



Science, Technology, and Telecommunications Committee

Radioactive and Hazardous Materials Committee

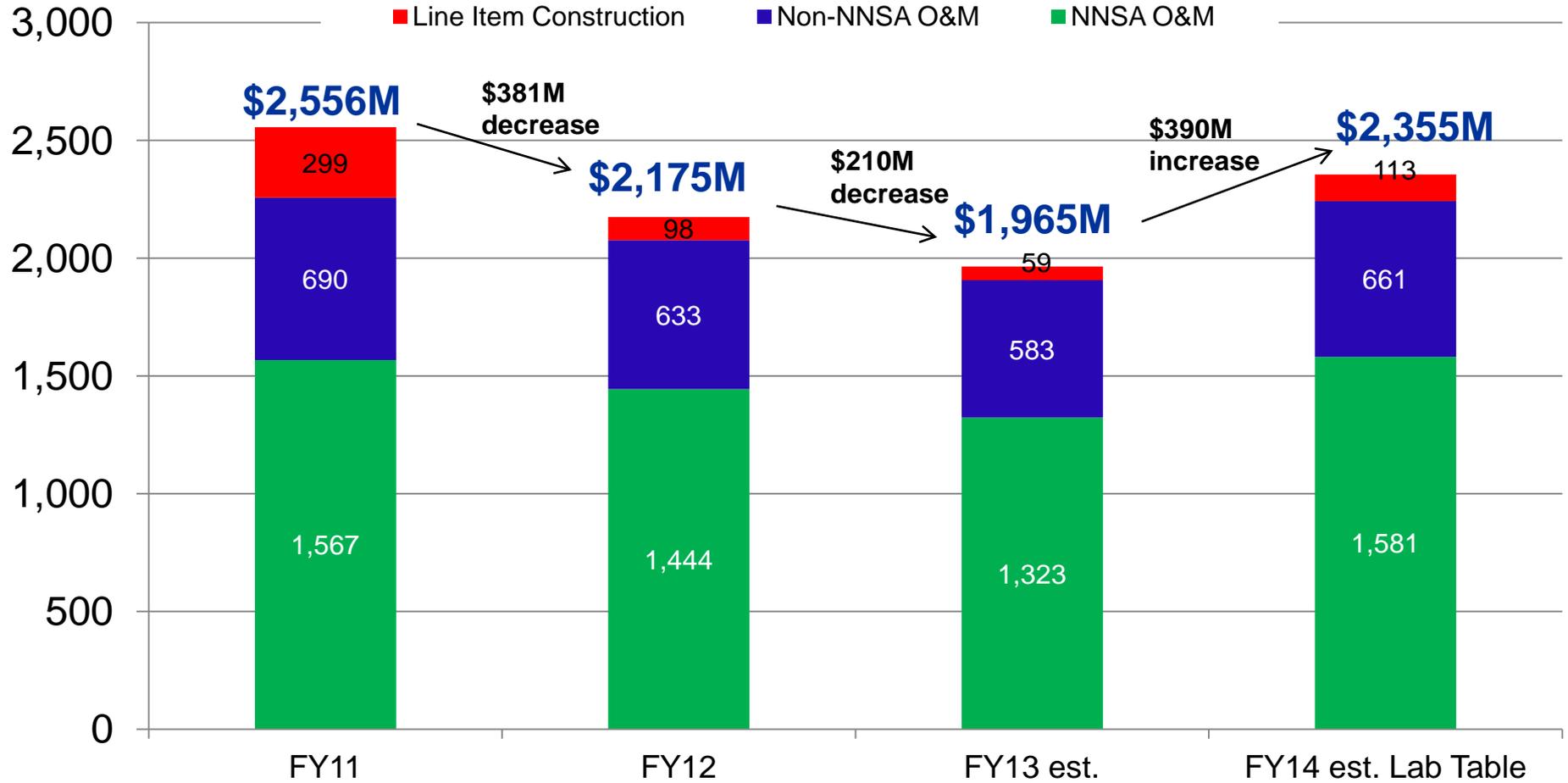
Rich Marquez
Laboratory Executive Director

