

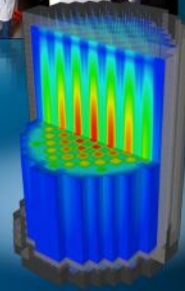
Talent Pipeline: INL Diagnostics

www.inl.gov



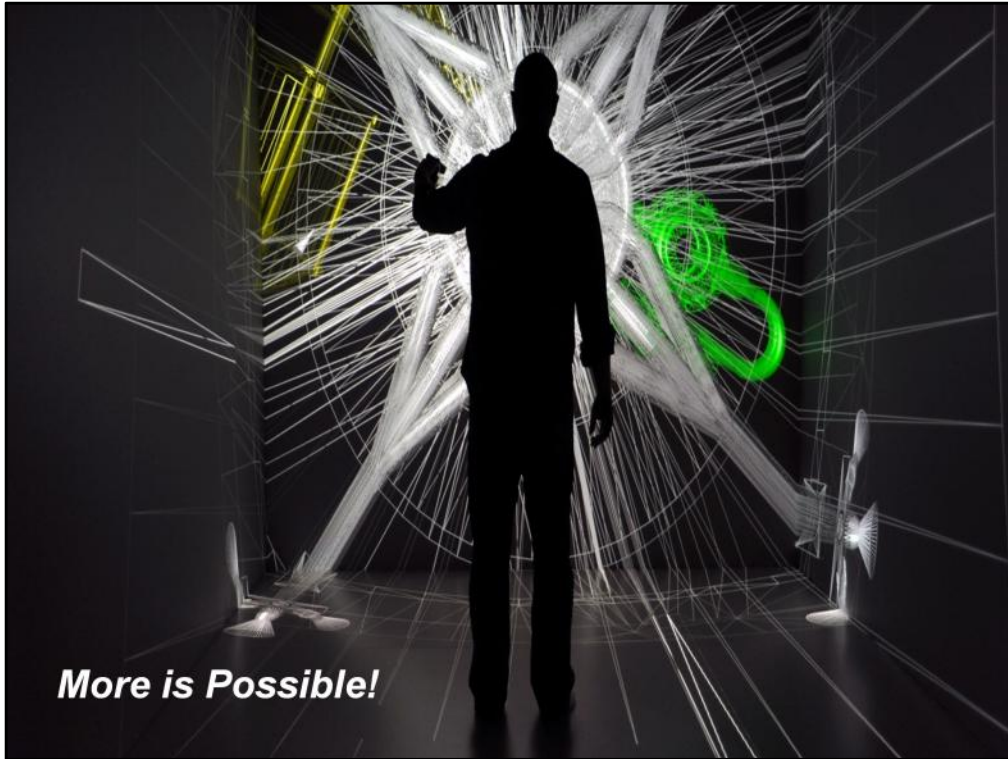
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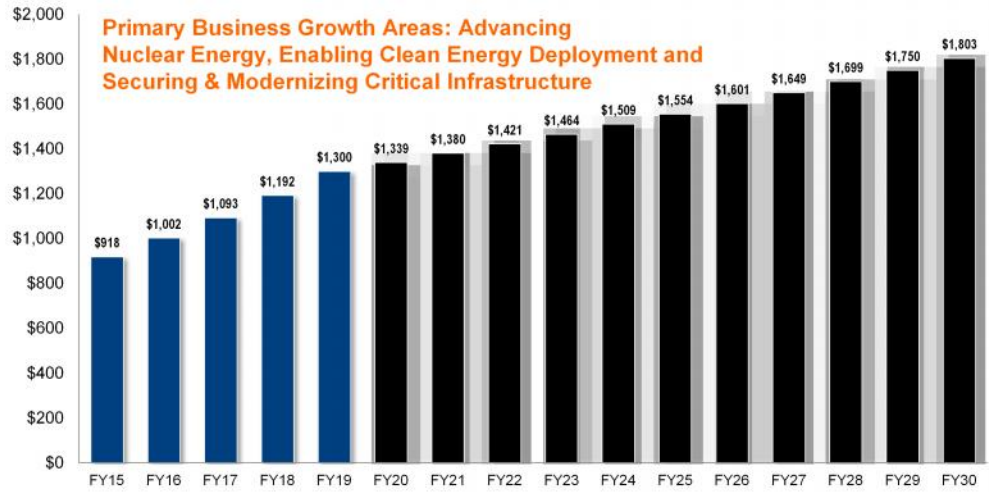


