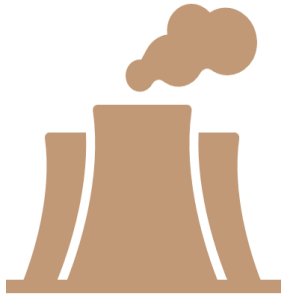
UNIVERSITÉ DES MÉTIERS DU NUCLÉAIRE

ENHANCING SKILLS IN THE NUCLEAR SECTOR IN FRANCE



Soazig Drévillon
Head of international relations and higher education mission
November 13, 2026

European context: A strong momentum of nuclear power



100
reactors

12 EU member states:
Belgium, Bulgaria, The Czech Republic, Finland, France, Hungary, The Netherlands, Romania, Slovakia, Slovenia, Spain, Sweden

Installed base : 98 GW

Targeted 150 GW by 2050



71%

of carbon-free electricity

24% of total electricity comes from nuclear in 2025 : 658 TWh in 2025
47% of renewables
29% of fossil (coal, gas…)



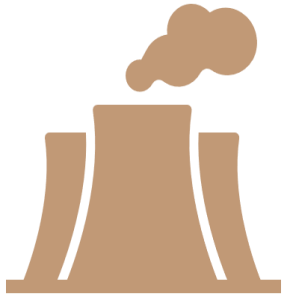
~500 000 jobs
900,000 with induced jobs



15
countries

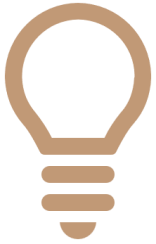
European Nuclear Alliance:
EU member states with nuclear power plants (without Spain + Croatia, Estonia, Italy, Poland)

French National context



57
reactors

Installed base : 63 GW
+ 11 in post-operation or dismantling
+ 2 under construction (RJH, ITER)
+ 6 (+8) planned (Penly 3/4, Gravelines 7/8, Bugey 6/7)
+ Fuel cycle installations
+ Research facilities



96%

of carbon-free electricity & 70% of total electricity comes from nuclear in 2025 : 373 TWh



~250 000 jobs

of which more than half are from operators' suppliers

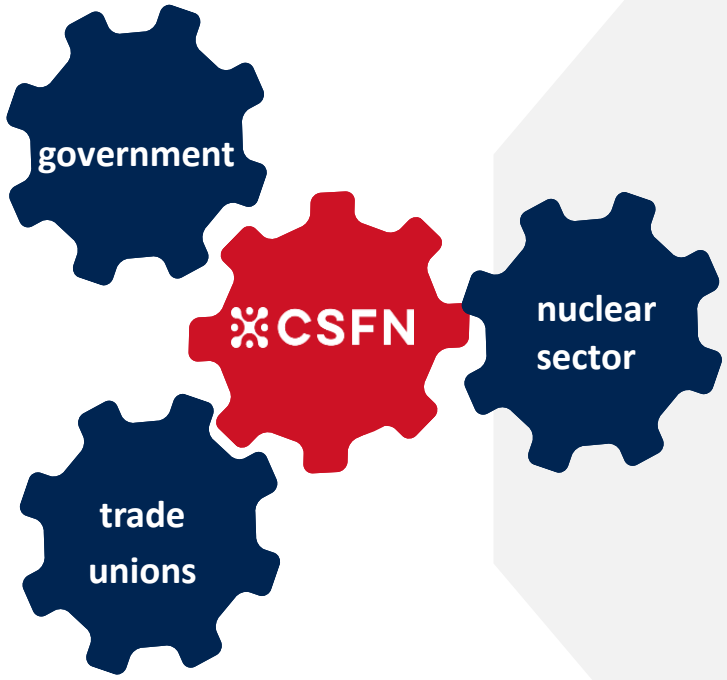


~2200
companies

20% activity in nuclear in average

Focus on French nuclear sector organization

ASNR
(safety authority)



