



ORAU

★ NABTU ★  
North America's Building Trades Unions

TENNESSEE  
NUCLEAR  
NETWORK  
An ETEC Initiative | TN<sup>2</sup>

# PATHWAY TO :: TRADES SUMMIT

WELCOME!





# Welcome



**Meghan Millwood**  
President and CEO  
Oak Ridge Associated Universities



**Chuck Fleischmann**  
Representative  
U.S. House of Representatives



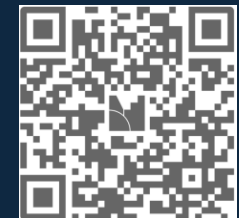


# Keynote: National Perspective



**Michelle Scott**

Acting Associate Deputy Assistant Secretary for Strategic Crosscuts  
U.S. Department of Energy

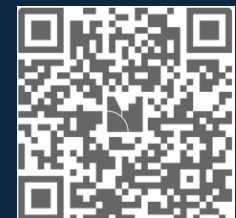




# Keynote: State Perspective



**Brooks Young**  
Executive Director, TN Works  
Tennessee Department of Labor and Workforce Development





# Spotlight: Local Perspective – the Nuclear Surge



**Bill Tindal**  
Director  
Tennessee Nuclear Network (TN<sup>2</sup>)





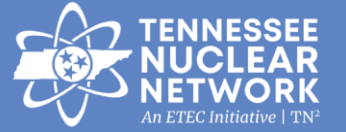
# Spotlight: The Local Trades



**Charlie Woody**

President of the Knoxville Builders and Construction Trade Council  
and Business Manager, Insulators #46





# BREAK





# Panel: Shared Outcomes

## Moderator



**Ashley Stowe**  
Chief Research and University  
Partnership Officer  
ORAU

## Panelists



**Amanda Hurley**  
Director, Talent  
Acquisition and  
Workforce Strategy  
CNS Y 12



**Daniel Smith**  
Business Manager  
IBEW Local 279



**Jamie Choate**  
Director, Workforce  
Strategy and  
Development  
TVA



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





# LUNCH



# Spotlight: The Tennessee Board of Regents



**Teresa Duncan**

Vice President of Workforce and Community Development  
Roane State Community College





# Nuclear and TBR

Teresa Duncan

TN Board of Regents (TBR)

Roane State Community College

# Staying Focused:

1. Energy Dominance

A light red downward-pointing arrow is positioned to the right of the first box, pointing towards the second box.

2. National Security

A light grey downward-pointing arrow is positioned to the right of the second box, pointing towards the third box.

3. Win the AI Race

Triso-X (Nuclear fuel)

X-Energy

BWXT

Orano  
(Enrichment)

Kairos Power (2  
Hermes  
Demonstration  
Reactors)

Type One Energy  
(Fusion)

LIS Technologies  
(Enrichment)

TVA – Clinch River  
Site (SMR)

Radiant – (SMR)

OKLO – (Recycle  
spent fuel)

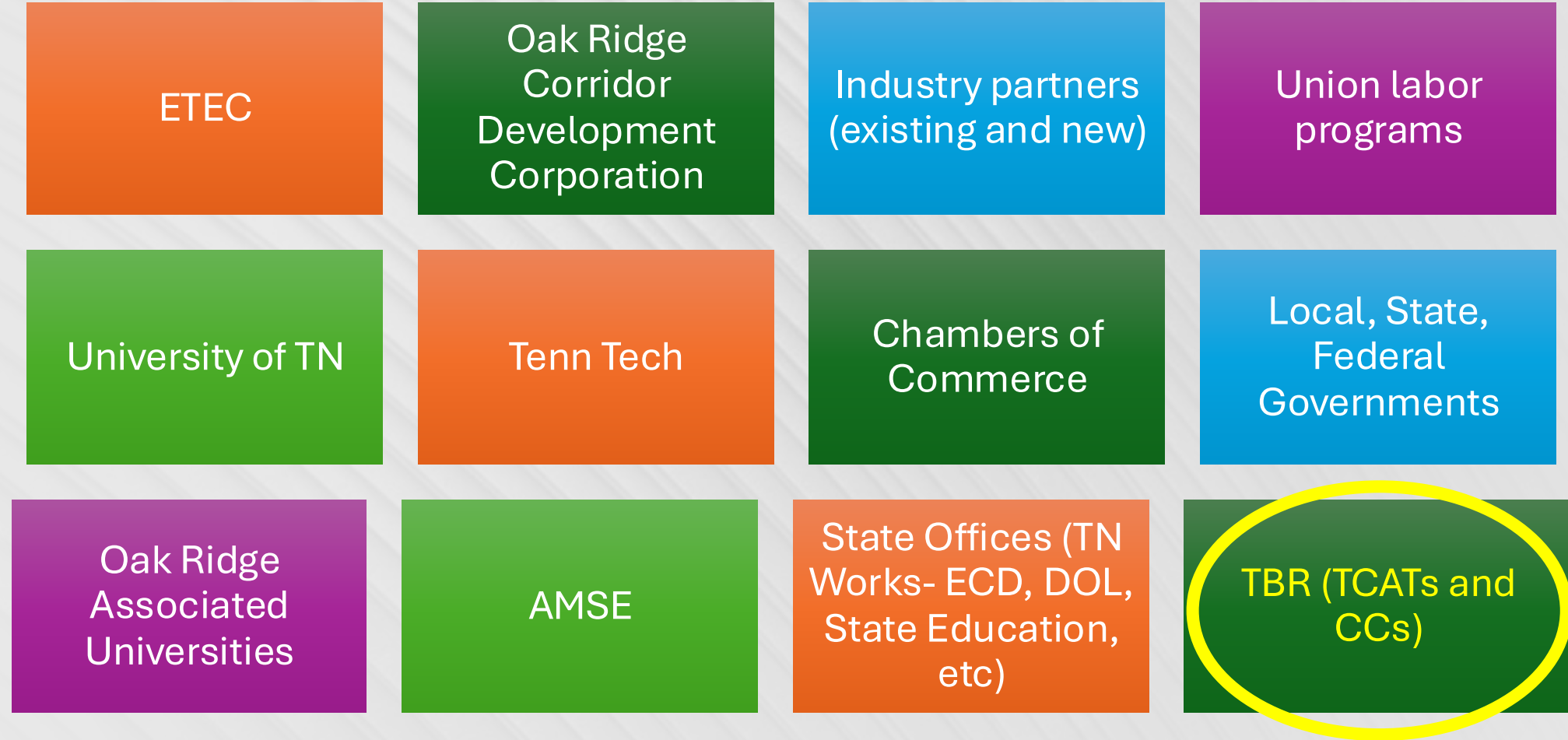
ORNL (National  
lab that has a  
reactor on site)

