

Do Work Safely

DOE Hanford Site Recovery Act Support to New Workers

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Project Manager
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Ted Giltz Bio

- **Currently assigned collateral responsibilities of Recovery Act Project Manager.**
- **Radiation Protection Training Program Manager, brings over 40 years of nuclear and radiological experience to HAMMER and its customers.**
- **Ted's experience includes the Navy Nuclear Program, DOD, DOE, State and commercial customers.**
- **Ted has a BS/MBA in Business as well as a MS in Environmental Sciences. As a Certified Manager through the Institute of Certified Professional Managers Ted has demonstrated his knowledge and abilities to provide successful leadership that meets the needs of various stakeholders and customers.**

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

Hanford Site Location Map



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.

HAMMER Training Facility

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

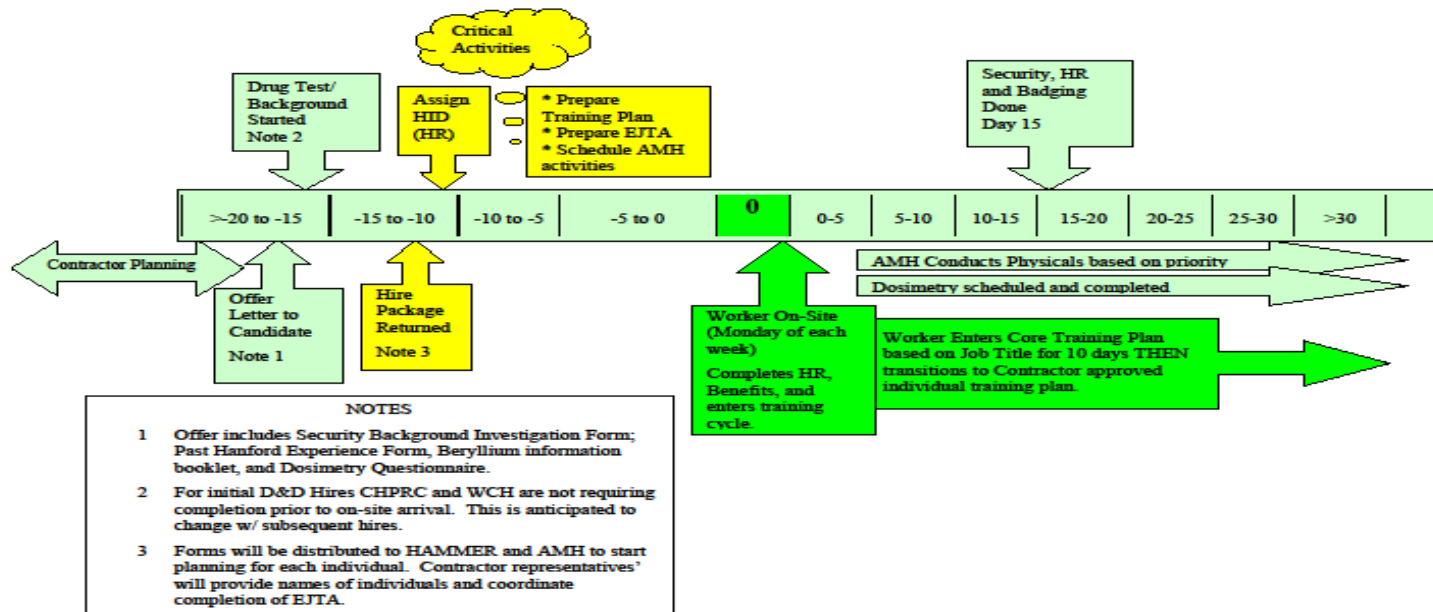


Successful Team Effort from the Start !!

