

Aug. 10, 2024

Hope Morrow

Manager, Workforce & Economic
Development Programs

INL Workforce Projections

FY25 – FY29

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



Idaho National Laboratory

Advancing INL's Mission Through Dedicated Workforce Initiatives



ATTRACT

Excellence in Science & Technology



ENGAGE

Excellence in Laboratory Operations



DEVELOP

Excellence in Community Service



REWARD

Research Mission Areas – *Science & Technology*



Nuclear Science and Technology

Advanced Test Reactor Complex

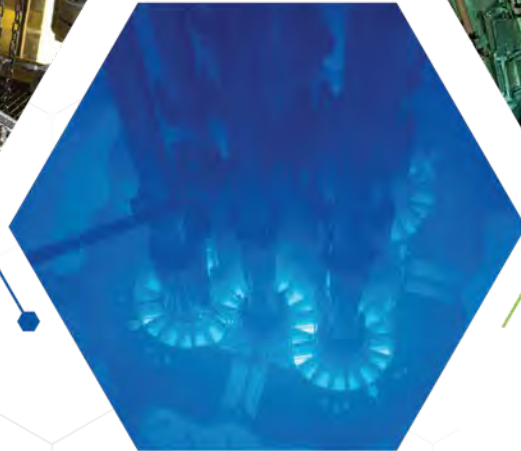


Materials and Fuels Complex

Energy and Environment Science and Technology



National and Homeland Security Science and Technology



Enabling Areas – Operations & Management



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

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

Forecast and Assess

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

Build Subcontractor and Labor Partnerships

Provide 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

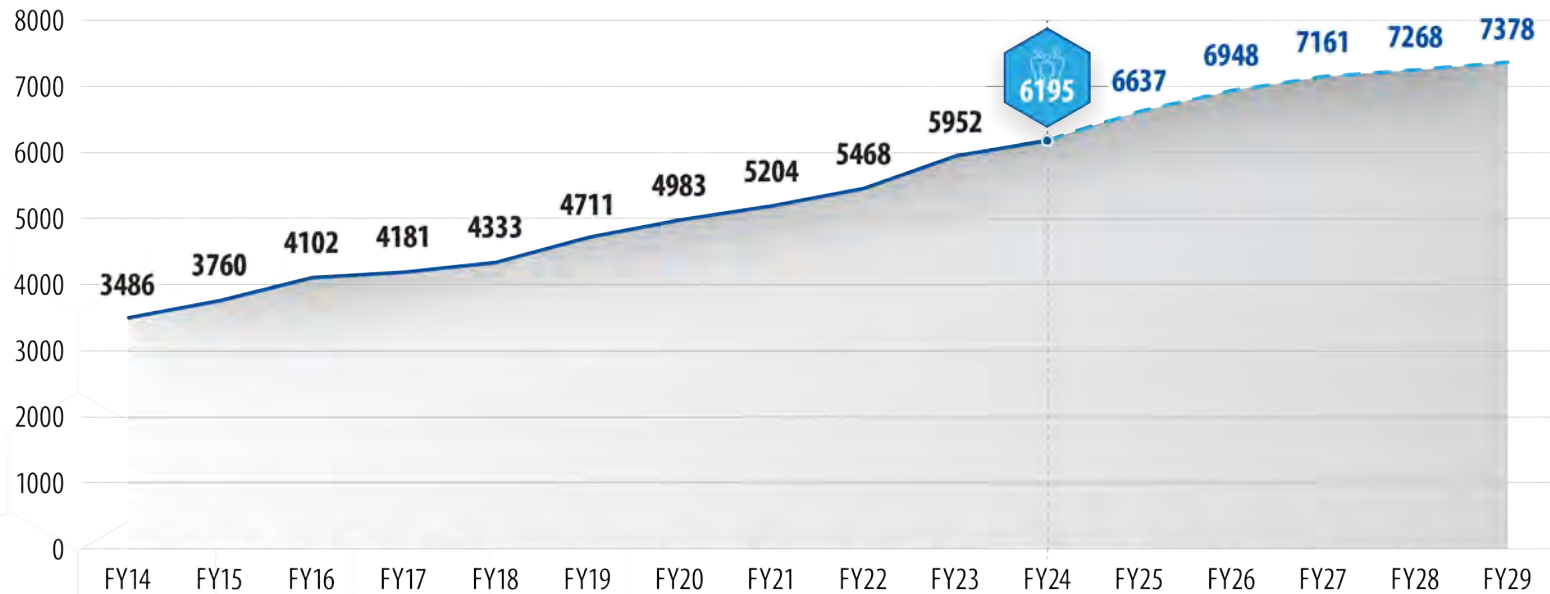
Ongoing updates determine the effectiveness of workforce planning.



