



U.S. DEPARTMENT OF
ENERGY



DOE-SR HRAO PRESENTATION

Lee Moody

Senior HR Business Partner, Savannah River HR Advisory Office

April 23, 2018

Demographics

DOE-SR results from our fiscal year (FY) 2018 workforce analysis:

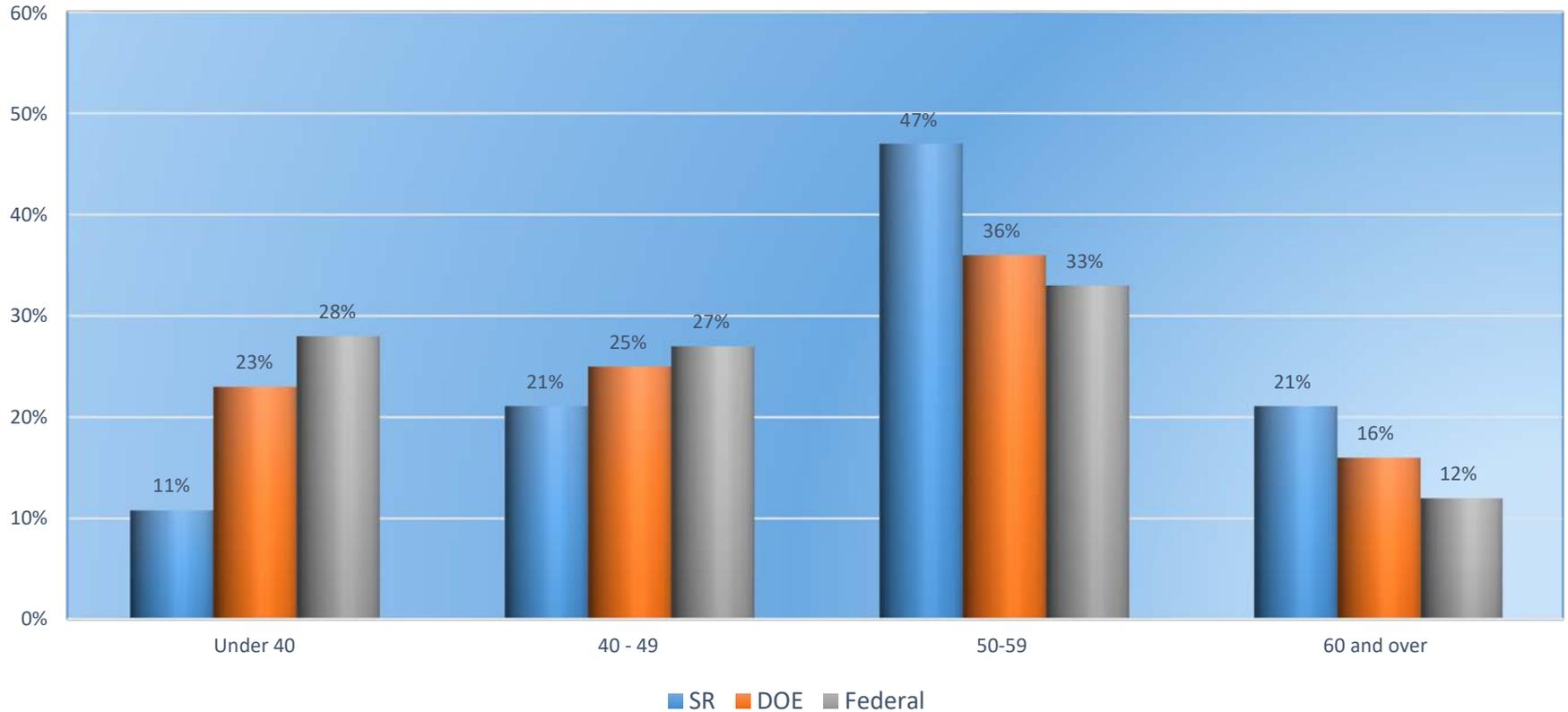
- SR has a total workforce of 232 employees. Our FTE ceiling is 249.
- Sixty-eight percent (68 percent) of SR employees are 50 years or older; (compared to 11 percent under 40 years old.) Comparing results of the Federal government and DOE, SR has the highest concentration of employees in the 50-59 years of age range.
- Forty-eight percent (48 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-nine percent (49 percent) of the SR workforce is at the GS-14 level or above.
- Twenty-four (24%) percent of the SR population are currently eligible for Regular retirement; additionally eighteen (18%) percent are eligible for Early retirement with VERA authorization in fiscal year (FY) 2018. Total = Forty-two percent (42%)

