
Nuclear Workforce Initiative: Filling A Local Critical Career Need



November 2009



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SRSCRO BACKGROUND

As the U.S. Department of Energy's designated Community Reuse Organization (CRO), the SRCRO is a 501(C)(3) private non-profit organization. The SRSCRO is charged with developing and implementing a comprehensive strategy to diversify the economy of the five-county SRSCRO region in the Central Savannah River Area (CSRA) of Georgia and South Carolina.

SRSCRO is governed by a 22-member Board of Directors composed of business, government and academic leaders from Georgia and South Carolina. Initially, its mission was to develop and implement a regional economic development plan utilizing technology-based facilities at the Savannah River Site. Today, SRSCRO remains focused on diversifying the regions' economy by supporting new business ventures that create new jobs in the region.



Executive Summary

In the brief span of one year, the Savannah River Site Community Reuse Organization (SRSCRO) has proactively addressed one of the most significant economic topics of our region – the availability of a skilled technical workforce to support the pending nuclear renaissance. The SRSCRO is leading local community efforts to meet this challenge.

In January 2009, the SRSCRO developed a position paper defining this strategic issue. The organization commissioned a nuclear workforce survey identifying credible estimates of the local nuclear worker demand to be 10,000 jobs over the next 10 years. In June 2009, the SRSCRO held a Nuclear Workforce Summit with representatives from industry, education and economic development entities to convey the survey results and to identify the most significant gaps between education programs and available jobs.

A community-wide effort has resulted in the formation of a new program, the Nuclear Workforce Initiative. This program is designed to coordinate nuclear workforce development efforts among regional employers, educational institutions, and economic development organizations. The Initiative will establish and maintain collaborative efforts and linkage within the local region and establish a robust vision and realistic implementation plan to ensure that regional

educational and training programs are available and appropriate to address nuclear workforce needs in the local area.

The SRSCRO is strongly committed to building a collaborative local program that will enhance worker skills and opportunities for economic growth throughout our region. To facilitate the development and implementation of a long-term strategy, a dedicated Nuclear Workforce Initiative program manager was hired by the SRSCRO in October 2009. By focusing the collaborative efforts of education, employers and economic development entities, the SRSCRO will fulfill its mission of fostering regional economic growth and development.

Located in the rapidly growing southeast, the SRSCRO region includes Richmond and Columbia Counties in Georgia and Aiken, Allendale, and Barnwell Counties in South Carolina



Nuclear Workforce Survey

A Critical Career Need

After three stagnant decades, the peaceful atom is once again flexing its powerful muscle. A renaissance of nuclear power – viewed by many as an essential step toward America’s energy independence – is on the horizon. But a resurgence of this vital energy source may be threatened by a debilitating lack of qualified workers.

As of now, these workers are not available. Former Nuclear Regulatory Commission Chairman Dale Klein describes the looming shortage this way: “The U. S. nuclear design, manufacturing and construction industry has withered on the vine.” It is a critical skills gap that, left unfilled, could derail the industry’s imminent revival, eclipse the nuclear promise and dash America’s near-term hopes to end its reliance on foreign oil.

The SRSCRO addressed the local need for nuclear workers in a position paper entitled “Ensuring a Skilled Workforce for the Nuclear Renaissance.” The paper, issued in January 2009, emphasizes the dramatic economic impact to the community associated with building and operating regional nuclear power plants and Savannah River Site facilities over the next decade.

Knowing the potential economic opportunity and the importance of developing an appropriate skilled workforce, the SRSCRO initiated a nuclear workforce survey following the position paper. This study was intended to provide credible estimates of the quantity and timing of the demand for new nuclear workers - essentially a blueprint for job growth.

HOW THE SRSCRO NUCLEAR WORKFORCE SURVEY WAS CONDUCTED

Eight major nuclear employers in the SRSCRO region participated in the survey. Each of the surveyed companies completed a detailed workforce survey document to estimate the number of job losses due to retirements and attrition and new hires needed over the 2010 – 2020 period.

Interviews were also conducted with each of the survey participants to explain the objectives of the survey, answer questions and examine the major drivers behind the need for new nuclear workers.

Under agreement with the participating companies, all survey data was kept confidential by Booz Allen Hamilton. Individual company data was not shared with any participant including the SRSCRO.

