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
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 funding contractor support under ROC.

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.

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

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

E², Inc., a contractor to EPA Headquarters, established and implemented the SRS-SuperJTI model.

TASC, Award is the contract under which the SRS-SuperJTI was funded. TASC was awarded to E² who served as the primary contractor.

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

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

OAI, Inc., a sub-contractor to E², provided the backbone to the program initiative and lessons learned from previous job trainings that were developed and implemented through their curriculum.

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

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 E².
Program Process
Phases and Duration of the SRS-SuperJTI

Phase 1 - Preparation: 3 Months
Phase 2 - Education: 1 Month
Phase 3 - Evaluation: 2 Months
Phase 4 - Placement: 1 Month
Phase 5 – Follow –up
SRS-SuperJTI Process

**Phase 1**
- Establishment of Core Planning Team
- Development of the Training Curriculum
- Identification of the Committed Careers

**Phase 2**
- Educating Surrounding Communities about the Job Training Opportunity – Stakeholder Orientations
- Identifying Potentially Eligible Candidates from Surrounding Communities – Candidate Orientations

**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
SRS-SuperJTI Process Continued

Phase 4
- Selection of the Candidates
- Pre-Employment Job Skills Training
- Technical Training
- Graduation
- Interviews

Phase 5
- Community Partner Continues Professional Oversight with Graduates up to a Year of Employment
Overview of SRS-SuperJI Cycle 1
Cycle 1 Community Partners

**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 funding contractor support under ROC.

**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.

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

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

**E²**, Inc., a contractor to EPA Headquarters, established and implemented the SRS-SuperJTI model.

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

**TASC**, Award is the contract under which the SRS-SuperJTI was funded. TASC was awarded to E² who served as the primary contractor.

**PARSONS**

**Savannah River Nuclear Solutions LLC**

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

**Aiken Technical College**, provided the facility for the technical portion of the program as well as meeting space for the CPT.

**OAI, Inc.**, a sub-contractor to E², provided the backbone to the program initiative and lessons learned from previous job trainings that were developed and implemented through their curriculum.

**Imani Group**, served as the community partner and was sub-contracted by E².

**TechLaw**, an EPA Region 4 Contractor, provided support to E² and to the initiative as a whole by documenting activities and supporting the development and implementation of the initiative.

**Aiken Red Cross**, provided CPR training to the candidates during the technical portion of the program.
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 SuperJTI 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
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
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

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
Tryouts
## SRS-SuperJTI Cycle 2 Participation

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<thead>
<tr>
<th>Event</th>
<th>Total Participated</th>
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<tbody>
<tr>
<td></td>
<td>Cycle 1</td>
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<tr>
<td>Candidate Orientations</td>
<td>250</td>
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<tr>
<td>Document Submissions</td>
<td>113</td>
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<tr>
<td>Tryouts</td>
<td>90</td>
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<tr>
<td>SRS-SuperJTI Training</td>
<td>21</td>
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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
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

All candidates have completed PEJST

SRS-SuperJTI Technical Trainees
- 31 candidates are in technical training preparing for the SRR admission exams
- Will be administered exams which will determine their positions
- Will interview for the positions provided they successfully pass their exams on the Week of June 28, 2010

SRS-SuperJTI Fast Track Technical Trainees
- 11 candidates are working at SRR as RADCon Inspectors

Graduation scheduled for July 9, 2010
### Comparison of SRS-SuperJTI Cycles 1 and 2

<table>
<thead>
<tr>
<th>Cycle 1</th>
<th>Cycle 2</th>
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<tbody>
<tr>
<td>SRNS served as the hiring contractor</td>
<td>SRR served as the hiring contractor</td>
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<tr>
<td>Based in Aiken County</td>
<td>Based in Allendale and Barnwell Counties</td>
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<tr>
<td>21 candidates selected</td>
<td>42 candidates selected</td>
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<tr>
<td>Issues with background checks</td>
<td>Enforced more thorough background checks</td>
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<tr>
<td>Aiken Technical College</td>
<td>Denmark Technical College</td>
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<tr>
<td>Two week technical training component</td>
<td>Six week technical training component</td>
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Acknowledgments

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