



Q4 FY22 Demographic Focus Group Meeting

Demographic: Veterans

Focus Group: Veterans

Leadership Sponsor: Will Oren

Council Ambassador: Ernest Stallworth



Meeting Agenda

Introductions & Ground Rules

Reported Progress on Designated Actions

Mentimeter Questions

Close Out



Ground Rules

- Please mute microphones when not speaking, and raise your hand if you want to speak
- Be present in the moment, put away any distractions.
- Actively listen when others are speaking.
- Wait to be prompted to speak.
- Respect the opinions shared by others.
- Suggest options or solutions to improve situations shared (as appropriate).
- Do not share information you are uncomfortable sharing. If there is something private, you would like to convey contact your AD/DH, HR or Leadership Sponsor after the meeting or via email.



Progress of Actions Lab-wide

- **Launched Applicant Tracking System**
 - Improve candidate and in house user experience
 - Application process for internals is streamlined: only required to attach a resume and answer a few short questions. Process takes less than 5 minutes to apply
- **Paid Parental Leave added to Benefits Portfolio**
 - Supports efforts to achieve a more inclusive workforce and retention of staff, particularly females
 - Three staff currently utilizing this benefit, four pending approval, three staff completed their six weeks of PPL (*as of 9.7.22*)



Q4 DFGM: Veterans

Progress of Actions Lab-wide

Implemented Remote Work Policy

- Designed to optimize employee flexibility while meeting mission needs
- Recognize that certain positions can only be performed on-site, this is an unavoidable reality in our organization and other national labs
- With supervisor approval, training and documentation may be performed remotely
- ~60% of staff approved for some form of hybrid work as applicable (*as of 9.7.22*)

Expand and invest more towards outreach plan

- Engage with local community colleges such as Virginia Peninsula and Tidewater Tech to develop technician pipeline, Partner with Historically Black Universities, Minority Serving Institutions, and SURA Universities
- Exploratory partnership with NASA on Apprenticeship
- Promote opportunities internally & targeted externally to expand outreach

JLab Mother's/Wellness Rooms

- To support a more positive, relaxing environment for the lab community and new mothers at the lab, there are now two dedicated wellness/mother's rooms available for use. Each room has a refrigerator, seating and a nearby sink.
 - CEBAF Center (Bldg. 12) Room F333
 - Accelerator Maintenance Support Building (Bldg. 87) Room 113
- When space is not in use by a new mother, the room is available for anyone to take a quick breather and relax. The lock on the door handle will indicate when the room is in use. In the case of emergency, there is a break glass case containing a key outside the door.
- Should you have any questions, contact Corry Smith, CRE Project Engineer at 757.269.7700 or via email at csmith@jlab.org.

The above information was originally shared in June 8th's JLab Weekly.

More Wellness/Mother's Rooms (Bldg. 28, Room 7A and Bldg. 55, Room 2519) are planned to be ready this month. When ready, communication will be shared through the weekly briefs.