Assessing Regional Needs

A study of future workforce needs projected by eight regional nuclear employers was conducted by Booz Allen Hamilton, an international consulting firm. The survey was focused on filling new positions and also addressed jobs that will be vacated because of normal patterns of retirement and attrition.

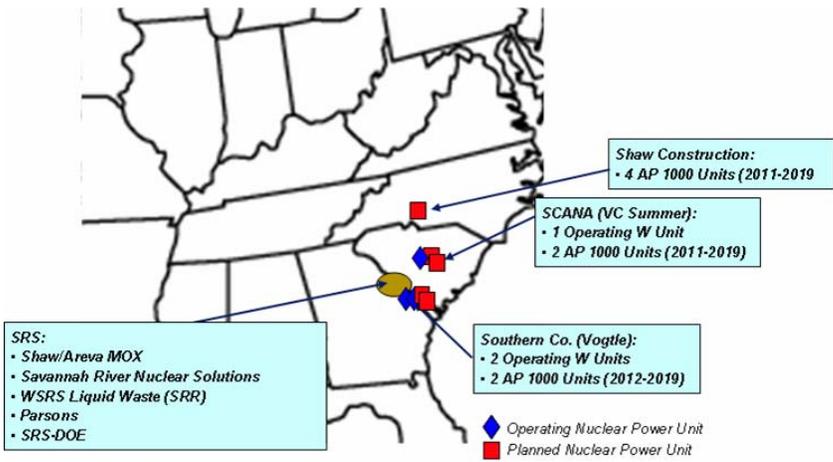
While national nuclear workforce studies have been conducted by various organizations, including the Nuclear Energy Institute, the SRSCRO study is the first to focus on the future nuclear workforce needs of the greater CSRA region.

Surveying Employer Requirements

To help quantify future worker needs, eight regional nuclear employers associated with the Savannah River Site and commercial nuclear power generation participated in the workforce survey from February through May 2009.

The goal of this Initiative is to provide an in-depth look at future nuclear workforce needs in our local region.

Figure 1: Nuclear Employers in the SRSCRO Region



These employers included:

- **SCANA** operates the V. C. Summer single unit nuclear power plant near Columbia, South Carolina, and is planning to construct two additional Westinghouse AP-1000 designed units on the same site.
- **Southern Company** operates the Plant Vogtle dual unit nuclear power plant near Augusta, Georgia, and is also planning to construct two additional Westinghouse AP-1000 designed units on the same site.
- **Shaw Construction** is based in Charlotte, North Carolina, and will be main constructor of the four new units at V. C. Summer and Plant Vogtle.
- **Shaw/Areva MOX** is currently constructing the Mixed Oxide Fuel Facility at the Savannah River Site.
- **Savannah River Nuclear Solutions** is the Management and Operating Contractor for the Savannah River Site and also manages the Savannah River National Laboratory.
- **WSRC Liquid Waste Operations (Savannah River Remediation)** operates the liquid waste tank farms, the Defense Waste Processing Facility and the Saltstone Facility.
- **Parsons** is currently constructing the Salt Waste Processing Facility at the Savannah River Site.
- **SRS DOE** is DOE's site office providing oversight and administration for the Savannah River Site.

Through the Nuclear Workforce Initiative, the SRSCRO will coordinate the collaboration of appropriate regional stakeholders and help facilitate the development of a long-term strategy to increase the educational and training capabilities within our region.

KEY JOB CLASSIFICATIONS

Professional

Chemist
 Craft Technician
 Emergency Management
 Health Physicist
 Information Technologist
 Licensed Operator
 Occupational Safety Specialist
 Operator Training Specialist
 Planner
 Plant Operator
 Project Controls
 Project Manager
 Quality Assurance Specialist
 Radio chemist
 Records Management
 Scientist/Engineer
 Software Developer

Technician

Chemistry Technician
 Electrical Technician
 Engineering Draftsman
 Environmental Technician
 Health Physics Technician
 I&C Technician
 Laborer (Nuclear Technician)
 Mechanical Technician
 NDE Technician
 QC Technician

Engineer

Chemical Engineer
 Chemical/Structural Engineer
 Computer Engineer
 D&D Engineer
 Electrical Engineer
 Environmental Engineer
 Fire Protection Engineer
 General Engineer
 I&C Engineer
 Materials Engineer
 Mechanical Engineer
 Nuclear Engineer
 Systems Engineer

