



Nuclear Energy Workforce Summit

Nuclear Energy Workforce Summit

Building the Nuclear Energy Workforce for America's Energy Future

Aligning Stakeholders. Identifying Priorities. Advancing Action.

Session Formats

Plenary Sessions bring all summit participants together to establish common context, hear important perspectives, synthesize findings and make collective decisions.

Collaborative Workshops are open, facilitated sessions designed to bring diverse perspectives together to develop practical solutions and recommendations.

Focused Working Sessions provide opportunities for participants with relevant expertise or responsibilities to work more deeply on a specific issue.

Strategic Roundtables support focused strategic dialogue or coordination among participants whose roles and responsibilities are particularly relevant to the issue under discussion.

DAY ONE: Understanding Industry Workforce Challenges and Aligning Efforts

Registration and Continental Breakfast

7:30–8:30 AM

Summit Welcome and Opening Remarks

8:30–9:00 AM

Welcome from summit partners and an introduction to the vision, objectives and intended outcomes for the three-day Nuclear Energy Workforce Summit.



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Opening Plenary: The Nuclear Energy Landscape and the Workforce Imperative

9:00–10:30 AM

The opening plenary will set the stage for the summit by examining the direction of the nuclear energy industry, the workforce demands associated with future growth, and the national priorities shaping workforce planning and action.

The Industry Landscape: What Nuclear Growth Requires

The U.S. nuclear energy industry is entering a period of significant opportunity and change. Continued operation of the existing fleet, subsequent license renewal and uprates are occurring alongside plans for new nuclear deployment, developing a robust domestic fuel cycle to support existing and new reactors, creating workforce requirements that will evolve significantly through 2050.

Industry leaders will provide perspective on the scale and pace of anticipated growth, the changes occurring across the nuclear energy landscape, and why workforce capacity and capability are critical factors in the industry's ability to achieve its goals.

Emerging National Workforce Challenges and Priorities

Achieving the nation's nuclear energy goals will require a workforce capable of supporting both today's fleet and tomorrow's expansion. DOE will share its perspective on the workforce challenges, constraints and emerging priorities that warrant attention as the United States works to expand nuclear energy capacity.

The discussion will provide federal context for the summit's work and identify areas where stronger coordination, investment or action may be needed to support national nuclear energy objectives, as well as the Administration's perspective on workforce priorities and bottlenecks.

Networking Break

10:30–11:00 AM



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Opening Plenary, Continued

The Nuclear Workforce Development Landscape: Progress, Gaps, and Opportunities

The nuclear energy industry is not starting its workforce efforts from scratch. Across industry, government, education, labor and other organizations, workforce initiatives and partnerships are already addressing many of the challenges the summit will explore.

This session will provide a view of the workforce development landscape today—highlighting significant initiatives already underway, identifying needs for which work has not yet advanced, and considering barriers that have prevented promising ideas from moving forward. Establishing that baseline will help summit participants build on existing efforts, identify opportunities for greater alignment and avoid duplicating work already in progress.

Networking Lunch

Noon–1:00 PM

Concurrent Sessions

1:00–2:30 PM

Collaborative Workshop: Planning for Workforce Demand—From National Projections to Regional Needs

Understanding when, where and what types of workers will be needed is essential to making informed workforce investments. Using NEI's workforce forecasting model, participants will consider different nuclear deployment scenarios through 2050 and what they mean for workforce demand across occupations and time horizons.

The conversation will then move from national projections to the state and regional level, where employers, educators, workforce organizations and policymakers need sufficiently detailed demand information to make decisions about programs, capacity and investment.



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Participants will identify opportunities to strengthen the data available for workforce planning and better connect national projections with regional needs.

Collaborative Workshop: Aligning Education, Qualifications and Experience with Workforce Needs

Preparing people for nuclear careers requires more than increasing the number of education and training programs. Industry, government and academia must also be aligned on the knowledge, skills, qualifications and practical experience workers will need as the industry evolves.

Participants will explore opportunities to modernize curricula and qualifications, improve coordination across existing efforts, reduce unnecessary duplication, and expand experiential learning pathways that connect education and training with real-world nuclear work. The goal is greater alignment between workforce preparation, and the capabilities employers need now and in the future.