INL By The Numbers

- ❖ **10 year birthday of INL**
- ❖ **14 states have a National Lab (there are 17)**
- ❖ **5th largest employer in Idaho**
- ❖ **\$917m business volume**
- ❖ **\$130m to Idaho small businesses**
- ❖ **\$38k Idaho vs \$52k National vs \$87.5k INL– annual salary/year comparison**
- ❖ **503 new INL employees**
- ❖ **350 interns up from 170 from last year**
- ❖ **\$682.5K community giving**
- ❖ **9,500 EBR 1 visitors (8,000 in 2014)**
- ❖ **175 hosted events**

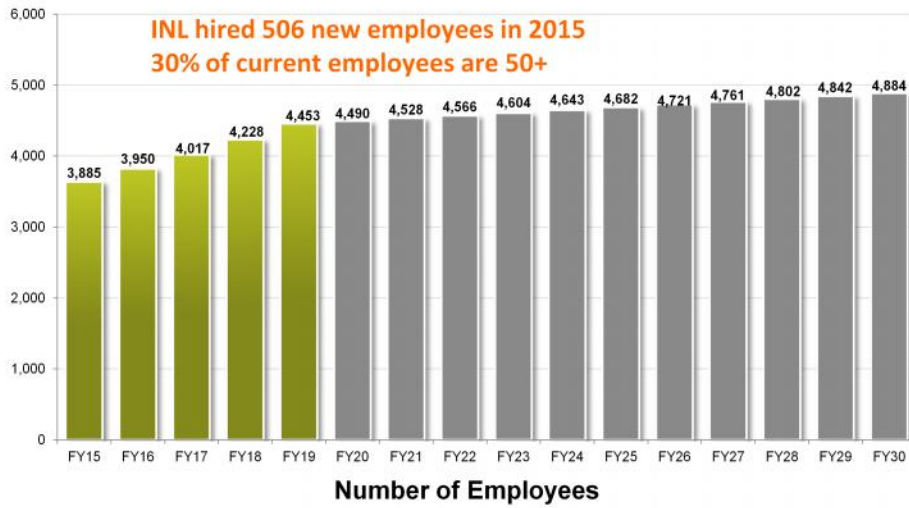


Where We Are Going 2015-2030 – INL Business Volume Forecast

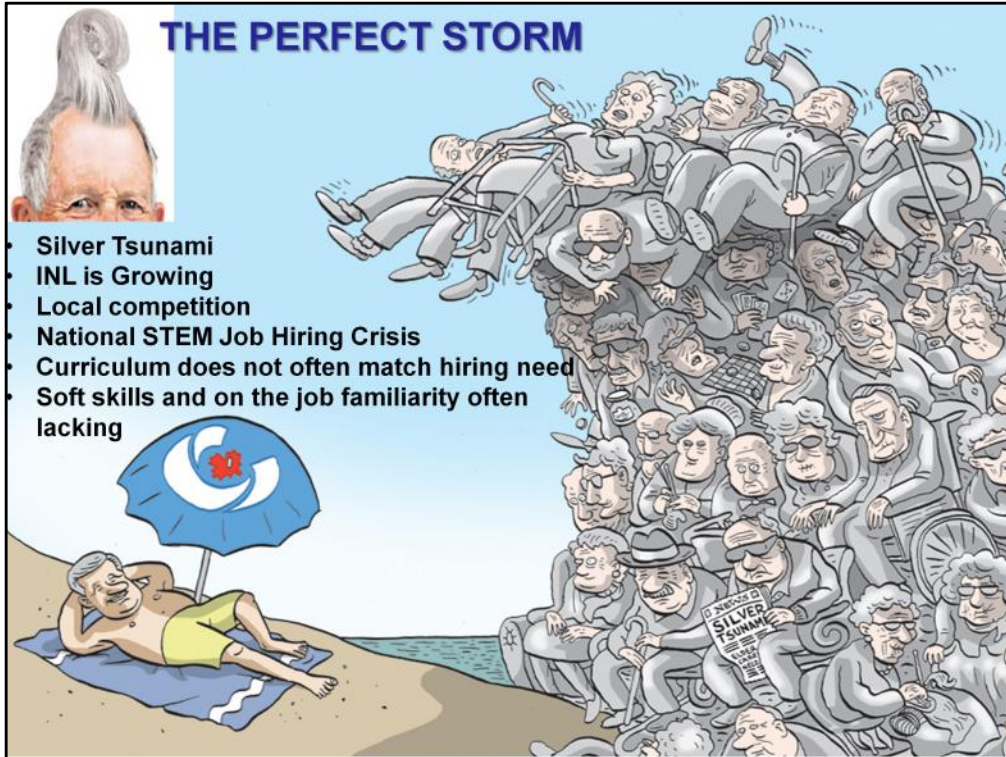


* Business Volume – 2020-2030 at 2% Inflation

Where We Are Going 2015-2030 – Potential Employee Growth



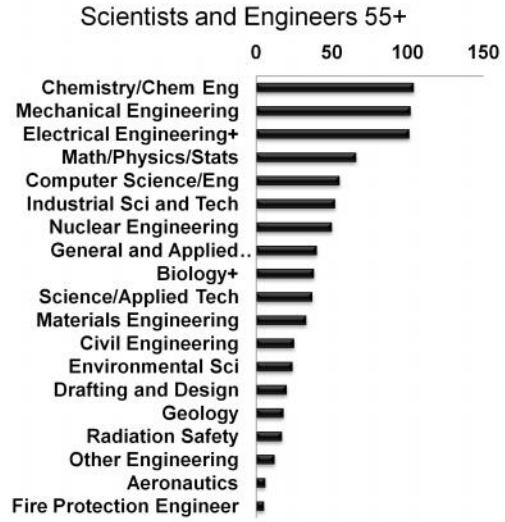
* Projected numbers based on achieving a \$1.3B Business Volume between now and 2019 and 2% growth after that



Who is Eligible to Retire?

~360 are age 50-54
 ~600 are 55+
 ~80 are 65+

- Highest Sci/Eng. Needs:**
- Mechanical Eng. (102)
 - Chemists/Chem Eng. (104)
 - Electrical Eng. (101)
 - Math/Physics (66)
 - Comp. Sci./Eng. (55)
 - Nuclear Eng. (50)



Need to Match Talent to INL Mission



Advancing Nuclear Energy



Securing & Modernizing Critical Infrastructure



Enabling Clean Energy Deployment

What are (and will be) key STEM INL hiring areas to support growth?

- Energy and Environment
 - Chemists and Chemical Engineers
 - Lab, Manufacturing and Field Technicians
- Nuclear Science and Technology
 - Nuclear Engineers
 - Computational Scientists
- National and Homeland Security
 - Computer Security Researchers
 - Critical Infrastructure Analysts
 - Manufacturing Technicians
 - Wireless Communications Engineers

