

U.S. Department of Energy
National Nuclear Security Administration

NONPROLIFERATION
GRADUATE FELLOWSHIP PROGRAM
Office of Defense Nuclear Nonproliferation

Phyllis B. Byrd
Federal Program Manager
NA 20.1 Office of International Operations



Nonproliferation Graduate Fellowship Program

- Established by Office of Defense Nuclear Nonproliferation
 - Focus on the NA-20 mission
- Administered by Pacific Northwest National Laboratory
 - Unified approach
 - Lab brings additional resources
- Established in 1993
 - Over 170 alumni
 - More than 50 now working directly for NNSA mission

Program Objectives

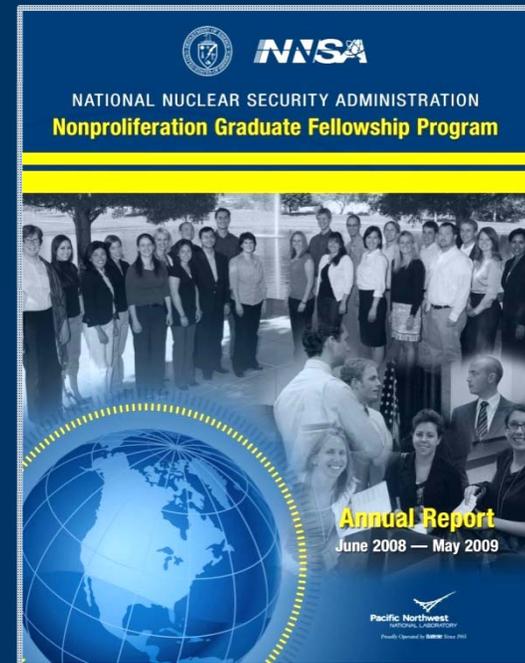
- Promote awareness of careers in nonproliferation
- Provide participants with training and experience
- Aid NNSA in achieving its mission
- Develop a talent pool



Approach: Mission-focused

NGFP Mission Statement: *The Nonproliferation Graduate Fellowship Program produces exceptional leaders through a proven platform that is based on:*

- *Guiding principles*
- *Tested criteria*
- *Targeted recruiting strategy*
- *Lifecycle management approach.*

