

# **Survey on career orientations and expectations of nuclear engineering students and young professionals in the nuclear sector in Europe and beyond**

## **AtomiCareers Brussels, 3-4 December 2010**

### **Introduction**

As the global nuclear renaissance unfolds, the nuclear industry in many countries faces an increasing challenge in recruiting staff. The lack of existing skills is viewed by all industrial players as one of the biggest challenges to succeed in the marketplace. Moreover, there is evidence of existing competition among industries for well educated and skilled nuclear experts. In these circumstances it is vital to know how to attract potential employees. If employers in the nuclear industry knew what the orientations and expectations of their potential employees were, they would know how to better attract them.

### **The Survey and its objectives**

On the occasion of the preparation of the AtomiCareers event in Brussels in 3-4 December 2010, the Joint Research Centre-Institute for Energy (JRC-IE), which is the operating agent of EHRO-N or the European Human Resource Observatory for the Nuclear Energy Sector, and the Brussels-based organiser of pan-European recruitment events, Careers in Europe Group, jointly prepared a Survey on career orientations and expectations of nuclear engineering students and professionals.

The web based Survey of 8 questions (Annex I) was sent to local chapters of WIN (Women in Nuclear) and ENS Young Generation, and reached around 1200 potential respondents. The response rate was high with 625 responses received throughout the second half of October and the first half of November 2010.

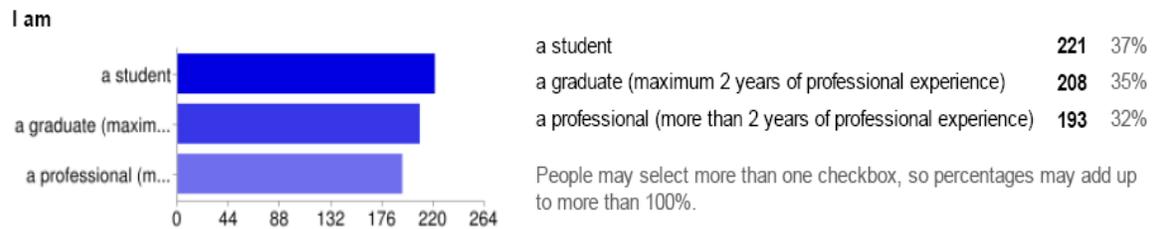
The objective of the commonly prepared Survey was to get some feedback from the young generation of nuclear engineering students and professionals in the nuclear sector as far as their career orientations and expectations were concerned. As the project EHRO-N is just embarking upon the task of developing a systematic approach to following the developments/trends in relation to the demand/supply of competent human resources in the nuclear energy sector of the European Union (EU), every effort toward examining the attitudes of students/young professionals in this sector is very much welcomed.

Careers in Europe Group with its substantial global database of young nuclear engineers and professionals was considered as a good starting point toward examining the attitudes of the young nuclear generation related to the nuclear energy sector in the EU and globally.

## Analysis of the results

Of the 625 respondents to the Survey 37% were in their last year of studies of nuclear engineering, 35% were graduates with maximum 2 years of professional experience and 32% were professionals with more than 2 years of professional experience.

### Division of respondents by category:



The representation per country was widespread, nevertheless the EU was the region which was the most represented with 87% of the respondents coming from these 22 EU Member States: Austria, Belgium, Bulgaria, the Czech Republic, Denmark, the Netherlands, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Lithuania, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and UK. The rest were Russian (2%), Swiss (1%), Turkish (1%), from the rest of Europe (1%) or from the rest of the world (14%).

68% of all respondents belonged to one of the following nationalities: Belgian, British, French, Italian, Spanish, and Rest of the world.

### Division of respondents by nationality:

Austrian **5** 1%  
 Belgian **62** 10%  
 British **44** 7%  
 Bulgarian **1** 0%  
 Cypriot **0** 0%  
 Czech **12** 2%  
 Danish **1** 0%  
 Dutch **3** 0%  
 Estonian **3** 0%  
 Finnish **7** 1%  
 French **63** 10%  
 German **17** 3%  
 Greek **8** 1%  
 Hungarian **20** 3%  
 Irish **0** 0%  
 Italian **84** 13%  
 Latvian **0** 0%  
 Lithuanian **2** 0%

Luxembourger **0** 0%  
Maltese **0** 0%  
Norwegian **0** 0%  
Polish **10** 2%  
Portuguese **11** 2%  
Romanian **24** 4%  
Russian **10** 2%  
Slovakian **11** 2%  
Slovenian **12** 2%  
Spanish **88** 14%  
Swedish **2** 0%  
Swiss **6** 1%  
Turkish **5** 1%  
Ukranian **0** 0%  
Rest of Europe **7** 1%  
Rest of the World **85** 14%

