



Sandia National Laboratories

Wounded Warrior Career Program (WWCP)

James Peery

<http://woundedwarrior.sandia.gov/>
email: Wounded_Warriors@sandia.gov

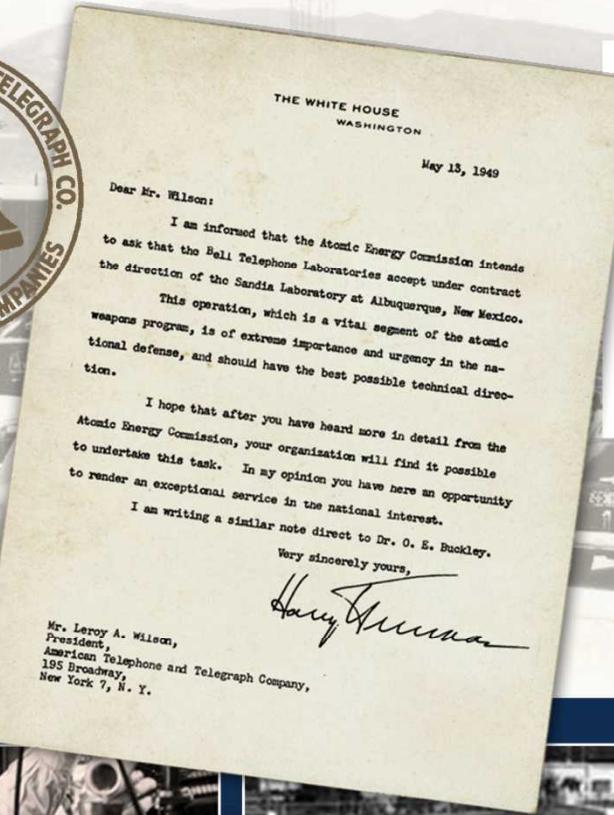
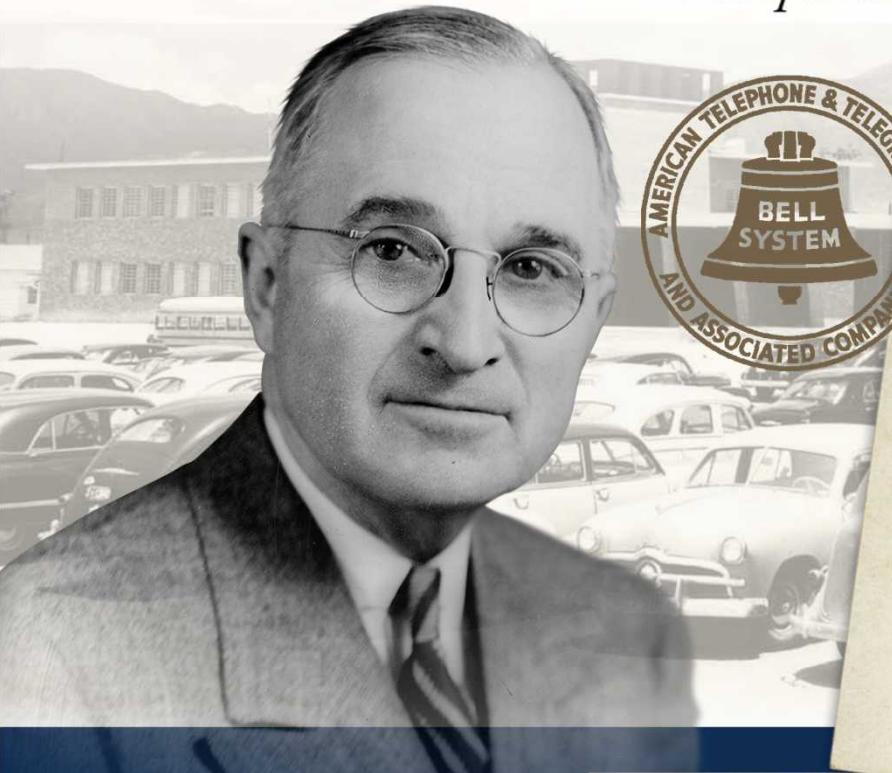


Outline

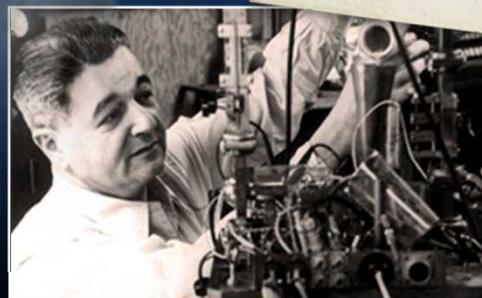
- Who is Sandia National Laboratories?
- Purpose of SNL's WW Career Program
- Status
- Summary

