



COMMUNITY REUSE ORGANIZATION

two states, one future

**PRESENTATION TO
GOVERNOR'S NUCLEAR ADVISORY COUNCIL
DECEMBER 10, 2009**

**Presented by
Rick McLeod
Executive Director, SRSCRO
www.srscro.org**



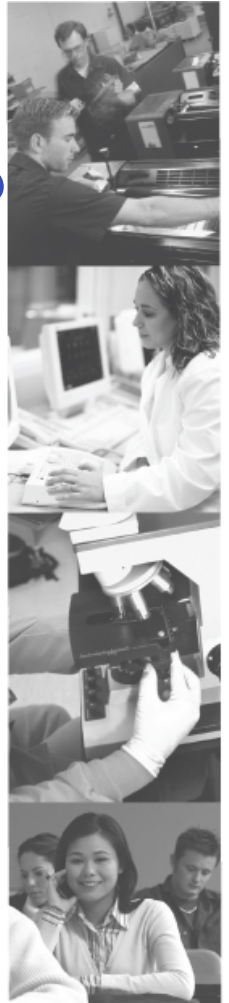
What is a Community Reuse Organization?

- Section 3161 of the Defense Authorization Act of 1993 initiated the creation of “Community Reuse Organizations” across the US in response to the negative social and economic impacts of workforce restructuring
- DOE made a commitment to provide financial assistance for economic development and site reuse activities developed by the affected communities
- 15 CROs were formed across the US



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Community Reuse Organization Function

Community Reuse Organization -
accepts and disposes excess
personal and real properties from US
DOE for the purpose of industrial,
economic, commercial, and civic
development within a designated area.



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SRS Community Reuse Organization (SRSCRO)

- Regional Economic Development entity, formerly known as the Savannah River Regional Diversification Initiative (SRRDI)
- Designated by Congress as the first CRO (1993)
- Business Leaders, Elected Officials, Educators, Economic Developers
- Unique in the CSRA and across DOE complex



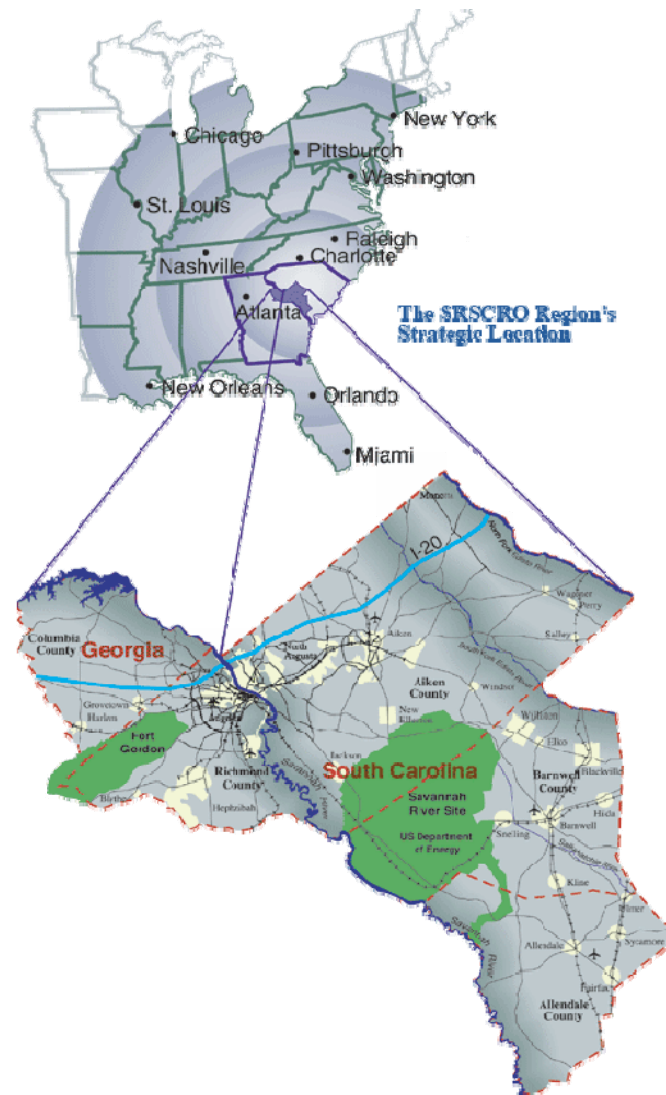
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A Regional Focus

