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Community Conversation

LANL Director Thom Mason

April 12, 2023



Mission expectations are high

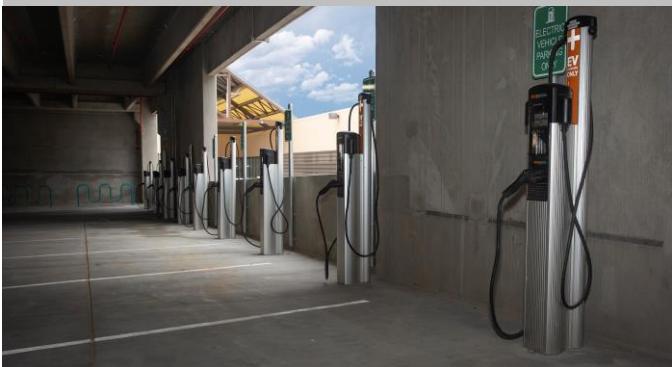
- With geopolitical tensions high around the globe (Ukraine, Russia, China...), our mission is more important now than at any point since the Cold War
 - Our employees help ensure the reliability of the deterrent, detect weapons of mass destruction, and advance the frontiers of science, engineering and computing
- Prioritizing transition to clean energy
 - Established roadmap for Net-Zero by 2050: Pollution-free electricity; emissions reductions; net-zero facilities



Bipartisan support in Congress; NNSA/DOE have expressed confidence in progress



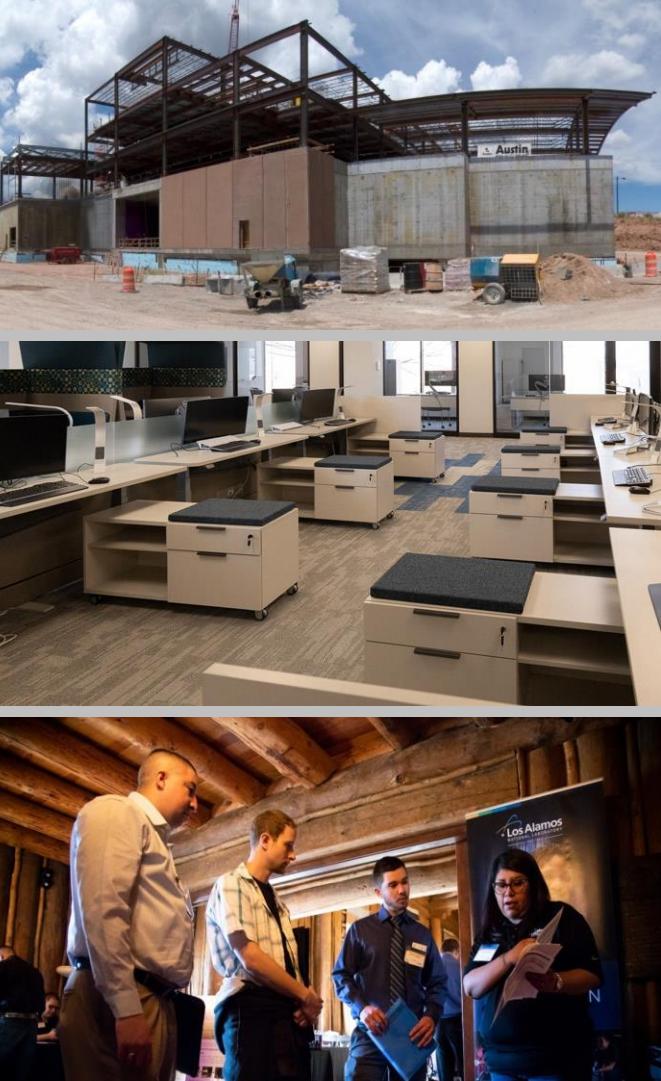
Budget and procurement are at historic levels



Site modernization, rapid hiring continue in FY23

- \$2.1B in procurements last fiscal year (up \$200M from FY21)
- Capital projects FY23 spend plan is ~\$325M
 - 60 projects in Pajarito Corridor alone
 - Leveraging capabilities of local subcontractors
- Growing workforce
 - 16,840 employees
 - 2,100 new hires in FY22; 60% from NM
 - On track to hire around ~2,000 more in FY23

Addressing capacity issues while delivering on mission





1940s



2023

We have a history of overcoming obstacles to meet the needs of the nation



1940s



2023

One way we're accommodating growth is by increasing mass transit options (vanpool, bus pilot)



Hiring locally is essential to our mission: Technical, professional, craft workers, administrators, scientists, etc.

Opportunities today

- Building and construction needs are rising
- Skilled trades are in high demand
 - Shortage of local craft in skilled trades
 - Need is highest for journeyman electricians
- Local competition includes Facebook and Intel
- Collective bargaining agreements: electricians, pipefitters, and sheet metal workers, with a master agreement for ironworkers, laborers, painters, operators, teamsters, insulators, roofers, and carpenters
 - Additional incentives for high-demand skills



LANL is a great place to work

- **Unprecedented investments in our employees**
 - Additional \$100 million invested in workforce in FY22
 - Faster PTO accrual
 - 3% market adjustment
 - Increased promotional and merit pay
 - Short- and long-term disability
 - Better maternity and parental leave
 - Fully paid disability insurance



World-class research and development solutions continue solving regional, national problems

- Progress on new supercomputers (Crossroads, Venado) to improve quality and size of simulations; in the absence of underground testing, we have HPC to help fulfill stockpile stewardship goals
- Focusing on clean-energy transitions, using LANL as a testbed for finding research solutions
- Recently developed two instruments to detect nuclear activity via satellites; grown from defense needs, but can be adapted for a range of applications
- Recognized for support to Ukraine with DOE Secretary's Honor Award



