



THE HANFORD SITE

The Hanford Workforce: Collaboration for the Future

Santos Ortega

Equal Employment Opportunity / Diversity Program Manager

December 4, 2019

- Overview – Santos Ortega, DOE
- Connect Tri-Cities – Bob Wilkinson
- Mission Support Alliance – Bob Wilkinson
- Bechtel National, Inc. – Valerie McCain
- CH2M HILL Plateau Remediation Company – Ty Blackford
- Washington River Protection Solutions – John Eschenberg
- Closing – Santos Ortega

Excellent opportunity to present the future workforce needs at Hanford and highlight our efforts to date with you

- Communicate current Hanford demographics and future skills needed over the next 10 years
- DOE/Hanford contractors are developing a sitewide approach to fulfilling workforce needs
- Developing a network of partnerships and collaboration
- Our overall goal and collective commitment is to make Hanford an employer of choice
- Important to develop a recruitment strategy and system that is easy to navigate

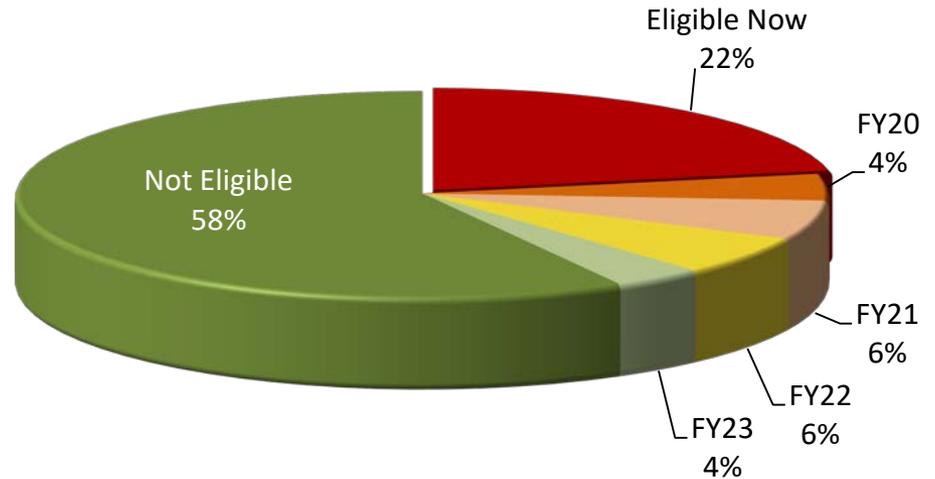
THE HANFORD SITE | Sitewide Workforce Demographics

- Approximately 9,000 Hanford workers
- 75% of the workforce is male; 25% female
- 16% identified themselves as minorities
- Approximately 50% of Hanford's workforce are 50 years of age or older; less than 10% are 30 years of age or younger
- Depending on the contractor, 25-35% are eligible to retire
- Highly educated workforce: 50% have college degrees
- Building trades and unions represent 37%



Retirement Demographics

- 22% of ORP/RL employees eligible for retirement now
- 42% of ORP/RL employees eligible for retirement in next 4 years



Discipline	Eligible Now	FY20	FY21	FY22	FY23	Not Eligible	Grand Total
Other	16	6	9	4	4	53	92
0560 (Budget Analysis)	1	0	0	1	2	6	10
1101 (General Business and Industry)	3	0	1	1	1	4	10
0510 (Accounting)	1	0	0	0	0	9	10
0905 (General Attorney)	2	0	3	0	0	6	11
1301 (General Physical Science)	6	1	1	2	0	6	16
0301 (Miscellaneous Administration and Program)	9	1	0	1	0	25	36
0340 (Program Management)	9	3	2	2	2	15	33
1102 (Contracting)	5	2	0	1	0	29	37
0801 (General Engineering)	27	2	6	10	4	56	105
Total	79	15	22	22	13	209	360

Positions include the following:

- Engineers, scientists, nuclear, environmental, safety, quality assurance, waste management professionals
- Project and construction management, cost estimators, operators, radiological control technicians, lab, computer and instrument techs, planners, schedulers
- Union skilled trades: electricians, carpenters, equipment operators, welders, pipefitters, truck drivers, transportation packaging specialists
- Accountants, contract specialists, budget analysts, information management, computer specialists, HR, communications, attorneys
- Security and emergency responders: firefighters, Hanford Patrol, cybersecurity, safeguards

