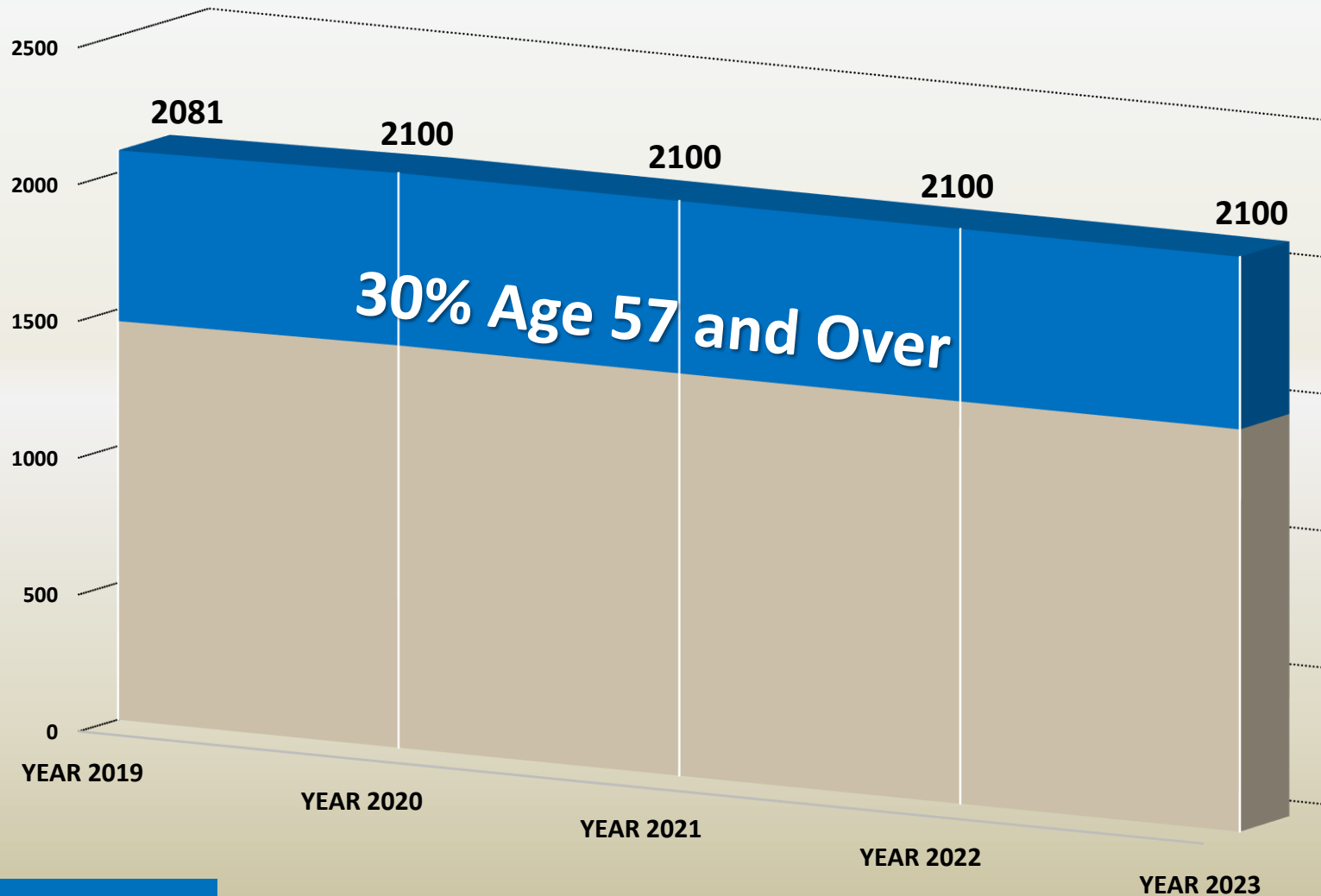


# Workforce Challenges from an Employer Perspective

# Current Challenges

- Attracting/recruiting a diverse candidate pool
- Filling critical craft positions
  - Crane Operators, Electricians, Linemen, etc.
- Competitive market with other Hanford contractors and local municipalities
  - Firefighters/EMTs, Engineers, Project Controls, Fire Systems Experts, etc.
- Retirement eligible demographics/knowledge transfer

# MSA Future Workforce



# Current Initiatives

- Targeted Recruiting
- Education Outreach
- Robust Intern Program
- Synergy Network
- Professional Development
- Community Outreach



# Developing Opportunities

- Apprenticeship Program
- Partnerships with educational institutions
- Veteran's Employee Resources Group





# 5 Year Outlook

- Contract transition
- Staffing levels relatively on par with current
- Finding the rights skills mix to support customers' needs and overall objective
- Preparing the future workforce