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### Priority of and Strategies for Workforce Development-Including Diversity, Equity & Inclusion

Jahi Simbai

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# Priority of and Strategies for Workforce Development - Including Diversity, Equity, & Inclusion

October 8, 2019



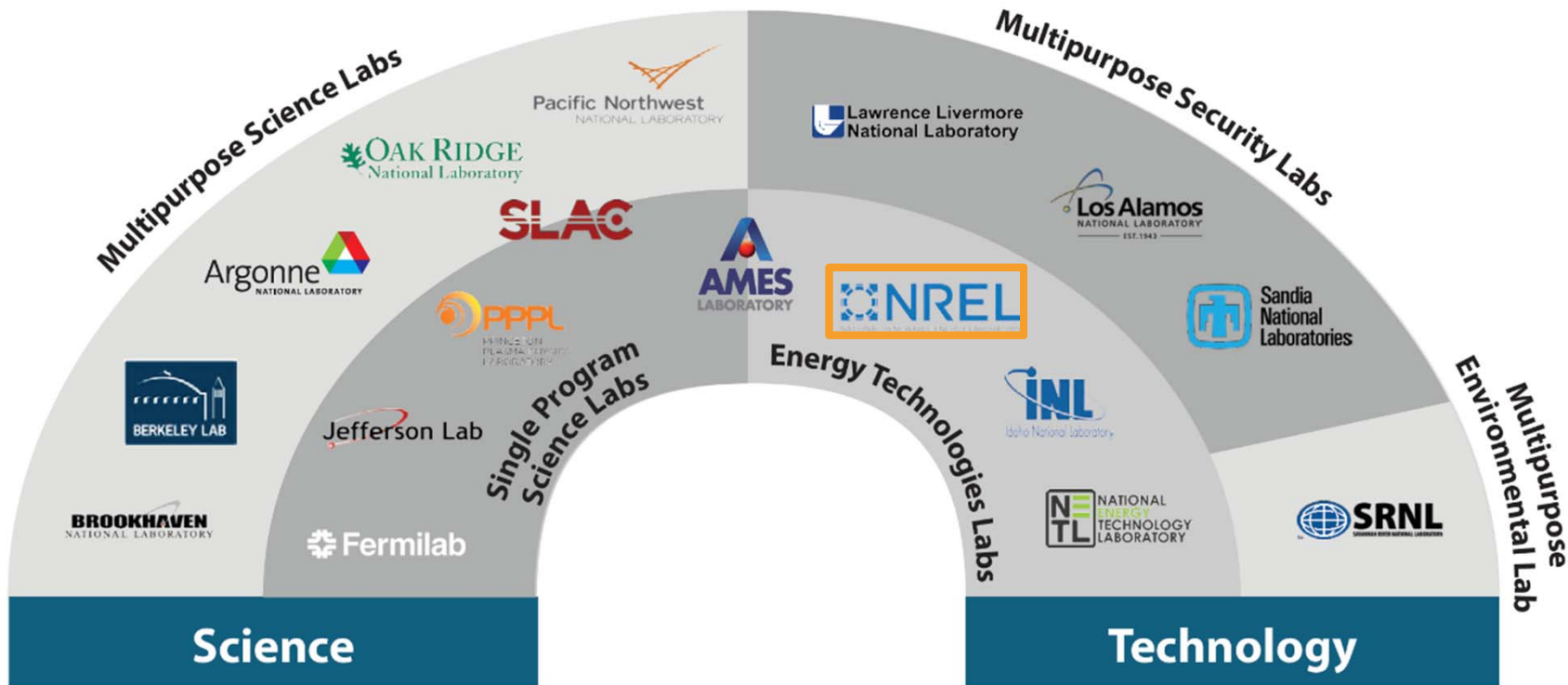
## Jahi Simbai - Senior Manager Strategic Workforce Development

- Colorado School of Mines:
  - Assistant Dean of Graduate Studies: 2013-2019
  - Director of Graduate Recruiting and Admissions: 2006-2013
  - Associate Director of the Minority Engineering Program (MEP): 2000-2006
- Technical Support Representative – nCUBE Corp: 1999-2000
- Structural Analyst – Ball Aerospace and Technologies Corp: 1995-2000
- MBA – University of Colorado at Boulder: 2003
- BS Aerospace Engineering – University of Colorado at Boulder: 1995

