

# 711<sup>th</sup> Human Performance Wing BRAC Driven Hiring Projections WPAFB

Nov 2009



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Air Force Research Laboratory



# Agenda

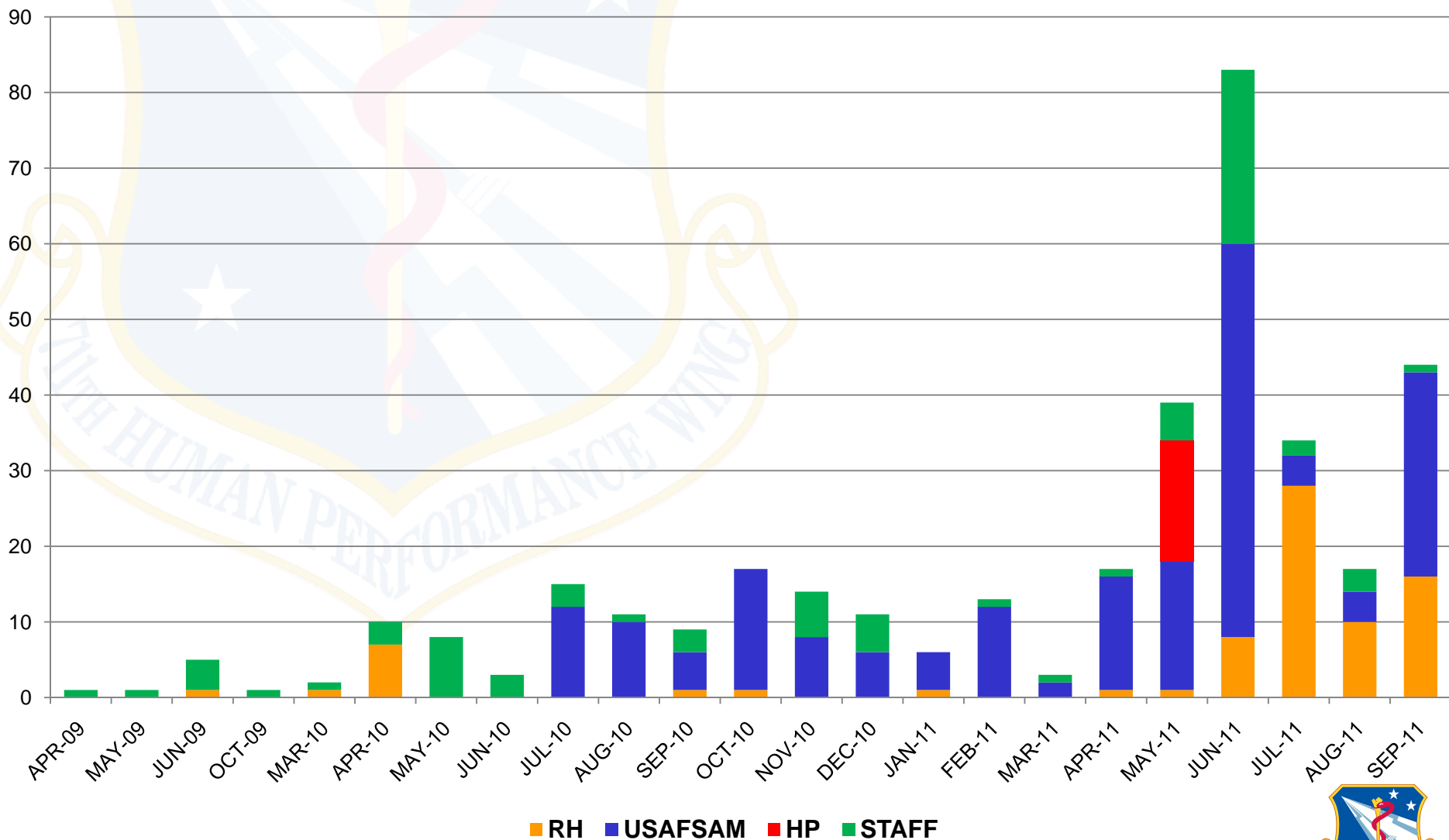


- **711 HPW Civilian Position Move Overview**
- **Employee Move Projections**
- **Projected Requirements**
- **Diversity Enhancement Opportunity**
- **Hiring Information**





# Position Moves to WPAFB (RH, USAFSAM, HP and STAFF)





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# Employee Yes/No Response: “Do You Plan to Move to WPAFB?”



