

Graduating Students and New Engineers – Wants and Needs – Are Companies Even Listening?



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DOE-EM Workforce Challenges

- Aging workforce
- Continued growth in mission-related work
- Filling gaps in different technical and functional disciplines
- Recruiting and retaining expertise at certain locations

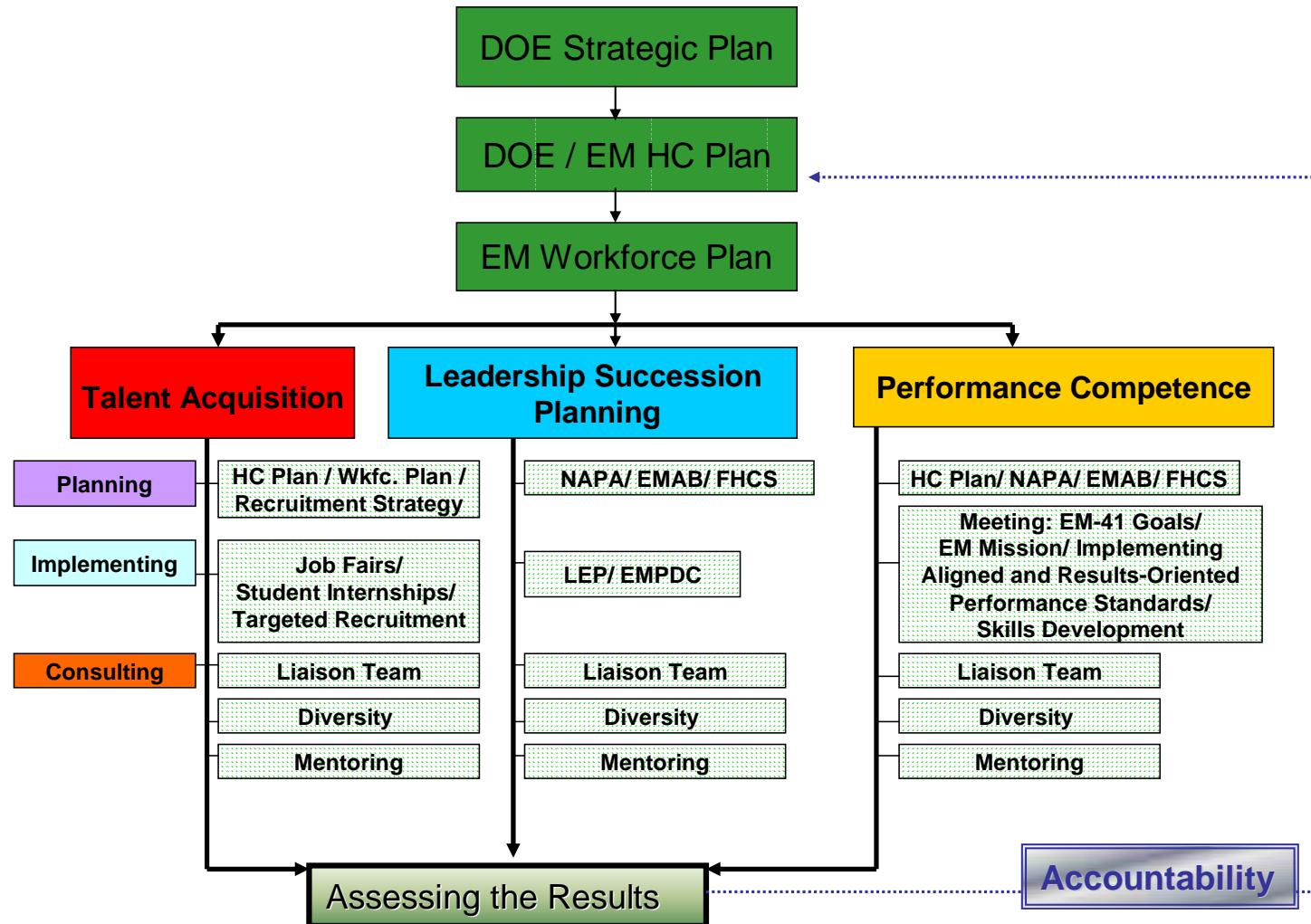
DOE-EM Human Capital Vision

Our Environmental Management human capital vision is to be an employer of choice with a well-trained, inquiring, and motivated workforce who will excel in their work.