As projects are completed and new technologies are identified, different talents and skills will be needed



THE HANFORD SITE | DOE and Community Involvement

- DOE manager championed the Hanford Future Workforce Needs workshop that included DOE contractors, Pacific Northwest National Laboratory, Washington State University, Columbia Basin College and WorkSource
- DOE championed **Equity in Energy**, a stakeholder and lab engagement event and career fair focused on science, technology, engineering and mathematics (STEM)
- Educational and professional partnerships
- DOE National Science Bowl Competition
- Hanford Speakers Bureau presentations at colleges/universities and middle/high schools
- Partnered with Columbia Basin Veterans Center and ACCESS Tri-Cities; organizations that serve veterans and persons with disabilities



THE HANFORD SITE | Actions and Staffing Initiatives

- Hanford Future Workforce subcommittee
 - Craft apprenticeship programs
 - Educational outreach
 - Targeted recruiting
- Developed a Human Capital Strategic Plan
- Support STEM efforts in the community
- Partner with area schools and universities
 - Internships
 - Career fairs
 - Senior case studies
 - Diversity outreach
 - Hanford tours
 - Presentations at educational institutions



“The Senior Capstone DOE Case Study is unquestionably one of the most important elements in their education and development in becoming practicing engineers.” -Dr. Marc Levin, Professor of Chemical Engineering at WSU Pullman



DOE summer interns at Waste Treatment Plant



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Bob Wilkinson
Mission Support Alliance

One Hanford, One Mission



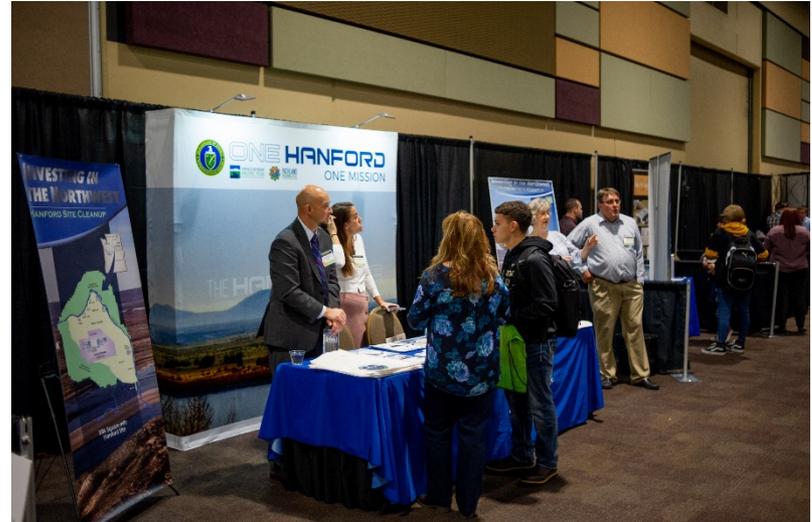
Enable career paths and job connections through the following:

- **EDUCATORS** – representing regional high schools, community colleges, and statewide universities
- **EMPLOYERS** – to understand opportunities with the Hanford cleanup mission, careers in manufacturing, national laboratories, and small businesses
- **ORGANIZED LABOR** – with 16 labor unions to understand apprentice credentials and the wide range of specialized jobs
- **TRIBES** – to understand the experience with Hanford and environmental compliance
- **VETERANS** – to translate military training to industry needs