- **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**

Developed Integrated Plan

New Hire Timeline (In Working Days)



DRAFT Material 3/28/2009/tpg

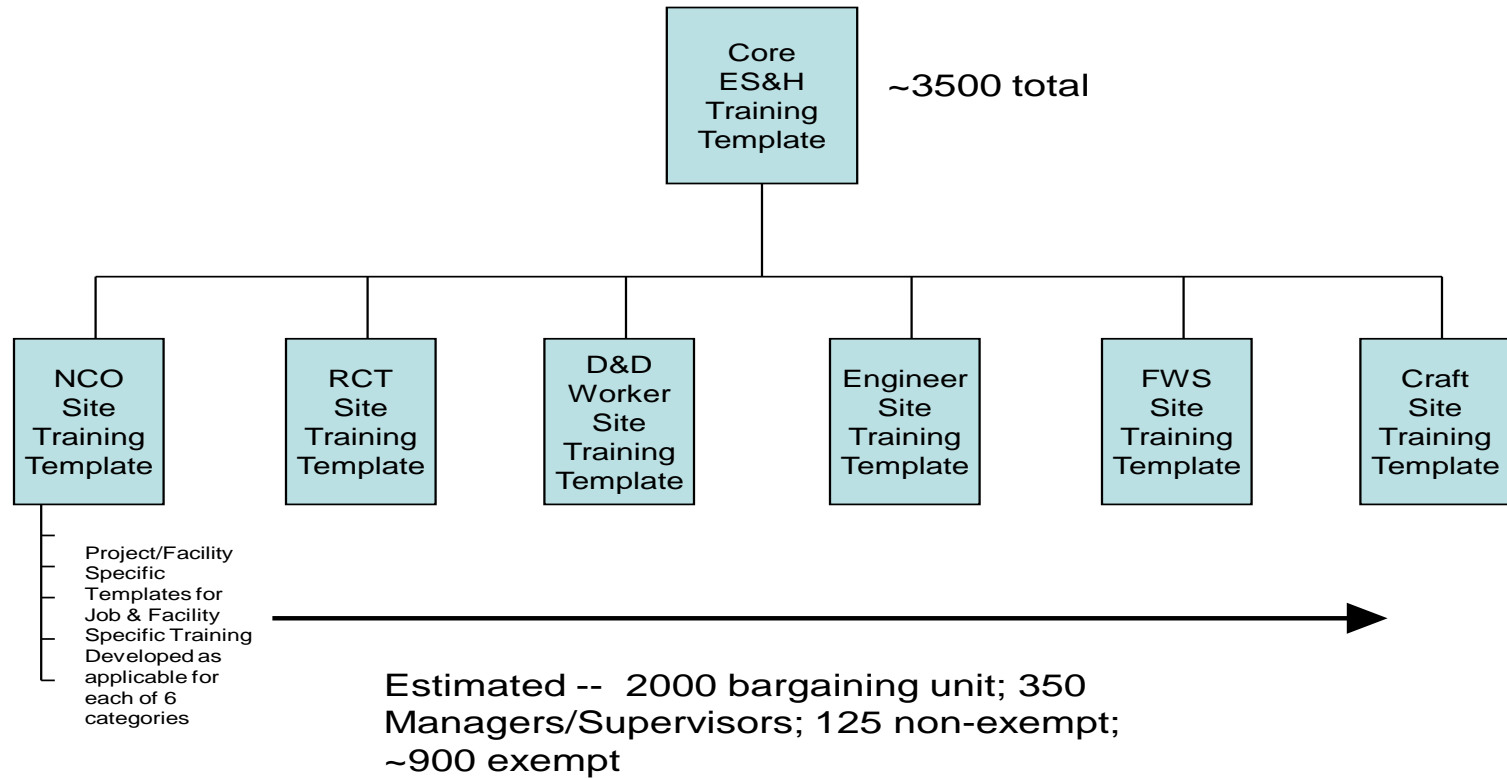
Key Integration Elements

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



Sample Schedule

Student: **Frank R Flask, NCO**

HID # h0012345

Group : **NCO Group 1**

Monday		Tuesday		Wednesday		Thursday		Friday	
Hire In	Safety 1	HR Benefits	CBT/Phy	CBT/Phy	CBT/Phy	HGET	Fall Hazard	CBT/Phy	CBT/Phy
Lock & Tag ½ of group		Lock & Tag ½ of group		OSHA Power Cord		Asb Aware	CBT/Open	CBT/Open	CBT/Open
HOLIDAY		CBT/Open	CBT/Open	Respiratory Initial		40 Hr HAZWOPER - USW			
CBT/Open	CBT/Open	40 Hr HAZWOPER – USW						CBT/Open	CBT/Open
RW II						CBT/Open	CBT/Open	CBT/Open	CBT/Open
NCO FUNDAMENTALS – START – WEEK !									