July 17, 2013

UNCLASSIFIED

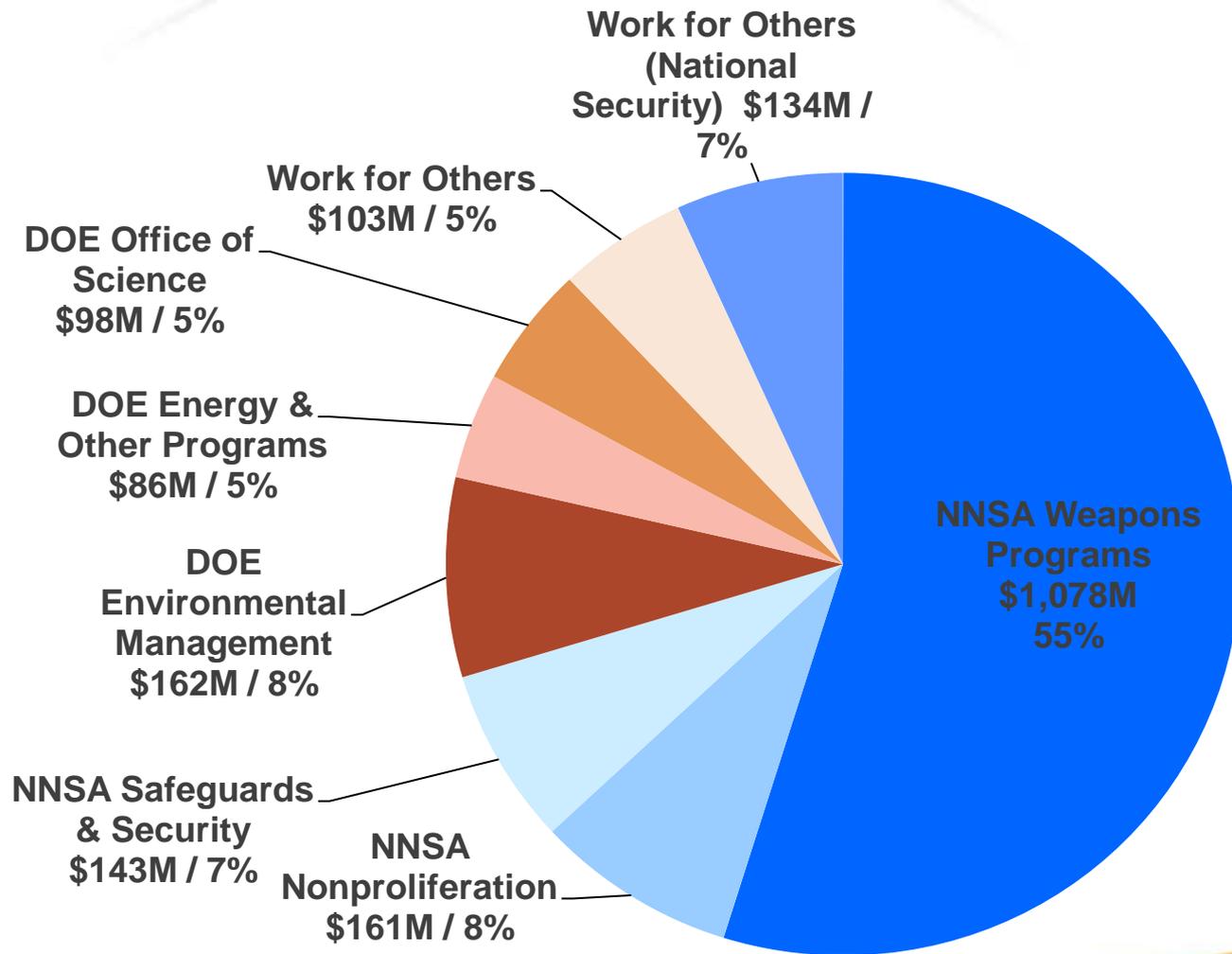


Unclear if FY14 budget will reverse the trend of decreasing budgets (down \$591M in two years)



