

# Savannah River Site's Superfund Job Training Initiative Cycle 2

Presented to the Savannah River Site's Citizen's Advisory Board

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# Discussion Outline

- Introduction to the SRS-SuperJTI
- Program Process
- Overview of SRS-SuperJTI Cycle 1
- SRS-SuperJTI Cycle 2

# Introduction to the SRS-SuperJTI

- SRS-SuperJTI is funded by the TASC obligated by EPA Headquarters and is supported and implemented by EPA Region 4
- SRS – SuperJTI is a collaborative partnership
- Worker-ready programs have been implemented nation-wide
- SRS stands as the first federal facility to endorse a worker-ready program and the first in Region 4
- SRS-SuperJTI concluded its first cycle with the employment of 16 individuals in August 2009 and is now in its second cycle
- A Superfund Job Training Initiative was implemented in Jacksonville, Florida after the conclusion of the first cycle

# Objectives for the SRS-SuperJTI

- To support underserved, under-employed, and unemployed individuals
- To support communities that are socio-economically challenged
- Provide training for marketable trade, professional and interpersonal life skills, and entry-level environmental remediation or SRS related job opportunities
- Maintain self-sustained relationships between SRS and the community
- Maintain and/or enhance the community relations established by EPA Region 4

# Program Process

# SRS-SuperJTI Process

## Phase 1

- Establishment of Core Planning Team
- Development of the Training Curriculum
- Identification of the Committed Careers
- Takes approximately 3 months

## Phase 2

- Educating Surrounding Communities about the Job Training Opportunity – Stakeholder Orientations
- Identifying Potentially Eligible Candidates from Surrounding Communities – Candidate Orientations
- Takes approximately 1 month

## Phase 3

- Assessment of All Candidates' Academic, Professional, and Personal Backgrounds
- Review of SRS required documentation such as driver's licenses, high school diplomas/GED, employment and financial history, and community recommendations
- Takes approximately 2 months

# SRS-SuperJTI Process Continued

## Phase 4

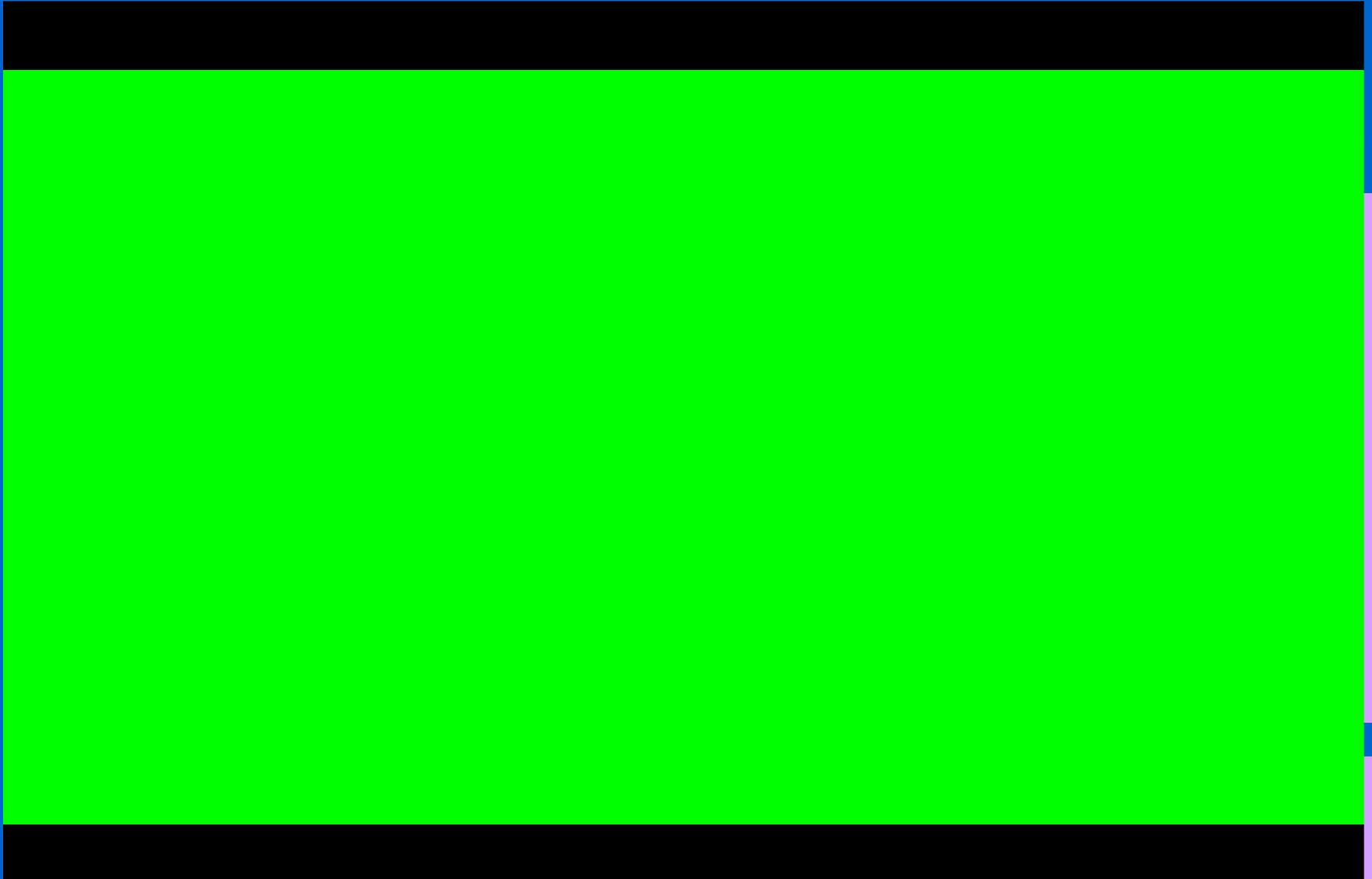
- Selection of the Candidates
- Pre-Employment Job Skills Training
- Technical Training
- Graduation
- Interviews
- Takes approximately 1 month

