

“Cultivating Nuclear Production Operator Learning”

Overview of the Nuclear Production Operator Apprenticeship
Program at the Savannah River Site (SRS)

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Objectives of Apprenticeship Program

- **Mission**
- **Importance**
- **Goal**

SRNS Nuclear Operator Apprenticeship Program

Mission

Eight-month program, which allows students to receive on-the-job, production process training, while completing their nuclear fundamentals certificate.



Lockout tagout training at SRS's Waste Solidification Building.

SRNS Nuclear Operator Apprenticeship Program

➤ Apprentices earn Site Qualifications including:

- ✓ **General Employee Training**
- ✓ **Fire Watch/Patrol Training**
- ✓ **Radiological Worker Training**
- ✓ **Conduct of Operations (CoNops)**
- ✓ **CPR Training**
- ✓ **Hazardous Energy Control**
- ✓ **Personal Protective Equipment**
- ✓ **Confined Space Entry**
- ✓ **HPI Human Performance Improvement**
- ✓ **Maintenance Training: Incidental Rigger Operator, Fall Protection, Scaffold Shift Inspection and Electrical Awareness**



SRNS Nuclear Operator Apprenticeship Program

➤ Provides Site-Specific Training:

- ✓ Safety Briefings
- ✓ On-the-Job Training
- ✓ Job Performance Measures
- ✓ Computer Based Training
- ✓ Briefings
- ✓ Self-study
- ✓ Shift Rounds
- ✓ Site Emergency Preparedness
- ✓ Security (Physical Security/Counterintelligence)



SRNS Nuclear Operator Apprenticeship Program

Site-Specific Training

➤ **Soft Skills Training:**

- **Diversity Training**
- **Emotional Intelligence**
- **Environmental Awareness**
- **Generational Diversity**
- **Unconscious Bias**
- **DISC Profile: Dominance, Influence, Steadiness and Compliance**

SRNS Nuclear Operator Apprenticeship Program

Importance

Apprenticeship program offers:

- Employment and development in a highly skilled workforce environment
 - “Earn and Learn” approach
 - New Careers



SRNS Nuclear Operator Apprenticeship Program

Importance of Apprenticeship Program



SRNS Nuclear Operator Apprenticeship Program

After successful completion of the Nuclear Operator Apprenticeship Program Certification, apprentices are offered full-time employment.



SRNS Nuclear Operator Jeremiah "Gilly" Giles, pictured with SRNS Site Training instructors and managers with Aiken Technical College's Nuclear Science Department Chair.

SRNS Nuclear Operator Apprenticeship Program

Revitalization

- **SRNS employs more than 7,000 workers**
 - **SRNS ensures the development of a viable workforce in our community using local Technical Schools including Education outreach, middle and high School students in the CSRA and surrounding areas.**
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- ✓ **Reputation**
 - ✓ **Safety Culture**
 - ✓ **Job Security**
 - ✓ **Multiple Generations of Employees**



SRNS Nuclear Operator Apprenticeship Program

Goal

- Support
- Encourage
- Develop Skills
- Improve Performance
- Maximize Potential



- ✓ Hire qualified employees
- ✓ Workforce pipeline for attrition and retiring employees
- ✓ 4th cohort in process, finish July 2022



SRNS Nuclear Operator Apprenticeship Program



**Graduation of 3rd Cohort with SRNS and Aiken Technical College
Instructors**

“Cultivating Nuclear Production Operator Learning”

Questions or Comments?