Workforce Needs - Construction
Projected Hires for INL’s Future Workforce Needs in Construction Crafts

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Data Parameters
Projections for Construction Craft Occupations

• Timeframe 2020-2025

• Dispersion of Hires - The projected hires were spread among the following projects:
  - INL Full Time and Subcontracted Hires (Including estimations for the Sample Prep Lab and permanent maintenance/operations positions)
    • These are new positions, estimated on top of the average 500+ annual craft employment/subcontract positions.
    • Mostly short-term or temporary project hire positions, due to the nature of these positions, attrition hires are not estimated.
  - Versatile Test Reactor Hires
    • Construction anticipated to begin 2024
    • These are short-term or temporary project hire positions.

• 1,184 Total Anticipated Construction Hires
Total Anticipated Craft Hires by Occupation

- **Pipefitter**: 200
- **HVAC Mechanics**: 173
- **Construction Carpenters**: 114
- **Iron Workers**: 114
- **Laborers**: 74
- **Electricians**: 58
- **Operating Engineer**: 53
- **Material Handler**: 43
- **Teamster**: 40
- **Machinists**: 31
- **Electrician**: 30
- **Concrete Finisher/Laborers**: 20
- **Plasterer**: 18
- **Sheet Metal Worker**: 16
- **Carpenters**: 15
- **Sheet Metal Worker**: 10
- **Boilermakers**: 8
- **Heavy Equipment Operators**: 8
- **NQA-1 Quality Inspector or NDE Specialist**: 7
- **Mason/Bricklayer**: 6
- **Heavy Equipment Operators**: 6
- **Machinists**: 5
- **Roofer**: 5
- **Power Dispatcher**: 4
- **Millworker**: 3
- **Lineman**: 3
- **Machinists**: 2
- **Equipment Operator**: 1
- **System Mechanic**: 1
- **Material Handler**: 1
- **Other INL**: 1
- **VTR**: 1

**Graph Legend**
- **Other INL**
- **VTR**
Anticipated Craft Hires by Year

Occupations with High Volume Hires

- Equipment Operator: 9, 5, 4, 1, 1
- Mason/Bricklayer: 1, 7, 2
- Sheet Metal Worker: 12, 3, 1
- Welder: 10, 4, 1, 4
- Boilermakers: 18, 5
- Teamster: 30, 8
- Operating Engineer: 5, 2, 3, 1, 9
- Electricians: 11, 12, 15, 4, 15
- Laborers: 8, 9, 10, 6, 17
- Iron Workers: 5, 4, 2, 91, 26
- Carpenters: 25, 27, 12, 25, 25
- HVAC Mechanics: 6, 12, 13, 135, 38
- Pipefitter: 9, 10, 11, 157, 44
Local vs. Non-Local Talent Recruitment
Construction Crafts

Local Estimated Hires by Project:
- Non-Local: 130
- Local: 172
- Total: 302

Non-Local Estimated Hires by Project:
- Non-Local: 688
- Local: 194
- Total: 882

- BEA Full Time and Subcontracted Hires
- VTR Craft Hires