

Laboratory employee demographics and housing demand

Information for the construction industry

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INTRODUCTION

This report contains information about Los Alamos National Laboratory (LANL) employees and their housing needs, to help the construction industry in Northern New Mexico and other related organizations understand the Laboratory workforce and its demand for housing.

It presents two main types of information:

1. Demographic data about the employees, including number of employees living in which counties, and the total amount of employee salaries paid by county, along with more detailed information about those employees hired in the last year (including age and salary information)
2. The results of a survey of more than 2000 employees on their current housing situation and projected needs

None of this information is to be construed as advice or recommendations on any commercial or policy decisions.

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1 Laboratory employee demographics

1.1 Overall workforce

1.1.1 Total number of employees

The Laboratory workforce as of 30 September 2022, including supplemental effort contractors and the guard force, totals 15,707.

Worker Type	# of People
Laboratory	14,256
Regular	10,732
Term	245
Craft	1,244
Postdoc	441
Student	1,538
Other	56
Supplemental Effort Contractor	1,032
Guard Force	419
Total Workforce	15,707

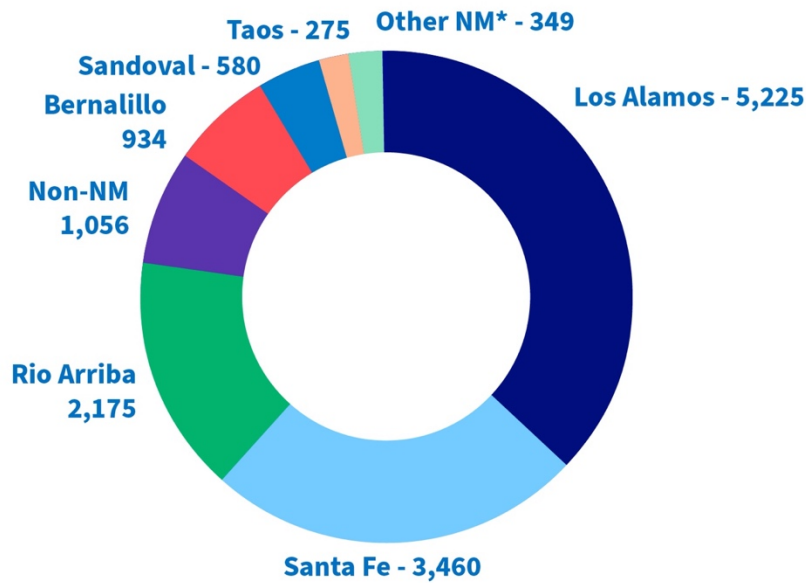
For context, the total number of Laboratory employees as of 30 September 2018 (not including contractors and the guard force) was 11,743.

The fast pace of hiring is expected to continue through FY23 and into the future. We expect to hire a number of people in FY23 similar in size and make-up to those we hired in FY22 (2077 new regular and term employees).

1 Laboratory employee demographics

1.1.2 Employees by county:

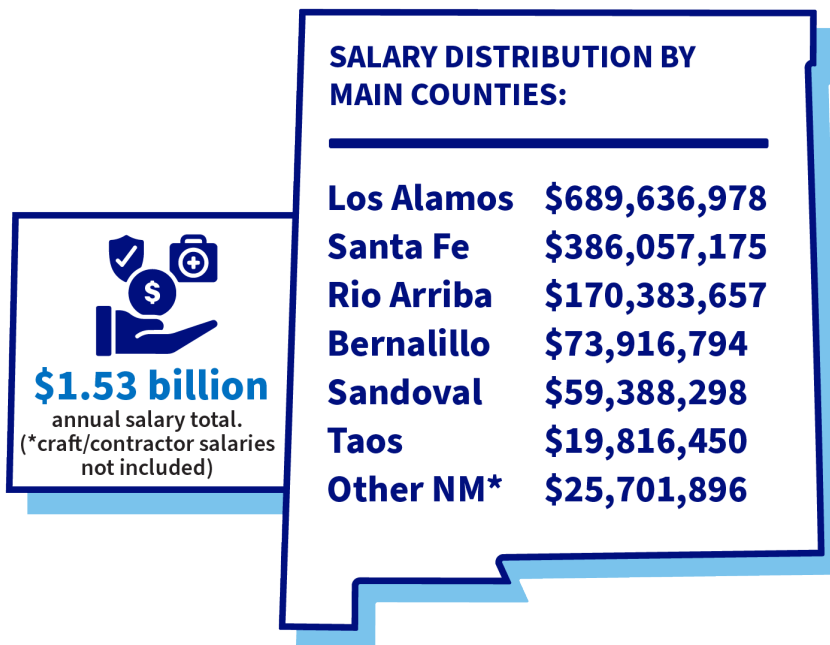
As of September 30, 2022:



