

Attracting and Retaining Diverse Talent at Berkeley Lab

Rachel Carl and Colette Flood

Human Resources

September 18, 2017

Why You Should Work at a National Lab

Key reasons to work at a National Lab

- Premier and innovative science
- Not academia and not industry ...but close partnerships
- Continuous learning
- Sense of a shared mission for all staff - Team Science!



Working at Berkeley Lab

When you choose a career at Berkeley Lab you **become a part of a thriving national laboratory** renowned for performing cutting-edge scientific research in a variety of fields. You also join a community. Berkeley Lab was founded on the idea that **pioneering science is best performed by multidisciplinary teams** working together, and the concept of teamwork remains a vital component of daily life at the Lab. Here, you will find researchers in energy, materials and engineering forging partnerships with biologists, computer scientists, technical staff and business professionals to solve the most pressing problems facing the nation and the world. Join us in our efforts to bring science solution to the globe.



The Berkeley Lab Approach: Apply Team Science to Tackle Problems of Scale...



The Talent Strategy

Enhancing the talent strategy at Berkeley Lab

- Educate future STEM professionals
- Develop a talent pipeline
- Attract diverse talent
- Partner with various diversity/community based organizations
- Brand Berkeley Lab as an employer of choice
- Develop staff from onboarding and throughout career
- Encourage continuous learning
- Keep staff engaged

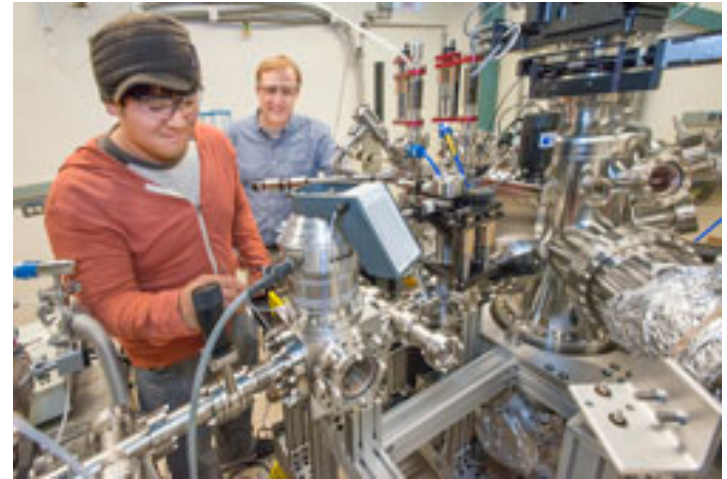
INTEGRATED TALENT MANAGEMENT



The Talent Pipeline in STEM at Berkeley Lab

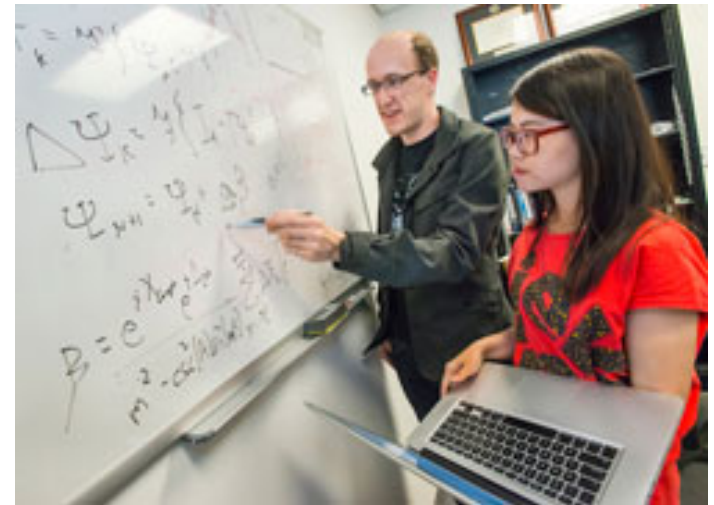
Berkeley Lab's Workforce Development & Education (WD&E) office manages various STEM based student and faculty internships programs:

education.lbl.gov



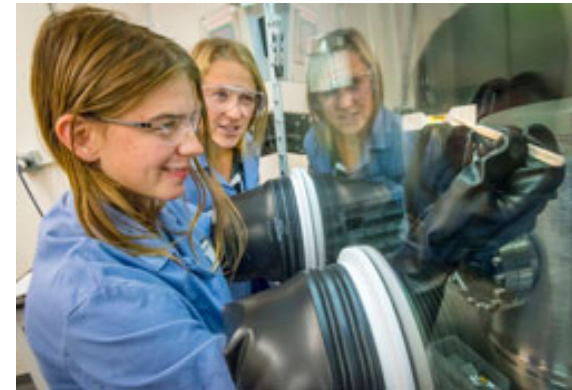
Workforce Development & Education Programs