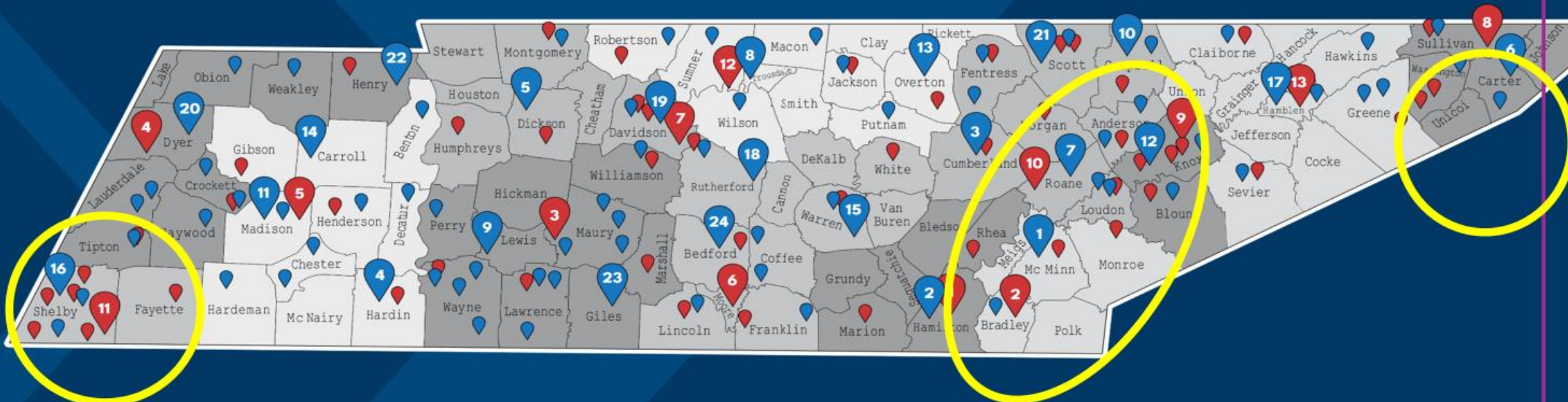
CNS-Y12 (National  
Defense)

UCOR (Clean up  
legacy waste to  
make new  
opportunities)

Centrus Energy  
(Build Centrifuges  
– send to Ohio to  
Enrich Uranium)

# Many parts of the eco-system





**COMMUNITY COLLEGES**

- |                |                |
|----------------|----------------|
| 1. Chattanooga | 8. Northeast   |
| 2. Cleveland   | 9. Pellissippi |
| 3. Columbia    | 10. Roane      |
| 4. Dyersburg   | 11. Southwest  |
| 5. Jackson     | 12. Volunteer  |
| 6. Motlow      | 13. Walters    |
| 7. Nashville   |                |



**COLLEGES OF APPLIED TECHNOLOGY**

- |                 |                |                  |                       |
|-----------------|----------------|------------------|-----------------------|
| 1. Athens       | 8. Hartsville  | 15. McMinnville  | 21. Oneida/Huntsville |
| 2. Chattanooga  | 9. Hohenwald   | 16. Memphis      | 22. Henry/Carroll     |
| 3. Crossville   | 10. Jacksboro  | 17. Morristown   | 23. Pulaski           |
| 4. Crump        | 11. Jackson    | 18. Murfreesboro | 24. Shelbyville       |
| 5. Dickson      | 12. Knoxville  | 19. Nashville    |                       |
| 6. Elizabethton | 13. Livingston | 20. Northwest    |                       |
| 7. Harriman     | 14. McKenzie   |                  |                       |

# TN Board of Regents (TBR)

**Student  
Success**

**Workforce  
Development**

# TN Board of Regents (TBR) Data

36 total colleges-  
each with  
multiple  
locations

121,000 students  
across TCATs and  
CCs

23,300 degrees,  
certificates and  
diplomas

2 million  
workforce  
training hours

# TBR in Nuclear

## TCAT programs across the state

- Welding
- Machine Tool Technology
- Electrical Maintenance
- HVAC/Plumbing
- Truck Driving
- Industrial Maintenance/Mech
- Heavy Equipment Operator
- Building Construction