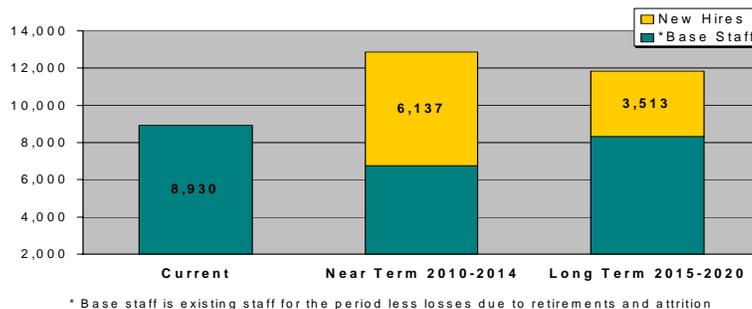
Craft

Boilermaker
 Carpenter
 Cement Mason
 Electrician
 Heavy Equipment Operator
 Insulator
 Iron Worker
 Laborer
 Machinist
 Millwright
 Pipefitter
 Rebar Worker
 Sheet Metal Worker
 Teamster
 Welder (General)
 Welder (Nuclear)

Each participating company completed a detailed workforce survey document to estimate the number of job losses due to retirements and attrition and new hires needed over the 2010 – 2020 period. Interviews were also conducted with each of the survey participants to explain the objectives, answer questions and examine the major drivers behind the need for new nuclear workers. All survey data from the participating companies was kept confidential by Booz Allen Hamilton, and individual company data was not shared with any participant including the SRSCRO.

The survey results indicated that about 9,650 key job classification new hires will be needed by the combined companies over the next decade to fill new positions and replace losses due to attrition and retirements. This translates to about 1,000 new hires a year over the next ten years.

Figure 2: Total Estimated New Hires for Combined Companies



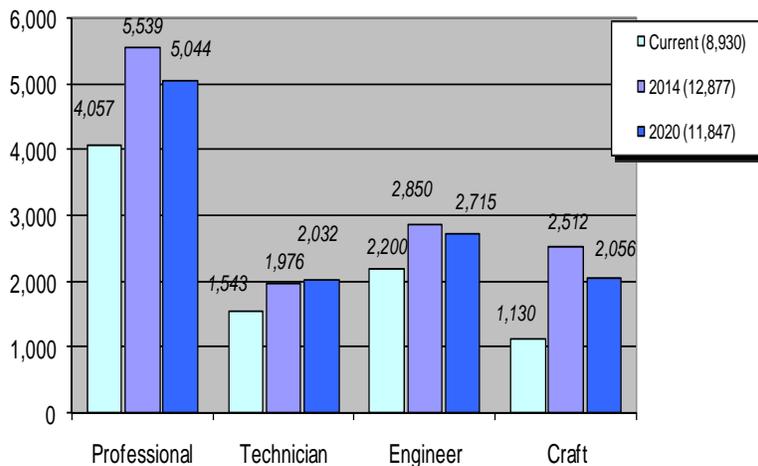
The survey of employers revealed employment and training needs in four “key job classifications” including professional, engineering, craft and technical. More than 50 job types were identified, ranging from computer engineers to chemists, plant operators, sheet metal workers, health technicians, heavy equipment operators and laborers.

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.
- Requires 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 five or more years.

The combined survey results for the participating companies indicated that the peak staffing level for key job classifications will grow from the current level of 8,930 to a peak level of 12,877 by approximately 2014 and then will level out to 11,847 near 2020 as shown in Figure 3.

Figure3: Combined Staffing Levels Growth by Category



Survey results clarify the anticipated job growth in a critical industry sector and reinforce the urgent need to expand education and training programs in the local area. The focus is on long-term job growth, not a short-term quick fix in response to current economic

The Nuclear Workforce Initiative recognizes that an effective regional response to nuclear workforce demand must be unified, encompassing private and governmental nuclear employers, educational institutions and economic development entities.

As a facilitator of economic development initiatives leading to new job creation, the Savannah River Site Community Reuse Organization (SRSCRO) is working proactively to bring together regional private and governmental employers and educational institutions to work as partners in developing a comprehensive strategy to prepare local citizens and youth for the nuclear jobs of the future.

conditions. Jobs cited in the study will be filled in the next decade by students who are in middle school and high school today.