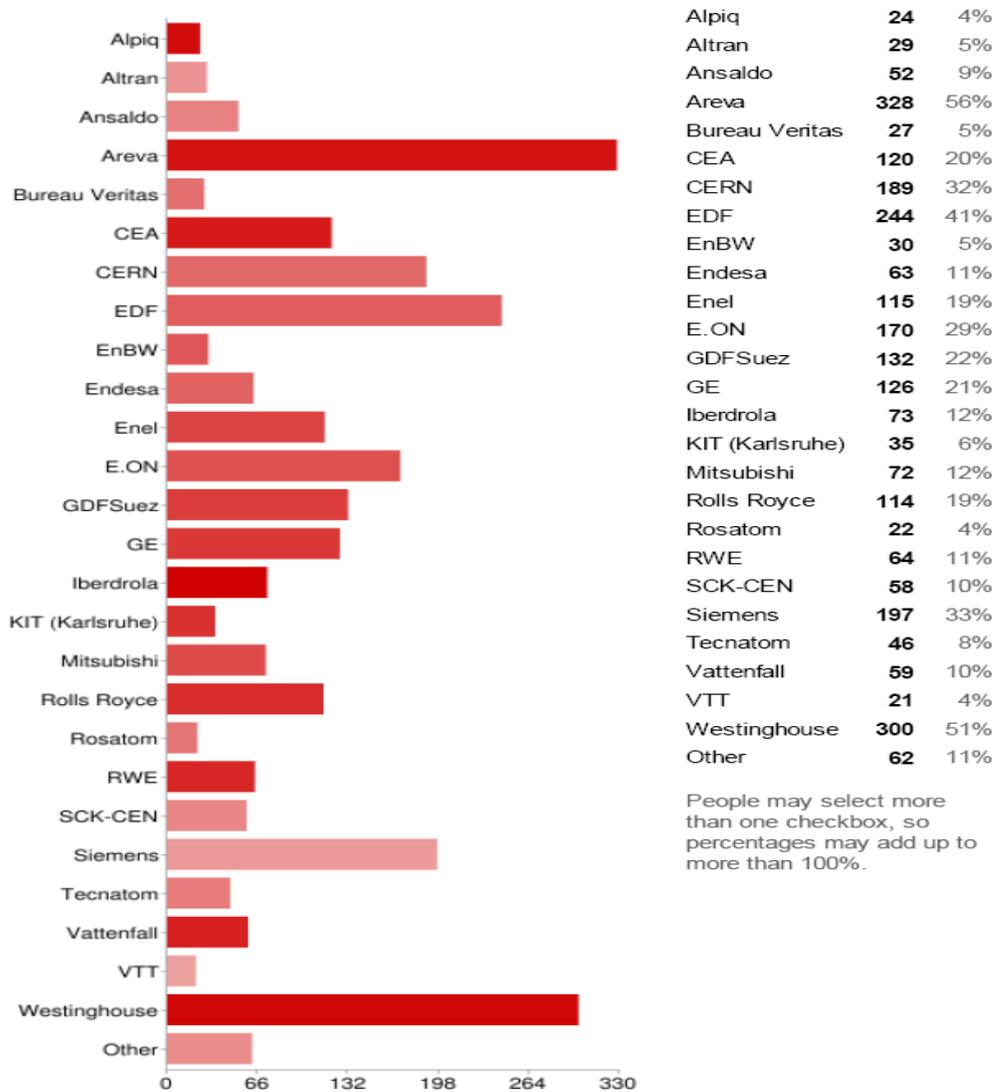
As far as the question on most preferred employers is concerned, the respondents had to choose among 27 options (26 actual employers and *Other*). Each respondent could select more than one employer which added up the responses to more than 100%.

The most preferred employer or the one most often chosen is Areva, with 56% of all respondents who filled in the Survey (625). Westinghouse is second with 51% of all respondents who chose it as their most preferred employer. Third is EDF with 41% of all respondents. The fourth place belongs to Siemens with 33% of respondents and fifth is E.ON with 29% of all respondents who chose it to be one of their most preferred employer.

The rest of the respondent's choices were as follows: GDF Suez (22%), GE (21%), CEA (20%), Enel (19%), Rolls Royce (19%), Iberdrola (12%), Mitsubishi (12%), RWE (11%), Endesa (11%), Vattenfall (10%), SCK-CEN (10%), Ansaldo (9%), Tecnatom (8%), KIT (6%), Altran (5%), Bureau Veritas (5%), EnBW (5%), Alpiq (4%), Rosatom (4%), VTT (4%).

