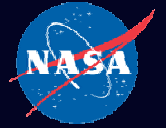


Employment Opportunities at NASA Glenn

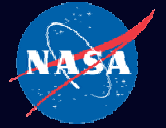
Cynthia Forman
GRC Office of Human Capital Management

Presented to the Ohio Midwestern Regional
Space Grant Consortia Meeting
September 24, 2009



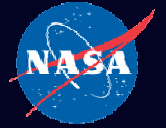
Employment Opportunities at Glenn Research Center

- What We Do
- Our Current Workforce and Outlook
- Workforce Transformation
- Hiring Practices at GRC
- NASA Early Career Hiring Initiative
- FY10 Recruitment
- Applying for Jobs



What We Do

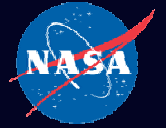
- We develop technology for a new generation of aircraft so they are safer, quieter, more energy-efficient and less polluting
- We design and build spacecraft and communication systems to make them safer for astronauts, less expensive, more reliable and more capable.
- We improve the quality of life on Earth and provide innovations for products in many areas including medical, manufacturing, energy, communications, environmental, and even agricultural



GRC's Unique and Robust Portfolio

- Space Flight Research and Development
- Aeronautics Research and Development
- Research and Development That Advances Both
- Aeronautics and Space Test Facilities
- Technology Transfer and Partnerships
- Honors and Awards

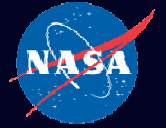
More on Glenn's capabilities at http://www.grc.nasa.gov/WWW/portal/pdf/center_resume.pdf



GRC's Unique and Robust Portfolio

Space Flight Research and Development

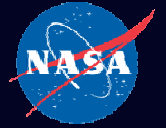
- In-Space Propulsion and Nuclear Systems
- Fluids, Combustion and Reacting Systems Including Gravity Dependence
- Systems Integration and Analysis
- Human Research
- Microgravity Science



GRC's Unique and Robust Portfolio

Aeronautics Research and Development

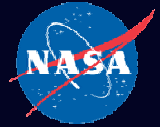
- Advanced Turbine Engine Propulsion and Power Systems
- Turbine Engine Noise Reduction
- Propulsion Control and Engine Health Management
- Instrumentation Systems
- Avionics
- Aircraft Icing Research
- Modeling and Simulation
- Alternative Fuel Systems



GRC's Unique and Robust Portfolio

Research and Development That Advances Both

- Power and Energy-Conversion Systems
- Aircraft, Spacecraft, and Planetary Communications
- High-Temperature Propulsion Materials
- Propulsion Structures
- Mechanisms and Mechanical Systems
- Tribology and Surface Science



GRC's Unique and Robust Portfolio

Aeronautics and Space Test Facilities

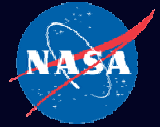
- Over 100 R&D laboratories
- New Master Plan for GRC facility renewal underway

Technology Transfer and Partnerships

- Over 100 Space Act Agreements each year
- Over 125 GRC patents available for licensing

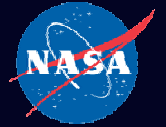
Honors and Awards

- 98 R&D 100 Awards since 1966, 4 NASA Software of the Year Awards, 2 Collier Trophies, and an Emmy
- Over 2000 Invention disclosures since 1991 and average 9 awards/year from the NASA Inventions and Contributions Board



Current Workforce and Outlook

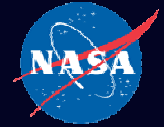
- Current FTE ceiling is 1619
 - 5-6 year projections remain constant
 - In 2003, was 2,900!
- GRC among the oldest average workforce in Agency
 - Average age is 49
 - Only little more the 7% ages 30-39; 22% of U.S. workers
 - Significant turnover expected over the next few years
 - Need to refresh and mentor the workforce of the future now
- Workforce transformation underway to correct skills imbalances, refresh workforce, and build greater flexibility for future mission success



