



Strategic Development of a Skilled Workforce

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Changing the World's Energy Future

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Strategic Development of a Skilled Workforce

INL Workforce & Economic Development Programs

Battelle Energy Alliance manages INL for the
U.S. Department of Energy's Office of Nuclear Energy



Idaho National Laboratory

Overview

- Importance of workforce development
- Internal application
 - Impacts
 - Projections
 - Collaboration
- External application
 - Enhancing
 - Collaboration
- Initiatives & next steps



Importance of workforce development

- Organizational and collective benefits
- Growth and innovation
- Workforce sustainability
- Talent pipeline development
- Talent attraction and retention
- Reputation and perception



Economic impact



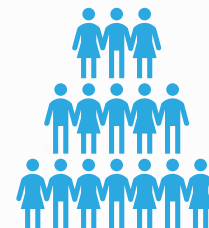
\$3.77 Billion
total economic impact



For every **100** INL jobs,
another **188** jobs are created in
other industries.



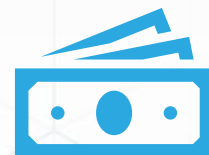
Idaho's **6th** largest public and
private employer



More than **11,100** other
Idaho jobs depend on INL
operations



\$290M in subcontracts to
Idahoan companies
in FY23



Average Salary (all staff)
\$119.4k

Data-informed internal connectivity and understanding

Workforce Development Team

Training

- Collaborating in the cyber efforts both industrial and research focused
- Connecting foreseeable workforce demand needs with internal training professionals

Labor Relations

- Re-examining apprenticeship programs and looking at alternative workforce development pipelines

Human Resources

- Informing on future talent acquisition demand
- Gives a basis for demand planning across orgs, particularly between mission orgs and support orgs through the Business Partners

Governmental Affairs

- Engaging with the Workforce Development Council, Idaho Department of Labor, Idaho Policy Institute and others to inform on regional and lab wide workforce demand.

Organization Leadership

- Using the workforce demand data as a basis to discuss workforce development pipeline opportunities and preferences for each organization

Workforce & Economic Development Programs

- Providing workforce projections, labor market analysis, and research.
- Aligning community college programs to drive expansion pipeline across all disciplines.
- Analyzing economic impacts and establishing collaboration efforts.

Project Management

- Providing data and insight to better educate cost estimators on market conditions, workforce demand, and the state of the economy now and future

Research Excellence Programs

- Collaborating with universities, including MSI's, for inclusivity and more comprehensive talent acquisition with a focus on INL & DOE workforce mission
- Addressing today's workforce needs with programs centered on distinguished academics and researchers, now and in the future

K-12 STEM

- Highlighting areas to engage K-12 students
- Aligning CTE offerings with workforce demand and highlighting shortcomings

