NAYGN
NORTH AMERICAN YOUNG GENERATION IN NUCLEAR

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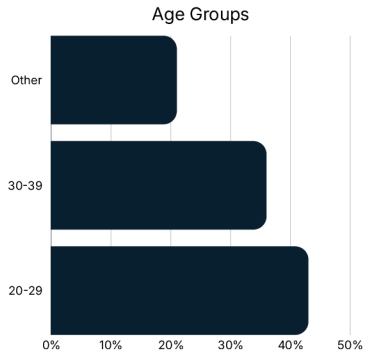
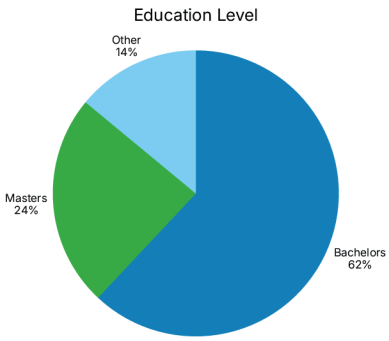
NAYGN Career Survey: Maximizing Value in the Nuclear Workforce

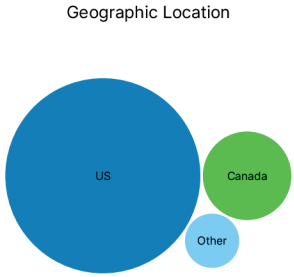
Demographic Information

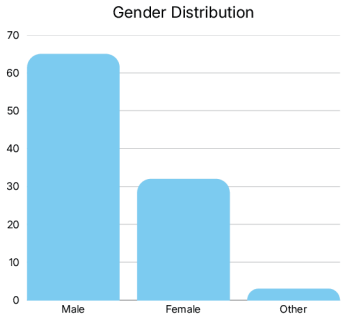
The 2026 NAYGN Career Survey received **650 responses**, representing a predominantly **young, early-career, and technically focused group**. The average age of respondents is 33, with 43% aged 20–29 and 36% aged 30–39. Most respondents are **highly educated**, with 62% holding a bachelors degree and 24% a masters degree.



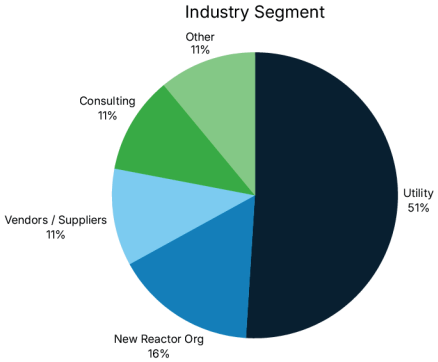


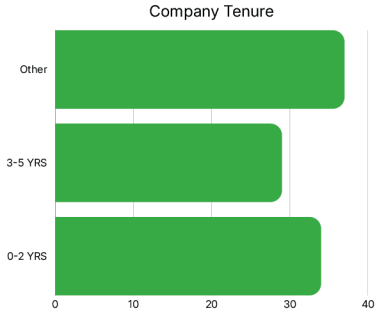
The respondent base is **primarily located in North America**, with 78% from the United States and 16% from Canada. In terms of demographics, **65% identify as male** and 32% as female, and the majority identify as **Caucasian/White (73%)**, followed by Asian (10%), Hispanic (5%), and Black/African American (5%).





Professionally, 96% of respondents work in the nuclear industry, with **51% employed in utilities**, and the remainder spread across new reactor organizations (16%), vendors/suppliers (11%), and consulting (11%). The workforce is largely **early-career**, with 34% having 0–2 years of experience at their company and 29% between 3–5 years. Most respondents are individual contributors (81%), and the majority work in **engineering roles (61%)**.





