



U.S. DEPARTMENT OF  
**ENERGY**

# DOE-SR HRAO CAB PRESENTATION



SR HRAO

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*Savannah River Site*

*May 24, 2016*

# Demographics

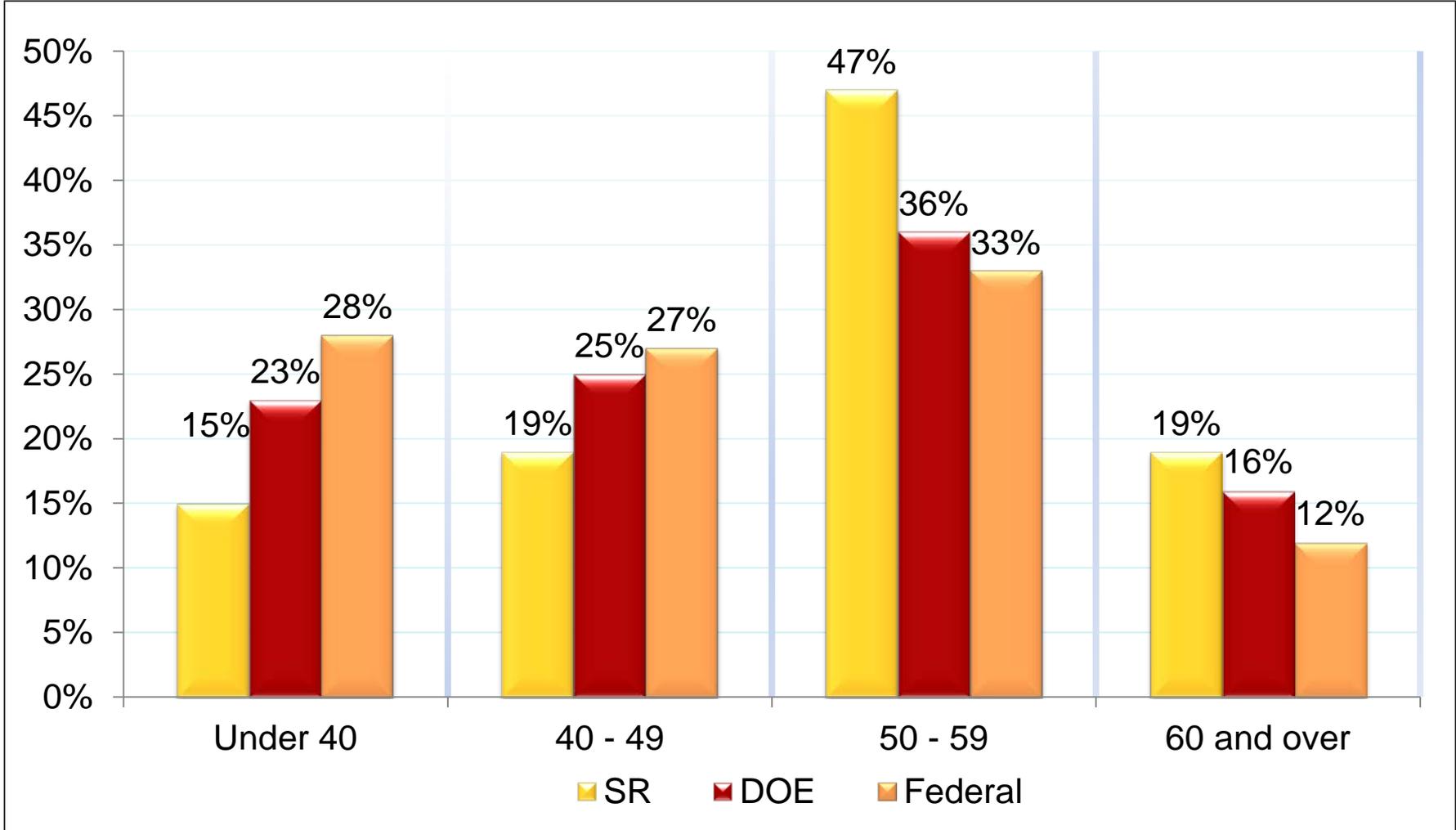
Job Series Occupation Title	SR	
	Count	Percent
0801 (General Engineering)	57	20.9%
1301 (General Physical Science)	32	11.7%
0840 (Nuclear Engineering)	24	8.8%
1102 (Contracting)	16	5.9%
0343 (Management and Program Analysis)	15	5.5%
0080 (Security Administration)	14	5.1%
0510 (Accounting)	12	4.4%
0301 (Miscellaneous Administration and Program)	9	3.3%
2210 (Information Technology)	9	3.3%
0340 (Program Management)	6	2.2%
0560 (Budget Analysis)	6	2.2%
0905 (Attorney)	6	2.2%
1035 (Public Affairs)	6	2.2%
1910 (Quality Assurance)	6	2.2%
Others (20 series)	55	20.1%
<b>Total</b>	<b>273</b>	<b>100.0%</b>