11% of all the responses went to some employers that were not enumerated among the 26: Abbott Risk Consulting Ltd., AECL, AMEC, ANSTO, Assystem, ÄCEEZ power plant, Babcock and Wilcox, Belgoprocess, CTU FNSPE, Enusa, European Commission, Eurocontrol S.A, Fortum, Gen energija, General Atomics, Grenoble, IAEA, ILL, independent consultant, IRSN, ITER, Liebstadt KKL, Mediso Ltd., NAGRA, NDA, Necca and Koeburg South Africa, NNL, OECD, ONDRAF, own private, PSI, Sallafield Ltd, Scandpower, Scottish Power, STUK, TVO.

*List of employers offered and percentages of respondents that chose particular employer:*



What is interesting to be mentioned in this context is the relationship between the choice of the first 5 preferred employers and the nationality of the respondent.

As for AREVA, it was chosen: by 52 Italians (62% of all Italian respondents), by 47 French nationals (75% of all French respondents), by 44 Spanish nationals (or 50% of all Spanish respondents), 28 Belgians (45% of all Belgian respondents), 18 Brits (41% of all British respondents), 13 Hungarians (65% of all Hungarian respondents), 10 Romanians (42% of all Romanian respondents), 8 Slovaks (73% of all Slovakian respondents), 8 Germans (47% of all German respondents), 6 Czech nationals (50% of all Czech respondents), 4 Polish respondents (40% of all Polish respondents), 4 Russians (40% of all Russian respondents), 4 Turks (80% of all

Turkish respondents), 4 Greeks (50% of all Greek respondents), 4 Swiss nationals (67% of all Swiss respondents), 3 Portuguese nationals (27% of all Portuguese respondents), 3 Slovenians (25% of all Slovenian respondents), 2 Finns (29% of all Finnish respondents), 2 Lithuanians (100% of all Lithuanian respondents), 2 Swedish nationals (100% of all Swedish respondents), 1 Estonian national (33% of all Estonian respondents) and by 56 respondents coming from the rest of the world (other than the countries mentioned in the above list; see page 2 and 3) which represents 66% of all respondents from the rest of the world.

Westinghouse was chosen by: 52 Spanish respondents (59% of all Spanish respondents), 48 Italians (57% of all Italian respondents), 32 Belgians (52% of all Belgian respondents), by 31 French nationals (49% of all French respondents), 20 Brits (45% of all British respondents), 9 Romanians (37% of all Romanian respondents), 8 Slovenians (67% of all Slovenian respondents), 7 Slovaks (64% of all Slovakian respondents), 7 Hungarians (35% of all Hungarian respondents), 6 Czech nationals (50% of all Czech respondents), 4 Austrians (80% of all Austrian respondents), 4 Germans (23% of all German respondents), 4 Greeks (50% of all Greek respondents), 4 Swiss respondents (67% of all Swiss respondents), 4 Turks (80% of all Turkish respondents), 3 Estonians (100% of all Estonian respondents), 3 Polish respondents (30% of all Polish respondents), 3 Portuguese nationals (27% of all Portuguese respondents), 3 Russians (30% of all Russian respondents), 2 Swedish respondents (100% of all Swedish respondents), 2 Lithuanians (100% of all Lithuanian respondents), 1 Dutch national (33% of all Dutch respondents), 1 Finnish respondent (14% of all Finnish respondents) and 37 respondents coming from the rest of the world (see above) (43% of all respondents coming from the rest of the world).

EDF was chosen by: 53 French respondents (84% of all French respondents), 43 Italians (51% of all Italian respondents), 34 British respondents (77% of all British respondents), by 24 Spanish nationals (27% of all Spanish respondents), 17 Belgian respondents (27% of all Belgian respondents), 8 Romanians (33% of all Romanian respondents), 7 Portuguese respondents (64% of all Portuguese respondents), 5 Russians (50% of all Russian respondents), 4 Polish respondents (40% of all Polish respondents), 3 Hungarians (15% of all Hungarian respondents), 2 Czechs respondents (17% of all Czech respondents), 2 Slovenians (17% of all Slovenian respondents), 2 Austrians (40% of all Austrian respondents), 1 Turk (20% of all Turkish respondents), 1 German (6% of all German respondents), 1 Estonian (33% of all Estonian respondents), 1 Greek (12% of all Greek respondents), 1 Swiss national (17% of all Swiss respondents), and 39 respondents were from the rest of the world (see above) (46% of all respondents coming from the rest of the world).