## Nuclear specific programs at Chatt State, Pellissippi State, Northeast State, Roane State

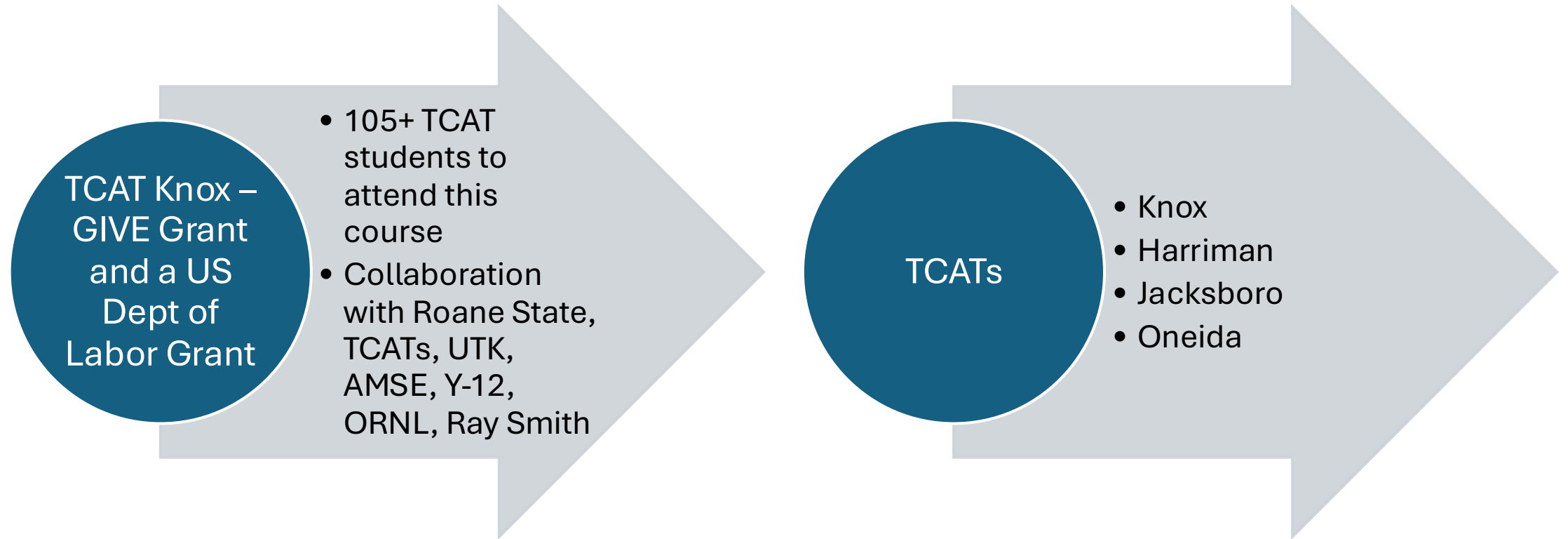
- Nuclear Power Engineering Technology
- Quality Assurance/Quality Control
- Nuclear Technology
- Chemical Eng Technology
- Radio Chemistry
- Robotics and Mechatronics
- Environmental Health Tech
- Cyber Security
- Project Management
- Non-Destructive Testing Technology
- Electrical Engineering Technology

## “Nuclearize” current programs

- 15-hour Introduction to Nuclear for TCAT students and CALM High school students
- 30-hour Nuclear Foundations course
- Special Hazmat training for Truck Driving programs
- Hazwopper
- Conduct of Operations
- Vacuum Technology
- Rad Con Technology

