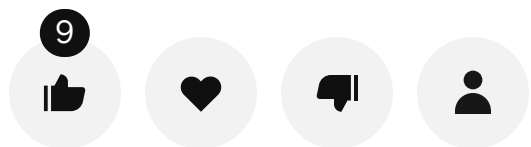
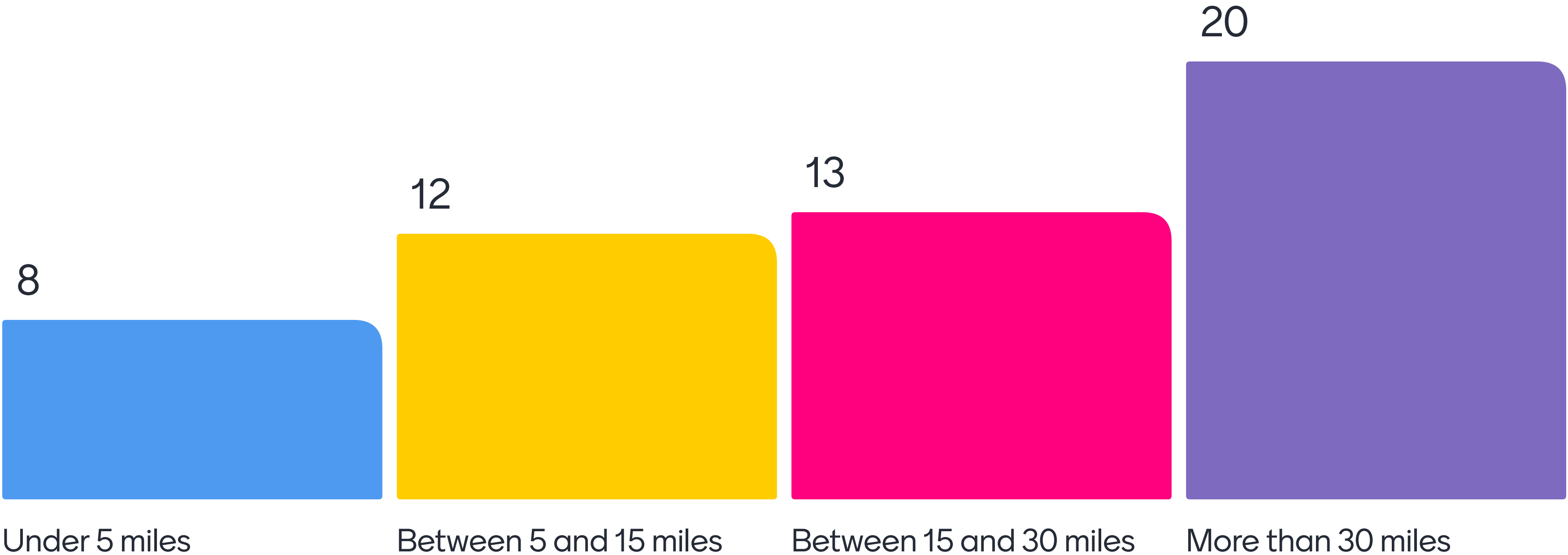


