

The 3 “P”s: Pay, Paper, and Position

Learn About the Collaboration Between Two Technical Colleges and a Nuclear Industry Partner Through its Apprenticeship Programs

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6,018 Employees *“Making the world safer.”*

FLUOR[®]

H H HII

Honeywell



Savannah River Site
Aiken, S.C.

310 *square-mile* site
11,500 *employees*

\$2.2
billion

SRNS Budget

MISSION AREAS



Environmental Stewardship
for soil, water and facilities



Nuclear Materials for National Security
for nuclear weapons deterrent



Securing Nuclear Materials
to prevent unwanted proliferation



Transforming Nuclear Materials
into assets and stable wasteforms



M&O Support Services

Workforce for the Future

FY22 Numbers FY22 Numbers
739 new hires • **578** attrition • **1800** forecasted new hires

Total SRNS
Apprenticeship
Enrollment
277

Active MOU
Partners
in Education
19

Robust
Internship
Program

Summer Interns
117

Targeting WORC
Grant Recipients
Scholarships funded
by DOE/NNSA

Succession
Planning and
Mentoring
Programs



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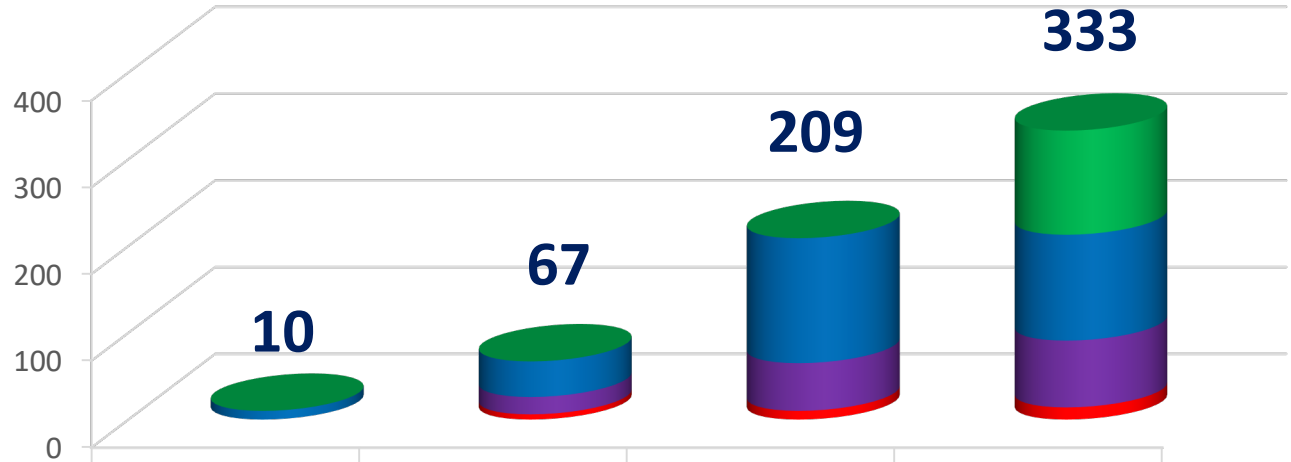
Agenda

- **Introduction**
- **What is the Apprenticeship School?**
- **How does it partner with Technical Schools?**



Apprenticeship School

**Total
Enrolled
Apprentices**



	End of FY20	End of FY21	End of FY22	To Date FY23
■ New Apprentices FY to Date	0	0	0	120
■ Remaining Active	10	41	144	122
■ Completed	0	20	55	77
■ Canceled	0	6	10	14





Key Skilled Technician Apprenticeships

- Facility/Production Operator
- E&I Technician
- Maintenance Mechanic
- Radiation Protection Inspector
- Assistant Quality Specialist*

Degree-Based Apprenticeships

- Information Technology (IT)
- Business Management
- Project Control
- Supply Chain Management
- Document Control

Apprenticeship School



FY/Employee Type	Allendale	Bamberg	Barnwell	Orangeburg	Total
FY20	5	2	30	7	44
Craft	4		5	2	11
SOP			9	2	11
Exempt	1		5	1	7
LSE/Apprentice		2	6	1	9
Non-Exempt			5	1	6
FY21	1	3	48	1	53
Craft			3	1	4
SOP		1	8		9
Exempt	1		7		8
LSE/Apprentice		2	14		16
Non-Exempt			16		16
FY22	7	4	51	21	83
Craft			6	1	7
SOP	3		7	1	11
Exempt	1	2	9	5	17
LSE/Apprentice	2		16	7	25
Non-Exempt	1	2	13	7	23
Total	13	9	129	29	180