- Board = 22 members (11 from each state)
- Five Counties, Two States



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SRSCRO Board of Directors

SOUTH CAROLINA

- Danny Black
- Dr. Thomas Hallman
- Fred Humes
- David Jameson
- KD Justyn
- Anna Loadholt
- Anne Rice
- Bill Robinson
- Chuck Smith
- Brian Tucker
- Dr. Susan Winsor

GEORGIA

- Eddie Bussey
- Sanford Loyd
- Dr. Marc Miller
- Dr. Lisa Palmer
- Sue Parr
- Troy Post
- Ed Presnell
- Walter Sprouse
- Jim Tingen
- Rick Toole
- Mark Wills



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Mission and Goals

Mission: Facilitate Economic Development and Job Creation in the CSRA

- **Goal 1** – Make best use of SRS Assets
- **Goal 2** – Advocate new missions for SRS
- **Goal 3** – Promote CSRA as a world leader in energy technology
- **Goal 4** – Educate and inform the community regarding federal initiatives
- **Goal 5** – Serve as a knowledgeable united voice of the community in regard to SRS



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New Initiatives

- **Energy Park and Land Use Initiative**
- vital to regional economy
- **Regional Nuclear Workforce Initiative (NWI) - Trained workforce to support nuclear renaissance**
- **Yucca Mountain – Building consensus in the CSRA**



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The Role of Nuclear Energy is Expanding, but a Problem Looms

- After a three-decade hiatus, utilities are planning to build more than 30 new nuclear power plants.
- New nuclear plants and expansion at SRS has dramatic implications for the CSRA and GA/SC region.
- The success of the nuclear renaissance may be threatened by a debilitating lack of qualified workers.



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Nuclear Energy: A Growth Industry

More than 90,000 workers will be needed in the next 10 years for commercial and government nuclear work. -Source: Nuclear Energy Institute

More than 65,000 nuclear-related jobs will be created in Georgia and South Carolina over the next 20 years. -Source: Oxford Economics, 2008



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SRS Employment in CSRA Region



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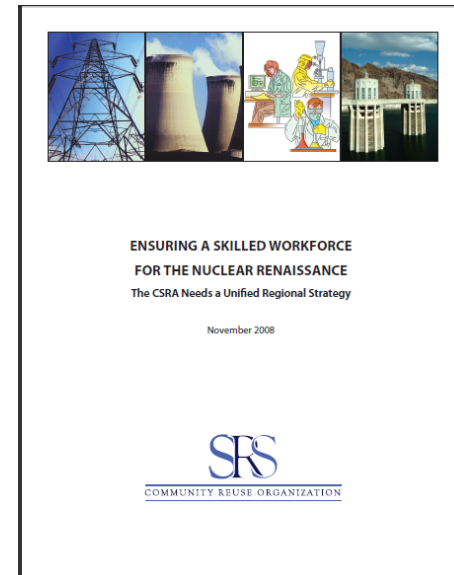
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Regional Nuclear Workforce “Whitepaper”

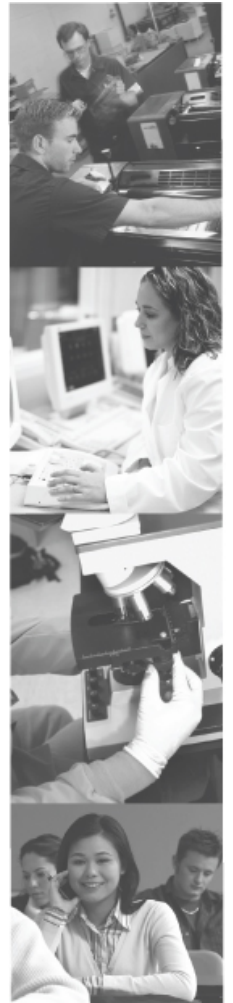
SRSCRO Position Paper - “Ensuring a Skilled Workforce for the Nuclear Renaissance” (2008)

- identify stakeholders and parties of influence,
- convene a regional nuclear workforce summit,
- identify and aggressively pursue state and federal funding sources and
- increase public awareness about workforce needs.