Not including contractors. *Other NM: Chaves, Cibola, Colfax, Curry, Dona Ana, Eddy, Grant, Guadalupe, Lea, Lincoln, Luna, McKinley, Mora, Otero, San Juan, San Miguel, Socorro, Sierra, Torrance, and Valencia

1.1.3 Salary distribution by county:

As of September 30, 2022:



1 Laboratory employee demographics

1.1.4 Laboratory employees' children

Lab employees have 3,637 children aged 12 or under enrolled as dependents in LANL health insurance plan. These include:

- Infants and toddlers (ages 0-2): 780
- Pre-kindergarten (ages 3-4): 510
- Kindergarten and older (ages 5-12) who could need after-school care: 2347

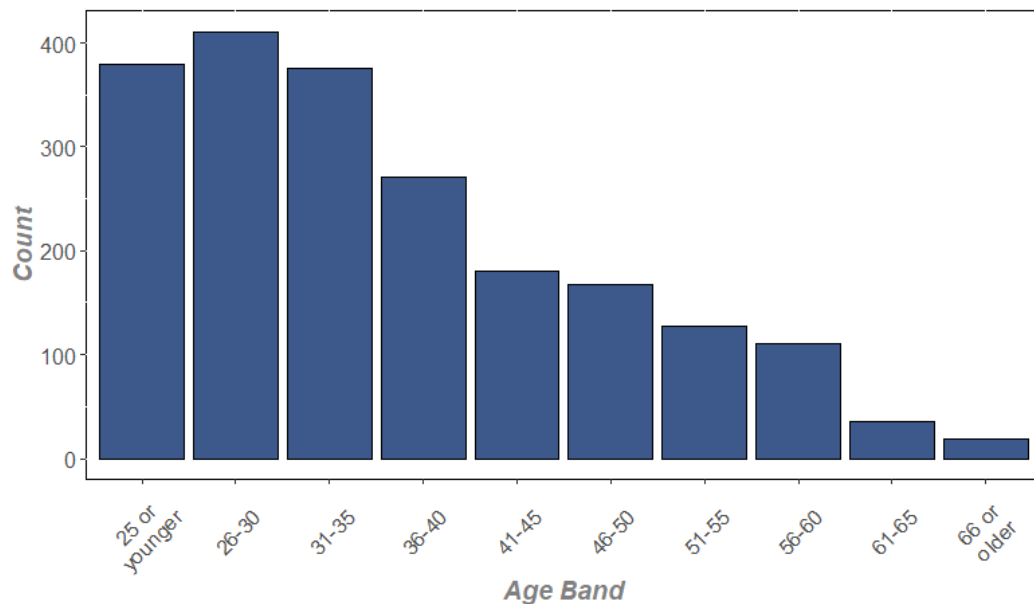
1.2 Information on new hires

LANL hired 2077 new regular and term employees during the 2022 fiscal year.

1.2.1 Age of new hires

Although those hires included people in all age groups, the majority of them are younger than 35.