Siemens was chosen by: 27 Spanish respondents (31% of all Spanish respondents), 26 Italians (31% of all Italian respondents), 18 Belgians (29% of all Belgian respondents), by 15 British respondents (34% of all British respondents), 12 French respondents (19% of all French respondents), 11 Romanian respondents (46% of all Romanian respondents), 8 German respondents (47% of all German respondents), 7 Russians (70% of all Russian respondents), 6 Slovenians (50% of all Slovenian respondents), 5 Polish respondents (50% of all Polish respondents), 5 Portuguese respondents (45% of all Portuguese respondents), 4 Greek respondents (50% of all Greek respondents), 4 Czechs (33% of all Czech respondents), 2

Austrians (40% of all Austrian respondents), 2 Finns (29% of all Finnish respondents), 1 Danish national (100% of all Danish respondents), and 47 respondents were from the rest of the world (see above) (55% of all respondents coming from the rest of the world).

E.ON was chosen by: 30 Italians (36% of all Italian respondents), 23 Spanish nationals (26% of all Spanish respondents), 16 British respondents (36% of all British respondents), 14 French respondents (22% of all French respondents), 11 Romanians (46%% of all Romanian respondents), 9 Belgians (14% of all Belgian respondents), 9 Germans (53%% of all German respondents), 6 Slovaks (55%% of all Slovakian respondents), 5 Hungarians (25% of all Hungarian respondents), 4 Portuguese respondents (36% of all Portuguese respondents), 4 Russians (40% of all Russian respondents), 3 Swedish respondents (100% of all Swedish respondents), 3 Austrians (60% of all Austrian respondents), 3 Polish respondents (30% of all Polish respondents), 2 Slovenians (17% of all Slovenian respondents), 2 Estonians (67% of all Estonian respondents), 2 Turks (40% of all Turkish respondents), 2 Greeks (25% of all Greek respondents), 2 Czechs (17% of all Czech respondents), 1 Danish respondent (100% of all Danish respondents), 1 Dutch respondent (33% of all Dutch respondents), 1 Finish respondent (14% of all Finish respondents), and 29 respondents were from the rest of the world (see above) (34% of all respondents coming from the rest of the world).

If one takes into account the absolute number of respondents that chose a certain company (for example 30 Italians chose E.ON) and multiplies that with the share of the respondents of certain nationality within the whole group of respondents to the Survey (ex. 13% of all respondents (625) were of Italian nationality) one can then compare the attitudes of the respondents of a certain nationality to this Survey as regard their proffered employers. One gets an order of nationalities arranged according to their preference of an employer. **But, one needs to be aware that this calculation is limited since it is dependant on the number of respondents of a certain nationality (remember from page 2 above: 68% of all respondents belonged to one of the following nationalities: Belgian, British, French, Italian, Spanish, Rest of the world).**

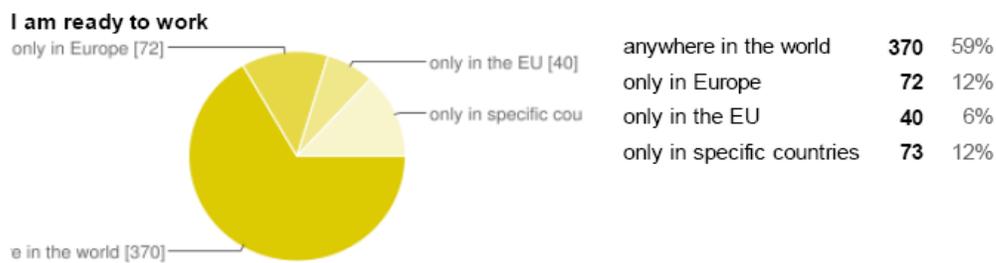
Following this calculation, we get the results that **AREVA** was preferred employer for (going from the nationality with the biggest value of preference to the country with the smallest value of preference): respondents coming from the rest of the world (see above; page 2 and 3), Italians, Spanish, French, Belgians, British, Hungarians, Romanians, German, Slovaks, Czechs, Polish, Russians, Portuguese, Slovenians, Turks, Greeks, Swiss, and Finns; **Westinghouse** was preferred employer for Spanish, Italians, and respondents from the rest of the world, Belgians, French, British, Romanians, Portuguese, Russians, Hungarians, Polish, Czechs, Slovenians, German, Austrians, Turks, Greeks, Swiss; **EDF** was preferred employer for Italians, by respondents from the rest of the world, French, Spanish, British respondents, Belgians, Romanian, Portuguese, Russians, Hungarians, Polish, Czechs, Slovenians, Germans, Austrians, Turks, Greeks, Swiss; **Siemens** was preferred employer for respondents from the rest of the world, Spanish, Italians, Belgians, French, British, Romanians, and Germans; and **E.ON** was preferred employer for respondents from the rest of the world, Italians, Spanish, French, British, Belgians, Romanians, Germans, Hungarians, Slovaks, Portuguese, Russians, Polish, Slovenians, Czechs, Turks, Greeks, Austrians, Finnish.