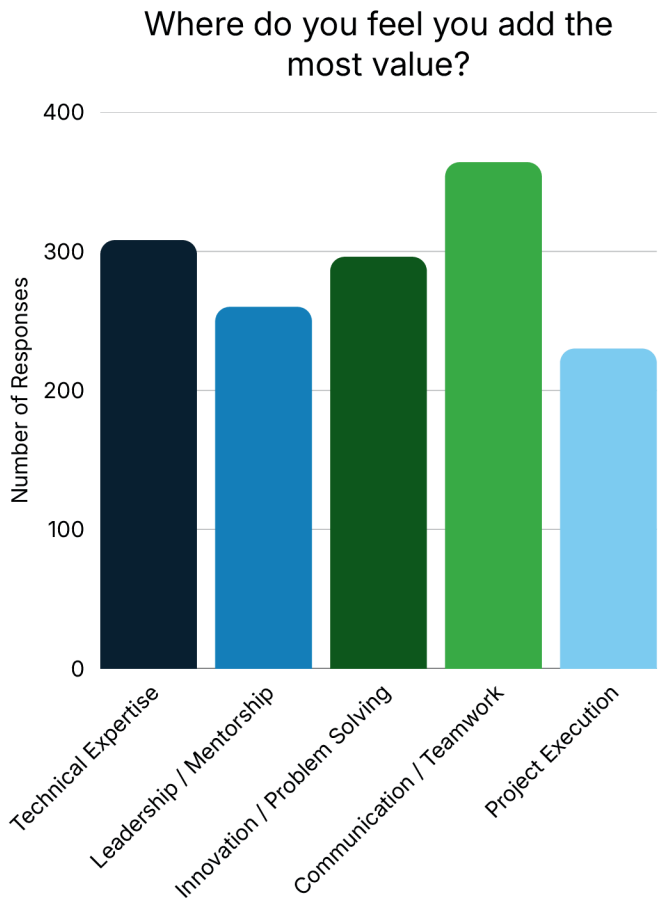
Value to Company

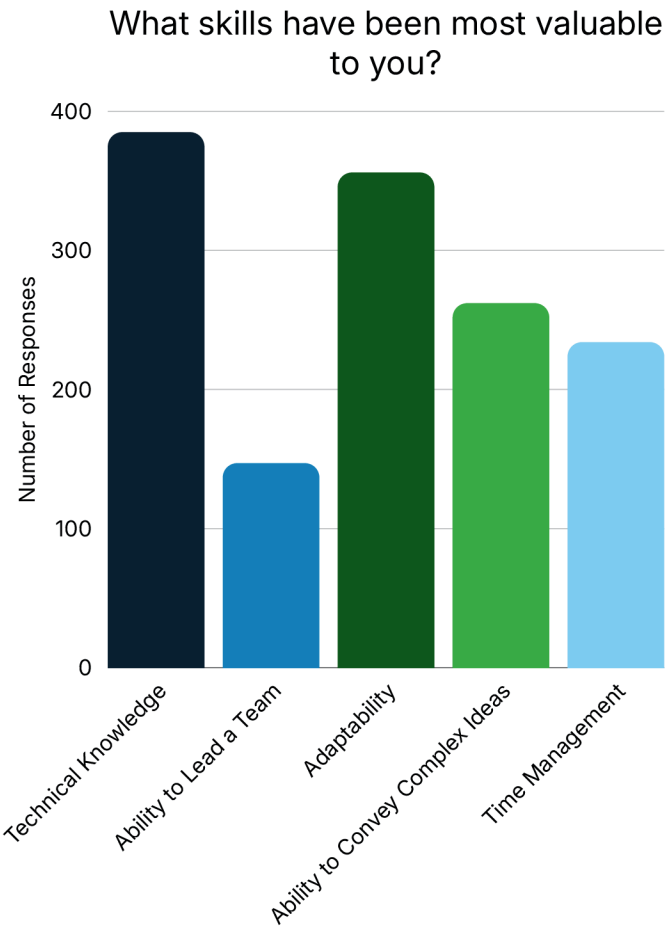
Respondents report strong alignment with their roles, with **88% agreeing that their work contributes to company success**. Respondents most frequently identified communication and teamwork, technical expertise, and innovation/problem-solving as the top areas in which they provide value to their company. While technical expertise is emphasized more by male respondents, communication and teamwork are emphasized more by female respondents. **Across all demographics, communication and teamwork consistently rank as a top contributor.**