5 nuclear operators

- EDF — Power generation
- framatome — Equipment and services
- orano — Fuel cycle
- cea — Research
- ANDRA (Agence nationale pour la gestion des déchets radioactifs) — Radioactive waste and materials management

Supply chain
2 200 companies



SMR/AMR start-ups

Industry associations and competitiveness cluster

Gifen

NUCLEAR Valley — FEDERER LES ÉNERGIES

Training and Skills Ecosystem

Université des Métiers du Nucléaire (UMN)

I2EN — Institut international de l'énergie nucléaire

instn

+ others

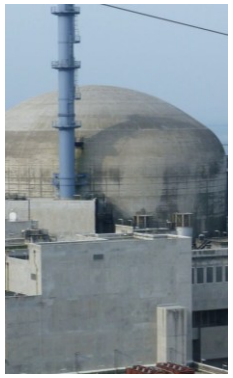
A sovereign sector on the whole of the nuclear value chain

Expertise on the French nuclear

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Zoom on Nuclear operators

cea	orano	framatome	EDF	orano framatome	orano	ANDRA	cea orano EDF
							
R&D, Research Reactors and GEN IV	Uranium mining and enrichment	Components I&C ; Fuel Conception and manufacture	Nuclear Power Plants Development, Construction and Operation	Services to Plants	Spent fuel treatment and recycling	Waste management	Decommissioning Dismantling

French Nuclear projects

Construction of 6 EPR2 by 2038

Potential extension to 8 additional EPR2

Existing Nuclear Power Plants life time extension and power upgrade

Keep all reactors to 60 years and beyond as long as they meet safety requirements

SMR/AMR development

a dozen of SMR/AMR projects under development in France for the early 2030's

Export development

Non-Electrical Uses of Nuclear

R&D Infrastructure development

Renewal, extension and optimization of the current nuclear enrichment and cycle infrastructure:

- GB2 extension under construction
- "Aval du Futur" program under development to secure back-end infrastructure beyond 2040

Waste management and storage : Cigeo Project

Recruitment challenges

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FRENCH NUCLEAR INDUSTRY

Nowadays

- **250 000 JOBS**
- **2200 COMPANIES**

Needs by 2035

- **10 000 RECRUITMENTS PER YEAR (average)**
- **OVER THE NEXT 10 YEARS**
- **50% for replacement + 50% for growth**
  250 000 → 300 000 JOBS

Including 20 identified jobs « in tension » (from vocational certificate to higher education) :

- Insufficient number of graduates from Education&Training classes
- A lack of visibility of the Education&Training (numerous Education&Training classes and not specific to nuclear)
- A lack of attractiveness linked to the image of the industry, nuclear sector and working environment

The nuclear skills roadmap of UMN is driven by the conclusions of the GIFEN MATCH Program

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Gifen

The MATCH Program shows the need of **10 000 new recruitments** from lower to higher education degrees on **critical jobs such as**:

- **For operation and maintenance**: elder, maintenance technician, Certified NDT Inspector (Non-Destructive Testing), manufacturing operator, fitter-machinist-milling Operator, operations technician, rebar worker / steel fixer, rotating equipment mechanic, test technician, dismantling worker, health and safety officer safety officer

- **For construction**: Draftsman / design engineer, formwork carpenter, Construction Site Manager / Works Supervisor

- **And engineers** : project manager, mechanical design engineer, civil design engineer, instrumentation & control engineer, nuclear safety engineer, production manager.

The UMN (Université des métiers du nucléaire – university for nuclear skills)





The UMN was created in April 2021, at the initiative of the French nuclear industry, France Industry and the French employment agency, with the support of the French Government.