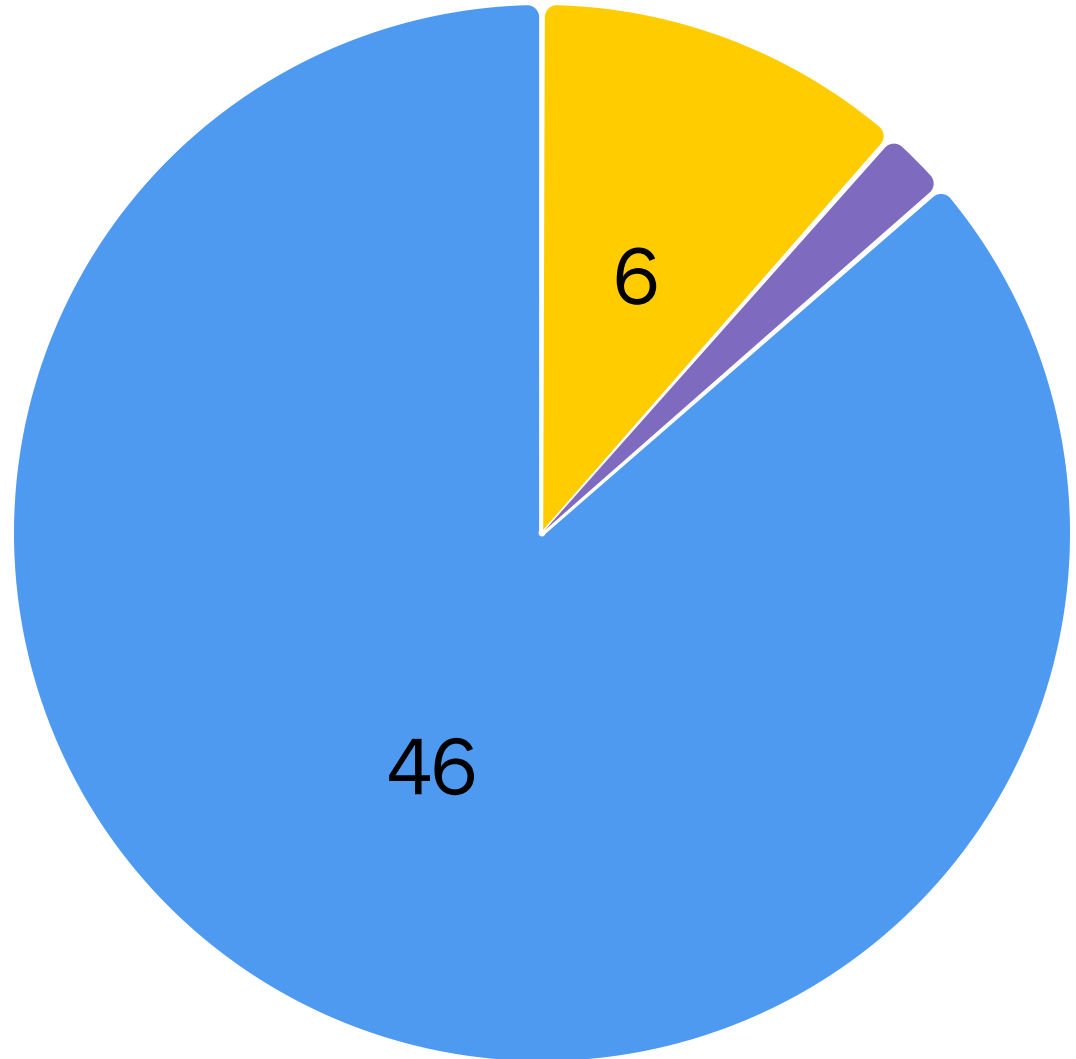
Thank you for attending today! We'd like to gather your feedback throughout the event.



How far did you travel to get here today?