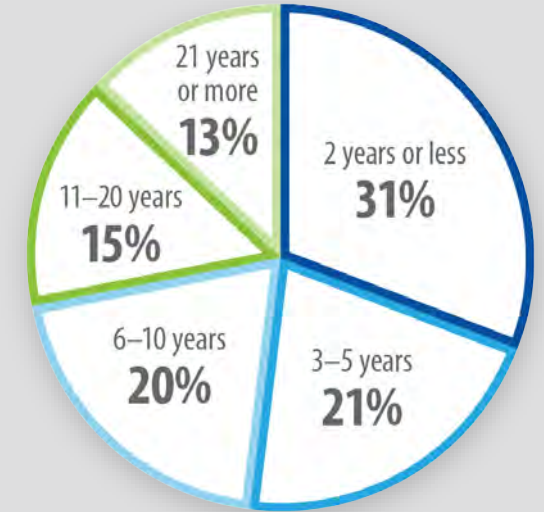
Statistical Analysis and Qualitative Knowledge Working Together

1. Combine historical hiring and attrition data and department financial data, provide to hiring managers for baseline.
2. Hiring managers provide estimated openings, by WDC
 - *New hires*
 - *Replacement*
3. Collect, aggregate and resubmit data for a final adjustment phase.
4. Run regression model analysis alongside staff plans and adjust as needed.
5. Run age demographics analysis alongside data and specify indicators of retirement waves on data presentation.

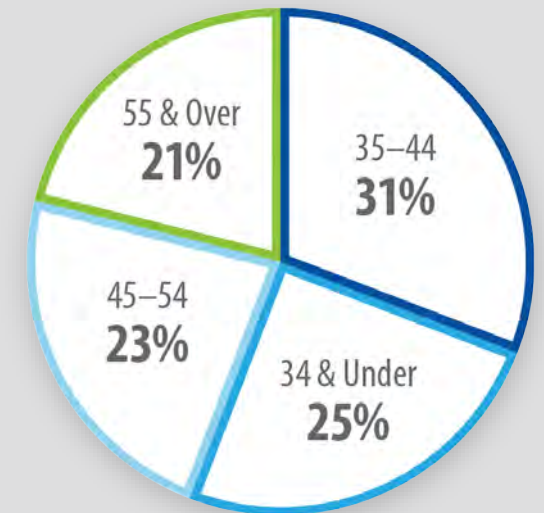
Scaling Up Our Workforce to Meet Mission Needs, Opportunities