Its mission: to build a national/local collective approach, by bringing together stakeholders in the Nuclear industry, Education and Training and Employment in the French regions to:

- **Make the education and training offer visible,** nationally and in each Region, particularly through Regional Campuses or associations;
- **Facilitate the match between the Education & Training offer and the needs of the sector,** in particular for key professions in tension**. Support initiatives** that meet priority needs;
- **Promote professions and strengthen the attractiveness of the sector.**
- **Manage the Nuclear sector's skills roadmap submitted to the French government in June 2023**

A National and regional Team

UNIVERSITÉ DES MÉTIERS DU NUCLÉAIRE



Anne Jancovici
Présidente



Halimatou Sy Savané - Diallo
Chief of staff



Emilie Cantat
Delegate on Competencies



Soazig Drevillon
Head of European relations and higher education mission



Romain Obry
Digital project manager



Sophie Andrieu
Communications Manager



Eléonore Monod-Broca
Scholarship project manager



Hélène Willig (absente)
Virginie Hooge-Villain
Correspondent Auvergne-Rhône- Alpes



Philippe Poubeau
Correspondent Ile-De-France



Carole Chataigner
Correspondent Hauts de France



Emmanuel Pedrono
Correspondent Nouvelle Aquitaine



Nicolas Dupré La Tour
Correspondent Grand Est



Isabelle Maillot Vittecoq
Correspondent Normandie



Philippe Lacognata
Correspondent Occitanie



Jean-Luc Ferrero
Correspondent Bourgogne Franche Comté



Sarah Toupet
Correspondent Région Sud - Provence Alpes Côte d'Azur



Alexandra Biondetti
Correspondent Région Centre Val de Loire

French Nuclear Skills Roadmap / 2026

UNIVERSITÉ DES MÉTIERS DU NUCLÉAIRE

5 levers and 1 cross-cutting lever to Attract – Train – Recruit

1. Continue to **enhance the attractiveness of the nuclear industry** through a targeted approach



2. **Broaden sourcing** & promote upskilling and reskilling



3. **Encourage orientation** towards technical education programs



4. **Adapt the Education and Training** offer



5. **Strenghten the integration capabilities and sourcing** of companies in the sector



Cross-cutting lever



Strengthen the international cooperation to support the competitiveness and attractiveness of the nuclear industry



GOAL

10 000

recruitments per year up to 2035

This action plan is monitored by the Interministerial Delegation for New Nuclear (DINN)

_Lever 1

BUILD YOUR FUTURE

NUCLEAR INDUSTRY
#HIRING

www.monavenirdanslenuclaire.fr

Mon Avenir dans le Nucléaire.fr

UNIVERSITÉ DES MÉTIERS DU NUCLÉAIRE

- Education and Training
- Internship & apprenticeship
- Job offers
- New: CV library