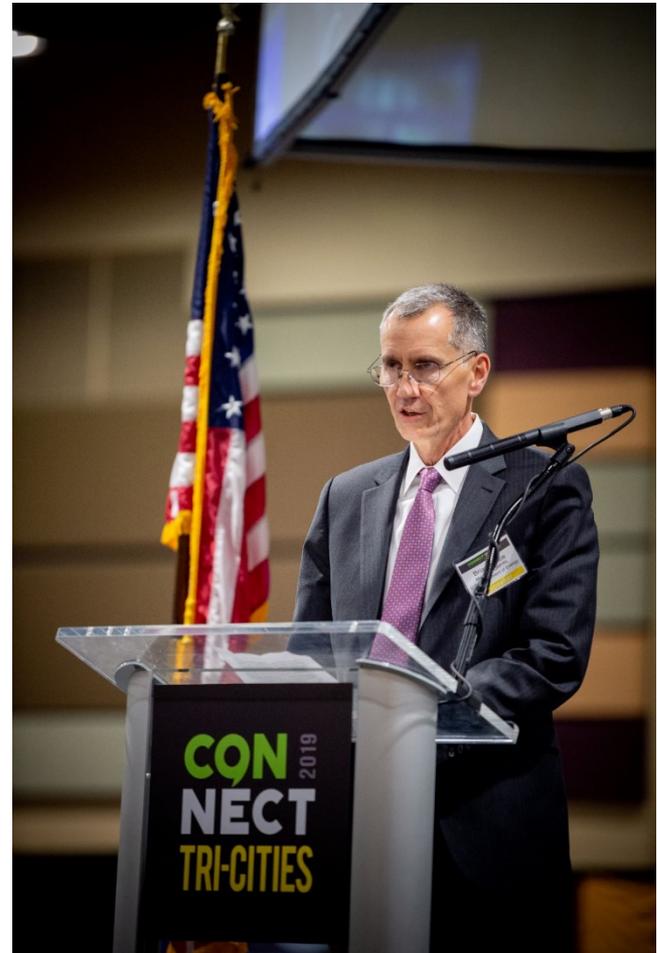
THE HANFORD SITE | Opportunity Fair

Connect Tri-Cities included an opportunity fair with many things to explore:

- Over 70 exhibitors
- Emphasize the Tri-Cities' and Hanford's future workforce needs
- Experience careers in manufacturing
- Interface with Washington community colleges and state universities
- Participate in onsite resume and interview support



- Connect regional leaders to broaden understanding and event purpose
- Emphasize veteran outreach programs
 - Helmets to Hardhats
 - Veterans in Piping
 - Columbia Basin Veterans Center
- Expand collaboration opportunities
- Partner with Tri-City Development Council (TRIDEC) to gain sponsors for future events



- Help recruit students from statewide universities and encourage job-placement-ready students to attend Connect Tri-Cities
- High school STEM competition
 - 17 teams competed
 - \$28,000 gifted in scholarships
 - 1,200 students bused to event



Mission Support Alliance Staffing Projections

Staffing Projection

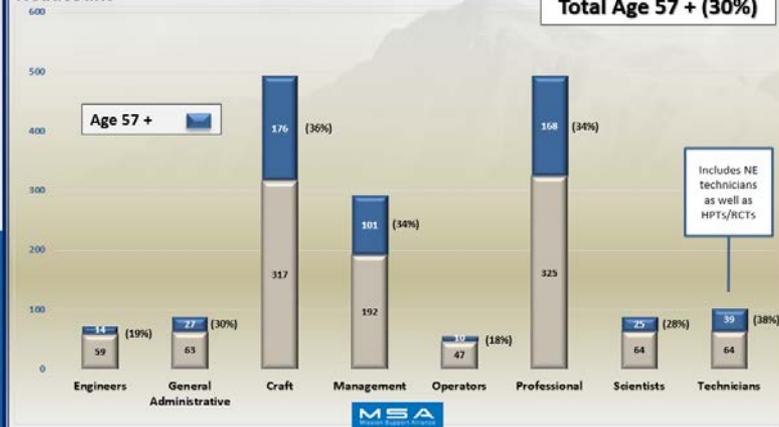


Potential Retirement

Current Demographics by COCS



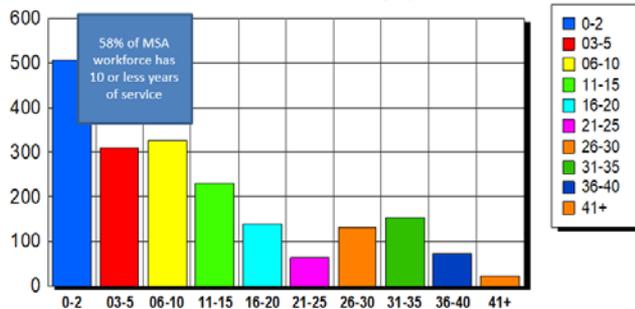
Headcount



Years of Service

Mission Support

Years of Service - All Employees



58% of MSA workforce has 10 or less years of service

Strategic Talent Acquisition Planning	Targeted Recruitment
Workforce Planning	Career Fairs
Strategy Development	Craft Apprenticeship Programs
Culture of Diversity and Inclusion	YesVets Program
Company Branding	Community Partnerships
Job Analysis	Robust Internship Program
Metrics and Data Analysis	Candidate Sourcing and Social Media



THE HANFORD SITE

Valerie McCain
Bechtel National, Inc.

