



REGIONAL COALITION of LANL COMMUNITIES

City of Española – Pueblo of Jemez – Los Alamos County – Ohkay Owingeh
Rio Arriba County – Santa Fe County – City of Santa Fe – Taos County – Town
of Taos

REGIONAL COALITION MEETING MINUTES

Española City Council Chambers

1122 Industrial Park Road

June 10, 2016 | 9:00a—11:00a

- A. Call to Order – Chair Barney Trujillo | 9:23a
- B. Confirmation of Quorum – Chair Barney Trujillo – Approved
 - a. **Attendees:** Commissioner Barney Trujillo, Councilor Darien Fernandez, Mayor Javier Gonzales, Mayor Alice Lucero, Councilor Kristin Henderson; Excused: Commissioner Henry Roybal, Ward Yeppa, Gov. Earl Salazar, Commissioner Mark Gallegos.
- C. Approval of Agenda – Chair Barney Trujillo | 9:26a
 - a. NM Congressional Delegation Briefing moved to ‘Updates’ section. **Approved:** Mayor Alice Lucero, City of Espanola; Second: Councilor Andrew Gonzales, Town of Taos
- D. Approval of Meeting Minutes - Chair Barney Trujillo | –9:27a
 - a. Approved – Mayor Javier Gonzales, City of Santa Fe; Second: Councilor Kristin Henderson, County of Los Alamos
 - b. Briefing-NM Congressional Delegation; Patrick Juan
 - I. Appreciation of communication efforts to office
 - II. Concerned for the placement of workers in regards to EM projects
 - c. Update by Andrea Romero
 - I. Trip Update: Washington DC
 - Paper copy available of information
 - Process of engaging EM and the community is inconsistent
 - November 1st goal to set budget with Senator Heinrichs office
- E. Discussion of the tiers consisted in the coalition
 - a. Economic Development
 - Designating Bandelier as a national monument and a park, to drive tourism.
 - Review of the draft RFP. Public comment is **due June 24th**.
 - Community Day: June 13th, 3-5pm; Los Alamos Mesa Library
 - Requests for lifecycle baseline
 - b. Environmental Stewardship
 - Proposal to create a pilot program that helps new and potential LANL employees explore the housing market
 - Launching with the LANL workforce office
 - Calendar of important dates and deadlines to come
 - I. Introduction to Taslima Khandaker; Administrative and Communications Manger
- F. Presentation: LANL Workforce Planning and Opportunities for the Region by Kathy Keith & CJ Vicino; Director of Diversity and Strategic Staffing



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Attrition for the next five years is very large. LANL is a terminal employer in which individuals tend to stay. Many of them think of retirement when choosing this career path. LANL employees hold a bachelor's or a PhD degree. There is a high demand for mechanical and electrical engineers; radiation control; safety engineers; and program managers.

- I. Laboratory is invested in pipeline projects and programs
 - 60% of engineers and 32% of managers started as post-docs or students
 - Sponsorship of summer internship programs
 - 675 vacancies over the next five years
 - 700 vacancies related to information technology
- II. Hiring Process
 - Must apply online due to the fact that LANL is a government contractor
 - Uses selection committees with scoring metrics
 - Candidates should always include a cover letter
 - Must meet **all** of the minimum qualifications
 - How to navigate the LANL hiring website
- III. Outreach
 - Equal opportunity employer
 - Regular attendance of recruiting events
 - Events can be passed along to LANL
 - University partnerships
 - Outplacement assistance
 - Colleges and universities do not want to overproduce graduates and not have enough programs
 - Usually 25% post-docs receive offers within LANL
 - Branding and marking work within Los Alamos has been an issue

G. Presentation: Opportunities with Changing Workforce by Andrea Romero

4,250 jobs projected to be brought in within the next five years. 66% of LANL employees commute to work. Looking into all of the regional stakeholders and their process.

Analyzing situations on if the talent market decreased or jobs are not being filled.

Important to create a layout or plan to accomplish the goal of increasing the job market.

As a coalition we have a great opportunity to work together, and collectively create a profile. Gather individuals in each jurisdiction to craft ideas on economic development.

- Hiring millennials and what does that mean for LANL
- Framing expectations of the board
- Housing and the quality of life in Los Alamos
- Social media being a pipeline for the hiring process
- Marketing/regional package to possibly be hosted in Taos



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- Creating an invitation for new hires that outlines the housing market (Homewise), and community of Los Alamos
- How can we build networks and connect individuals?
- Analyzing this information with data and a numeric value

H. Meetings at a Glance (15 Minutes)

- FY17 Budget motion to approve; approved
Approved- Mayor Alice Lucero, City of Espanola; Second: Mayor Javier Gonzales, City of Santa Fe
 - Strategic Deterrence Summit Attendance
Approved- Mayor Javier Gonzales, City of Santa Fe; Second: Councilor Kristin Henderson, County of Los Alamos
- I. Public Comment | –10:47a**
No Comment
- J. Meeting Adjournment- 10:50am**