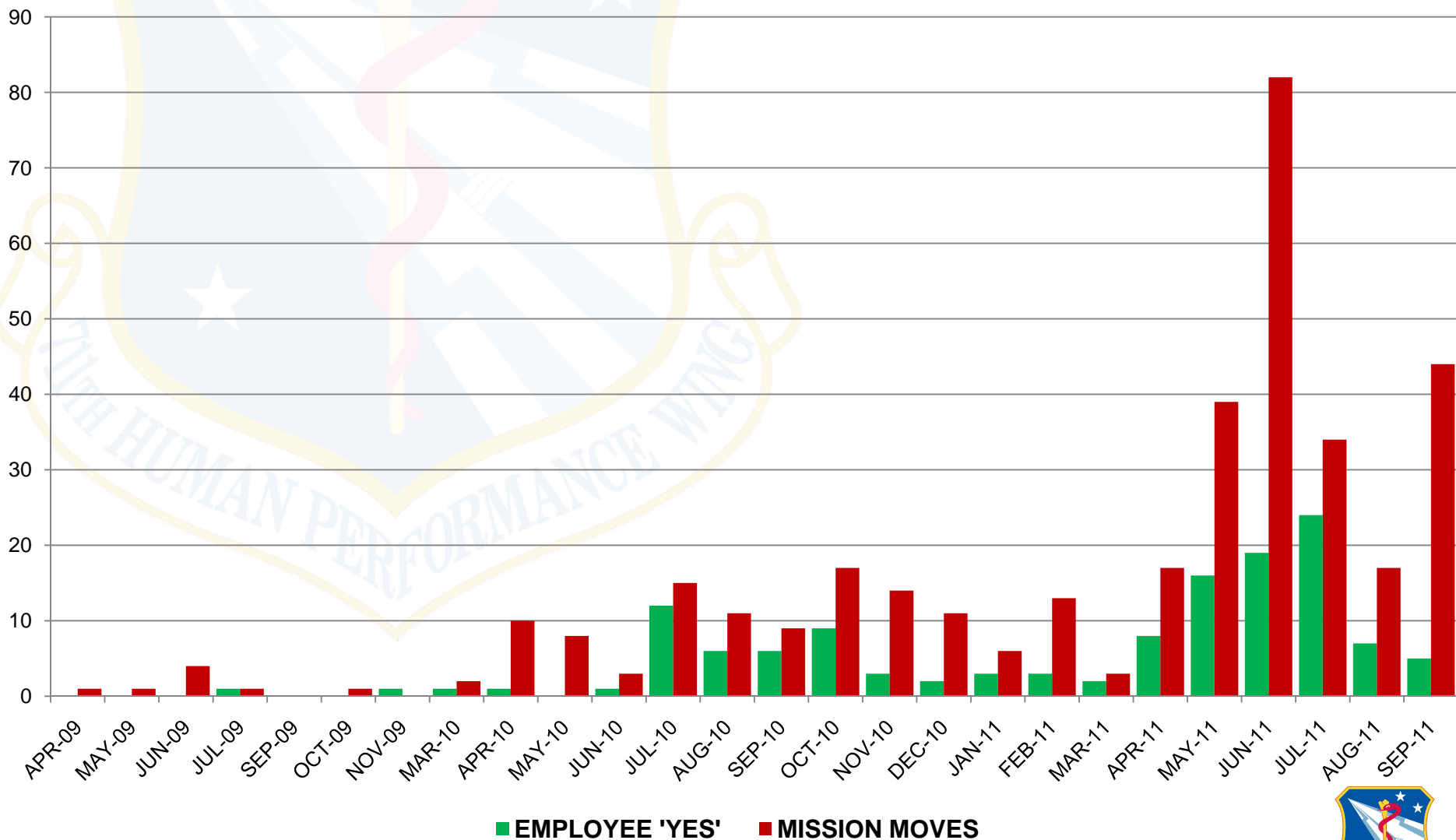
UNIT	# YES	# NO	% YES
RH	46	20	70%
USAFSAM	52	57	48%
HP	9	3	75%
STAFF	13	54	19%
TOTAL	120	134	47%