# Demographics

Several key findings from our fiscal year (FY) 2015 workforce analysis effort include:

- Sixty-six percent (66 percent) of SR employees are 50 years or older; (compared to 15 percent under 40 years old.) Comparing results of the Federal government and DOE, SR has the highest concentration of employees in the 50-59 years of age range.
- Fifty-two percent (52 percent) of the SR workforce has 20 or more years of service, making it a highly experienced workforce. In comparison, 40 percent of DOE employees and 38 percent of Federal employees have 20 or more years of service.
- Forty-five percent (45 percent) of the SR workforce is at the GS-14 level or above.
- Twenty-three (23%) percent of the SR population are currently eligible for Regular retirement; additionally twenty (20%) percent are eligible for Early retirement with VERA authorization in fiscal year (FY) 2016. Total = forty-three percent (43%)

# Demographics



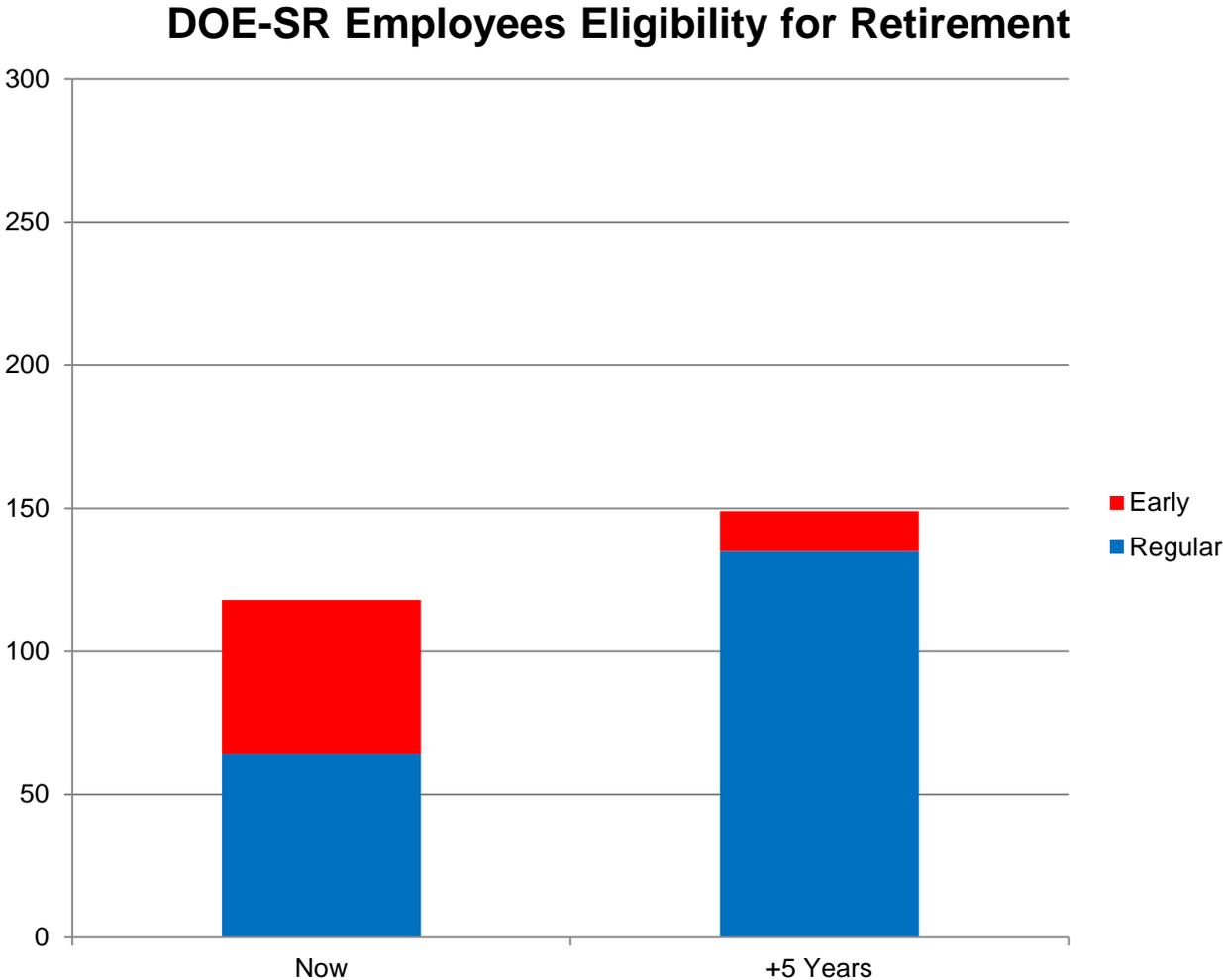
# Demographics

**118**

Employees eligible to retire **today** (regular and early retirement).