Focused Working Session: Preparing the Workforce for Advanced Reactor Deployment

Advanced reactor deployment, outside of light water reactors, introduces workforce considerations that may differ from those of the existing fleet and traditional deployment models. Participants will identify challenges associated with staffing models, roles and responsibilities, skilled trades and craft workers skills requirements and training needs, knowledge management and other workforce requirements as advanced reactor projects move toward deployment.

Strategic Roundtable: Integrating Workforce Planning into Funding Opportunities

Workforce readiness is a critical element of successful nuclear energy project development. This strategic roundtable will examine how workforce considerations can be appropriately incorporated into funding opportunities, and identify practical expectations, metrics, and criteria associated with funded projects. The discussion will focus on developing approaches that provide clarity for applicants and awardees and help ensure workforce readiness is considered alongside other key project requirements.



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Networking Break

2:30–3:00 PM

Concurrent Sessions

3:00–4:30 PM

Collaborative Workshop: Using Technology to Expand Workforce Capacity and Capability

Technology can help the nuclear energy industry rethink how people learn, perform work and apply expertise. Immersive and continuous learning models offer opportunities to modernize training, while responsible applications of artificial intelligence may help workers perform more effectively and extend the reach of specialized knowledge.

Participants will consider practical opportunities to use emerging technologies to strengthen training and workforce capability, as well as the conditions needed for successful adoption. The conversation will focus on where technology can complement people, improve workforce effectiveness and help address current and future capacity constraints.

Collaborative Workshop: Enabling Large Light Water Reactor Deployment--Financing and Workforce Readiness

The Trump Administration has set a goal of having 10 fully-designed large light water reactors under construction by 2030, which will require a workforce of approximately [44,300 skilled workers per year during construction and approximately 22,500 operational jobs on an annual average basis](#). To advance this effort, The Office of Energy Dominance Financing (EDF) recently announced the American Nuclear Supply Chain Loans, a \$17.5 billion loan package to fund the procurement of the long-lead items for 10 AP1000s. Successful deployment of these 10 reactors will depend on the ability of utilities, EPCs, labor organizations, and community partners to coordinate the recruitment, mobilization, training, housing, and retention of a massive, highly-skilled workforce.



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This workshop will bring together perspectives on nuclear workforce in the context of the EDF American Nuclear Supply Chain Loans—and the workforce challenges and gaps that must be mitigated. Participants will identify areas where early action, coordination, or additional investment will improve readiness for the construction and long-term operation of these and future large light water reactors.

Focused Working Session: Workforce Models with Potential to Scale

Successful workforce initiatives already exist across regions, educational institutions and industry partnerships. Participants will look beyond individual success stories to identify the features that make promising models transferable or scalable, the conditions that contributed to their success, and what may be required to adapt them for broader use across the nuclear energy community.

Strategic Roundtable: Advancing an Interagency Nuclear Workforce Initiative

A strategic dialogue among federal partners focused on opportunities to strengthen coordination of workforce-related activities, programs and resources across agencies in support of national nuclear energy goals.

Welcome Reception and Networking

5:30–7:00 PM

An informal opportunity to connect with colleagues and partners from across the nuclear workforce ecosystem.



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DAY TWO: Building Workforce Solutions

7:30–8:30 AM

Breakfast and Networking

8:30–10:30 AM

Morning Plenary: Creating the Conditions for Workforce Progress

Workforce solutions depend not only on strong programs and partnerships, but also on the resources and policies that enable them to succeed. This plenary looks at two important federal levers for workforce progress: available funding and the policy environment in which workforce initiatives operate.

Navigating Federal Workforce Funding Opportunities

Federal programs can provide important resources for nuclear workforce development, but organizations need to understand what opportunities exist, what they are designed to support and how they may complement industry, state and regional efforts.

Federal representatives will provide an overview of relevant workforce funding opportunities and programs, helping participants better understand resources that may be available to advance nuclear workforce initiatives.

Shaping Federal Policy to Support the Nuclear Workforce

What federal policy changes could make it easier to build and sustain the workforce the nuclear energy industry needs? This conversation will explore potential federal workforce policy priorities and consider how federal actions can better enable workforce efforts at the state and regional levels.

The discussion will help surface legislative priorities of the industry for further consideration as policy changes as summit participants develop the broader National Workforce Action Agenda.