# DOE's 17 National Laboratories



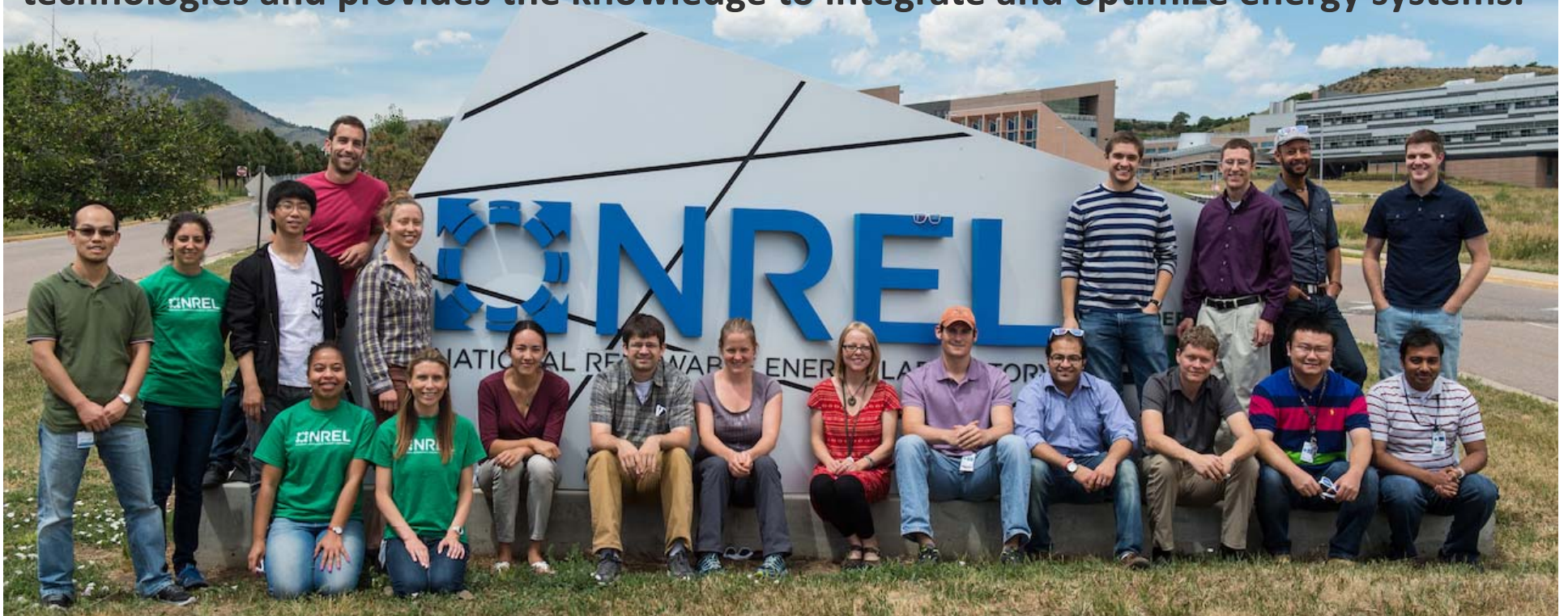
# Types of DOE National Laboratories



Source: DOE

## NREL's Mission

The National Renewable Energy Laboratory (NREL) advances the science and engineering of energy efficiency, sustainable transportation, and renewable power technologies and provides the knowledge to integrate and optimize energy systems.



