



# Workforce Transition Risks and Opportunities

Presentation

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Office of Information and Resource Management

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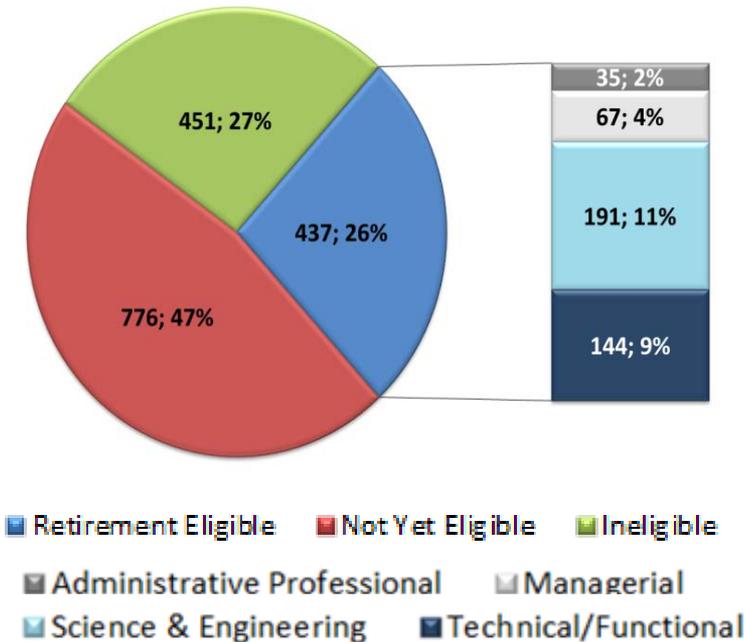