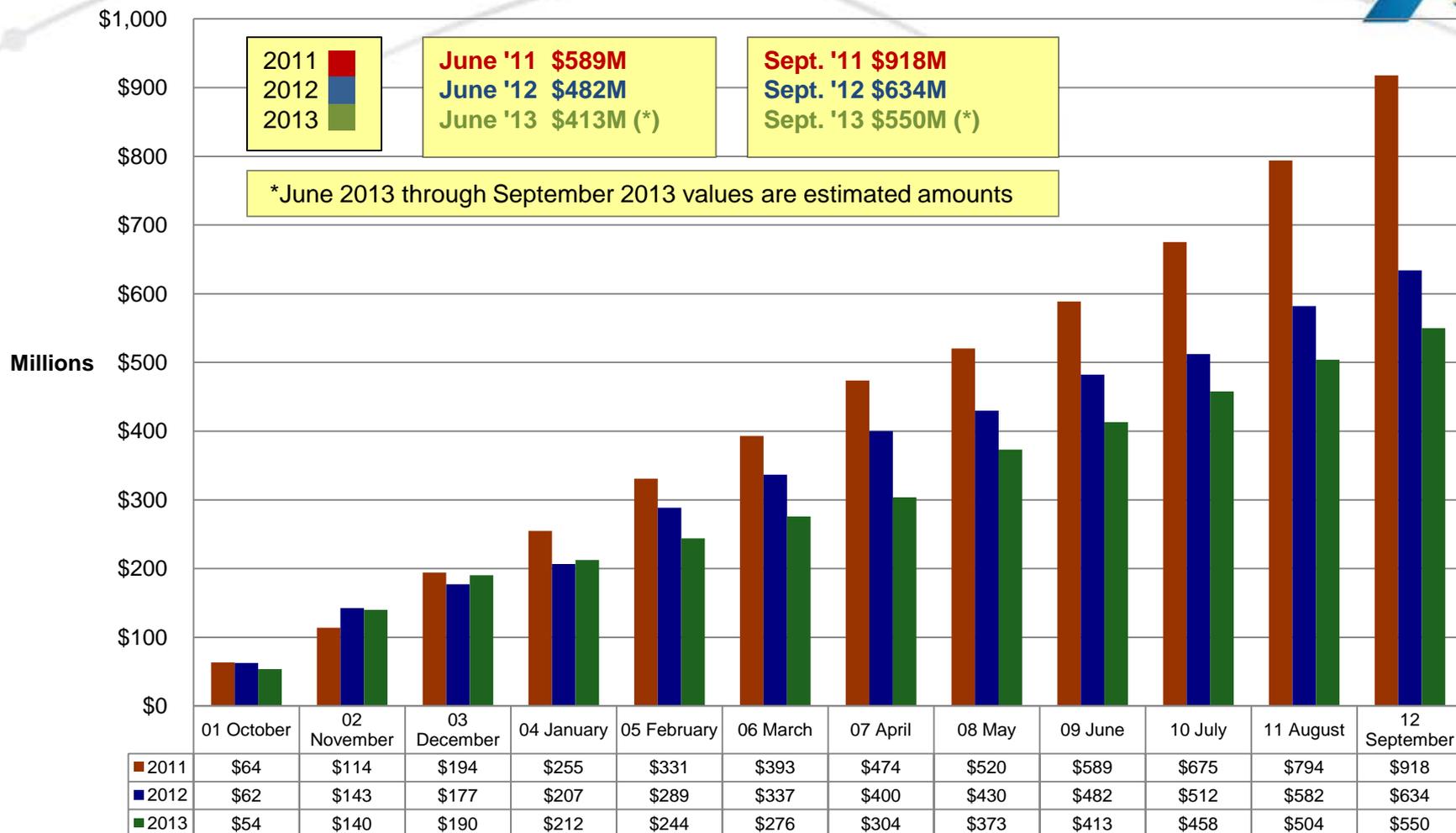


FY13 est. LANL Budget Authority = \$1,965M

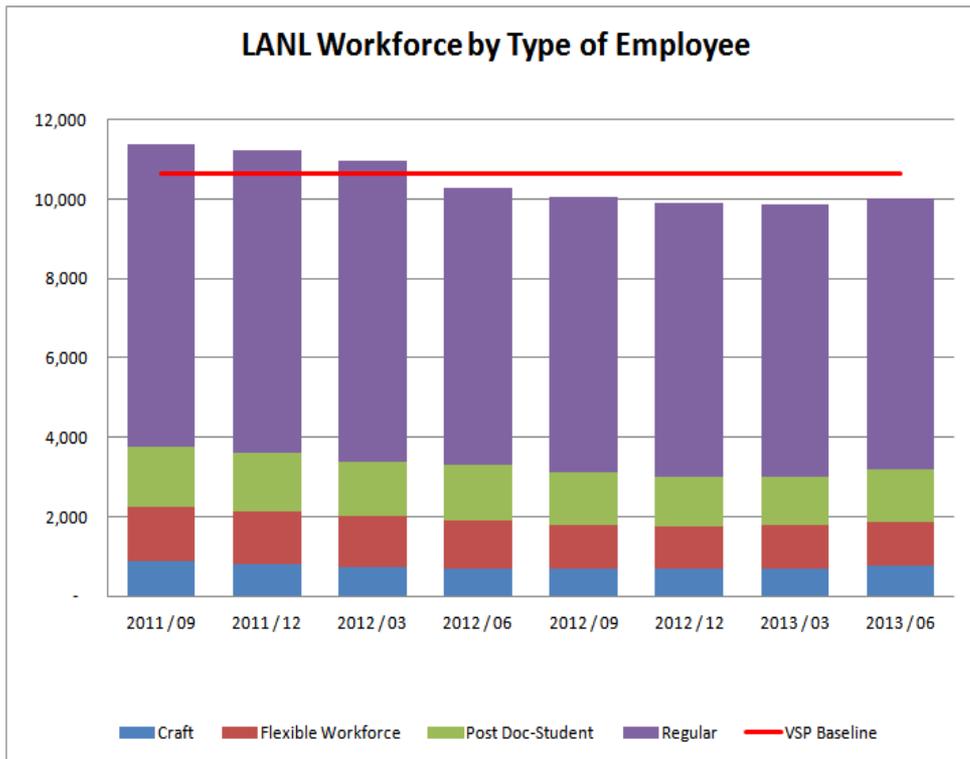




Institutional Procurement Commitments



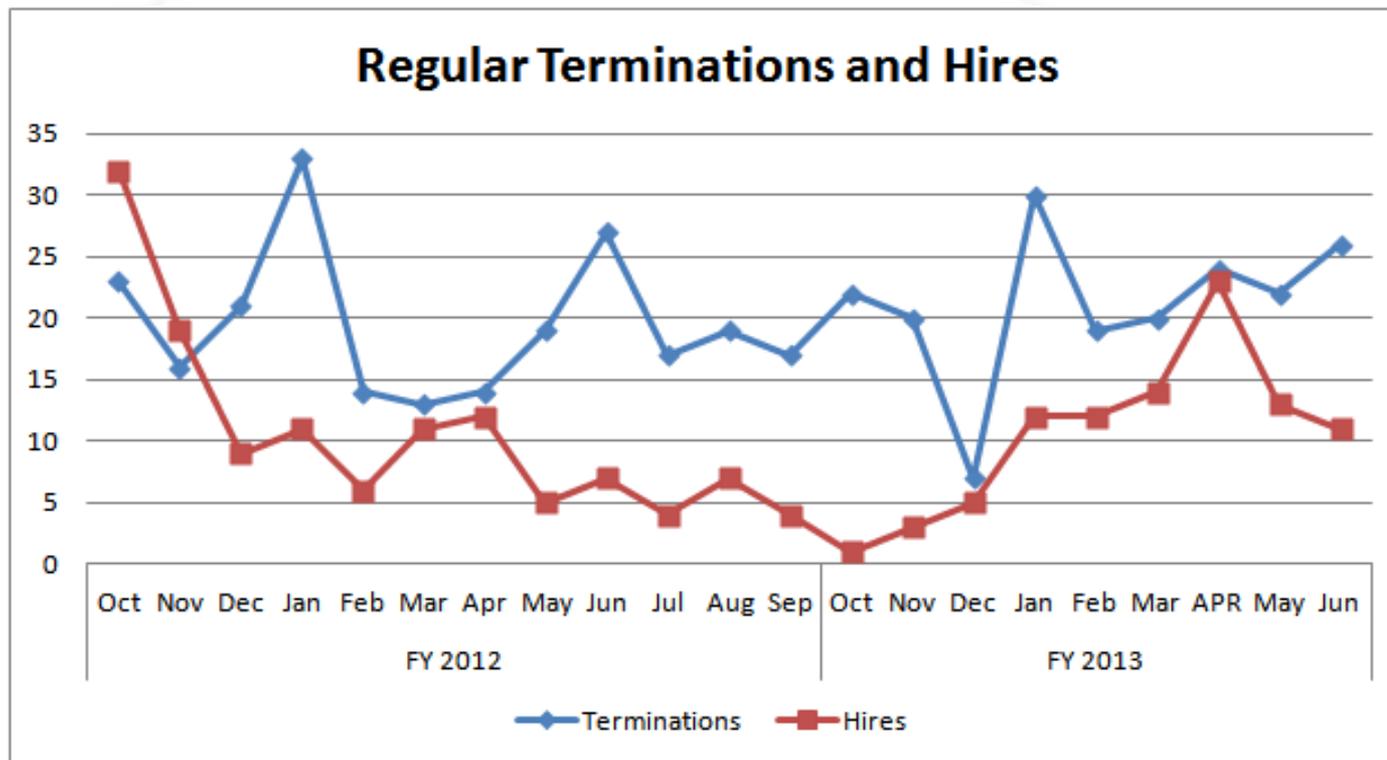
LISC efforts have helped control the size of the LANL workforce