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SRSCRO Regional Nuclear Workforce Taskforce

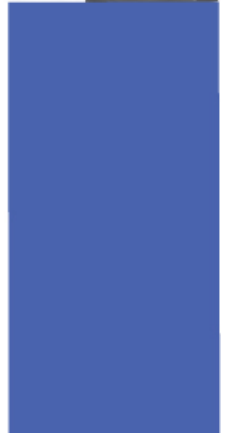
SRSCRO Two-State Regional Taskforce

- Academic
- Economic Developers
- Private Industry



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Regional Nuclear Workforce Survey

- The SRSCRO chose Booz Allen Hamilton to conduct a detailed analysis of the current and projected regional nuclear workforce needs over the next decade (January 2009)
- Booz Allen Hamilton used interviews and a data collection questionnaire to survey the eight regional nuclear companies in the local region to develop a confidential nuclear workforce survey report (May 2009)
- The survey scope included only those jobs identified as key job classifications
- Both new jobs created and jobs vacated by retirements and attrition were included

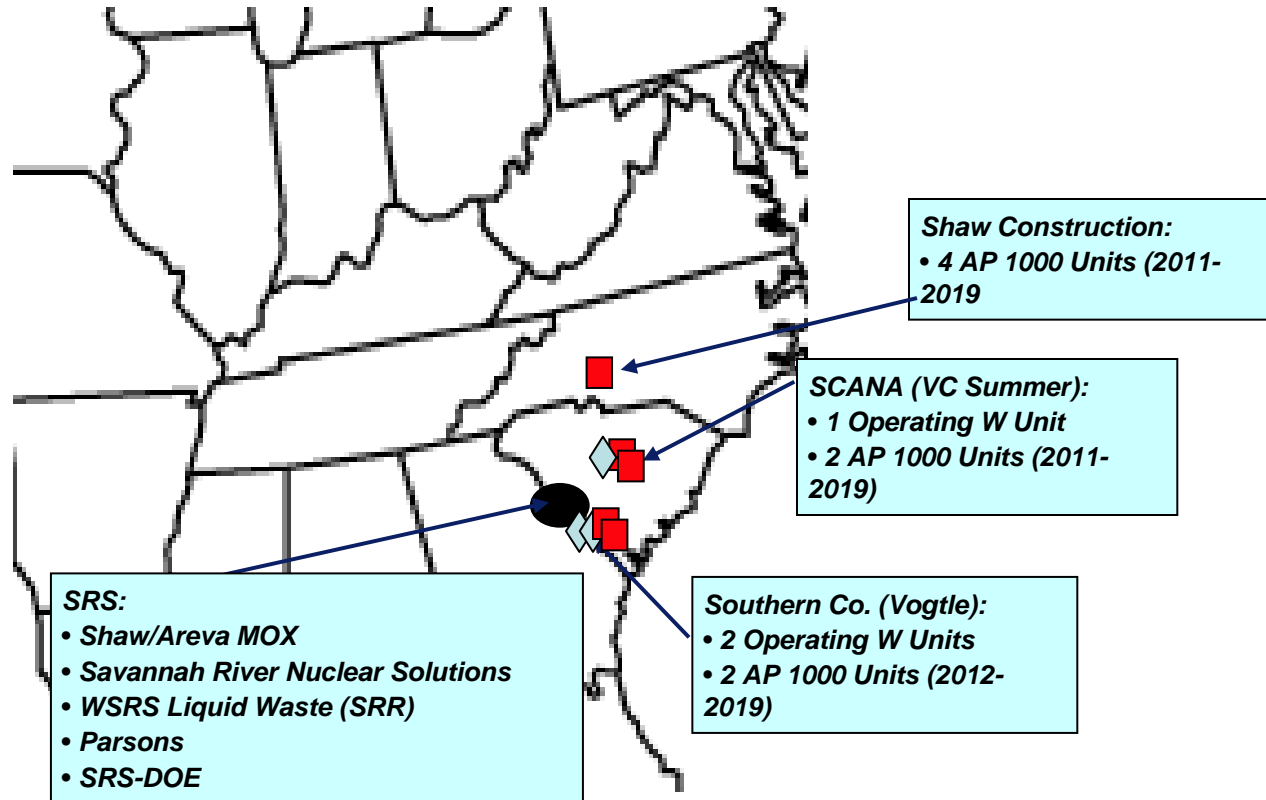


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SRSCRO Regional Approach



◆ Operating Nuclear Power Unit
■ Planned Nuclear Power Unit



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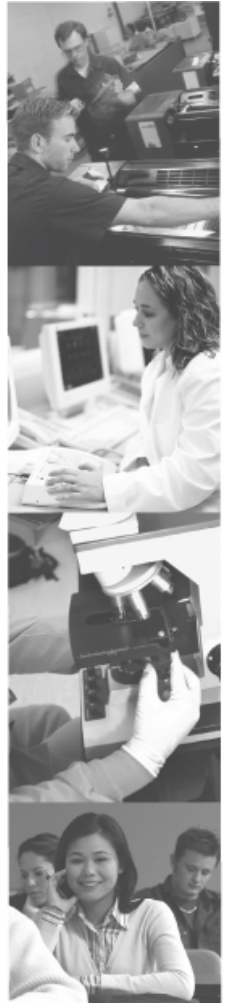
Regional Nuclear Workforce Survey Objectives

