

Nuclear Workforce Initiative

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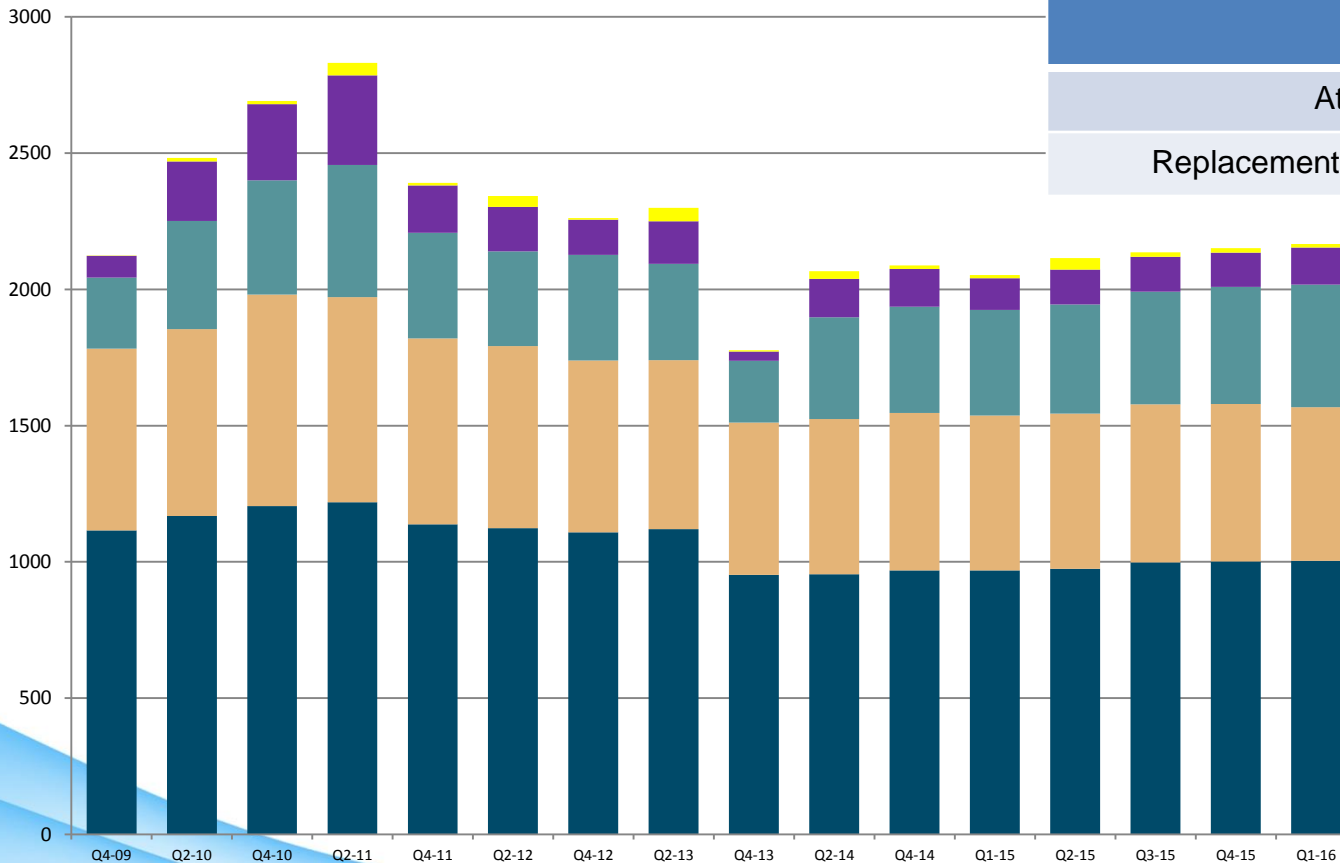
Savannah River Remediation

SRR Contract Headcount

SRR Headcount

(December 31, 2009 through March 2016)