TIME AT INL



AGE OF STAFF

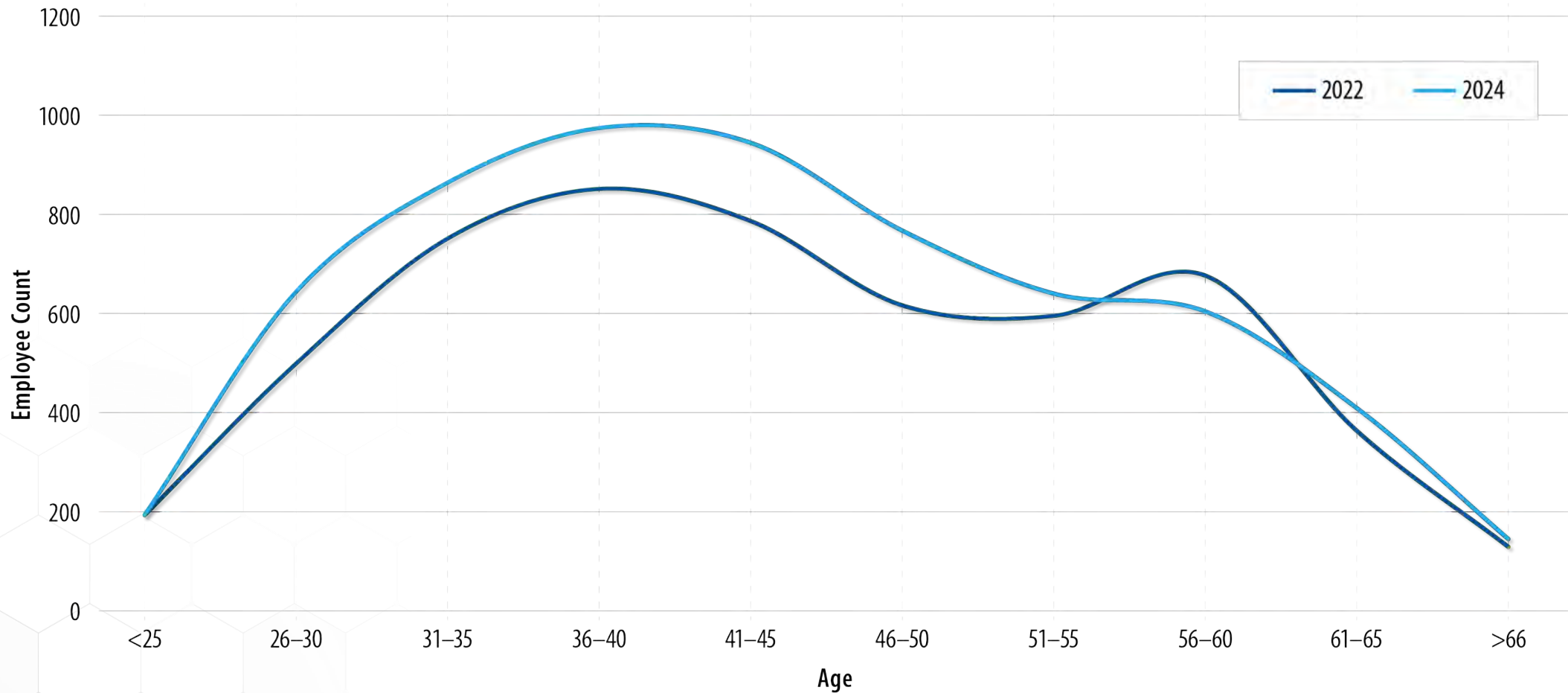


Annual Projected Openings

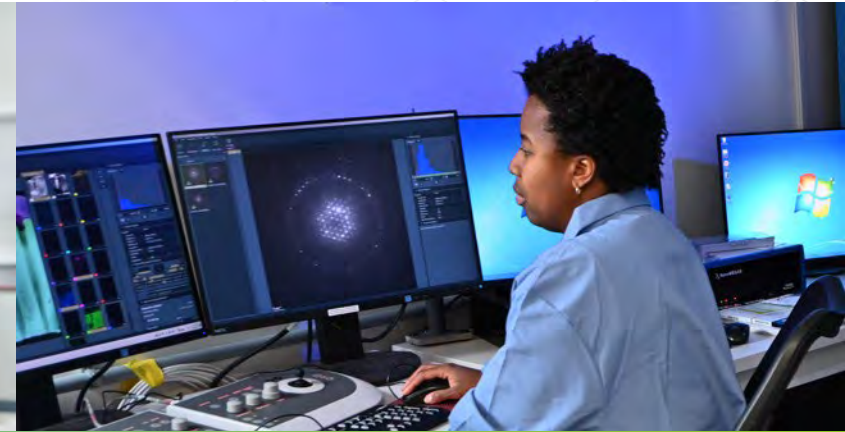
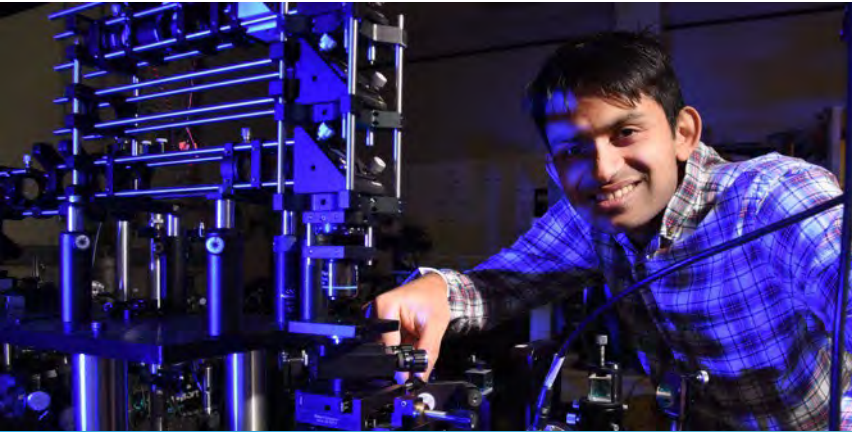
Openings 	FY25	FY26	FY27	FY28	FY29	Grand Total
New Position	442	311	213	107	110	1294
Replacement	425	372	336	266	246	1645
Grand Total	867	683	549	373	356	2828

