

**SUPPLEMENT TO
NTSB STRATEGIC HUMAN CAPITAL PLAN
FY 2008 THROUGH 2012**

**WORKFORCE DEMOGRAPHICS AND WORKFORCE ANALYSIS
FY 2008**

This supplement to the NTSB Strategic Human Capital Plan FY 2008 – 2012 presents an update of workforce demographic information based on data from FY 2008 and analysis of trends. Of the 388 employees (excluding political appointees), 377 (97%) are full-time permanent employees, with 73% located in the Washington, D.C. metropolitan area. Other employees are located in the 9 regional and field offices situated throughout the United States.

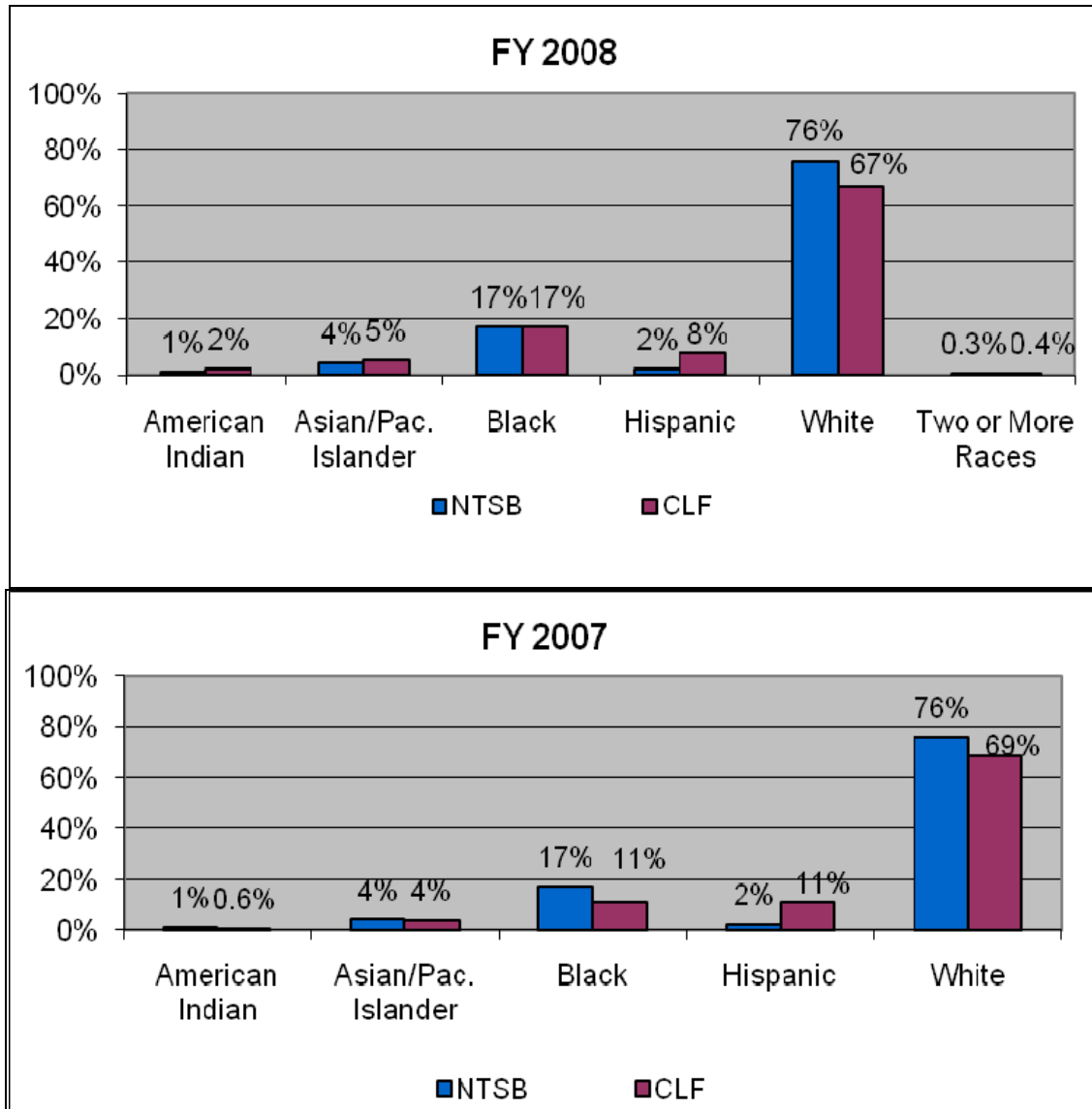
Chart 1 - Key Human Capital Indicators

Key Human Capital Indicators		
Human Capital Indicator	NTSB	Federal Government
Average Grade	13.3	12.3 (D.C. area)
Average Age	48.6	46.3
Average Years of Exp	17.0	15.7
% Female	38%	44%
% Male	62%	56%
% Disability	5%	5.9%
% Veteran Status	16%	25.5%
% Eligible to Retire 2009	19%	23.5%