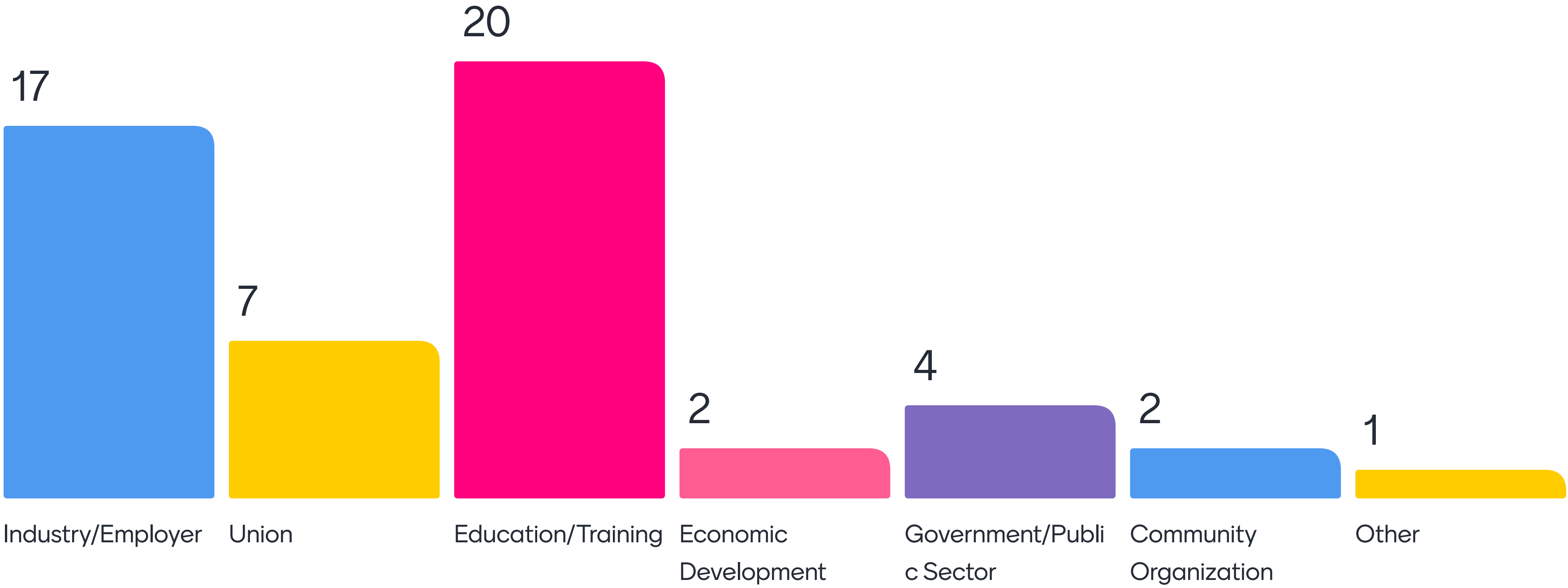


Did you carpool?



- 6 Yes, with one other person
- 1 Yes, with two or more people
- 46 No

What best describes your role in the workforce ecosystem?



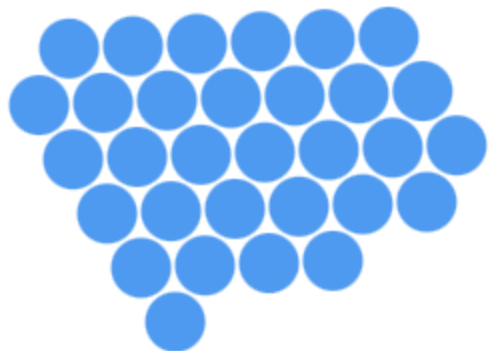
How prepared is Tennessee to meet the workforce demands of the next decade of nuclear growth?



6 Very prepared



7 Not prepared



31 Somewhat prepared



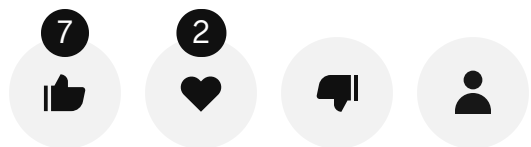
7 Too hard to say

KEYNOTE 1: National Perspective

Michelle Scott

Acting Associate Deputy Assistant Secretary for Strategic Crosscuts

Department of Energy Office of Nuclear Energy



What is the biggest single thing US DOEnergy can do to help our community prepare the workforce to meet this moment?

Speed up security clearances and keep them a priority

Improve Infrastructure /roads

Workforce development

Support Career and Technical Education at the High School Level.

Help map out training and reskilling

Support Career and Technical Education at the High School level.

Support educational programs and campaigns of awareness of jobs in skilled labor.

Housing

What is the biggest single thing US DOEnergy can do to help our community prepare the workforce to meet this moment?

Education

Partner with the IBEW and its apprenticeship program. Implement the IBEW's apprenticeship curriculum into High Schools as a dual enrollment program to speed up their pathway to a Journeyman level.

Talent development and outreach

Investment in advanced manufacturing ed in Community colleges. There's not enough students interested in advanced manufacturing and interest is driven from the top down - gov, companies, parents, etc

Work with the Building Trades Unions to educate the community about the benefits of union careers and how to join.

Investment is important but also when the fed and state wanted nuclear workers...boom, it's happening. When the state wanted trades...boom. The same attention is needed for advanced manufacturing.

