



EM Recruitment Strategy

Presented to EMAB

James Fiore

March 2007



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure

Contents

- The Urgent Need for a Recruitment Strategy
- Historical EM from a Recruitment Perspective
- Current Perspective and Activity
- Recruitment Strategy
- Results of Fall Recruitment Efforts
- Future Recruitment Perspective, Vision and Strategy
- Closing



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure

The Urgent Need for a Recruitment Strategy

- Projected mass exodus of “Baby Boomer” generation through retirements throughout federal service



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure

The Urgent Need for a Recruitment Strategy (cont'd)

● An analysis of the prospect of the projected mass retirements becoming a reality in EM revealed:

- Excluding the EM Consolidated Business Center, 14% of the current EM complex-wide workforce is eligible for retirement
- Between 2006 – 2010, approximately 36% of entire EM workforce will be eligible for retirement
- In 2006, approximately 500 EM employees across the complex were eligible for early retirement
- At present, combined full and early retirement eligible represents about 72% of EM workforce
- More strikingly, approximately another 300 employees will join the ranks of the those eligible for early retirement, resulting in 94% of current on board staff eligible for either early or full retirement by 2010



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure

Historical EM from a Recruitment Perspective

- EM recruitment and hiring efforts have been fragmented, isolated and decentralized
- EMHQ and sites addressed its own recruitment and hiring needs



EM Environmental Management

safety ❖ performance ❖ cleanup ❖ closure

Current Perspective and Activity

- In the Fall 2006, EMHQ and Field Sites began corporately working together and recruiting to address future workforce needs
- In 2006, EMHQ created and established the Environmental Management Career Intern Program (EMCIP)
- The EMCIP was designed to serve the entire EM community by attracting and recruiting new talent and technical knowledge to enter into a 2-year developmental program



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure

Current Perspective and Activity (cont'd)

● First class of 15-20 interns is scheduled to come aboard in June 2007 and will be assigned to:

- Richland Operations Office
- Office of River Protection
- Savannah River Operations Office
- Portsmouth/Paducah Project Office
- Idaho Operations Office
- Carlsbad Field Office



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure

Recruitment Strategy

- A corporate approach to recruiting for the EMCIP was established:
 - Centrally planned and coordinated by EMHQ
 - Centrally funded by EMHQ
 - Centrally managed by EMHQ



EM Environmental Management

safety ❖ performance ❖ cleanup ❖ closure

Recruitment Strategy (cont'd)

● EMHQ successfully galvanized and gained the support and commitment from major field sites/offices:

- EM Consolidated Business Center
- Office of River Protection
- Richland Operations Office
- Savannah River Operations Office
- Portsmouth/Paducah Project Office
- Carlsbad Field Office
- Idaho Operations Office



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure

Recruitment Strategy (cont'd)

- Each site identified and committed staff to participate in approximately 30 university sponsored career fairs, university informational sessions/on-campus interviews and special interest conferences
- Over 40 employees and managers, including EMHQ, participated in the recruitment effort during the fall campaign alone
- Spring 2007 recruitment includes six additional recruitment events at major universities and special interest conferences



Results of Fall Recruitment Efforts

- Over 1000 resumes of interest for the EMCIP, summer internships and entry-level positions were submitted by career fair/conference attendees
- Resulted in approximately 500 candidates interested in being considered for the EMCIP
- At a 5 to 1 ratio, screening process provided the top 75 of its candidates for interviews
- Candidates are from diverse backgrounds, gender is approximately 50/50, and persons with disabilities and military backgrounds are being interviewed and considered



Future Recruitment Perspective, Vision and Strategy (cont'd)

- EM, collectively, must continue to perform analysis of its workforce in an effort to creating a EM community pipeline of future technical competence and ability



EM Environmental Management

safety ❖ performance ❖ cleanup ❖ closure

Future Recruitment Perspective, Vision and Strategy (cont'd)

- EM, collectively, should establish a well trained recruitment team that identifies highly potential sources for attracting entry level and journeyman level recruits to fill vacancies throughout the EM community



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure

Future Recruitment Perspective, Vision and Strategy (cont'd)

- EM, collectively, should design, create and implement a promotional campaign that is set out to provide ultimate name recognition on college campuses, professional organizations/ societies, and among the general labor force



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure

Future Recruitment Perspective, Vision and Strategy (cont'd)

- EM, collectively, should set out to improve upon its diversity profile by creating outreach efforts to attract the most diversified candidates by ethnicity, gender and persons with disabilities



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure

Closing

- EMHQ and Field Sites will continue to work together to successfully recruit at all levels for intern, journeyman, and senior level positions.



EM *Environmental Management*

safety ❖ performance ❖ cleanup ❖ closure