# 15 Hour Intro to Nuclear for TCAT Students

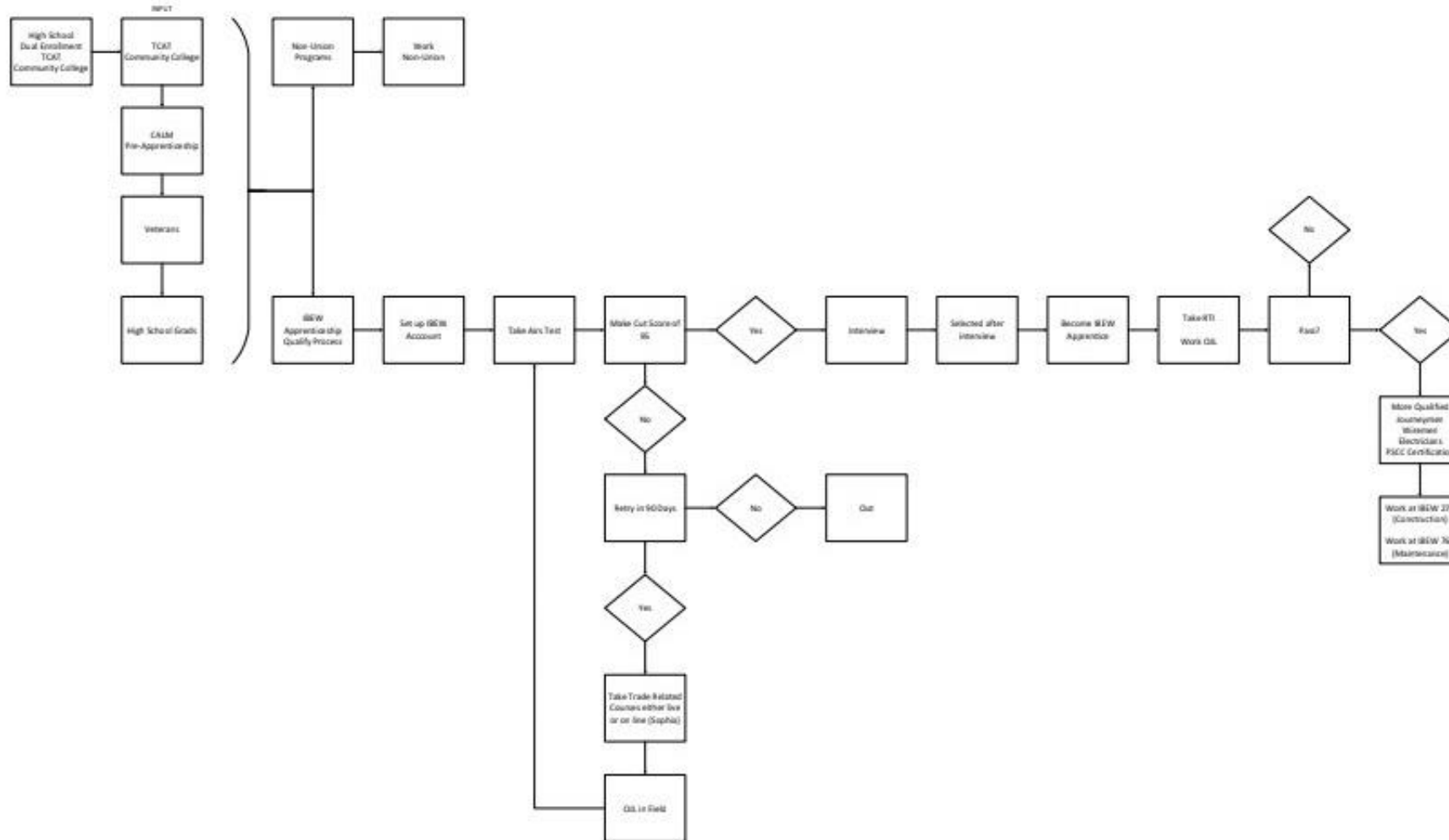
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# If “more” is needed- How can TBR help?















**FUELING OUR FUTURE**

**ENERGIZING TENNESSEE**

**FLIP THE SWITCH**

**GET STARTED**



**NUCLEAR ENERGY**

WORKFORCE  
DEVELOPMENT

# STATE OF THE WORKFORCE

TN Department of  
Labor & Workforce  
Development





## **TBR NUCLEAR WORKFORCE SUMMIT**

OAK RIDGE CAMPUS - OCTOBER 28, 2025

Next – West TN at Jackson State CC/TCAT Jackson Sept. 30, 2026

# What TBR needs from you?



Partner on Grants (New GIVE Grants)



Cross Train Audiences for Training/ Work Experiences (CALM)



Share Expertise- we need your talent for instruction (Teach for any of us)



Meaningful Work Experiences (Apprenticeships, Internships, Job Shadowing, etc)



Build Networks together (Share who you know...)



Share employment data – TN Nuclear Network – Workforce Development Committee (Bill Tindal and Michelle Goodson) – TBR is currently building it's State-wide Nuclear Workforce Strategy



What do  
you need  
from TBR?

# Case Study: C.A.L.M. East Tennessee Apprenticeship Readiness Program – Apprenticeships for Graduates!



**Jason Andrews**  
Trust Coordinator  
Cooperative Agreement Labor and Management



**Cindy Lockett**  
Director, Career and Technical Education  
Roane County Schools



# :::: C.A.L.M E.T.A.R.P Program



## Apprenticeships for Graduates!!!

# About Us

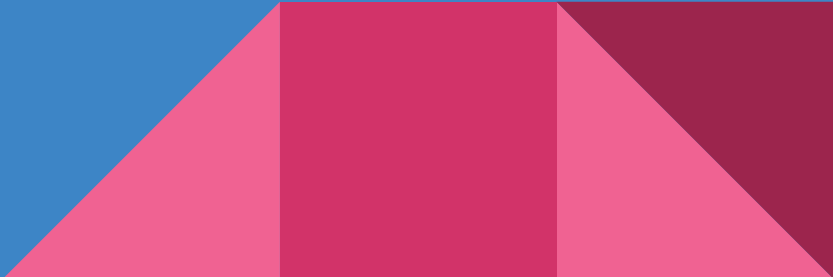
**Jason Andrews:** Trust/Outreach Coordinator, CALM Apprenticeships

**Cindy Lockett:** Career and Technical Education Director, Roane County Schools

**Corey Mashburn:** Career and Technical Education Career Counselor, Roane County Schools



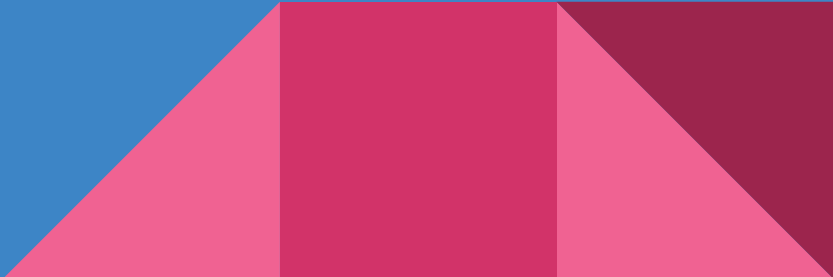
# Where We Started

- Small Cohort Numbers
    - 2022: 3 graduates reported to go into apprenticeship/union work
    - 2023: 5 graduates reported to go into apprenticeship/union work
  - Recruitment in Schools
    - Jason and Corey tag team
  - Nuclear Renaissance/Roane Alliance
  - Roane County Starts Taking Over
    - 2024: 15 graduates reported to go into apprenticeship/union work, including ETARP
    - 2025: data collection in progress
    - **2026: 23 students will finish ETARP Roane County Pilot Program; more are entering as adult students**
    - **2027: projecting 40+ for ETARP Roane County program**
- 