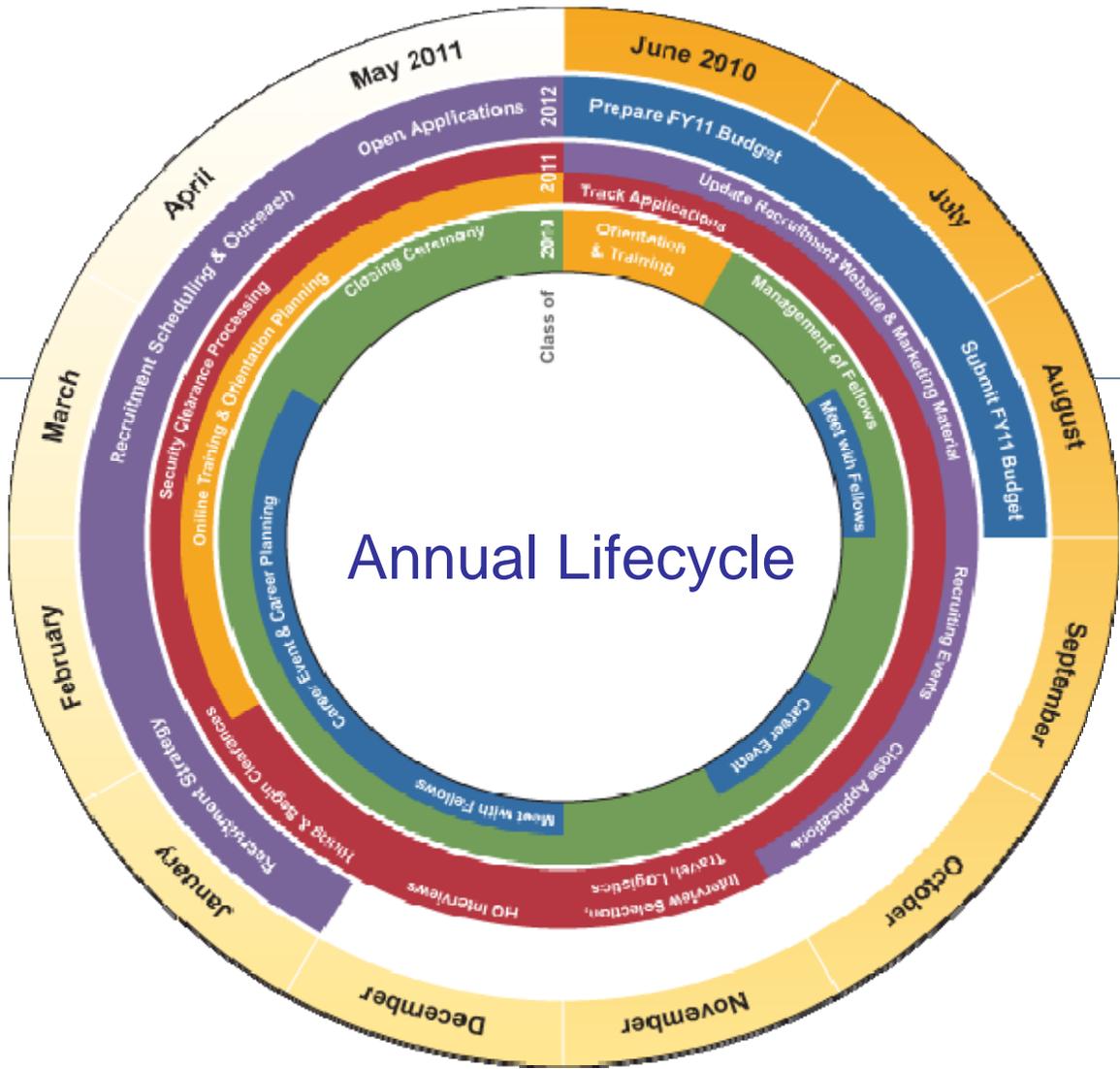
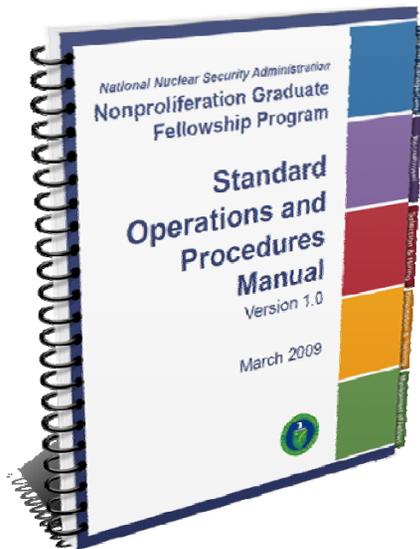


Approach: Modular and Lifecycle-based

Program Elements

- Program Management
- Recruitment
- Selection & Hiring
- Orientation & Training
- Management of the Fellows

Documentation



Recruitment Strategy

- Three-pronged strategic approach
 - Targeted universities
 - Selective criteria
 - Professional associations
- Annual recruitment calendar: based solely on security clearance timing
 - Winter: analysis, strategy
 - Spring: outreach set calendar
 - Fall: most events; applications due late October
 - Extensive application to accommodate clearance requests



Recruitment Approach

- Marketing principles
 - Consistent visuals, key messages
 - Website, NGFP brochure, application help/FAQ flier, event ads/emails, school-specific fliers, Annual Report
- Online outreach
 - More than 100 universities
 - Online career fairs
- Technical vs. policy students
- Quality over quantity



Maximizing the Fellowship Experience

- Experience and training
 - Orientation reviewed/updated every year
- Exposure to technology and policy
 - Technical Fellows are exposed to how policy works; policy Fellows learn the technologies
- Career development and networking
 - At least two career events each year; reviewed and updated yearly
 - Roundtables, Career Networking Workshop
 - Informational Interviews at PNNL
 - Career planning assistance



NGFP Class of 2010



American Military University
American University
Columbia University
George Mason University
George Washington University
Georgetown University

Georgia Institute of Technology
Johns Hopkins - SAIS
Monterey Institute
The Ohio State University
Purdue University
Texas A&M University

University of Denver
University of Kentucky
University of Michigan
University of Pittsburgh
University of Washington
University of Wisconsin

Contact NGFP

Web: ngfp.pnl.gov

Email: ngfp@pnl.gov

Phyllis B. Byrd – NNSA
Federal Program Manager
phyllis.byrd@nnsa.doe.gov
(202) 586-2061

Jana Fankhauser – PNNL
PNNL Program Manager
jana.fankhauser@pnl.gov
(206) 528-3264

Clarissa Berkman – PNNL
Recruitment Coordinator
Clarissa.berkman@pnl.gov
(206) 528-3204