Current Workforce

Professional

- Engineering
- Construction
- Startup
- Procurement
- Quality
- Environmental Safety & Health
- Business & Support Services

Skilled Craft

- Construction/Startup (all trades)
- Maintenance Technicians (Electricians, Pipe Fitters, Instrumentation & Controls Technicians)
- Commissioning Technicians

Skill Set Gaps

- Electrical Engineering
- Instrumentation & Controls Technicians
- Technical/Procedure Writers

Future Workforce

Commissioning

- Plant Engineering
- Maintenance Technicians
- Commissioning Technicians
- Facility Management
- Radiological Control Technicians
- Laboratory Chemists
- Quality
- Environmental Safety & Health
- Business & Support Services

Future Operations

Increase Number of Commissioning Technicians

Pretreatment/High-Level Waste

Skill Set Gaps

- Electrical Engineering
- Instrumentation & Controls Technicians

Current Workforce



Commissioning Tech Classroom



Chemists and Lab Technicians



Control Room Activities

Future Workforce



Veterans Outreach



Internships



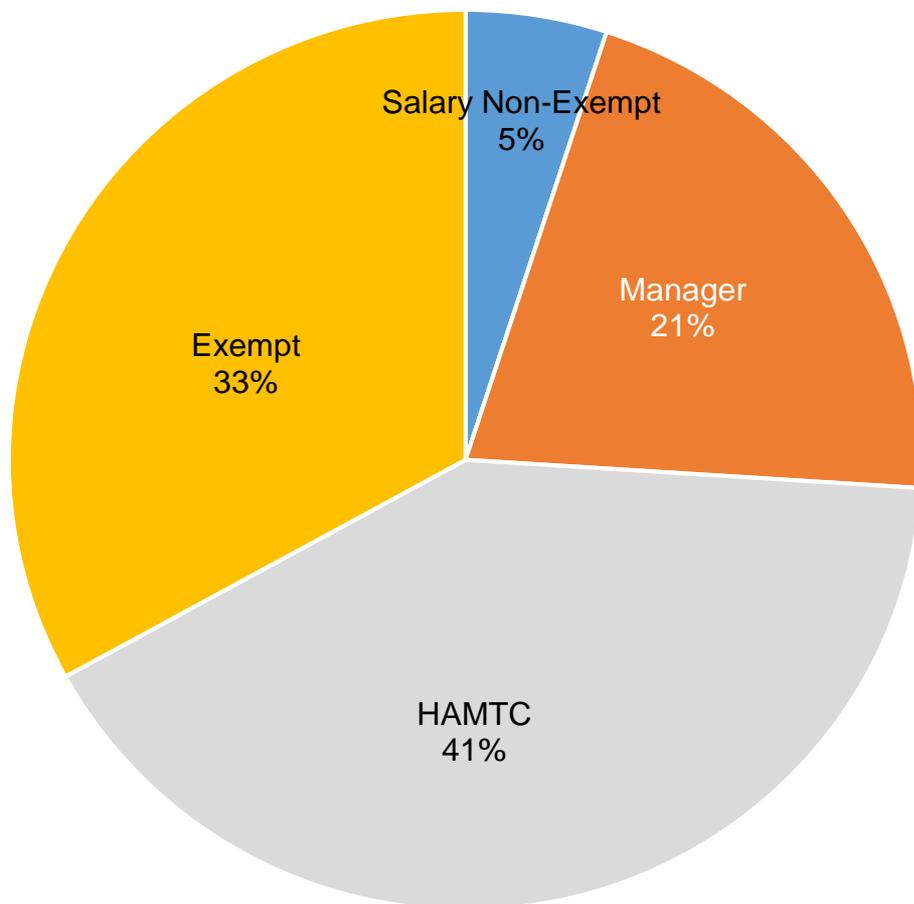
STEM Programs



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Ty Blackford
CH2M HILL Plateau Remediation Company

