



NAC Human Capital Committee

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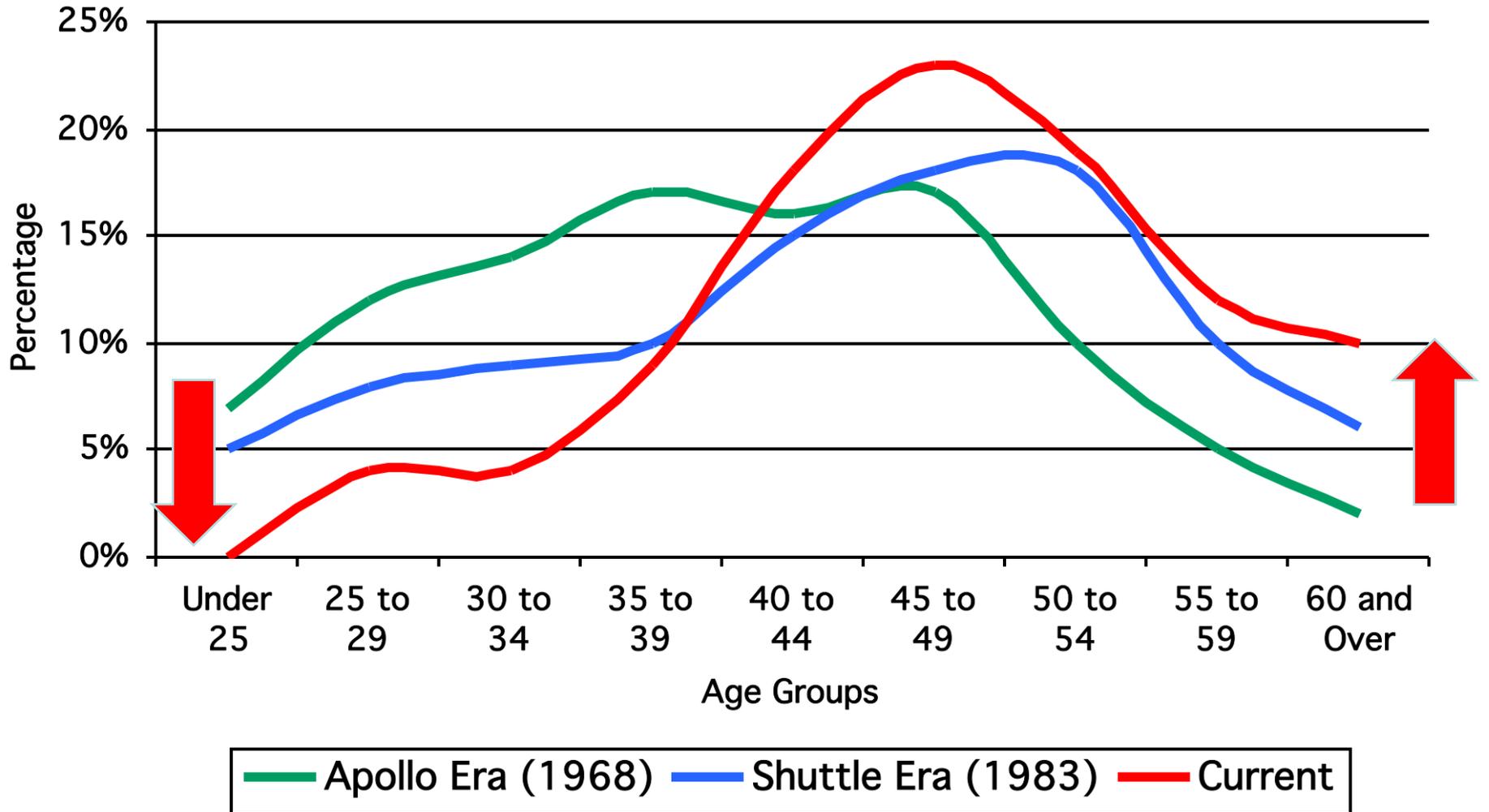
April 14-16, 2009
Washington DC

Topics Covered

- NASA Office of Human Capital-Ms. Toni Dawsey, Assistant Administrator, Office of Human Capital Management + Staff
- NASA Diversity Framework, Ms. Brenda Manuel, AA for Diversity and Equal Opportunity +Staff
- NASA OHCM Response to Committee Observation on the Student Cooperation Education Program-Ms. Terri Robinson, Agency Recruitment Program Manager-Office of Human Capital Management + Staff
- NASA Education Informal Metrics-Ms. Joyce Winterton, Mr. Jim Stofan, Office of Education

The NASA Workforce Has Aged Significantly Over the Past 4 Decades

Percent of NASA's Permanent Employees in Each Age Group



Progress in Reversing the Aging Workforce at NASA

- NASA intends to set a goal of 50% of its new hires, in FY09, to be fresh-outs (graduates within 3 years of degree)
- In addition, the intention is to hire approximately 200-300 fresh-outs for the remainder of FY09.
- Objective is to restore a more “normal” workforce demographic.
- We strongly support this initiative.

