



U.S. DEPARTMENT OF
ENERGY

OFFICE OF
ENVIRONMENTAL
MANAGEMENT

DOE-SR HRAO CAB PRESENTATION

Lee Moody – Senior HRBP
Susan McGahee – HRBP
Colette Bagwell - HRBP

Presented to the SRS Citizen Advisory Board
July 25, 2017

Demographics

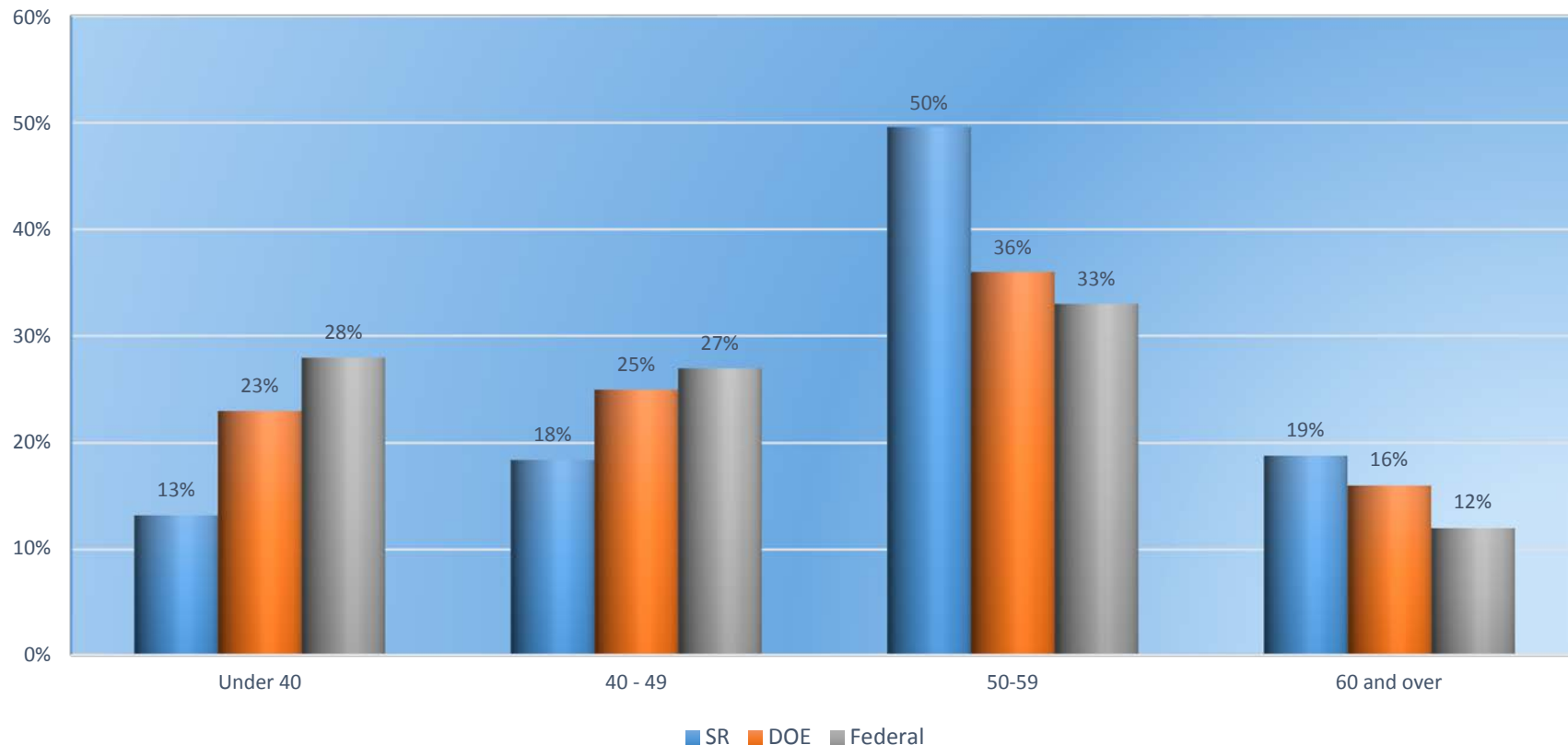
Job Series	SR	
Occupation Title	Count	Percent
0801 (General Engineering)	49	19.60%
1301 (General Physical Science)	31	12.40%
0840 (Nuclear Engineering)	22	8.80%
0343 (Management and Program Analysis)	15	6.00%
1102 (Contracting)	14	5.60%
0080 (Security Administration)	13	5.20%
0510 (Accounting)	12	4.80%
2210 (Information Technology)	10	4.00%
0560 (Budget Analysis)	9	3.60%
0340 (Program Management)	7	2.80%
Others (20 series)	68	27.20%
Total	250	100.00%

