

New Plant Construction Labor Challenges

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Discussion Topics

- The Challenge
- Key Considerations
- Workforce Development Initiatives

The Challenge

To ensure that an adequate supply of well trained and productive labor exists for the purpose of building the next generation of new nuclear plants.

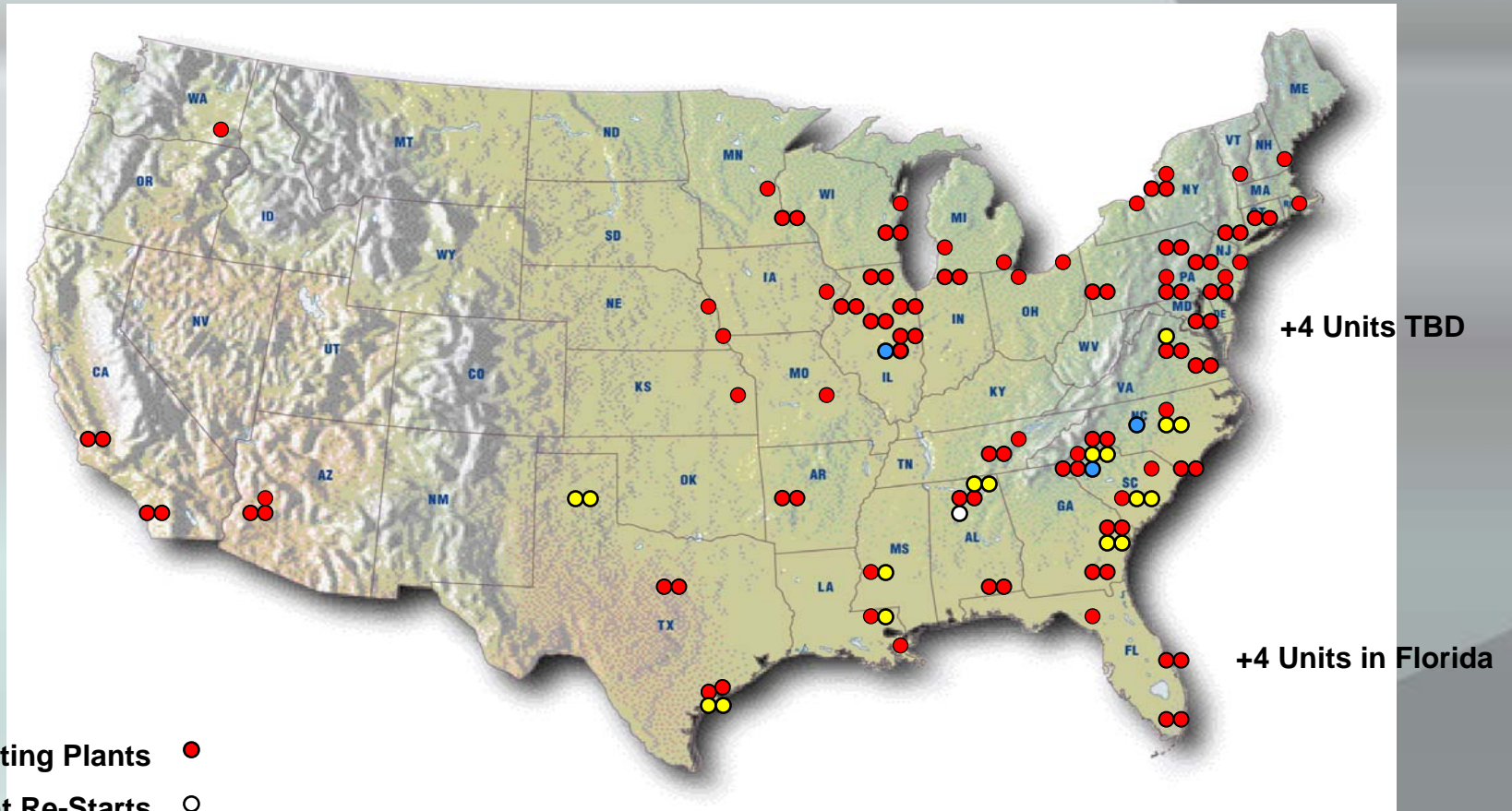
The “REAL” Challenge

To ensure that an adequate supply of well trained and productive labor exists for the purpose of:

- **constructing the next generation of new nuclear plants**
CONCURRENT WITH
- **constructing non-nuclear new generation**
- **supporting nuclear and fossil plant outages**
- **performing environmental capital projects**
- **performing general industrial construction**
- **constructing petro-chemical facilities**

**Southeast Craft Labor Demand Slides
(Will be shown at conference)**

Potential New Nuclear



- Existing Plants ●
- Plant Re-Starts ○
- ESP Sites ●
- New Plants ●

Key Considerations

- **Average craft worker age is approximately 42**
- **By 2015 almost half of the workforce will/would be over 55**
- **Construction has a higher percentage of workers in their prime working years than other industries, but they leave construction at an earlier age**
- **The image of the construction industry hampers recruitment and growth**

Key Considerations

- **Conservative estimates identify an annual need of 185,000 craft workers for replacement and projected growth**
- **Adequate numbers of people interested in construction may still not include sufficiently skilled and trained personnel**

Development Initiatives

- **Starting Earlier - Developing Interest**
 - Elementary school career programs
 - High school hands-on activities and feeder programs
- **Non-traditional sources**
 - Helmets to Hardhats, returning military
 - Multi-cultural workforce sources
- **Promoting construction careers for women**

Broad Development Strategy

- Use a **national coalition** to attract new hires to the craft labor trades
 - Generate awareness and solicit participation of industry associations
- Participate with Department of Labor to develop training in core competencies for construction industry
 - Lead industry representatives will form “Design Team” to develop recommendations
 - Promote options for quicker training and certification process for craft labor trades
- Engage in regional forums to address common issues (i.e., SEMTA - Southeastern Manpower Tripartite Alliance)
 - Identify periods of peak demand and critical skill needs
 - Minimize competing labor demand peaks
 - enlist support from local government entities as necessary
- Leverage operating company local contacts and resources
 - Schools
 - Trade schools, junior colleges and community colleges
 - State initiatives

Participants with Activity Currently in Progress

- **US Department of Labor**
 - **NEI**
 - **Southeastern Manpower Tripartite Alliance (SEMATA)**
 - **Construction Industry Institute (CII)**
 - **Construction Users Round Table (CURT)**
 - **Center for Energy Workforce Development (CEWD)**
 - **The President's High Growth Training Initiative Task Force**
 - **Trade Unions**
 - **Constructors**
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- **AP1000 Builders Group - Construction Labor Team**

Questions?