

New Approach to Staff Augmentation

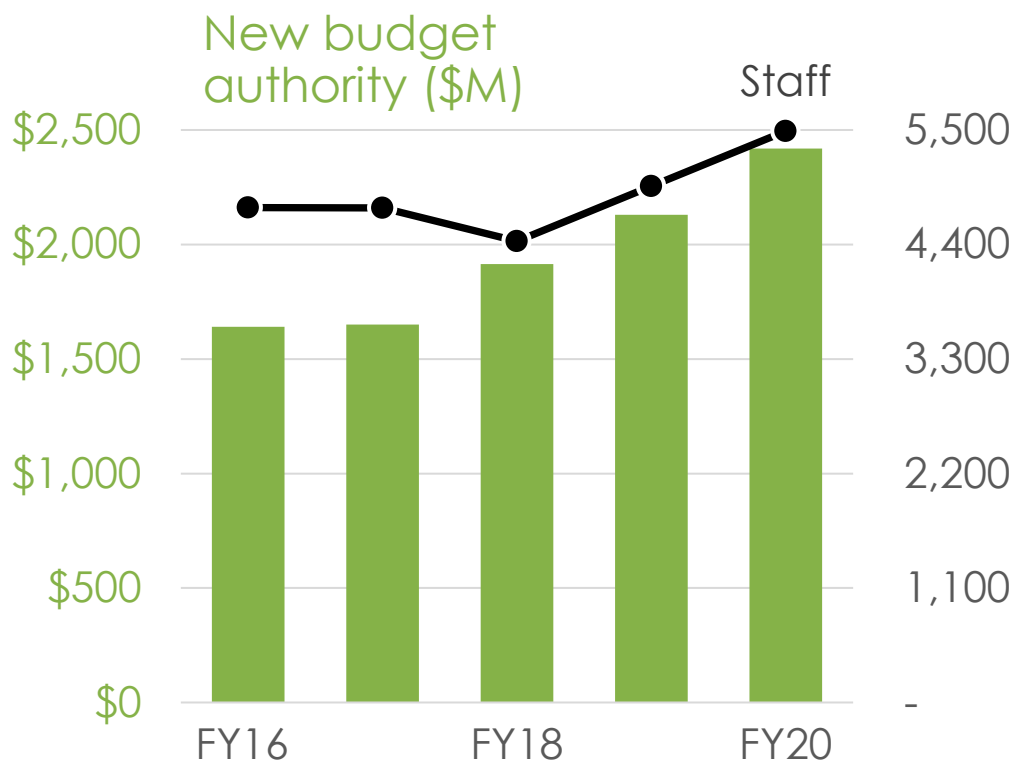
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Oak Ridge, Tennessee
February 4, 2021

ORNL is managed by UT-Battelle LLC for the US Department of Energy

We are deploying a new workforce strategy for ORNL

ORNL has seen significant growth in its scientific mission



To execute our mission assignments, we are:

- Hiring hundreds of new employees
- Taking a strategic approach to subcontracting



Why are we updating our subcontracting strategy?

We assessed our contingent worker strategy, using:



- Lessons learned from other DOE labs
- Industry benchmarking
- Feedback from current vendors and the small business community

