

# WORKFORCE COLLOABORATION ADVICE



- February 5, 2020 HAB Meeting

# BCC Workforce Collaboration Advice

- Background & Introduction
  - ❖ HAB previous advice or responses
    - EPA-004 Cultural Socio-Economic Impacts (Sept. 22, 1994)
    - 3161 Workforce Restructuring and the health, Safety, and dignity of the Hanford Workforce/Social Economic Impacts (Feb. 1-2, 1996)
    - Fluor Hanford Worker Layoffs (Feb. 2, 2001)
    - Diversity Outreach & Pensions & Benefits Plans (April 2, 2004)

# Background & Introduction (Con't)

- FY2021 Budget Priorities (April 18, 2019) Advice #300
  - Site-Wide Activities
    - Hanford Workforce Planning & Development: Establish and implement programmatic improvements to ensure that Hanford contractors address development and maintenance of a robust Hanford workforce pipeline, including internships, mentoring, diversity, succession planning, advancement/transfer opportunities, and recognition/reward programs.

# Background & Introduction (Con't)

- HAB Meeting December 4, 2019
  - The Hanford Workforce: “Collaboration for the Future” presentation in response to the HAB framing questions was greatly appreciated.
- Framing Questions
  - How will DOE plan to maintain a skilled workforce using the IDIQ process?
  - How will DOE address the problem of 40% of the workforce being eligible for retirement?
  - How will DOE maintain workforce continuity between work tasks?
  - How will DOE hold the contractors to a commitment of addressing this workforce planning and development issues?

# Background & Introduction (Con't)

- Process
  - IM Team Formation
    - Team formed in early Dec. 2019
    - Assigned IM Team Individuals developed 1<sup>st</sup> Draft of Advice-mid Dec.
    - Several IM Team telephone conferences held to finalize initial Advice-late Dec/early Jan.

# Who Is He



# Background & Introduction (con't)

- Met/presented initial Advice at two committee meetings in early Jan (RAP & TWC)
- Final IM Team Review & concurrence in mid Jan.
- BCC committee review and concurrence of final Draft in late Jan.
- Final Advice presented to HAB for review and concurrence in Feb full HAB meeting.

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Together

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Everyone

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