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**TRAINING AND JOB PLACEMENT SERVICES
PLAN FOR FEED MATERIALS PRODUCTION
CENTER
FEBRUARY 1991**

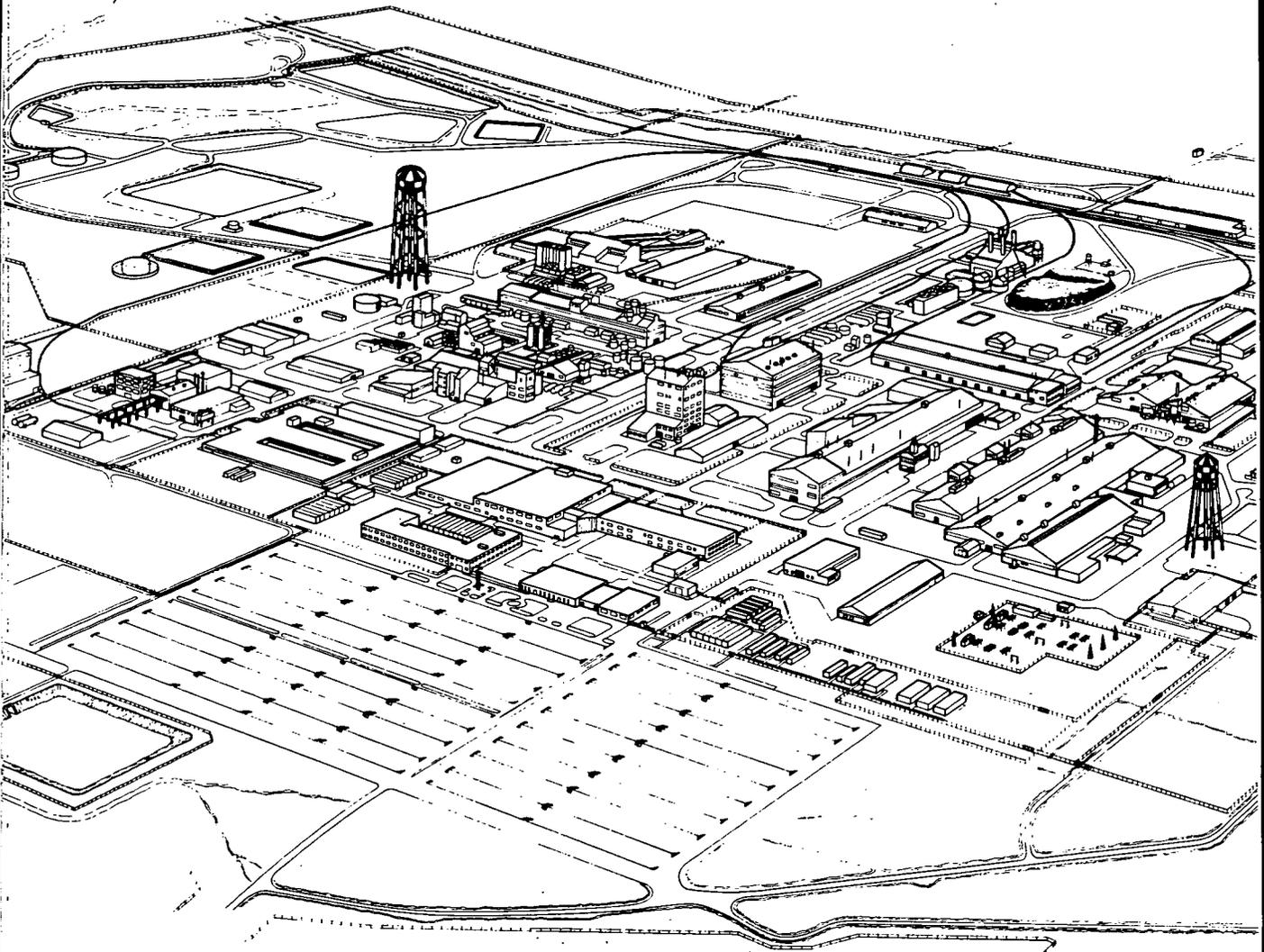
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**WMCO GRAPHICS 1318.1
DOE-FMPC
24
REPORT**



*United States
Department
of Energy*

TRAINING AND JOB PLACEMENT SERVICES PLAN FOR FEED MATERIALS PRODUCTION CENTER



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0.0 EXECUTIVE SUMMARY

Public Law 101-189, enacted on November 29, 1989, requires the Secretary of Energy to submit a "Training and Job Placement Services Plan" to the Committees on Armed Services of the Senate and House of Representatives within 120 days before a United States Department of Energy (DOE) defense nuclear facility, as defined in Section 318 of the Atomic Energy Act (AEA) of 1954, 42 U.S.C., 2286(g), permanently ceases all production and processing operations. This satisfies the requirements of the Public Law.