Differences also appear across groups:

- Leadership and mentorship are less prominent among respondents aged 20–29, but increase significantly with experience
- Respondents with 6–10 years of experience emphasize project execution, while those with more than 10 years emphasize leadership and mentorship

The most valued skills for performing in respondents current roles are technical knowledge, adaptability, and the ability to communicate complex ideas, with leadership skills ranking lower overall.



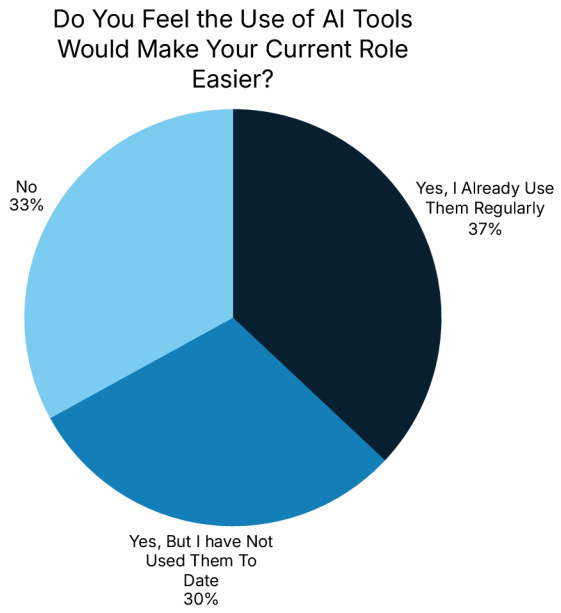


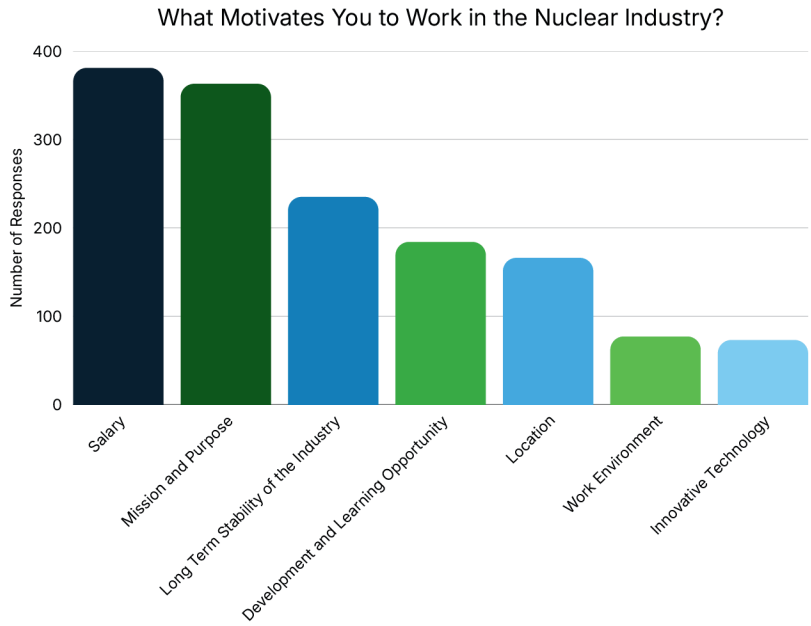
Workplace Expectations and Trends

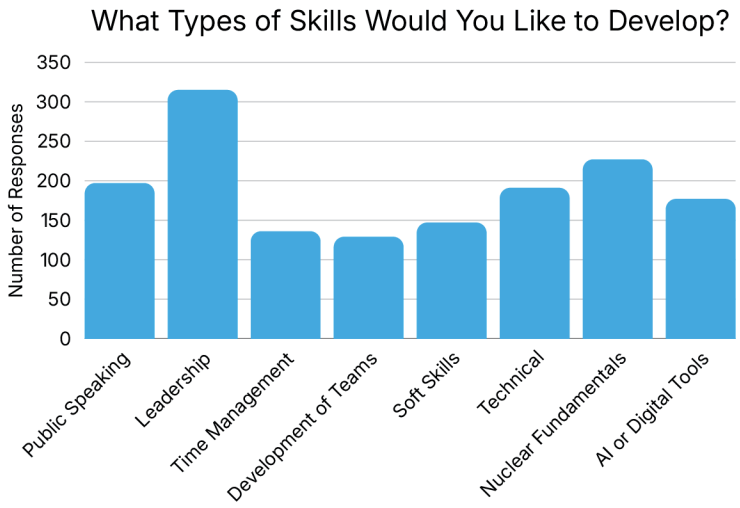
When asked how organizations can **best support employees**, respondents highlighted manageable workload and clearer prioritization, along with flexible or hybrid work arrangements, as the most important factors. The most desired areas for **skill development** are leadership/management and job-specific technical skills.