# Roane County Summer/Fall E.T.A.R.P Graduates



# ETARP Roane County Pilot Program

- School Buy In
  - Cohort in January: 25 students
  - Cohort in May: 23 students
    - Oliver Springs Academy Cohort: 13
    - RCHS/RHS/HHS/MHS/RCVA Cohort: 10
  - Retention Rate: 92%
- 

# MEC Site - Spring 2026 E.T.A.R.P Pilot Class

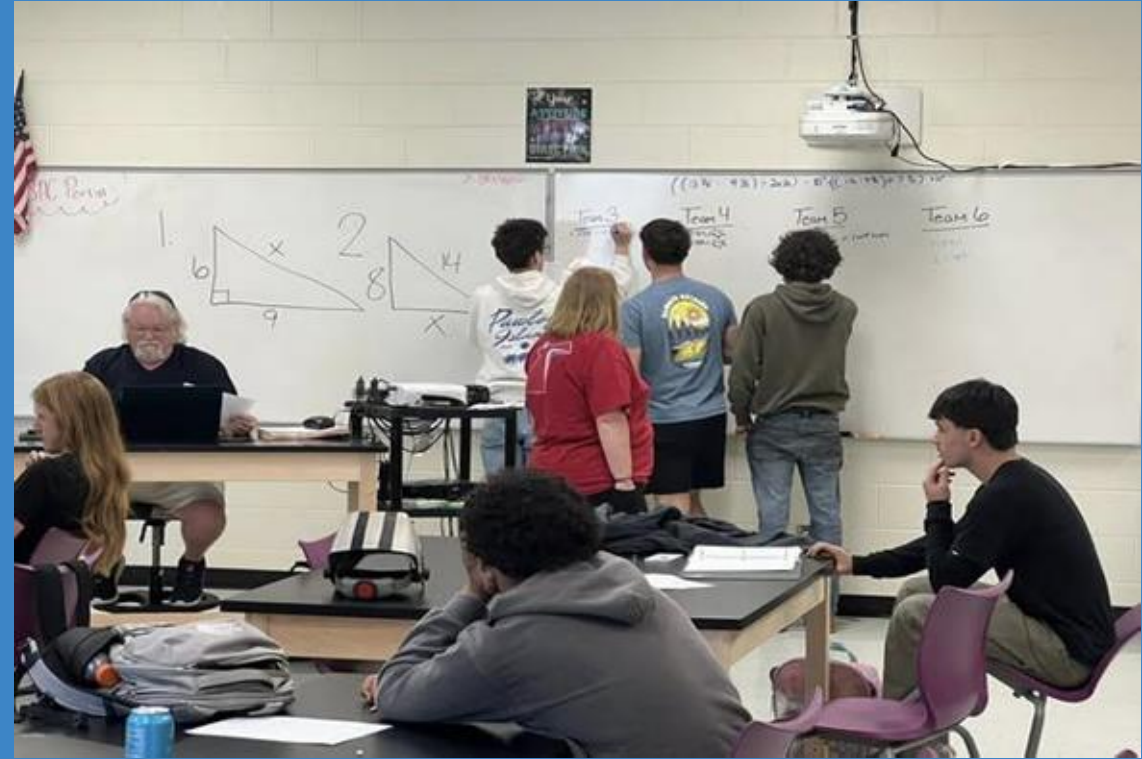


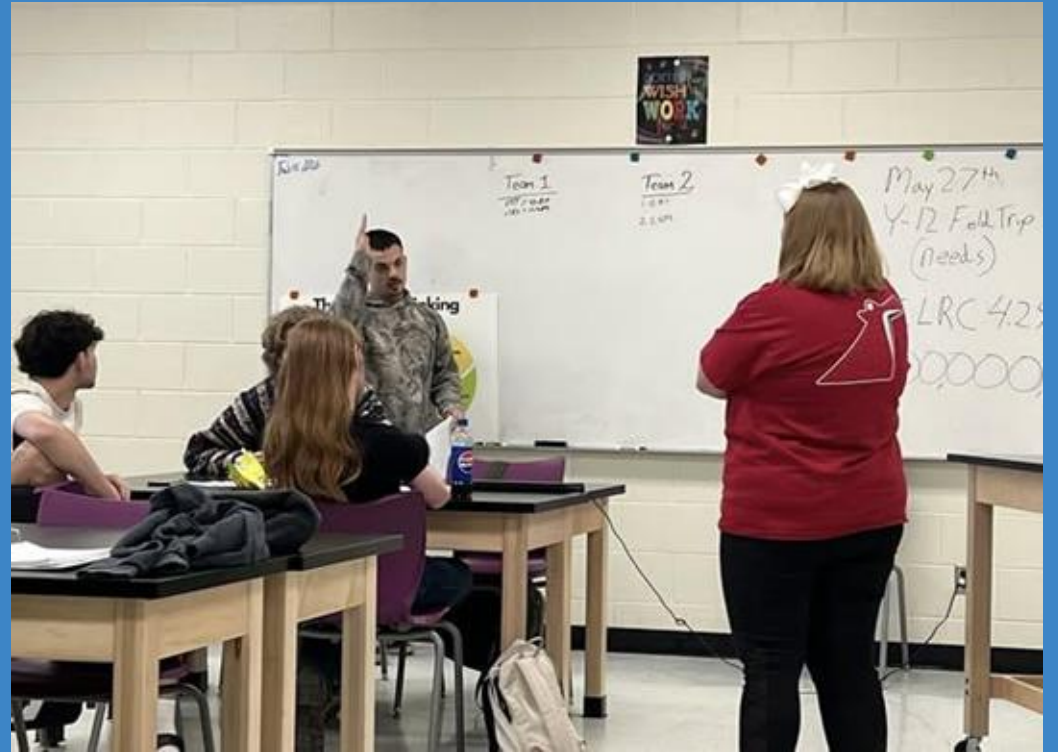
# E.T.A.R.P. Pilot Class Orientation Day



# OSA Site - Spring 2026 E.T.A.R.P. Pilot Class







# Senior Signing Day - 2025 Summer E.T.A.R.P









# Contact Information

**Jason Andrews:** [calm.tenn@gmail.com](mailto:calm.tenn@gmail.com)

**Cindy Lockett:** [clockett@roaneschools.com](mailto:clockett@roaneschools.com)

**Corey Mashburn:** [cmashburn@roaneschools.com](mailto:cmashburn@roaneschools.com)



# Panel: Supply-side Capacity – Assets and Gaps

## Moderator



**Ashley Stowe**  
Chief Research and University  
Partnership Officer  
ORAU

## Panelists



**Teresa Duncan**  
Vice President of Workforce and  
Community Development  
Roane State Community College



**Patty Weaver**  
Vice President for External Affairs  
Mississippi State Community College



**Lyn Potter**  
Dept. Head, Engineering Systems Technology  
Chattanooga State Community College



**Chris Ayers**  
President  
TCAT Harriman

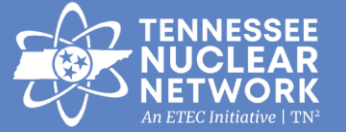


**Christian Fuller**  
Business Manager, Sheetmetal Local #5 and  
Financial Secretary Treasurer, KBCTC



**Holly Cross**  
Director, Career and Technical Education  
Oak Ridge Schools





# BREAK



# Panel: Wrap-around Services – Mitigating Barriers

## Moderator



**Naomi Asher**  
President  
The Maven Consulting

## Panelists



**Shannon Rosedale**  
Senior Policy and Research Coordinator  
Tennessee Dept. of Human Services



**Jon Shefner**  
Director, Community University Research Collaboration Initiative  
University of Tennessee



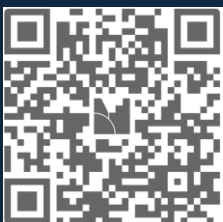
**Dawn Carlock**  
Vice President  
Roane Alliance



**Abby Gibbons**  
Mobility Mentor  
Boys & Girls Club of the Tennessee Valley



**Sara Rymer**  
Business Agent  
Painters #437





# Spotlight: Veterans' Programs



**Kristin Rawson**  
Manager  
Y-12 National Security Complex Operations Center



The background of the slide features a large, semi-transparent seal of the Department of Defense. The seal is circular with a gold border and contains an eagle with wings spread, perched on a shield with vertical stripes. The words "DEPARTMENT OF DEFENSE" are written in a circle around the eagle, and "UNITED STATES OF AMERICA" is written at the bottom. Overlaid on the top of the seal is a blue graphic consisting of two curved lines that meet at a point on the right, with three vertical bars of varying heights extending downwards from the center of the curves.

# DOWSKILLBRIDGE

## SkillBridge Program and Benefits to Employers

Kristen Rawson, CNS Y-12 National Security Complex

# SkillBridge: What is the Program?

- The DoW SkillBridge program is an opportunity for service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. DoW SkillBridge connects transitioning service members with industry partners in real-world job experiences.
- Each year approximately 200,000 members of the U.S. Armed Forces, stationed in over 140 military installations in the U.S. and overseas, will leave active duty and re-enter the civilian work force or pursue higher education.
- The DoW SkillBridge program is for active-duty service members and select groups of the National Guard and the Reserves.
  - Participants are subject to ethical guidelines while participating.
- Onboarding activities and learning activities are allowed as part of learning about the organization.