Demographics

Several key findings from our fiscal year (FY) 2017 workforce analysis effort include:

- Sixty-nine percent (69 percent) of SR employees are 50 years or older; (compared to 13 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-six percent (46 percent) of the SR workforce is at the GS-14 level or above.
- Twenty-three (27%) 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) 2017. Total = forty-seven percent (47%)

SR Workforce by Age Range

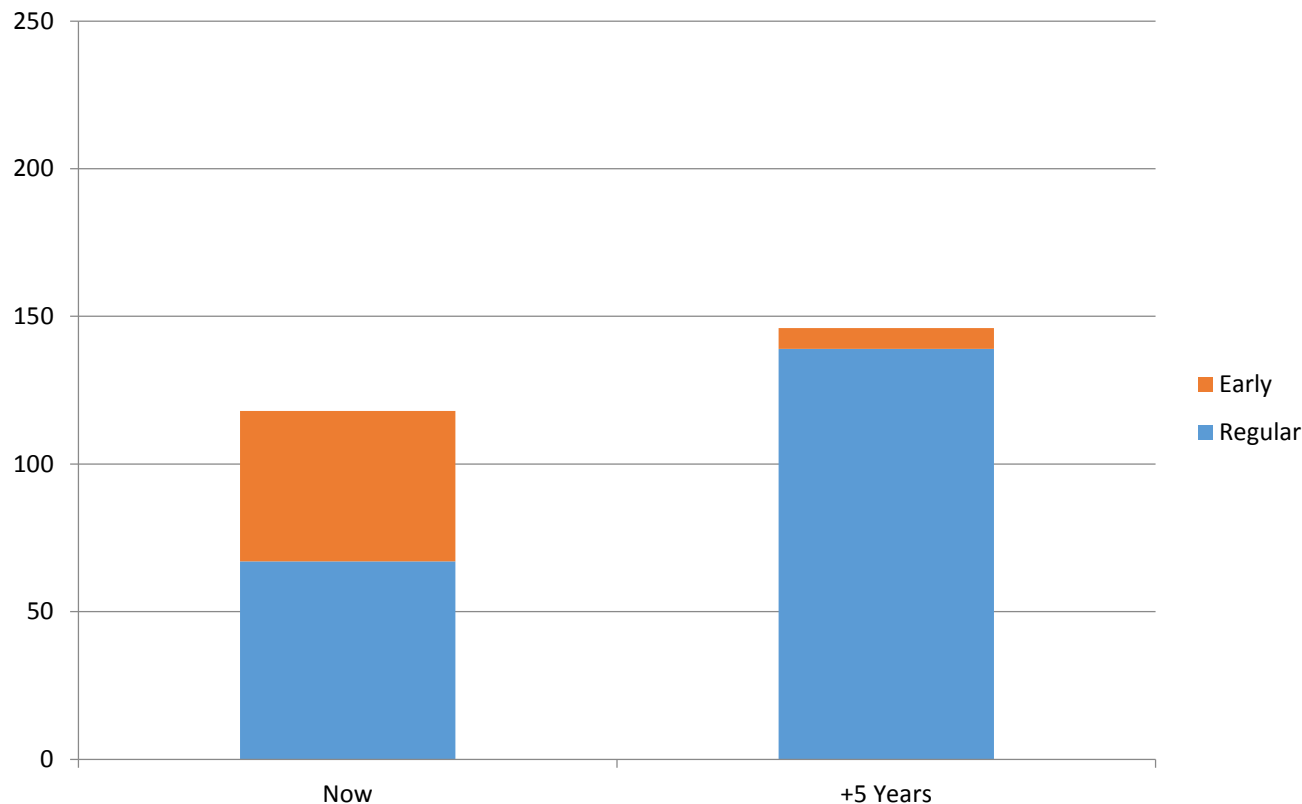


Demographics

118
Employees eligible