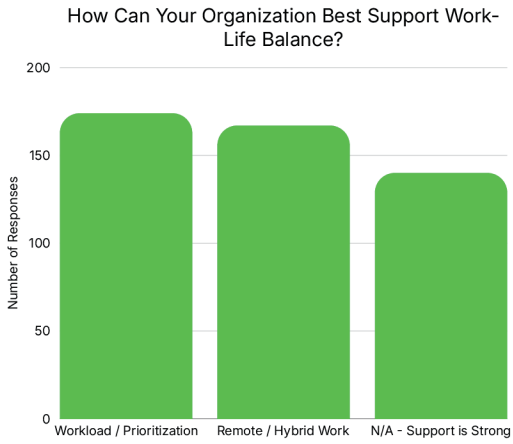
The primary **motivations for working in the nuclear industry** are salary, long-term job stability, and a sense of mission and purpose. Motivation to work beyond standard hours is split between personal pride in work (25%) and financial incentives such as overtime pay (24%).

Regarding technology, **67% of respondents believe artificial intelligence will improve their job performance**, indicating a generally positive outlook on digital tools.



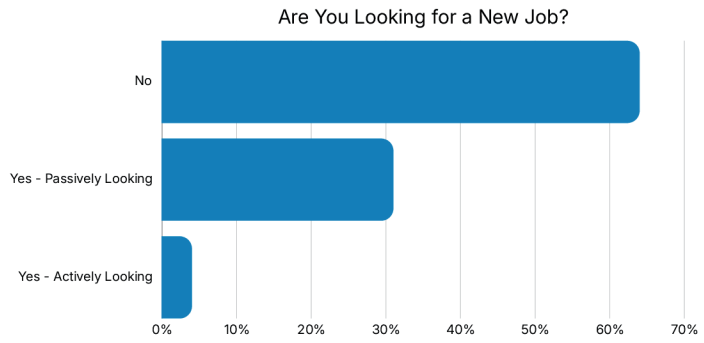


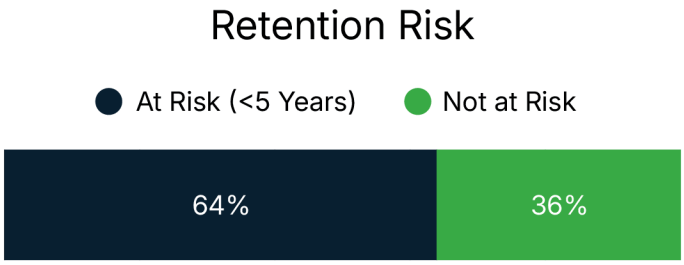




Retention and Mobility

While 64% of respondents are not actively looking for a new job, 31% report passively exploring opportunities. **Among those considering leaving, 64% are within their first five years at their company**. These respondents still report strong contributions in technical expertise and communication/teamwork, indicating that the risk of leaving their company is present even among those who feel they are adding value.