Competing for Workers

Although the nuclear workforce survey scope was focused on the needs of the local region, the SRSCRO recognizes there will be an even larger demand for new nuclear workers in the neighboring region encompassing North Carolina, Tennessee, Alabama and Florida to operate the 16 current nuclear power plants and build and operate as many as eight new nuclear power units. These nuclear power plant locations are close enough to the SRSCRO region to compete for trained workers in nuclear jobs identified by the survey. This adds to the urgency and magnitude of the challenge to provide for the nuclear workforce.

The Challenge

Private, governmental and educational institutions in the local area along with economic development entities have a significant challenge:

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

Nuclear Workforce Summit

A Unified Regional Strategy

To meet this workforce challenge, the community needs its own unified regional strategy that encompasses all relevant private, governmental and educational institutions along with appropriate economic development entities and elected officials. These groups must work together toward the single-minded goal of ensuring that a

“pipeline” of local talent is available. The community needs a “grow our own” mentality while working to ensure these jobs become part of the future economic fabric. To begin this process, the SRSCRO convened a Nuclear Workforce Summit.

Building Collaboration

Official release of the Booz Allen Hamilton survey results took place at the Nuclear Workforce Summit kick-off event on June 11, 2009. A group of nuclear-related stakeholders gathered for a dinner meeting held at Augusta State University. Attendees included Dr. Inés Triay, Assistant Secretary of Energy for Environmental Management, who served as the keynote speaker.

The Nuclear Workforce Summit continued on June 12, 2009 with a full-day working session in Aiken, SC. The day was dedicated to open dialogue among people with diverse experience working together to review and identify workforce skills, education and training initiatives that may be needed to ensure an adequate long-term workforce for the local nuclear industry. Workforce Summit participants included representatives from:

- Each nuclear employer involved in the Booz Allen Hamilton survey
- Local two and four year colleges and universities from Georgia and South Carolina
- Economic development groups from Georgia and South Carolina

Identifying the Gaps

Nuclear Workforce Summit participants were given current data about nuclear employment and related educational degrees

The region’s future depends on a capable and available technical workforce. This is one of the most important factors in determining economic development success or failure. Regional leaders must do their part to assure a continuing pipeline of local talent. This will require a holistic community effort drawing on all relevant resources needed to ensure success.

earned in the region. Employment data was presented to participants by a representative from Booz Allen Hamilton who explained the local nuclear workforce survey. Dr. Susan Winsor, President of Aiken Technical College, presented data showing the number of related degrees issued by two-year and four-year colleges and universities in South Carolina and Georgia, including head count enrollment of students in the degree areas.

Summit attendees were tasked with identifying the gaps between local nuclear workforce needs and related educational degrees.

To facilitate the task, participants divided into five separate groups that allowed for discussions of specific issues and development of creative ideas. Each group had diverse representation from industry (employers), education, and economic development.

The five smaller breakout groups reviewed the data from workforce survey results and the educational data. Each group addressed the following items:

- *What are the most significant gaps between regional graduates and planned jobs needs?*
- *What new program or programs exist regionally to fill the gaps (near term and midterm)?*
- *What near term (next 4 years) and the mid-term (5-10 years) efforts or actions are required to move the workforce initiative forward? (e.g. collaboration, grant submittals, political support, regional taskforce, inviting others to participate, etc.)*

The larger group gathered and received the conclusions from each breakout group. Discussion centered on common areas that would support the development of detail recommendations. There was excellent participation on the part of all participants and a

Invited participants at the Nuclear Workforce Summit included representatives from the eight nuclear employers involved in the Booz Allen Hamilton survey, local two-year colleges, universities and economic development groups.

unanimous agreement to work together toward the single-minded goal of ensuring that an adequately trained workforce is ready in sufficient numbers to meet the challenges posed by greater reliance on nuclear power for energy independence and the simultaneous expansion of missions at SRS.

To this end, the Summit participants made the following recommendations:

1. The SRSCRO should take a leadership role to coordinate and manage this initiative.
2. A strategic plan should be developed from the Summit discussions to integrate and prioritize the recommendations and identify specific action items and timelines.
3. The strategic plan should include the use of sub-teams to help identify and work on specific action areas. The full group should get together after the subgroups have had an opportunity to work on these action issues.