Retraining of the FMPC workforce to meet the requirements of the FMPC's current cleanup and environmental restoration mission began in December 1988, as the need for uranium production declined and the need to address environmental contamination issues at the FMPC increased. In December 1988, the workforce returned after a three-month strike, and the FMPC's focus changed from production to waste handling/restoration. Upon their return, all employees participated in a three-day Safety Reindoctrination Training Program, the first of a three-phase retraining process. Here employees were introduced to the environmental regulations which affect operations at the FMPC and to the changing site mission.

By the end of FY 1989, the FMPC had undergone TSA and Tiger Team assessments and had completed the second phase of the retraining process: training focused on the handling, storage, and transportation of hazardous waste. This second retraining phase involved a tri-level training program: site-wide RCRA awareness, 24-hour RCRA compliance, and job specific waste management task training.

In July 1989, the production operations at the FMPC were temporarily suspended to focus on site cleanup and worker retraining. In November 1989, FMPC was listed on the Environmental Protection Agency's (EPA) National Priorities List (NPL). Waste management and remediation related tasks were implemented under the requirements of CERCLA, as well as RCRA, and the third retraining phase was conducted. Workers were trained to meet the general or occasional worker requirements of 29 CFR 1910.120.

At the present time, 80 percent of the FMPC workforce is trained to successfully perform waste cleanup and environmental management tasks in compliance with OSHA, EPA, DOT, State laws, DOE regulations and orders, and FMPC health and safety standards and operating policies and procedures. The other 20% do not require this training because they are administrative and support personnel who are not involved directly in remediation work.

Employees at the FMPC currently possess the expertise and skills needed for environmental restoration and cleanup at the FMPC, due to present training programs being utilized and/or developed at this time.

Outplacement services have been provided in the past and will be offered in the future, if required. However, refocusing of production operations is not expected to result in the layoff of any of the current workforce.

Outplacement services in the past at the FMPC has involved, resume services, counseling, networking career development and interviewing skills.

However, refocusing of production operations to waste cleanup and environmental management tasks will not result in a reduction of the current workforce.

Major new training initiatives have begun, including the implementation of the first seven-week DOE/Westinghouse School for Environmental Excellence, and are being planned including: the University of Cincinnati/FMPC Education Program, the FMPC Technology Center, and the Center for Retraining Wage Workers and Technicians as Remediation Workers.

Throughout the FMPC transition from production operations to waste management and environmental restoration operations, retraining of employees to fulfill their modified job duties in compliance with environmental and DOE regulations and orders has been a top priority.

It is the FMPC's philosophy that training is essential to the efficient and safe operation of all facility processes and to rapid and effective responses to emergency conditions involving hazardous wastes and materials. Further, it is the FMPC's policy that all employees be trained to perform in a manner which emphasizes accident prevention to safeguard human health and the environment.

1.0 WESTINGHOUSE MATERIALS COMPANY OF OHIO (WMCO) TRAINING 10/1/88 - A BASELINE

On October 1, 1988, the FMPC was in production. All nine plants which made up the FMPC production line for the manufacturing of uranium metal products were operating; employment totaled 1,502, with 646 hourly and 856 salaried employees comprising the FMPC workforce. Technical training to support production operations was in place and designed in compliance with the established DOE five-phase, performance based model. Job task analyses were complete for all production tasks, task-to-training matrices were in development, training on all standard operating procedures was conducted, and worker qualifications were tracked.

A first line supervisor training program complimented the technical training programs, and safety training was implemented to support production tasks.

Responsibility for training was dispersed and focused on production and production process support activities.

