



Assessment of ROI for Workforce Development Efforts National & Homeland Security

July 2024

Changing the World's Energy Future

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**Prepared for the
U.S. Department of Energy
Under DOE Idaho Operations Office
Contract DE-AC07-05ID14517**



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Mentor: April Augustine
Organization: IDEAL Workforce Programs



Motivation

Idaho National Laboratory's (INL) Inclusive Diverse Equitable Accessible Laboratory (IDEAL) workforce development team aims to attract, develop, and retain a diverse, skilled workforce to support U.S. National and Homeland Security missions.

Objectives
Strengthen INL's workforce diversity and inclusivity efforts.
Research and evaluate opportunities for INL to engage in professional events, particularly cyber conferences.
Enhance recruitment and professional development to support INL's mission areas in U.S. National and Homeland Security.

Methodology
Stakeholder Interviews: Conducted with key stakeholders to gather insights on workforce development..
Cyber Conference Research: Identified and evaluated relevant cyber conferences.
Cost-Benefit Analysis: Assessed the financial viability and benefits of conference participation.

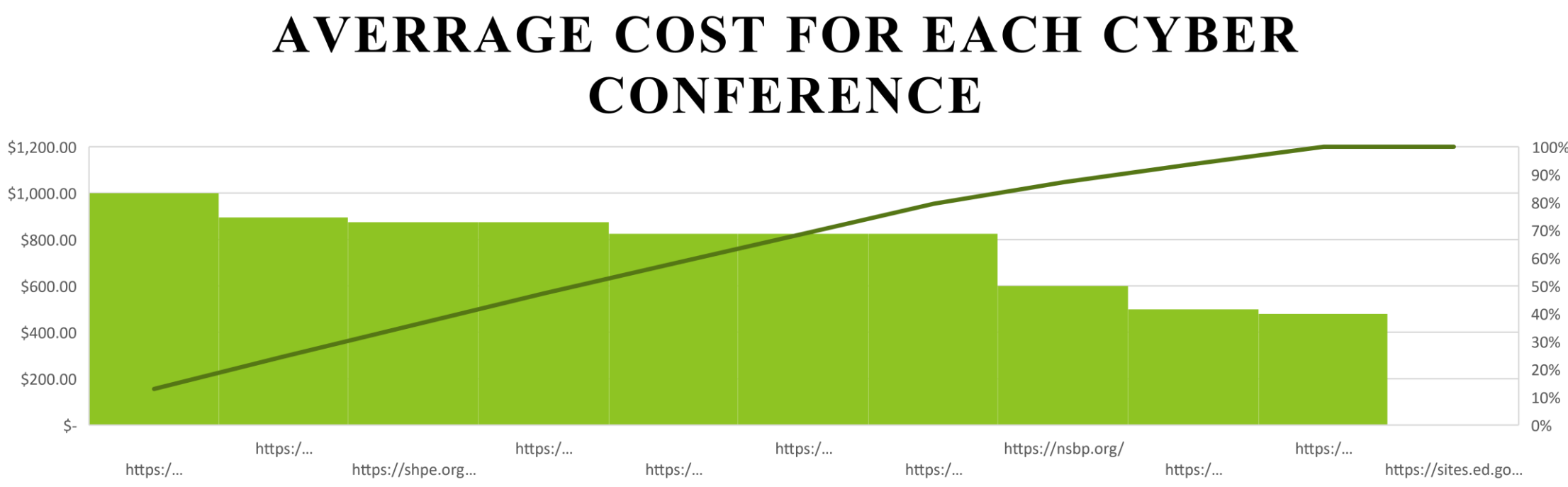


Chart 1: Average Cost for Each Cyber Conference - Displays the financial requirements for each event

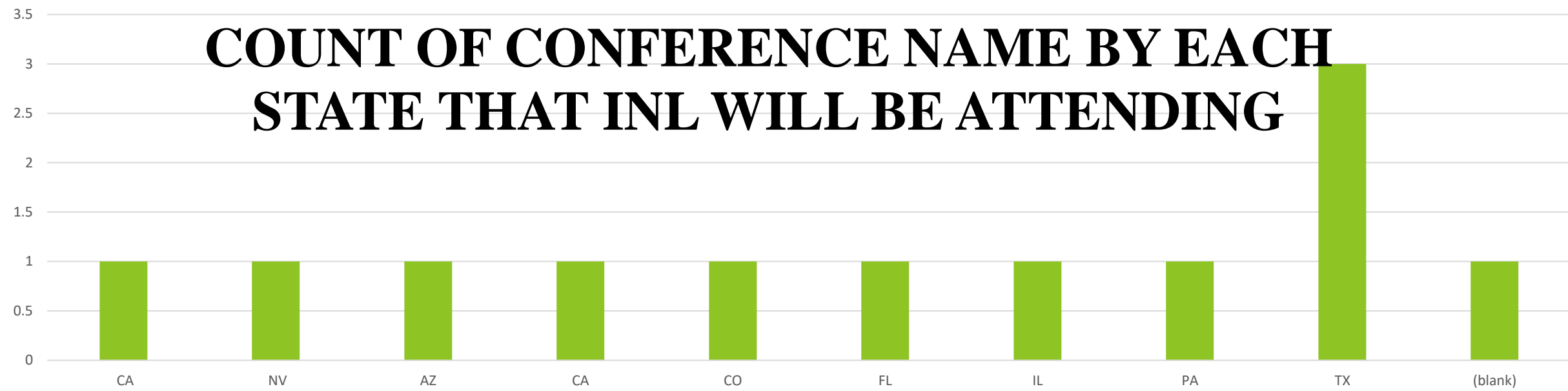


Chart 2: Count of Conference Names by State - Shows the geographical distribution of cyber conferences.

Summary

- The project identified key cyber conferences and provided strategic recommendations to enhance INL's recruitment and engagement efforts, supporting the mission to develop a diverse and skilled workforce.

Analysis

- Cost Analysis: Evaluated the average costs and geographical distribution of conferences.
- Benefit Assessment: Analyzed sponsorship benefits and recruitment effectiveness. Recommendations
- Conference Participation: Prioritize conferences with high recruitment potential.
- Sponsorship Levels: Choose levels offering maximum visibility within budget.
- Geographical Focus: Target conferences in key states for recruiting top talent.

Recommendations
Prioritize sponsorship at conferences with high recruitment potential.
Focus on conferences that offer significant networking opportunities.
Align participation with INL's strategic goals and diversity initiatives.

Conclusions

- This summer, the IDEAL Professional Engagement project successfully identified and evaluated key cyber conferences to enhance INL's the financial viability and effectiveness of participating in these conferences. The strategic recommendations for conference participation recruitment and professional development efforts. The cost analysis and benefit assessments provided valuable insights into, and sponsorship levels align with INL's mission to attract and develop a diverse and skilled workforce. These findings will support INL in its ongoing efforts to strengthen workforce diversity and inclusivity, ultimately contributing to the laboratory's U.S. National and Homeland Security mission.

Acknowledgements

- Mentor: April Augustine
- Project Lead: David Miller III
- Thanks to all stakeholders and team members for their contributions!!