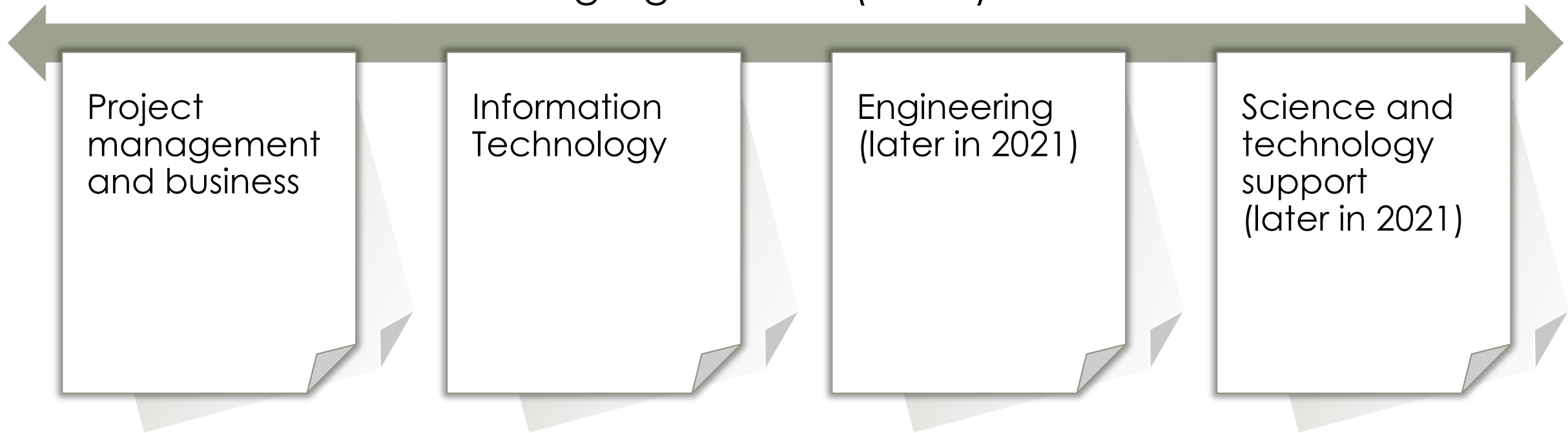
Our assessment revealed several challenges:



- No coordination
- Internal inconsistencies
- Significant back-office work
- Use of multiple basic ordering agreements (BOAs) to procure the same skill type with different rate structures

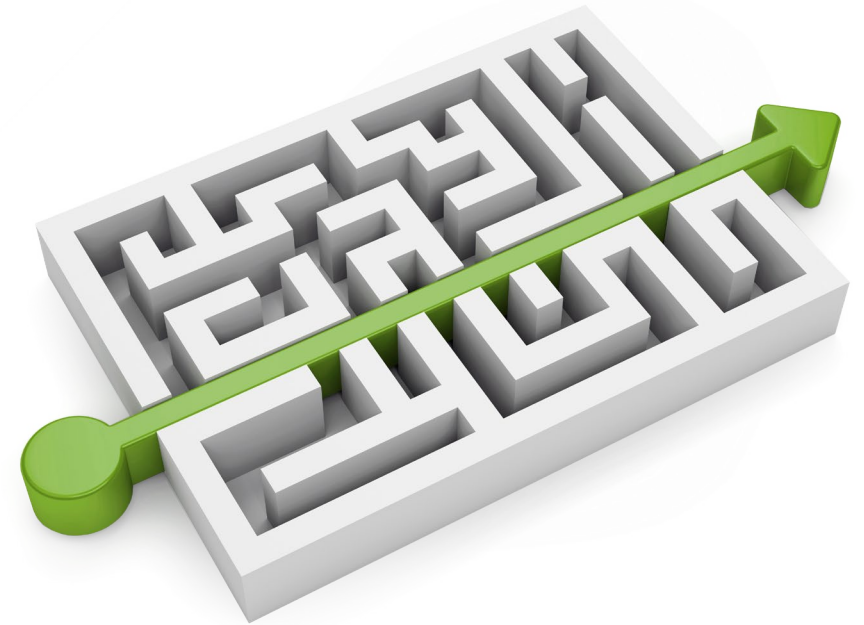
Our workforce strategy includes a new approach to subcontracting

We are replacing 100+ subcontracts and Basic Ordering Agreement (BOAs) with 4 broad BOAs