Concerns of the Policy

- OIG is making sure that this policy does not violate age discrimination regulations
 - Use Federal Career Intern Program Authority
- What about a change in mission that could impact hiring? Must assume Constellation will go forward.
- For initial 200/300 new fresh-out hires, how can NASA, in such a short time, guarantee the quality of applications/selections. Most graduates (especially high aptitude students) have already received job offers for FY 09.

Other Policies to Improve the NASA Workforce

- Office of Human Capital plans to begin the fresh-out recruiting initiative in May and to reach out early to the December graduating classes (for jobs in FY2010). The Human Capital Committee strongly supports this!
- The influence of Next Gen employees in NASA (1968-1998) is increasing. For example, they are more interested in learning about other rewards such as attending shuttle launches in place of medals.

Addressing NASA Workforce Demographics

Recommendation:

- In order to balance the demographics of NASA's aging workforce, NASA should pursue raising the current OMB established workforce ceiling to increase hiring of entry-level talent.

Major reasons for the Recommendation

- The average age of the NASA workforce is approaching 50 years and the practice of hiring contractors instead of college graduates is aggravating this shift. There are very few scientists and engineers now in NASA below the age of 30. The only way to reverse this disturbing trend is to take an aggressive approach to hiring students early in their career. A reasonable goal would be to return to the age demographics of the Shuttle era (1983).

Consequences of No Action on the Recommendation

- The shift to higher and higher average ages could rob NASA of many new ideas needed for the Constellation program and it will result in future retirement crises previously unseen in the federal government. Lack of hiring of graduates fresh out of college also will slow down past progress in addressing diversity and inclusiveness of the NASA workforce. It will also be more difficult to compete with other space faring nations in the exploration of the Solar System.



Presentation to the NASA Advisory Council

Subcommittee on Human Capital

April 14, 2009

***Brenda R. Manuel
Assistant Administrator for
Diversity and Equal Opportunity***

Diversity & Inclusion (D&I) Program

- **D&I programs seem to be in good shape.**
- **Complaints low in 2008 (0.3%)**
- **NASA ranks high among other Federal Agencies (10 out of 58)**

Advance NASA's efforts to be a Model EEO Agency.

EEOC Rankings (based on 2006 data):

1. National Credit Union Administration
2. Department of Labor
3. Corporation for National and Community Service
4. Department of Transportation
5. Federal Communications Commission
6. General Services Administration
7. Securities Exchange Commission
8. Smithsonian Institution
9. Nuclear Regulatory Commission
- **10. NASA**
11. National Labor Relations Board
12. Defense Information Systems Agency
13. Federal Trade Commission
14. EEOC
15. Department of Commerce

Note: A total of 58 Agencies were ranked.

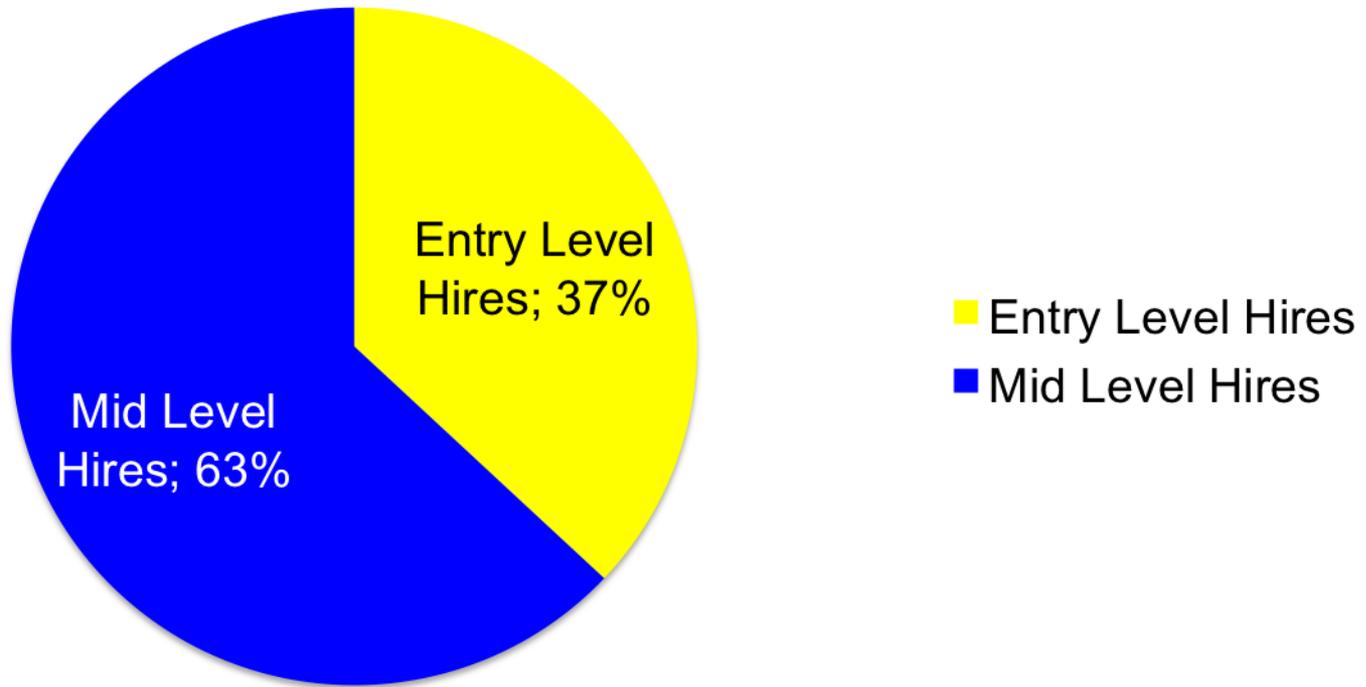
NASA'S STRATEGY TO ACQUIRE THE RIGHT STEM TALENT



