



FACT SHEET

FERNALD ENVIRONMENTAL MANAGEMENT PROJECT: SUPPORTING PROFESSIONAL DEVELOPMENT



Office of Worker & Community Transition

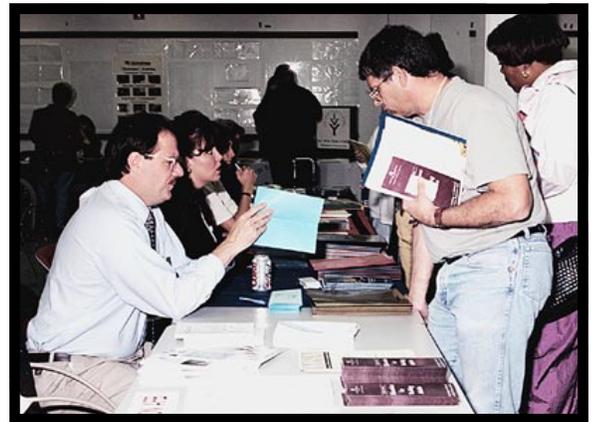
Background and Challenges

The Fernald Environmental Management Project (Fernald) was originally a key defense nuclear facility during the Cold War processing uranium metal for the Department of Energy's defense reactors. Fernald's defense operations ended in 1989 due to shutdown of the Department's reactors. The site's focus shifted to environmental restoration and began to hire employees to support the cleanup effort, thus reducing the need for defense-related jobs. By the end of Fiscal Year 1998, Fernald experienced an 18 percent reduction in prime contractor employees. The current work force of approximately 2,000 employees will be reduced to less than 200 within 10 years.

The Path to Progress

In December 1992, Fluor Daniel Fernald assumed management responsibility of the Fernald Site. As prime contractor, Fluor Daniel Fernald manages the cleanup of the site and develops innovative community and worker transition programs to alleviate the impacts of consequent work force restructuring.

In August 1996, the Department established the Fernald Community Reuse Organization (CRO) to advise the Department on social and economic development issues resulting from downsizing at Fernald. The CRO strives to offset the impacts of site closure on the local community by providing development planning and assistance to local communities and workers at the Fernald Site. The CRO addresses issues such as: work force transition, local economic development, and reuse of the Fernald Site, equipment and resources.



During Fernald's Educational Fair, University of Findlay representatives inform employees of educational and employment opportunities.

Success Stories

Fluor Daniel Fernald has developed innovative and successful programs that allow Fernald workers to explore a range of career options through a career development center or participate in training classes for new careers through a tuition reimbursement program. These programs and others will help to revitalize the region and achieve successful transitions for all Fernald employees.



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Fluor Daniel Fernald Supports Professional Development

- Fluor Daniel Fernald implemented a program through which workers whose jobs are scheduled for reduction within two years can receive individual assistance in preparing for private sector work. As a result, attrition at Fernald has declined to less than half of the historical rate.
- To help prepare employees for the inevitable separation, Fluor Daniel Fernald established the Fernald Career Development Center (the Center) to assist employees in professional development and exploring new career options. The Center offers the following services to all employees: individual skills and interests assessments, one-on-one career counseling, education and job training, and on-site computer training. Approximately 250 employees use the Center each month.
- Fluor Daniel Fernald established a Tuition Reimbursement Program in which participants receive 100 percent reimbursement for classes they successfully complete. This program is strongly supported by the Office of Worker and Community Transition and more than half of Fluor Daniel Fernald's employees are currently enrolled.
- Fluor Daniel Fernald prepares employees for their next career by offering the Commercial Driver's License (CDL) training program. Motor vehicle operators can earn a commercial license to drive tractor-trailers.
- Fluor Daniel Fernald formed a partnership with CSX Transportation, Inc. (CSXT) to allow interested employees to attend railroad training to become train engineers. Fluor Daniel Fernald pays for the training and upon completion, the individual transitions from the Fernald Site to work for CSXT.

Fernald CRO Supports Small Businesses and Asset Reuse

Organized less than three years ago, the Fernald CRO has centered much of its activities on establishing a committee structure and planning for future activities. Through Department funding, the CRO is ready to commit their plans to action.

- The Fernald CRO plans to establish an entrepreneurial assistance program to stimulate growth of entrepreneurial firms that may hire Fernald workers. This program is open to former Fernald employees who have started or are interested in starting a business.
- The Fernald CRO plans to work with the area's Small Business Development Centers to offer a financial assistance program to firms that require an intensive level of management assistance to start or expand their company. During FY 1998, the CRO identified several firms that require the assistance of this program and also generated interest about the program among business units at Fernald.
- The CRO successfully developed a set of guidelines and procedures for designating excess property for economic development purposes. This strategy will be utilized to allocate equipment resources to potential users in the region.

Contact Information

For more information on this project or the Office of Worker and Community Transition, please contact:

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