2.0 THE FIRST TRANSITION: A THREE-PHASE RETRAINING PROCESS 1/89 TO 5/90

2.1 Phase I

To emphasize the shift in site mission from production to waste handling, restoration, and safety compliance, a 24-hour training program was developed and implemented to: 1) update employee general safety skills; 2) begin to develop employee specialized skills in restoration and waste handling processes; and, 3) introduce the workforce to the new site remediation priority. During this training, the general workforce was introduced to the environmental regulations which now affect operations at FMPC: Resource Conservation and Recovery Act (RCRA); Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA); Toxic Substances Control Act (TSCA); Clean Air Act (CAA); Clean Water Act (CWA); and the underground storage tank regulatory system. To underscore the importance of safety practices and to emphasize the change in site mission, every returning employee was required to complete the entire program. Every employee on site was required to complete the first 8-hour portion of this general employee reindoctrination training.

2.2 Phase II

In July 1989, WMCO ceased all production activities to concentrate on "cleanup."

To reinforce the waste management tasks of the site, and to comply with RCRA regulation requirements, the second phase of the retraining process was instituted during August and September 1989.

In this phase of retraining the FMPC workforce, a tri-level program was designed in compliance with training requirements for treatment, storage, and disposal facilities covered under 29 CFR 1910.120, 40 CFR 270.14 and 265.16 and OAC 3745-50-44 (A)(12) and 3745-54-16 (see Figure 1). Over 650 employees associated with the waste handling and restoration process at FMPC (60% of the workforce) participated in 24 hours of RCRA Compliance Training (see Figure 2 for training agenda topics). All employees were tested at the end of the training program to ensure that concepts were understood and that employees were able to perform activities in compliance with applicable regulations. This training equips these employees to perform successfully the waste management activities of the site. The remaining 470 WMCO employees participated in a 1-hour overview of RCRA waste minimization and its importance to the FMPC.

Concurrent with RCRA compliance training implementation was the development of training on waste management operation tasks. Training

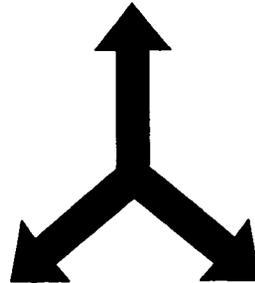
FIGURE 1

RCRA

Three Level Training Program

40 CFR 270.14 and 265.16

**24 Hour Compliance Training Program/
8 Hour Refresher**
(Hazardous Waste Workers and Supervisors - 60%)



**Site-wide RCRA
Awareness**
(all employees)

Job Specific Training
(Based on Job Task)

FIGURE 2

**24 HOUR RCRA COMPLIANCE
TRAINING AGENDA TOPICS****DAY 1**

**Handling, Treatment, Storage of Hazardous
Waste
Transportation of Hazardous/RCRA Waste
Toxicology and Recognition of Physical and
Chemical Hazards**

DAY 2

**Lot Marking System at the FMPC
Contingency Plan
WMCO Emergency Procedures, Spill
Notification and Response
Personal Protective Equipment
Regulatory Emergency Planning Including BMP
Spill Control**

DAY 3

**Emergency Action in the Workplace/CPR
(Certification)
Emergency First Aid (Certification)
Closure Scenario and Questions and Answers**

courses on satellite accumulation centers, sampling procedures, proper transporting and handling, drum overpacking, packaging and certification, inspection, and other related waste management procedures were conducted.

WMCO also improved its training accountability systems by assigning the Training and Development Section the responsibility to document implementation of training at the FMPC in its automated Training Records Management System (TRMS). The TRMS lists all employees' training records by individual, Department, and Section, and is managed in compliance with OAC 3745-54-16(D) and 40 CFR, 265.16(d). When individuals need to be retrained, the TRMS indicates needed retraining deadlines and the individuals who need to receive this retraining. (The required eight-hour RCRA refresher training course for all individuals involved in the handling or management of hazardous waste, who participated in the 24-hour RCRA training program, was scheduled in September 1990, using this automated training record management system.)

The WMCO Training and Development Section was also tasked with the responsibility of maintaining all employee training files and documentation of training content. Employee training files include employee's job description, completed training program tests, attendance rosters, and certifications. Training records on current personnel are kept on file at the facility until closure.

2.3 Phase III

With the November 1989 designation of the FMPC as a Superfund site, waste management and remediation-related tasks fell under 29 CFR 1910.120 requirements of CERCLA, as well as RCRA.

During December 1989, WMCO management was reorganized to focus on restoration.