**Data provided by Human Resources, based on 2015 hires' job codes

2015 Top Science and Engineering Degrees Hired

Bachelors - 62

- Computer Eng/Sci/Inform. Sys. (19)
- Mechanical Engineering (17)
- Nuclear Engineering (10)
- Electrical Engineering (7)
- Physics (5)
- Chemical Engineering (5)

Masters - 41

- Nuclear Engineering (9)
- Computer Sci/Inform (6)
- Applied Math/Statistics (4)

PhD - 42

- Nuclear Engineering (11)
- Chemistry (5)
- Mechanical Engineering (4)
- Materials Science/Engineering (4)



Top Non-STEM degrees:

- Accounting (8)
- Bus. Admin. (13)
- Management (~20)
- General Studies (8)

What Business Leaders Want Most

#1 ■ Internships/on-the-
■ job experience



In your opinion, what talent, knowledge, or skills should higher education institutions develop in students to best prepare them for success in the workforce in the coming years?

Ref: Gallup

Some Solutions

- Hiring Solutions
 - Improve new employee onboarding
 - Partner with University Programs to target schools that best match skill set/degree needs
 - Partner with the Community to recruit to East Idaho
- University/Workforce Development
 - Strategically tie interns into needed disciplines
 - More Joint Appointments in areas of need
 - Target the universities/colleges that match best to INL need
 - Increase intern and postdoc opportunities
 - Design and build and change curriculum
- K-12 STEM
 - Tie to industry and INL needs- bring awareness of future career opportunities in Idaho
 - Promote and encourage diversity and rural school connections
- Community
 - Increase talent pipeline economic development partnership-grants, bring awareness of need, highlight and promote community/state