A comparison across the key human capital indicators shown in Chart 1 shows that NTSB's workforce has an average grade that is higher than that for the Federal government in the Washington, D.C. area, and it is older, on average. The percent of employees who are eligible to retire, however, is lower. This difference may be attributable to the age distribution of individuals who are hired since retirement eligibility reflects the attainment of both age and length of service milestones. The gender make-up of the workforce differs from the Federal workforce, with proportionately more males and fewer females than is typically found.

Chart 2, below, compares NTSB's workforce distribution by race and national origin to the civilian labor force (CLF). The NTSB distribution is unchanged from FY 2007, with the exception that data are now available for individuals who identify themselves as being of two or more races. Hispanics remain under-represented at 2% versus 8% in the CLF. American Indians and Asian/Pacific Islanders have seen slight increases in CLF representation. The NTSB has not experienced the same increase and is now under-represented in those groups. Similarly, CLF representation of Blacks increased since FY 2007 and now equals the representation of Blacks at the Board. Similarly, CLF representation of Blacks increased since FY 2007 and now equals the representation of Blacks at the Board.

Chart 2 – Race and National Origin Distribution



The distribution of race and national origin groups by grade, shown in Chart 2a, shows continuing opportunities to increase representation in the higher grades. Compared to 2007, there is a shift from the GS 1-8 group to the GS 9-12 group among Blacks; however, other distributions are relatively unchanged.