_Lever 2

#ATTRACT
#RECRUIT



SEMAINE DES MÉTIERS DU NUCLÉAIRE / NUCLEAR PROFESSION WEEK

from 1 to 5 February 2027

31 850
visitors in 2026





510
events accross France in 2026



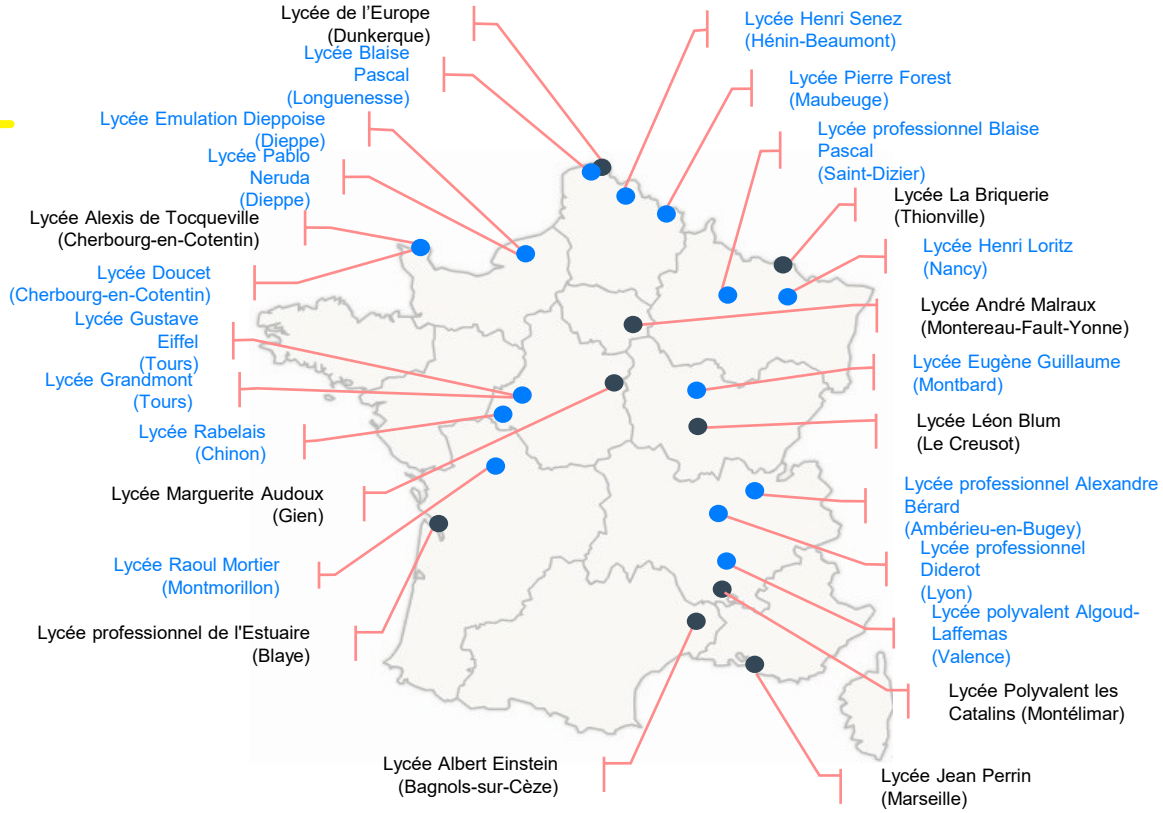
Zoom on Scholarships

- ✓ The nuclear scholarships are established to promote the attractiveness of the nuclear industry in education programs that meet the needs of jobs in tension, such as:
  - Industrial electrician
  - Boilermaker
  - Pipe fitter
  - Welder

- ✓ 2021-2022: 50 pupils in 10 pilot high schools benefit from this scholarship

- ✓ 2022-2023 and 2023-2024: 200 pupils/ year in 26 high schools

- ✓ 2024-2025 and 2025-2026: **350 students/ year** including more than 40 students in higher education establishments









_Lever 4

The nuclear passport: Context and objectives

CONTEXT

Most Education & Training programs leading to careers in the nuclear sector are not specific to the nuclear industry.

Rather than creating new Specialized Degrees or Nuclear-specific Training programs, the approach adopted by the University for nuclear skills - Université des Métiers du Nucléaire (UMN) is to add a sector-specific focus to generalist technical or scientific Degrees—ranging from Vocational certificates to Master's-level Degrees.

This initiative to incorporate a nuclear focus is called the "**Nuclear Passport**".

OBJECTIVES

The project to incorporate a nuclear focus into Education & Training programs aims to:

- Offer training modules that foster pupils and students' knowledge of the nuclear sector
- Improve the visibility of these programs
- Enhance the nuclear sector's attractiveness by encouraging students to pursue careers or further studies in the field.

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Nuclear Passport: This is…

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Three tools that allow the development **of basic knowledge on nuclear energy:**

1. Nuclear **training modules** to get a basic knowledge on the nuclear sector (how works a nuclear power plant, nuclear safety, radioactivity, etc.)with the help of a dedicated e-learning
2. A support to search **Internship or apprenticeship** in a nuclear company if needed or field visit (EDF Nuclear Power Plants, Framatome manufacturing sites, CEA laboratories, contractors, etc.) and meetings with stakeholders for training applications
3. **Practical activities** in nuclear environment (Practical work, tutorials, access to school construction sites, technical projects, case studies, etc.)

