

# NASA's Corporate College Recruitment Initiative seeks to replenish workforce

By Julie Burt

In five years, 25 percent of NASA's technical team will be eligible for retirement. That's approximately 2,850 scientists and engineers.

Now is not only the time to inspire the next generation of explorers, it is time to put them to work. With this premise, NASA began its Corporate College Recruitment Initiative this fall.

The Agency is visiting colleges and universities that meet the following profile:

- Large population of students studying in critical "at-risk" competency areas
- Schools receiving NASA research and grant money
- Schools listed among the top 10 in science and engineering as reported by U.S. News & World Report's 2003 edition
- Schools designated by the Department of Education as Minority-Serving Institutions

#### JSC's at-risk competencies are:

Systems Engineering  
Mission Assurance  
Design and Development Engineering  
Business Management  
Mission Execution

#### At-risk competencies at other NASA centers are:

Testing Engineering  
Human Factors  
Nuclear Engineering  
Integration Engineering  
Quality Engineering and Assurance

Lead centers sponsor a one- or two-day campaign at targeted colleges and universities. The purpose is threefold: awareness, relationship building and hiring.

A coordinated effort among Johnson Space Center's Office of Education, Office of Equal Opportunity and Diversity Management Programs and Office of Human Resources will accomplish many tasks:

- Meeting with faculty to raise awareness of the opportunities NASA offers for research
- Visiting with student organizations and campus officials to identify ways to increase minority, women and individuals with disabilities' interest in NASA
- Informing students of education and employment opportunities

These events serve to create a larger, more diverse applicant pool while furthering partnerships NASA has with these schools in the form of funded research and grant money.

Teams are on hand to help a faculty member who wants to do NASA-funded research, a student who wants to do an experiment on the KC-135 or a student who is entering a technical field and wants to be a cooperative education student or work for NASA right out of school.

These teams are made up of human resources personnel, technical experts and equal-opportunity representatives. They can answer questions and get the interested person pointed in the right direction.

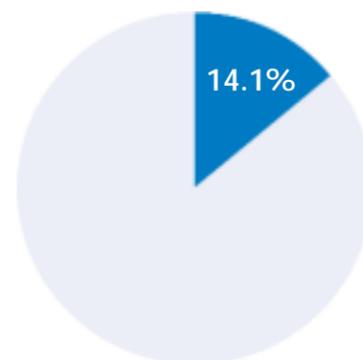
NASA Headquarters is providing 150 slots this year for fresh-outs hired during the Corporate College Recruitment Initiative. They must be graduating in majors that support the areas that have been identified as at-risk because of predicted attrition and retirement rates. Hiring will be through the Federal Intern Program on two-year excepted appointments and will be eligible for noncompetitive conversion upon completion of the initial appointment.

JSC was the lead center for visits to the Massachusetts Institute of Technology and Pennsylvania State University. JSC also participated in corporate events at Northwestern University, the University of Puerto Rico and Clark Atlanta University.

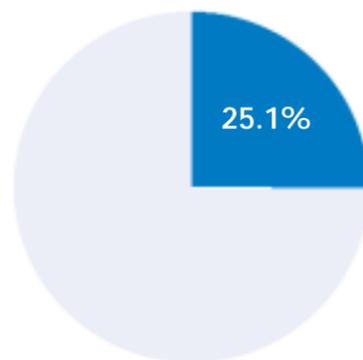
A trip to the University of Texas-El Paso is scheduled for November. This event will combine a visit with New Mexico State University, the University of Texas at Brownsville and New Mexico Highlands. Another potential visit will be at Texas Southern University in Houston in the coming months. These visits are in addition to the regularly scheduled college recruiting that occurs every semester.

For more information about JSC's involvement or general questions about the Corporate College Recruitment Initiative, contact Bob Musgrove at [Robert.P.Musgrove@nasa.gov](mailto:Robert.P.Musgrove@nasa.gov) or (281) 483-3065, or Anne Roemer at [Anne.E.Roemer@nasa.gov](mailto:Anne.E.Roemer@nasa.gov) or (281) 483-2929.

In the meantime, watch for new faces on-site and help welcome the next generation of NASA employees.



Eligible currently



Eligible in 2008

Currently, 14.1 percent of NASA's scientists and engineers are eligible for retirement. By Fiscal Year 2008, that number jumps to 25.1 percent. Because of this, the Agency is increasing its recruitment efforts.

The following are institutions that NASA will visit as part of the Corporate College Recruitment Initiative:

#### MINORITY INSTITUTIONS

Clark Atlanta University  
Morgan State University  
North Carolina Agricultural and Technical State University  
Tuskegee University  
University of Puerto Rico – Mayaguez  
University of Texas at El Paso / New Mexico State University

#### MAJORITY INSTITUTIONS

Cornell University  
Massachusetts Institute of Technology  
Northwestern University  
Pennsylvania State University  
Princeton University  
Rensselaer Polytechnic Institute  
Syracuse University  
University of California at Berkeley