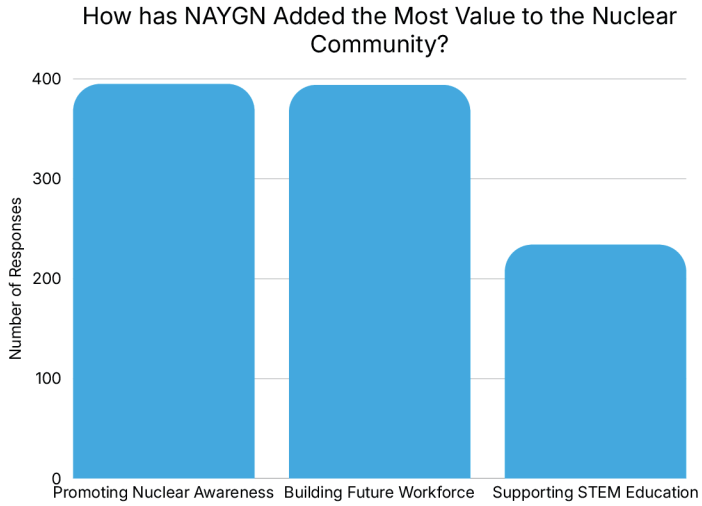


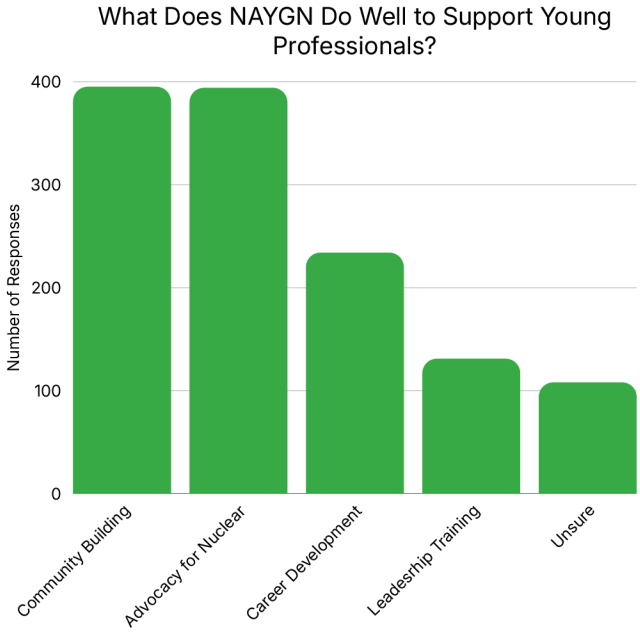


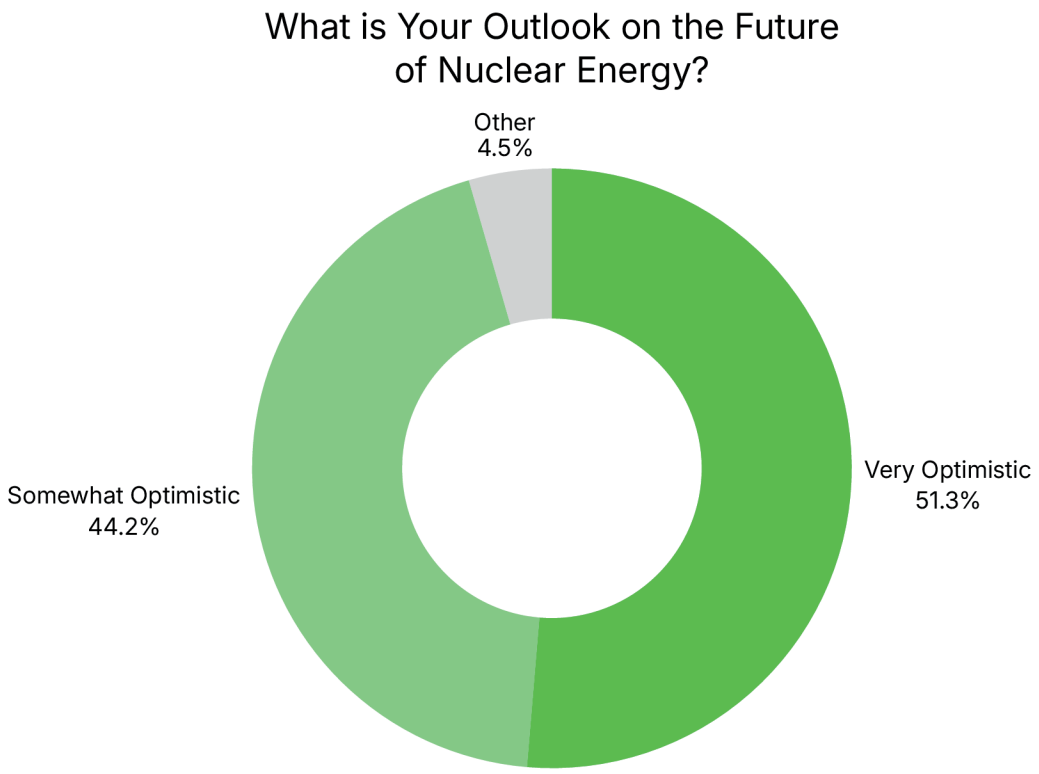
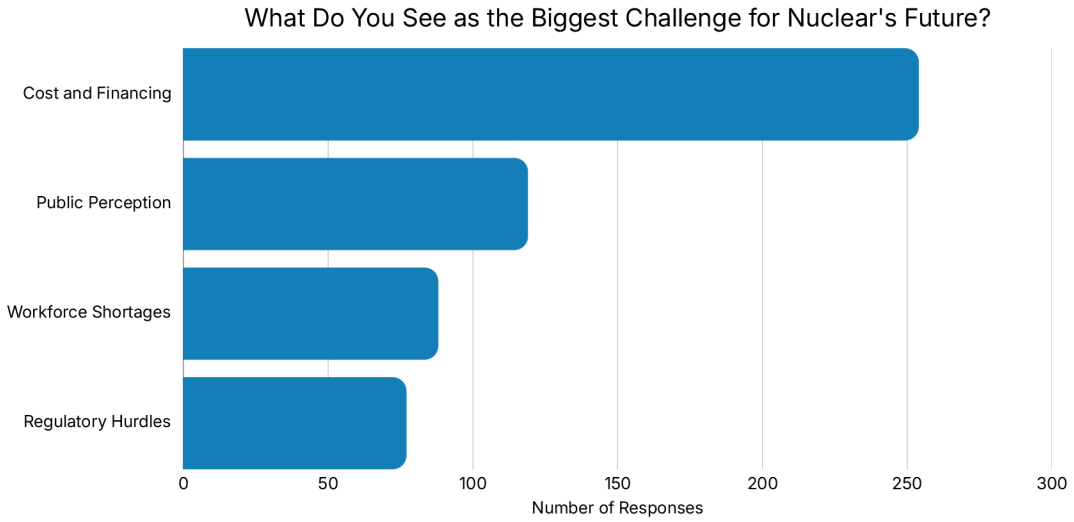
NAYGN Value

Respondents identified professional development as the primary value provided by NAYGN, followed by knowledge transfer and retention, networking, and public outreach.

NAYGN is also recognized for its role in community building and advocacy for nuclear energy, as well as promoting nuclear awareness within society.





Industry Outlook

Respondents are **overwhelmingly positive** about the future of nuclear energy, with over 90% expressing optimism. The most commonly identified challenges for the industry are cost and financing (42%) and public perception (20%).