- The Voluntary Separation Program (April 2012) put LANL a good position for FY 2013.
- During FY 2013 the LANL workforce has stabilized with the current LANL workforce (LANS plus Staff Augmentation Contractors) of 10,029 only 8 less than the beginning of the fiscal year.
- Strategic hires and internal movement in FY 2013 has increased the Career R&D and critical Professional workforce while reducing job classifications (including managers)

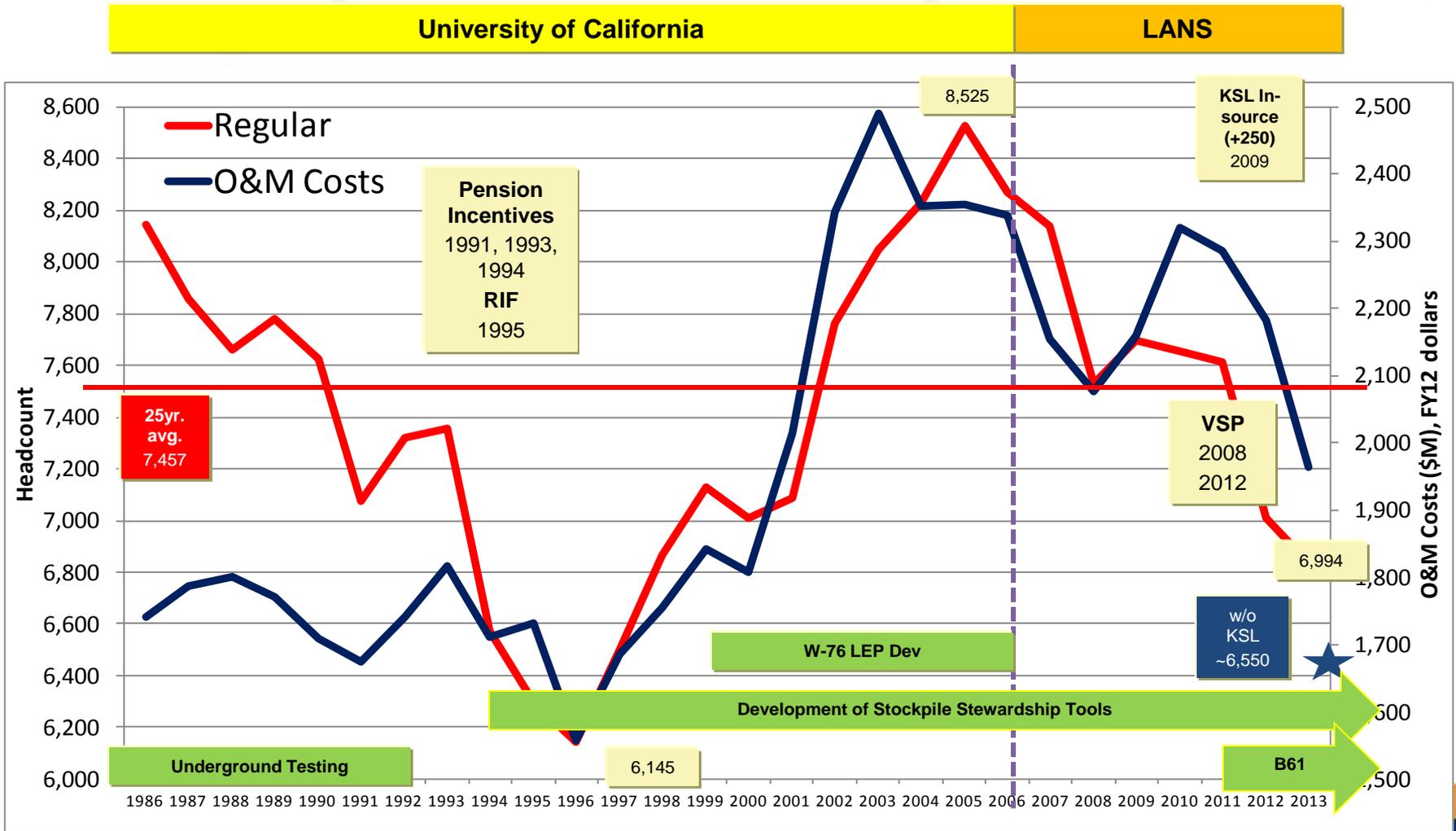


LANL is using headroom for strategic hiring of Regular employees



- R&D Scientist and Engineers are the only areas where hires and conversions are greater than terminations.