IN THE END

a skills certificate on what the learner has acquired in knowledge and know-how



In-person sessions by nuclear industry professionals

Content (minimum 20 hours total, though this may be extended if the school or university wants it):

- How a nuclear power plant works
- Role of nuclear power in the electrical grid
- Nuclear safety
- Fuel cycle
- Waste management
- Decommissioning

Overarching theme:

Nuclear industry careers — from the front end to the back end, including the whole supply chain — supported by e-learning materials to complement the in-person sessions

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Assessment and certification



Logo du Rectorat et
Logo de l'établissement

ATTESTATION DE COMPÉTENCES SPÉCIFIQUES ACQUISES DANS LE CADRE DU PASSEPORT NUCLÉAIRE

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PASSEPORT NUCLÉAIRE

PROJET

Décernée à

Prénom Nom

Le XX/ XX/ XXXX au lycée/au pôle formation XXXX

Elle atteste des compétences spécifiques acquises dans le secteur nucléaire, travaillées dans le cadre de la formation préparant au diplôme professionnel (nom du diplôme et spécialité).

Au cours de cette formation, (prénom + nom de l'élève) a acquis des compétences et connaissances (attestées par l'établissement et les partenaires professionnels) dans le cadre des activités précisées ci-dessous.

- **Connaissances de base sur le nucléaire** :
  [« reprendre les titres des modules du e-learning »]
- **Activités pratiques contextualisées au secteur nucléaire**
  Compétences spécifiques au secteur nucléaire :

- **PFMP/Stage/Visite**
  [A fait X semaines de stage dans l'entreprise XX, dans le domaine XXX]
  [A fait Y semaines de stage dans l'entreprise YY, dans le domaine YYY]
  [Etc.]

Date et lieu : XX/XX/XX à XXXXX

Le recteur de l'académie de XXX ou par délégation le chef d'établissement

Prénom Nom

Le correspondant en région XXX de l'Université des Métiers du Nucléaire

Prénom Nom

- The teaching staff at schools or universities participating in the "Nuclear Passport" program organizes an assessment of learning outcomes for students.
- To this end, the school or university asks each presenter to prepare questions and answers related to their session. The schools or universities also handle the practical arrangements for the assessment and its grading.
- Students must achieve a minimum overall score on this assessment to get the certificate.
- Recognition of participation in the Nuclear Passport program takes the form of a certificate detailing the knowledge and practical skills the student has acquired. This certificate will be issued at the end of the program, during the graduation ceremony; the aim is to highlight everything the students have done in relation to the nuclear sector throughout their studies (not only knowledge gained through lectures but also internships/work-study placements, site visits, practical exercises, etc.).
- The certificate is co-signed by the school/university and the UMN.

Nuclear Passport: more than 150 high schools/universities in France, 4000 students

PASSEPORT NUCLÉAIRE

Lycée Pablo Neruda (Dieppe) : BTS Electrotechnique
Lycée Émulation Dieppoise (Dieppe) : BAC PRO TCI
Lycée Alexis de Tocqueville (Cherbourg) : BAC PRO MSPC, BTS CIRA
Lycée Edmond Doucet (Cherbourg) : BAC PRO MELEC
Lycée La Providence (Dieppe) : cursus général 2nde, 1ere et Terminale
Lycée Le Corbusier (Grand Couronne) : BAC PRO Technicien du Bâtiment, BTS TP
Lycée Schumann Peret (Le Havre) : BAC PRO MELEC, MSPC, PCEPC, ORGO et BTS CIRA et CRSA
Lycée J Rostand (Offranville) : Bac Pro MSPC
Lycée Sauxmarais (Cherbourg) : Bac Pro PCEPC et BTS métiers de l'eau
Pôle formation UIMM Grand Ouest Normandie (Cherbourg) : BAC PRO TCI, BTS MS et Electrotechnique, CQPM
Pôles formations UIMM Rouen Dieppe et Eure Seine Estuaire (Le Havre) : BTS CRCI
ESIGELEC (Rouen) : cursus ingénieur et Energie et Développement Durable
Campus CESI (Rouen) : Formation Ingénieurs Généralistes

