

At INL, students apply what they have learned in the classroom to a real-world setting.

National University Programs

Meeting today's workforce needs is a critical component for organizational success.

Around 30% of INL's employees are at least 50 years old and approaching retirement. This factor, combined with steady business growth, requires regional and national efforts to create highly trained, qualified and talented experts in the energy and technology fields.

INL is focused on building the workforce of the future by working with universities nationwide, recruiting experts and expanding inclusive diversity.

INL strengthens the talent pipeline by investing in education and research partnerships with higher

education institutions in our region and throughout the nation. We welcome academic visitors, international researchers, graduate students, postdoctoral associates, interns and university collaborators.

INL provides university students, researchers and professors hands-on laboratory experience and the opportunity to work with world-class personnel.

INL has built strong relationships with colleges and universities throughout the world and actively encourages our scientists and engineers to collaborate on a variety of projects. Doing this fosters an entrepreneurial spirit and promotes creativity. To cultivate these relationships and make it easier for INL researchers to collaborate, the laboratory offers the following programs:

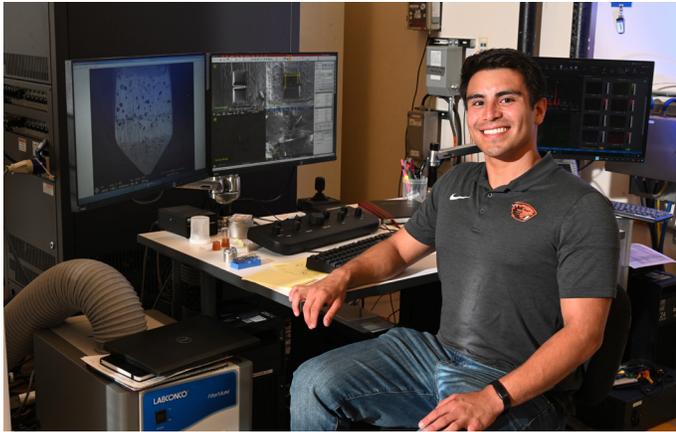
JOINT APPOINTMENTS

Joint appointments between INL and other research institutions provide new and diverse opportunities for researchers to expand their knowledge and impact. This program creates a pathway for researchers to contribute unique capabilities that advance the scientific missions of both institutions. This distinctive opportunity allows for collaborations and impact that would not be possible outside this formalized framework.

VISITING RESEARCHERS

International researchers and academic visitors collaborate with INL researchers and scientists. The program builds strong relationships between universities and the lab scientists and encourages collaboration with cross-cultural exchanges and perspectives.





INL internships build confidence, introduce students to possible career fields, and complement what they are studying in school.

PRACTICUMS

Practicums provide an opportunity for students to apply their classroom knowledge in a professional environment under the supervision of a certified professional who will evaluate their ability to apply what they learned in the classroom.

FACULTY RESEARCHERS

INL provides faculty members opportunities to conduct research, network with INL experts and enhance their understanding of our mission.

INTERNSHIPS

INL proudly offers a robust internship program for students pursuing undergraduate and graduate studies in a wide array of science, technology, engineering and mathematics (STEM); operations; and business fields. Students conduct meaningful work alongside experienced professionals.

INL also supports Cooperative Education Programs internships for students to apply the knowledge they obtain through university studies

with practical, hands-on experience at the lab.

POSTDOCTORAL RESEARCHERS

INL's postdoctoral research associates are mentored by internationally recognized technical leaders in nuclear energy, critical infrastructure and clean energy. The associates will learn cutting-edge approaches, use and build state-of-the-science capabilities, and contribute to research efforts that advance scientific frontiers and solve pressing challenges for the nation.

INL GRADUATE FELLOWSHIPS

This program is designed to identify exceptional talent to strengthen and grow research collaborations and develop a select cohort of doctoral students in STEM fields. This aligns university faculty and graduate students with researchers and unique INL facilities to provide training, education and research experiences for outstanding students. This highly competitive program provides a salary of \$80,000 and covers tuition.

MILITARY AND VETERAN FELLOWSHIPS

INL is increasing its recruiting and outreach efforts with active military service members and veterans. INL works closely with leaders from the [Veterans and People with Disabilities Inclusion Council](#), Human Resources and Diversity, veterans across the laboratory, and transition programs including Hiring our Heroes (military transition

and spousal support), DOD SkillBridge, and more. Our focused approach not only provides substantial experiences, but also a network of resources for a seamless transition from military to civilian life.

UNIVERSITY WORKFORCE DEVELOPMENT

INL contributes toward ensuring the next generation of energy workers are prepared. We do this in a variety of ways, including support for curriculum development and partnering with technical colleges and universities on advisory boards and as guest lecturers.

STRATEGIC PARTNERSHIPS

- [NUC](#)



- [CAES](#)



ADDITIONAL UNIVERSITY INTERACTIONS

- Guest lecturers
- Advisory boards
- Senior design projects
- Adjunct faculty
- Curriculum design input

www.inl.gov/inl-initiatives

Battelle Energy Alliance manages INL for the U.S. Department of Energy's Office of Nuclear Energy.

FOR MORE INFORMATION

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