New 'Do Work Safely' Course

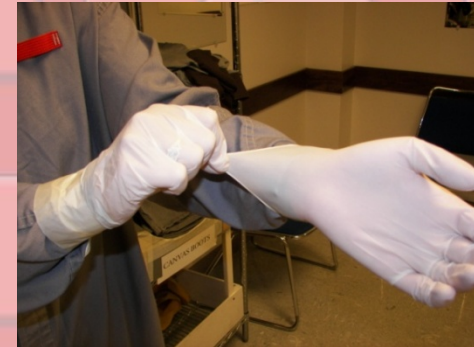
Focus on providing “foundation” for achieving Safety expectations.

- 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



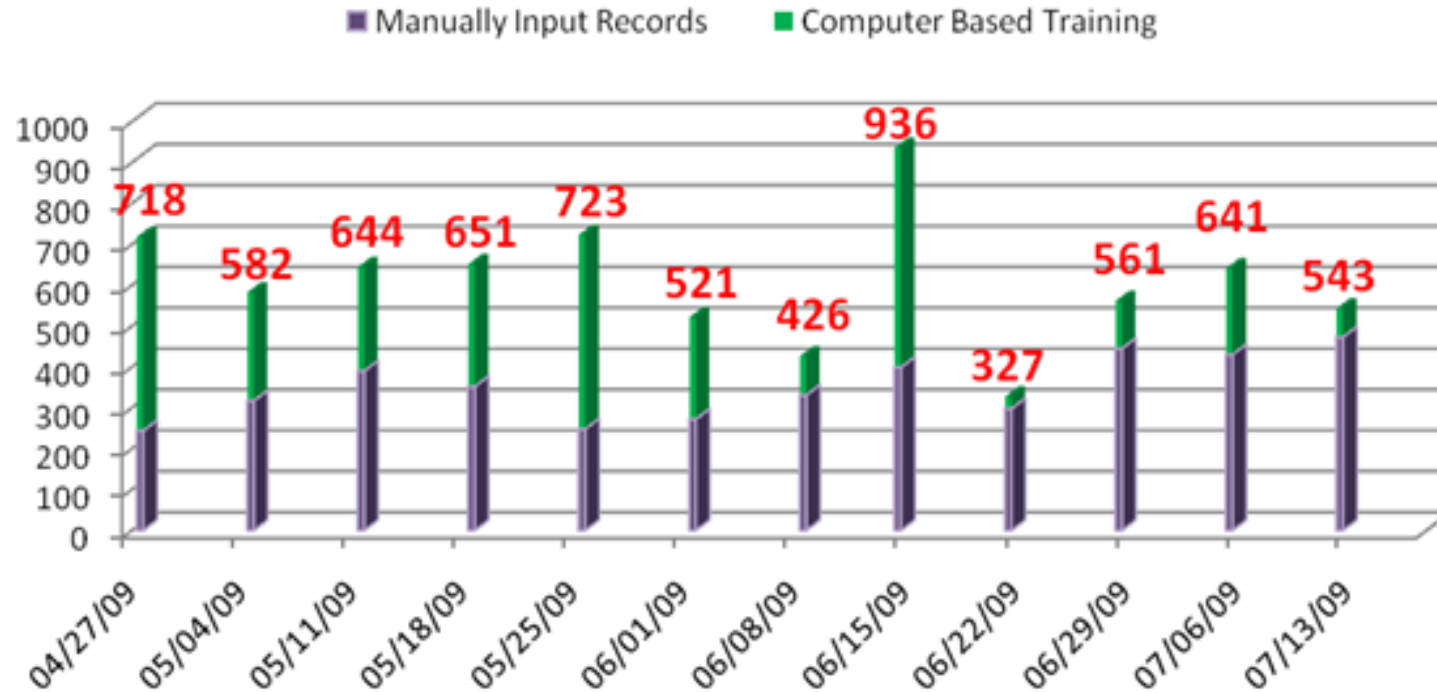
Hands-On Training

- 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



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**