FY 2022 LANL External Hires & Conversions

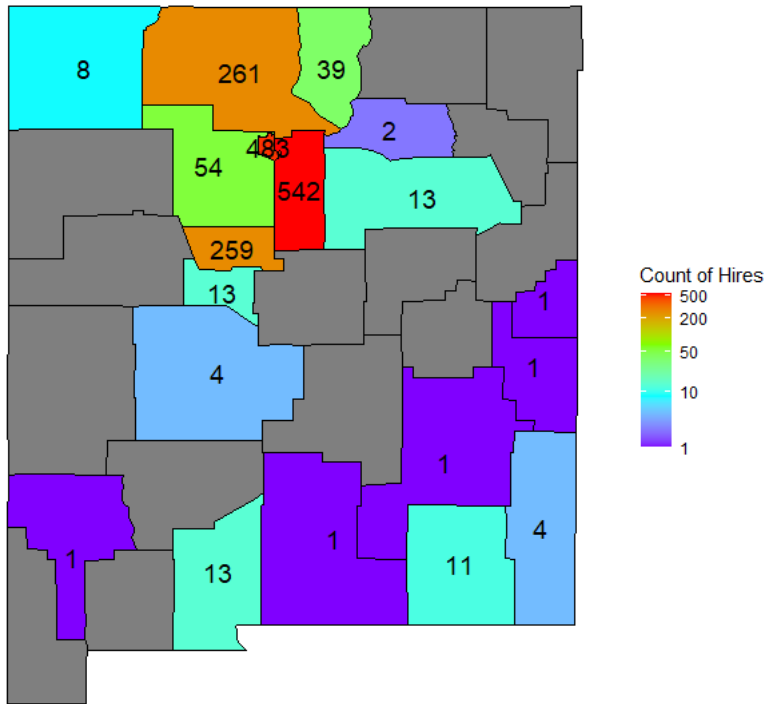


1.2.2 Residence of new hires

Of those 2077 people, 1711 of them had a New Mexico address by the day they hired. Of those 1711, 90% had addresses in the counties of Santa Fe, Los Alamos, Rio Arriba, and Bernalillo. Most of the remaining 366 likely also moved to the area shortly afterwards, once housing became available.