Sandia's history

Exceptional service in the national interest



- July 1945: Los Alamos creates Z Division
- Nonnuclear component engineering
- November 1, 1949: Sandia Laboratory established

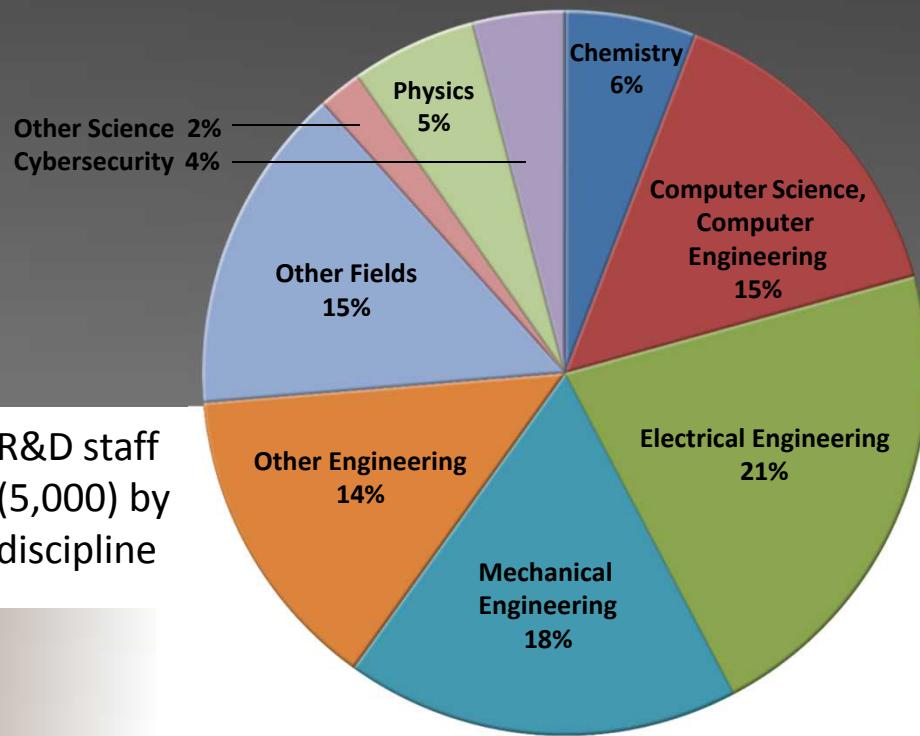




Sandia's people

Exceptional talent

- Highly educated workforce
- Strategically managed workforce of diverse skills and competencies
- Modern business practices and operations in support of our missions



- On-site workforce: 12,000
- Regular employees: 9,840
- Advanced degrees: 5,330



Sandia's sites

Albuquerque, New Mexico



Livermore, California

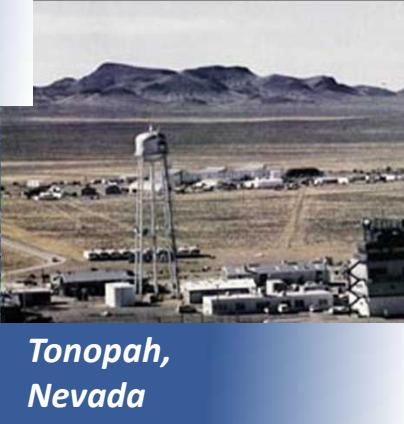
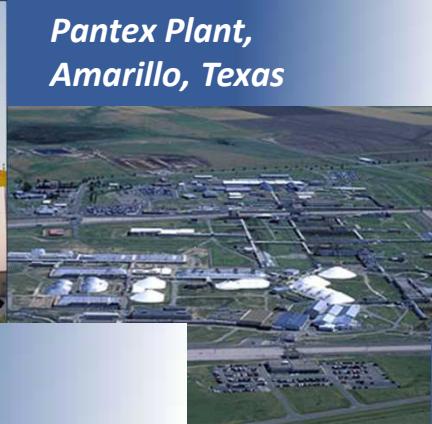


Kauai, Hawaii



*Waste Isolation Pilot Plant,
Carlsbad, New Mexico*

*Pantex Plant,
Amarillo, Texas*



*Tonopah,
Nevada*



WWCP Purpose

Provide a unique opportunity at Sandia National Laboratories for military personnel with conflict related disabilities (wounded in action, PTSD, etc.) to continue their service in national security, increase their education and skills while pursuing career goals.