Age Distribution of INL Workforce

FY22 and FY24



Work Families

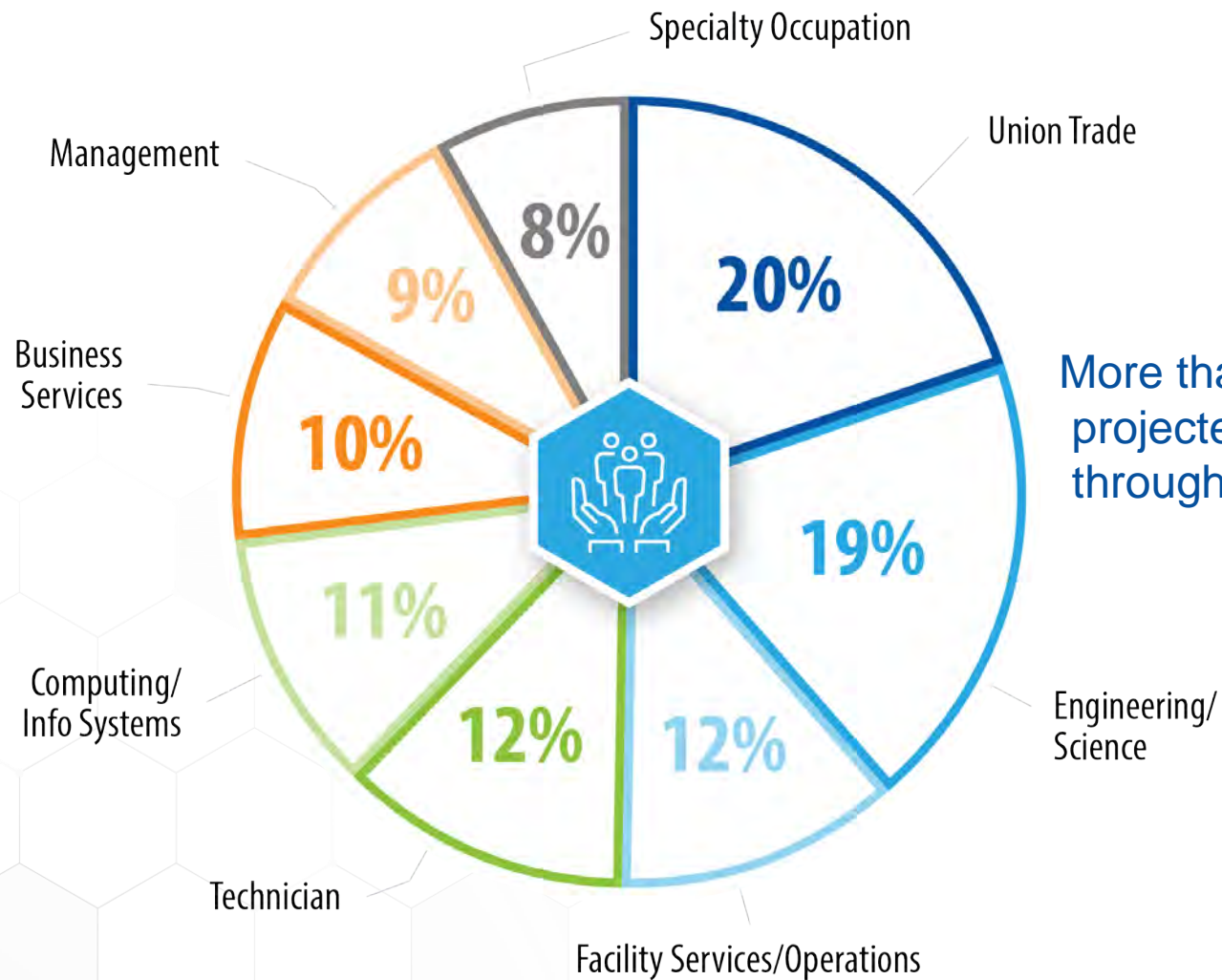


For these purposes, occupations and projected hires will be categorized generally by work discipline, ***including:***

- Facility services/operations
- Specialty occupations
- Managerial
- Engineering
- Science
- Computer engineering/information systems
- Business services
- Technician
- Union trade