- **Data reflects responses from current employees**
  - Does not include vacant positions
  - Does not include positions going to Fort Sam Houston
- **Following charts reflect the total number of positions to be moved to WPAFB versus ‘Yes’ responses**



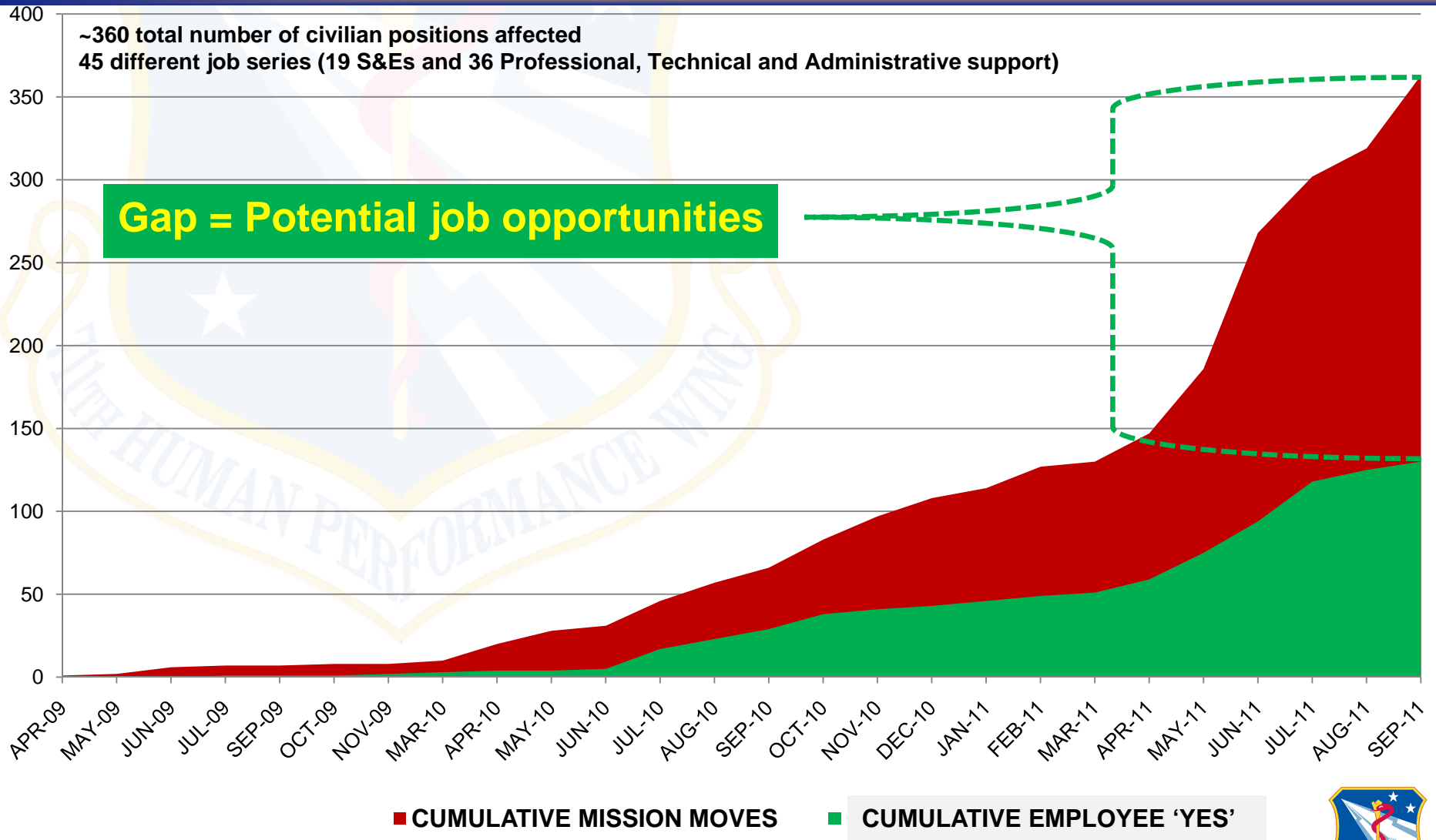


# Employee 'Yes' vs Position Moves to WPAFB





# Cumulative Employee Moves vs Mission Moves





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# BRAC Driven Requirements

## DRs (highlights = <70% plan to move)



PP-SRS	OCC TITLE	# YES	# NO	% MOVING(?)
DR-0180	PSYCHOLOGY	20	7	74%
DR-0401	GENERAL BIOLOGICAL SCIENCE	7	0	100%
DR-0403	MICROBIOLOGY	7	2	78%
DR-0413	PHYSIOLOGY	4	1	80%
DR-0414	ENTOMOLOGY	0	1	0%
DR-0415	TOXICOLOGY	2	0	100%
DR-0801	GENERAL ENGINEERING	3	1	75%
<b>DR-0819</b>	<b>ENVIRONMENTAL ENGINEERING</b>	<b>1</b>	<b>3</b>	<b>25%</b>
DR-0830	MECHANICAL ENGINEERING	0	1	0%
DR-0854	COMPUTER ENGINEERING	2	0	100%
<b>DR-0855</b>	<b>ELECTRONICS ENGINEERING</b>	<b>2</b>	<b>1</b>	<b>67%</b>
DR-0858	BIOMEDICAL ENGINEERING	2	0	100%
DR-0893	CHEMICAL ENGINEERING	3	0	100%