Workforce Transformation

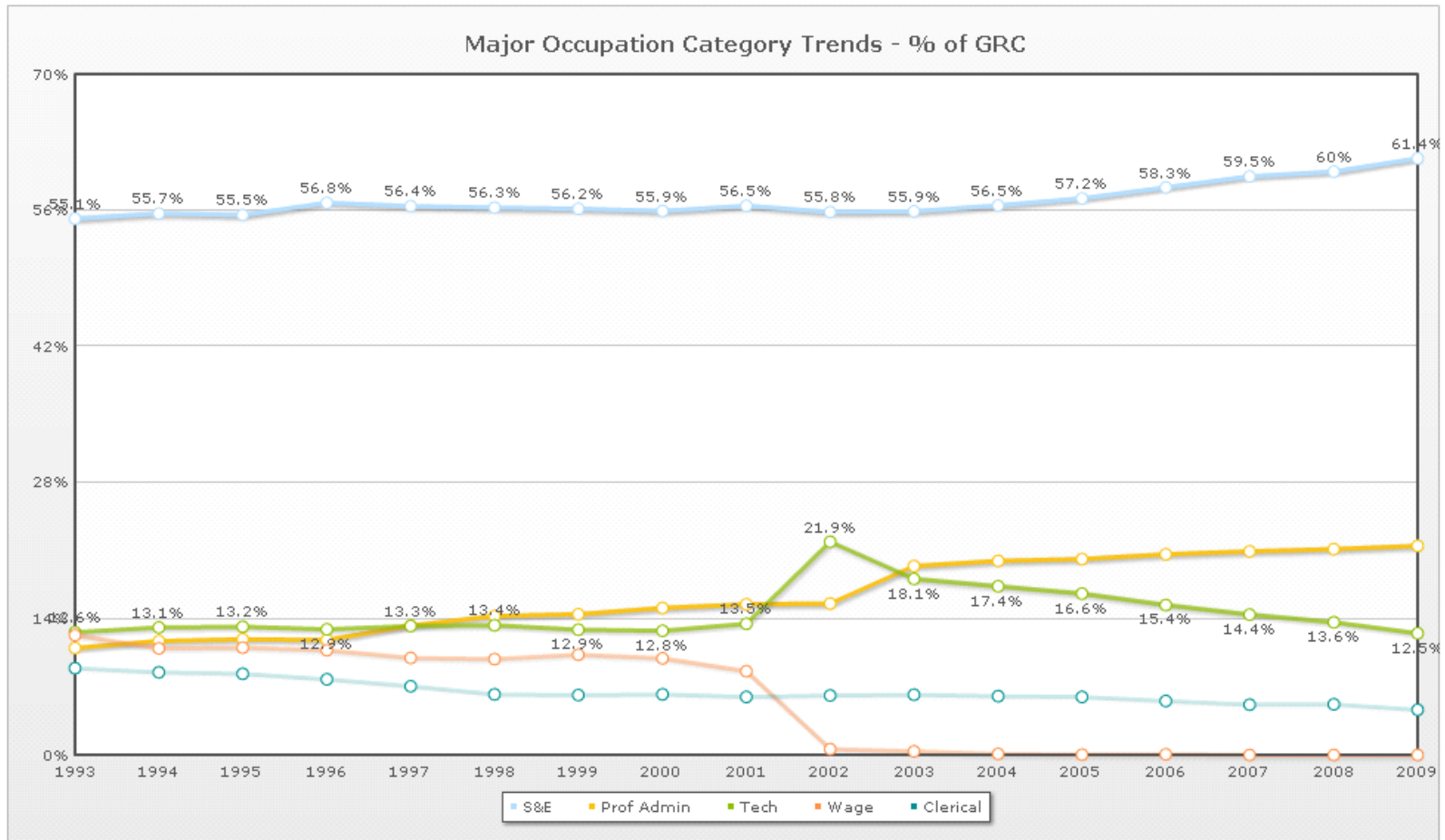
- Early Out Authority
- Targeted Buy-outs
- NASA Flexibilities
- Retraining
- Space Flight expertise
- Systems Engineers, Project Managers and SR&QA expertise
- Term Appointments