Projected Openings by Work Family

Total anticipated openings through FY29



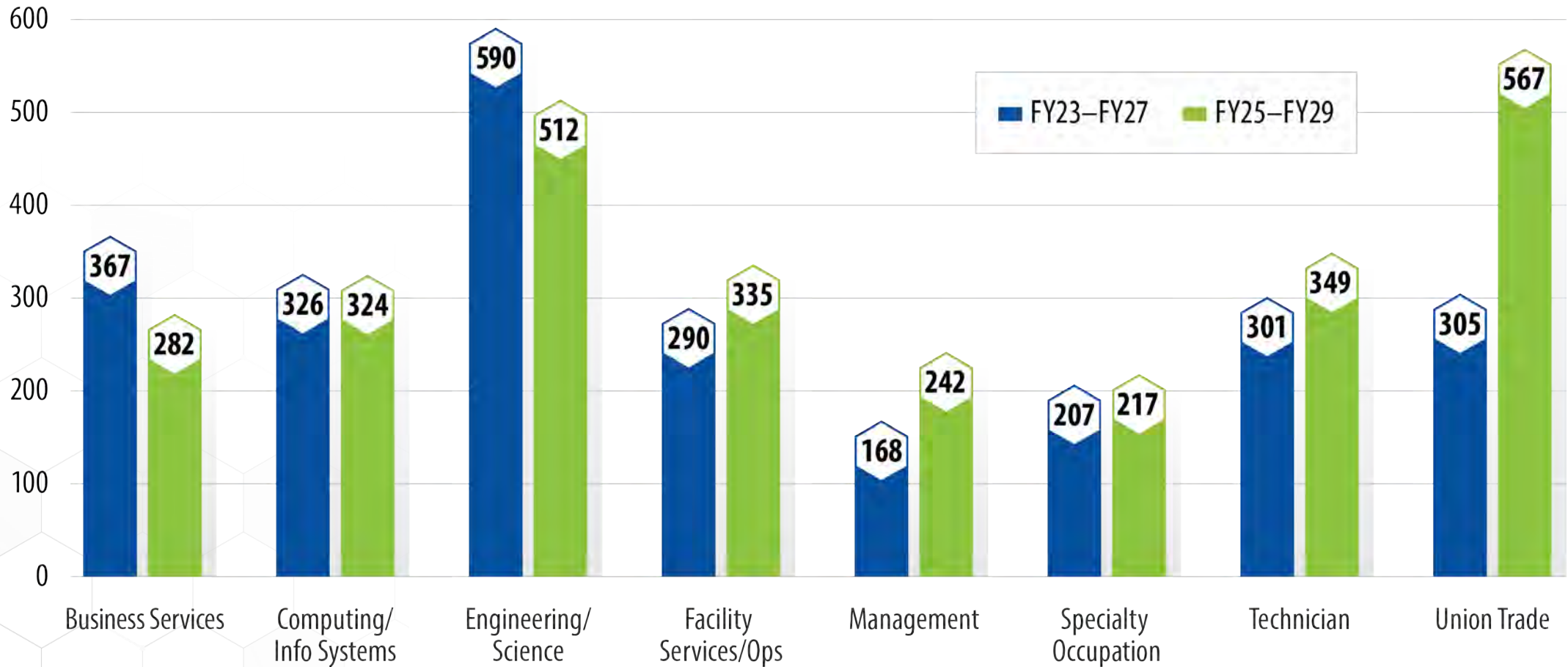
More than 2,800 projected hires through FY29

Workforce development

- College of Eastern Idaho MOU
- Expanding community college partnerships
- Eastern Idaho Workforce Training Center
- Idaho Advanced Energy Consortium
- Collaborative Computing Center
- Cybercore Integration Center
- Idaho university collaborators