Demographics

Job Series	SR	
Occupation Title	Count	Percent
0801 (General Engineering)	47	19.60%
1301 (General Physical Science)	29	12.40%
0840 (Nuclear Engineering)	21	8.80%
0343 (Management and Program Analysis)	13	6.00%
1102 (Contracting)	12	5.60%
0080 (Security Administration)	11	5.20%
0510 (Accounting)	11	4.80%
2210 (Information Technology)	8	4.00%
0560 (Budget Analysis)	8	3.60%
0340 (Program Management)	8	2.80%
Others (20 series)	64	27.20%
Total	232	100.00%

Demographics

SR Workforce by Age Range



Retirement Demographics

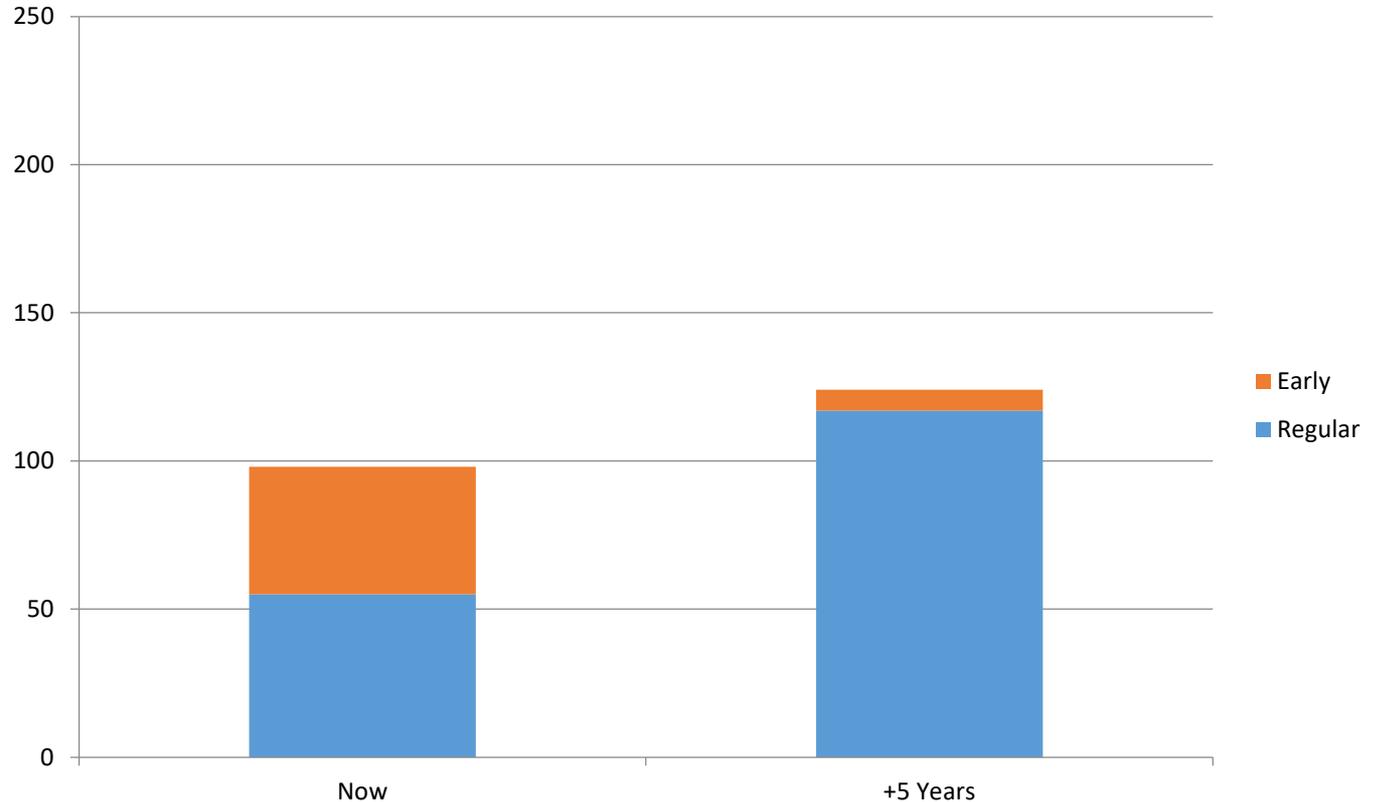
DOE-SR Employees Eligibility for Retirement

