



RIC 2024 Hybrid

U.S. Nuclear Regulatory Commission
36th Annual Regulatory Information Conference

ADAPTING TO A **CHANGING LANDSCAPE**

MARCH 12-14, 2024

Bethesda North Marriott Hotel
and Conference Center
Rockville, Maryland

#nrcric2024

www.nrc.gov

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Nuke Kids on the Block

TH22

Thursday, March 14th, 2024

10:45 a.m. – 12:15 p.m.

Session Chair: Miranda Ross

ADAPTING TO A
CHANGING LANDSCAPE

Technical Session Introduction

- Young nuclear regulators from around the world will discuss how their organizations are recruiting and retaining the next generation
- Presentations in this technical session will highlight:
 - Perspectives on knowledge management and transfer, leveraging educational opportunities and grants, training, benefits, and more.
 - Follow-on from the “Youth Panel” discussions held during the IAEA’s “International Conference on Effective Nuclear and Radiation Regulatory Systems: Preparing for the Future in a Rapidly Changing Environment”
- Conclude with open discussion and audience Q&A

Speaker Introduction



Miranda Ross
Materials Engineer,
U.S. Nuclear
Regulatory
Commission



Nicole Allison
Nuclear Non-Proliferation
Officer,
Canadian Nuclear Safety
Commission



Alexandra Alexoiu
Junior Nuclear Advisor,
Romanian National
Commission for
Nuclear Activities
Control



Meera Al Mheiri
Specialist, Inspection,
Federal Authority for
Nuclear Regulation



Soratos Tantideeravit
Nuclear Engineer,
Nuclear Radiation
Licensing Division,
Thailand Office of Atoms
for Peace

Contact Information

Miranda Ross

Materials Engineer

Division of New and Renewed Licenses

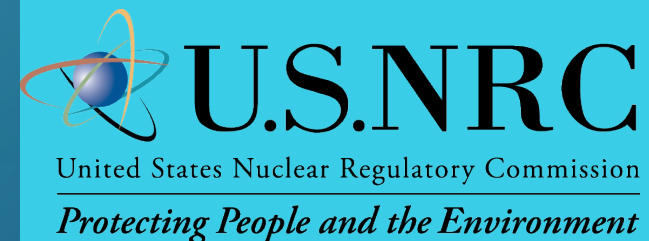
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NRC: Fulfilling the Mission Today and Tomorrow

Miranda Ross



Agenda



Recruitment Pathways and Outreach



Nuclear Regulator Apprenticeship Network (NRAN) - Recent Graduates



Grants and Scholarships - College Students



Internships and Co-ops - College Students



A week at the NRC - High School Students

Recruitment Pathways and Outreach



Public job postings for all NRC locations



NRC pipeline through Internships and NRAN



Career fair events



Engaging early and making connections



Nuclear Regulator Apprenticeship Network (NRAN)

- Program for recently graduated engineers and scientists
- Develops employees towards becoming well-rounded regulators in areas of projected agency skill needs
- Leverages known talent to recruit; many cohort members were former scholarship and grant recipients, co-op students or summer student interns



NRAN Format



Training

- First three months spent in training at headquarters
- Encouraged to follow an internal qualification track
- Monthly cohort meetings



Apprenticeships

- 18-month program
- 3 five-month apprenticeships
- Guaranteed one regional and one headquarters apprenticeship for breadth of experience



Mentoring

- Senior Executive Manager as career mentor
- Peer mentor
- Technical mentor

Early Engagement and Support through Student Grants & Scholarships

Nuclear Education Program - Scholarship and Fellowship

- Supports degrees in nuclear science and engineering, to develop a workforce capable of supporting the design, construction, operation, and regulation of nuclear facilities and the safe handling of nuclear materials. Grants awarded to accredited U.S. institutions of higher education.

Nuclear Education Program - Trade School and Community College Scholarship

- Supports education in nuclear science and engineering, to develop a workforce capable of supporting the design, construction, operation, and regulation of nuclear facilities and the safe handling of nuclear materials.