More research grants, grants for training for advance processes in welding, and push for my manufacturing innovation from the ground up.

Provide funding for internships, fellowships, and apprenticeship programs

What is the biggest single thing US DOEnergy can do to help our community prepare the workforce to meet this moment?

Market the need of a workforce in the Nuclear Field.

Grow the building trades

Invest in TN workers. Construction needs are overwhelming.

Promote joint communication, joint training and joint communication.

Support and expand Union Pre Apprenticeships.

Educate and introduce Tennesseans to the Construction Trades.

Better understanding of the need for Union trades to meet the demand for new construction in this market. The Union Trade needs the participation of the the systems owners and Contractors.

Provide. Economic assistance to unions, companies and schools in TN directed at trades and science.

What is the biggest single thing US DOEnergy can do to help our community prepare the workforce to meet this moment?

Keep communicating and promoting.

I appreciated the recognition of the need for collaboration across departments to solve workforce problems. If we stay in silos, we act theoretically instead of realistically to develop pipelines.

Information about the new construction proposals for the future. Involving the development of a communications network to expose the need for competent personnel

Provide and communicate unions, companies associated with nuclear work.

Promoting the trades.

Support education and training as early as possible to connect with educators and students in the classrooms, increasing awareness of competitive occupations.

Coordinate training and needs associated with nuclear sector.

Partnered funding with Department of Labor to enhance training modalities specific to nuclear workforce

What is the biggest single thing US DOEnergy can do to help our community prepare the workforce to meet this moment?

Increase awareness of the value of energy sector occupations so parents, educators, & others who encourage and prepare our future workers will value the pursuit of the skills development we will need.

Help eliminate barriers that exist in knowing what skills are needed and helping fund training for these pathways for the doubling of energy production by 2033.

Funding for workforce training

Support the local communities with funding opportunities

Keep us informed.

Give us the tools we need.

Provide funding through grant programs to enable acceleration of apprenticeship programs and enable local and regional employers to offset costs of training.

DOE align with commercial Nuclear RP EPRI training

What is the biggest single thing US DOEnergy can do to help our community prepare the workforce to meet this moment?

Provide funding needed to communicate what's coming.

Stay involved with the local schools & community leaders. Express to teachers that college isn't the only choice for high school graduates & make sure they stress the trades to students.

Communication

Invest in offering training on a higher scale in which employers can pull workers from.

Communication about the trades & job opportunities.

Communicate & share info about jobs & trades.

Much of the training needed comes with the demand for equipment upgrades for educational programs. Additional grant funding for those upgrades would aid schools in offering those advanced skills.

Create a national nuclear workforce development program that coordinates and shares resources across the regions so we are collaborating rather than competing.

What is the biggest single thing US DOEnergy can do to help our community prepare the workforce to meet this moment?

More funding towards developing workforce pipelines. Consider different awardees: community organizations, state, tech colleges, IHEs

Highlight our regions progress on a national level.

Provide funding to aid in the pathway to trades.

Provide the funding

Provide the funding

Help demystify nuclear and nuclear careers

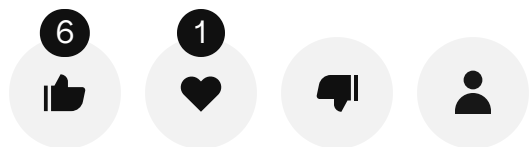
Awareness of what it means to work in nuclear

KEYNOTE 2: State Perspective

Brooks Young

Executive Director, TNWorks

State of Tennessee



What is one state-level policy or initiative that would most accelerate trades workforce growth – either by implementing it or removing it?

Push for more cheap housing for younger generation.

Remove barriers to entry into apprenticeships for high school students (16-18 year-olds who are skilled to participate in reasonable placements and training).

Apply for USDOL WIOA waiver allowing dislocated worker dollars to better serve nuclear outage craft workers

Expand TN reconnect to 4 year programs.

Continued support for scholarships and funding for 2-year schools

Remove barriers for workers and their families while they are trying to upskill.

I didn't hear anything about Union Apprenticeships. They should be involved.

