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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)**





1940s



2023

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



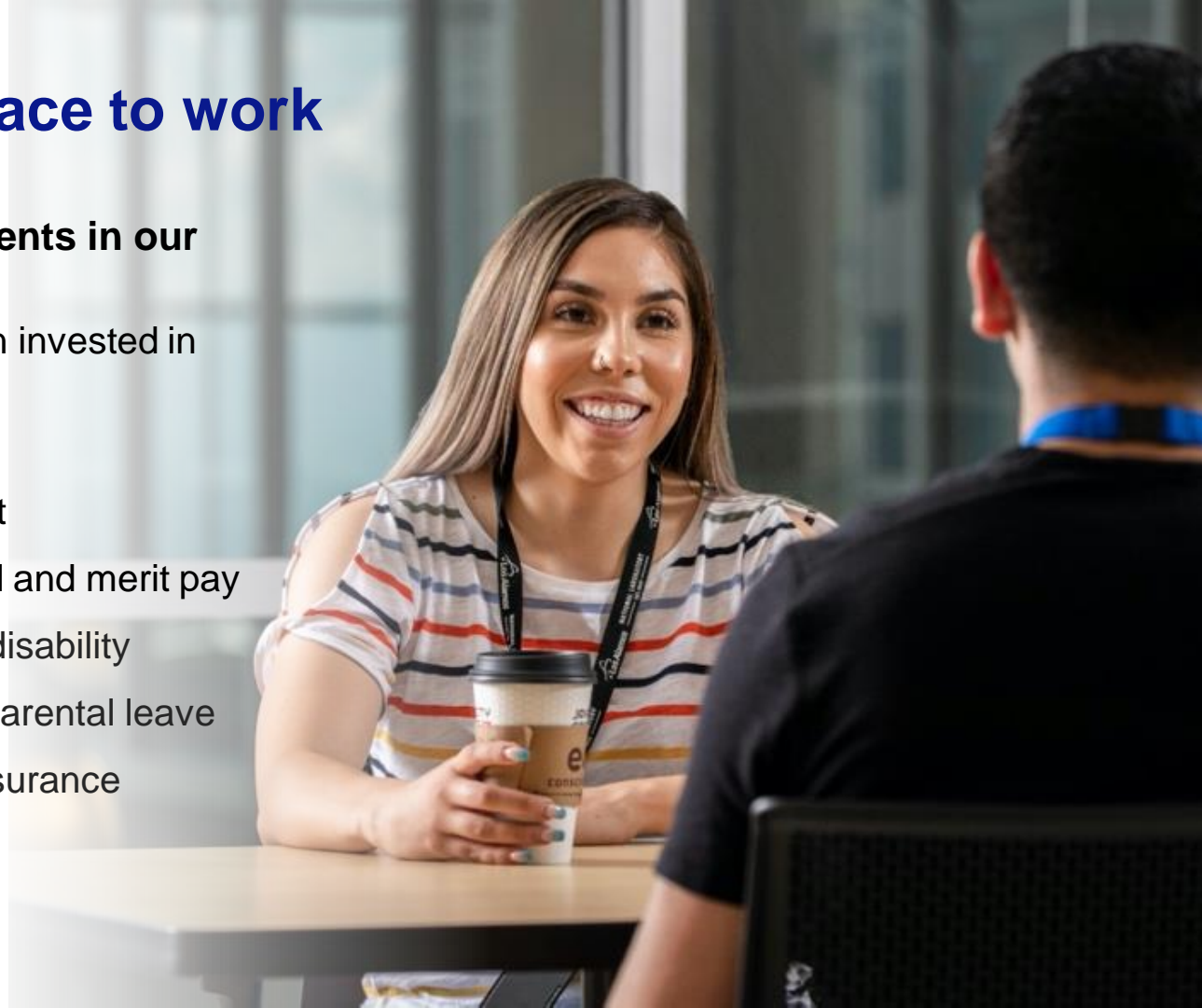
# Opportunities today

- 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





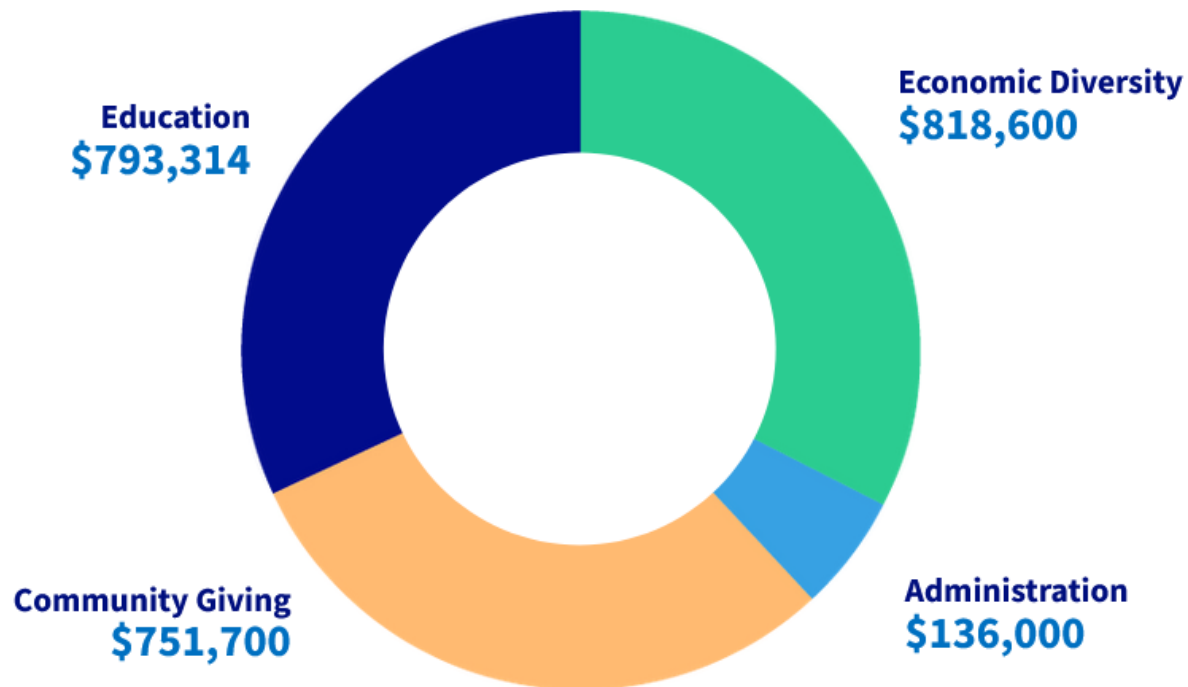
# Triad community investment

- 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**