98

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

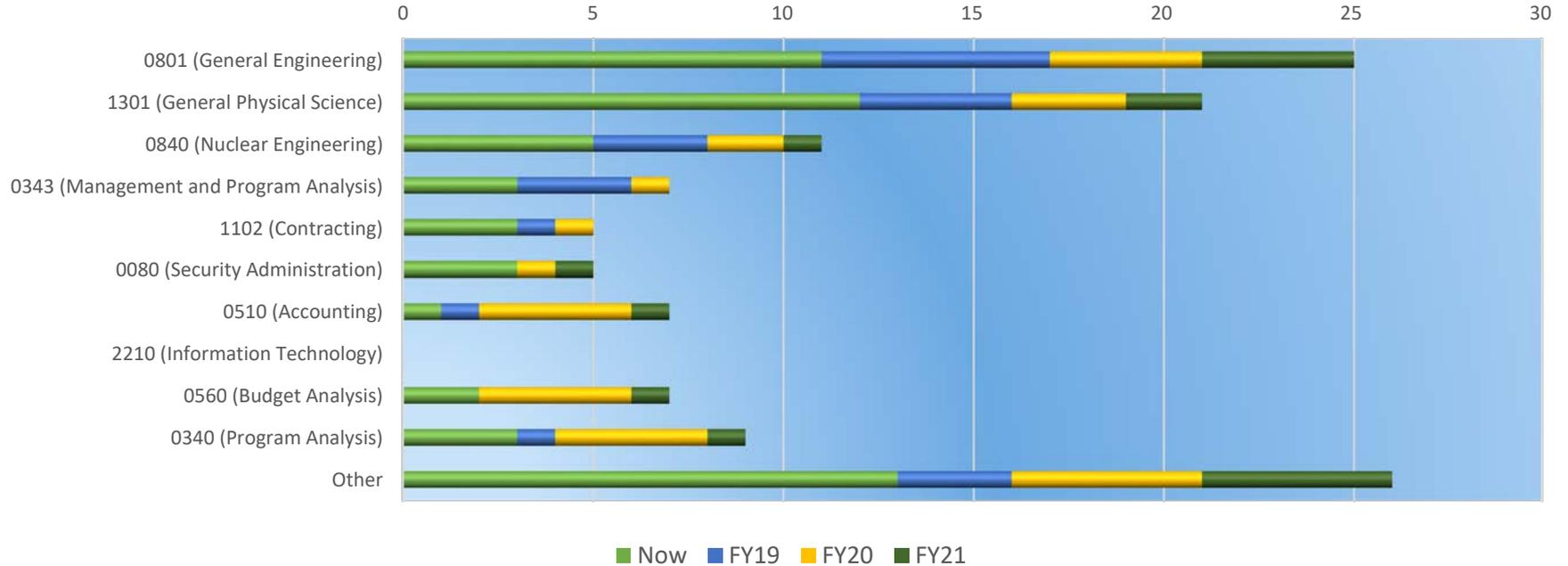
124

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



Retirement Demographics

SR Employee Retirement Eligibility by Occupational Series



Note:

Employees	Avg Age	As of now		+5 Yr.		+10 Yr.		+15 Yr.	
		Regular	Early	Regular	Early	Regular	Early	Regular	Early
232	53	55	98	117	124	171	181	204	211
		24%	42%	50%	53%				

SR Losses and Gains Summary

FY	Workforce				TQP			
	Ending Count	Losses	Gains	Authorized	Losses		Gains	
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	7	298	14	53.80%	4	57.13%
2018	Pending	23	9	249	15	65.22%	8	88.89%

Note: Last 3 Years Losses 73
Last 3 Years Gains 41

Technical Qualification Program

Status of Qualifications in the Technical Qualification Program (TQP)

April 23, 2018

Update Frequency: Quarterly

OVERALL TQP QUALIFICATIONS

Office	Number of Capabilities Needed (C)	Number of Capabilities Staffed by Onboard, Fully Qualified Personnel (D)	Number of Capabilities for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of Capabilities for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of Capabilities for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard = $(D+E)/C$	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel = D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification = $((D+E)-F)/C$	Comments
Savannah River Ops. Office-SR	208	144	12	0	54	74%	69%	73%	

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%
2018	7%	27/7	3%	10

Note: Average annual attrition rate 9.7% which equals 20+ employees per year

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 = 42%
- 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
 - DOE is conducting a department-wide training needs assessment FY18

Questions or Comments