- Obtain credible estimates of the quantity and timing of the demand for new nuclear workers needed to operate and build nuclear power plants and SRS facilities over the next decade:
 - To fill new positions
 - To replace vacated jobs due to retirements and attrition
- Help regional companies:
 - Identify education and training requirements
 - Develop regional collaborations to provide needed education and training
- Provide the necessary background to justify sources of Federal or other funding for energy-related workforce development



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Survey Scope Limited to Key Job Classifications

- The nuclear workforce survey scope included 57 individual key job classifications organized into 4 general categories:
 - Professional
 - Technician
 - Engineer
 - Craft
- A key job classification is defined as a nuclear related job that meets one or more of the following criteria:
 - Requires specialized education or training
 - Long lead times to educate and train new workers
 - Industry sources have identified a significant gap between expected demand and available sources of new hires for 5 or more years



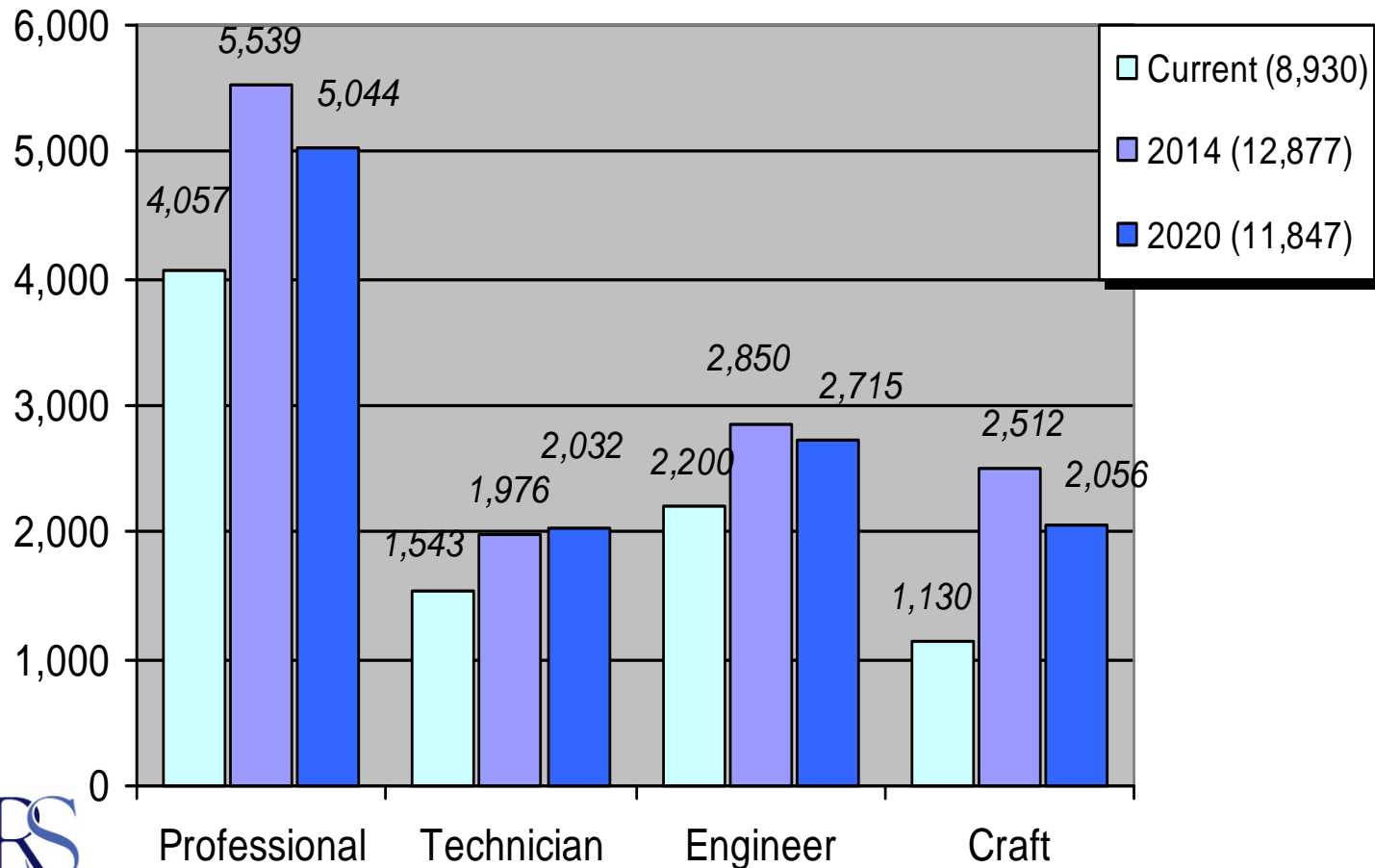
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Regional Workforce Growth - 45% by 2014