SNL WWCP Elements

- Modeled after program at Oracle (Lead: RADM (ret.) Bud Langston)
 - Work in partnership with Oracle, NM VA, Walter Reed and others.
- WW performs a necessary job in national security
 - Learning curve can vary
- WW develops intrinsic motivation to pursue long-term career at SNL
- WW is expected to earn an appropriate level academic degree (Associate, Bachelor, Masters)
- WW's are provided Executive, Veteran and Technical Mentors
- Win-win scenario for all participants
- Expect a 90% permanent hiring success rate



SNL WWCP Elements (cont.)

- Designed as a 2+ year career development program (new cohort beginning each year)
 - WWCP participants typically begin as a limited term employee
- Cohort size dependent upon management interest, funding sources, limitations of executive mentorship (estimated size 5-10 hires per year)
- Transition to full-time employment is expected within 2 years
 - Check performance at year one
 - Conversion to staff can occur at any time
- We have also developed a WWCP Student Intern Program (SIP)



WWCP is Volunteer Based

WW Champions:

Sue Medeiros (Coordinator),
James Peery, Ron Farmer, Ian
Gardner, Mitch McCrory, Laura
McNamara, John Larson,
Sarah Renfro, H.E. Walter,
Ray Parks, Ben Anderson,
David Veitch, Jim Hudgens,
Robert Otero



WW Support:

Mike Kline, Linda Jaramillo-
Alfaro, Evelyn Cortez, Cindy
Lovato-Farmer



Mentoring Committee:

Shelby Green, Linda Jaramillo-
Alfaro, Laura McNamara, Sue
Medeiros, Kathy Robertson



Executive Mentors:

All of SNL Vice Presidents

Veteran Mentors:

too many to list



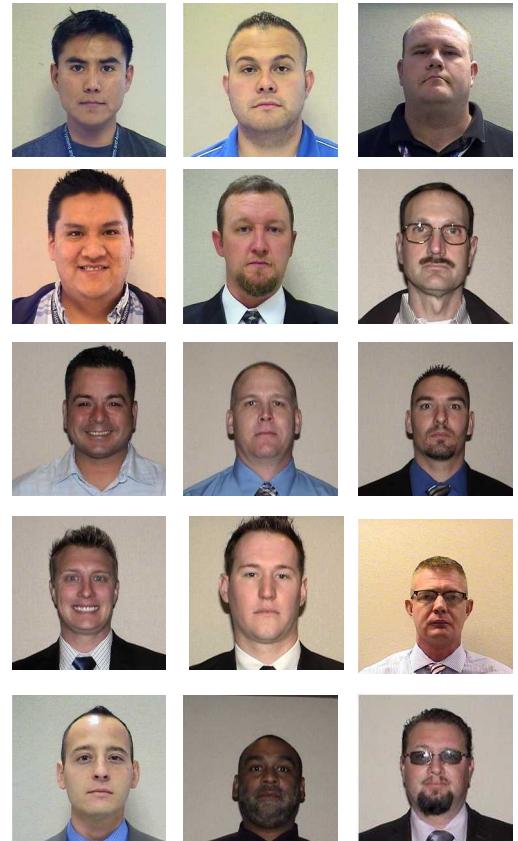
Status/Testimonials

- 21 WWCP hires to-date
 - Most have been converted to permanent staff
- One student hire
- Interest from across SNL

“Sean is doing an exceptional job” – Todd Harrison

“Cheston so impressed us that we made him permanent after 8 months” – Zach Benz

“Jason is doing great and everyone enjoys working with him. He is a quick study and has a creative approach to design. We couldn’t be more impressed.” – Tana Lucy)





What we have found in these WWs?



- Maturity
- Honor
- Integrity
- Commitment
- Passion
- Courage
- Teamwork





We need hiring managers to make the SNL WWCP successful

For every hour I put into this program, I get 10 hours back.

The WW's I interact with bring

- *Enthusiasm*
- *Energy*
- *Knowledge*

and remind me

- *What really matters*





Summary

- SNL WWCP is beginning to reach steady state
 - 10 hires per year
 - WWCP “graduates” supporting interviews and mentoring
- Biggest challenge is finding hiring managers