Unsure

What is one state-level policy or initiative that would most accelerate trades workforce growth – either by implementing it or removing it?

The TCAT initiative in TN is working. We need the same kind of initiative for advanced manufacturing

Offer access to basic academic classes needed to enable trade apprenticeship programs to ensure proficiency in needed mathematics and science programs.

Providing funds and pathways for upskilling and reskilling

Engage High schools

Not certain

The collaboration that is going on with TN Works.

Continue state investment through the nuclear fund

More support for childcare and dependent care for all levels of work.

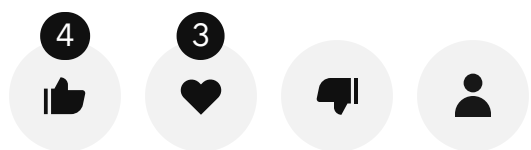
What is one state-level policy or initiative that would most accelerate trades workforce growth – either by implementing it or removing it?

Dual enrollment
scholarships that cover
all CTE courses

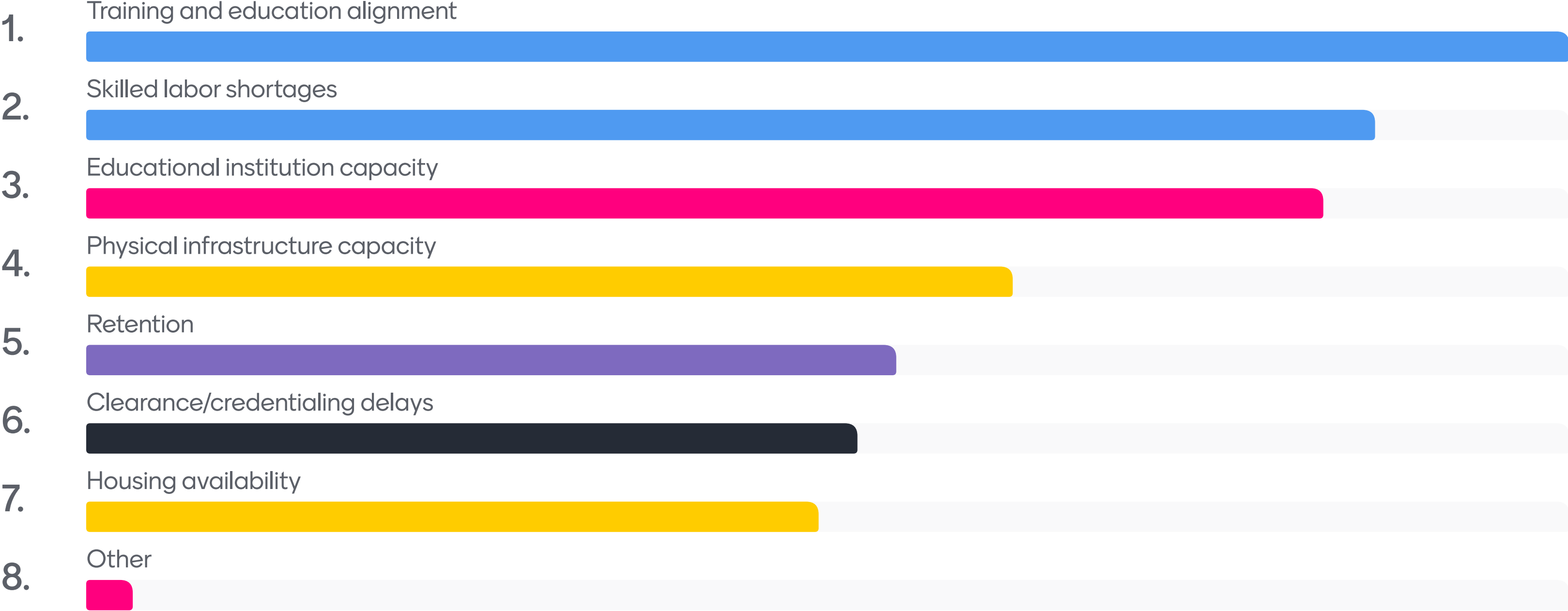
SPOTLIGHT: Local Perspective — The Nuclear Surge

Bill Tindal

Director of the Tennessee Nuclear Network (TNN)



What concerns you most about scaling up skilled trades capability locally? Put the below in order of most concern to least concern.