Chart 2a – Race & National Origin Distribution by Grade

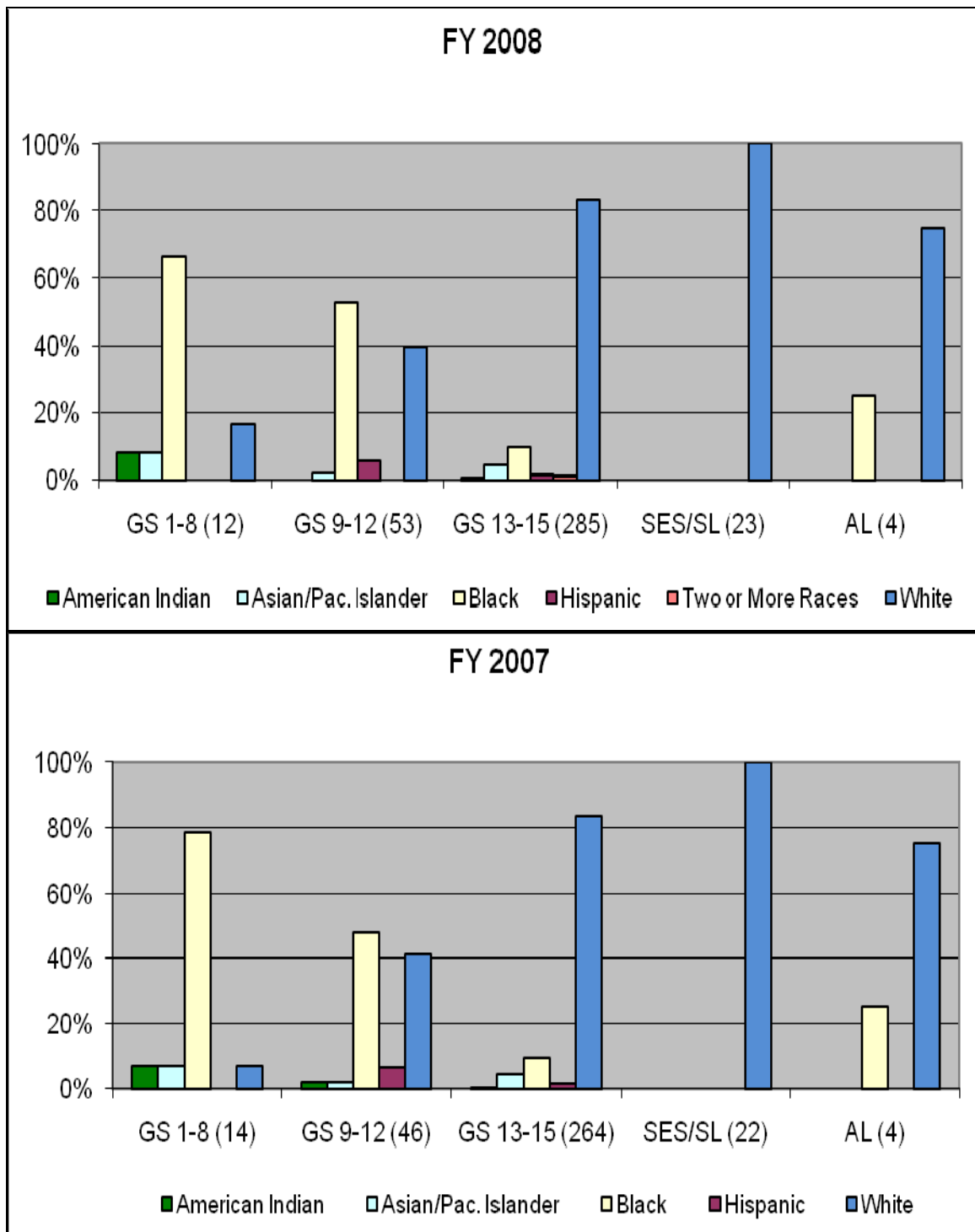
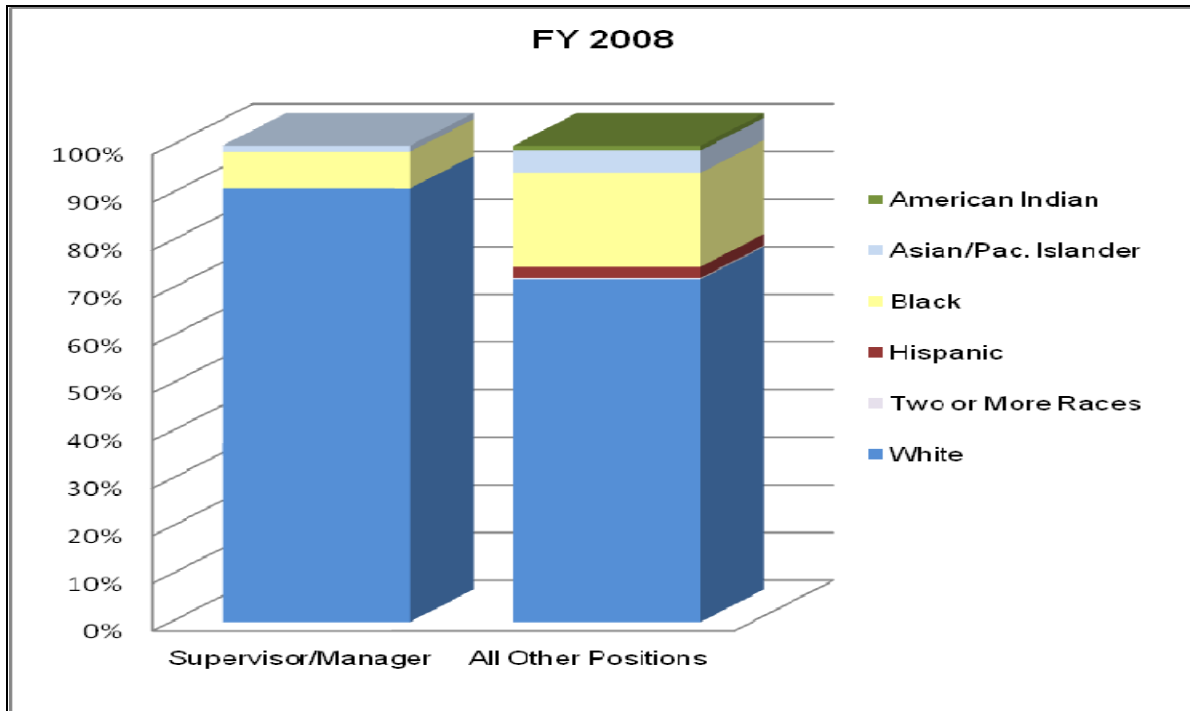


