

## Resource Succession Planning at Fermilab

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1967 marked the birth of Fermilab. With the laboratory approaching 50 years of operation, the laboratory was facing a large number of its staff approaching retirement age. Succession planning for these retirements became a priority to ensure sustainable continuity of operations.

In 2015 and 2016, the laboratory undertook a series of initiative to address succession planning for the Environmental, Safety, Health, and Quality (ESH&Q) staff. The initiative centralized ESH&Q staff and utilized both vertical and horizontal rotations of staff to address succession planning concerns and provide fresh perspectives. The presentation will provide an overview of Fermilab's ESH&Q Organization, how the organization evolved, the goals and expected outcome from the initiative, and conclude with where we are today.

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