- K-12 Students & Schools
- Undergraduate & Graduate Internships
 - Community College Internship (CCI)
 - Student Undergraduate Laboratory Internship (SULI)
 - GEM Consortium
- Visiting Faculty Program



SULI & CCI at Berkeley Lab

- **Community College Internship (CCI) and Student Undergraduate Laboratory Internship (SULI):**
 - Designed for undergraduates from 2-4 years of college and applies to most National Labs, including Berkeley Lab
 - Programs offered Spring, Summer and Fall
 - Students commit to working the full duration of the internship
 - This is a **PAID** internship!
 - There is a lot of **information** and **tips on how to apply** on **WD&E website**

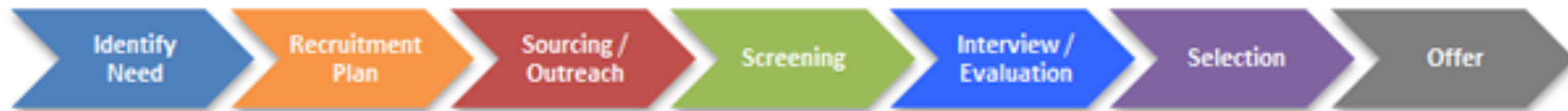


Workforce Development & Education



Jobs at Berkeley Lab

- **There are two ways to get hired:**
 - Recruitment
 - Hire Only – Students, UC Grad Students, Postdocs
- **We follow a recruitment process for recruited positions**
 - Every open position is tied to a recruiter who partners with the hiring managers
 - Our process for applying is using our [Careers Portal](#)
 - Typically, hiring managers will conduct panel interviews



Snapshot of Careers at Berkeley Lab



- **Science & Engineering**
 - Postdoctoral Fellows
 - Research & Scientific Associates
 - Technicians
 - Engineers
 - Scientists
- **Business Operations**
 - Business, Project and Program Managers
 - Environmental Health & Safety
 - IT
 - Finances
 - Human Resources
 - Plant Facilities
 - Administrative support



Inclusion at Berkeley Lab

Fostering a diverse workforce—in experience, perspective and background—and culture of inclusion are key to attracting and engaging the brightest minds and furthering our record of scientific excellence and groundbreaking innovations.

Leveraging Berkeley Lab staff to support an inclusive culture:

- 4 Employee Resource Groups
 - African-American ERG
 - All Access – Individuals with Disabilities
 - Lambda Alliance – LGBTQA
 - Veterans ERG
- Diversity & Inclusion Council
- Women Scientists & Engineers Council
- Employee Activities Associations

Home
Articles in the Media
Back-up Care Program
Benefits (HR) 
Books
CARE Services / Employee Assistance Program 
Child Care
Commuting
Disability
Dual Careers
Education
Elder Care
Family-Friendly Resources and Policies
Family / Parent Resources in the Bay Area
Health & Nutrition
Housing
LGBTQ
Nursing and Expectant Mothers
Pets and Animals
Recreation, Fitness, & Sports
Sexual Assault
Telecommuting
Veterans
Women Scientists & Engineers Council



Welcome

The "MyFamily at LBNL" web portal provides a centralized location for parents and others to find information on services related to children, youth, elders, pets, and self-care.

This web portal is a collaborative effort between the Women Scientists and Engineers Council (WSEC) and the Diversity & Inclusion Office (DIO) to support friends and families at Lawrence Berkeley National Laboratory.

The resources you will find here highlight services found at Berkeley Lab, as well as outside the laboratory. We do not recommend or endorse any particular resource on this portal; however, we do endorse the careful review and evaluation of services that best meet the needs of your family.

Highlight your family!

To Berkeley Lab employees: We would like to highlight you and your family (pets, kids, partners, grandparents, dependents, etc.) as part of our "family profiles" section on our website. To learn more, click the current profile on the bottom image of the left menu bar. If you would like to participate, please complete our Google Form. Thank you!



Any Questions?