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 Sandia National Laboratories

**ECONOMIC IMPACT SUMMIT**  
on the State of New Mexico

SAND2009-0509P

# **2008 Sandia Economic Impact on New Mexico:**

## **Sandia as an Employer**

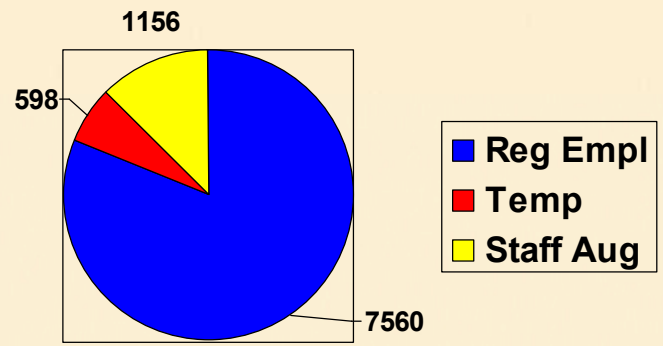
**Karen Gillings, Director of Human Resources (Acting)**  
**January 22, 2009**



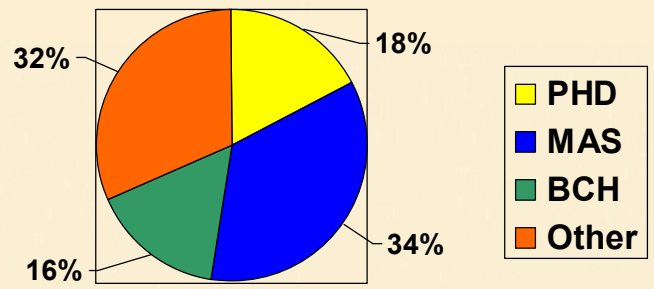
# Who Are We?

## Sandia Workforce Composition (New Mexico)

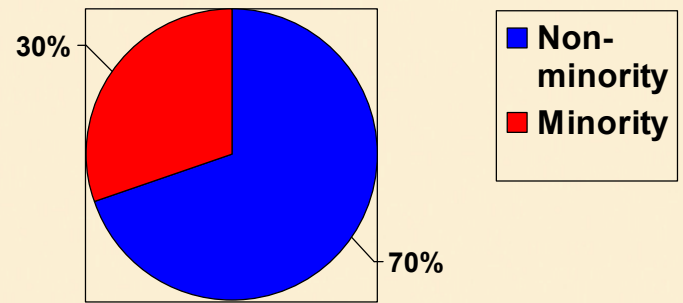
**Total Workforce**



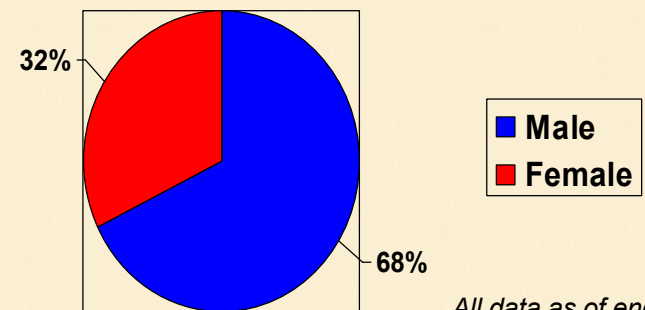
**Regular Employee Degree Level**



**Workforce Diversity  
Ethnicity**



**Workforce Diversity Gender**





# Sandia's Hiring Activity

- **FY08 NM Job Offer Acceptances = 332**
- **122 Acceptances were from NM Schools\***

*\*NM Schools include: UNM, CNM, New Mexico State and NM Institute of Mining*



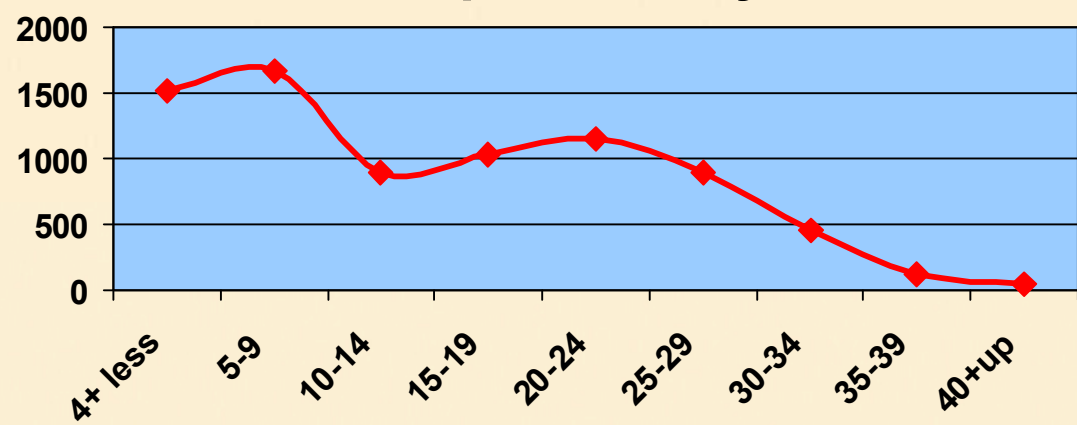
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# Eyes Toward the Future: Preparing Tomorrow's Workforce

## Sandia's Population by Service Years



Sandia traditionally has very low attrition...

- **Total attrition for FY08 was 5.0%**
  - **Retirements = 2.8%**
  - **Other = 2.2%**

Sandia has a robust “pipeline” of talent:

- **Student Interns: approximately 770 summer and year-round students**

Sandia provides rich R&D opportunities for America’s talent pipeline:

- **Post Docs, Faculty Sabbaticals: approximately 100**

# How are we doing?

## Impact of Sandia as an Employer

- Sandia National Laboratories' (SNL) Diversity Leadership Program was presented with the 2007 *Secretary of Energy EEO & Diversity Best Practices Award* for the Heart of Diversity Award Program
- Diversity/Careers in Engineering and Information Technology Best Diversity Company for 2008 – *Government*
- The *Scientist* 2008 Best Places to Work for Postdocs – *The Scientist Magazine*
- 2008 Top Supporters of Historically Black Colleges and Universities – *US Black Engineer & Information Technology Magazine*
- 2006-2007 *Diversity, Inc.* magazine recognized SNL's Diversity Leadership Program as one of the 25 Noteworthy Companies in Diversity