DR-1301	GENERAL PHYSICAL SCIENCE	5	0	100%
DR-1306	HEALTH PHYSICS	1	0	100%
<b>DR-1320</b>	<b>CHEMISTRY</b>	<b>7</b>	<b>6</b>	<b>54%</b>
DR-1515	OPERATIONS RESEARCH	1	0	100%
<b>DR-1520</b>	<b>MATHEMATICS</b>	<b>2</b>	<b>1</b>	<b>67%</b>
DR-1550	COMPUTER SCIENCE	3	0	100%



# BRAC Driven Requirements

## GS (highlights = <70% plan to move)



PP-SRS	OCC TITLE	# YES	# NO	% MOVING(?)
GS-0018	SAFETY & OCCUPATNL HEALTH MGMT	1	0	100%
GS-0080	SECURITY ADMIN	3	1	75%
GS-0086	SECURITY CLERICAL & ASSISTANCE	0	1	0%
GS-0301	MISC ADMIN AND PROGRAM	2	6	25%
GS-0303	CLERK	2	6	25%
GS-0318	SECRETARY (OFFICE AUTOMATION)	4	12	25%
GS-0343	MGMT AND PROGRAM ANALYSIS	3	5	38%
GS-0346	LOGISTICS MGMT	0	1	0%
GS-0501	FINANCIAL ADMIN AND PROGRAM	2	10	17%
GS-0510	ACCOUNTING	0	1	0%
GS-0560	BUDGET ANALYSIS	0	1	0%
GS-0601	MISC MEDICAL CLERK AND ASST	2	0	100%
GS-0602	MEDICAL OFFICER	1	2	33%
GS-0642	NUCLEAR MEDICINE TECHNICIAN	0	1	0%
GS-0644	MEDICAL TECHNOLOGIST	5	3	63%
GS-0645	MEDICAL TECHNICIAN	6	3	67%
GS-0649	MEDICAL INSTRUMENT TECHNICIAN	2	0	100%
GS-0671	HEALTH SYSTEM SPEC	0	1	0%
GS-0675	MEDICAL RECORDS TECHNICIAN	0	4	0%