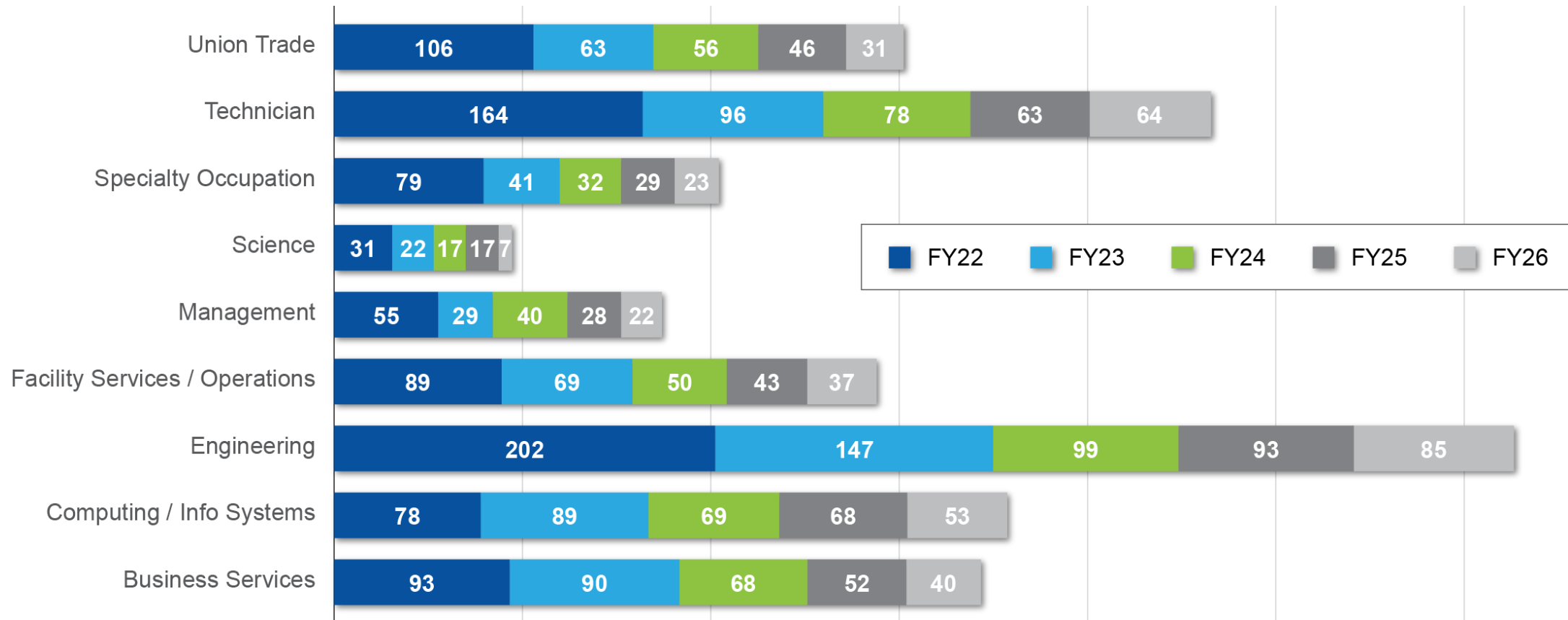


Identifying workforce needs INL annual projections methodology

1. Combine historical hiring and attrition data and department financial data, provide to hiring managers for baseline.
2. Hiring managers provide estimated openings, by work discipline code, for both anticipated growth and attrition (voluntary leaves and retirement).
3. Data is collected, aggregated and sent out for a final adjustment phase.
4. Regression model analysis, capturing growth potential by work family, is run alongside staff plans and adjusted as needed.
5. Regression model analysis, capturing potential voluntary leaves attrition is run alongside staff plan data and adjusted if needed.
6. Age demographics analysis is run alongside data and indicators of retirement waves are specified on data presentation.

Projected openings by work discipline

Projection total broken down by fiscal year (FY22-FY26)



Understanding Demand Helps Us:

Talent Pipeline Plan

Collaborate with community and education leadership (K-career) to build capability through grants, programs, capacity.

Succession Plan

Designate a plan for retirees and new positions.

Strategically Recruit Talent

Focuses efforts through information on positions, head count, timing.

Forecast and Assess

Internal/external supply and demand; labor costs; company growth rates; and company revenue.

Build Subcontractor and Labor Partnerships

Insight to determine make vs buy and strategy to build regional pipelines to support internal and external staff needs.

Capture Internal Workforce Development Opportunities

Develop current workforce to fill key areas. Up-training priorities to navigate retention strategies and internal transferring.

Keep Updated Metrics

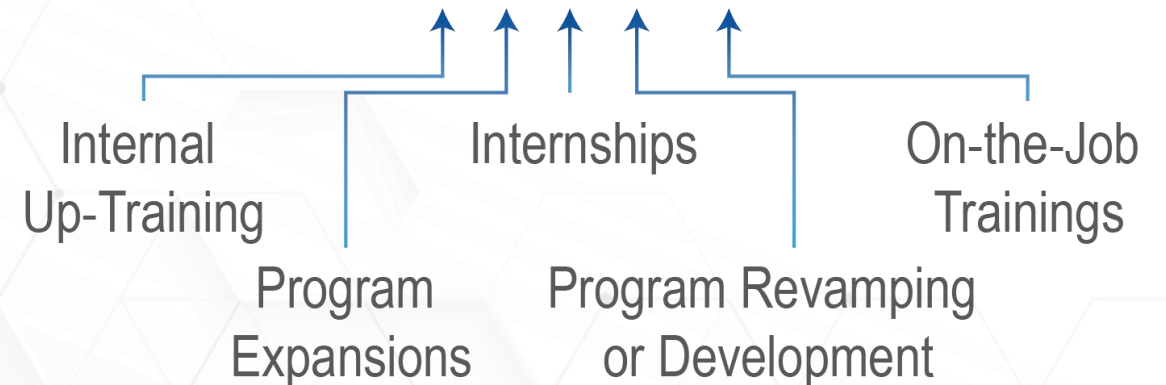
Ongoing updates determine the effectiveness of workforce planning.



Enhancing workforce development

To create a ***well-trained, diverse, and abundant workforce*** there must be multiple routes into any career.

1. Prioritize development where demand is the greatest
2. Improve the ways we already approach developing the workforce
3. When necessary, develop new pipeline on-ramps, expansions or contractions



Collaborations & Partnerships

- Community college engagement
 - Transfer Degree Summit
 - Energy Days
 - MOU's
- National associations
 - CEWD
 - Council on Competitiveness
- Regional associations
 - Idaho Advanced Energy Consortium
 - Idaho Workforce Development Council
 - Idaho's Leadership in Nuclear Energy Commission
- Private Industry



Intermountain-West Nuclear Energy Corridor Tech Hub (INEC)

PURPOSE

- Solidify the U.S. as a global leader advanced nuclear reactor deployment
- Catalyze economic growth in INEC Tech Hub region – Idaho & Wyoming

PROJECTS

- Commercialization and Policy
- Accelerating Advanced Reactor Deployment
- Supply Chain
- Fuel Cycle Support

IMPACT

- Regional designation as the only U.S. nuclear tech hub
- 45+ Partners
- Total budget over \$107M, \$36M in matching funds
- Workforce development & training
- Business development
- Technology development & maturation



Intermountain-West Nuclear Energy Corridor Workforce training nexus

- Coordination and collaboration
 - Curriculum
 - Program mapping
 - Transferability
 - Barrier reduction
- Higher education institutions in Idaho and Wyoming
 - Prior Learning Assessment
 - Program alignment
 - INEC Higher Education Council



Other current initiatives & what's next

- Community
 - Childcare support
- Cyber BAS curriculum
- Support for advanced energy and manufacturing focused program
- Idaho LAUNCH
- Continue to build our home base
- Develop regional collaborations and relationships
- Broader workforce needs





Questions?

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Battelle Energy Alliance manages INL for the U.S. Department of Energy's Office of Nuclear Energy. INL is the nation's center for nuclear energy research and development, and also performs research in each of DOE's strategic goal areas: energy, national security, science and the environment.

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