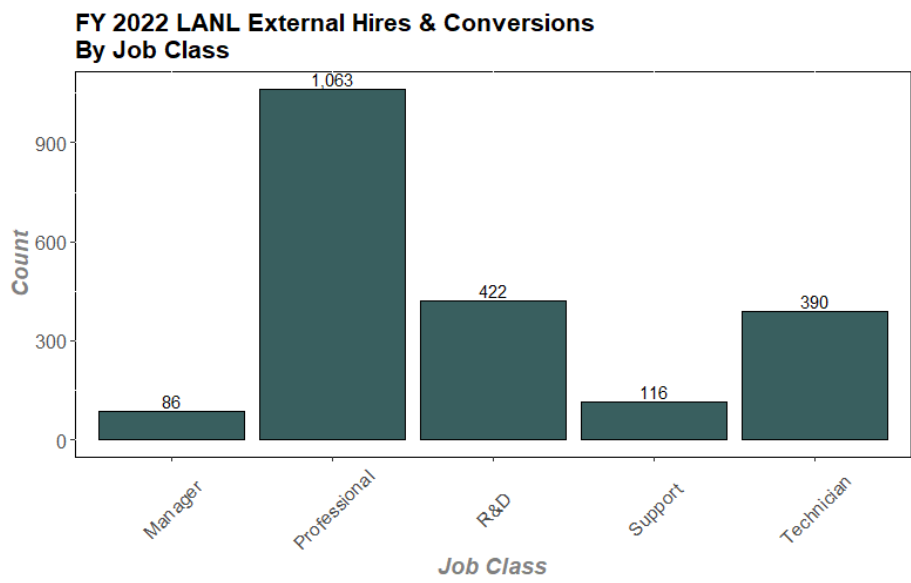
1 Laboratory employee demographics

FY 2022 LANL New Hires By County of Primary Address



1.2.3 Job classifications of new hires

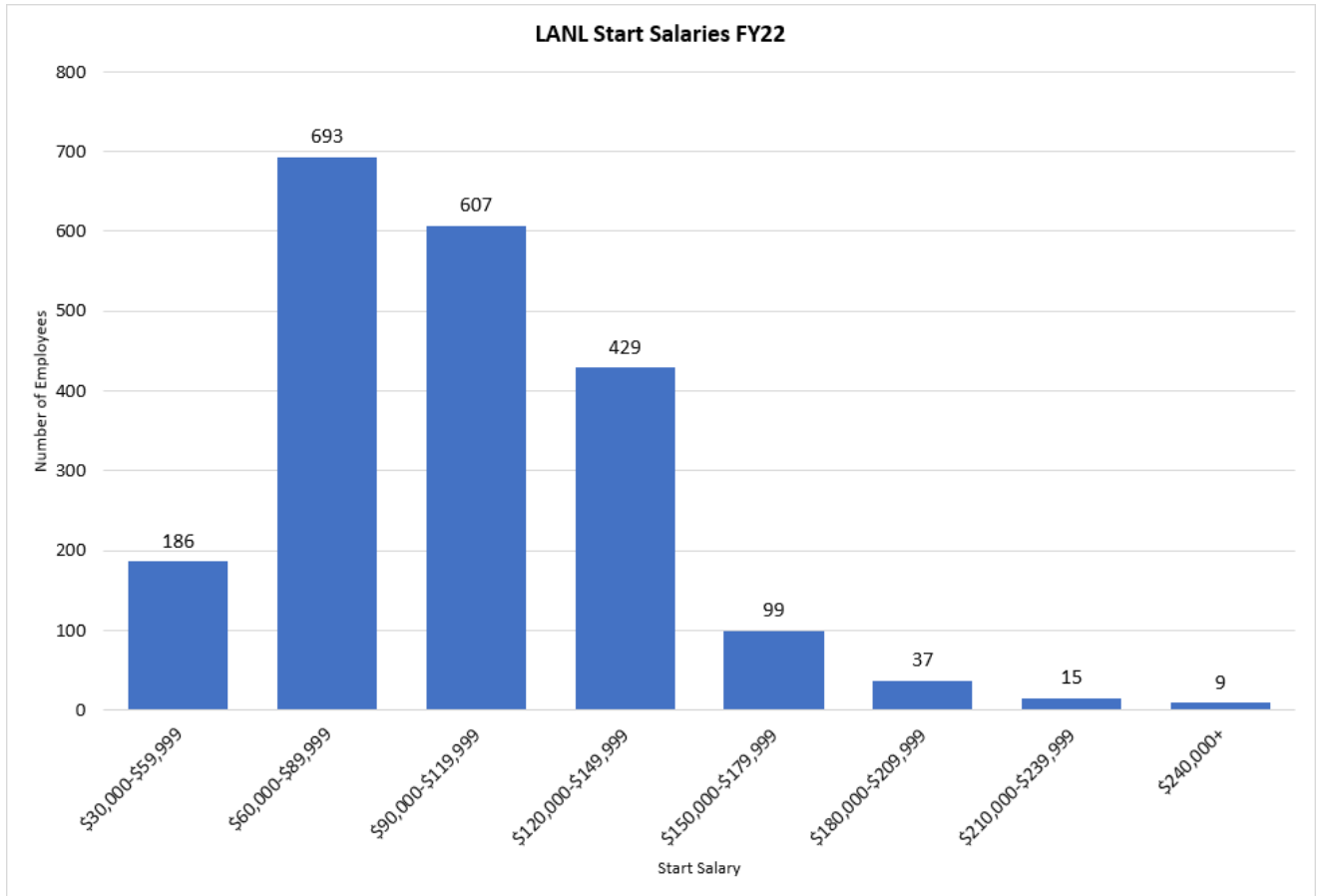
Among those 2077 hires were employees in all of our job classifications:



1.2.4 Starting salaries of new hires

You can get a sense of the distribution of start salaries from the following graph:

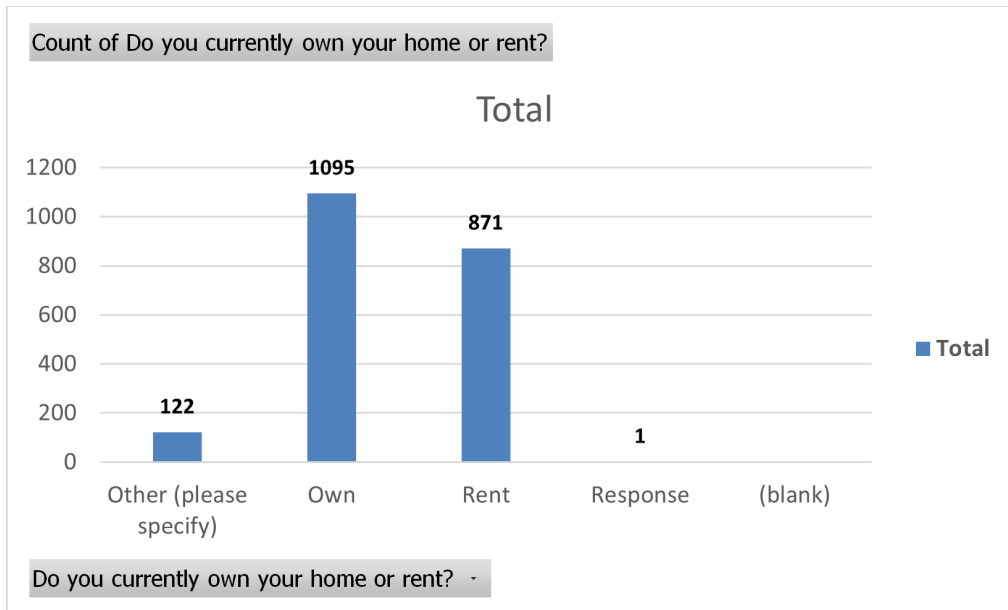
1 Laboratory employee demographics



2 Employee housing survey data

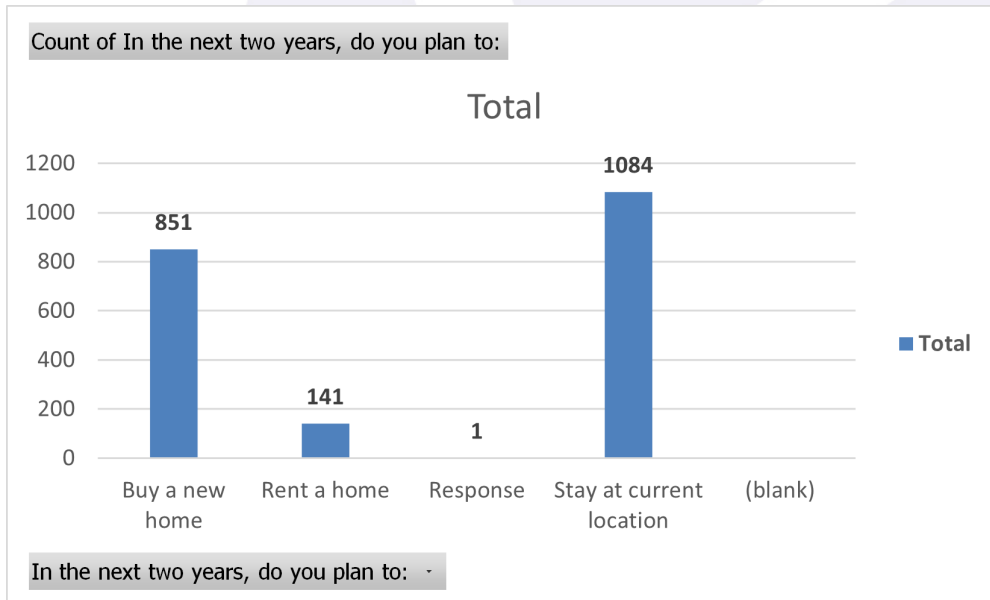
In the spring of 2023 5,745 Laboratory employees hired within the last five years were invited to take part in a survey on their housing needs. A total of 2,095 employees responded (a 36% response rate), and their answers are below:

2.1 Current situation



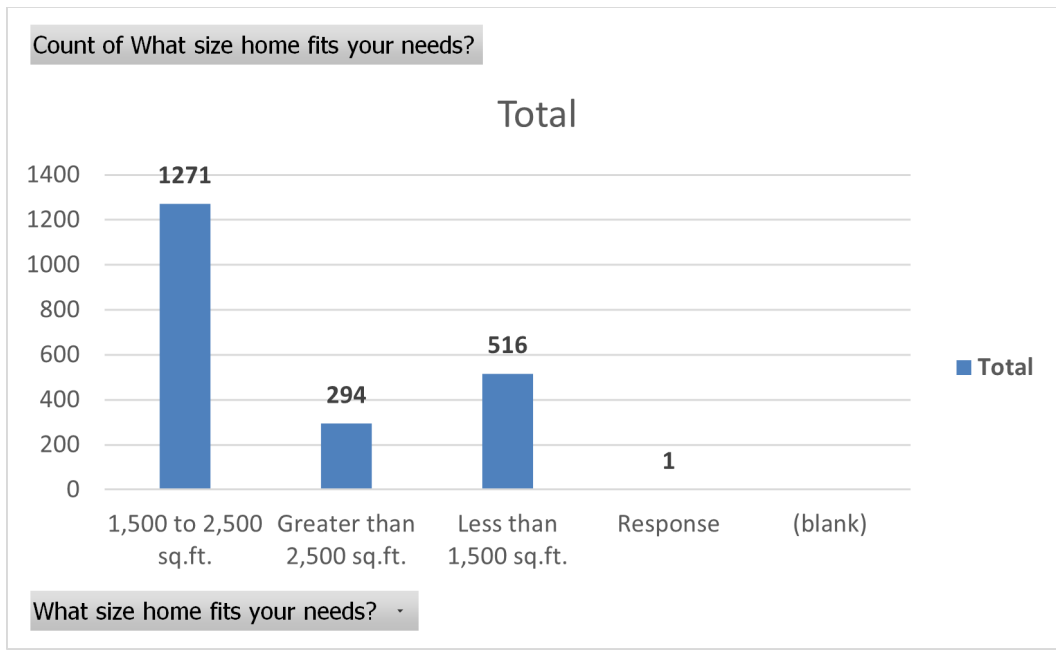
(See below for individual responses to the 'Other' option).