In January 1990, 24-hour RCRA training was again conducted to assure that transferred WMCO employees were retrained to effectively perform their jobs in the waste management/remediation area. In May 1990, 15,000 hours of training were delivered to WMCO employees in order to retrain them in the requirements of CERCLA and Superfund Amendments Reauthorization Act (SARA). A deadline of May 31, 1990, was established by WMCO management for the FMPC to be in compliance with job training requirements outlined for CERCLA Superfund sites in 29 CFR 1910.120. (See Figure 3.)

Approximately 80% of the current WMCO workforce has been trained to meet the general or occasional work requirements of the 29 CFR 1910.120

FIGURE 3

29 CFR 1910.120 Superfund Site

Occasional Worker

24 hr.
8 hr. OJT
8 hr. Supervisor

General Worker

40 hr.
24 hr. OJT
8 hr. Supervisor

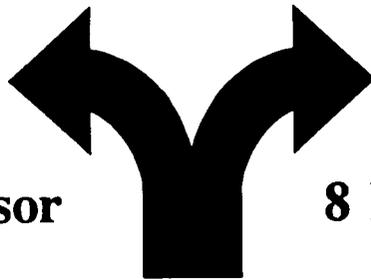


FIGURE 4
1910.120
COMPLIANCE COURSES

GENERAL	OCCASIONAL
24 HOUR RCRA Fire Extinguisher You & OSHA Overview of 1910.120 WMCO Site Overview and Description Site Control and Characterization Decontamination Procedures General Safety Hazards Site Health and Safety Plan/ Medical Surveillance Site Illumination and Sanitation Standards Asbestos Awareness Confined Space Entry	24 HOUR RCRA Fire Extinguisher You & OSHA Overview of 1910.120 WMCO Site Overview and Description Site Control and Characterization Decontamination Procedures General Safety Hazards Site Health and Safety Plan/ Medical Surveillance Site Illumination and Sanitation Standards Asbestos Awareness Confined Space Entry
Respirator Rad Worker Nuclear Criticality	
24 HOUR OJT	8 HOUR OJT
Supervisors of General workers need, in addition to the above, the 8 hour SARA/OSHA Supervisor Training	Supervisors of Occasional workers need, in addition to the above, the 8 hour SARA/OSHA Supervisor Training

COMPLIANCE COURSE REQUIREMENTS MATRIX	
COURSE	REGULATION
24 Hour RCRA	RCRA 40 CFR265.16 40 CFR265 Subpart D 40 CFR270.14(b)(12) DOE Order 5480.2 BMP 40 CFR125.104(e) SPCC 40 CFR112.7(e)(10) DOT 49 CFR177.816(a,b) 49 CFR173.1(b)
Satellite Accumulation Area	40 CFR262.34(d)(5)(iii)
Fire Extinguisher	29 CFR1910.120 29 CFR1910.57
You and OSHA	29 CFR1910.120 DOE Order 5483.1A
Overview of 1910.120 WMCO Site Description Site Control and Characterization Decontamination Procedures Site Health and Safety Plan Site Illumination and Sanitation	29 CFR1910.120
Asbestos Awareness	40 CFR700 29 CFR1926.58 29 CFR1910.1001
Confined Space	29 CFR1910.120 ANSI Z117.1-1977

regulation. The other 20% do not require this training because they are administrative and support personnel who are not involved directly in remediation work.

All 1,120 current WMCO employees are required to complete general employee training which includes topics on industrial safety, hazardous materials, fire protection, radiation protection, nuclear criticality safety, emergency planning and response, exposure dose reduction methods, waste minimization, and personal protective equipment.

A matrix approach to CERCLA training implementation was developed by WMCO to meet the requirements of 29 CFR 1910.120 and the regulatory requirements of the CWA, the DOT, RCRA, TSCA, and applicable DOE regulations and orders. (See Figures 4 and 5).

In July 1990, training was presented to 245 WMCO engineers and environmental professionals on environmental laws and regulations. This training included a 16-hour overview of environmental laws, law compliance, and liabilities. An additional 16 hours of training was also presented on the updates to applicable environmental laws and regulations, including the new Toxicity Characteristic Leaching Procedure (TCLP) test, land ban disposal restrictions, and how to comply with the statutory requirements.

3.0 WMCO TRAINING 10/1/90: THE TRANSITION

3.1 Present Time

At the present time, it is estimated that 80% of the current workforce is trained to assist in performing remediation activities. The other 20% do not require this training because they are administrative and support personnel who are not involved directly in remediation work.

