

SALEM COUNTY CBA SAMPLE PRIORITY REPORT

Sample Community Benefits Agreement

Priority Report

Nuclear Workforce Development Pipeline

Reactor Operator & High-Skill Nuclear Pathway

Partners: Salem County Vocational Technical School (SCVTS) & Salem Community College (SCC)

Prepared as an illustrative example for Salem County CBA Inventory/negotiation support

1. Priority Summary

Item	Detail
Priority Title	Strengthen local educational pathway into PSEG Nuclear high-skill roles (especially Reactor Operator track)
Primary Institutions	SCVTS Academy for Energy Applications ---> SCC Nuclear Energy Technology A.A.S.
Target Outcome	Increase the share of Salem County residents prepared for, hired into, and advancing within PSEG's Salem & Hope Creek facilities.
Why This Matters Now	PSEG employs >1,600 workers (largest employer in the county). Many specialized positions, including Reactor Operators, continue to draw heavily from outside the county. Strong math and physics are essential gatekeepers for the rigorous NRC licensing path.
CBA Fit	Direct workforce development benefit that retains talent, reduces commuting, supports local families, and creates a measurable pipeline that can be layered across projects.

2. Rationale & Community Need

PSEG's Salem and Hope Creek stations require operators and technicians with solid foundations in algebra, trigonometry, physics, chemistry, thermodynamics, and systems thinking. The existing pathway is real but under-leveraged:

- SCVTS already operates the Academy for Energy Applications with dual-enrollment articulation into SCC's Nuclear Energy Technology program.
- SCC offers a dedicated Nuclear Energy Technology A.A.S. (~\$15,531 total in-county program cost) that includes Math for Energy Technicians, College Algebra, Applied Physics/Chemistry, Physics I, Nuclear Plant Systems (both PWR and BWR), and Reactor Protection/Safety courses.
- Graduates are prepared for entry-level Nuclear Technician / Equipment Operator roles and then compete for the highly selective internal Reactor Operator license class (typically 12-18 months of intensive classroom + simulator training followed by NRC examination).

Gap: Many local students lack the advanced high-school math/physics preparation or financial support to complete the full pipeline and compete successfully for PSEG hiring and subsequent operator licensing. A targeted CBA can close this gap with scholarships, intensified foundational instruction, lab upgrades, and structured mentoring.

3. Proposed CBA Commitments

Commitment Category	Specific Actions	Duration
Foundational Preparation (SCVTS)	Expand dual enrollment math & physics intensives; add nuclear-oriented lab modules; guaranteed articulation seats into SCC Nuclear program	Years 1 - 5
Technical Degree Support (SCC)	Full or partial scholarships, books/stipends for Salem County residents in Nuclear Energy Technology A.A.S.; priority tutoring in math/physics sequences	Years 1 - 5
Equipment & Facilities	One-time investment in instrumentation, control system trainers, and physics lab upgrades usable by both SCVTS and SCC	Year 1
Pipeline & Hiring Preferences	Structured internship/co-op slots at PSEG; local resident preference in entry-level hiring and RO candidate pools (subject to qualifications and collective bargaining)	Ongoing
Mentoring & Success Supports	PSEG employs mentors, summer bridge programs, and exam-prep support for NRC fundamentals	Years 1 - 5
Outreach & Recruitment	Countywide recruitment targeting for students and career changers; annual "Nuclear Career Day" at SCVTS/SCC	Annual

4. Data the County Should Collect (Baseline & Ongoing)

Data Category	Specific Actions	Source/Frequency
Enrollment Pipeline	# SCVTS Energy Academy students, # dual-enrolled in SCC Nuclear courses, # SCC Nuclear Energy Technology majors who are Salem County residents	SCVTS & SCC annual reports
Academic Readiness	% of pathway students meeting college-ready benchmarks in Algebra II/Physics, pass rates in NET math & physics courses	SCVTS/SCC transcripts
Completion	Graduation rate from SCC Nuclear A.A.S.; time-to-degree	SCC institutional research
Employment Outcomes	# of pathway graduates hired by PSEG (or other nuclear employers) within 12 months; starting job titles	PSEG HR & graduate surveys
Advancement	# of local hires who enter Equipment Operator roles and later Reactor Operator license classes; NRC license success rate	PSEG training records (aggregate, non-confidential)
Geographic	% of participants living in Salem County vs. out-of-county	Student records