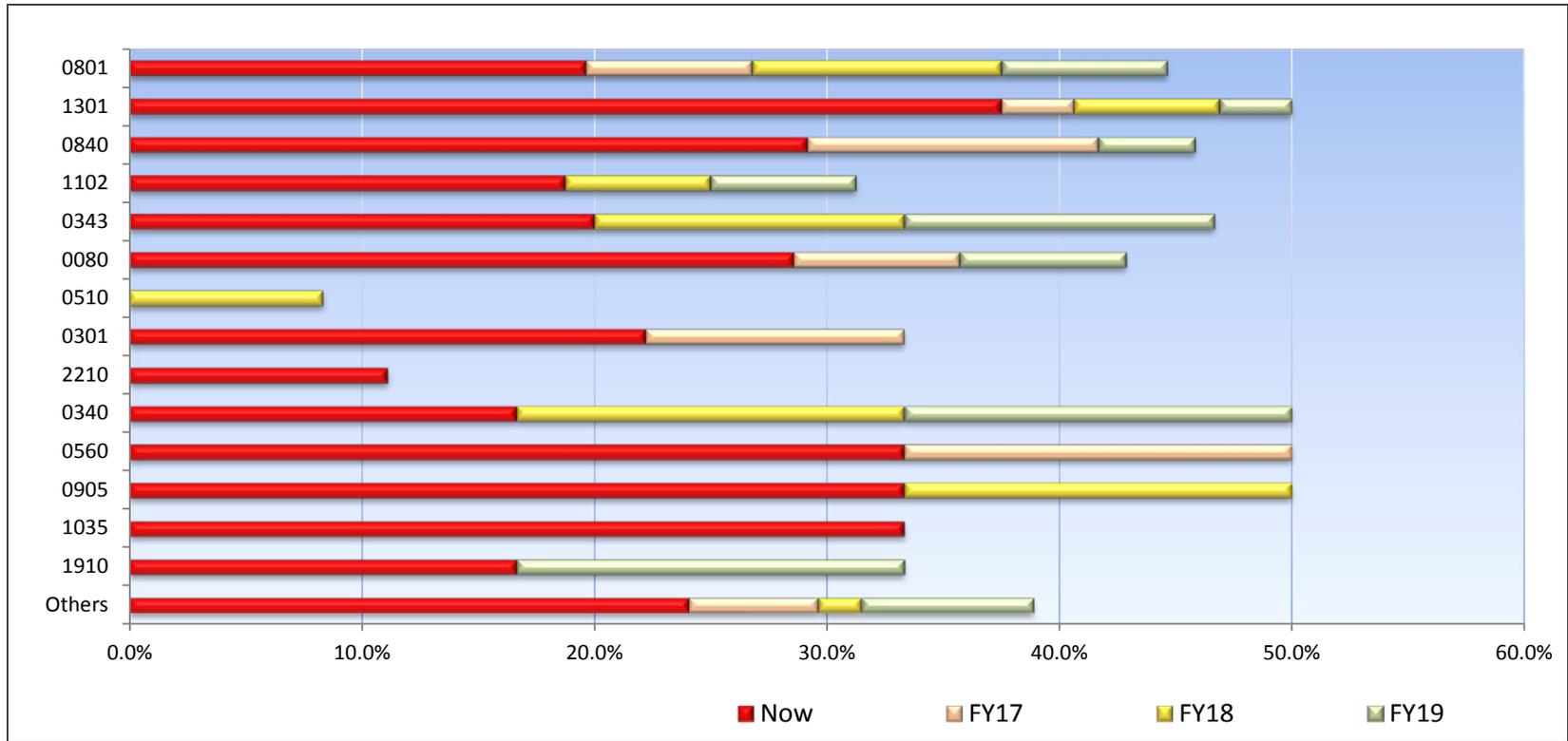
**149**

Employees eligible to retire (regular and early retirement) **in 5 years.**



# Demographics

## SR Employee Retirement Eligibility by Occupational Series



Note:

Employees	Avg Age	As of now		+5 Yr.		+10 Yr.		+15 Yr.	
		Early	Regular	Early	Regular	Early	Regular	Early	Regular
273	52	118	64	149	135	174	183	227	212
		43%	23%	55%	50%				

# SR Losses and Gains Summary

FY	Workforce				TQP			
	Ending Count	Losses	Gains	Authorized	Losses		Gains	
2007	324	28	31	348				
2008	314	44	34	339				
2009	348	17	51	339				
2010	335	21	8	345				
2011	314	34	13	322				
2012	287	34	7	304				
2013	272	20	5	291	7	35.0%	1	20.0%
2014	268	18	14	280	11	61.1%	4	28.6%
2015	272	39	43	293	16	41.0%	20	46.5%
2016	273	24	25	298	5	26.3%	8	40.0%

