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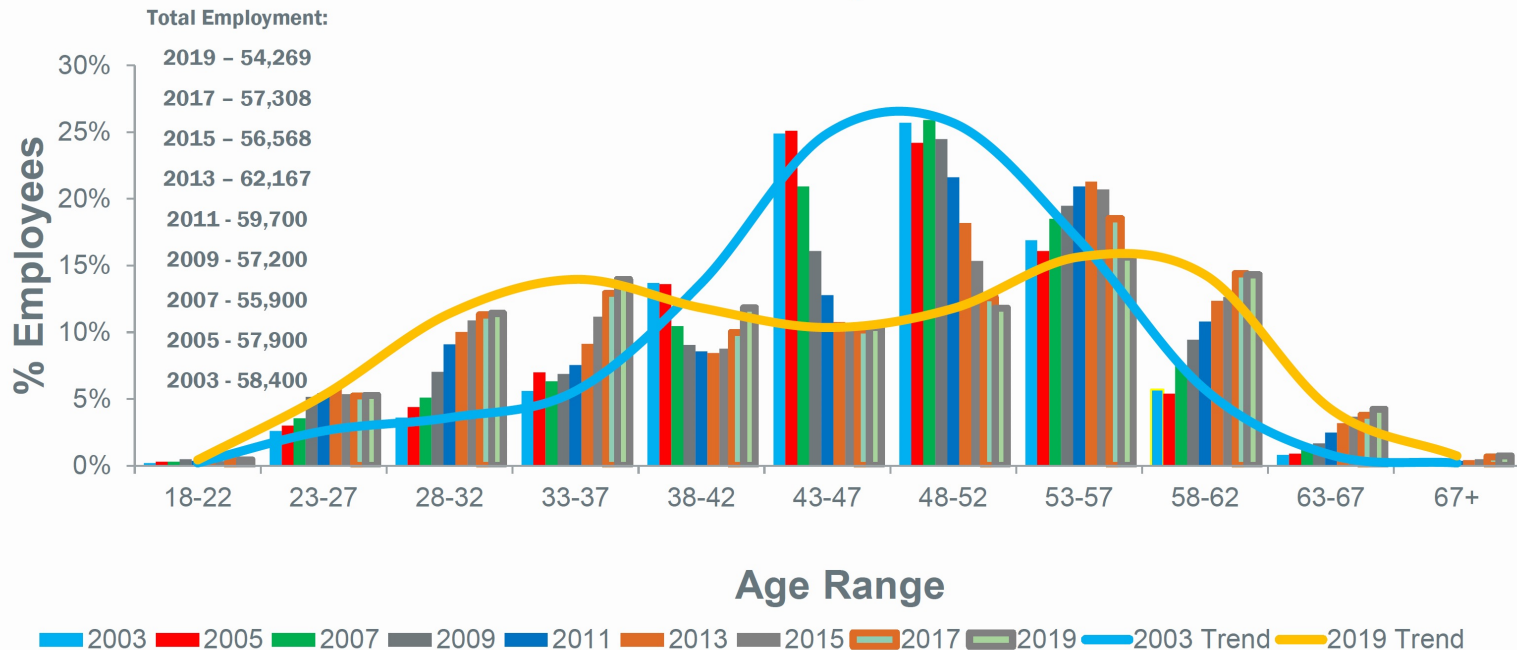
Technical Co-Chair- Conference on Nuclear
Education and Training

Role of Research Reactors in Industry Workforce Development Pipelines

The tsunami is almost over...but not quite yet



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Data as of June 11, 2019

Source: 2019 Gaps in the Energy Workforce Survey Results. Contractors and vendors are not included

Workforce Trends

- “In Nuclear, the five-year projection for both retirement and non-retirement attrition is significantly higher than in other key jobs, with rates averaging between 21% and 26% overall. The retirement rates have decreased since the previous survey by 1% while non-retirement attrition has increased by 10%.¹”
- Industry has more demand than supply, especially in roles with education and/or experience requirements including:
 - ROs
 - SROs
 - Engineers

1. “Gaps in the Energy Workforce: 2019 Pipeline Survey Results”, Center for Energy Workforce Development. December 2019.
<https://cewd.org/documents/surveyreport/2019-GapsintheEnergyWorkforce-SurveyResults.pdf>

Workforce Pipelines to Industry (Bachelors Degree or higher)

Clear Pathway



- SRO Eligibility Pathway 2
- Engineer
- NRC

What about research reactor staffing?

Challenges

- Disconnect between salary structures for research reactors and commercial reactors.
- Staffing needs are dependent on the type of research reactor
- Faculty/reactor director model

Workforce Pipeline

- Internal recruitment and retention
- What can TRTR do jointly to create better opportunity?

Challenges

- Salary differentials between academia and industry are a significant challenge for university research reactor recruiting.
- SRO requirements may produce barriers for a bachelors or higher student from considering the role.
- Advanced reactors and microreactors are changing the landscape.
 - Augments current pipeline challenges
 - Possibility of breaking away from traditional pathways
- How to clearly articulate these pathways to students or other qualified professionals when the pipelines are confusing.



Questions?