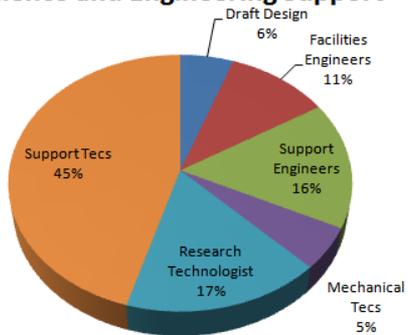
Following VSP, LANL career workforce level is now on low side of 25 year average



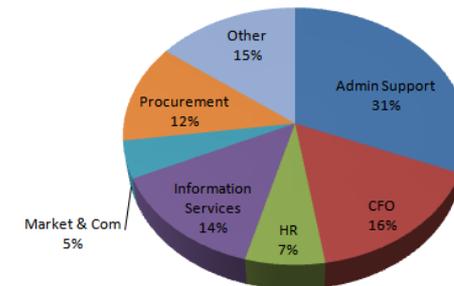


LANL Workforce Profile

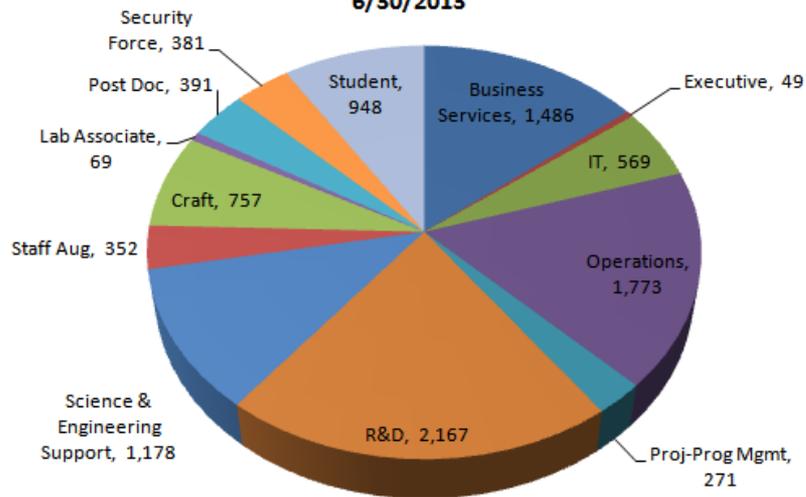
Science and Engineering Support



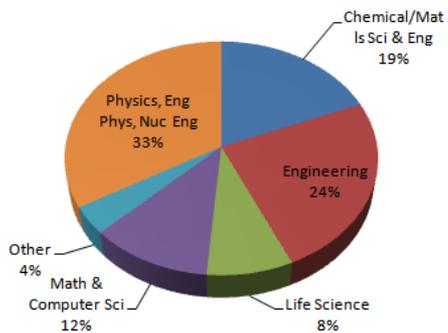
Business Services



LANL Workforce - 10,391 6/30/2013



R&D Disciplines



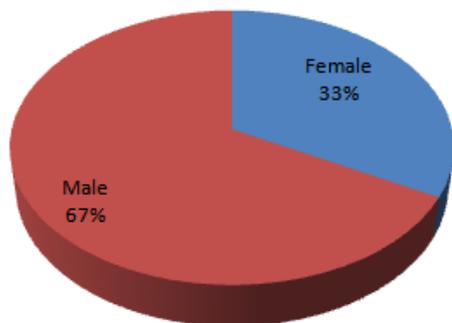
Operations



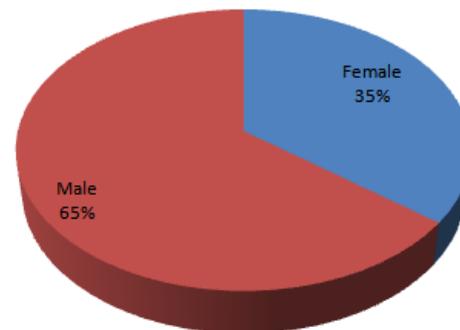


Diverse Employee Population

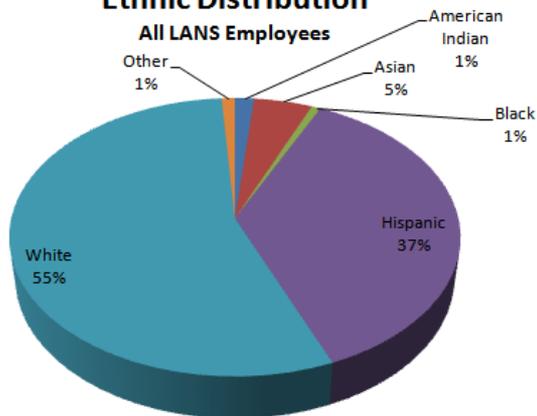
Gender Distribution
All LANS Employees



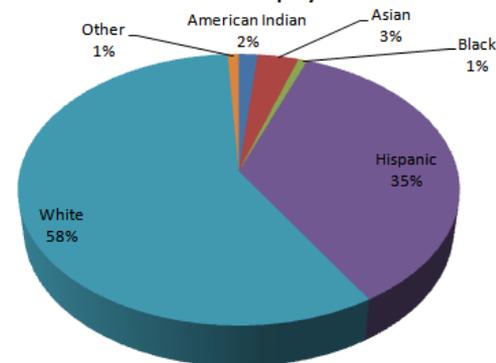
Gender Distribution
LANS Career Employees



Ethnic Distribution
All LANS Employees



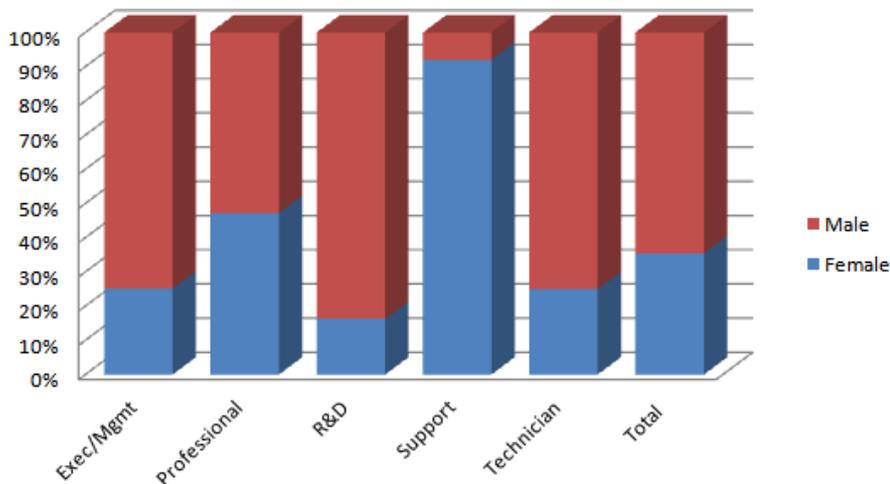
Ethnic Distribution
LANS Career Employees