5. Illustrative Cost Estimates (5-Year Horizon)

These are realistic sample figures based on comparable nuclear workforce programs and current SCC tuition. Actual numbers would be refined with SCVTS, SCC, and PSEG cost data.

Cost Category	Year 1 (Startup)	Years 2-5 (Annual)	5-Year Total	Notes
Scholarships & Student Supports	\$180,000	\$180,000	\$900,000	~\$9,000 avg per student per year (20 students)
Curriculum development & dual-enrollment	\$75,000	\$25,000	\$175,000	One-time heavy lift + maintenance
Lab & equipment upgrades	\$220,000	\$15,000	\$280,000	Shared SCVTS/SCC use
Program coordinator/outreach (0.5-1.0 FTE)	\$65,000	\$70,000	\$345,000	Includes benefits
Faculty PD & PSEG adjunct support	\$40,000	\$30,000	\$160,000	
Mentoring, career services, exam prep	\$25,000	\$30,000	\$145,000	
TOTAL SAMPLE REQUEST	\$605,000	\$350,000	~\$2.0 million	Scalable; can be phased or shared across multiple CBAs

Notes on costs: SCC in-county Nuclear Energy Technology total program cost is currently ~\$15,531. Scholarships can be structured as last-dollar or full-ride depending on available aid. Equipment costs align with typical Nuclear Equipment Funding grants seen in other states (\$150k-\$250k range)

6. Implementation Timeline

Phase	Timing	Key Activities
Planning & MOU	Months 1-6	Formal agreements among County, SCVTS, SCC, PSEG; establish data-sharing protocols; recruit first cohort
Launch	Year 1	Equipment procurement; first scholarship awards; dual-enrollment expansion, outreach campaign
Steady State	Years 2-5	Full cohort support; annual performance reporting; continuous improvement of math/physics supports
Evaluation	End of Year 3 & Year 5	Independent review of hire rates, license progression, and return on investment

7. Performance Metrics & Accountability

	Target (by year 5)	Reporting
Salem County residents completing SCC Nuclear Energy Technology A.A.S.	>60 graduates	Annual
Pathway graduates hired by PSEG within 12 months	>40% of completers	Annual
Salem County residents entering PSEG Equipment Operator/RO candidate pools	Measurable increase over baseline	Biennial
NRC Reactor Operator license success among pathway alumni	Tracked (confidential aggregate)	Biennial
Student retention in math/physics sequences	>80%	Annual

Enforcement language should follow the NJEDA CBA template model: annual public reporting to the Salem County Community Advisory Committee, mediation rights, and remedies for material non-performance.

8. Layering Opportunities with Other CBAs

This educational pipeline pairs well with:

- Infrastructure or transportation CBAs that improve student access to SCVTS/SCC campuses
- Child-care or family-support benefits that enable adult learners
- Housing or quality-of-life investments that help retain newly hired nuclear workers in the county
- Environmental education or STEM outreach components from other industrial projects

9. Recommended Next Steps for County Negotiators

1. Commission a short baseline study with SCVTS and SCC (enrollment, readiness gaps, current PSEG hire data).
2. Secure letters of support / draft MOUs from institutional leaders.
3. Place this item (with refined costs) into the countywide CBA priority inventory.
4. Use the sample cost and metrics tables above as the starting template for formal requests to developers.

This structure gives the Board of Commissioners and municipal partners a clear, costed, measurable ask that strengthens local talent pipelines into one of the county's most important employers while remaining fully consistent with the proactive, layered CBA approach outlined in prior communications.