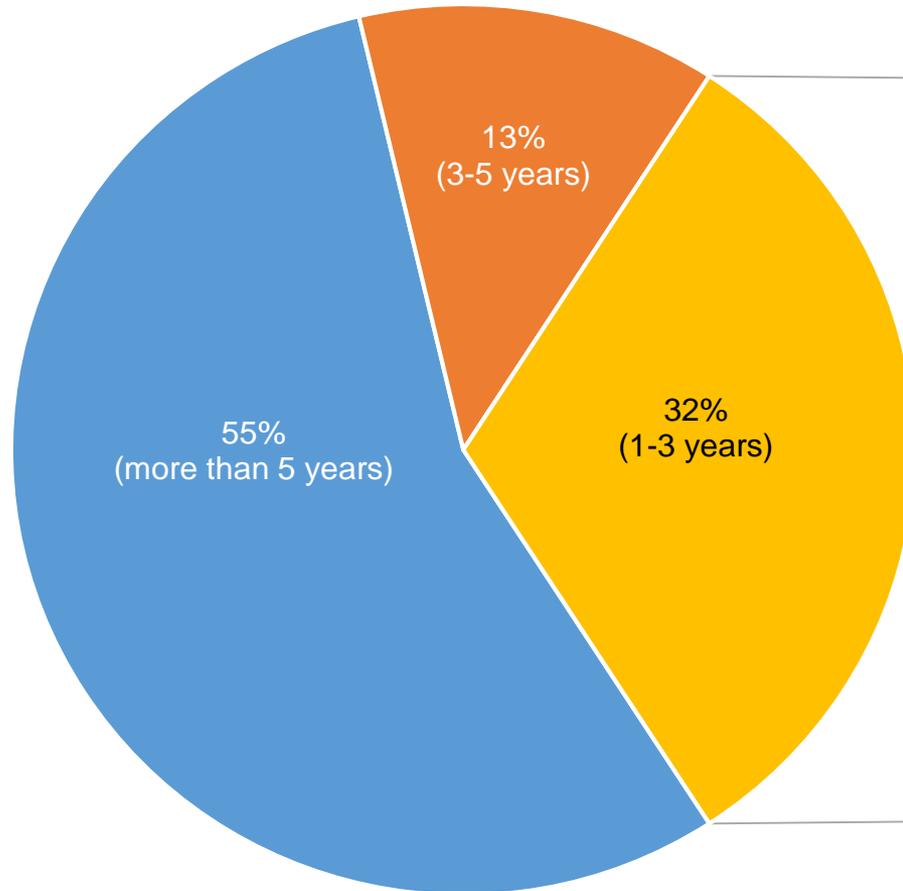
Current Direct Staffing



Challenges

- Attracting and retaining staff for critical positions
 - Electricians
 - Pipefitters
 - Project controls
 - Technicians
 - Operators
- Competitive market with other Hanford contractors and commercial construction
- Retirement-eligible population

Retirement Outlook



Top 5 Categories:

1. Engineers
2. Managers
3. Operators
4. Professionals
5. Technicians

CH2M HILL Plateau Remediation Company



HIGHWAY TO HANFORD

CH2M HILL Plateau Remediation Company





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John Eschenberg
Washington River Protection Solutions

Age Profile

- Age: > 60 16%
- Age: 50–59 32%
- Age: 40–49 19%
- Age: < 40 33%



Comprehensive Recruiting Approach

Partnering with colleges and universities

Veteran recruiting and outreach (AECOM Helmets to Hardhats)

Access Tri-Cities

Connect Tri-Cities

WorkSource and Goodwill Industries

National professional societies



THE HANFORD SITE | Employee Retention Strategy

- Competitive salary and benefits
- Culture of pride and achievement
- National priority
- Transportable skills
- Leverage community assets



Mission Objectives for 2020

Worker Safety

Delivering on Waste Feed Delivery

Upgrading Our Infrastructure



Waste Retrievals

Strong Internal Controls and Processes

Tell Our Story

THE HANFORD SITE | Closing Remarks



- Hanford workforce will be stable for the next decade, providing numerous employment opportunities at all levels that we are prepared to fill
- Need to communicate opportunities well in advance so talented professionals from all segments of society can apply and be considered
- Need better identification of where professionals and talent are, to effectively communicate opportunities regionally and nationally
- Need support and assistance, we would welcome the HAB helping us get the word out about Hanford jobs being attractive and challenging
- We partner with many organizations and support numerous events throughout the year, we would like to extend an invitation to HAB members to attend some of them

