passionate and excited about their work.



SATISFACTION



90%

Of respondents agree that they are confident they can meet work goals

However, the report results show that 47% of respondents are passively or actively seeking new employment. Of those seeking new employment, 57% would like to change jobs in the next year (internal or external to industry). The top two reasons for seeking new employment are the uncertainty around the future of nuclear and the lack of advancement opportunities. This demonstrates that concerns about the nuclear industry providing a stable and life-long career are common among NAYGN members.

“...the high uncertainty around the future of nuclear power raises concerns over job security and career outlook.”

“In open-ended responses, members echoed that while they enjoy their careers in the nuclear industry, the high uncertainty around the future of nuclear power raises concerns over job security and career outlook. NAYGN members would like to see more government support for nuclear as well as innovation within the industry,” said Christine Johnsen, NAYGN President.

Results were compared to the general working force defined in the Society for Human Resource Management (SHRM) Report ([2016 Employee Job Satisfaction and Engagement Report](#)). Respondents were asked to rate 37 topics on their importance and satisfaction level. The results showed that those surveyed believe Compensation, Base Rate of Pay, and Job Security to be of the highest importance. Regarding satisfaction, those surveyed are most satisfied with their relationship with co-workers, relationship with immediate supervisor, and their defined contribution/retirement plans. The largest differences between importance and satisfaction were trust between employees and senior management, career advancement opportunities, and communication between employees and senior management. When compared to the general working force defined in the SHRM report, survey respondents are significantly more satisfied with their Compensation and Base Rate of Pay. NAYGN rated Compensation as the first most important and seventh most satisfied topic compared to the SHRM responses of second most important and third largest difference between importance vs. satisfaction rating out of the 37 topics.

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“This report and these comparisons shed a light on who we are, where we are, and what we value as employees in the nuclear industry. The results show data points that can be shared and utilized for all levels of an organization and across different companies or industry groups. My hope is that based upon the findings within this report, we can realize where we are performing optimally and where we can continue to improve to promote real, tangible change. It is evident to me that employees within this industry are capable, resilient, and ready to be catalysts.” said Paul Balik, NAYGN Benchmarking Lead.

“As a result of this survey, the NAYGN organization will continue to expand public information and political advocacy with the goal of ensuring a long future for our nuclear industry; while also seeking opportunities to assist members with career advancement and professional development to ensure our generation is prepared to meet the industry’s future challenges,” said Johnsen.



NAYGN is a professional society with a vision to “develop leaders to energize the future of nuclear.” It provides opportunities for a young generation of nuclear enthusiasts to develop leadership and professional skills, create life-long connections, engage and inform the public, and inspire today’s nuclear technology professionals to meet the challenges of the 21st century.

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The NAYGN