Do Work Safely
DOE Hanford Site Recovery Act
Support to New Workers

Prepared for the U.S. Department of Energy
Assistant Secretary for Environmental Management
Project Hanford Management Contractor for the
U.S. Department of Energy under Contract DE-AC06-96RL13200

FLUOR
P.O. Box 1000
Richland, Washington

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Do Work Safely

DOE Hanford Site Recovery Act Support to New Workers

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Objectives

- Where and What is Hanford
- The Challenge – Prepare several thousand new, sub-contractor, or retained workers to safely perform accelerated cleanup activities
- The Approach
- Current Status
The DOE Hanford Site

Site Facts

Size - The site covers approximately 586 square miles.

Employees - DOE and its contractors employed approximately 12,000 workers in 2007.

Mission The Hanford Site mission is to safely clean up and manage the site's facilities and waste, and reduce the size of the site by releasing the land for other uses.

Site Management - DOE's Richland Operations Office and Office of River Protection jointly manage the central portion of the Hanford Site through several contractors and their subcontractors.

Dominant Features - Rattlesnake Mountain on the Fitzner/Eberhardt Arid Lands Ecology Reserve Unit of the Hanford Reach National Monument rises 3,525 feet above sea level, and the Columbia River flows through the northern part of the site.
The Department of Energy’s Volpentest HAMMER Training and Education Center specializes in blended learning, and is a VPP Star Site.

- HAMMER stands for Hazardous Materials Management and Emergency Response
- HAMMER has played an integral role in providing worker health and safety training, and preparing those workers and emergency responders to safely conduct work
- HAMMER, with its partner training providers, has expanded training capacity to meet the requests of Site Contractors
The Challenge

Hanford Contractors will hire or retain up to 4000 jobs as the result of the Recovery Act. Site received $1.961B ($1.631B to RL; $326M to ORP).

- Feb 09 – HAMMER forms Management team
- Mar 09 – Integrated Staffing Team Formed as a result of CEO Summit
- April 09 – Training Strategy and Scheduling in Place
- April 27th – First Recovery Act New Hires Start Training
- Today – About 900 people in training ~500 Done
Successful Team Effort from the Start!!

- Collaboration of Training Managers from each Hanford Contractor established key policies and needs based on Contractor Direction
- Recognition that safety was 1st priority and workers were 'new' to DOE
- Integrated Approach and Support from
  - Human Resources
  - Advanced Med Hanford (AMH)
  - Procurement
  - Construction Trades
  - International Union Grantees
  - Security
  - Dosimetry (PNNL)
  - Training Providers
  - Hanford Labor
New Hire Timeline
(In Working Days)

**NOTES**

1. Offer includes Security Background Investigation Form, Past Hanford Experience Form, Beryllium information booklet and Dosimetry Questionnaire.
2. For initial D&D Hires CHPRC and WCH are not requiring completion prior to on-site arrival. This is anticipated to change w/ subsequent hires.
3. Forms will be distributed to HAMMER and AMH to start planning for each individual. Contractor representatives will provide names of individuals and coordinate completion of EJTAs.

DRAFT Material 3/28/2009/4pg
Key Integration Elements

Hanford would not ‘streamline’ Recovery Act training.

• Same Safety & Health Training would be provided as that received by an existing Hanford Worker using standardized core curriculum
• Helped management understand time demand for training
• Block scheduling of training utilized. Coordination of activities
• Did not change existing business processes
• Implemented creative facility utilization and coordination
Hanford Training Approach for ARRA New Hires

Core ES&H Training Template ~3500 total

- NCO Site Training Template
- RCT Site Training Template
- D&D Worker Site Training Template
- Engineer Site Training Template
- FWS Site Training Template
- Craft Site Training Template

Estimated -- 2000 bargaining unit; 350 Managers/Supervisors; 125 non-exempt; ~900 exempt
### Sample Schedule

**Student:** Frank R Flask, NCO  
**HID #** h0012345  
**Group:** NCO Group 1

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<td>Lock &amp; Tag ½ of group</td>
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**NCO FUNDAMENTALS – START – WEEK!**
New ‘Do Work Safely’ Course

Focus on providing “foundation” for achieving Safety expectations.

- Introduction of key safety tools and systems
  - Stop Work
  - 10 CFR 851
  - Lessons Learned
- Introduced Worker Safety Representatives
- ISM approach to work
- Human Performance Improvement and Conduct of Operations Introduction
- Exercise in teamwork to complete a Hanford procedure safely
Hands-On Training

- New 2 day course providing “hands-on” skill development for new Deactivation & Decommission hires in lieu of field on-the-job-training
- Training provided by select experienced field workers
Training Completions Doubled

Recovery Act Training Completions as of 07/17/2009

- Manually Input Records
- Computer Based Training
Large Block Training

- Block training used for Decontamination & Decommission Workers, Nuclear Chemical Operators and Radiological Control Technicians (groups of ~25)
  - Aided scheduling and coordination
  - Simplified menu of needed training
  - Doesn’t work for general population or returning workers
Challenges

• Contractor Human Resource hiring information a continuing challenge – Need information to establish classes

• Staff Burnout

• Lack of information regarding sub-contractors and contract labor
  – Timely estimates of numbers
  – No planning time
  – Each tends to require different training