**The results shown above need also to take into account the share of respondents of a certain nationality within the whole group of respondents of that same nationality that preferred a**

**certain employer.** For example, for AREVA the picture is then quite different since we see that 100 % of all Lithuanians that responded to the Survey consider AREVA as their preferred employer, the same goes for the Swedish respondents, 80% of Turks prefer AREVA, French are only on the 4<sup>th</sup> place since “only” 75% of all French that responded to the Survey consider AREVA as their preferred employer. The French are followed by the Slovaks (73%), the rest of the world (66%), Swiss (67%), Italians, Spanish (50%), Greeks (50%), Czechs (50%), etc. Similarly, the picture changes for the rest of the employers.

The third question aimed at measuring the mobility of the respondents. 59% of them responded that they were ready to work anywhere in the world. 12% of respondents were willing to work only in Europe. The same percentage of people responded that were willing to work only in specific countries. Only 6% of respondents would work only in the EU.

*Assessment of respondents’ mobility preferences:*



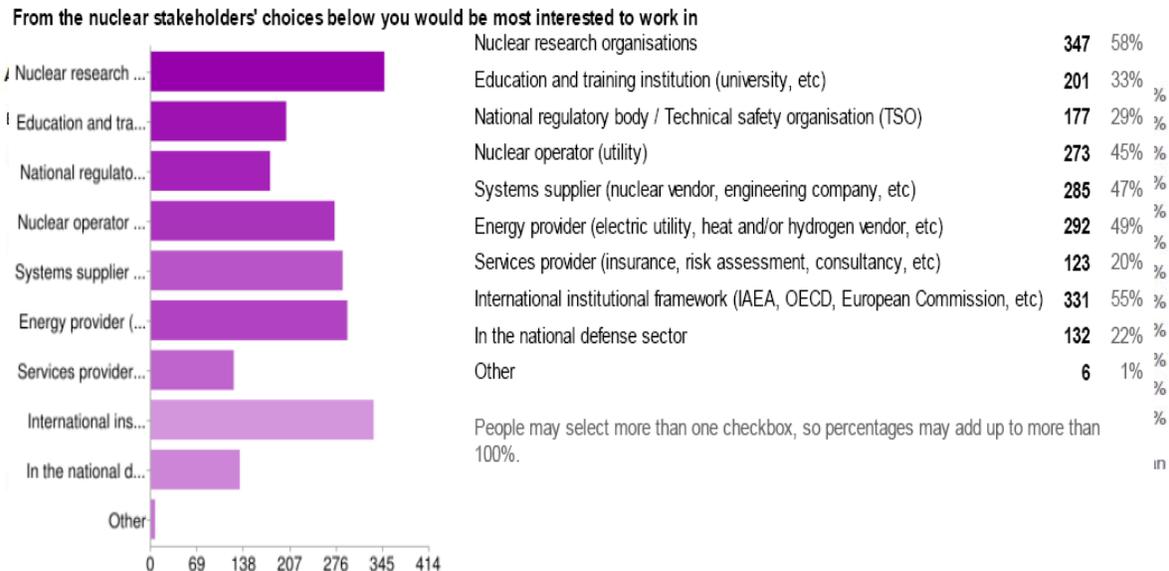
Students proved to be slightly more open to move anywhere in the world if there was a chance (64%) than the professionals (59%) or the graduates (55%). On the contrary a bigger share of students (15%) would work only in specific countries in relation to professionals (9%) or graduates (11%). For the students specific countries only were also the second most desirable place to work. Second most desirable place of work for professionals (13%) and graduates (13%) was only in Europe.

In the next question respondents were asked what their field(s) of interest was (were) according to their knowledge, experience and professional interests. Each respondent could select more than one checkbox, which added up the responses to more than 100%.

The field of interest chosen by 43% of all respondents was Reactor core Design, Thermal-Hydraulics, Simulation and Modelling. The rest of the results were as follows: Equipment Manufacture and Plant Construction (39%), Reactor Safety and Security (38%), Environmental management (34%), NPP Operation and Maintenance (34%), Fusion Science and Technology (30%), Nuclear Fuel cycle (front end) (30%), Nuclear Policies, Economics, Human Resources (27%), Plant decommissioning (including nuclear waste management) (24%), Radiation Science and Medical Applications (23%), Nuclear Materials, Chemistry and Structural Integrity (22%).