## Phase 5

- Community Partner Continues Professional Oversight with Graduates up to a Year of Employment

# Overview of SRS-SuperJTI Cycle 1

# Cycle 1 Community Partners



# Overview of SRS-SuperJTI Cycle 1

- Implementation of the SRS-SuperJTI Cycle 1 Initiated in December 2008
- Identified Approximately Five Stakeholders and 350 Interested Candidates
- Selected 90 Candidates to Tryout
- Selected 21 Candidates for Participation in the SRS-SuperJTI
- In August 2009, 16 graduates were employed as material handlers and production operators through SRNS

The Success of the SRS Superfundi Cycle 1



Features from the ARRA  
Webpage

AN IMPORTANT VOICE

**Larry Murdaugh**

SUPERFUND JOB TRAINING  
INITIATIVE TRAINEE

“The Recovery Act helps the community and the environment. It puts people back to work, which is good for the community, and it accelerates clean up, which is good for our children.”



Features from the ARRA  
Webpage

AN IMPORTANT VOICE

**Kera Woods**

SUPERFUND JOB TRAINING  
INITIATIVE TRAINEE

“The Recovery Act is helping people get back on their feet. It is getting a lot of families through a tough time.”



# SRS-SuperJTI Cycle 2

# Community Partners for the SRS-SuperJTI Cycle 2



The United States Environmental Protection Agency Headquarters funded the SRS-SuperJTI through the TASC Award. EPA Region 4 provided meeting support to the SRS-SuperJTI by finding contractor support under ROC.



SRS, the facility at which the SRS-SuperJTI was developed for and where the graduates would work.



The United States Department of Energy, supported the SRS-SuperJTI through assisting in the development and implementation of the program and overseeing the participation of DOE contractors.



E<sup>2</sup>, Inc., a contractor to EPA Headquarters, established and implemented the SRS-SuperJTI model.



Parsons, a DOE contractor, provided support throughout the entire SRS-SuperJTI. Mock interviews were also conducted by Parsons during Phase 3 of the program.

TASC, Award is the contract under which the SRS-SuperJTI was funded. TASC was awarded to E<sup>2</sup> who served as the primary contractor.



SRR, a DOE contractor, committed to 42 full-time, permanent radiological control inspector and operators



Denmark Technical College, provided the facility for the technical portion of the program.



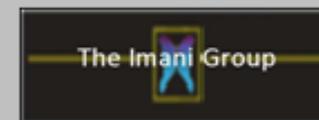
DSS Provided support to the initiative by educating and recruiting community partners and candidates from the Allendale County area.



OAL, Inc., a sub-contractor to E<sup>2</sup>, provided the backbone to the program initiative and lessons learned from previous job trainings that were developed and implemented through their curriculum.



SRNS, a DOE contractor, committed to 20 full-time, permanent material handler and operator positions.



The Imani Group, served as the community partner and was sub-contracted by E<sup>2</sup>.

# Phase 1 – Preparation

December 2009 – February 2010

- January 2010 – Identified Allendale, South Carolina as Location for SRS-SuperJTI Cycle 2
- Identified Denmark Technical College and Voorhees College for Technical Training Facilities
- Core Planning Team Identified careers with Savannah River Remediation



EPA and Community partner posing in front of the Denmark Technical College Entrance Sign.



