

SRNS Workforce

Carol Barry

Sr. Vice President for Workforce Services & Talent Management

Briefing for the SRS Citizens Advisory Board

May 15, 2018

Workforce



FY14-18
Approximately 400/yr.
over the next 3 years



during
past five years



of non-retirement
eligible employees seeking
other employment



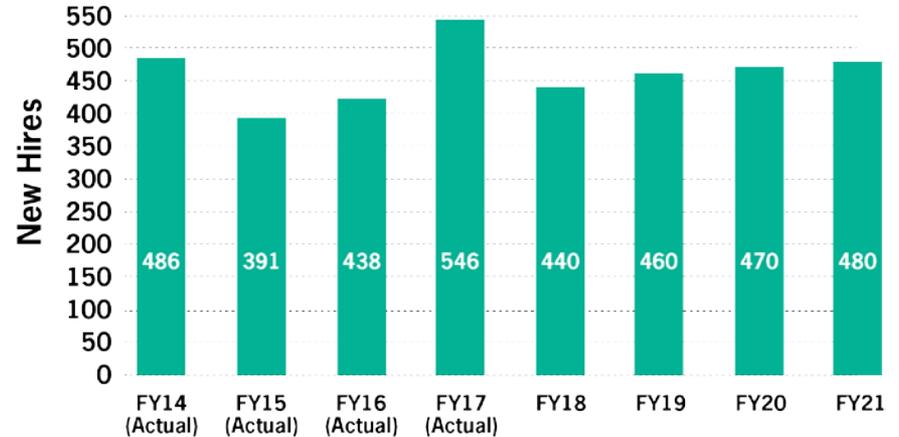
exceeds Office of Federal
Contract Compliance
Programs 6.7% goal