to retire **today**
(regular and early
retirement).

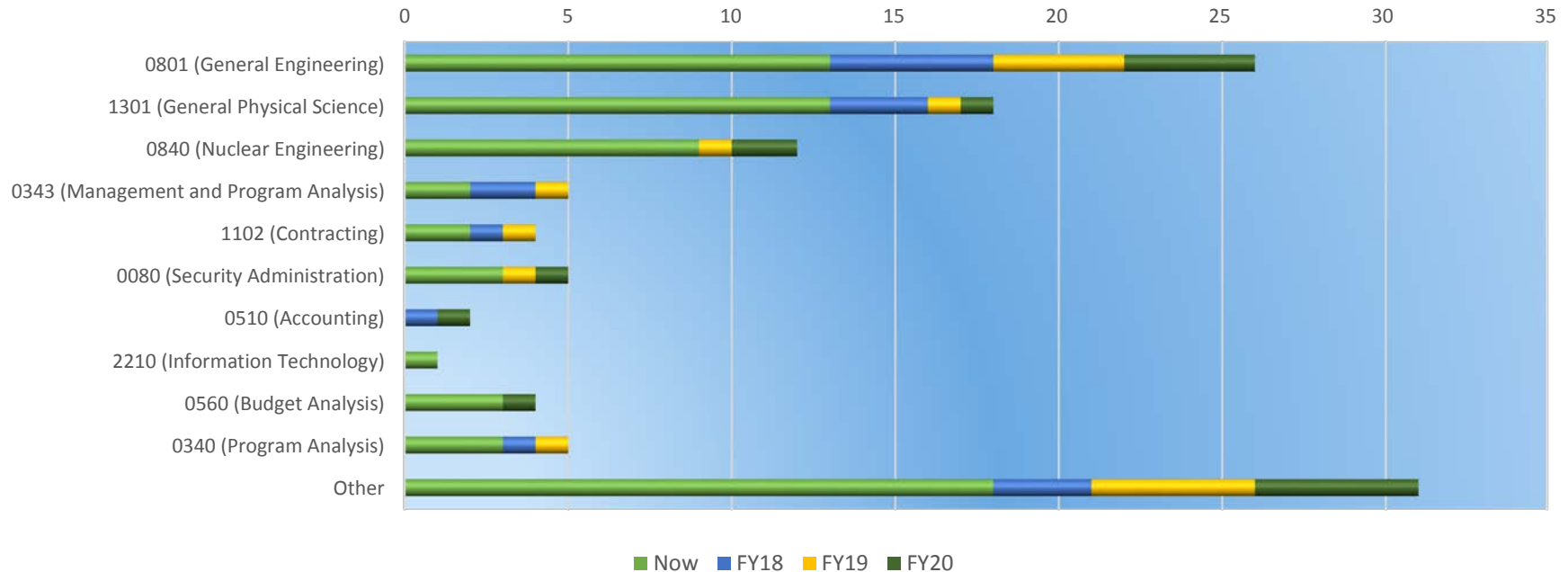
146
Employees eligible
to retire (regular
and early
retirement)
in 5 years.

DOE-SR Employees Eligibility for Retirement



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
250	53	118	67	146	139	171	181	211	204
		47%	27%	58%	56%				

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	35.00%	1	20.00%
2014	268	18	14	280	11	61.10%	4	28.60%
2015	272	39	43	293	16	41.00%	20	46.50%
2016	273	24	25	298	5	20.80%	8	32.00%
2017	250	26	3	298	14	53.80%	0	0.00%