Nuclear Workforce Initiative

Opportunity and Obligation

Recommendations from the Nuclear Workforce Summit underscore the compelling significance of the nuclear workforce survey. There is a gap between local educational training programs and critical career needs. Filling the gap is essential to the economy of the greater CSRA and can be accomplished through integrated partnerships between industry and education. But, building a skilled nuclear workforce for the region can be a complex task. Local leaders must recognize that educational institutions are faced with tight competition for uniquely qualified instructors, competition from

The Nuclear Workforce Summit yielded unanimous agreement among participants to work together toward the single-minded goal of ensuring that an adequately trained workforce is ready in sufficient numbers to meet the challenge posed by greater reliance on nuclear power for energy independence and the simultaneous expansion of missions at SRS.

Through the Nuclear Workforce Initiative, the SRSCRO will coordinate the collaboration of appropriate regional stakeholders and help facilitate the development of a long-term strategy to increase the educational and training capabilities within our region.

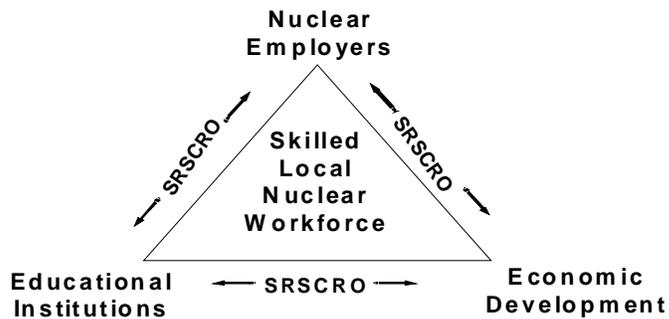
national nuclear workforce development efforts, and a community not fully aware of solid, expanding, local nuclear careers.

Regional leaders have an opportunity and an obligation to benefit the people of the greater CSRA by recognizing and investing in programs that support development for skilled nuclear workers. Citizens have an opportunity to answer the call and participate in establishing the nation's energy independence by accessing training programs to develop critical skills needed by the nuclear industry. The combined approach will yield a strong regional economy that supports national goals.

Taking Initiative

To confront the workforce demands and respond to expectations of the workforce summit, the SRSCRO has instituted the Nuclear Workforce Initiative. The Initiative is designed to provide focus and foster a collaborative regional effort. The Initiative is based on understanding that an effective regional response to nuclear workforce demand must be unified, encompassing private and governmental nuclear employers, educational institutions and economic development entities. Each group shares a connection to development of a skilled nuclear workforce, and each offers unique resources and capabilities that contribute to success.

Through the Nuclear Workforce Initiative, the SRSCRO will coordinate the collaboration of appropriate regional stakeholders and help facilitate the development of a long-term strategy to increase the educational and training capabilities within our region.



The SRSCRO role in this initiative is to support endeavors that:

1. Identify energy workforce issues for our region
2. Build awareness of the need for energy workers
3. Create a sense of excitement around the energy industry in our region
4. Identify opportunities for economic growth and worker advancement and align local services with those opportunities
5. Build relationships with education/industry and among economic development partners, and
6. Facilitate regional education and training offerings to meet employer and worker needs

The region's future depends on a capable and available technical workforce. This is one of the most important factors in determining success or failure in economic development.

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Nuclear Workforce Initiative: Call to Action

Nearly 10,000 new workers will be needed in the next decade to support the expansion of the nuclear industry in the greater Central Savannah River Area (CSRA) of Georgia and South Carolina alone. Thousands more will be required nationwide.

The region's future depends on a capable and available technical workforce. This is one of the most important factors in determining economic development success or failure.

Regional leaders must do their part to assure a continuing pipeline of local talent. This will require a holistic community effort drawing on all relevant resources needed to ensure success.

Moving forward, the SRSCRO will continue to work with regional nuclear-related employers and educational institutions to determine their expectations for sources of new hires and to identify gaps that new regional education and training initiatives can address, develop a priority ranking of key job classifications and review, revise or create curricula to meet future training needs. In the near future, the SRSCRO will facilitate collaboration of regional stakeholders and resources to develop a strategic plan using the summit outcomes, form strategic workgroups of summit participants and begin implementing actions to achieve the collective vision.