10:30–11:00 AM



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Networking Break

11:00 AM–12:30 PM

Concurrent Sessions

Collaborative Workshop: Expanding the Skilled Trades and Craft Workforce for Nuclear Growth

Nuclear growth will require a substantial skilled trades and craft workforce yet expanding that workforce involves challenges distinct from many professional and technical occupations. Apprenticeships, pre-apprenticeships, two-year programs and technical training can create stronger pathways into these careers, but barriers can limit awareness, access and participation.

This workshop will focus specifically on attracting and preparing people for skilled trades and craft occupations. Participants will identify opportunities to expand pathways, improve messaging about these careers, address barriers such as fitness-for-duty requirements, and strengthen the flow of qualified skilled trade and craft workers into nuclear projects.

Collaborative Workshop: Building Sustainable State and Regional Nuclear Workforce Ecosystems

Nuclear workforce needs ultimately become local and regional needs. Regions preparing for nuclear growth require employers, educators, workforce organizations, labor, economic development organizations, government and other partners to coordinate around shared workforce requirements.

Participants will explore how effective state and regional workforce ecosystems and infrastructure can be established and sustained, including the role of consortia, the partners needed at the table, approaches to governance and coordination, and the funding and partnerships necessary for long-term success. The goal is to identify practical approaches that states and regions can adapt to their own nuclear workforce needs.

Focused Working Session: Translating Workforce Projections into Planning Priorities

Building on Day One's workforce data and projections workshop, participants will synthesize key findings, identify implications for workforce planning, and begin translating



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forecast information into potential recommendations for future industry, regional and national workforce efforts.

Focused Working Session: Advancing Alignment in Education and Workforce Preparation

Building on Day One's collaborative workshop, participants will synthesize emerging recommendations related to qualifications, curriculum modernization, experiential learning and alignment across industry, government and academia.

12:30–1:30 PM

Networking Lunch

1:30–3:00 PM

Afternoon Plenary: Building and Sustaining the Nuclear Workforce

Meeting future workforce needs will require the nuclear energy industry both to compete successfully for talent and to create workplaces where people choose to build careers. These two discussions examine the challenge from both sides of that equation.

Expanding the Talent Pool: Attracting People to Nuclear Careers

The nuclear energy industry will need to reach beyond traditional talent sources to support future growth. Building awareness of nuclear career opportunities, reaching new populations and presenting a compelling case for nuclear careers will become increasingly important as the industry competes with other sectors for professional and technical talent.

Panelists will consider what the industry has learned about attracting people to nuclear careers, where current approaches are falling short, and what may be needed to broaden the pool of candidates interested in joining the nuclear workforce.

Keeping the Talent We Need: Retention, Growth and the Employee Experience



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Attracting talent solves only part of the workforce challenge. Long-term success will also depend on whether employees choose to stay, develop their careers and see a future for themselves within nuclear energy.

Panelists will explore factors influencing retention, including career development, leadership, workplace experience and support systems, and consider opportunities to strengthen the industry's ability to retain the people and expertise it has worked hard to attract.

3:00–3:30 PM

Networking Break

3:30–5:00 PM

Concurrent Sessions

Collaborative Workshop: Competing for Talent-- Turning Attraction and Retention into Action

Building on the preceding plenary, participants will move from understanding the talent challenge to identifying practical solutions. The conversation will focus on how the nuclear energy industry can broaden awareness and appeal, recruit candidates into professional and technical careers, strengthen the employee experience, support career growth and leadership development, and address factors that influence whether people remain in the industry.

The goal is a practical set of recommendations for improving the industry's ability to attract and retain the talent required for long-term growth. This broader talent discussion is intentionally differentiated from the morning workshop focused specifically on skilled trades and craft pathways.

Collaborative Workshop: Building the Supply Chain Workforce for Nuclear Deployment

Ambitious nuclear deployment goals will place significant demands not only on plant staffing, but also on the organizations and people required to manufacture components,



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build projects and support a growing nuclear supply chain. Workforce limitations in any part of that system can affect cost, schedule and the industry's ability to scale.

Participants will identify significant workforce constraints facing manufacturing, construction and the broader supply chain and consider actions that can expand capacity, strengthen critical skills and better prepare the supporting workforce for sustained nuclear deployment.

Focused Working Session: Advancing State Workforce Policy and Funding Priorities

Building on the morning's state and regional ecosystem workshop, this session will move from ecosystem development to the policy and funding environment needed to sustain it. Participants will identify state-level policy priorities, potential funding approaches and practical opportunities for regional and state partnerships to advance workforce programs.

