



Office for
Nuclear Regulation

A sponsor of the Nuclear Graduate programme

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Overview of the programme

- A 2 year programme commencing each October for new graduates and those who have completed PhD studies
- Consists of secondments, technical, industry and soft skills training, structured against chartered institutes
- Robust recruitment process
- Established in 2008 originally set up by the NDA now run by Energus who are based in Cumbria
- There are a number of sponsors involved in the programme including Sellafield, Rolls Royce, Magnox, and EA
- Designed to develop graduates with an awareness of the technical, political and commercial challenges of the industry
- ONR is about to welcome its 3rd intake of 7 graduates (we have a further 7 due to complete the programme in October and 7 mid way through so a total of 21). With us due to recruit a further 8 graduates for cohort 11 with assessment centres in January 2017.

What value does the programme provide to ONR?

- More cost effective
- ONR would be unable to provide the operational experience required
- The ability to “grow our own” and invest in the wider nuclear industry
- Provides an additional recruitment pipeline to the organisation
- Being part of wider industry engagement

What's good and could be improved?

- ✓ The breadth of skill and experience gained, provides a great foundation to build upon
- ✓ Great support for the graduates from each other, previous cohorts, the programme team and sponsors
- ✓ Ability to tailor the opportunities i.e. secondment and qualifications to ONR's need
- ✓ Sponsor involvement in the selection process
- ✓ Personal CPD budget given to each graduate
- ✓ As part of the programme graduates also undertake STEM activities which for ONR has assisted in raising our overall profile in the locality
- x Wider awareness of the programme in particular for the not so obvious areas such as psychology

Any Questions?

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