Appendix A
Key Job Classification Definitions

Nuclear Workforce Key Job Classifications

Boilermaker

Skilled craft that make, install, and repair boilers, closed vats, and other large vessels or containers that hold liquids and gases. Install and maintain boilers and other vessels, and help erect and repair air pollution equipment, blast furnaces, water treatment plants, storage and process tanks, and smoke stacks.

Carpenter

Skilled craft who construct, erect, install, and repair structures and fixtures made from wood and other materials. Includes constructing wooden forms for pouring concrete, erecting scaffolding and building tunnel bracing.

Cement Mason/Concrete Finisher

Skilled craft that place and finish concrete, fabricate concrete beams, columns, and panels and set the forms for holding the concrete and properly align them.

Chemist

Coordination of all aspects of a chemistry program and providing guidance on chemistry standards; conducting evaluations of plant chemistry programs; and addressing and resolving chemistry operating problems.

Chemistry Technician

Performance of normal shift functions such as chemical additions and laboratory routines including chemical analyses.

Chemical Engineer

Designs and supports installation and operation of chemical processing systems and equipment.

Civil/Structural Engineer

Designs and oversees site buildings, roads, bridges, and waterfront structures. Performs soils and foundations analyses, and reviews and approves hanger and support locations. Provides stress analysis and support evaluation services. Provides architecture and site layout services.

Computer Engineer

Responsible for hardware and software engineering associated with process computers, radiation monitoring system and other operational and support computer systems

Craft/Technician Training Specialist

Provides or coordinates all formal training for craft or technician staff including all regulatory required programs. Provides for instructor training and development and instructional system design and implementation.

D&D Engineer

Specializing in planning and execution of deactivation and decommissioning of nuclear systems, equipment and facilities.

Electrical Engineer

Designs and oversees the installation of high, medium and low voltage distribution systems (including DC and instrument power), related components (including motors, circuit breakers, transformers, batteries, chargers and inverters)

Electrical Technician

All activities associated with electrical maintenance and minor modification work within the power block. This includes routine electrical preventive maintenance, corrective maintenance and predictive maintenance.

Electrician

Skilled craft that install wiring systems, switchgear, breakers and motor control centers and conduct cable pulling.

Emergency Management Specialist

Responsible for developing and maintaining emergency management programs to comply with regulatory requirements.

Engineering Draftsman

Performs manual and computer-aided design functions. Resolves field questions, and maintains piping and instrument diagrams and electric power line diagrams.

Environmental Engineer

Responsible for establishing environmental programs conforming to regulations policy and implementing required monitoring program and related requirements such as environmental licenses, permits and audits.

Environmental Technician

Performs environmental monitoring, sampling and analysis activities to ensure conformance with the site environmental program.

Fire Protection Engineer

Administer the fire protection program including inspection and surveillance activities.

General Engineer

Engineers specializing in work planning, project management support, waste management and security activities.

Health Physicist

Responsible for technical support and oversight of health physics programs including the ALARA, respiratory protection and dosimetry programs. Also includes performing and evaluating radiation dose and shielding calculations.

Health Physics Technician

Includes radiation protection technicians, involved with such activities as routine and special radiation surveys, data reading and analysis and radiation area job coverage. Also includes persons collecting and analyzing radiation system samples and routine decontamination activities.

Heavy Equipment Operator

Operates specialized large construction equipment and vehicles such as graders, cranes, scrapers and shovels. Requires specialized training in equipment operations and safety.

Information Technologist

Responsible for dedicated software support for and data base management. Provides operations and system administration resources for hosts and servers. Also provides system hardware design, revisions, and user information services.

Instrumentation & Control Engineer

Designs and oversees the installation of safety and non-safety instrumentation and control systems and components.

Instrumentation & Control Technician

All activities associated with I&C maintenance and minor modification work within the power block. This includes routine I&C preventive maintenance, corrective maintenance, and predictive maintenance.

Insulator

Skilled craft who install new insulation around pipes and industrial machinery, and staple fiberglass or rock-wool batts to exterior walls and ceilings before drywall, paneling, or plaster walls are put in place.

Iron worker

Skilled craft who erect steel frames and assemble the cranes and derricks that move structural steel, reinforcing bars, buckets of concrete, lumber, and other materials and equipment around a construction site. Also includes connecting steel columns, beams, and girders and installing reinforcing iron and rebar.