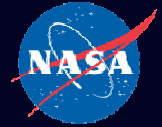




National Aeronautics and Space Administration
Glenn Research Center

GRC - Yearly Occupation Breakdown - Start of FY

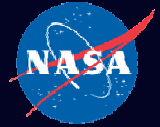




GRC Hiring

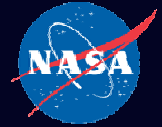
Historically, Two Primary Hiring Avenues

- Cooperative Education Program – target 50
 - Hire around 20-25 each year,
 - Work to pipeline from Student Programs
 - On-line application and referral process
 - Successful students eligible for noncompetitive conversion within 120 after graduation
- Federal Competitive Hiring entry-level or more experienced candidates
 - Jobs are posted for 10 days on USAJobs
 - Applicants are assessed, ranked and referred (or not) based on contents of the written application
 - Veterans preference applies



2009 Early Career Hiring Initiative (ECHI)

- Agencywide pilot aimed at refreshing aging workforce
- Federal Career Intern Program employed
 - Provides entry-level employment for two-years
 - Successful completion of training program and work assignments lead to permanent positions,
 - Limited veterans preference applies
 - Special , time-limited authority just given to NASA for entry at the GS-11 (PhD)
 - NASA Posting on USAJobs; GRC posting on local website and 19 targeted colleges
- Resulted in at least 28 new hires within 3 years of latest graduation date
- Decisions regarding repeat in FY10 still pending



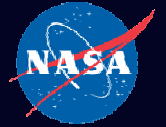
FY10 Recruitment Targets

29 Cooperative Education Students representing:

- Best and the Brightest
- Geographic University diversity
- Traditional diversity, w/new emphasis on individuals with targeted disabilities and Native American Indians

36 Recruitment Events

- 17 Non-Ohio Universities
- 9 Ohio Universities
- 10 Minority and Female Focused Conference Job Fairs
- Significant Senior Leader Participation



Cooperative Education Requirements

- Enrolled full-time at accredited university in pursuit of a degree directly related to the position
- Meet the school's requirements for Coop Program
- GRC and the school must have an agreement
- U.S. citizen at least 16 years old
- Maintain 3.0 GPA on 4.0 scale or equivalent
- Meet qualification requirements of the position
- Work at least two rotations (one non-summer) with not less than 640 hours of work time
- Pay for initial travel to GRC

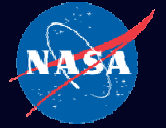


Clerical Student Trainee Positions

Grade	Starting Salary w/Locality Pay	Level of Education
GS-3	\$25,424	Complete 1 Year of Study Post H.S.
GS-4	\$28,543	Complete 2 Years of Study Post H.S.

Scientific & Engineering and Professional Administrative Student Trainee Positions

Grade	Starting Salary w/Locality Pay*	Level of Education
GS-4	\$28,543	College Sophomore
GS-5	\$31,934	College Junior
GS-6	\$35,596	College Senior
GS-7	\$39,556	Master's Program or College Graduate
GS-9	\$48,385	Doctorate Program or Completion of 1 Year of Master's Level
GS-11	\$58,541	Doctorate Program (Research) or Completion of 1 year of Doctorate Level Study



Key URLs for NASA Jobs

Student Internships via GRC's Office of Educational Programs

www.grc.nasa.gov/WWW/OHR/OEP

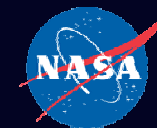
Cooperative Education Program

www.grc.nasa.gov/WWW/OHR/coop

USAJobs

<http://jobsearch.usajobs.gov/agency.aspx>

Open NASA FCIP Notices: NA090016, NA090017,
NA090018, NA09008, NA09009, NA090011



Questions welcome

Or just applaud wildly and prepare for a great
tour!