Note: Last 3 Years Losses      81  
 Last 3 Years Gains            82

# SR ATTRITION RATE

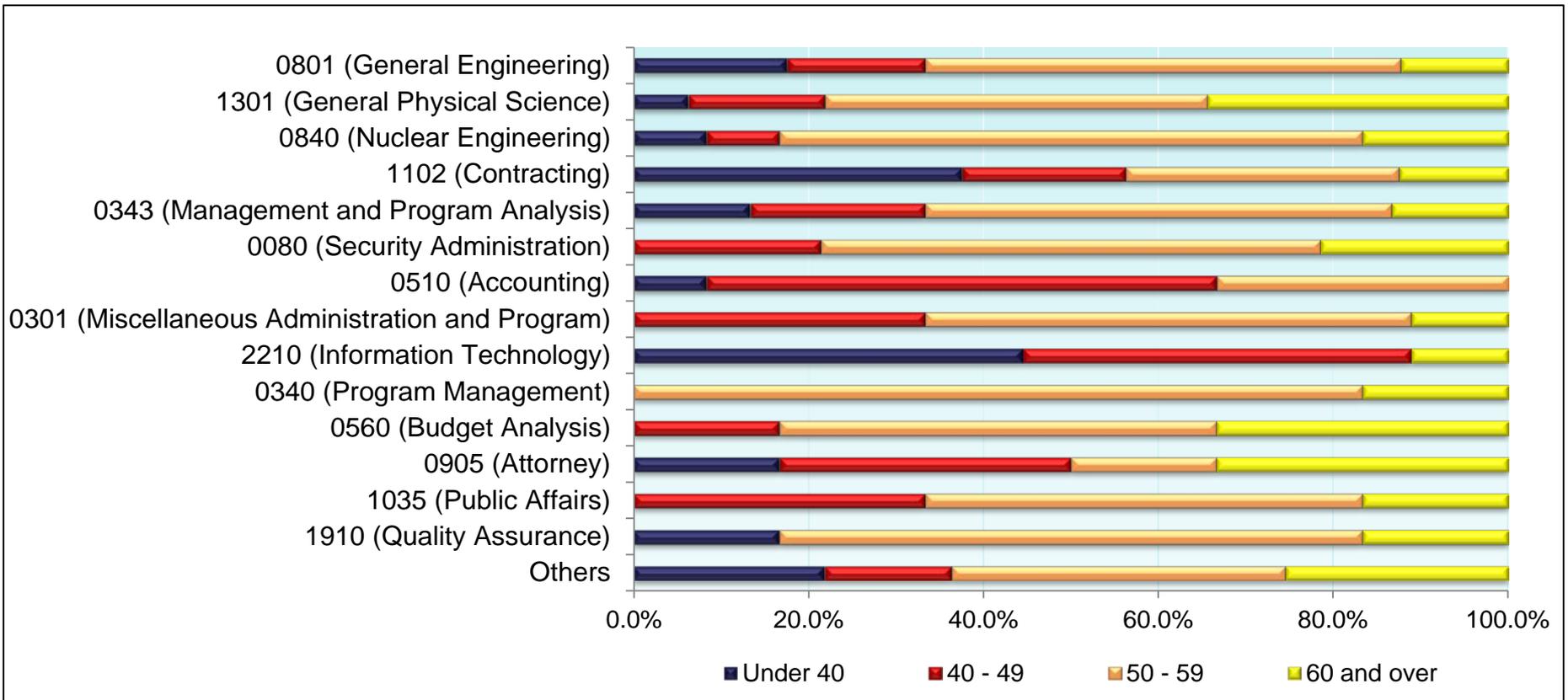
SR Attrition Rates FY10 – FY14				
FY	Retirement	VSIP Offered/Used	Non-Retirement	Attrition Rate
2010	2%	0/0	4%	6%
2011	8%	57/14	3%	11%
2012	11%	56/16	1%	12%
2013	6%	0/0	1%	7%
2014	5%	0/0	2%	7%
2015	11%	0/0	3%	14%
2016	4%	0/0	5%	9%

Note: Average annual attrition rate 8-9% which equals 20+ employees per year



# Challenges for SR

Of the occupational series in SR, the Program Management Series (0340) represents the highest percentage of employees age 50 and over, at 100 percent. The Budget Analysis Series (0560), Nuclear Engineering Series (0840) and Quality Assurance Series (1910) each, represent the second highest percentage of employees age 50 and over, at 83 percent.



# Mission Critical Occupational Series

ORGANIZATION	SERIES	POSITION TITLE
<b>OPM</b>	0110	Economist
	0201	Human Resources Specialist
	0511	Auditor
	1102	Contract Specialist
	2210	Information Technology Specialist
<b>DOE- Headquarters</b>	0801	General Engineer
	0840	Nuclear Engineer
	0850	Electrical Engineer
	1301	Physical Scientist
<b>DOE-SR</b>	0801/1301	General Engineer/Physical Scientist (Facility Representative)
	0804	Fire Protection Engineer
	0840	Nuclear Engineer (Nuclear/Criticality Safety Specialists and Facility Engineers)

# Human Resources Challenges

- **Aging Workforce**
  - Average Age = 52
  - Over Age of 50 = 66%
  - Retirement Eligible w/ VERA = 43%
- **Knowledge transfer**
- **Utilize recruitment tools and programs to attract young talent**
- **Training opportunities**

# Human Resources Strategies

- **Recruitment and Retention Strategies**
  - Utilize incentive programs to recruit and retain MCO positions
  - Continue to recruit under Career Pathways program (Recent Grads)
  - Utilize support service contractors, when possible
- **Create and implement an aggressive Succession Plan**
  - Conduct annual career review with employees
  - Anticipate future gaps in critical areas and proactive recruit
- **Knowledge transfer and training opportunities**
  - Continue to increase brown bag training
  - Increase/improve knowledge transfer by video taping SMEs
  - Continue to work with NTC to procure more training courses on-site to reduce the cost of travel

# Questions or Comments