Advantages of new approach

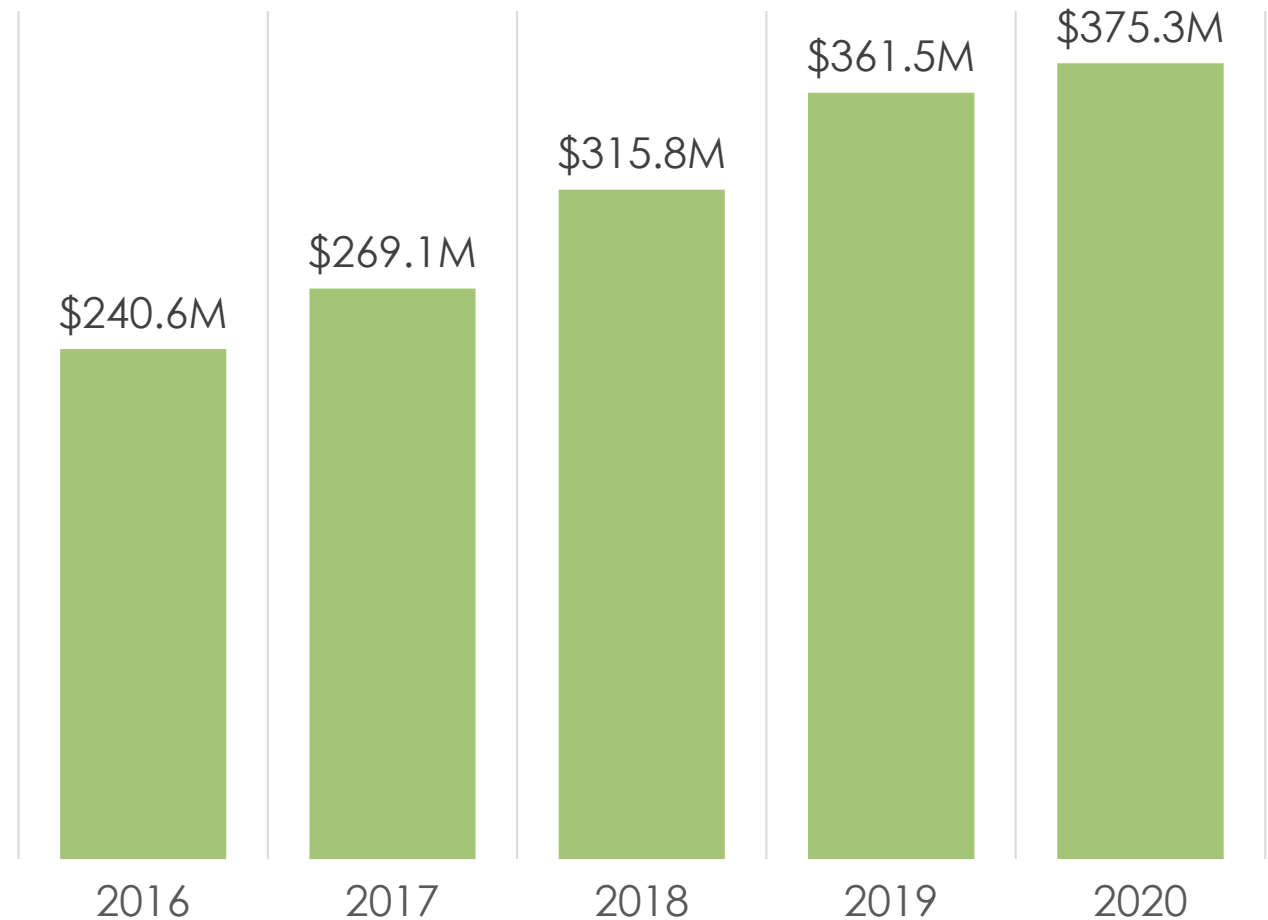
- Reduce the cost to taxpayers by up to 10% through direct and indirect savings
- Long-term needs are met by full-time employees, compensated consistent with their roles (contingent worker service capped at 18 months)
- Bidding is limited to small businesses within region (except for IT which will be set aside for service disabled veteran-owned small businesses); small business partnering is encouraged for each BOA
- More transparent subcontracting process is easier for vendors and ORNL staff to navigate