2.2 Plans in next two years

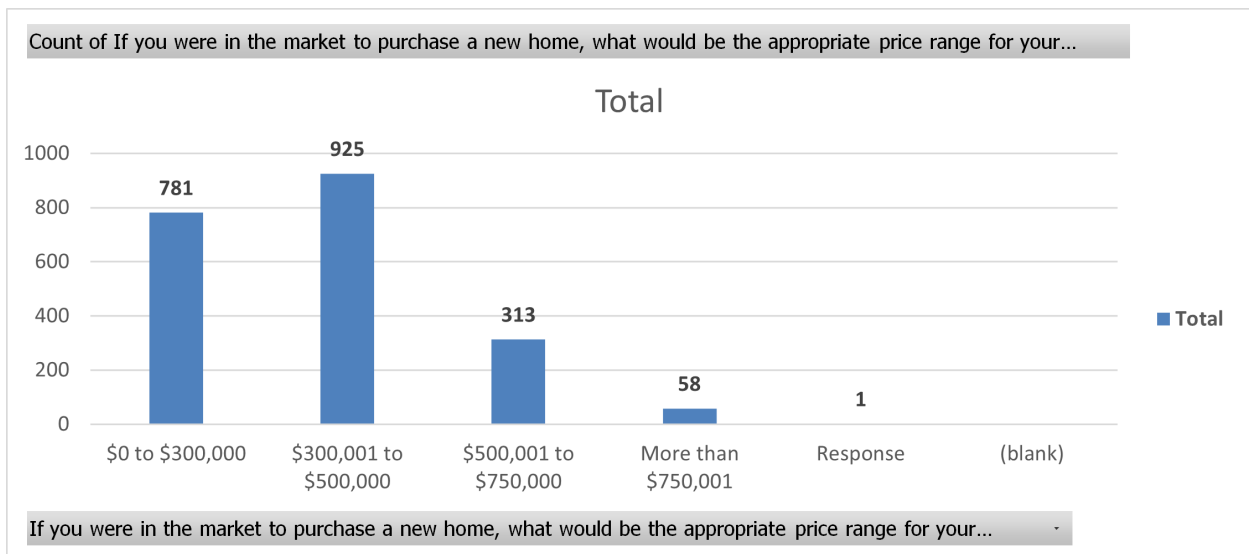


2 Employee housing survey data

2.3 Size of home required

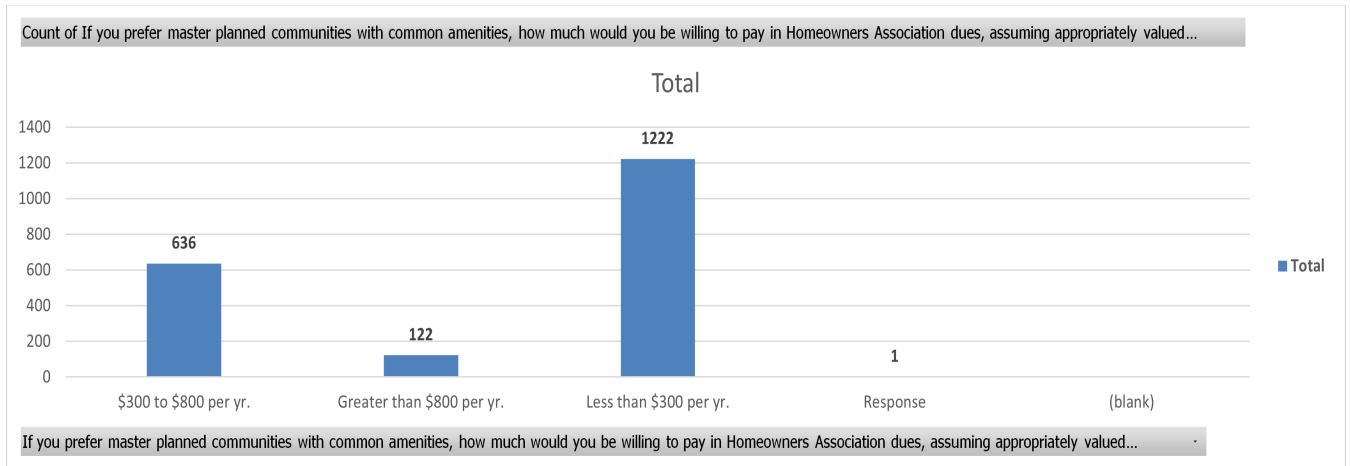


2.4 Price range required

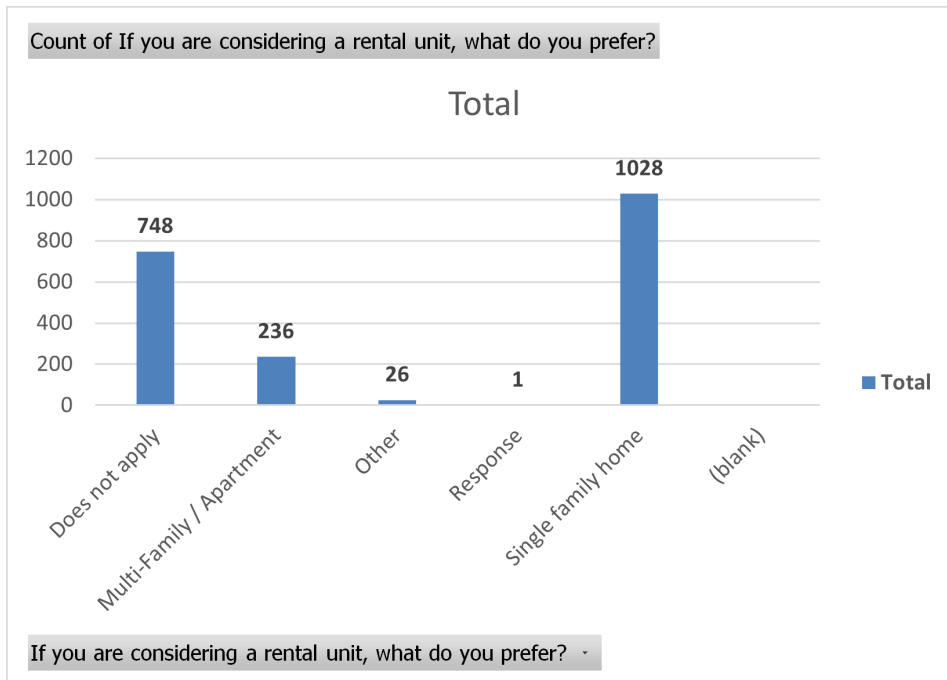