All data at end of period



	2015	2016-to-date
Attrition	120	33
Replacement Hires	98	64

2009-2014 — Q2 and Q4

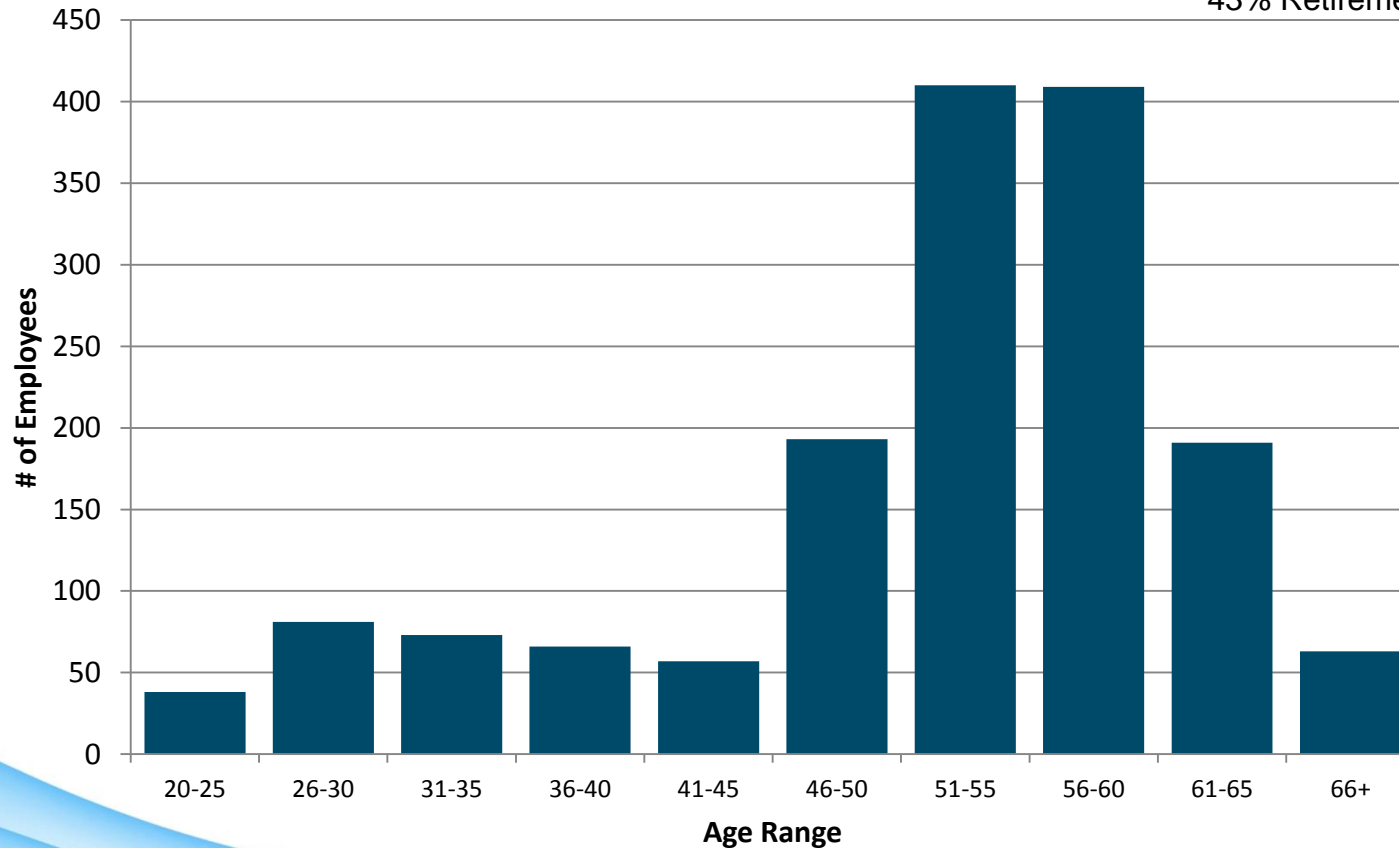
2015 to Present by Quarter

- Limited Service Employees
- Subcontractors
- Craft
- NonExempt
- Exempt/SOP

SRR Age Distribution – Full Service

SRR Employee Age Distribution

Average Age: 52
Median Age: 54
43% Retirement Eligible



SRR Eligibility for Retirement

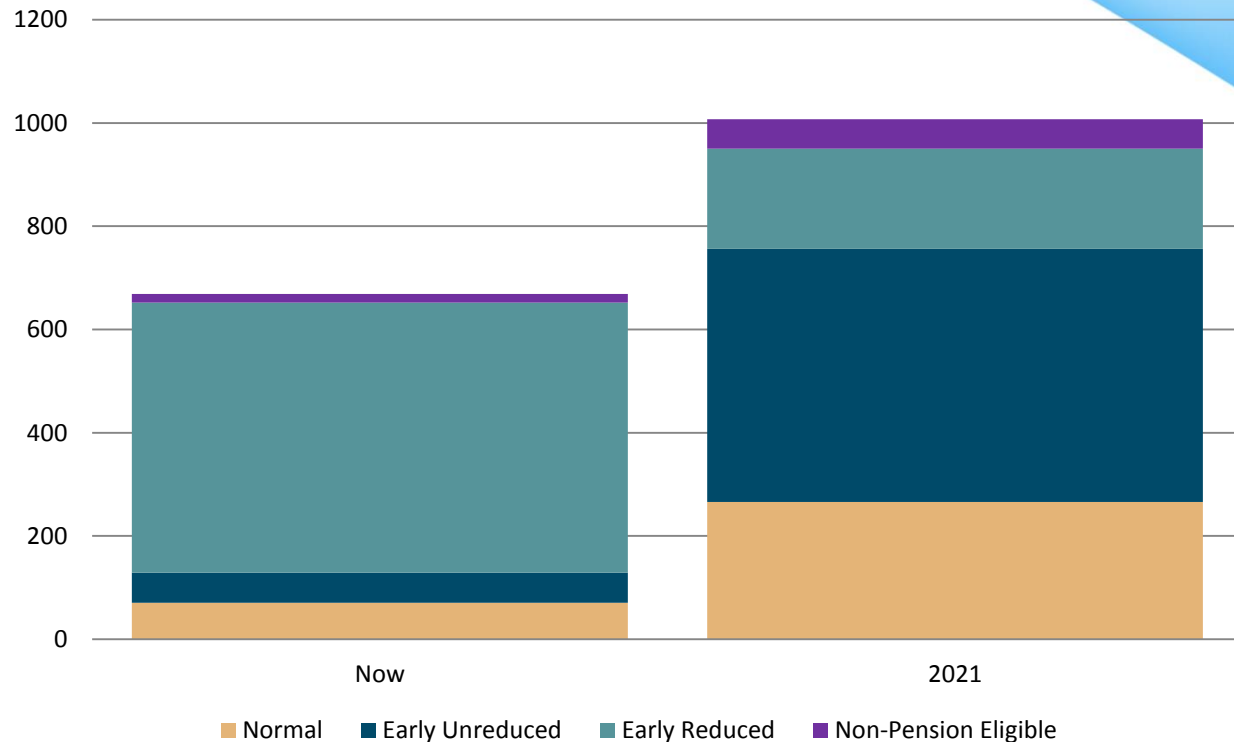
669

employees eligible to retire **today** with full or reduced benefits

1,007

employees eligible to retire with full or reduced benefits in **5 years**

SRR Employees Retirement Eligibility



- Normal – Pension Eligible for Normal Retirement (Age 65 and 15 years of service)
- Early Unreduced – Pension Eligible for Early Unreduced Retirement (Age 58 and 27 years of service)
- Early Reduced – Pension Eligible for Early Reduced Retirement (Age 50 and 15 years of service)
- Non-Pension Eligible – Non-Pension Eligible (Age 65)

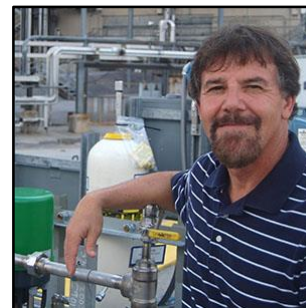
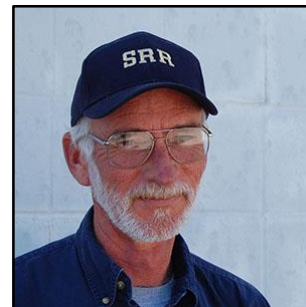
Human Resource Challenges

■ Human Resource management challenges

- High attrition in specific areas
- Aging workforce
- Young talent recruitment and retention

■ Critical skill focus areas

- Production Operators
- RADCON Technicians
- E&I Mechanics
- Maintenance Mechanics
- Laboratory Technicians
- Engineers



Human Resource Strategic Plan

- **Implementing Attrition Management Strategy**
 - Minimize/limit hiring to “normal attrition critical skill replacement”
- **Critical skill focus areas being filled with young talent**