Lycée de l'Europe (Dunkerque) : BTS CRCI, BTS Electrotechnique
Lycée Henri Senez (Hénin-Beaumont) : BAC PRO TCI, CAP RICS
Lycée Pierre Forest (Maubeuge) : BAC PRO MELEC et TCI, BTS CRCI et Electrotech
Lycée Gustave Eiffel (Armentières) : BTS ATI et MM
Lycée Blaise Pascal (Longuenesse) : BTS Electrotechnique, CIRA et CRSA
Lycée Pasteur (Henin Beaumont) : BTS Travaux Publics, BTS Bâtiments, BTS MEC, Titre pro Conducteur de Travaux en GC
Lycée EPID (Dunkerque) : BTS CIRA
Lycée de l'Escaut (Valenciennes) : BTS CIRA
IMT Nord (Douai) : en dernière année
INSA HDF (Valenciennes) : en dernière année
Pôle formation UIMM Nord Pas de Calais : CQPM Contrôleurs
EILCO : en dernière année cycle ingénieur
Université d'Artois - Ecole d'ingénieur de l'Artois
Campus CESI (Arras) : Formation Ingénieurs Généralistes

Lycée Louis Armand (Paris) : BTS ATI avec le CFA EDF
Lycée La Fayette (Champagne sur Seine) : BAC PRO MELEC
Lycée Gustave Eiffel (Varennes sur seine) : BAC PRO MELEC et TCI
Lycée Malraux (Montereau) : BAC PRO MSPC
Lycée La Mare Carrée (Moissy Cramayel) : BAC PRO MELEC
Ecole des Mines de Paris : 2eme année cursus ingénieur EPSCI
Campus CESI (Nanterre) : Formation Ingénieurs Généralistes

Lycée Cugnot (Chinon) : BAC PRO MSPC
Lycée Rabelais (Chinon) : Terminale STi2D et BTS MS
Lycée Ste Croix Ste Euverte (Orléans) : BAC PRO MELEC et BTS MM
Lycée Grandmont (Tours) : BTS CIRA, CRCI, CRSA, CPRP, MM
Lycée St Gatien La Salle (Joué les Tours) : Terminale STi2D, BAC PRO MELEC, BTS MEC, TP, FED, Bâtiment
Lycée Lurçat (Fleury les Aubrais) : BAC PRO MELEC, TCI et BTS CRCI
Lycée J Monod (St Jean de Braye) : BTS CIRA
Lycée Marguerite Audoux (Gien) : BAC PRO OBM, MSPC, MELEC, et BTS MSP
Lycée Gustave Eiffel (Tours) : BAC PRO TCI, MSPC, BTS CPI
Lycée Robert Badinter (Blois) : BAC PRO MSPC, MELEC, TCI, BTS CRSA et MS
INSA CVL (Bourges) : diplôme d'ingénieur MRI, Génie industriel, Energie-Risques-Environnement

Lycée La Briquerie (Thionville) : BAC PRO MELEC et MSPC
Lycée Blaise Pascal (Saint-Dizier) : BAC PRO MELEC et MSPC
Lycée Henri Loritz (Nancy) : BTS CPI et Electrotechnique
Pôle de Formation UIMM de Donchery : BAC PRO TCI
Lycée Richier (Bar le Duc) : BAC PRO TCI, MELEC, MSPC
Lycée Paul Emile Victor (Obernai) : BAC PRO MFER, PCEPC, MSPC
Lycée La Fontaine du Vé (Sézanne) : BAC PRO MSPC, MELEC
Lycée Bazin (Charleville-Mézières) : BTS CRCI et CPI
ECAM Reims : Prépa Intégrée 1ère et 2ème année
Polytech Nancy : 3eme année
GRETA des Ardennes : BTS MS
Université de Reims Champagne Ardennes : BUT GC (Reims), BUT GIM (Chalons) et BUT HSE (Charleville-Mézières)
ENIM (Metz) : 1ere et 2eme année
Campus CESI (Nancy) : Formation Ingénieurs Généralistes
École Supérieure d'Ingénieurs des Travaux de la Construction (Metz) : cursus ingénieur
Pôle Formation UIMM Lorraine (Yutz, Maxeville, Henriville, Thaon-Les-Vosges) : BAC PRO TCI, BTS CRCI et ATI