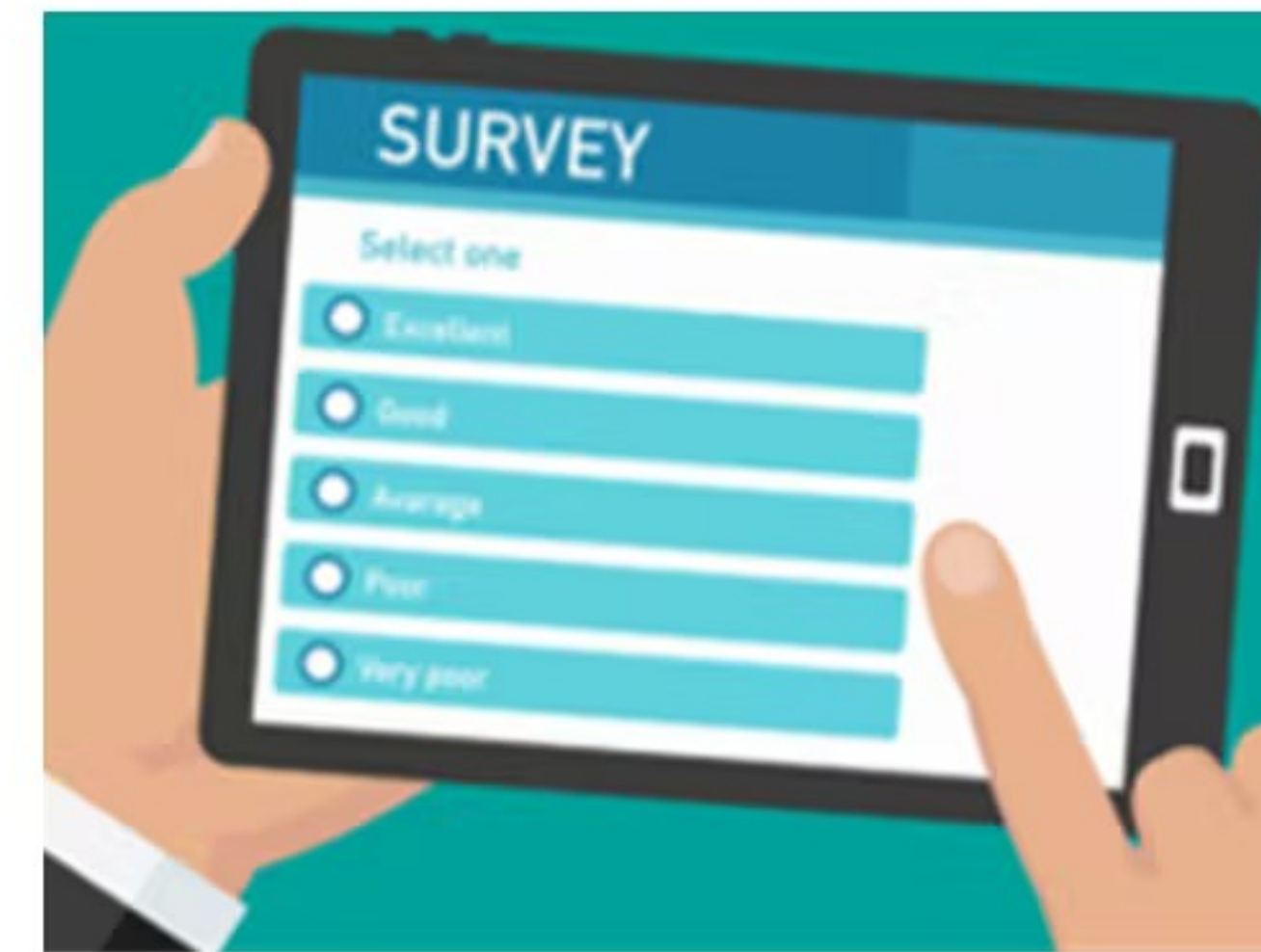
DEI in Action



- To foster real-time communication, ongoing engagement with senior leadership, staff and Users through Demographic Focus Group meetings
- Published real-time and relevant content through the DEI Corner (*biweekly edition of the Weekly Brief*) to increase awareness and conversation
- Updated **DEI website** with real-time resources, events, information and updates
- Hosted DEI virtual sessions celebrating key heritage months, mental health awareness
- Held Get Connected Events to foster inclusive culture –bridging meet-n-greets for new & seasoned staff (next event – Dec 6th)

DEI – Planned Initiatives

- Expand outreach opportunities locally, regionally and nationally. Partner with workforce and include in outreach events when appropriate
- Leverage Individual Career Profiles to identify career pathing opportunities – use to identify career development and address retention
- Launch Inclusion Survey early 2023 (staff & Users). Benchmark progress from 2020. **We want to hear from YOU!**



Progress of Actions in Response to Feedback

- **Veteran Mentoring Program still available**
 - Currently have 8 mentors, 0 mentees
 - Program is consistently communicated at NEO, New Hire Networking Forum
- **Recruiting veterans**
 - Total Staff – 93 (Self-declared) Veterans 12%
 - FY22 Hires – 6 (Self-declared) Veterans
 - Accelerator Ops, CST, Engineering and ES&H Divisions
 - Staff Engineers, Staff Administrators and Technicians



Veteran Outreach

DATE	EVENT NAME	TYPE
June 7 th	HireX	Job Fair-Virtual
July 19 th	Hampton Roads Veterans Employment Center Event	Job Fair-In Person
July 21 st	Recruit Military	Job Fair-In Person
August 25 th	Fort Eustis Military Job Fair (hosted by VEC)	Job Fair-In Person
November 10 th	Virginia Peninsula Military Breakfast	Military Event Sponsorship
TBD	Virginia Employment Commission	JLab Info Session, Job Postings
TBD	Society of American Military Engineers	Job Posting



The Virginia Peninsula Chamber presents the

MILITARY RECOGNITION BREAKFAST

Recognizing the men & women who serve and protect this country.

THURSDAY, NOVEMBER 10, 2022

7:30 AM - 10:00 AM

7:30 AM Registration | 8:00 AM Presentations

HOLIDAY INN NEWPORT NEWS - HAMPTON

980 Omni Boulevard | Newport News VA 23606

Presenting Sponsor:



TICKETS: \$35

*BREAKFAST INCLUDED

SPONSORSHIP OPPORTUNITIES AVAILABLE!

For more information, contact Allie Hackett at allie@vpcc.org or (757) 325-8157

Tayla Duarte – Veteran and DOE scholar

- On May 16th, Tayla Duarte, DOE scholar and veteran, visited the lab to learn more about our organization and to speak with our veterans regarding her research
- Veterans were invited to be a part of a DEI Roundtable to share their experiences
 - **Walt Akers**, Technical Interface for Experimental Nuclear Physics
 - **Jessie Butler**, Hall A Technical Work Coordinator
 - **Arun Tadepalli**, Hall A/C Staff Scientist
 - **Betty Jean-Pierre**, Staff Administrator
 - **Jessie Tenbusch**, Senior Procurement Officer
 - **Tim Fitzgerald**, Electrical Safety Engineer



Veteran's Day Event – November 2022



Suggestions for an onsite speaker for Veteran's Day?



You Asked, We Answered

- How can we identify new hires that got out of the military in the last 5 years and pair them up with a JLab veteran who is more than 3 years out and have been at JLab for at least a year? In the military, someone was assigned to you initially.
 - A Veteran Mentoring Program was officially launched on November 11, 2021. Currently 8 mentors are signed up awaiting mentees.
- The Military often has pipelines of expected skill acquisition, as well as normal advancement durations and path. Do we have a process like this at JLab?
 - The lab does not have any pre-defined term limits in positions. Typically, employees get promoted every 5-7 years. There is a link on the Compensation web page that outlines job category progression and requisite skill sets required for advancement. The ICP also offers a more tangible means to discuss career paths with your immediate supervisor.
- How can we have structured training and tailored qualification programs for critical skills? Along with OJT, I felt this was effective in my opinion.
 - Structured technical training/professional development is driven by line management. Broader skills developments, particularly people management skills, is an area under development with HR and leaders across the lab to better equip staff for future opportunities.

What suggestions would you have for improving our DEI outreach for all groups not just Veterans?



Is this meeting working for you? What changes would you suggest?





Thank you!

**Next DFGM: March 2023
TBA in Weekly Briefs/Insight**