# BRAC Driven Requirements

## GS (highlights = <70% plan to move)



PP-SRS	OCC TITLE	# YES	# NO	% MOVING(?)
GS-0690	INDUSTRIAL HYGIENE	1	0	100%
GS-0698	ENVIRONMENTAL HEALTH TECH	0	1	0%
GS-1040	LANGUAGE SPEC	0	1	0%
GS-1084	MEDICAL RECORDS	0	1	0%
GS-1101	GENERAL BUSINESS AND INDUSTRY	6	7	46%
GS-1102	CONTRACT SPECIALIST	0	11	0%
GS-1106	PROCUREMENT TECHNICIAN	0	1	0%
GS-1311	PHYSICAL SCIENCE TECHNICIAN	2	1	67%
GS-1410	LIBRARIAN	0	1	0%
GS-1412	TECHNICAL INFORMATION SERVICES	0	1	0%
GS-1640	PHYSIOLOGY	0	2	0%
GS-1702	EDUCATION/TRAINING TECHNICIAN	1	5	17%
GS-1712	TRAINING INSTRUCTION	1	0	100%
GS-1750	INSTRUCTIONAL SYSTEMS	3	3	50%
GS-2001	GENERAL SUPPLY	0	4	0%
GS-2005	SUPPLY CLERICAL AND TECHNICIAN	0	2	0%
GS-2210	INFORMATION TECHNOLOGY	1	11	8%



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# Diversity Enhancement Opportunity



- **BRAC relocation requirement offers a unique opportunity to increase Wing diversity**
- **4-pronged approach:**
  - Nation-wide recruitment at foremost educational institutions for the leaders in human performance research for science & engineers
  - Sustained recruitment of core professional workforce (especially in business & support functions) from local universities
  - Targeted recruitment of journeyman professionals in science and medicine
  - Intensified minority-focused recruiting efforts, locally and nationally



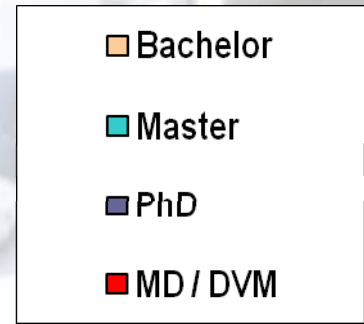
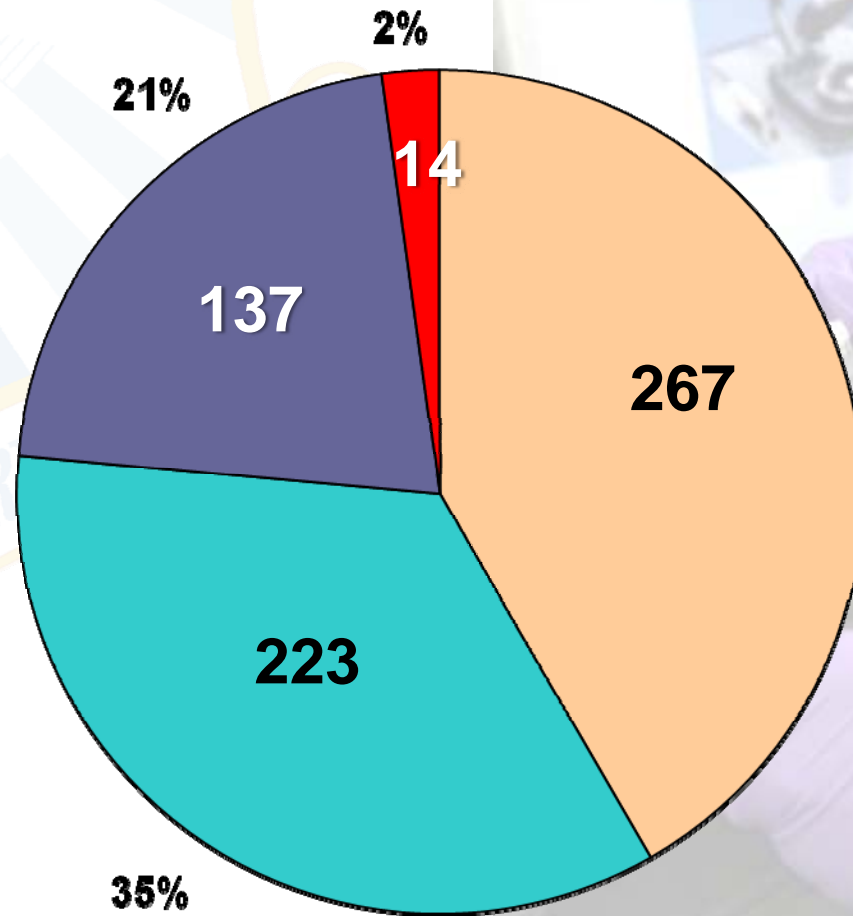