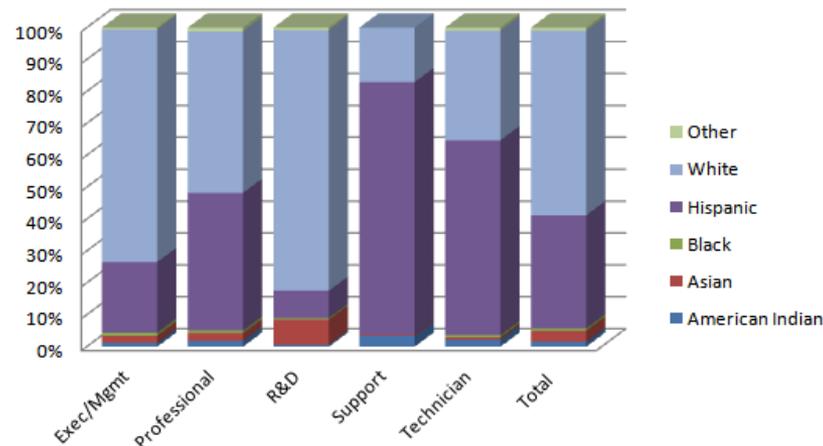


LANL Career Employee Diversity

**LANL Career Employees
by Gender and Job Class**



**LANL Career Employees
by Ethnicity and Job Class**



	Exec/Mgmt	Professional	R&D	Support	Technician	Total
Female	228	1,633	309	243	242	2,655
Male	677	1,827	1,586	21	727	4,838
Grand Total	905	3,460	1,895	264	969	7,493

	Exec/Mgmt	Professional	R&D	Support	Technician	Total
American Indian	11	65	11	9	21	117
Asian	20	80	149	1	7	257
Black	9	30	10		7	56
Hispanic	200	1,493	162	209	592	2,656
White	660	1,752	1,548	45	333	4,338
Other	5	40	15	-	9	69
Grand Total	905	3,460	1,895	264	969	7,493

*Career employees include both Regular and Term employee groups

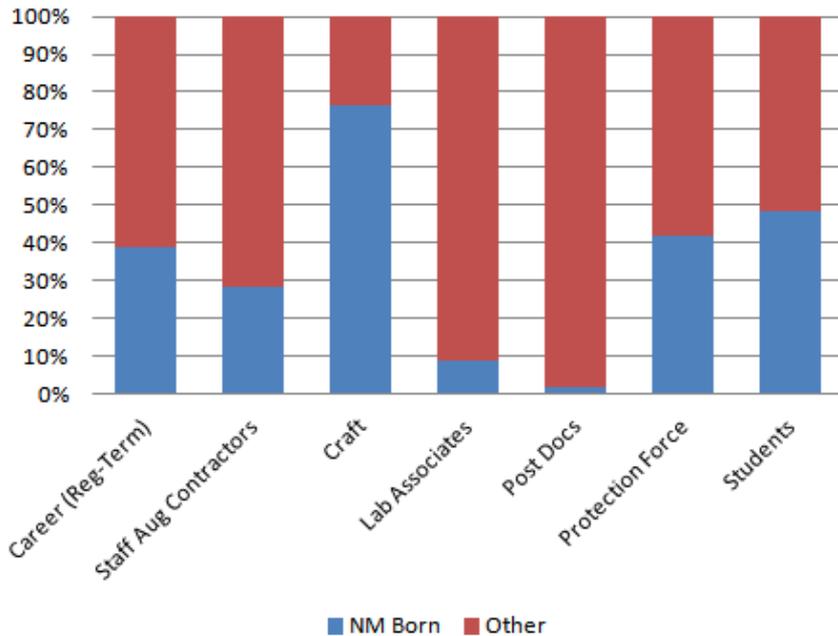
The distribution employees by ethnicity or gender has not changed significantly since 2008.