	Production Operators	RADCON Techs	E&I Mechanics	Maintenance Mechanics	Lab Techs	Engineers
New Hires (CY16 to Present)	0	0	13	16	7	29
Separations (CY16 to Present)	5	0	4	3	1	8
New Hires (CY14 through CY15)	29	23	5	12	0	34
Separations (CY14 through CY15)	18	3	5	4	3	31

Attracting Next Generation of Workers

- **Support Savannah River Site (SRS) Community Reuse Organization (CRO) Nuclear Workforce Initiative (NWI)**
- **Continue with the SRR internship program**
- **Continue with the Veteran apprenticeship program**
- **Recruit at Veteran job fairs**
- **Support STEM programs**
- **Adapt recruiting process to attract millennials**
- **Continue with the engineering recruitment and retention prototype**

Engineering Prototype

- **Engineering recruiting, training, development, retention prototype program**
 - Transferred Human Resource Professional to Engineering Organization
 - “READY” Reaching Engineers at the Developing Years Program
 - Job Rotation
 - Training and Development
 - Professional Development
 - Mentor/Coach
 - Site Visibility
 - Social Networking
 - “MIDS” (Mid-Level Engineering Managers) Program
 - “In-Development” Engineering Talent Solutions Program
 - Manager Rotation Program
 - Engineering Exchange Program
 - SRR and Washington River Protection Solutions (WRPS)
 - SRR and Savannah River National Laboratory (SRNL)



Summary

- **With current attrition trends, SRR will be faced with annual recruitment of new hires in the non-exempt units**
- **Experiencing success with the Veteran apprenticeship and internship program**
- **With the success with the engineering recruitment and retention prototype, SRR will consider applying this process to other areas**