Minority Serving Institutions Grants Program

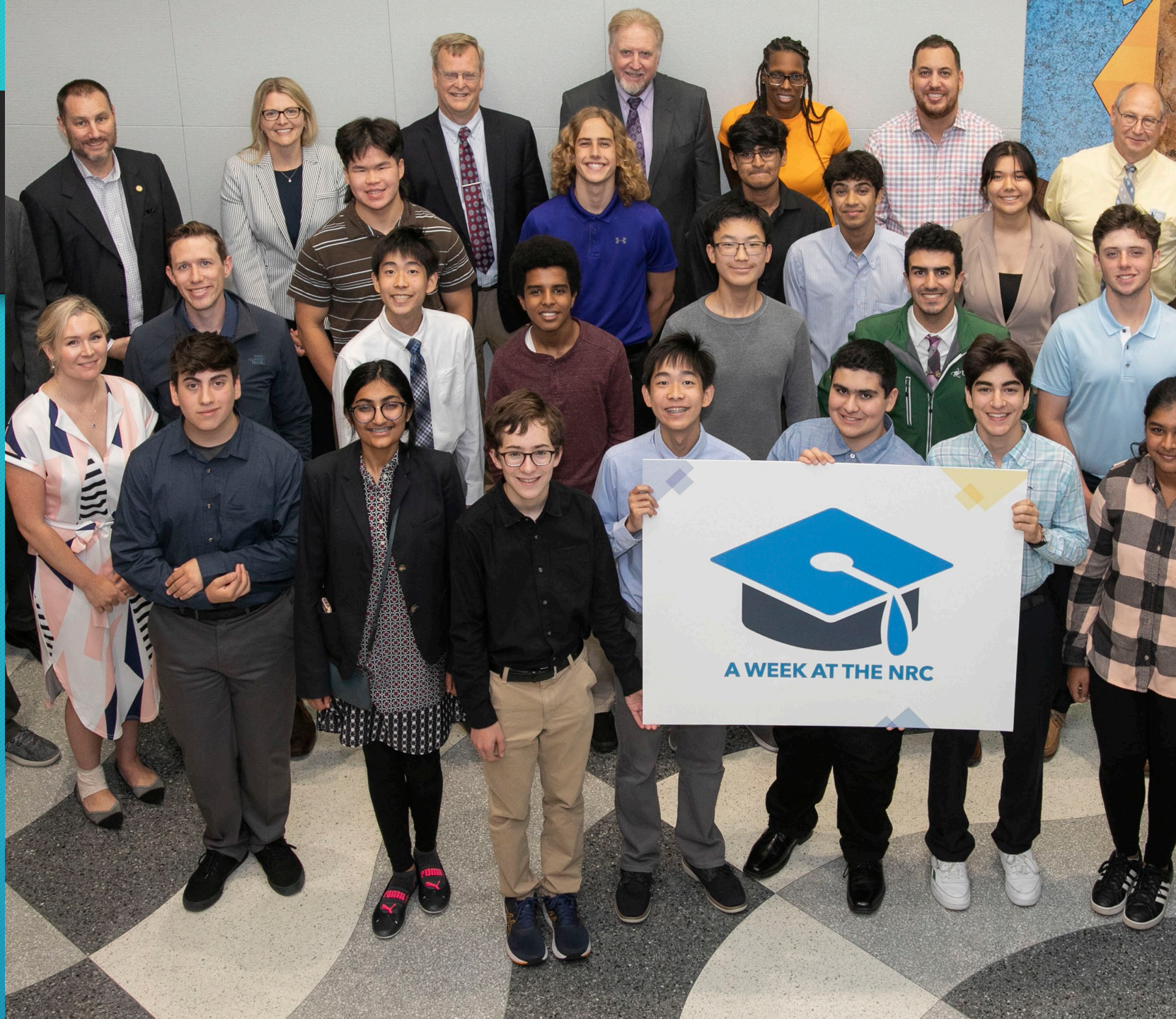
- Supports education from minority serving programs for knowledge and skills relevant to nuclear safety, security, environmental protection, or any other STEM-related fields

Early Connections through Student Internships and Co-ops

- **Student Internships** – Paid, temporary positions for college students who wish to work during the summer or during school vacations.
- **Student Co-ops** – Paid positions for college students pursuing undergraduate and graduate degrees in science, engineering, and other disciplines related to the NRC Mission. Participants integrate alternating periods of academic study and work experience, or parallel periods of academic study and work experience.

“A Week at the NRC”: Engaging High School Students

- Four-day educational experience for high school students
- Activities and seminars designed for students to deepen their knowledge of nuclear technology, federal nuclear regulation, and gain insights into the diverse range of work conducted at the NRC



Benefits of these Initiatives

Knowledge transfer



Creates support
network



Sustains highly
technical work force



Increases retention



Conclusion

NRC has initiatives from high school to new college graduates that support the Agency's needs for today and the future.