Combined Staffing Levels Growth by Category



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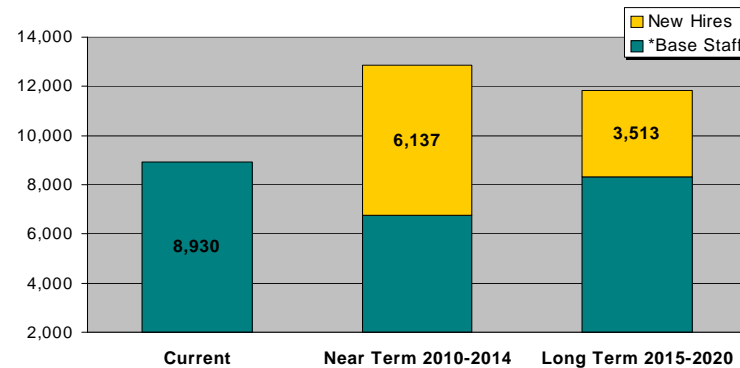
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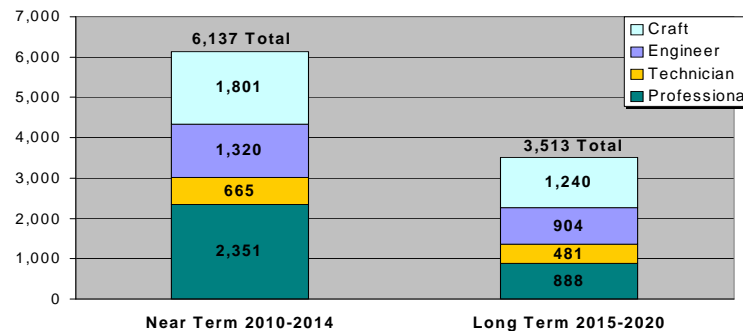
Over next decade, 9,650 new hires in SRSCRO Region

Key Points

- Both SRS and new nuclear plant construction require large numbers of Craft well into 2018
- Demand for Professional staff levels out by 2014
- Large demand for Engineer staff throughout the decade
- Lowest demand for Technician staff
- If planned project schedules are extended staff demand will level out past 2014



* Base staff is existing staff for the period less losses due to retirements and attrition



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Professional Category

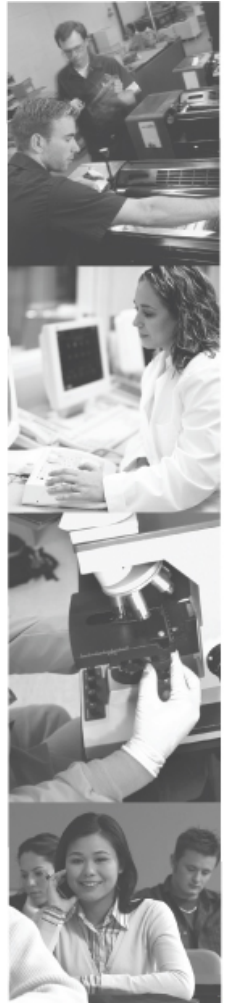
- Large demand for Scientists / Engineers - (1,222)
- Plans for new nuclear plant construction will result in large demand for:
 - Plant Operators (both for nuclear power plants and SRS facilities) – (918)
 - Licensed Operators (nuclear power plants) - (217)
- The results also indicate a steady demand for:
 - Information Technologists – (149)
 - Operator Trainers – (130)
 - Quality Assurance staff – (105)
 - Craft/Technician Trainers – (84)