2 Employee housing survey data

2.5 Acceptable level of Homeowners Association dues

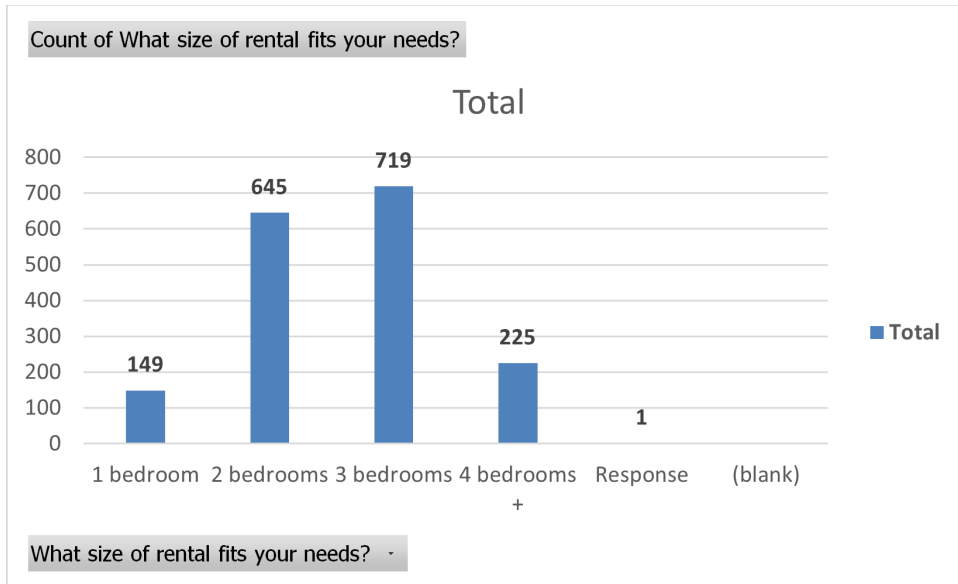


2.6 Type of rental unit preferred

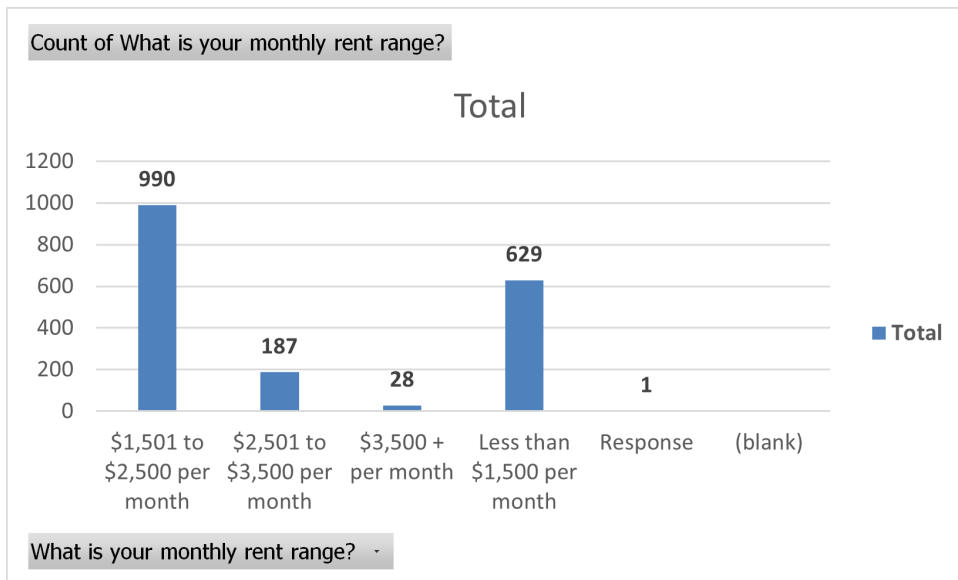