Native New Mexican LANL Employees



Native NM Employees



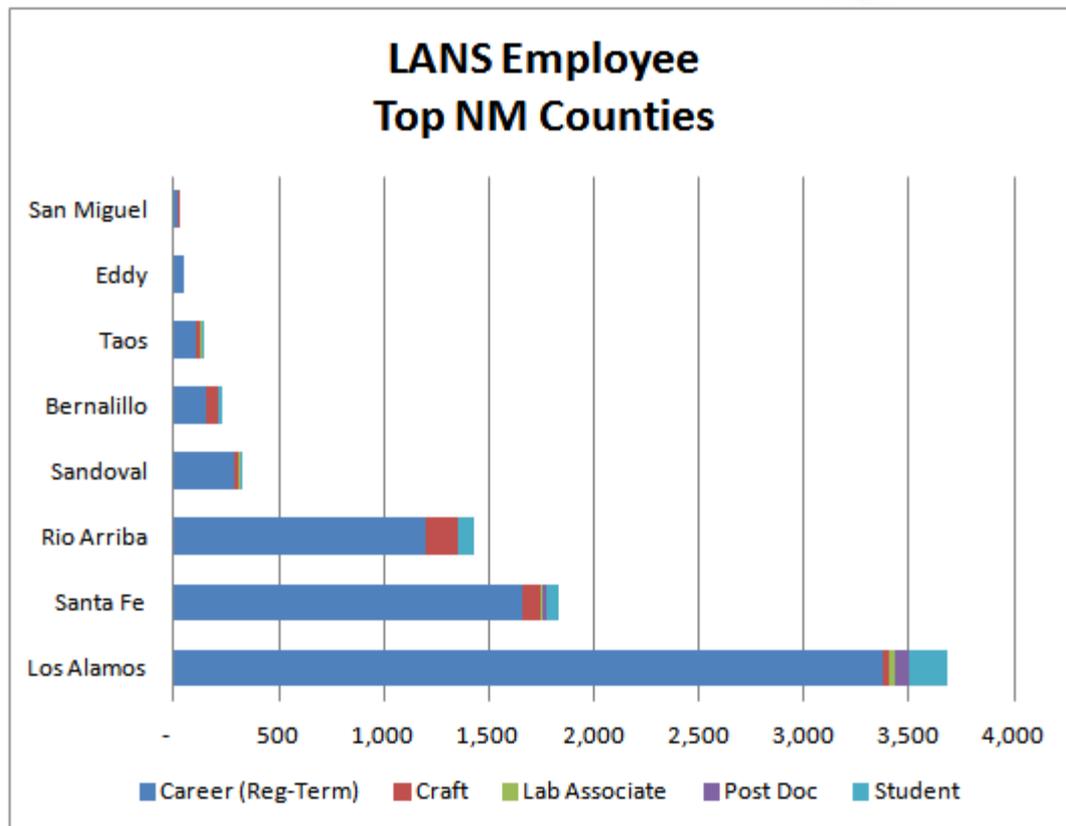
	NM Born	Other	Employees	% NM Born
Career (Reg-Term)	2,924	4,569	7,493	39%
Staff Aug Contractors	100	252	352	28%
Craft	579	178	757	76%
Lab Associates	6	63	69	9%
Post Docs	6	385	391	2%
Protection Force	160	221	381	42%
Students	459	489	948	48%
Total	4,234	6,157	10,391	41%

Hispanic utilization benchmarked to availability

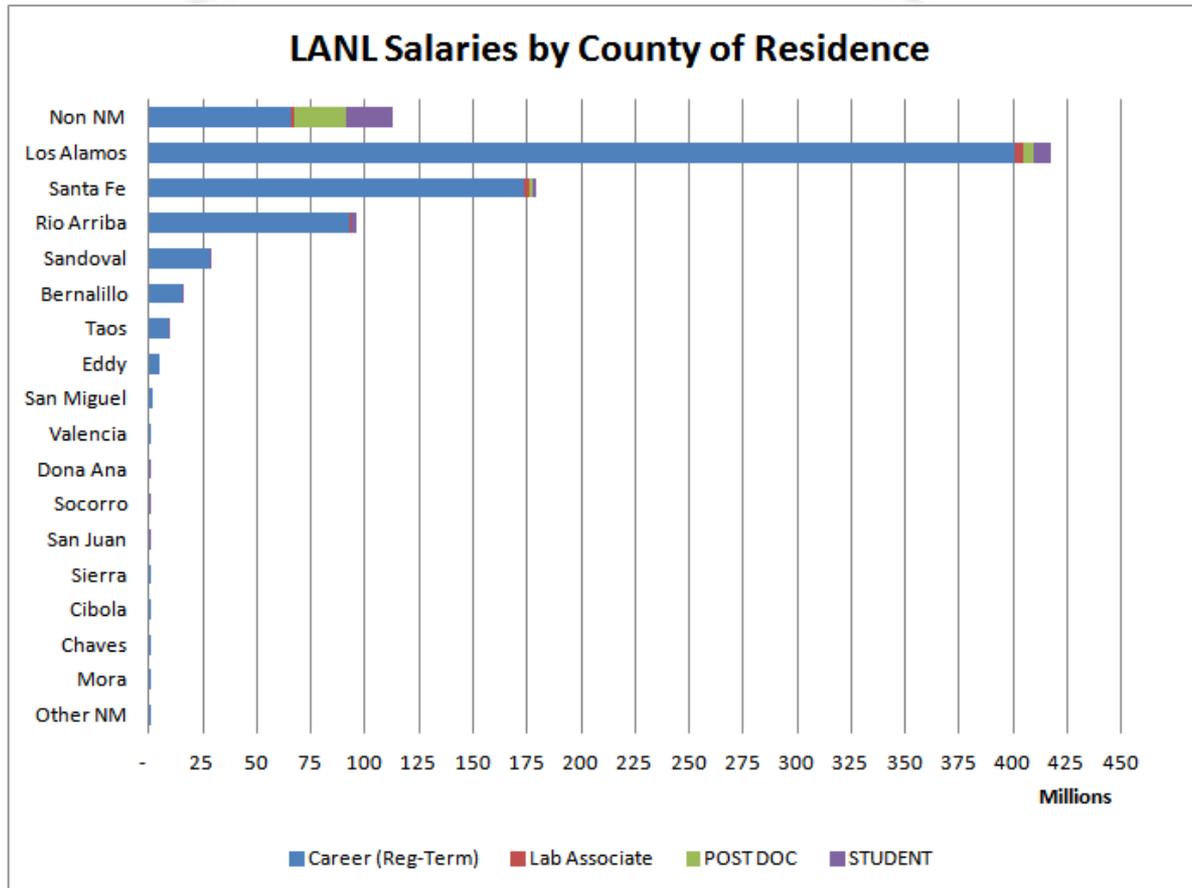


Job Category	LANL Utilization	Market Availability
Management	22%	22%
Scientific and Engineering Professionals	10%	8%
Other Professionals	46%	46%
Technicians	55%	53%
Administrative Support Workers	79%	64%

LANL Employees – Where do they live?