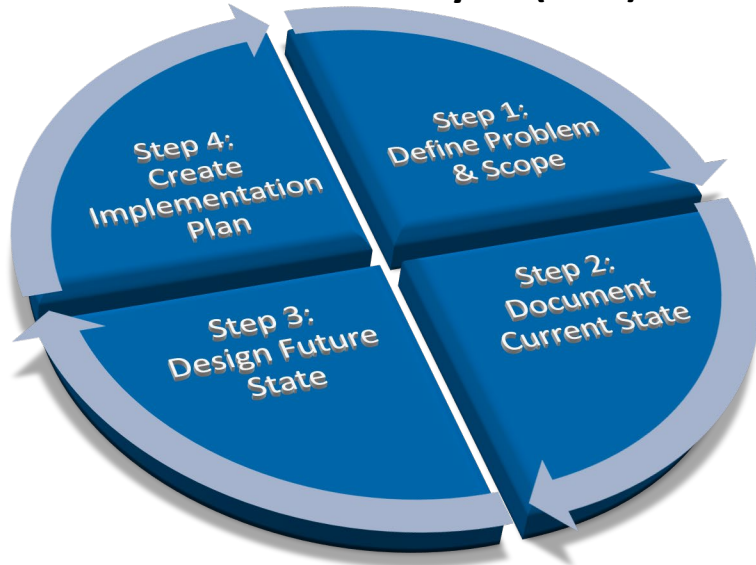




Common Challenge

- Availability of qualified candidates for non-exempt key skilled technicians.

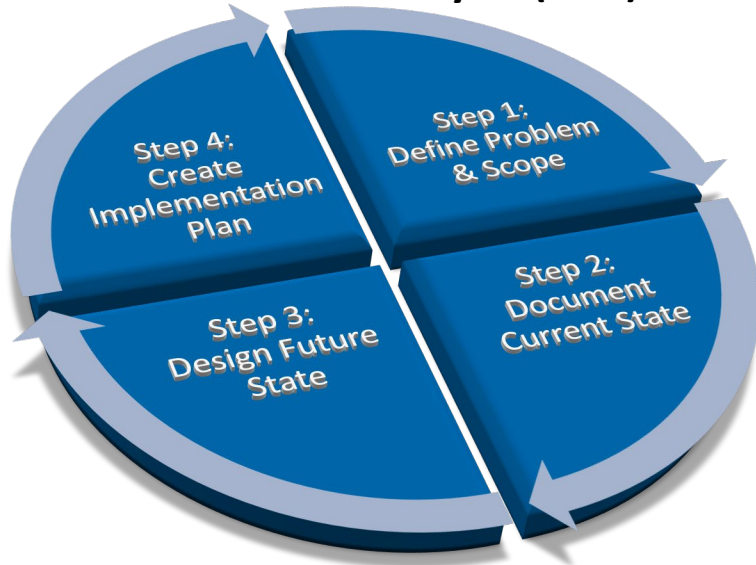
Joint Enterprise Value Stream Analysis (VSA)



Future State Goals

- ☑ Collaborative & Proactive Forecasting
- ☑ Optimized Recruiting Efforts
- ☑ More Efficient Onboarding
- ☑ More Efficient Use of Training Resources

Joint Enterprise Value Stream Analysis (VSA)



VSA Outcomes

SRS-wide Apprenticeship School based upon a

- five (5) year demand forecast,
- and 5-year training plan.

What is the Apprenticeship School?

What is the Apprenticeship School?

– Recruitment



What is the Apprenticeship School?

- Recruitment
- Onboarding
- Job Related Classroom Instruction
- On-the-Job Training (OJT)
- Task Specific Field Experience
- Final Field Assignment





How does the Apprenticeship School partner with Technical Schools?

- **Orientation and Onboarding**

- Access to all ATC resources
- Meet success coaches and tutors, tour the campus, receive ID cards, parking passes, and access LMS



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TECHNICAL COLLEGE

- **Duration & Academic Achievements**

- Operators[^]: 7-8 months;
 - *Cohorts on site and in class two days each week*
- Maintenance^{*^}: 18 months
- E&I[^]: 24 months
- RP^{*}: 24 months; apprentices earn an Associate in Applied Science



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** integrated with open enrollment students; site schedule varies*
^ apprentices earn a certificate that can be applied towards an Associate in Applied Technology

- **Funding**

- Pell Grant
- SC Lottery Tuition
- State Apprenticeship Expansion (SAE)
- Workforce Opportunities Regional Careers (WORC)
- South Carolina Workforce and Industrial Needs (SC WINS)



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Production Operator Training
First Cohort

Academic Content



Course Code	Course Title
ZCHM 115	Applied Chemistry for the Nuclear Industry I
ZPHY 181	Integrated Physics
ZCHM 116	Applied Chemistry for the Nuclear Industry II
ZMET 224	Hydraulics and Pneumatics
ZCHT 224	Current Topics in Industrial Chemistry
ZEEM 161	Industrial Instruments

Funding Sources for Trainees

❖ WORC II Grant PuMP
(10/1/2021 – 9/30/2023)

Workforce Opportunities in
Regional Careers II , Plutonium
Modernization Program, DE-
EM0005210

❖ State Apprenticeship Expansion
Grant (SAE)



Funding Sources for Program

- ❖ University Engagement – Workforce Development Program – \$1,170,040.00
- ❖ WORC II Grant PuMP - \$410,000 (10/1/2021 – 9/30/2023)

Workforce Opportunities in Regional Careers II , Plutonium Modernization Program, DE-EM0005210



Future Plans

- ❖ Allow Current Trainees to Matriculate into Associate of Applied Science in General Technology Degree Program
- ❖ Continue Providing Training for Nuclear Production Operators
- ❖ Start Nuclear Fundamentals Certificate on the Credit Side
- ❖ Start Associate Degree and Certificate in Radiological Control (RADCON) Technology

Questions?



DENMARK
TECHNICAL COLLEGE