

Sufficient STEM graduates? Where does ANSTO see it's work growing? Sufficient skills/number of people to perform those duties?

ANSTO's current skills-building initiatives are focused on the development of early careers with an emphasis on Science, Technology, Engineering, Mathematics and Medicine (STEMM) skills, including those most directly relevant to nuclear technologies. These initiatives include:

- Traineeships – learn on the job while completing a formal qualification
- Apprenticeships – combination of formally recognised training with practical work experience and on the job training
- Internships – industry experience completed during study to increase job readiness. Placements must complement the student's study and be supported by their university.
- 'Year in Industry' Internships – a one year program providing penultimate year students with industry-based learning and experience
- Graduate Development Program (intake every two years) – rotation program providing professional development opportunities, hands-on experience, mentoring, and coaching.
- Emerging Engineers Program – entry level engineers program focusing on developing technical expertise including decommissioning and waste management.
- Cadetships – currently being established to further build ANSTO's entry level pathway for students into the workplace. Will provide on the job experience while completing their formal degree.
- With the support of the NSW Government, the ANSTO Graduate Institute offers FutureNow (5x \$10,000 top-up stipend) and FutureNow Plus (2x \$35,000 stipend) scholarships to graduates or early career researchers working on translation of radiopharmaceuticals, defence, fusion, space, nuclear technology capability development, environment, human health and the nuclear fuel cycle.

ANSTO is anticipating a growing number of activities in line with our mandated functions and Government priorities, including in nuclear medicine production and emerging needs related to the acquisition of nuclear-powered submarines. There is greater industry demand for nuclear technologies. ANSTO is developing innovative technologies such as the National Deuteration Facility and the Synroc Waste Treatment Facility, but shortages in the niche skills required pose a significant risk to delivery. There are long training programs for nuclear-specific roles, and retention of trained staff is also critical. Throughout Australia there is a competitive labour market, particularly in STEMM, which requires investment from schools to tertiary education to create the pipeline.