LANL Employees – Impact on Counties



Over \$756 million in salaries to NM residents

LANL Post Doc and Student Pipeline

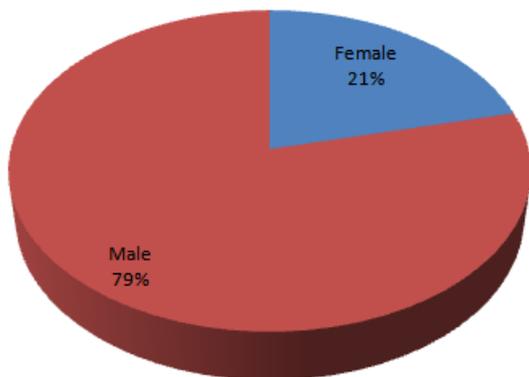


- Currently 391 Post Docs and 948 Students
- 30% of all current Regular employees were at one time Post Docs or Students
- 54% of all current R&D scientists and engineers were at one time Post Docs or Students
- Since the VSP, 39% of all Regular hires or conversions were conversions from Post Doc or Student positions.
- Since the VSP, 64% of all Regular R&D hires or conversions were conversions from Post Doc or Student positions.

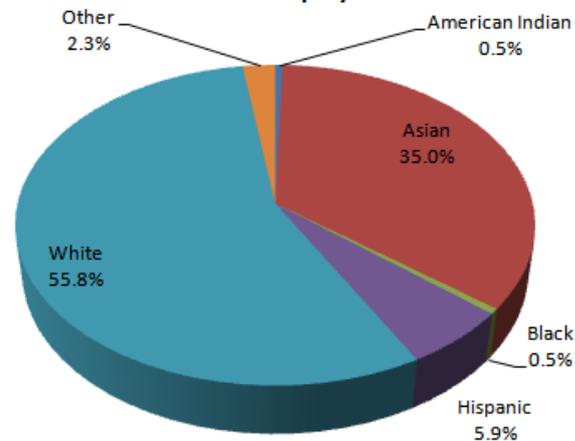


LANL Post Doc Demographics

Gender Distribution
Post Doc Employees



Ethnic Distribution
Post Doc Employees



- Currently 391 Post Docs at LANL
- Of these Post Docs, 210 (54%) are Foreign Nationals

Post Doc and Student Demographics



- High School Coop
 - Total 29 all from northern NM

- UGS
 - Total 579
 - ~50% from NM Colleges

- GRA
 - Total 340
 - ~42% from NM Colleges

- Post Doc
 - Total 391
 - ~3% from NM Colleges
 - 54% Foreign Nationals



LANL NM Educated Workforce

The LANL workforce is significantly populated by NM educated graduates

- Of the 6,918 employees with degrees, 2,895 (42%) received at least one of their degrees from a NM College or University.
- Of the 13,191 degrees earned by LANL employees, 3,933 (30%) came from NM Colleges and Universities.
- Of the 2,281 employees with PhDs working at LANL, UNM has the most with 114.



Top Colleges and Universities

Top Colleges and Universities for All Employees	Employees with Degrees
Grand Total	6,918
University of New Mexico	1,074
New Mexico State University	655
Northern New Mexico College	460
College of Santa Fe	333
New Mexico Highlands University	200
New Mexico Institute of Mining & Technology	198
University of Phoenix	193
University of Illinois	132
University of Colorado	126
University of New Mexico Los Alamos	124
Colorado State University	123
University of Texas Austin	122
Texas A & M University	116
University of California Berkeley	111
University of Arizona	103
University of Wisconsin Madison	97
Massachusetts Institute of Technology	90
Eastern New Mexico University	81
Colorado School of Mines	78
University of Michigan	78
University of Washington	77
Brigham Young University	75
Purdue University	66
University of California San Diego	63
University of Maryland	63

Top PHD Colleges and Universities	PHD Degrees
Total	2,281
University of New Mexico	114
University of Illinois	80
University of Texas Austin	61
University of California Berkeley	52
Massachusetts Institute of Technology	50
Texas A & M University	48
University of Michigan	48
University of Arizona	47
University of Wisconsin Madison	47
University of Colorado	43
University of Washington	40
Cornell University	32
Princeton University	31
New Mexico State University	30
California Institute of Technology	30
University of Minnesota	30
University of California Santa Barbara	28
University of California Davis	27
University of Maryland	27
Ohio State University	26
Stanford University	26
University of California San Diego	25
University of Utah	24
Colorado State University	23
Colorado School of Mines	22
University of North Carolina	22





Top Colleges and Universities

Top Colleges and Universities for Students and Post Docs	DPD	GRA	PD	UGS	Total
Grand Total	8	308	382	462	1160
University of New Mexico		71	8	96	175
New Mexico State University		42		52	94
Northern New Mexico College		12		37	49
New Mexico Institute of Mining & Technology		20	4	20	44
New Mexico Highlands University		16		7	23
Brigham Young University		6	3	14	23
Colorado State University		4	5	10	19
University of California Berkeley		7	5	7	19
University of California San Diego		5	6	8	19
University of Illinois		4	12	3	19
University of Michigan		6	7	5	18
University of Texas Austin		9	7	1	17
University of Washington		3	13	1	17
Texas A & M University		4	10	1	15
University of California Santa Barbara		6	6	3	15
University of Wisconsin Madison	1	4	9	1	15
University of New Mexico Los Alamos		2		12	14
Colorado School of Mines		6	3	5	14
Georgia Institute of Technology		5	6	3	14
University of California Davis		5	4	5	14
University of Colorado		6	5	3	14
University of Utah	1	6	6	1	14
University of Arizona		3	5	4	12
University of Maryland		3	9		12
Florida State University		6	5		11
Peking University		1	10		11
University of California Santa Cruz		3	5	3	11



Employee Family Day Celebration Picnic and Tours



- Saturday, June 27, 2013
- 8:00 a.m. – 4:00 p.m.
- Los Alamos High School
- Ceremony – 1:00 p.m.