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Note: (xxx) indicates total new hires estimated 2010 - 2020



Technician Category

- Large demand for:
 - Health Physics Technicians – (273)
 - Mechanical Technicians – (264)
 - Instrumentation & Control Technicians – (188)
 - Electrical technicians – (160)
- Both for commercial nuclear power plants and SRS facilities

Note: (xxx) indicates total new hires estimated 2010 - 2020



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Engineer Category

- Large demand through about 2014 for:
 - Mechanical Engineers – (541)
 - Electrical Engineers – (423)
 - Chemical Engineers – (330)
- Followed by an increased demand after 2014 for:
 - Nuclear Engineers – (205)
 - Instrumentation and Controls Engineers (137)
 - Civil Engineers – (121)



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Note: (xxx) indicates total new hires estimated 2010 - 2020



Craft Category

- Strong near term demand for:
 - Pipefitters – (438)
 - Electricians - (436)
 - Laborers – (408)
 - Iron Workers – (302)
 - Welders - (210)
 - Carpenters – (181)
- Followed by longer term demand for:
 - Millwrights – (292)
 - Nuclear Welders – (206)
 - Insulators – (163)



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Note: (xxx) indicates total new hires estimated 2010 - 2020



Regional Nuclear Workforce Survey Conclusions

- **Results:**

- Demand will average about 1,000 new hires per year over the next ten years
- Demand encompasses Professional, Technician, Engineer and Craft job categories

- **Challenge:**

- Plan and implement new educational and training programs
- Ensure that an adequately trained and available workforce is ready in sufficient numbers to meet the demand

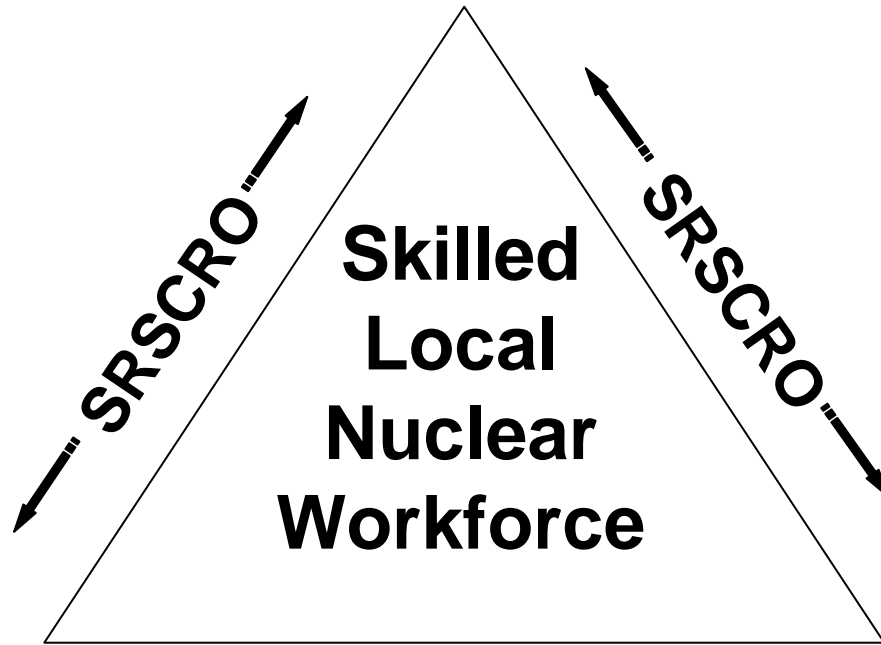


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**Nuclear
Employers**



**Educational
Institutions**

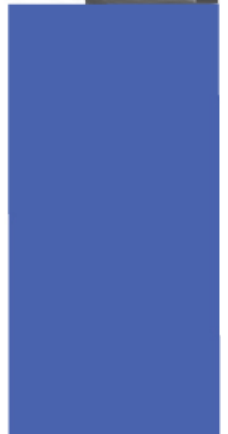
← SRSCRO →

**Economic
Development**



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Regional Nuclear Workforce Summit Objectives

- Review workforce skills needed for nuclear-related projects in the next decade
- Identify education, training and other initiatives that may be needed to ensure an adequate, long term workforce
- Open a continuing dialog among nuclear employers, educational institutions, local economic development entities, local and state elected officials and others who can help identify needs and resources and influence implementation of successful nuclear workforce education and training strategies



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Breakout Session Highlights

- A single, coordinated strategic plan should be developed related to outreach and communication
 - Sub-teams will be identified and work on specific areas
- Integrated partnership between industry and education



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Breakout Session Highlights

- K-12 Pipeline and partnerships
 - 8 - school districts – SC & GA
- Regional nuclear-related post-secondary programs.
 - 11 - Two and four year colleges and research universities
- Messaging – Nuclear Culture
- Collaborative fund development



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Regional Impact

- These jobs are not:
 - necessarily today's jobs
 - about instant gratification
 - the product of the 2009 stimulus program as important as that may be.
- These are jobs that will:
 - become our future economic fabric
 - many filled by individuals in middle and high school today.



