



# SALARY TRENDS IN THE NUCLEAR INDUSTRY

## 2022 vs 2024 Salary Comparison

Entry level engineers made \$97,000 in total compensation (salary + additional pay such as overtime and bonuses). This increases to \$117,00 when you reach 4-5 years of experience.

	2022	2024
Base Salary Average	\$104,862	\$118,810
Additional Pay Average	\$15,638	\$29,846
Total Compensation Average	\$120,500	\$148,656

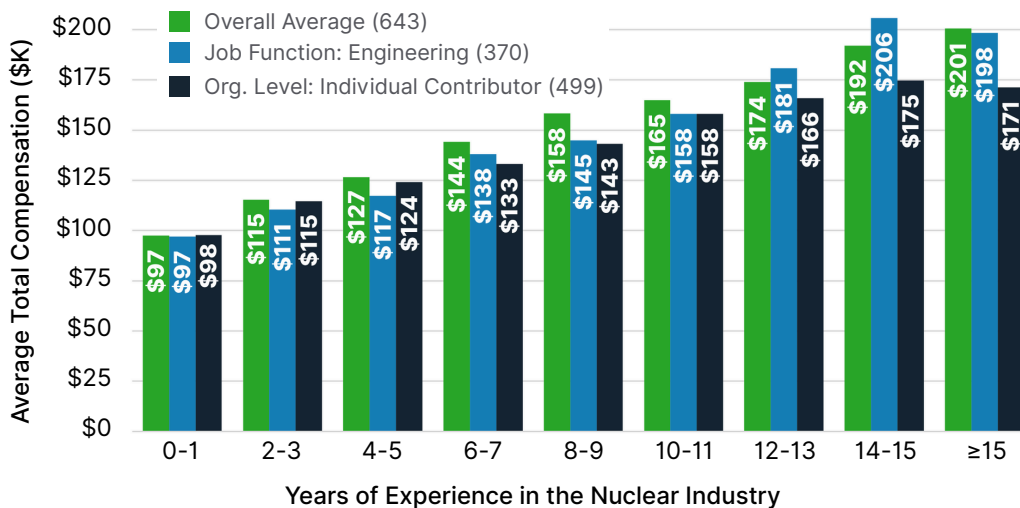
**Overall, nuclear salaries are increasing over the years!**

## The Value of Engineering

**Figure 1** compares the overall average with the two specific subcategories: Engineering job function and Individual Contributor role.

- Engineers who stay in the industry for more than 10 years make more than the overall average across all nuclear roles. Nuclear operators make well above the overall average, which skews the overall average higher.
- Individual Contributor compensation is roughly equivalent to the overall average for 0-3 YoE, but then begins lagging behind. This trend suggests that **remaining an individual contributor with more experience and not moving into managerial roles may limit overall earnings.**

**Figure 1:** Total Compensation for Large Response Categories





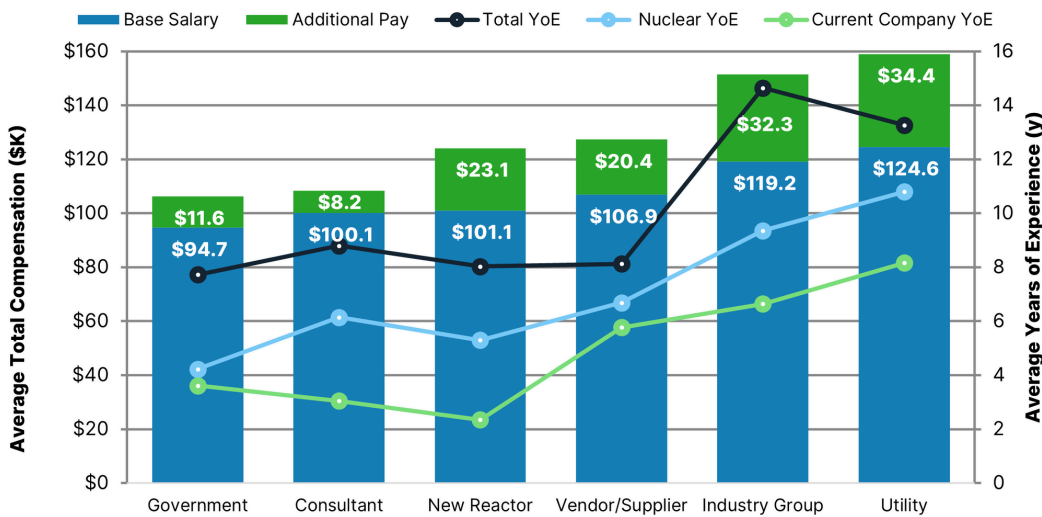
## What Type of Company Pays the Most and How Long Do People Work There?

In **Figure 2**, company types are compared in terms of total compensation and experience. **Utility employees report highest total compensation.**

Further examination by years of experience shows a few noteworthy items.

- **Utilities** have the largest average Nuclear and Current Company YoE, indicating relatively good long-term employee retention by utilities.
- **Vendors** currently have the best retention, as shown by the small difference between Total YoE and Current Company YoE.
- **New Reactor companies** have the lowest YoE average at current company, which is reasonable since these are more likely to be relatively new companies themselves.

**Figure 2:** Compensation and Experience by Company Type



**Want to learn more about nuclear salaries?**

Check out the 2024 NAYGN Career Report at [NAYGN.org](https://www.naygn.org)