Le Mans Université : Licence Physique, Licence Pro CND, Master de Physique
Campus CESI (Le Mans et Saint-Nazaire) : Formation Ingénieurs Généralistes

Lycée Léon Blum (Le Creusot) : BAC PRO TRPM, TCI et MELEC
Lycée Eugène Guillaume (Montbard) : BAC PRO TCI et MSPC
Lycée Jules Haag (Besançon) : BTS CIRA
Lycée Fillod (Saint Amour) : Bac Pro TCI
Lycée Follereau (Belfort) : Bac Pro TCI, BTS CRCI
Lycée Mont Chatelet (Varzy) : CAP RICS
Campus CESI (Dijon) : Formation Ingénieurs Généralistes

Lycée Philippe Cousteau (St André de Cubzac) : BAC PRO MELEC et MSPC
Lycée Estuaire (Blaye) : CAP RICS
Lycée Hélène Duc (Bergerac) : BAC PRO MELEC
Lycée Jean Monet (Foulayronnes) : BAC PRO MELEC et TCI
Lycée Jean Monet (Libourne) : BAC PRO MELEC, MSPC
Lycée Réaumur (Poitiers) : BAC PRO MSPC
Lycée Edouard Branly (Châtellerault) : BTS Electrotechnique
IUT Poitiers Niort Châtellerault : BUT Mesures Physiques et BUT HSE
Lycée Edouard Vaillant (Saint Junien) : MC Soudage
CFAI UIMM (Bruges Reignac) : BTS CIRA
Lycée des métiers de l'Indus Sud Gironde/ GRETA Langon : CAP RICS
Campus CESI (Bordeaux, Angoulême, Pau) : Formation Ingénieurs Généralistes
EIGSI La Rochelle : 4ème année cursus ingénieur

Lycée Catalins (Montélimar) : BAC PRO MELEC et MSPC, BTS MS
Lycée La Martinière Diderot (Lyon) : BAC PRO MSPC
Lycée Alexandre Bérard (Ambérieu en Bugey) : BAC PRO MELEC et MSPC
Lycée La Salle (St Etienne) : BAC PRO MELEC et MSPC, BTS CIRA, Electrotechnique et MS
Lycée Galilée (Vienne) : BAC PRO MELEC et TCI, CAP RICS, BTS ELECTROTECH
Lycée L'Edit (Roussillon) : BAC PRO MSPC
ECAM (Lyon) : Bachelor Cybersécurité et diplôme d'ingénieur mécanique et génie électrique
Lycée Algoud-Laffemas (Valence) : BAC PRO MELEC, TRPM et BTS CPI
Lycée Charlie Chaplin (Décines) : BAC PRO MELEC et BTS ATI
Lycée de L'Odyssée (Pont de Chéruy) : BAC PRO MELEC, MSPC
Lycée Claude Lebois (St Chamond) : BTS CRCI
Lycée Fernand Foret (St Priest) : BAC PRO TCI
Lycée Gustave Jaume (Pierrelatte) : BAC PRO MELEC, MSPC
CFA des Métiers des Energies : BTS CIRA et titre pro TMI
Campus CESI (Lyon) : Formation Ingénieurs Généralistes
ENISE : cycle ingénieur génie civil