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Skills or No Skills



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Option 1 - Clone Them

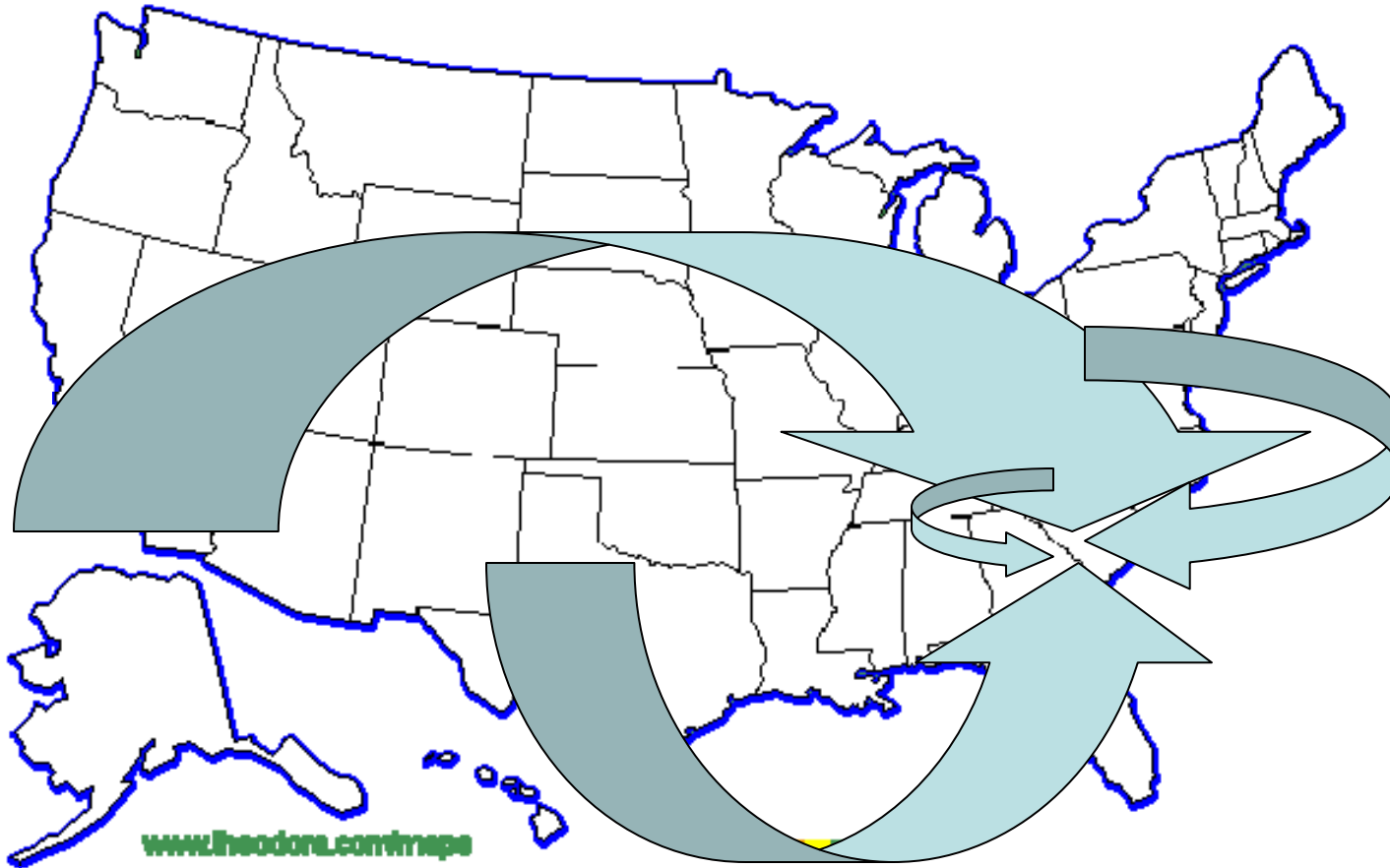


SRS

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Option 2 - Import Them



www.theodora.com/trape

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Old Way: Workers followed jobs
New Way: Jobs follow workers