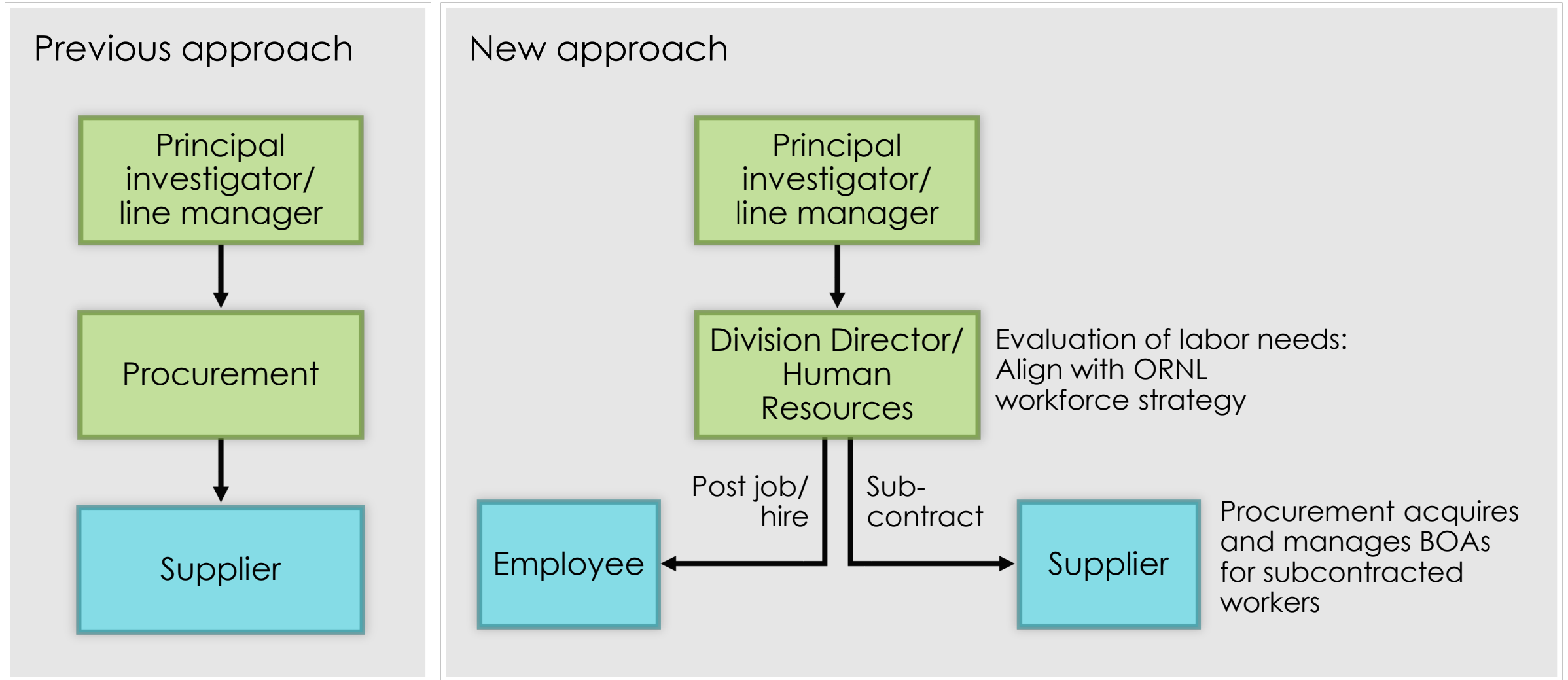
ORNL is committed to small business

- Small businesses are important contributors to ORNL's success
- DOE expects ORNL to meet high standards in working with small businesses
- With this new approach, we will continue to engage small businesses

Small business spend (\$M)



Approach to obtaining labor



Next steps

February 16, 2021

Pre-solicitation meeting
for Project Management/
Business

February 17, 2021

Pre-solicitation
meeting for IT



Thank you
for joining us today