# S&E Professional Degrees Highest Degree Earned



## Professional Degrees Include:

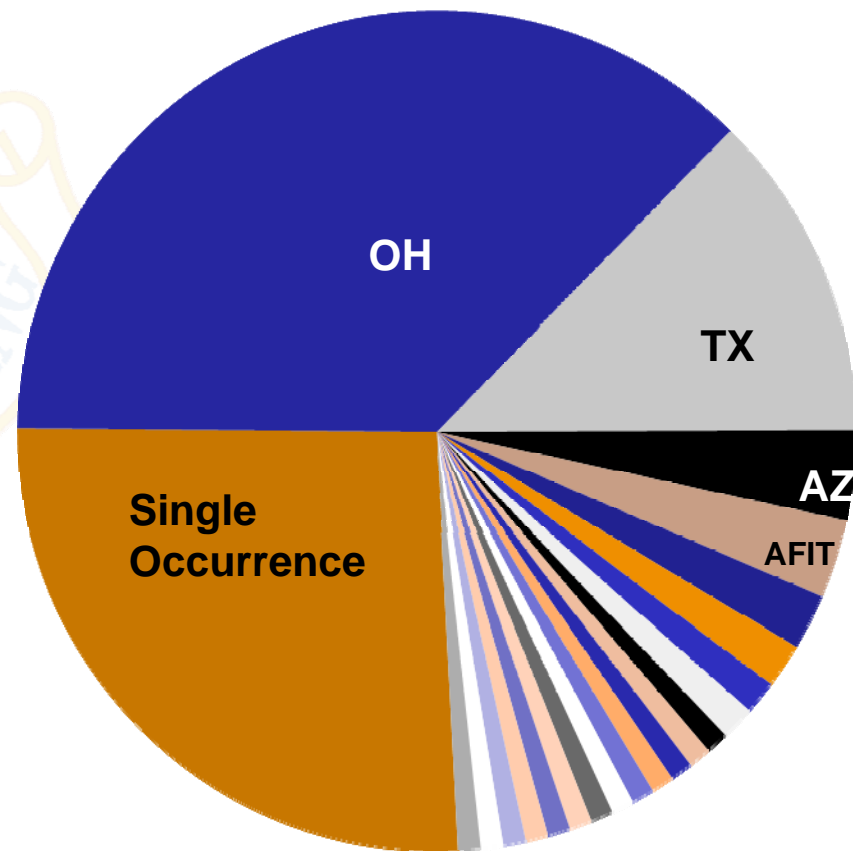
- Engineers
- Behavioral Sciences
- Life Sciences
- Math / Computer Sciences
- Physical Sciences
- Other Medical / Health Officers
- Physicians





## Educational Analysis

- Degrees from 88 different institutions
- 171 of the 231 are from 28 different institutions
  - Ranges from 2 to 45 from same institution
- 60 of the 88 are single occurrence degrees
- 53% of all degrees from 'in-state' institutions
  - OH, TX, AZ