Other fields of interest accounted for 5%: Business development, Electricity associated systems, GEN IV Research, Instrumentation, material science, Probabilistic risk assessment, Security and non-proliferation, THM analysis of bentonite in repository modelling, Training.

*Assessing respondents' interests according to their present knowledge/experience/professional wishes:*



The respondents had to also choose among different types of nuclear stakeholders for which they would be most willing to work. They could select more than one stakeholder which added up the percentages to more than 100%.

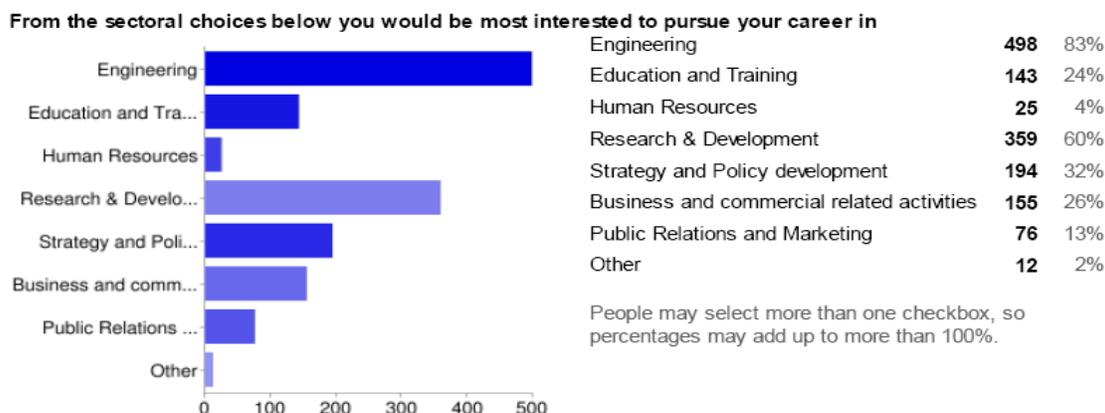
In the order of preference, the stakeholders chosen were as follows: Nuclear research organisations (58%), International institutional framework (IAEA, OECD, European Commission, etc.) (55%), Energy provider (49%), Systems supplier (47%), Nuclear operator (45%), Education and Training institution (33%), National regulatory body/TSO (29%), National defence sector (22%), Services provider (20%). Other stakeholders accounted for 1%: Construction, Nuclear Lab facility development, SMEs in the industry.

*Assessing respondents' preference of a certain type of nuclear stakeholder:*

The respondents had to also choose their preferred sectors or departments where they would like to pursue their careers. They could again select more than one sector/department which added up the percentages to more than 100%.

In the order of preference, the sectors chosen were as follows: Engineering (83%), Research and Development (60%), Strategy and Policy development (32%), Business and commercial-related activities (26%), Education and Training (24%), Public Relations and Marketing (13%), Human Resources (4%). *Other* accounted for 2%: capability development, Isotope synthesis and enrichment, Physics, safety and Risk assessment, Ultra-high temperature materials and core reactions, Value engineering.

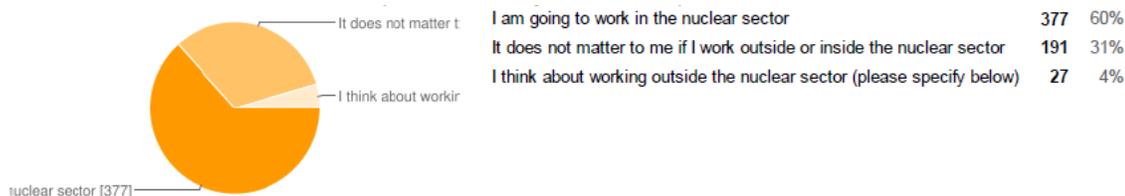
*Assessing respondents' preference of a particular sector within the organisation where they would work/are working:*



The last question aimed at assessing the preparedness of the respondents to work in the nuclear sector or outside of it. They had to choose only 1 statement among three offered. 60% of the respondents responded that they would work in the nuclear sector.

For 31% respondents it did not matter whether they worked in the nuclear sector or outside of it and 4% of the respondents responded that they were thinking about working outside of the nuclear sector.

*Assessing respondents' preparedness to work inside/outside the nuclear sector:*



More students (64%) would work in the nuclear sector than professionals (60%) or graduates (60%).