**NASA Advisory Council
Human Capital Committee
April 14, 2009**

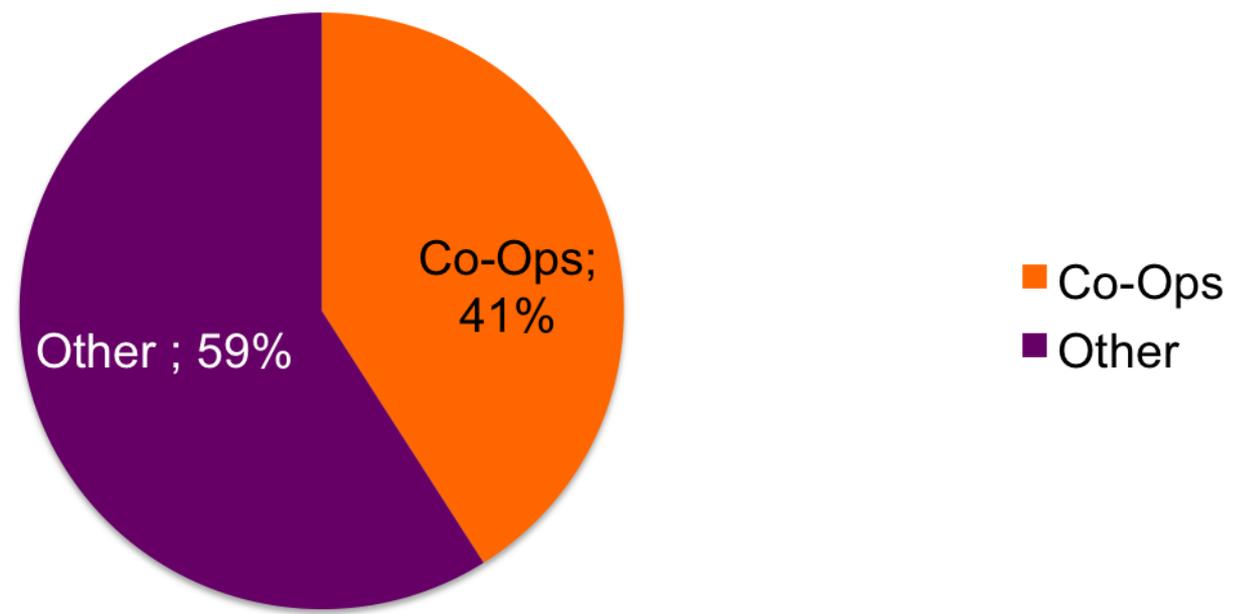
Office of Human Capital Management
Terri Robinson

Entry Level Hires Were Less Than 37% Over the Past 5 Years (2004-08)



Co-Ops Have Constituted 41% of the Entry Level Hires in the Past 5 Years (2004-8)

Entry Level Hires



NASA TV Recommendation Revisited

- The Human Capital Committee (HCC) has re-evaluated the recommendation made a year ago (April-08)
- The conclusion is that the original recommendation is still felt to be valid but the HCC has incorporated more information to make it more consistent with the current fiscal and organizational situation.

Independent Evaluation of NASA TV

Recommendation:

- Resources be provided to an outside organization to conduct an agency-wide evaluation of the current content, effectiveness, and viewership of NASA TV and to recommend a clear plan for its most effective utilization.
- This outside entity should take into account the NASA internal 2007 review of NASA TV as well as new web based initiatives.
- The outcome of this study should include recommendations for the level of resources required to most effectively engage the public and disseminate NASA content.

Major reasons for the Recommendation

- NASA TV was initiated, in part, to support the Shuttle Program.
- Now that Shuttle retirement is planned for 2010, it is reasonable to reassess that decision.
- In addition, the emergence of internet based delivery further supports the need to examine the program.

Consequences of No Action on the Recommendation

- At this point in time a number of fiscal decisions are being made that impact NASA-TV, and the information from a third party evaluation would increase the overall probability of success as the current program attempts major updates.
- By understanding the effectiveness of the current program and the demographics of NASA TV viewers, the Office of Strategic Communication could better target the current efforts to develop an online infrastructure. This will enable NASA TV to be more effective in the future.

Questions?