Relationship building is critical to our success

Investments in local communities are investments in our future



LANL is a major driver for economic development across the region

- Create ~24,000 jobs (direct & indirect) in NM
- \$136M in gross receipts taxes
- Spent \$915M with NM businesses in FY22; \$600M of that spent with small businesses
- Leased facilities connecting STEM, business (Española warehouse) and jobs
- Leveraging opportunities through NM Small Business Assistance Program and Regional Development Corp., Pueblo Alliance



Our teams work with pueblos and other local entities to preserve resources and prevent pollution



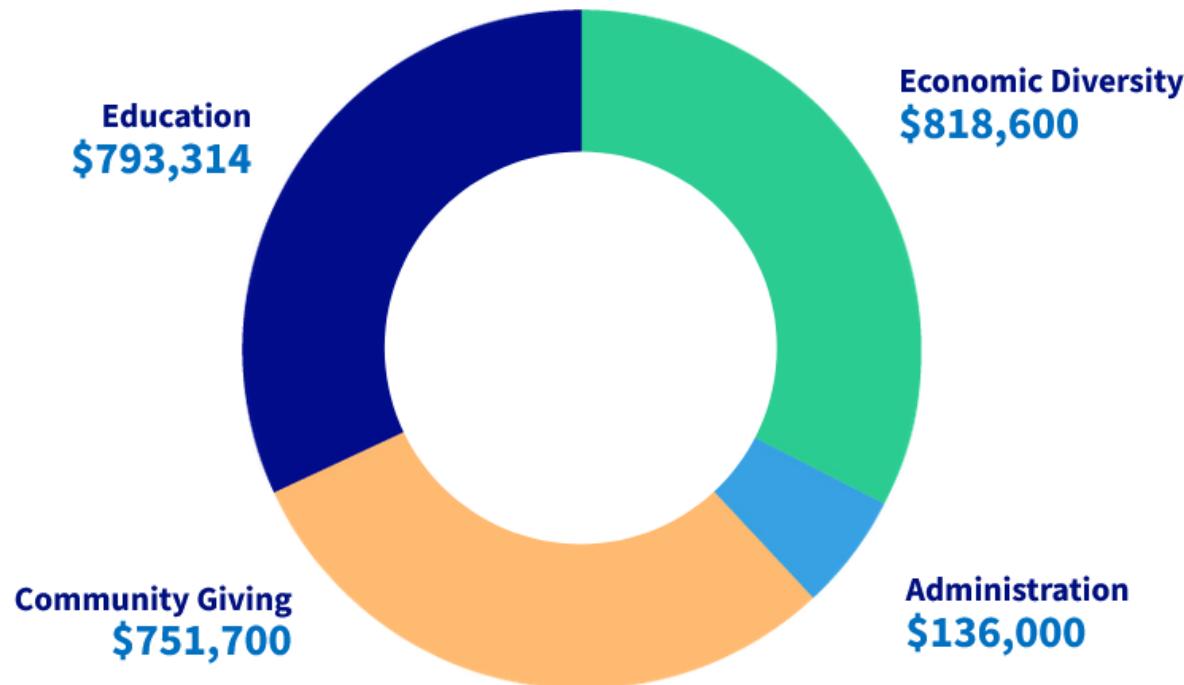
Triad community investment

- In 2023 Triad is investing \$2.5M in the region including major partnerships with the LANL Foundation, the Regional Development Corporation, and United Way of Northern New Mexico
 - Supports K-12 education
 - Strengthens regional economic diversity and workforce development
 - Builds capacity and coordination across Northern New Mexico nonprofits
 - Amplifies the generosity of our employees by providing a \$0.50 on the dollar match for employee contributions to qualified charitable organizations in Northern New Mexico



Where does the money go?

Snapshot of our 2022 investments



Making impacts communities can feel

- \$2.7 million to nonprofits in the 2022 employee giving campaign
- More than \$384,000 to the Los Alamos Employees' Scholarship Fund (LAESF)
- \$23,935 and more than 200 toys for the holiday Toy Drive
- 1,000 backpacks with school supplies
- Employees donated \$57,648 and 587 pounds of food, providing 233,527 meals to Northern New Mexicans



Student programs of all kinds are essential to our work

- Specialized programs prepare high schoolers for craft work via the New Mexico Building & Construction Trades Council
- Partnerships with Northern NM College, Santa Fe Community College and UNM-LA/UNM
- Funding 11 multi-year minority-serving institutions to expand/create programs to meet LANL's nuclear security needs

STUDENT STATS

LANL 2022

1812 students at peak in summer 2022

430 postdocs at LANL
The number ranges from 425–450 every year

35% employees who started as students/postdocs (regular and term)

50% average conversion rate for postdocs

Los Alamos Employees' Scholarship Fund

Pathways to success at LANL and beyond



LAESF to LANL: Matthew Pacheco

- Pojoaque Valley High School graduate
- Began his Lab career at in Human Resources as an undergraduate intern through the Los Alamos Employees' Scholarship Fund (LAESF) Internship Program
- After receiving his bachelor's degree from UNM, he joined HR full-time. Currently coordinates internship and research activities for students accepted into nationally competitive STEM fellowships, DOE, NNSA, and NSF educational and training programs, and the LAESF Internship Program



2023 Gold Scholar: Dominic Sandoval

- Co-valedictorian of Española Valley High School, a Hispanic Scholarship Fund Scholar, National Hispanic Scholar, and College Board National Hispanic Scholar
- Currently serves as EVHS student body president and a New Mexico Association of Student Councils' vice president
- Won the New Mexico Science and Engineering Fair state championship in 2021 in the Senior Plant Science division and the U.S. Stockholm Junior Water Prize award
- Plans to pursue a career in government

Thank you