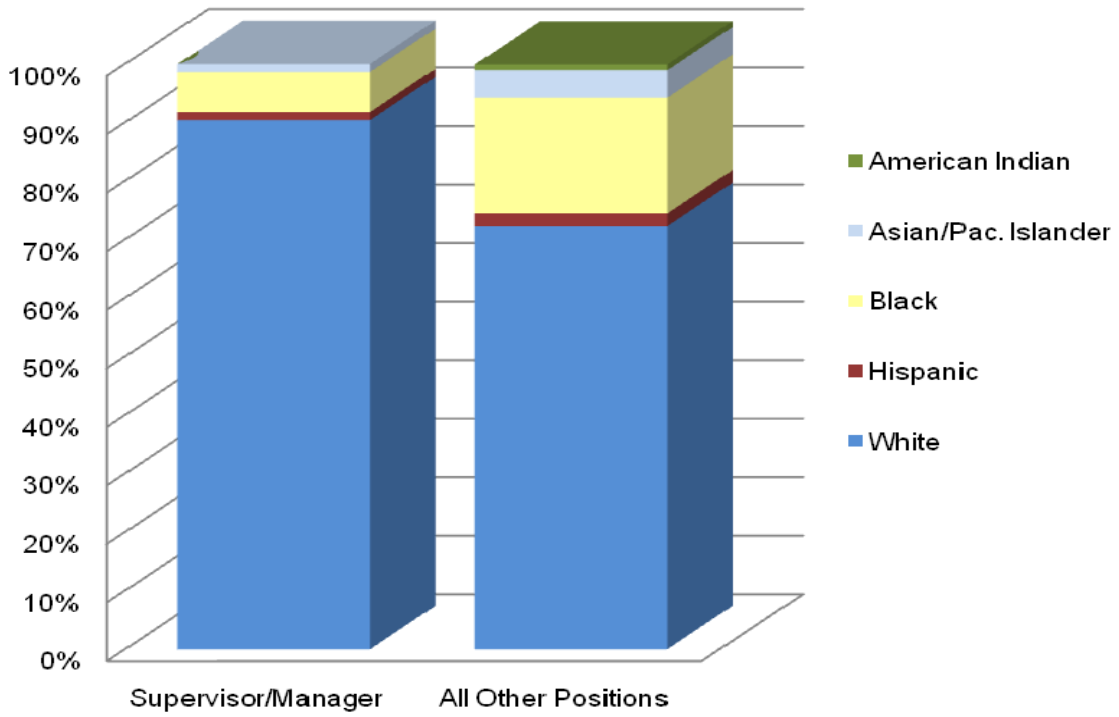
Chart 2b, below, shows race and national origin data by supervisory status. Blacks have made a small gain, from seven to eight percent of supervisory positions, while Hispanics have gone from one percent to zero.

Chart 2b – Race & National Origin by Supervisory Status



FY 2008 - Table 2b	Supervisor/Manager		All Other Positions	
	Total Number	Percent	Total Number	Percent
American Indian	0	0%	3	1%
Asian/Pac. Islander	1	1%	14	5%
Black	6	8%	59	20%
Hispanic	0	0%	7	2%
Two or More Races	0	0%	1	0.33%
White	71	91%	215	72%