All current WMCO employees are required to complete general employee training which includes topics on industrial safety, hazardous materials, fire protection, radiation protection, nuclear criticality safety, emergency planning and response, exposure dose reduction methods, waste minimization, and personal protective equipment.

These general employee safety training courses are offered in a newly designated Safety Training Center and are presented on a regularly scheduled, weekly basis. Figures 6 and 7 outline the composition of the WMCO general employee training program and designate the regulation or order with which the training modules are designed to be in compliance.

In compliance with the requirements for RCRA treatment, storage, or disposal sites, and with CERCLA Superfund sites, environmental training is

FIGURE 6

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*Total hours = 24.5

GENERAL EMPLOYEE TRAINING - RADIATION WORKER			
New Employee Orientation	8 hrs.	29CFR1910.120 SUB PART I DOE 5480.5	Mon.
Radiation Safety Training	5 hrs.	DOE 5480.11	Tues.
Radiation Safety Personal Monitoring	1 hr.	DOE 5480.11	Tues.
Respirator Training & Fit	4 hrs.	29CFR1910.134 29CFR1910.156	Wed. + as individually scheduled
Nuclear Criticality Training	2.5 hrs.	DOE 5480.5	Wed.
Fire Extinguisher	.5 hrs.	29CFR1910.57 29CFR1910.120	Thurs.
OSHA and You	.5 hrs.	DOES483.1A 29CFR1910.120	Thurs.
Industrial Safety/Hazard Comm.	2.5 hrs.	29CFR1910.1200 29CFR1910.38	Thurs.
Radiation Worker OJT	.5 hrs.	DOE 5480.11 29CFR1910.132 29CFR1910.137	Thurs. and Fri. as individually scheduled.

FIGURE 7

*Total hours = 20

GENERAL EMPLOYEE TRAINING - NON RADIATION WORKERS			
New Employee Orientation	8 hrs.	29CFR1910.120 SUB PART I DOE 5480.5	Mon.
Radiation Safety Training	5 hrs.	DOE 5480.11	Tues.
Radiation Safety Personal Monitoring	1 hr.	DOE 5480.11	Tues.
Nuclear Criticality Training	2.5 hrs.	DOE 5480.5	Wed.
Fire Extinguisher	.5 hrs.	29CFR1910.57 29CFR1910.120	Thurs.
OSHA and You	.5 hrs.	DOES483.1A 29CFR1910.120	Thurs.
Industrial Safety/Hazard Comm.	2.5 hrs.	29CFR1910.38 29CFR1910.1200	Thurs.

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scheduled on a monthly basis and includes the 24-hour RCRA training, the General and Occasional Worker CERCLA training, and the 8-hour RCRA/CERCLA refresher training. These training programs are presented in-house by qualified instructors/subject matter experts.

Technical training for waste management tasks is currently performed via classroom and on-the-job training, using documented formats.

An Interactive Learning Center has been established which offers over 50 technical, safety, and management training Programs on a one-to-one basis using interactive video and computer based training materials. Skill and ability level training needed for waste management/remediation tasks is the focus of this computer based training center.

A centralized training record accountability system is in place. The Training Record Management System (TRMS) tracks WMCO employee and subcontractor compliance with training requirements and notifies employees when retraining is required. To assure that training requirements are observed, TRMS is tied to the Dosimetry Section which terminates an employee's access to his or her thermo-luminescent dosimeter (TLD) when established safety and environmental regulation training requirements are not met. Currently, TRMS tracks over 550 active training classes delivered at the FMPC. Employee training files are also maintained in a centralized location which documents employee test results, training courses attended, and certificates received.

WMCO submitted a Training Program Accreditation Plan to the WMCO DOE Field Office in accordance with DOE Order 5480.18, ACCREDITATION OF PERFORMANCE-BASED TRAINING FOR CATEGORY A REACTORS AND NUCLEAR FACILITIES. This plan detailed how WMCO will accredit training programs for all FMPC job positions which "affect the waste management/remediation process." The programs included for accreditation are: Chemical Operator, Motor Vehicle Operator, and Environmental Monitoring Technician.

Figure 8 - Historical Retraining Program Timeline provides a pictorial summary of the WMCO retraining process, June 1988 through October 1990.

3.2 DOE/Westinghouse School for Environmental Excellence

On September 10, 1990, WMCO opened the first DOE/Westinghouse School for Environmental Excellence. This seven-week training program emphasized the application of environmental statutes and regulations to conditions at DOE facilities.