down from
54 in 2008

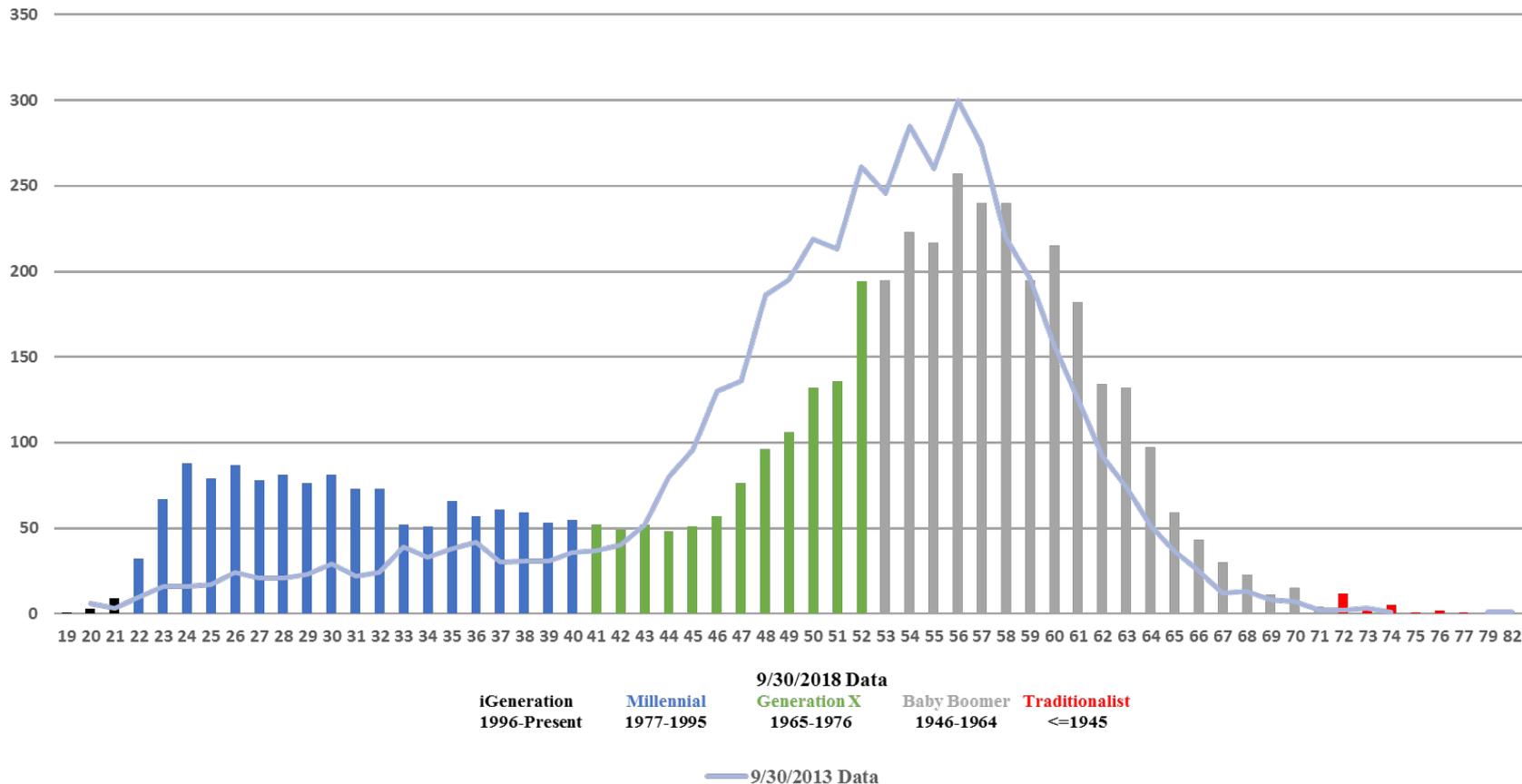


Anticipated Hiring



SRNS Employees by Generation and Age

Change in Employees by Generation & Age 2013 to 2018 thru 4-30-18



SRNS Workforce Management Planning

- FY18 SRNS staffing metrics as of April 30

- 195 full service employee hires with an average age of 38
 - *85.6% management and professional job acceptance rate*
 - *100% nonexempt job acceptance rate*
- 56 future full service employees scheduled to report to work
- 133 additional nonexempt postings in various stages

Job Title	Number of Positions	Status
Tritium Prod Operator	31	Interviewing in May
Admin Support	2	Scheduling interviews
Tritium Prod Operator	6	Pending review
Sr Rad Con Inspector	44	Posted thru 5/7
Mobile Crane Operator	1	Posted thru 5/24
Executive Assistant	1	Pending review
EM Ops Prod Operator	48	Posted thru 5/17

- 210 additional management and professional postings in various stages
- 56 summer internship job requisitions for 157 positions
- 200 full service employee terminations with an average age of 56
 - *Includes 136 October – April retirements*

Workforce: Prepare the Pipeline

Start early, provide funding, forge partnerships, create opportunities



reached through
STEM-related
Education Outreach
2016-2018



from 2014,
with approximately 160
students in summer 2018



with local
universities
and technical colleges

Aiken Technical College
Augusta Technical College
Clemson University
Midlands Technical College
Orangeburg-Calhoun Technical College
South Carolina State University
University of South Carolina-Aiken
University of South Carolina



Nonexempt Internships

- 8 Maintenance Mechanic interns were hired in 2017
- 6 Radiological Protection Control Inspectors and 11 Maintenance Mechanics hired in 2018

Nonexempt Apprentices Program

- In final stages of implementing an Electrical & Instrumentation Mechanic apprenticeship program working with Apprenticeship Carolina which is part of the South Carolina Technical School System.

Workforce: Improvements in Staffing

- Continued improvement as a result of the Value Stream Analysis
 - *Cumulative soft dollar savings of over \$2.5M*
 - *Temporary One Stop Shop in place and oral swabbing is used for new hire drug testing*
 - *New hire forms are complete online*
 - *New Hire Orientation is done via video streaming*
- Reverse Career Fair
 - *Career counselors and professors from nine local colleges and universities in the CSRA participated*
- Continued increase in number of interns and improvements to onboarding
- Developing 360 videos to use for recruiting
- Focus on targets including minority-serving institutions; veterans programs; and Fire Protection engineers, Occupational Safety and Health and mid-career engineers
 - *Targeted recruiting event to four Naval Nuclear Bases*



presence at 31 college and university career fairs in 9 states (FY2018)

Workforce: Development and Education Outreach

- **Talent Management**

- *Resume Writing & Interview Skills*

- One-on-one and group resume writing and interview prep skills offered

- *Mentoring Circles*

- Approximately 500 employees have participated in a mentoring circle

- *Promise Zone Workforce Development*

- Teamed with South Carolina Promise Zone to help residents of Allendale, Bamberg, Colleton, Hampton and Jaspers counties successfully navigate basic business skills

- **Education Outreach**

- *Innovative Teaching Mini-Grants Program*

- Awarded more than \$500K to teachers in the CSRA

- *Educator Tours*

- Coordinate with SC Department of Commerce to host “Educator Career Days”

- Targeted site tours

- *High School AP Math and Science teachers during Nuclear Science Week*
 - *Conducted a Tour of Trades to highlight career opportunities in welding, construction and other areas*
 - *Tour local teacher and career counselors as needed to promote an understanding of the hiring needs*

