

*“Aging Workforce impacts U.S. Nuclear Power Industry”*



The aging workforce in the nuclear power industry is creating universal attrition problems, particularly in maintenance and engineering. The maintenance and engineering areas of a nuclear plant require highly developed skills sets that require a combination of training and on the job experience. There is a shortfall of personnel in these two areas that will increase over the next five years, and beyond. Overcoming the lack of personnel will require a combination of actions, to include:

- Identifying and planning for the potential personnel shortages
- Identifying opportunities for staffing reductions
- Attracting, hiring, and retaining new personnel
- Training these personnel, both technically and experientially



Most nuclear power companies will need to conduct workforce planning analyses to identify and plan for their potential personnel shortages. Planning must include identifying opportunities to reduce physical work requirements through process improvements, technology applications, and the reduction of unnecessary work. A workforce planning model should be developed that applies the plants' expected attrition and overlays key elements such as historical attrition causes, future capital program needs, and potential outsourcing or alliance opportunities. As was reported in the Wall Street Journal in August 2007:

*The Shrinking nuclear power workforce is “a big issue,” that the industry would have to resolve even if new nuclear plants weren’t on the drawing board, said Randy Hutchinson, senior vice president of nuclear business development for New Orleans– based Energy Corp. “Building new plants, to some extent, compounds that problem,” he said.*

The U.S. Nuclear Regulatory Commission plans to hire 350 people by the end of the year to prepare for a rush of applications to build plants. Like private industries, it may find gathering the experience it needs tough.

*“Suddenly, the NRC will find they have all these applications coming in to build and that they don’t have enough staff,” said Dr. Debu Majumdar, senior adviser at the Department of Energy.*

**Facts and Useful Information**

- ELECTRICITY TRAVELS AT THE SPEED OF LIGHT MORE THAN 186,000 MILES PER SECOND.
- A SPARK OF STATIC ELECTRICITY CAN MEASURE UP TO 3,000 VOLTS.
- ACCORDING TO THE U.S. ENERGY INFORMATION ADMINISTRATION, ELECTRICITY CONSUMPTION WILL INCREASE BY 51% FROM 2002 TO 2025.
- THE FIRST POWER PLANT, OWNED BY THOMAS EDISON OPENED IN NEW YORK CITY IN 1882.
- THE SIZE OF A TYPICAL AMERICAN HOME HAS INCREASED FROM 1100 TO 1800 SQ. FEET OVER THE PAST TEN YEARS.

**Index**

COVER STORY	<b>1</b>
CAREER FAIRS	<b>2</b>
FEATURED EMPLOYER AND JOBS	<b>3</b>
ENERGY OUTLOOK: WAIT AND SEE	<b>4</b>



*“When you believe in yourself, you’re free to focus on improving and reaching your potential”*

## Career Fairs

### January

January 23, 2008  
Fort Hood Winter Job Fair  
Catering & Conference Center  
Fort Hood, TX

January 24, 2008  
Corporate Gray Job Fair  
Scottish Rite Center  
San Diego, CA

### February

February 7, 2008  
NCOA Job Fair  
Aerospace Museum of California  
McClellan, CA

February 19, 2008  
Corporate Gray Job Fair  
Virginia Beach Convention Center  
Virginia Beach, VA

### March

March 14, 2008  
Corporate Gray Job Fair  
Waterford Reception Center  
Springfield, VA

March 19, 2008  
NCOA Job Fair  
Fort Bragg Officers Club, bldg. 1-4930  
Fort Bragg, NC

March 26, 2008  
San Antonio Military Job Fair  
Live Oak Civic Center  
San Antonio, TX

## The Talent Pool



**Michael Erikson**  
President of...  
**Magellan Professional Solutions, Inc.**

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[WWW.ENERGY-TECH.COM](http://WWW.ENERGY-TECH.COM)

### Question

How do you source the right candidates with the severe depletion of local talent for the power industry?

### Answer

In today’s market, low unemployment has had a major impact to the Energy Sector. Key Note speakers at recent industry trade shows continue to highlight the decline in technical talent. Raising compensation levels is not always an effective approach to attract good people.

Magellan Professional Solutions, Inc locates qualified talent outside your local area by tapping into the specialized pool of engineers and technicians leaving the military looking to relocate back to your region. Prior Military candidates offer you a host of benefits to include;

- Industrial power generation and distribution experience
- Strong base skill sets
- Technical Training
- Superior work ethic, discipline and loyalty
- Cost Savings-as most have paid relocation to their home of Record

At Magellan, we understand your industry. In addition to exhibiting at PowerGen and Electric Power tradeshows, we conduct visits to energy and industrial facilities to better understand the corporate culture and to increase the effectiveness of our screening process. Recruiters at Magellan are prior military leaders. Our knowledge of our candidate base and clients leads to more effective interview preparation, a lower percentage of declined offers and a decrease in long-term attrition for our clients. At Magellan we separate ourselves from the competition by placing a strong emphasis on **Quality vs. Quantity**. We build relationships with our clients and flex our recruiting methods to match your hiring and recruiting procedures; not subjecting you to a rigid conference format. We are custom recruiters for a niche industry dedicated to changing the cookie cutter recruiting approach.....