Based on Highest Degree Earned





# 711<sup>th</sup> Civilian Demographic Data

## June 09



### 711 HPW Total

Ethnicity Groupings	Count of Persons	Percentage
White	301	48.39%
Other	222	35.69%
Hispanic	54	8.68%
Black	32	5.14%
Asian/Pac Islr	12	1.93%
Amer Ind/AK Natv	1	.16%
<b>Sum:</b>	<b>622</b>	



- Amer Ind/AK Natv
- Asian/Pac Islr
- Black
- Hispanic
- Other
- White

### Brooks City-Base

Ethnicity Groupings	Count of Persons	Percentage
Other	110	40.89%
White	93	34.57%
Hispanic	45	16.73%
Black	17	6.32%
Asian/Pac Islr	3	1.12%
Amer Ind/AK Natv	1	.37%
<b>Sum:</b>	<b>269</b>	



- Amer Ind/AK Natv
- Asian/Pac Islr
- Black
- Hispanic
- Other
- White



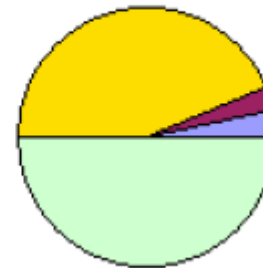
# 711<sup>th</sup> Civilian Demographic Data

## June 09



### Mesa

Ethnicity Groupings	Count of Persons	Percentage
White	31	50.0%
Other	27	43.55%
Black	2	3.23%
Hispanic	2	3.23%
<b>Sum:</b>	<b>62</b>	



- Black
- Hispanic
- Other
- White

### Other Sites

Ethnicity Groupings	Count of Persons	Percentage
Other	8	50.0%
White	6	37.50%
Asian/Pac Islr	1	6.25%
Hispanic	1	6.25%
<b>Sum:</b>	<b>16</b>	



- Asian/Pac Islr
- Hispanic
- Other
- White



# AFRL Corporate Recruitment Events Minority Targeted



- **Hispanic Engineer National Achievement Awards (HENAAC)**
  - 8-10 Oct 2009, Long Beach CA
- **Society of Women Engineers (SWE)**
  - 15-17 Oct 2009, Long Beach CA
- **Women of Color (WOC)**
  - 29-31 Oct 2009, Dallas TX
- **Society of Hispanic Professional Engineers (SHPE)**
  - 28 Oct-1 Nov 2009, Washington DC
- **Black Engineer of the Year Award (BEYA)**
  - 18-20 Feb 2010, Baltimore MD
- **National Society of Black Engineers (NSBE)**
  - 31 Mar-4 Apr 2010, Toronto Canada





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# Special Hiring Authorities



- **Expedited hiring authority for acquisition-coded positions**
  - For appointing highly qualified individuals to shortage positions
  - Journeyman level (DR-II, III, & IV – GS9 thru 15)
  - Position must be ‘acquisition coded’, several career fields
    - Financial Management, Contracting, Information Technology, Program Management, S & T Management, RDT&E, and others
  - Bachelors degree required
- **Direct hire authority for S&T professionals with advanced degrees at personnel demonstration laboratories**
  - For appointing qualified candidates possessing an advanced degree to S&E positions
  - Master degree or higher required
  - Application link: <http://www.wpafb.af.mil/AFRL>
  - *\*As of 25 Nov 09, use of authority withdrawn pending resolution of conflicting legislative requirements*





# Application Process



- **For most external hiring, jobs are posted on-line at:**
  - [www.USAJOBS.gov](http://www.USAJOBS.gov)
- **Resumes may be submitted to 711 HPW/OMM**
  - [linda.george@wpafb.af.mil](mailto:linda.george@wpafb.af.mil), or
  - [morgan.miller@wpafb.af.mil](mailto:morgan.miller@wpafb.af.mil)
- **Hard to fill jobs with unique qualification requirements may qualify for special hiring authorities**
- **Resumes taken from applicants at AFRL Corporate Recruiting events**