# Military Member



- Mandatory DOW Transition Assistance Program (TAP) –Resume writing and interviewing assistance resources
- May attend other classes to help with the transition to civilian life
- Total Positions: 11,795
- Working in a professional civilian environment prior to retirement or discharge
- Still being paid while training/interviewing for a new job
- Gaining invaluable experience in one or more fields as an intern
- Their time is an interview
- Ultimate goal is a job offer at the end of program

# Industry Partners

- Over 6,000 industry Partners with 11,795 positions available
- Still being paid while training
- Giving invaluable experience in one or more fields to your intern
- Evaluating their time as an interview tool
- Ultimate goal is a job offer at the end of program to enhance your company organization
- Highly desired skills

# Top 10 Traits



1. **Leadership Experience**: Leading 10-30 personnel at a time
2. **Adaptability & Agility**: Trained to adapt to changing circumstances quickly
3. **Strong Work Ethic & Discipline**: Self discipline
4. **Teamwork & Collaboration**: Work with diverse groups to achieve a common mission
5. **Integrity & Ethics**: A commitment to core values
6. **Problem-Solving Under Pressure**: They excel at identifying critical issues and developing innovative solutions
7. **Respect for Procedures & Structure**: Veterans understand the value of protocols, structure, and safety,
8. **Loyalty & Retention**: Veterans tend to show high commitment to their employers, resulting in lower turnover rates.
9. **Technical Competence & Rapid Learning**: They often bring specialized technical skills and have a proven ability to learn.
10. **Global Perspective & Communication**: They possess strong communication skills and a broad, inclusive worldview.