Some of the respondents gave reasons for their openness to work outside the nuclear sector or even for their choice to abandon the nuclear sector all together. Among these reasons were the following ones:

- keeping their options open as the economic climate is severe
- depends on salary and availability of positions
- nuclear researching area is strongly limited by priorities of government or company which makes the researching on one's own or in a small group impossible
- difficult to find a job, both in nuclear and in basic engineering
- non-existence of nuclear power plants in one's country
- the challenging projects in the sector are quite capital intensive. Too many monopolies exist, which does not stimulate the creation of a competitive high level companies that offer challenging careers
- opinion that nuclear power plants are not a long-term solution to global warming
- preference to do job in Renewable energy sector, in Hydro-power plants or in Environmental sector
- the nuclear sector lacks front line innovation, and is slow to move in any direction
- observation that the industry seems to be in such turmoil and has no clear path forwards
- background in fields other than nuclear engineering and thus openness for other sectors as well.

## Conclusions

1. The Survey jointly prepared by the operating agent of the EHRO-N project (JRC-IE) and Careers in Europe Group, received all together 625 positive responses out of 1200 people (students, graduates, young professionals) contacted.
2. The responses show a very high mobility of the respondents as 59% of them are prepared to work anywhere in the world. Students proved to be slightly more open to move anywhere in the world if there was a chance (64%) than the professionals (59%) or the graduates (55%). On the contrary a bigger share of students (15%) would work only in specific countries in relation to professionals (9%) or graduates (11%). For the students specific countries only were also the second most desirable place to work. Second most desirable place of work for professionals (13%) and graduates (13%) was only in Europe.
3. The top five preferred employers are Areva (56% of all respondents to the survey), Westinghouse (51% of all respondents to the survey), EDF (41% of all respondents to the survey), Siemens (33% of all respondents to the survey) and E.ON (29% of all respondents to the survey).
4. The order of preference of an employer by the nationality of respondents changes according to the calculation chosen. One needs to be aware of different possible ways of interpreting the data, of different calculations and of the fact that certain nationalities were more represented (absolutely and relatively) among the ones that responded to the survey.
  - If one takes into account the absolute number of respondents that chose a certain company (example 30 Italians chose E.ON) and multiplies that with the share of the respondents of certain nationality within the whole group of respondents to the Survey (ex. 13% of all respondents (625) were of Italian nationality) one can then compare the attitudes of the respondents of a certain nationality to the Survey. One gets an order of nationalities arranged according to their preference of an employer. Following this calculation, we get the results that **AREVA** was preferred employer for respondents coming from (going from the nationality with the biggest value of preference to the country with the smallest value of preference): the rest of the world (see above; page 2 and 3), Italians, Spanish, French, Belgians, British, Hungarians, Romanians, German, Slovaks, Czechs, Polish, Russians, Portuguese, Slovenians, Turks, Greeks, Swiss, and Finns; **Westinghouse** was preferred employer for Spanish, Italians, and respondents from the rest of the world, Belgians, French, British, Romanians, Portuguese, Russians, Hungarians, Polish, Czechs, Slovenians, German, Austrians, Turks, Greeks, Swiss; **EDF** was preferred employer for Italians, by respondents from the rest of the world, French, Spanish, British respondents, Belgians, Romanian, Portuguese, Russians, Hungarians, Polish, Czechs, Slovenians, Germans, Austrians, Turks, Greeks, Swiss; **Siemens** was preferred employer for respondents from the rest of the world, Spanish, Italians, Belgians, French, British, Romanians, and Germans; and **E.ON** was preferred employer for respondents from the rest of the world, Italians, Spanish, French, British, Belgians, Romanians, Germans, Hungarians, Slovaks,