SPOTLIGHT: The Local Trades

Charlie Woody

President of the Knoxville Builders and Construction Trade Council

Business Manager, Insulators #46



What is one thing that would make the trades more attractive to young people?

Promoting trades with the same zest as 4 year college pathways.

More pay. Knoxville housing is not sustainable for wages being paid.

Training and Pay

Sick time and vacation time

Continue to support the infrastructure for innovation and training at state-of-the-art facilities. Prioritize the upkeep of career training facilities the way we do for core academic training.

Introduciing the discussion in high school or earlier

Higher wages. Based on current CLA wage rates and cost of living in the local area, craft households require 2 incomes to reach basic standards of living. Apprentices have even more difficulty.

Knowing that they can make a good living and that apprenticeships at no to low cost are available. We also need to educate parents and other family.

What is one thing that would make the trades more attractive to young people?

Highlighting successful real time men and women in the nuclear industry

Transparent information on wages and job stability

I wish more young people knew about the trades before they graduate high school.

Specific Training.
Wages. Benefits.

Getting to them earlier than high school. Show the full picture of progression for someone in a trade from ground worker to management.

Education of counselors and public who believe the myth that technical college is not real college and that it is only for the students who are not smart enough to get into "real" college.

More career exploration opportunities. Not only for the young people but also for their parents and education support systems

Debt free training

What is one thing that would make the trades more attractive to young people?

Clear career trajectories

Removing the bias towards trades

On the job training and getting trained with no loans to pay back.

PANEL: Shared Outcomes

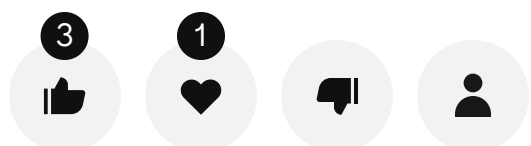
Panelists:

Amanda Hurley, Talent Acquisition and Workforce Strategy Director, Y-12 National Security Complex

Jamie Choate, Director, Workforce Strategy and Enablement, Tennessee Valley Authority

Daniel Smith, Business Manager, IBEW #270

Chris O'Keefe, Business Manager, Iron Workers Local 384



What other concerns and opportunities need to be explored?

Removing unnecessary graduation requirements for students going into skilled trades.

Again, pushing apprenticeship opportunities down as early as age 16.

Allowing students as early as age 16 to train at IBEW!

Assistance recruiting for Construction. Identifying those that aren't going into a four year degree.

Awareness, access, alignment. I like that. We need that.

Where are the career marketing information sites? The Chamber of Commerce is striving to be a clearing house of information but note that it is hard to find information to share with the community on.

Potential workers don't want to have to go hunting for opportunities for training? A clearinghouse is needed. They work with each other but easy info on training, pay and benefits are not easy to find

More retention incentives.

What other concerns and opportunities need to be explored?

One struggle that we are starting to see is retention of our instructors. With such high wages in some of the fields, i.e. welding, we are losing our faculty to industry. We can't compete financially

Policies around health regarding impact from nuclear products, child care support, family support and cost of living adjustments. Making trade an attractive pathway.

Identity key skills needed to work in nuclear

PANEL: Supply Side

Panelists:

Teresa Duncan, Lead Nuclear Strategist, Tennessee Board of Regents and Vice President of Workforce and Community Development, Roane State Community College

Patty Weaver, Vice President for External Affairs, Pellissippi State Community College

Lyn Potter, Department Head of Engineering Systems Technology, Chattanooga State Community College