# 7 Steps to Becoming a DOW SkillBridge Provider!

STEP  
01

Attend a Prospective  
Provider Information  
Session

STEP  
02

Review the DOW  
SkillBridge Website

STEP  
03

Complete Ethics Training

STEP  
04

Submit Application

STEP  
05

Sign the MOU

STEP  
06

Receive an approved  
MOU

STEP  
07

Appear on the website



DOW SKILLBRIDGE

Active Duty Service Members



**HIREVets.gov**  
**HIRE**

**Vets Medallion Program**



Hire a Veteran | U.S. Department of Labor

# Questions





# Closing



**Ashley Stowe**  
Chief Research and  
University Partnership Officer  
ORAU



**Molly Cripps**  
Director, Office of Energy Programs  
Tennessee Dept. of Environment and  
Conservation

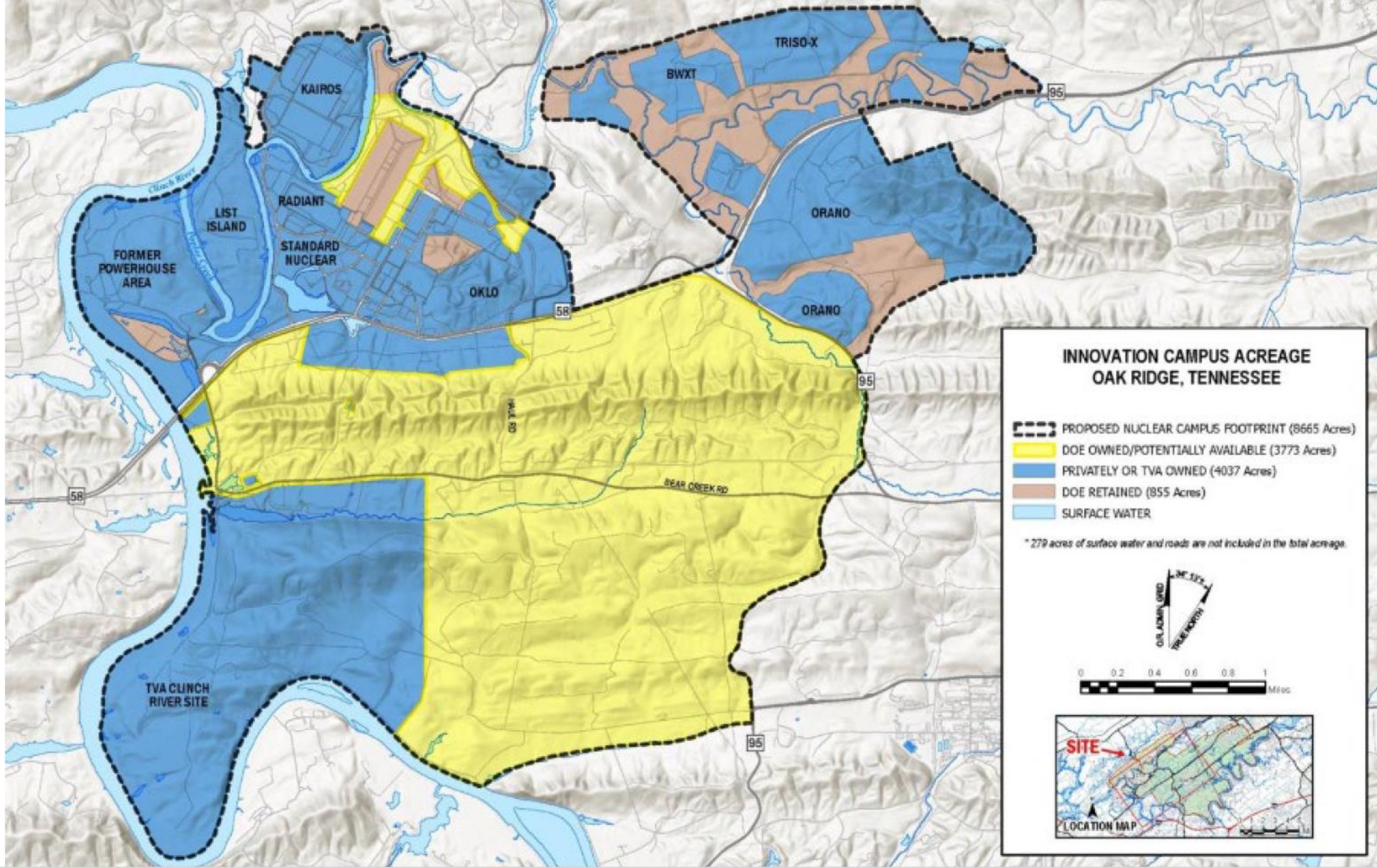




**U.S. DOE RFI**  
**Nuclear Lifecycle Innovation Campus Concept**

Thursday, May 14 , 2026

Tennessee  
Innovation  
Campus  
Acreage  
Map





# Inventory of Nuclear Industry Partners

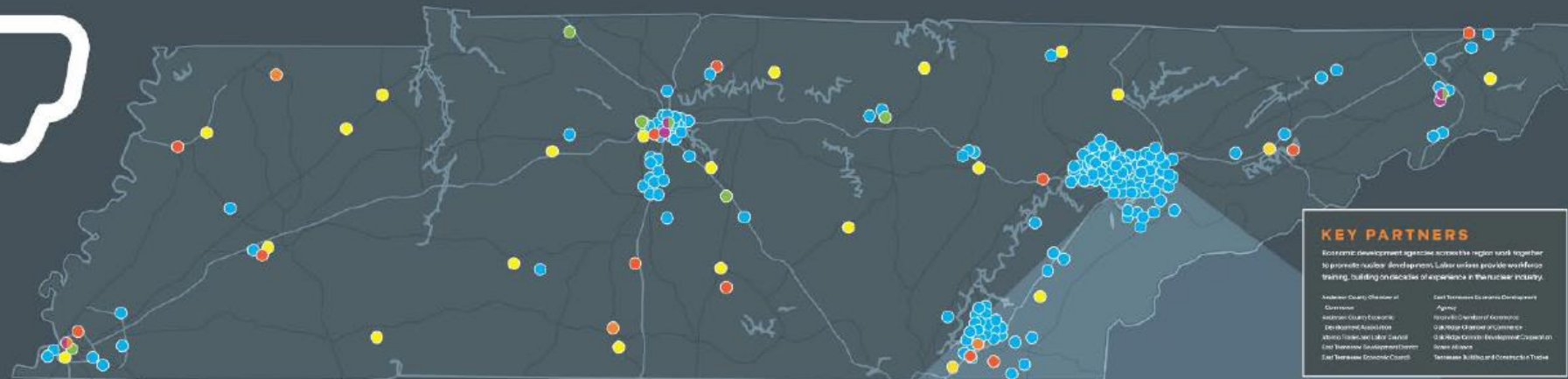


# Nuclear is Here: Tennessee Nuclear Network

## NUCLEAR IS HERE: POWERING TENNESSEE'S FUTURE



Tennessee is advancing nuclear energy, AI, and quantum computing with innovation, a highly skilled workforce, and public-private partnerships.



### KEY PARTNERS

Economic development agencies across the region work together to promote nuclear development. Labor unions provide workforce training, building on decades of experience in the nuclear industry.

Anderson County Chamber of Commerce	East Tennessee Economic Development Agency
Anderson County Economic Development Authority	Greenville Chamber of Commerce
East Tennessee Development Board	East Tennessee Development Corporation
East Tennessee Economic Council	Tennessee Alliance of Contractors & Trade

- ECONOMICS**  
 Unleashing innovation to control costs and building public-private partnerships to deploy new fission and fusion reactors
- FUEL CYCLE**  
 Putting new technology to work to reuse nuclear fuel, remove dependence on foreign sources, and ensure American energy dominance
- FUELS**  
 Deploying new designs that will enhance operations, increase safety, and ensure national supply chains