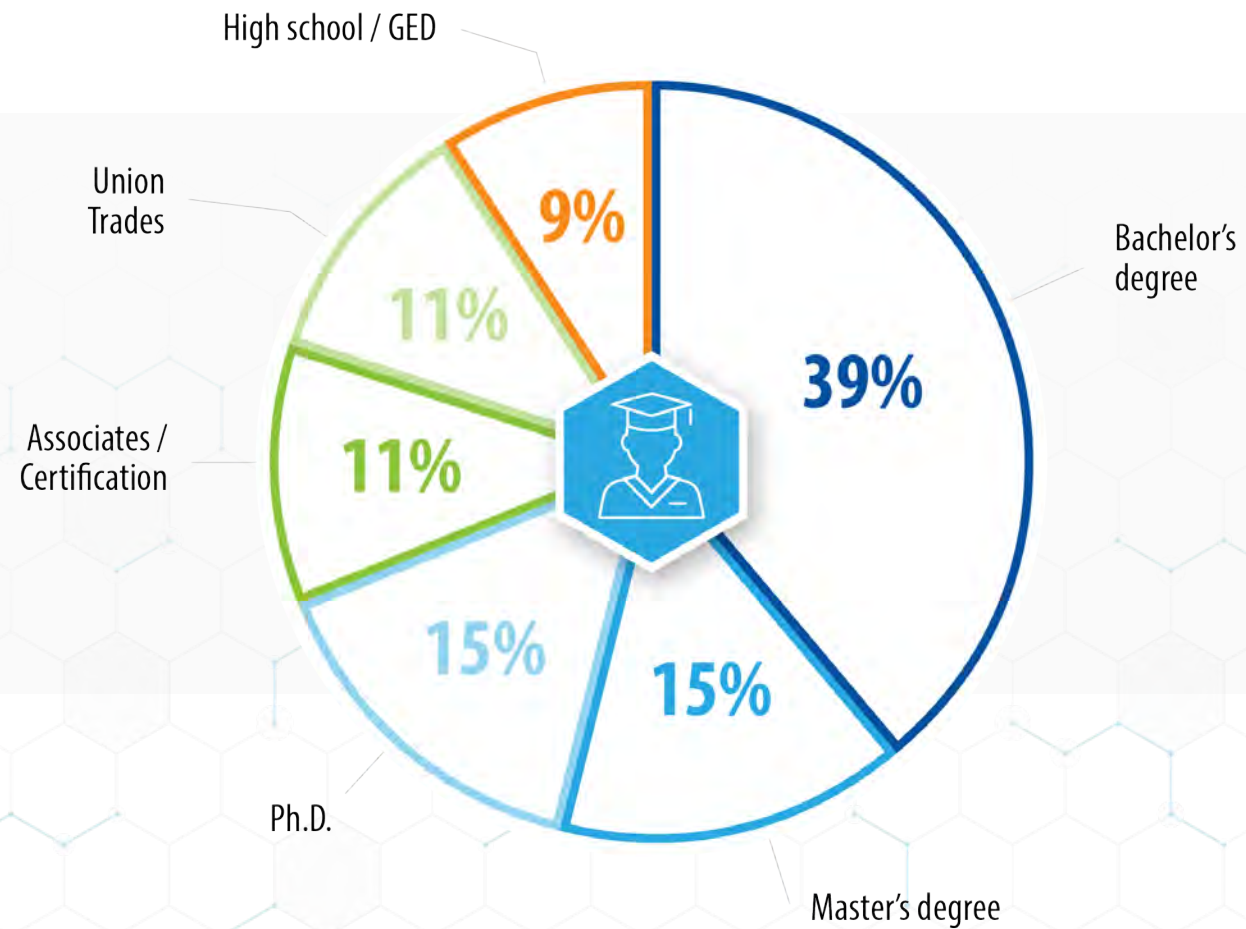
How the Projections Have Changed Over Time

Comparing FY23-FY27 projections to now



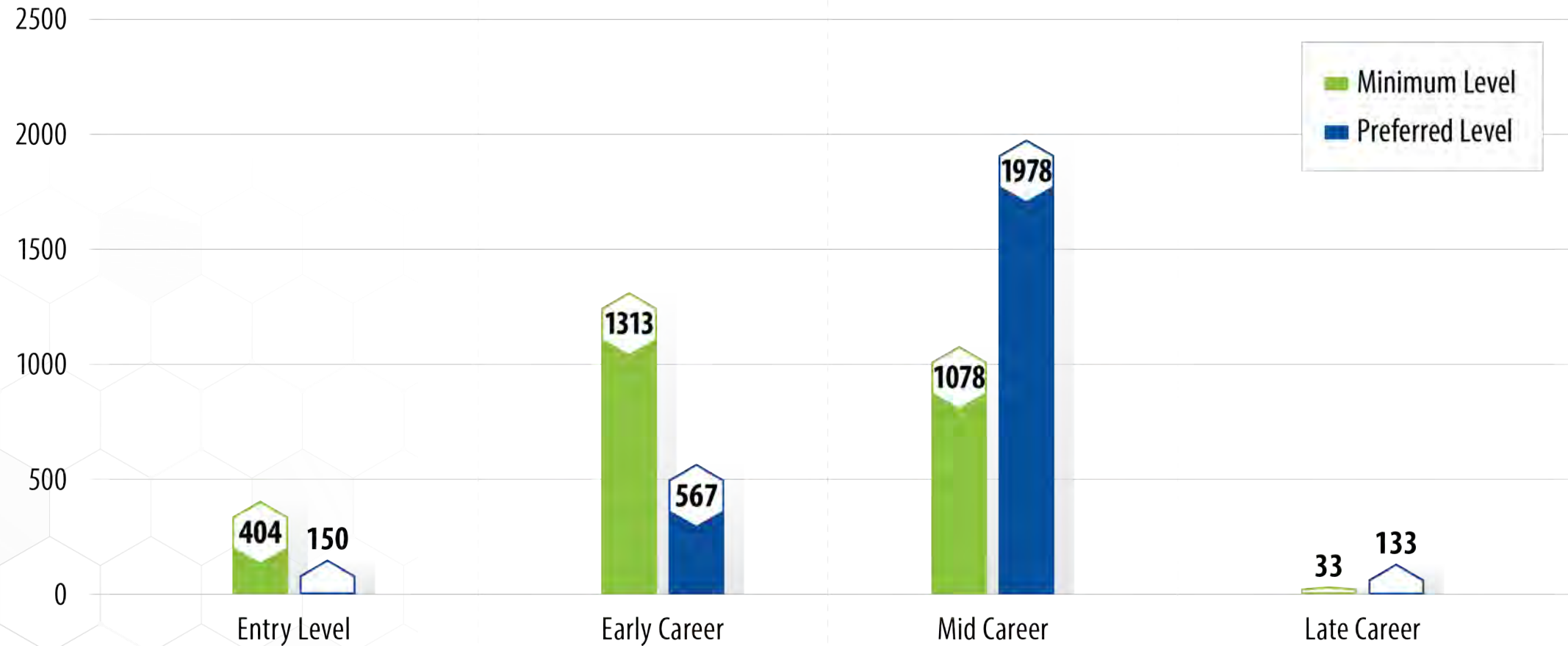
Projected Education Distribution of Openings