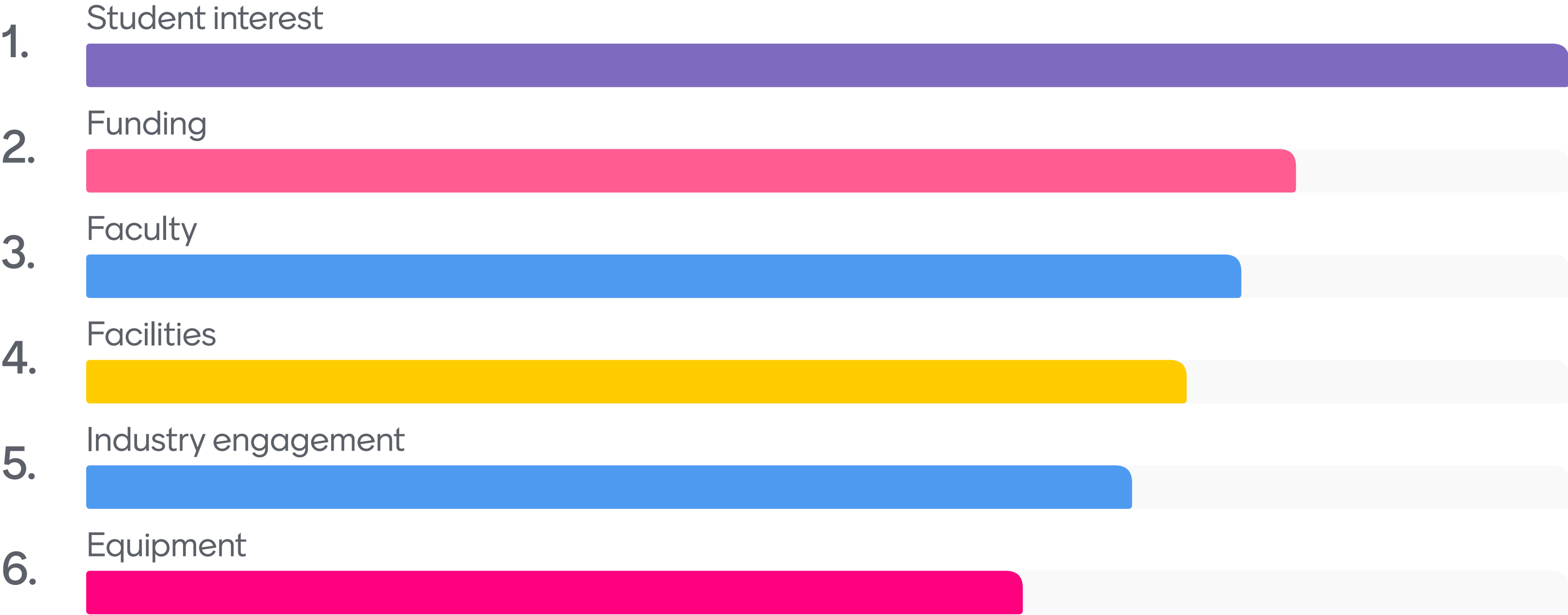
Chris Ayers, President, TCAT Harriman

Christian Fuller, Business Manager, Sheetmetal Local #5 and Financial Secretary-Treasurer, KBCCTC

Holly Cross, Director, Career & Technical Education (CTE), Oak Ridge Schools



Rank the expansion barriers below from largest to smallest:



Panel: Wrap-Around Services

Panelists:

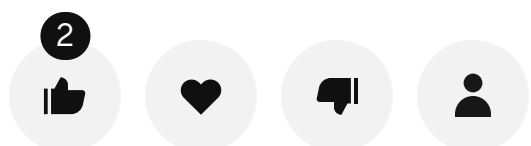
Shannon Rosedale, Senior Policy and Research Coordinator, Tennessee Department of Human Services

John Shefner, Director, Community-University Research Collaborative Initiative (CURCI) and Professor, University of Tennessee

Dawn Carlock, Vice President, Roane Alliance

Abigail Gibbons, Mobility Mentor, Boys & Girls Clubs of the Tennessee Valley, in partnership with the East Tennessee Collaborative program

Sara Rymer, Business Agent, Painters #437



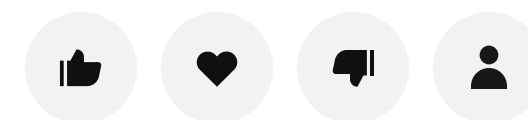
What is one wrap-around service that your organization could support or improve in the next 12 months? Where can you make a difference?