Note: Last 3 Years Losses 89
 Last 3 Years Gains 71

SR Attrition Rate

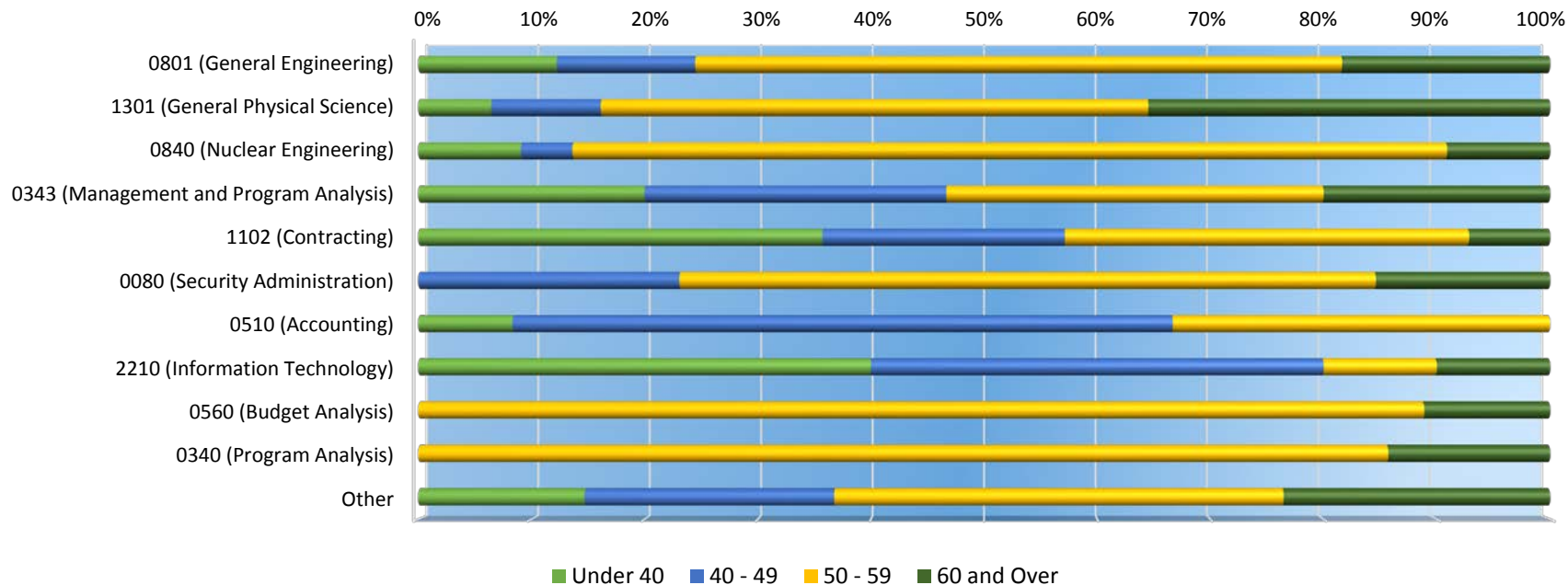
SR Attrition Rates FY10 – FY17				
FY	Retirement	VSIP Offered/Used	Non-Retirement	Attrition Rate
2010	2%	0/0	4%	6%
2011	8%	57/14	3%	11%
2012	11%	56/16	1%	12%
2013	6%	0/0	1%	7%
2014	5%	0/0	2%	7%
2015	11%	0/0	3%	14%
2016	4%	0/0	5%	9%
2017	5.6%	0/0	4.8%	10.4%

Note: Average annual attrition rate 9.6% which equals 20+ employees per year

Challenges for SR

Of the occupational series in SR, Budget Analysis Series (0560) and Program Analysis Series (0340) each represents the highest percentage of employees age 50 and over, at 100 percent. The Nuclear Engineering Series (0840) represent the second highest percentage of employees age 50 and over, at 86 percent.

Distribution of Occupational Series by Age Range



Mission Critical Occupational Series

ORGANIZATION	SERIES	POSITION TITLE
OPM	0110	Economist
	0201	Human Resources Specialist
	0511	Auditor
	1102	Contract Specialist
	2210	Information Technology Specialist
DOE-Headquarters	0801	General Engineer
	0840	Nuclear Engineer
	0850	Electrical Engineer
	1301	Physical Scientist
DOE-SR	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

- Due to Presidential Memorandum regarding the Hiring Freeze and Workforce Reshaping, all EM-sites were under a temporary hiring pause
 - Must obtain overall approval from Secretary of Energy
 - Recruitment of positions had to be related to national security or public safety responsibilities
- Aging Workforce
 - Average Age = 53
 - Over Age of 50 = 68%
 - Retirement Eligible w/ VERA = 47%
- Knowledge transfer
- Utilize recruitment tools and programs to attract young talent
- Training opportunities

- 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