Lycée Albert Einstein (Bagnols sur Cèze) : Bac général, STI2D, STL, BAC PRO MELEC et MSPC, BTS CIRA et MS
Lycée Sainte-Marie (Bagnols sur Cèze) : BAC PRO TP et PCEPC, BTS Pilotage des Procédés, BTS Eau, BTS Chimie
Lycée Paul Langevin : BAC PRO MELEC, MSPC, TCI
Lycée Jean Baylet (Valence d'Agen) : BAC PRO MELEC
Lycée Dhuoda (Nîmes) : BTS MSP
Lycée Louise Michel (Narbonne) : BAC PRO MSPC et BTS MSP
ECAM (Nîmes) : Bachelor Cybersécurité
Campus CESI (Montpellier) : Formation Ingénieurs Généralistes

Lycée Jean Perrin (Marseille) : BTS CPI, BTS CRCI
Lycée Argensol (Orange) : BAC PRO TCI et BTS CRCI
Lycée Benoit (Ile sur la Sorgue) : BAC PRO MELEC et BTS ELEC
Lycée Les Iscles (Manosque) : BTS CRSA, BTS MSP
Lycée Maurice Janetti (St Maximin la Ste Beaume) : BAC PRO MELEC et MSPC, BTS MM et MS
ENSAM (Aix-en-Provence) : en dernière année (GE MECA)
Institut Supérieur du Bâtiment et des Travaux Publics - ISBA-TP (Marseille) : cursus modélisation des infrastructures de la construction
Campus CESI (Nice) : Formation Ingénieurs Généralistes

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Gender diversity and inclusion

strategic for the nuclear industry

Increasing female representation is a key lever for meeting skills needs: **women make up only 24% of the workforce in the French nuclear industry.**

Objective:

To break down gender stereotypes and increase the proportion of girls in technical training programs and the number of women recruited into the sector.

Local and replicable initiatives:

Exhibitions, Girls' Day, company tours/rallies, activities in high schools and middle schools, social media campaigns, after-work events.

"Energie Mixte" Challenge, IUT La Ciotat, May 2026.



Les 13 équipes ont présenté de façon originale leurs découvertes de la filière de l'énergie, et les jeunes ont été récompensés par de nombreux prix et encouragements. / PHOTO I.M.

A comic book project coming soon: Objectif Nucléaire



A strategic agreement with WiN (Women in Nuclear) France 2026–2028

Shared objectives: to promote gender diversity, nuclear job attractiveness, and women's careers in the nuclear industry.

Areas of collaboration:

Co-organizing events at UMN partner schools or universities.

Mobilizing UMN networks for WiN mentoring, and WiN networks for mentors of UMN scholarship recipients and speakers for the "Nuclear Passport" program.

Coordinated communication regarding Nuclear Profession Week and the Fem'Energia competition.

Participation in the Nuclé'elles steering committee

A traveling event where women from different stages of professional life —students, working professionals, those changing careers, and job seekers—gather with female professionals from the nuclear sector to discover the diversity of careers in the industry.



Participation in the "Girls and Science" community, launched by the Minister of National Education in February 2026

Objective: To mobilize educational and association stakeholders to encourage girls to pursue scientific pathways and to tackle gender stereotypes across all regions. National mapping of ongoing initiatives and stakeholders.

Cross cutting lever

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UMN international actions to strengthen skills and cooperation across borders

1. Contribution to European projects on nuclear skills

2 projects:

- Coordination and Support Action Euratom "Skills4Nuclear" - 10 countries involved
- European SMR Industrial Alliance: Participation in the "Skills" Working Group

2. Bilateral cooperation with european countries

Presentation of the French Nuclear skills roadmap to share the French experience (e.g. UK, Slovenia, Poland, Italy, Norway, Japan etc.)

3. Development of institutional and strategic academic partnerships

Bilateral exchanges with other countries to compare national action plans and share good practices in terms of attractiveness, training and recruitment (e.g. Franco-British collaboration), development of academic partnerships around the Nuclear Passport

SINCE AUGUST 2024

A strategic focus on Europe and beyond to:
- Strengthen nuclear skills across Europe
- Share French experience and exchange best practices
- Expand sourcing and facilitating access for foreigners to professions in short supply



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THANK YOU