Increase engagement with community organizations that represent trades and listen to their needs.

Convener and source of information. Able to share information to various groups

Housing

Wrap Up



Where do you see the greatest opportunity for collaboration for you and your organization coming out of this meeting?

Collaboration with
Unions and Trades
Industry Partners

I see lots of opportunity around construction for some current projects on the horizon. Another opportunity for collaboration is communication and reducing silos.

Partnerships are to be had here. Made some connections today that will be valuable to our students.

What's your single biggest takeaway from today's conference?

connections

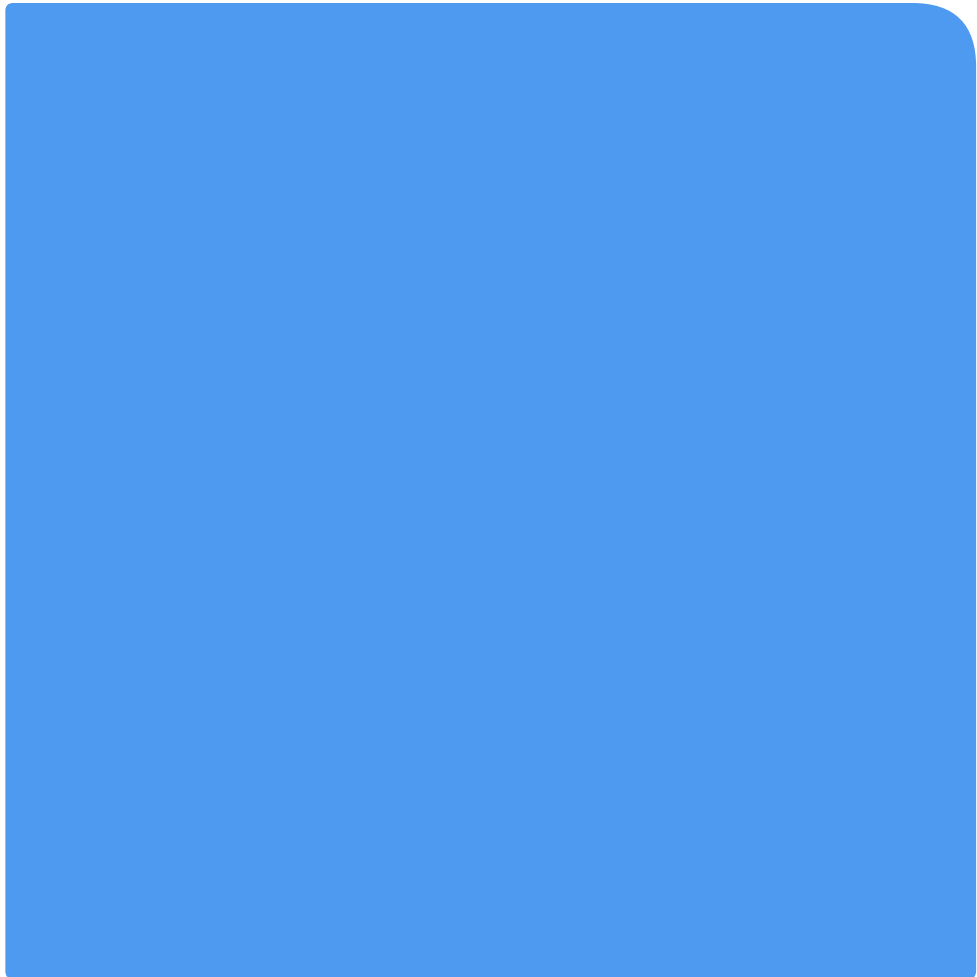
barriers listen

communication

more career education

Did your perception of Tennessee's readiness change after the sessions today?

1



We are more ready than I thought

1



My perception didn't change

1



We are less ready than I thought

Rate today's event.

Today was a valuable discussion.

3.8

I learned something that I can act on.

3.0

I made valuable connections with new people.

3.5

I would recommend this event to others.

3.5

Strongly disagree

Strongly agree

If you registered onsite today, please enter your name, organization, and email address.



Anything else you want to share with the event team?

What's next? How can we implement some of the strategies we discussed today?