- Portuguese, Russians, Polish, Slovenians, Czechs, Turks, Greeks, Austrians, Finnish.
- But, one needs to be aware that this calculation is limited since it is dependant on the number of respondents of a certain nationality (remember that 68% of all respondents belonged to one of the following nationalities: Belgian, British, French, Italian, Spanish, Rest of the world).
  - To get the more accurate picture one needs to take into account the share of respondents of a certain nationality within the whole group of respondents of that same nationality that preferred a certain employer. The picture then changes completely and rearranges the whole order of respondents of certain nationality because one compares only respondents that prefer a certain employer within the same nationality group. In that sense we avoid having to compare potentially incomparable data.
  - In any case it is clear from these results that if we utilised whichever calculation, it was not the case that the French were the ones that figured on the top of the list of nationalities that preferred AREVA or EDF even tough the number of French nationals that replied to the survey was relatively high.
5. The most preferred field of work is: *Reactor Core Design, Thermal Hydraulics, Simulation and Modelling*. Other fields were not far behind as their popularity was concerned.
  6. The most preferred nuclear stakeholders where the respondents would like to work are *Nuclear research organisations*. Other stakeholders were not too far behind as their popularity was concerned.
  7. The most preferred sector is *Engineering* with overwhelmingly the highest percentage of all respondents who chose it as their preferred one: 83%.
  8. 60% of the respondents are willing to work in the nuclear sector. For 31% respondents it does not matter weather they work in the nuclear sector or outside of it and 4% of the respondents think about working outside of the nuclear sector. More students (64%) would work in the nuclear sector than professionals (60%) or graduates (60%).
  9. The reasons for the latter two options vary and are linked to either practical things such as level of salaries, availability of jobs, existence of challenging and exciting projects, possibilities to build a good career, the realisation that the nuclear industry seems to have troubles in going forward; or is linked to their background: when people have broader educational and professional background, they are more willing to search an employment also outside the nuclear sector.

## ANNEX I

### 1. I am

- a. A student
- b. A graduate (maximum 2 years of professional experience)
- c. A professional (more than 2 years of professional experience)

### 2. My nationality is

- a. Austrian
- b. Belgian
- c. Bulgarian
- d. Cypriot
- e. Czech
- f. Danish
- g. Dutch
- h. Estonian
- i. Finnish
- j. French
- k. German
- l. Greek
- m. Hungarian
- n. Irish
- o. Italian
- p. Latvian
- q. Lithuanian
- r. Luxembourgish
- s. Maltese
- t. Norwegian
- u. Polish
- v. Portuguese
- w. Romanian
- x. Russian
- y. Slovakian
- z. Slovenian
- aa. Spanish
- bb. Swedish
- cc. Swiss
- dd. Turkish
- ee. Ukrainian
- ff. Rest of Europe
- gg. Rest of the World

### 3. My most preferred employers in the nuclear sector are

- a. Alpiq
- b. Altran
- c. Ansaldo
- d. Areva
- e. Bureau Veritas
- f. CEA
- g. CERN
- h. EDF
- i. EnBW
- j. Endesa
- k. Enel
- l. E.ON
- m. GDF Suez
- n. GE
- o. Iberdrola
- p. KIT (Karlsruhe)
- q. Mitsubishi
- r. Rolls Royce
- s. Rosatom
- t. RWE
- u. SCK-CEN
- v. Siemens
- w. Tecnatom
- x. Vattenfall
- y. VTT
- z. Westinghouse
- aa. Other

**4. I am ready to work**

- a. anywhere in the world
- b. only in Europe
- c. only in the EU
- d. only in specific countries

**5. According to your knowledge, experience and professional interests you would be most interested to work in: (more than one answer is possible):**

- a. Equipment Manufacture and Plant Construction
- b. NPP Operation and Maintenance
- c. Nuclear Fuel Cycle (front end)
- d. Plant decommissioning (including Nuclear waste management)
  
- e. Nuclear Materials, Chemistry and Structural Integrity
- f. Radiation Science and Medical Applications

- g. Reactor Safety and Security
- h. Reactor Core Design, Thermal-Hydraulics, Simulation and Modelling
- i. Fusion Science and Technology
- j. Environmental management/ Waste Management and Decommissioning
- k. Nuclear Policies, Economics and Human Resources
- l. Other (specify)

**6. From the nuclear stakeholders' choices below you would be most interested to work in (more than one answer is possible):**

- a. Nuclear research organization
- b. Education and training institution (university, etc.)
- c. National regulatory body/Technical safety organisation (TSO)
- d. Nuclear operator
- e. Systems supplier (nuclear vendor, engineering company, etc.)
- f. Energy provider (electric utility, heat and/or hydrogen vendor, etc.)
- g. Services provider (insurance, risk assessment, consultancy, etc.)
- h. International institutional framework (IAEA, OECD, European Commission, etc.)
- i. In the national defence sector
- j. Other (specify)

**7. From the sectoral choices below you would be most interested to pursue your career in (more than one answer is possible):**

- a. Engineering
- b. Education and Training
- c. Human Resources
- d. Research & Development
- e. Strategy and Policy development
- f. Business and commercial related activities
- g. Public Relations & Marketing
- h. Other (specify)

**8. Which statement is true for you (only one answer possible):**

- a. I am going to work the nuclear sector.
- b. It does not matter to me if I work outside or inside the nuclear sector.
- c. I think about working outside the nuclear sector (specify).