FIGURE 8

HISTORICAL RETRAINING PROGRAM TIMELINE

1988 JUNE - DECEMBER

Need for Uranium Production Declines 50%	All Production Halted	Workforce Reduction Announced
Union Contract Negotiations Begin	DOE Issues "2010 Report"	Dec. 19 - Strike Ends
Three Zone Radiation Control Efforts Begin	EPA Alleges Extreme Uranium Contamination at WMCO	Change in Focus from Production to Waste Handling/Restoration
Oct. 7 - Bargaining Unit Walks Out on Strike	Increased Media Attention	
	EPA Proposes \$200,000 Fine for Lack of Compliance	

1989 JANUARY - DECEMBER

Three Workforce Reductions: January, May and December 620 Employees Laid Off	TSA Results Analyzed Using Root Cause Analysis	Unilateral Focus on Site Cleanup Extended
Job Fair for RIF Employees	RCRA Training: 60% of Employees Trained (Retraining Phase II)	Management Reorganization: Focus on Restoration
All Employees Participate in Safety Re-indoctrination Training (Retraining Phase I)	"Clean Sweep" Program Begins	"Big Swipe" Street Cleaning Effort
TSA Audit Conducted	Tiger Team Conducts Environmental Audit	"Going for the Green" Celebration

1990 JANUARY - OCTOBER

Reorganize Structure for Environmental Management	Opening of Safety Training Center for General Employee Training (GET)	8 Hour RCRA Refresher Training
SARA/CERCLA Training - 80% of Employees Trained (Retraining Phase III)		Implementation of First DOE/Westinghouse School for Environmental Excellence - 7 week course

The DOE/Westinghouse School for Environmental Excellence was designed to respond to the need to develop engineers and first-level managers to improve their ability to make sound decisions in the area of environmental compliance. The modules in this training program were designed by environmental compliance and training personnel from the six Westinghouse GOCOs and the Westinghouse Environmental Affairs. The School provided an initial overview of the regulations of concern, basic theoretical background in the assumptions and analyses required to apply the regulations to DOE-GOCO site situations, and practical application lectures and case studies for application. The school consisted of 23 modules summarized below.

WEEK 1

.INTRODUCTION

Discusses the Westinghouse organization and management directives.

.STATUTORY AND REGULATORY OVERVIEW

Provides an overview of RCRA, CWA, CAA, AEA, CERCLA, TSCA, OSHA, HMTA, EPCRTKA, SARA, NEPA, the DOE organization, responsibilities and orders and discusses legal considerations and the external forces which affect the DOE-GOCO organizations.

.APPROACH TO ENVIRONMENTAL PROBLEMS

Discusses selection of a generalized waste treatment minimization technique as a solution to a given environmental problem and covers preliminary evaluations of screening plausible disposal/treatment technologies for a given environmental/waste disposal problem and evaluations of potential waste minimization techniques.

.BASIC TOXICOLOGY

Acquaints the students with the basic principles of toxicology.

.ECOLOGY

Identifies the morphology of an ecosystem, the interactions within the system, and the impacts of man's activities upon the ecosystem.

WEEK 2**.ENVIRONMENTAL CHEMISTRY**

Acquaints students with the basic concepts of chemistry, properties and behavior of solutions and chemicals, impact of release of chemicals to the environment, causes and importance of the biodegradation process in the environment, significance, properties and effects of radioactive isotopes, understanding of compatible materials and containment concern of heavy metals in the environment, different classes of organic compounds, and present day organics of environmental concern.

.SAMPLING, ANALYSIS, AND INSTRUMENTATION

With the aid of EPA and Federal Register documents, provides a working knowledge of required and desirable elements of sampling, analyses, and instrumentation plans.

.LABORATORY METHODS

Discuss identification of appropriate laboratory methods and ability to evaluate results for compliance purposes using EPA and Federal Register reference documents.

.RISK ANALYSIS

Discuss the basic processes of chemical and radioactive hazard estimations and how the information obtained from risk analysis is used to protect workers and the general public from undue exposure.

.INDUSTRIAL HYGIENE

Discusses fundamental industrial hygiene topics as they relate to environmental compliance.

WEEK 3**.GEOLOGY**

Discusses the origin, structure and mineralogy of soil deposits, the physical and engineering properties of soils, provides approach to identification and calculation of thermodynamic parameters, factors affecting chemical reaction and transport properties that affect the environmental fate and effects of contaminants in groundwater, and develops the parameters that are important in groundwater migration.

