SRNS Workforce

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SRNS: Building and keeping our workforce. Because the future starts now.

• How we build the SRNS workforce
  – Prepare the pipeline
  – Spread the word, target the talent
  – Bring them in smoothly
  – Inform, inspire and reward them
  – See the results
  – Keep them here

• Where are we today
Workforce: Prepare the Pipeline

Start early, provide funding, forge partnerships, create opportunities

- 30,000 students + teachers reached through STEM-related Education Outreach 2016-2017
- 35% internship increase from 2014, with 147 students in summer 2017 and 28% of hired since 2014
- 8 Partnerships entered with local universities and technical colleges

In 2015, SRNS established a Nuclear Operations Program at Aiken Technical College. This certificate program serves as a foundation for future employees who wish to work in nuclear facilities.

SRNS participates in the SRS Community Reuse Organization (CRO) regional nuclear workforce development initiative. The CRO has administered $4.8 million in grants to local institutions.
Workforce: Spread the word, target the talent

• Continue to use **predictive analysis** to forecast attrition and retirement impact by department and work function and skills needed over the next five years

• Use planning to understand insertion times for **targeted recruitment** and **focused retention**

• **Focus on targets** including minority-serving institutions; veterans programs; and Fire Protection engineers, Occupational Safety and Health and Engineering

**Presence at 26 college and university career fairs in 11 states (FY 2017)**
Workforce: Bring them in smoothly

• Implemented **ACT WorkKeys** (a job skills assessment system) in place of entry-level testing for select nonexempt positions (maintenance mechanics, production operators, radiological control inspectors and power operators)

• Implemented **an interactive total compensation tool** to enhance knowledge of benefit value for potential employees

• **Focused Improvement Transformation:** Value Stream Analysis in 2016 identified improvements to new employee hiring process
  – Reduced the time to fill a vacancy from 110 days in 2014 to 56 days currently
  – Reduced first year attrition of new hires from 5.2% in FY16 to 3.1% in FY17
  – Satisfaction of new hires with the onboarding process improved from 68% in FY16 to 78% in FY17

• User-friendly **“one-stop shop”** for General Employee Training, badging, medical and new hire orientation is in development
Workforce: Inform, inspire and reward them

• Development opportunities
  – Continued career development organizations, including LEAP (Leaders Emerging Among Professionals) and AMP (Aspiring Mid-Career Professionals)
  – Continued mentoring circles
  – Established Engineering Leadership Program which groups newly-hired engineers of various discipline to work in a variety of SRS facilities, receive knowledge transfer from mentors and begin engineering qualification training

• Compensation and benefits
  – Provide individualized Total Compensation Benefit Statements annually to each SRNS employee
  – Implement market equity adjustments for early- to mid-career engineers and scientists
  – Implemented variable pay programs to retain critical skills and knowledge
  – Implemented a nonexempt increase plan that separate pay structures for administrative and operations positions to address market differences
Workforce: See the Results

1,721
new full-service employees
FY14-17
Approximately 400/yr over next 4 years

83%
hired from local area
during past four years

15%
decrease in attrition
of non-retirement eligible employees seeking other employment

11%
veteran hires
exceeds Office of Federal Contract Compliance Programs 6.7% goal

49
average age of employees
down from 54 in 2008
Workforce: Keep them here

Workforce engagement, Improved work spaces, Expanded services

Workforce Engagement

Employees are part of the SRNS decision-making process through our Focused Improvement Transformation, which gained significant momentum in 2016 and has continued in 2017. By engaging the workforce and streamlining processes, we ultimately save taxpayer dollars.

Work Spaces

- Expanding collaboration and conference areas to improve communications and networking
- Improved physical work spaces in numerous facilities by painting, replacing carpets, consolidating offices and adding green spaces
- Ongoing improvement at the SRS Badge Office including painting, carpet replacement, new furniture, wall graphics and landscaping
- Removed 40 unsightly and unneeded trailers from SRS
Services

- Improved **food services** by expanding food truck and vending locations, and benchmarking new food service providers.
- Refurbished **main site cafeteria**, installed new appliances and flat screen TVs and improved food quality, selection and service
- Expanded **exercise facilities** are now available across SRS, including eight **gyms** and 22 miles of **mountain biking** and **walking** trails
- Four new **wellness rooms** created to offer comfortable and secure privacy
- Progressed with implementation of a **coffee café** featuring “We Proudly Brew Starbucks” with construction scheduled to complete by end of FY17
- Rapid **charging stations** available in high traffic areas
SRNS Workforce Management Planning

• FY17 SRNS staffing metrics as of June 30
  – 391 full service employee hires with an average age of 37
    ▪ 89% management and professional job acceptance rate
    ▪ 91% nonexempt job acceptance rate
  – 105 future full service employees scheduled to report to work
    ▪ Includes 25 production operators reported July 10
  – 24 additional nonexempt postings in various stages
  – 120 additional management and professional postings in various stages
  – 191 limited service employee hires including 179 students/interns
  – 79 summer internship job requisitions for 147 positions
  – 214 full service employee terminations with an average age of 54
    ▪ Includes 143 October – May retirements
SRNS Workforce – Anticipated Hiring

~ 2,250 new hires anticipated over next five years

Current Site Population (SRNS Full Service, 6/30/17): 4,796