- *CSRA College Night, Engineering Teach-Ins, Future City, DOE Science Bowl, CSRA Science Fair, Career Day Programs, Introduce a Girl to Engineering, STEP Project Based Learning*

Workforce: Compelling Place to Work Initiatives

- Continued **physical work space improvement** in numerous facilities by painting, replacing carpets, consolidating offices and adding green spaces
- Completed **site entrance/badge office modifications** to update the area and site information displayed as well as improved the flow of the badge office
- Replaced/repaired 4 major **administrative facility roofs** across the site
- Modernized our site cafeteria and training facility entrance to **enhance networking, connectivity and eating experience**. New floors, painting and large screen TVs have been placed in eating and lobby areas.
- Improved food service by **expanding food truck service to 9 locations**. We are currently serving 22,000 meals a month. This includes the opening of the Café which proudly serves Starbucks product.
- Opened a 26 mile **paved biking route** on closed site roads
- **Expanded wellness room offerings**, initiated a biggest winner contest across the site that concludes at the end of May
- **Opened the Energy Bean Café** in B Area that proudly serves Starbucks products as well as sandwiches, salads and soup.

Recent News Articles

DOE "Science Bowl" Challenges Elite Students Throughout South Carolina and the Augusta Area in Regional Finals



SRS Challenges Local Students During "Introduce a Girl to Engineering Day"



SRNS Hosts "Reverse Career Fair" for Colleges and Universities



SRNS Partners with Local Colleges and Universities to Enhance and Expand STEM-Based Academic Programs as Needs for Graduates



University of South Carolina Aiken (USCA) students Brandon Eberl (center) and Shayla Baldwin (right) receive instruction from USCA Engineering Professor Titan Paul on using 3-D printers to create unique objects to solve difficult engineering applications.

"We've seen evidence of this issue locally," said Carol Barry, Senior Vice President, Workforce Services, Savannah River Nuclear Solutions (SRNS). "We have many positions at SRS that require knowledge in the fields of science, technology, engineering and math. These positions include production operators, radiation control personnel, scientists, IT techs and engineers, requiring one-, two- or four-year degrees depending on the opening."

Barry and many senior managers at SRNS recognize the benefits of partnering with colleges and universities found throughout the greater Aiken-Augusta area.

"We work closely with local institutions of higher education to ensure degree programs are offered that produce graduates who are qualified and ready to begin work within STEM-based jobs at SRS," explained Barry. "To fully accomplish this, the course curriculum at the collegiate level must be aligned to meet our training requirements. This minimizes the time and cost associated with long-term, onsite training."

SRNS officials understand hiring graduates from local colleges and universities frequently results in a long-term employment commitment.

Regional Science and Engineering Fair
 Honoring the Future: Leading Area Students to Careers in Science, Technology and Engineering



How toy and consumer robots are designed, built and used in a hands-on learning event recently held for area eighth grade students in South Carolina Aiken.

...er, on the University of South Carolina ... students who have shown an

... Career Services, Augusta Technical College, visits the Savannah River Nuclear Solutions (SRNS) site in Aiken, S.C. During the event, nine colleges and universities were invited to present information about the variety of career opportunities at the Savannah River Nuclear Solutions site.

... students meet dozens of potential employers at the fair. A different dynamic was underway at the Savannah River Nuclear Solutions site during the reverse career fair at the Applied Research Center.

... and Talent Management, the emphasis is on the DiscoverE Engineers program in engineering, science and technology. "These activities also show the value of engineering skills."

Savannah River Regional Science and Engineering Fair competition winners (High School of South Carolina, first place; Madi Hancock, South Carolina High School, second place; and Krishnan Raju, Lakeside High School, first place.

... students representing schools from a six-county region located within the Augusta area put their project on display at the University of South Carolina in an attempt to impress the judges.

... approximately 7 million high school students around the globe develop original projects and present their work at local science and engineering fair competitions. The goal is to make it to the Intel International Science and Engineering Fair in Santa Clara, California.

... nine local colleges and universities in the CSR region are looking for employees to learn about the various internship opportunities available at the site. "We are of interest to their students."

... familiar with the Site and its missions, but we are looking for long-term opportunities," said Corey Feraldi, SRNS Director of Education Outreach and Talent Management. "The Savannah River Nuclear Solutions site is a unique environment and sometimes it's hard to know exactly who does what, but now I know."

... production from SRNS President and CEO Stuart MacVean, who said the fair provides a great opportunity for prospective employees to see the dedication and ingenuity displayed by the students is often inspiring.

With the support of co-sponsor USCA, SRNS is coordinating the competition for the eighth year, ensuring an educational and rewarding experience for each student competitor.