Laborer

Skilled craft that clean and prepare construction sites, tend pumps, compressors and generators and build forms for pouring concrete. They also erect and disassemble scaffolding and other temporary structures.

Laborer (Nuclear Technician)

Specialized technician supporting nuclear maintenance work activities

Licensed Operator

Includes persons responsible for operating plant primary and secondary systems from the main control room in conformance with the plant operating license and for implementing alarm and emergency response procedures.

Operator Training Specialist

Provides or coordinates all formal training for licensed and plant (non-licensed) operators including initial licensing and requalification training. Provides for instructor training and development and instructional system design and implementation. Includes simulator training.

Machinist

Skilled craft that use machine tools, such as lathes, milling machines, and machining centers, to produce precision metal parts.

Materials Engineer

Performs complex materials analysis and design activities with focus on nuclear power components and materials such as high temperature alloys and stainless steel.

Mechanical Engineer

Designs and oversees the installation of mechanical primary, secondary, and auxiliary systems, and their associated components including pumps, piping, insulation and hangers.

Mechanical Technician

All activities associated with mechanical maintenance and minor modification work within the power block. This includes routine mechanical preventive maintenance, corrective maintenance, and predictive maintenance.

Millwright

Skilled craft who install, replace, dismantle, and repair machinery and heavy equipment. Also includes determination of the optimal placement of machinery in the plant and preparation of foundations.

NDE Technician

All activities associated with the non-destructive examination program including radiography, ultrasonic, eddy current, liquid penetrant and magnetic particle examinations.

Nuclear Engineer

Performs thermal, hydraulic and transient analyses for nuclear steam supply systems. Also conducts core reload safety evaluation and design analyses, estimates radiological inventories and performs radiation dose and shielding calculations.

Occupational Safety Specialist

All activities related to the preparation, research and interpretation of OSHA regulations, and implementation of safety procedures, industrial hygiene programs and medical services.

Pipefitter

Skilled craft that install and repair high-pressure and low-pressure pipe systems. They also install automatic controls used to regulate these systems.

Planner

Produces maintenance work packages and coordinates maintenance work schedules.

Plant Operator

Non-licensed operators responsible for operating primary, secondary, radwaste and auxiliary systems.

Project Manager

Directs, controls and monitors construction contractors. Establishes and monitors project milestone schedules and budgets.

Project Controls

Skilled craft that install wiring systems, switchgear, breakers and motor control centers and conduct cable pulling.

QC Technician

Implements inspection hold point program and performs associated inspections of on-going construction and maintenance activities. Reviews work activities to ensure compliance with QA program requirements. Performs receipt inspections for QA program materials. Analyzes non-destructive examination test results.

Quality Assurance Specialist

Develops and maintains required QA procedures and manuals. Reviews work activities to ensure compliance with QA program requirements. Includes reviews of operational and regulatory related documents; reviews of industry event reports for applicability and lessons learned. Includes self-assessment activities to identify areas for improvement.

Radio Chemist

Performance of normal shift functions such as chemical additions and laboratory routines specializing in radio-chemical analyses.

Rebar Worker

Skilled craft specializing in installation of rebar reinforced steel structures.

Records Management Specialist

Receives, prepares, and electronically captures plant quality and safety-related records and drawings. Controls and distributes plant controlled documents. Coordinates other aspects of document processing, record management, and central files and libraries.

Scientist/Engineer

Advanced degree specialty scientist or engineer directly supporting R&D programs.

Sheet Metal Worker

Skilled craft that make, install, and maintain heating, ventilation, and air-conditioning duct systems; roofs; and siding. May work with fiberglass and plastic materials.

Software Developer

Provides software related system design, revision, user information services and dedicated software support.

Systems Engineer

Evaluates plant systems and components operating performance and provides engineering assistance to improve performance. Responsible for coordination of system and component testing programs.

Teamster

Non specialized craft labor including riggers, demolition workers, landscapers, pipeline construction workers, warehouse specialists, and heavy and light trucks operators.

Welder (General)

Skilled craft that uses appropriated techniques to join plant sub-assemblies, piping and other structures during installation of plant systems and components.

Welder (Nuclear)

Skilled craft that uses appropriated techniques to join plant sub-assemblies, piping and other structures during installation of plant systems and components.