Option 3 - Grow Your Own



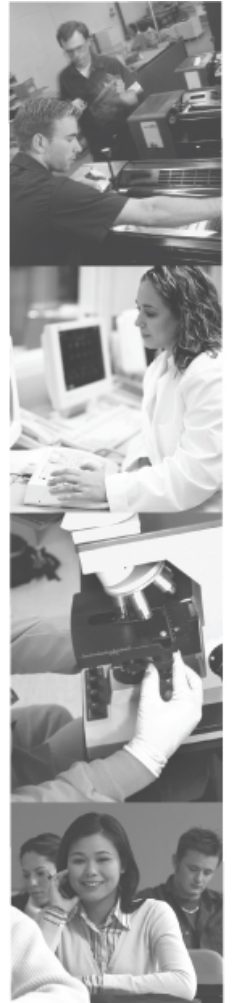
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Our Regional Philosophy

- We have an obligation to prepare our people for jobs in our region



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What's Been Done

- Regional Nuclear Workforce Initiative Program Manager hired
- Regional School District Superintendent Summit held
- Regional School District Survey Underway to determine strengths and needs



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Path Forward

- Develop a formal strategic plan using workforce survey results and summit outcomes
- Form strategic workgroups of summit participants, and begin implementing actions to address nuclear workforce demand
- Strategy Forum scheduled in January 2010



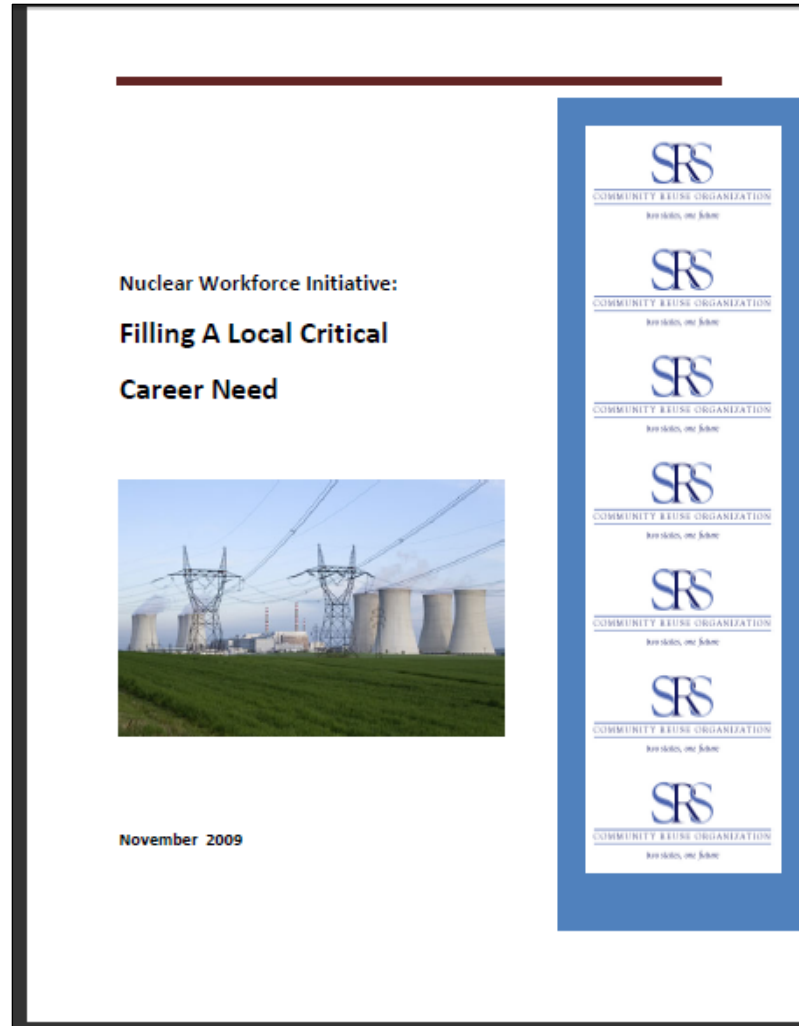
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NWI Summary Report

www.srscro.org



SRSCRO Role

**“Growing our Own”
through
Collaboration**



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