Ms. Machell Mims of SRR and Mr. Michael Lythcott

# Phase 2 Education

## March – April 2010

### Stakeholders Orientation

- Held four stakeholder orientations in Allendale, Aiken, Augusta, and Barnwell
- Presented the program to community organizations
- Distributed information to interested candidates
- Identified approximately six stakeholders

### Candidate Orientation

- Held five candidate orientations in Allendale, Aiken, Augusta, and Barnwell
- Presented the program to 321 interested candidates
- Administered aptitude testing to candidates
- Candidates passing the test were invited to Document Orientation



Community partner educating interested individuals of the SRS-SuperJTI



Assessment of the TABE Test conducted in Allendale, SC

# Phase 3 Evaluation

## April 2010

### Document Submission

- Held Document Submissions in Allendale and Aiken
- All 250 invited candidates were required to present valid driver's license, high school diploma/GED, letter of recommendation, and proof of income
- If invited candidates could not present all required documentation, they were not invited to Tryouts

### Tryouts

- Tryouts were held in Allendale at the B&G Civic Center
- Invited 179 candidates to participate
- 25 Evaluators participated in the selection process



Community Partner, Imani Group, discuss the process with candidate for document submission



Candidates submit material to the community partner

# SRS-SuperJTI Cycle 2 Participation

Event	Total Participated	
	Cycle 1	Cycle 2
Candidate Orientations	250	321
Document Submissions	113	250
Tryouts	90	179
SRS-SuperJTI Training	21	43
		17



**SELECTED CANDIDATES FOR THE SRS-SUPERJTI CYCLE 2**

# SRS-SuperJTI Selected Candidates Profile

- Selected 42 candidates
- 11 candidates possess degrees/associates in Communications, Electrical Engineering, Criminal Justice, Biology, etc.
- Over 50% of the selected candidates are from Aiken County, 21% from Barnwell, and 12% from Allendale
- 38% are female and 1% Caucasian

# Pre-Employment Job Skills Training

- PEJST were provided to the 42 selected candidates for two weeks – May 3-14, 2010
- Topics such as Cultural Competency, SRS Culture, Resume Building, Interview Skills, Dress-for-Success, Environmental Justice, Financial and Nutrition Awareness
- Parsons conducted individual mock interviews
- Purpose of the PEJST is to promote Transformation

# Pre-Employment Job Skills Training





**TRANSFORMATIVE PHASE OF PEJST - DRESS FOR SUCCESS DAY**

# Savannah River Remediation Careers

- SRR committed to 43 positions as Radiological Control Inspectors, and Mechanical and Electrical Maintenance Operators
- Radiological Control Inspector positions require a degreed personnel
- SRR will conduct background checks
- Due to the degreed positions, it was suggested that the selected candidates who have degrees transition to a fast track technical training program

# Technical Training

- Technical training conducted by Denmark Technical College from May 17 – June 25, 2010
- Technical training curriculum involves:
  - ◆ Physics: Fluid Flow, General Principles of Physics, and Radiological Principles
  - ◆ Mathematics: Algebra and Geometry
  - ◆ Science: General Chemistry and Biology

# Fast Track Technical Training

- May 1, 2010** Planning Team selected 11 candidates based on their degrees to test for the participation of the Fast Track Technical Training
- May 6, 2010** 11 candidates were administered the RADCon Exam
- May 11, 2010** 11 candidates were notified that they passed the RADCon Exam with 88 percent or higher
- May 21, 2010** Parsons conducted mock interviews with the 11 candidates
- May 24, 2010** SRR conducted actual interviews
- May 26, 2010** 11 candidates were notified of their employment
- June 1, 2010** 11 candidates began employment at SRR

# Current Status of the SRS-SuperJTI Cycle 2

## SRS-SuperJTI Fast Track Technical Trainees

- 11 candidates are working at SRR as RADCon Inspectors

## SRS-SuperJTI Technical Trainees

- 31 candidates were administered exams which determined their positions
  - 15 General Production Operators
  - 7 RadCon Auxiliary employees
  - 6 Temporary Material Handlers

Graduation was July 9, 2010 at Denmark Technical College  
39 candidates started their careers at SRS on June 12, 2010

# Graduation Ceremony



# Graduation Ceremony



# Comparison of SRS-SuperJTI Cycles 1 and 2

## Cycle 1

- **SRNS** served as the hiring contractor
- Based in Aiken County
- **21 candidates selected**
- Issues with background checks
- **Aiken Technical College**
- Two week technical training component

## Cycle 2

- **SRR** served as the hiring contractor
- Based in Allendale and Barnwell Counties
- **42 candidates selected**
- Enforced more thorough background checks (still issues)
- **Denmark Technical College**
- Six week technical training component

# Acknowledgments

- U.S. EPA Headquarters and Region 4
- Imani Group
- Allendale County
- Denmark Technical College
- SRS CAB