Focused Working Session: Translating Skilled Trades Needs into Workforce Planning Priorities

Participants will synthesize recommendations from the morning's skilled trades and craft workshop and identify the most important actions for expanding pathways, addressing barriers and incorporating skilled-trades needs into broader workforce planning.

Strategic Roundtable: Workforce Implications of the DPA Human Mobilization Report

If the DPA Human Mobilization Report is available, participants will consider relevant findings and their implications for nuclear workforce planning, coordination and emerging national workforce priorities.



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DAY THREE: Building the National Workforce Action Agenda

8:00–9:00 AM

Breakfast and Networking

9:00–11:00 AM

Morning Plenary: From Insights to a Shared Workforce Agenda

The final day shifts the summit from exploration and solution development toward synthesis, prioritization and continued action.

Opening Remarks

A brief recap of the first two days and preview of the work ahead.

Nuclear Workforce Champion Recognition

Recognition of individuals whose leadership and contributions have helped strengthen the nation's nuclear energy workforce.

What We've Learned Together

Two days of discussion will have surfaced areas of agreement, new ideas, unresolved questions and practical constraints. This facilitated conversation will bring those perspectives together and invite participants to reflect on what has emerged across the summit:

What surprised us? Where did common themes emerge? Where do important differences remain? What resource or implementation challenges must be acknowledged?

Developing National Workforce Recommendations



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Drawing on recommendations generated through the summit's collaborative workshops, focused working sessions and strategic roundtables, participants will consider the ideas emerging across the program and identify common recommendations, cross-cutting themes and areas requiring continued collaboration.

The objective is to create a coherent set of potential national workforce priorities that can move forward to the prioritization process.

11:00–11:30 AM

Networking Break

11:30 AM–12:30 PM

Plenary Continued: Setting the Agenda-- Prioritizing the Top 10 Workforce Recommendations

Not every worthwhile idea can or should be advanced at the same time. Participants will consider the recommendations emerging from the summit and identify the 10 priorities that warrant concentrated attention following the summit.

Recommendations not selected among the top 10 will remain part of the broader workforce agenda and can inform future work and future Nuclear Energy Workforce Summits. The objective is to focus available attention, resources and collaborative effort on a manageable number of priorities where meaningful progress can be made.

12:30–1:30 PM

Networking Lunch

1:30–3:00 PM

Concurrent Sessions

Collaborative Workshop: Turning Priorities into Action-- Recommendations 1–5

With the top 10 priorities established, participants will move from identifying *what* should receive attention to further developing *how* the work can advance.



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This workshop will refine Priority Recommendations 1–5, including the intended outcome, key actions or questions requiring additional work, stakeholders that should be involved, and potential mechanisms for continuing progress following the summit.

Collaborative Workshop: Turning Priorities into Action-- Recommendations 6–10

Participants will further develop Priority Recommendations 6–10, identifying the intended outcome, major actions or questions requiring additional work, stakeholders that should be involved, and potential mechanisms for continuing progress following the summit. The current program intentionally divides the 10 priorities between two workshops for deeper development.

Strategic Roundtable: Engaging the Nuclear Workforce Community in the National Action Agenda

Successful implementation will require participation from across the nuclear workforce ecosystem. This strategic conversation will consider how to engage the organizations and stakeholder communities needed to advance the National Workforce Action Agenda, maintain momentum and broaden participation as the work continues.

3:00–3:30 PM

Networking Break

3:30–5:00 PM

Closing Plenary: From Summit Priorities to Sustained Action

Turning the National Workforce Agenda into Action

The summit concludes by bringing the work of the recommendation workshops back to the full group. Participants will review the proposed paths forward for the top 10 priorities, identify where additional development is required, and consider the most appropriate mechanisms for continuing the work—whether through new working groups or teams, existing industry forums, future workforce conferences, or other collaborative efforts.



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Participants will also have an opportunity to express interest in continuing to support specific priorities. NEI, DOE-NE and other partners can then help convene the appropriate participants and organizations following the summit without requiring individual organizations to make commitments during the event.

The summit will conclude with a shared understanding of what should move forward, what still needs development, and how the work will continue after the summit.

Closing Remarks and Adjournment