SRNS Workforce

Carol Barry
Sr. Vice President for Workforce Services & Talent Management

Briefing for the SRS Citizens Advisory Board
May 15, 2018
Workforce

- **2,056** new full-service employees
- **80%** hired from local area
- **18%** decrease in attrition
- **11.2%** veteran hires (FY17)
- **48** average age of employees

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

**Cycle time for new hire process reduced from 120 days to 40 days**

**Anticipated Hiring**

<table>
<thead>
<tr>
<th>Year</th>
<th>New Hires</th>
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<tbody>
<tr>
<td>FY14</td>
<td>486</td>
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<tr>
<td>FY15</td>
<td>391</td>
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<tr>
<td>FY16</td>
<td>438</td>
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<td>FY17</td>
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<td>470</td>
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<td>FY21</td>
<td>480</td>
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SRNS Employees by Generation and Age

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

- iGeneration (1996-Present)
- Millennial (1977-1995)
- Generation X (1965-1976)
- Baby Boomer (1946-1964)
- Traditionalist (<1945)

9/30/2013 Data

9/30/2018 Data
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
  – 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

40,000 students + teachers reached through STEM-related Education Outreach 2016-2018

100% internship increase from 2014, with approximately 160 students in summer 2018

8 Partnerships entered with local universities and technical colleges

$5.3 million total funding provided by SRNS to higher education institutions since 2008

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

Nonexempt Apprentice 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

SRS Challenges Local Students During “Introduce a Girl to Engineering Day”

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

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

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

“Introduce a Girl to Engineering Day” event was recently held for area eighth-grade girls in the state of South Carolina.

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

We work closely with local institutions of higher education to ensure degree programs are offered that prepare graduates who are qualified and ready to begin work within STEM fields at SRNS,” said Barry. “The curriculum at the state colleges and universities must be aligned to meet our training requirements. This parallels 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

Savannah River National Laboratory, U.S. Department of Energy.

Students from area schools and colleges representing schools in a six-county region located within the Augusta area submitted 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 concepts and present their work at local science and engineering fairs across the country. Making it to the Intel International Science and Engineering Fair in Washington, D.C., is the ultimate achievement for any science student. The Savannah River Nuclear Solutions (SRNS) team loves to see how young people use science and technology to improve our everyday lives.

“It is always impressive to see how young people use science and technology to improve our everyday lives,” said Francis Burroughs, Manager, Education Outreach and Talent Management. “You just never know what you’re going to see. The dedication and ingenuity displayed by the students is often surprising.”

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.