.INVESTIGATION AND AUDITS

Discusses the eight main aspects of outside investigations and audits which could be performed at Westinghouse GOCOs.

.ENVIRONMENTAL QA AND RECORD KEEPING

Covers Quality Assurance as applied to a broad variety of areas associated with the environment and record keeping requirements as governed by environmental regulations.

.ENVIRONMENTAL TRAINING

Discusses mandated training, sources for training of management, performance-based training, training documentation and development of a comprehensive training program.

WEEK 4**.NEPA**

Provides for basic subject matter instruction and practical application examples of the National Environmental Policy Act.

.CAA AND AIR QUALITY

Provides for basic subject matter instruction on the Clean Air Act and practical instruction on tests for clean air and means for assuring compliance.

WEEK 5**.WATER CHEMISTRY AND CWA/SDWA**

Discusses basic water terms and treatment processes and basic subject matter instruction with case studies on the Clean Water Act and the Safe Drinking Water Act.

.RCRA REGULATIONS

Provides case study scenarios for several RCRA problems faced by DOE GOCOs.

WEEK 6**.TSCA**

Provides an understanding for application of the Toxic Substances Control Act on the DOE sites.

.CERCLA/SARA

Addresses application of the Comprehensive Environmental Response Compensation and Liability Act to DOE sites.

WEEK 7**.EPCRTKA**

Provides basic instruction on the EPCRTKA regulations with case study applications.

.HMTA/DOT

Provides instruction on the Hazardous Material Transportation Act and DOE regulations with DOT case study examples.

.REGULATORY AGREEMENTS/ PROPOSED AGREEMENTS

Provides discussion on various compliance agreements and proposals, including Savannah River Site FFCA, West Valley Nuclear Development Project FFCA, Hanford Tri-Party Agreement, and the FMPC Consent Agreement under CERCLA section 120 and 106 (a).

4.0 THE SECOND TRANSITION: TRAINING INITIATIVES AND CONTINUED RETRAINING ACTIVITIES

The recruiting of qualified personnel to participate in the environmental compliance and remediation activities is well established at the FMPC. To support the objective of the FMPC becoming an "environmental center of excellence," three major new initiatives are underway.

- 4.1 University/FMPC Education Program - In an effort to increase the cadre of available professionals having expertise to deal with the future environmental challenges facing DOE sites, WMCO has contacted the Illinois Institute of Technology (ITT), which is noted for its focus on hazardous waste management and environmental engineering. Discussions with ITT have begun concerning the possibility of a joint effort to expand the school's curriculum through

hands-on experience with, and the development of answers to, real environmental issues at sites such as the FMPC.

4.2 FMPC Technology Center - Designed to pursue new cleanup processes and technologies, if adopted, WMCO would work with DOE-EM, DOE-Oak Ridge Operations and the University of Cincinnati to develop this Technology Center. The Center would:

- . Provide "test beds," i.e., the facilities, utilities, and services, to assist remediation technology demonstrations for characterization, cleanup, and long-term monitoring at DOE sites which are contaminated with low levels of uranium, thorium, and mixed or hazardous materials.
- . Provide facilities and Programs to train management, professional, and hourly personnel in technology and procedures required to carry out cleanup at DOE sites.

Advantages of developing and locating such a Technology Center at the FMPC include the following:

- . FMPC is one of the first DOE sites to go through extensive remediation under CERCLA. This assures public involvement in the activities.
- . Waste forms at the FMPC are of relatively low radioactive and hazardous levels. This allows demonstrations and training to be conducted with minimal risk to participants.
- . There are numerous types of "test beds" available for such demonstrations. These include drums, waste pits, thorium and uranium residues, perched water and a groundwater plume, contaminated soils, etc.
- . There is an existing infrastructure, which includes analytical laboratories, bench-scale test facilities, ongoing health and safety programs, emergency response teams and equipment, a staffed training department, and site utilities.
- . There are no special DOE security clearance requirements to be satisfied.

4.3 Center for Retraining Wage Workers and Technicians as Remediation Workers - To address the need for trained waste management personnel and the available labor force of wage personnel who are facing layoff from DOE sites and area industries, WMCO is developing

a training center for wage workers focused on remediation tasks. WMCO is working closely with the International Chemical Worker's Union Regional Training Center in Cincinnati, Ohio.