2 Employee housing survey data

2.7 Size of rental unit preferred

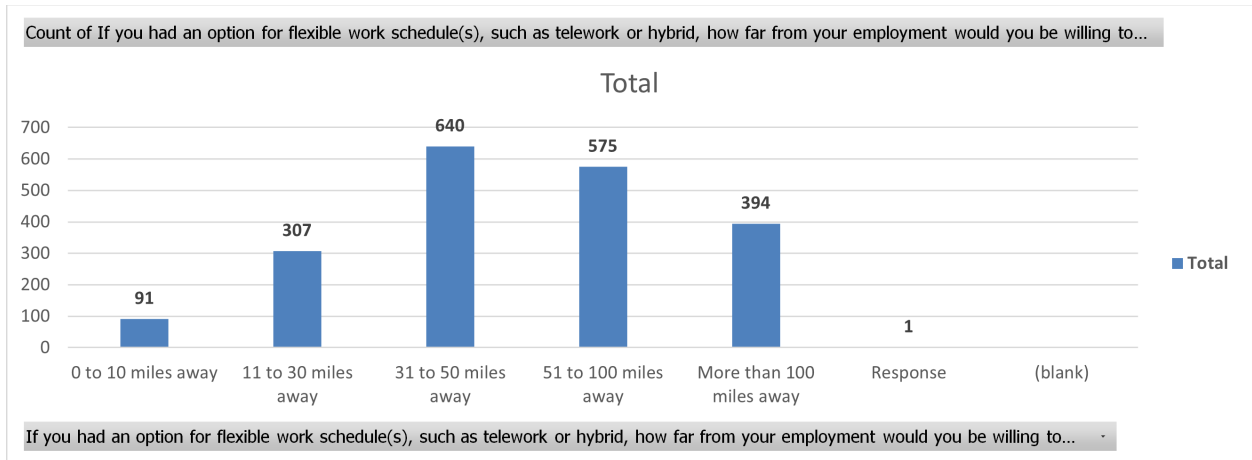


2.8 Monthly rent amount preferred



2 Employee housing survey data

2.9 Distance from employment preferred



2.10 Respondents' ages