# Workforce in Transition: Retirement Eligibility & Rotation

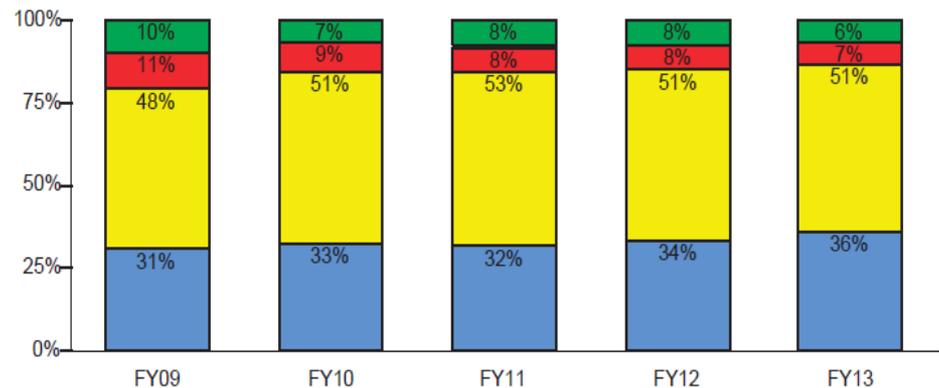
- Increases in retirement eligibility

- Rotator program adds to transition

*NSF Workforce by Retirement Eligibility and Job Family (Projected FY16)*



*Program Directors by Appointment Type*

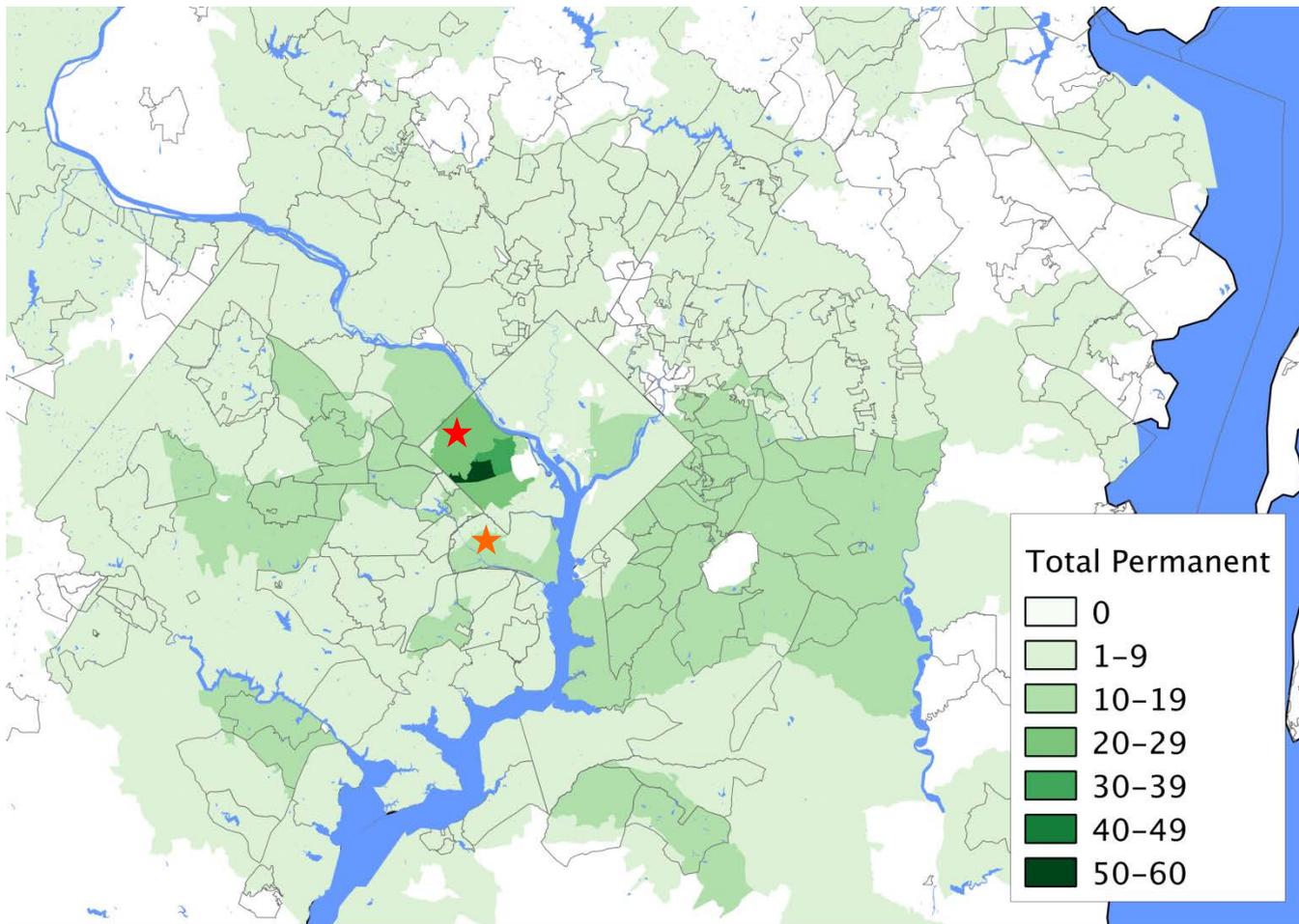


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# NSF Headquarters Is Moving



Permanent Employees by State	Number of Employees
District of Columbia	104
Maryland	371
Virginia	654
Other States*	54
<b>Total</b>	<b>1183</b>

\*Permanent employees list 24 states other than DC, Maryland and Virginia as their postal address.

★ NSF Arlington location

★ NSF Alexandria location

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# Risk Mitigation & Opportunity Visioning: Actions to Date

- Raise attention through data and planning
  - Quarterly data presentations for senior managers
    - Data by directorate and division
    - Data by job family
- Incorporate in workforce planning
- On-going discussions of possible strategies with senior management groups



# Risk Mitigation & Opportunity Visioning: Categorization of Possible Strategies

- Collect and Disseminate Information
  - Standard data sources
  - From employees
- Retention Strategies
  - Related to employee engagement
  - Professional development & career advance
  - Salary and appointment flexibilities
  - Flexibilities in the work environment
- Hiring-based Strategies
- Other



# Risk Mitigation & Opportunity Visioning: Next Steps

- For the near term
  - Use pulse surveys, focus groups, union involvement, and other mechanisms to understand what it will take to **retain at least 70% of NSF's current permanent staff through the transition to Alexandria.** Prioritize actions and strategies based on the result.
  - Create **explicit strategies to replace** both the rotator population and retirements anticipated between now and 2016.
  - Create **explicit strategies to identify and realize opportunities** in addressing the above.
- Continue discussions aimed at identifying strategies and prioritizing for implementation
  - NSF-wide and Directorate/Office level
  - Maintaining focus on mission accomplishment and serving the scientific community