The development of this training program concept is in the needs assessment phase to determine the scope of projected activities during the remediation processes and to specify the level of training required to perform these tasks.

The FMPC is the ideal location to develop and implement this training program for the following reasons:

- . Management responsibility for the FMPC was transferred within DOE from the Office of Defense Programs to the Office of Environmental Restoration and Waste Management on October 1, 1990.
- . FMPC is an environmental restoration and waste clean-up site, and is the first DOE site to go through extensive remediation under CERCLA.
- . FMPC has extensive experience in hazardous waste management under RCRA.
- . Waste forms at the FMPC include low level mixed wastes.
- . There are no special DOE security clearance requirements to be satisfied.

5.0 RETRAINING ACTIVITIES -- FMPC OPERATIONS

FY 1991 thru FY 1992

Plant 1 Area: Sampling, handling, storage, transferring, overpacking, and inspection training has been designed and implemented for chemical operators, Nuclear Materials Control and Accountability Personnel (MC&A), operations supervisors, and transportation personnel in FY 1990. Yearly requalification training will be conducted.

Plant 2/3 Refinery: A job task analysis has been completed but needs to be updated. Training that has been developed needs to be checked against operating procedures. Chemical operators and supervisors will be retrained for short-term operations of the Ore Refinery.

Plant 4 and Plant 6: Inspection and repackaging training has been developed and current Quality Assurance (QA) inspectors and chemical operators

trained; however, they will need to be requalified on job tasks due to the time period between job performances, as required by DOE Order 5480.5.

Plant 5 and Building 55: Training to run the dust collectors has been approved and will be implemented.

Packaging and Certification: Training has been designed and implemented for transportation, QA, and chemical operators in FY 1990, and will be updated, as necessary, and implemented for additional employees in FY 1991.

Plant 8: A comprehensive training program to start up Plant 8 including the Rotary Kiln to process low level or RCRA wastes is in development and is scheduled to be implemented by July 1991.

Biodenitrification Facility Upgrade and Advanced Wastewater Treatment: The training on biodenitrification operations is being implemented at the present time for licensed wastewater operators certified through the State of Ohio. Training on Advanced Wastewater Treatment tasks will be designed as standard operating procedures are approved.

Thorium Overpacking: A comprehensive training program was designed and implemented in FY 1990 which includes 80 hours of training for chemical operators, supervisors, fork lift operators, and emergency response personnel. Due to exposure limits, a larger number of chemical operators and transportation personnel will need to be trained for thorium overpacking operations to start up again in FY 1991 or FY 1992.

The schedules for implementation of the remedial actions will be determined through the Record of Decision and Remedial Design process, and training will be designed as applicable. A needs assessment is currently being conducted to identify the scope of projected remediation activities during the FMPC remediation process and to determine the level of training required to perform these tasks.

FY 1993 thru 1994:

The final remedial action for the site is currently scheduled to start during the third quarter of FY 1993. WMCO is presently conducting a needs assessment to: 1) determine the activities required by the FMPC remediation process; 2) determine the categories of WMCO personnel who will be performing these activities; 3) estimate the number of personnel to be trained in order to perform this work; and 4) provide an estimation of the budget to complete the required training program. Once this needs assessment is complete, tasks to be trained will be identified, and a training program will be developed.

With the goal of starting up the decontamination and decommissioning (D&D) facility in FY 1994, a retraining program for chemical operators will be developed and implemented. Currently, the high level cleaner job classification is the only job category trained in D&D tasks. These D&D tasks focused on FMPC present activities, will need to be expanded based on a task needs assessment to assure the safe shutdown of all necessary production equipment and facilities, the removal of Abandoned-in-place (AIP) equipment, and the dismantling of surplus production facilities. Since this will be the main focus of the FMPC by the end of 1994, a major retraining effort will need to be introduced.

IN SUMMARY

The mission of WMCO Training is to ensure the highest possible "Return-on-the-Individual" (ROI) by providing on-target, quality, performance based technical, safety, environmental, and human resource development training. WMCO provides training for employees at the FMPC to ensure that personnel are properly instructed to perform their duties in a safe manner with respect for the individual and the environment.

Throughout the transition from production to waste management and environmental restoration, WMCO Training has worked to assure FMPC employees are trained to fulfill their modified job duties in compliance with environmental and DOE laws and regulations.