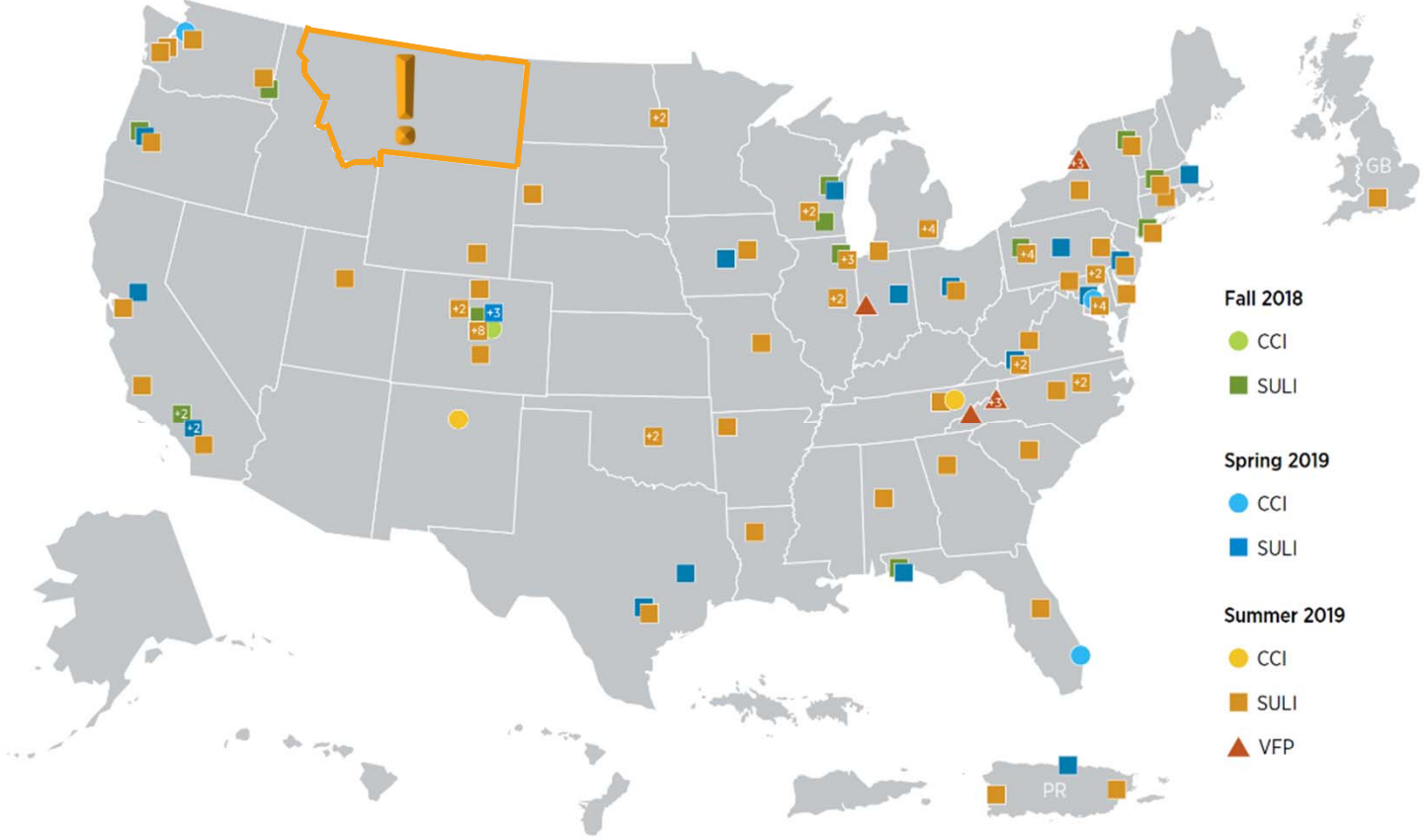
# Undergraduate Internship Programs

[www.nrel.gov/careers](http://www.nrel.gov/careers)

Community College Internship (CCI)  
Science Undergraduate Laboratory Internship (SULI)  
Research Participant Program (RPP)  
Educational/Contingent Worker programs



# Office of Science Undergraduate Interns – FY 2019





# Graduate Research Programs

[www.nrel.gov/careers](http://www.nrel.gov/careers)



**DOE Office of Science Graduate Student Research (SCGSR) Program  
Research Participant Program (RPP)  
Educational/Contingent Worker programs**

- GEM Fellowship

# Postdoctoral Programs

[www.nrel.gov/careers](http://www.nrel.gov/careers)

**Research Participant Program (RPP)**  
Director's Fellowship



# Visiting Faculty Program (VFP)

[www.nrel.gov/careers](http://www.nrel.gov/careers)



The Visiting Faculty Program seeks to increase the research competitiveness of faculty members and their students at institutions historically underrepresented in the research community in order to expand the workforce.

VFP Students are part of a research team with a faculty advisor.

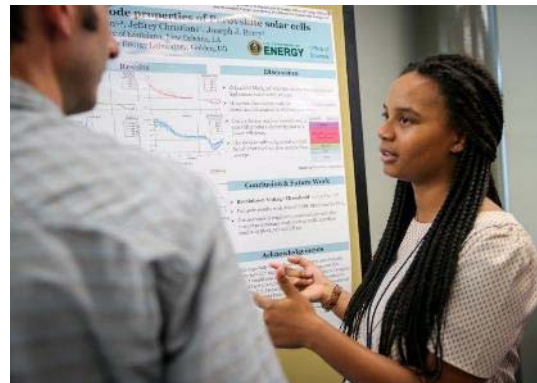
~58%

of full-time employees at NREL are former  
interns or post-docs.

# Priority of and Strategies for Workforce Development - Including Diversity, Equity, & Inclusion



NREL advances the science and engineering of energy efficiency, sustainable transportation, and renewable power technologies and provides the knowledge to integrate and optimize energy systems.



NREL is a national laboratory of the U.S. Department of Energy, Office of Energy Efficiency and Renewable Energy, operated by the Alliance for Sustainable Energy, LLC.

 **NREL**  
NATIONAL RENEWABLE ENERGY LABORATORY