[www.magellan-ps.com](http://www.magellan-ps.com)

*“Self-Development draws you toward your Destiny”*

# Featured Employer



Founded almost a quarter century ago, Sockwell Partners is a retained executive search firm with a focus on senior level positions. Our clients range from Fortune 500 companies to emerging companies, family-owned businesses, non-profits and venture-backed/private equity-backed portfolio companies. We specialize in finding C-level executives and their direct reports in the healthcare, financial services, manufacturing/business services, not-for-profit, real estate and technology sectors.

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## Featured Jobs

### [General Managers](#)

*This is an excellent opportunity to join one of the nation's premier industrial services companies. An attractive compensation package including base salary, bonus and equity participation will be tailored to the successful candidate's requirements...*

### [Superintendent](#)

*The Superintendents will be responsible for overseeing the performance of field operations personnel to achieve the completion of contracted projects in a safe, timely and cost effective manner...*

## Additional Featured Jobs

### [Manufacturing Manager \(Fabrication\)](#) - Magellan Professional Solutions, Inc.

*This leader is directly responsible for planning, directing, and coordinating the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications...*

### [Program Manager](#) - Magellan Professional Solutions, Inc.

*The primary function of the Program Manager will be to oversee the solicitation, negotiation and execution of projects and will use whatever resources necessary to successfully conclude the project...*

### [Nuclear Operation Instructor](#) - Magellan Professional Solutions, Inc.

*Analyze, design, develop, implement, and evaluate the accredited operations training programs, which includes licensed and non-licensed operators...*

### [Weld Engineer](#) - Magellan Professional Solutions, Inc.

*Establishes welding procedures to guide production and fabricators relating to specification restrictions, material processes, pre and post heating requirement which involve use of complex alloys, unusual fabrication methods, welding of critical joints, and complex post-heating requirements...*



*“There exist limitless opportunities in every industry. Where there is an open mind, there will always be a Frontier”*

## Dispatch

***FYI (1):** Power-Careers.com successfully launched and showcased at the worlds largest Power Generation trade show PowerGen 2007 in December. We are thrilled to report that in the weeks since the website became available; over one hundred new job-seekers have signed up to take advantage of its abilities. Only 70% of new job-seekers have fully posted their resumes through the profile update format. Without a resume or completed profile for consideration your chances are less likely to appeal to employers seeking to fill exciting positions. Job-seekers should take full advantage of Power-Careers to maximum their exposure to hiring managers by completing their profile and uploading their resume.*

***FYI (2):** It has been brought to the attention of the webmaster that job-seekers whom use a free email service, such as hotmail.com or yahoo.com, are having difficulty receiving their automated job postings. In order to fix this, the user needs to set their SPAM BLOCKER to accept emails from www.power-careers.com.*

### **Energy Outlook-Washington Wait and see**

Brian Wingfield , 9.26.07, [www.forbes.com](http://www.forbes.com)

*Excerpt From [Forbes.com](http://Forbes.com) (9/26/07):* Congress will soon debate bills with the potential for across-the-board effects on energy companies and the auto industry if they become law. But they won't, at least not for awhile.

The first issue is controversial and comprehensive energy legislation that has been in the works for months. The Senate's version of the bill would raise vehicle fuel-economy standards to an average of 35 miles per gallon by 2020 and increase production of ethanol and other bio-fuels by more than 600% by 2022 and criminalizes price-gouging by oil companies. But it doesn't include a package of tax credits that producers of wind and solar energy were hoping for.

The House of Representatives' energy bill is the mirror opposite. It would mandate that most electric utilities obtain at least 15% of their energy from renewable sources, such as wind. It also extends the production tax credit for renewables and reduces subsidies for oil and gas production. However, it doesn't address fuel economy standards or include a mandate for ethanol production.

In recent days, lawmakers from both chambers have met to reconcile the two bills. But they're treading carefully: In a statement last month, the White House said President Bush would likely veto the measures because they "would lead to less domestic oil and gas production, higher energy costs and higher taxes..."

But it is the second issue, **climate change** that is drawing the most attention these days. This is due in part to the United Nations' climate summit now in progress in New York, the largest-ever gathering of world leaders to discuss climate issues. Representatives from the world's biggest greenhouse-gas emitters travel to Washington, D.C, later this week for a two-day summit at the State Department.

In Washington, lawmakers are shuffling a handful of competing bills around Capitol Hill. Among the most prominent is a proposal though it has not formally been introduced by Senators Joe Lieberman, I-Conn., and John Warner, R-Va, that would cap greenhouse gas emissions in 2012 at the 2005 levels, then reduce this amount by 70% by 2050.

But the bill finding the most support among power companies, including **American Electric Power**, one of the nation's largest emitter of greenhouse gases, is a measure sponsored by Senators Jeff Bingaman, D-N.M., and Arlen Specter, R-Pa. It would reduce emissions to 2006 levels by 2020 and 1990 levels a decade later.