- LICENSING**  
 Working across industry and with federal partners to develop AI systems that will accelerate licensing of new fission and fusion reactors
- MATERIALS**  
 Developing the groundbreaking materials needed to withstand the extreme environments of new fission and fusion reactors
- WORKFORCE**  
 Connecting K-12, technical schools, colleges, universities, labor, industry, and federal sites to grow a new generation of nuclear expertise

### In the coming decade, Tennessee will be home sweet home to

- Top-ranked nuclear engineering graduates**
- Advanced manufacturing for faster nuclear energy deployment**
- 1st** The commercial deployment of an SMR
- A first-of-its-kind fusion stellarator prototype**
- The nation's base for advancements in enrichment and isotopes**
- The nation's source for HALEU/ TRISO fuel**
- Modernization** of the nation's highly enriched uranium capability
- 1st** The non-light-water reactor operational in the US in the 21st century
- Workforce leadership** from the Tennessee Nuclear Energy Workforce Center, which will harness resources statewide to meet industry needs
- Quantum innovation** that includes a commercial network connecting the Oak Ridge Corridor
- 1st** The non-light-water reactor operational in the US in the 21st century
- Artificial Intelligence** integrated into the region's leading infrastructure, scientific capabilities, and data capabilities to accelerate American leadership
- New cancer treatments** using next-gen theranostics for diagnosis and precise targeting of cancer cells
- No. 1** The supercomputer enabled for quantum, AI, and big science



[www.etcetonline.org/nuclear-industry-hub/](http://www.etcetonline.org/nuclear-industry-hub/)



# State Contacts

**Department of Environment & Conservation**

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**Department of Economic & Community Development**

**[braden.stover@tn.gov](mailto:braden.stover@tn.gov)**



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North America's Building Trades Unions

TENNESSEE  
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# PATHWAY TO TRADES SUMMIT



# THANK YOU!