DOE-EM Human Capital Management Plan

- Describes our human capital strategies and implementing framework
- Includes ongoing and new human capital initiatives
- Reflects a complex-wide, integrated EM Human Capital Plan

EM's Strategic Human Capital Framework



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Talent Acquisition Vision

To execute a recruitment strategy that utilizes a diverse assortment of federal recruitment tools and hiring authorities that allows for maximum management flexibility and discretion when laying EM's "pipeline" of future talent/leadership and creating longest term possible opportunities for the transfer of knowledge as we build and sustain a "best in class" workforce.



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Talent Acquisition Pillar Recruitment Components

- Environmental Management Professional Development Corps
- Student employment programs
 - Student Career Experience Program
 - Student Temporary Employment Program
 - DOE Scholars Program
 - DOE Minority Education Institution Student Program
 - Student Volunteer Program
- Targeted recruitment



EMPDC Program Description

- Structured two year developmental program consisting of:
 - On-the-job-training
 - Formal classroom instruction
- Rotational assignments at:
 - EM Headquarters
 - EM field and DOE sites
 - DOE laboratories
- Other potential rotational assignments include:
 - National Nuclear Security Administration
 - DOE contractors



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EMPDC Program Description

- Mentoring Program
- Post non-competitive conversion to career conditional/career appointments after completion of the EMPDC



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**No rotations at these locations presently secured*

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Academic Disciplines Sought

Bachelor, Graduate, or Postdoctoral Degree from an accredited college or university in the fields of:

Technical

- Chemical Engineering
- Civil/Structural Engineering
- Electrical Engineering
- Environmental Engineering
- Industrial Engineering
- Mechanical Engineering
- Nuclear Engineering
- Environmental Science
- Fire Protection
- Occupational Safety and Health
- Physical Science
- Information Technology
- Other disciplines that support our program

Non-Technical

- Business Administration/Management
- Finance
- Accounting
- Political Science
- Law
- Public Administration
- Human Resources



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Talent Acquisition Pillar Recruitment Initiatives

- Partnership with Monster Government Solutions
- University sponsored career fairs
- Partnership with Patriot Center (non-profit) for outreach at the high school level
- Advertisements in professional publications
- Web/Internet-based recruiting
- Grant programs such as the FIU Fellows Program

Workforce Needs

EM Mission Critical Workforce Occupations	
2009	2014 (and Beyond)
General Engineers	General Engineers
Nuclear Engineers	Nuclear Engineers
Physical Scientists	Physical Scientists
Acquisition Workforce	Acquisition Workforce
Leaders	Leaders



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DOE-EM Workforce

DOE-EM Employees Eligible to Retire					
Occupation (On board)	FY '09	FY '10	FY '11	FY '12	FY '13
General Engineers (419)	77	96	114	128	150
Nuclear Engineers (46)	6	12	16	21	26
Physical Scientists (197)	32	43	53	63	74
Acquisition (123)	22	26	31	38	48

Statistics are cumulative, year-to-year.

Bridging the Gap

- Pursue additional partnerships with Non-Governmental Organizations
- Continue using student employment programs
- Become more savvy with respect to internet-based opportunities
- Enhance the integration of DOE talent acquisition strategies
- More outreach and partnerships to reach high school level students
- Host/Participate in forums and articulate DOE employment needs
- Ensure student employment programs, EMPDC, and other work experiences prompt participants to join DOE permanently and recruit others



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DOE-EM Human Capital Plan Summary

- Employ a variety of tools to attract, acquire, develop, and retain a highly qualified and motivated workforce
- Address any skill gaps that may arise from attrition in an aging workforce
- Ensure our projects are managed by skilled, competent, and dedicated leaders and staff - with a rigorous certification program for project managers
- Ensure key acquisition and technical personnel have the requisite knowledge of technical issues, project management, and business management at an equivalent level of expertise as their contractor counterparts