Anticipated breakdown for educational attainment



Projected Openings by Job Level Requirements

Minimum job level requirement vs preferred level upon entry



For additional information on INL Workforce Projections please contact:

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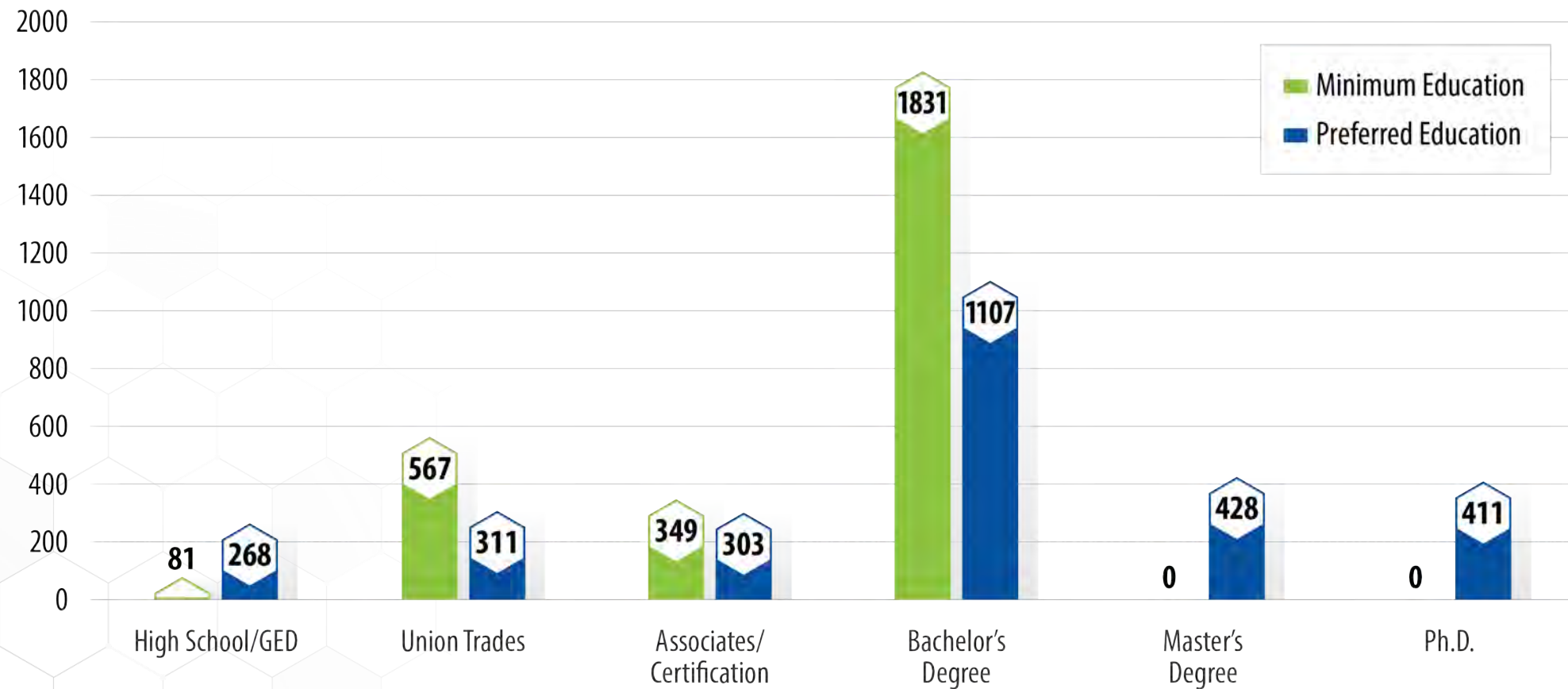


