

INNOVATION • DEFENSE
NONPROLIFERATION • ENVIRONMENT



We make the world safer.

SRS Apprenticeship Overview

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- ❑ Introduction
- ❑ The SRS Registered Apprenticeship Program
- ❑ The SRS Apprenticeship School
 - *Vision, Direction, and Construct*
 - *Program Partners*
 - *Successes*



Registered Apprenticeships



Software Engineer	Engineer	Operator
Chemical Engineer	Fire Protection	Project Controls Engineer
Document Control Clerk	Engineer	Mechanical Engineer
Operational Technology	Maintenance Mechanic	Records Management Clerk YA
Engineer	Network Operations	Records Management Clerk
Telecommunications Engineer	Engineer	Emergency Management
Process Control Technologist	Assistant Quality	Professional
Cybersecurity Engineer	Assurance Specialist	Supply Chain Management
Electrical Engineer	E&I Technician	Professional
Nuclear Criticality Engineer	Systems Engineer	Radiological Protection
Associate Environmental	Facility/Production	Inspector

24
Registered
Apprenticeships

Background of the SRS Apprenticeship School



NEED

1



An Experienced Workforce

According to one of six major findings by NNSA's Enhanced Mission Delivery Initiative Team, the workforce is inexperienced, "the largest single workforce demographic across all NSE organizations was that of employees with **five years or fewer** in the enterprise, averaging roughly 40 percent (some locations being much higher)."*

2



Bridge Gaps in Skilled Technicians and Institutional Knowledge

Few employees have the minimum skills required to effectively perform the challenges encountered in working in one-of-a-kind facilities, with unique processes that may involve hazardous materials and special machinery and tools that are too often inaccessible for support from commercial industry experts.

3



Skilled Workforce Pool

Pipelines for key technician positions at sites within the nuclear security enterprise are weak or non-existent causing significant shortages of qualified applicants as we look to the future.

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HOW IT WORKS

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2020

The first SRNS cohort began in January 2020 and consisted of ten Nuclear Facility Operator Apprentices.

Today

SRNS has collaborated with state agencies, local technical schools, colleges and universities to establish

SRNS partners with these organizations to encourage individuals to make life-changing career decisions to enter the nuclear industry by providing the means necessary for them to continue to meet family obligations while learning a new trade.

A circular graphic with a dark blue background and a white border. Inside the circle, the number "24" is written in a large, white, sans-serif font. Below the number, the words "Registered Apprenticeships" are written in a smaller, white, sans-serif font.

24
Registered
Apprenticeships

All major site
contractors actively
participate and benefit
from the SRS
Apprenticeship School.



Today, over **530 students** have successfully enrolled into the SRS Apprenticeship School, with **91%** transition into full-time roles supporting the Site's most valuable missions.



Youth and Adult Registered Apprentices
“EARN while they LEARN”



Vision: Produce highly skilled workers who operate with excellence within the nuclear safety culture to meet DOE and NNSA mission needs.



Aiken Technical College



Denmark Technical College



Augusta Technical College



**Lower Savannah Council
of Governments**



**Savannah River Site
Community Reuse Organization**



Production Operators

- **First Cohort: Spring 2020**
 - 10 SRNS Apprentices
- **5th Cohort**
- **SRNS, SRNL, SRMC**
- **Academic to Non-Credit**
 - 7-months, Certificate
- **Orientation: Campus Tours, ID Cards, Success Coaches & Tutors, & other student resources.**
- **Funding**
 - Workforce Opportunities in Regional Careers (WORC)
 - State Apprenticeship Expansion (SAE)
 - State Apprenticeship Expansion, Equity, & Innovation (SAEEI)
 - No cost to apprentices



Academic Apprenticeship Programs

- **Maintenance Mechanic**
 - 18-months, Certificate
- **Electricity & Instrumentation Technician**
 - 24-months, Associate in Applied Science
- **Radiation Protection Inspector**
 - 24-months, Associate in Applied Science



- **Partnership with SRNS Apprenticeship School**

- Started in Fall 2022
- Graduated Two Cohorts: First - 7 Apprentices and Second - 22 Apprentices
- Currently Enrolled: Third Cohort – 13 Apprentices and Fourth Cohort – 11 Apprentices



- **Workforce Development and Continuing Education Department (Non-Credit)**

- Credential Awarded: Nuclear Fundamentals Certificate

- **Funding Sources – No Out-of-Pocket Expense for Apprentices**

- Workforce Opportunities in Regional Careers (WORC) II Grant – PuMP
- State Apprenticeship Expansion Grant (SAE)
- State Apprenticeship Expansion, Equity, and Innovation Grants (SAEEI)
- University Engagement – Workforce Development Program
- South Carolina Workforce and Industrial Needs Scholarship (SC WINS)
- Workforce Innovation and Opportunity Act (WIOA)





- **First Cohort Began January 2024**
 - 22 Apprentices
 - 7 SRNL and 15 SRNS
- **Non-Credit**
- **Orientation: Campus Tours, Tutoring Services, Counseling Services & other student resources.**
- **Workforce Opportunities in Regional Careers (WORC)**
- **American Economic Recovery Grant (AER)**
 - \$264,000
 - Covers 60 apprentices (\$4,400 per apprentice)
 - No cost to apprentices
- **Optional WIOA funding**
- **Current Cohort Completion: July 2024**
- **New Cohort Expected: August 2024**



FY24 → **100+**
Expected to enroll

388

SRNS Enrolled Apprentices

91%

Converted to FSEs

>200

Graduated

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SRNS

Savannah River Nuclear Solutions

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