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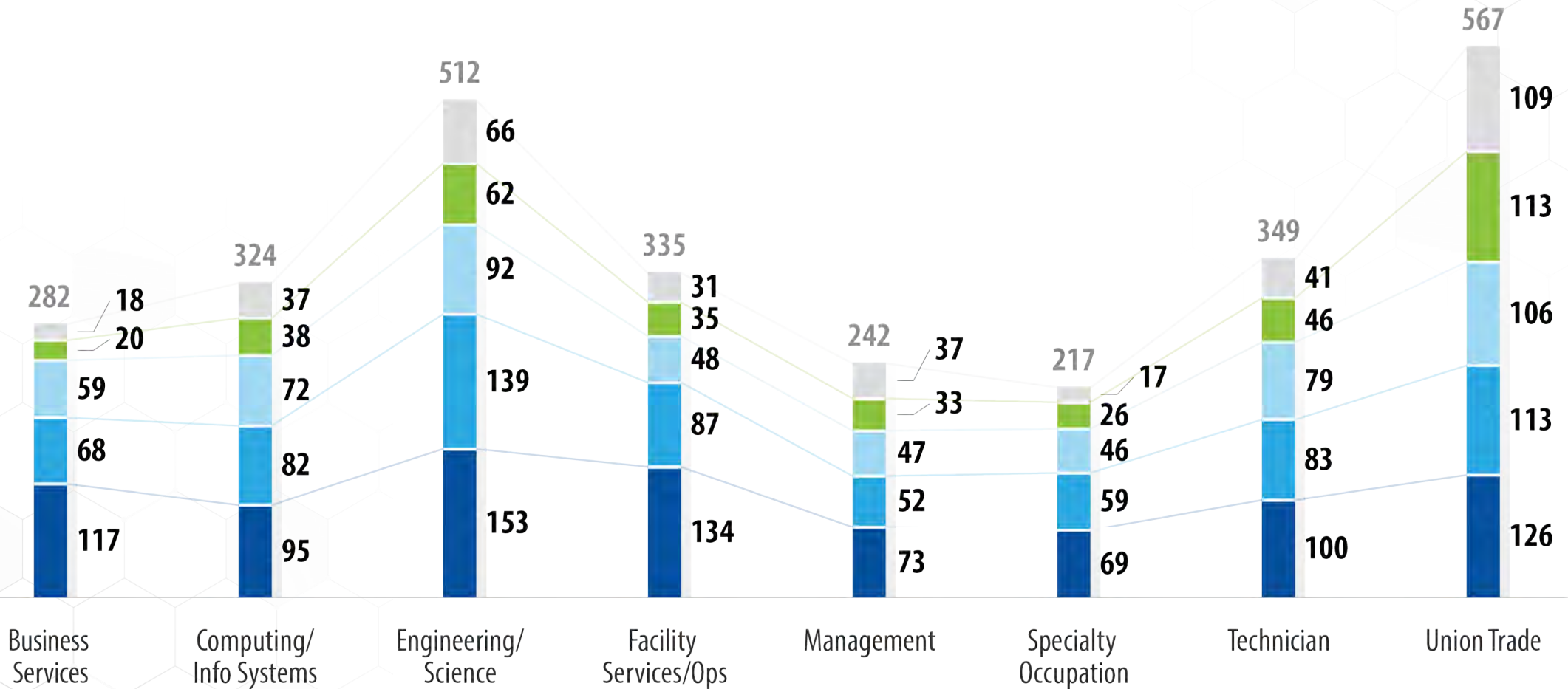
Projected Openings by Education Requirements

Minimum education requirement vs preferred education level upon entry



Projected Openings by Work Family

Total anticipated openings by year



Age Distribution of INL Workforce FY24