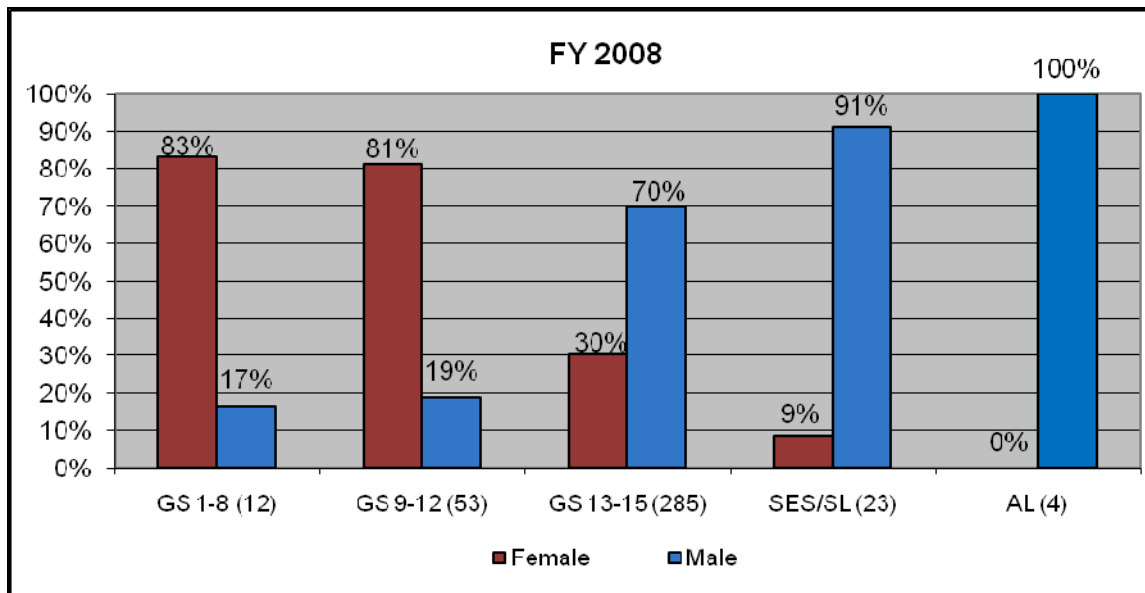
FY 2007



FY 2007 - Table 2.1.2b	Supervisor/Manager		All Other Positions	
	Total Number	Percent	Total Number	Percent
American Indian	0	0%	3	1%
Asian/Pac. Islander	1	1%	13	5%
Black	5	7%	55	20%
Hispanic	1	1%	6	2%
White	65	90%	201	72%

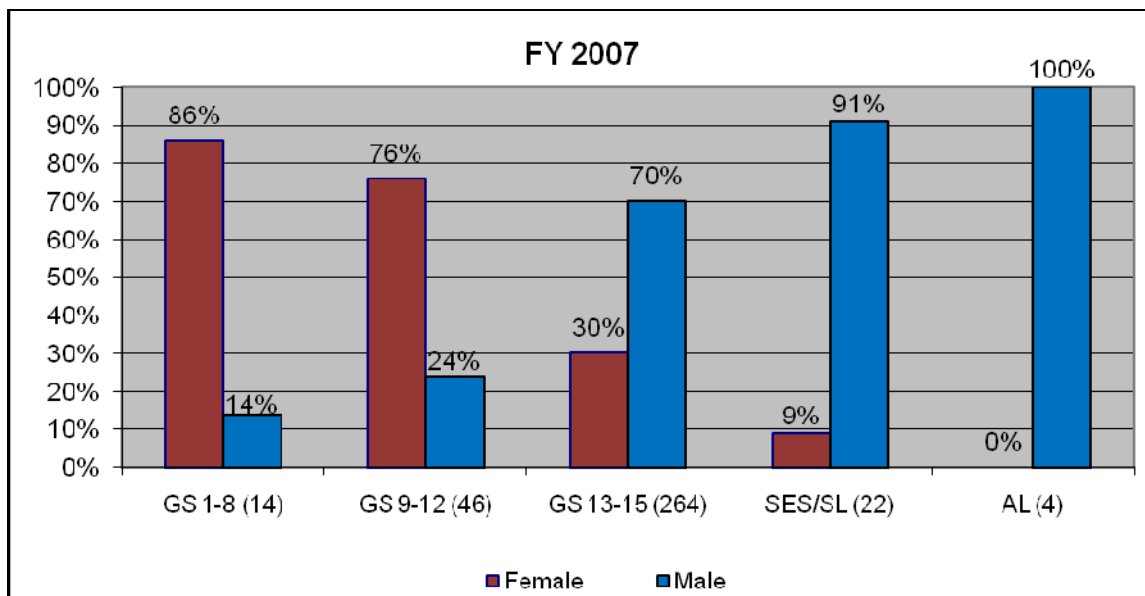
Chart 3, below, shows that females have shifted from the category for grades 1-8 to the category for grades 9-12, increasing their share of the grades 9-12 from 76% in 2007 to 81% in 2008.

Chart 3 – Gender Distribution by Grade



Grade	Female	Male	Total	% Female
GS-12 and Below	53	12	65	82%
GS-13 and Above	88	224	312	28%

Note: GS-13 and above includes SES, SL, and AL pay plans.



Grade	Female	Male	Total	% Female
GS-12 and Below	50	10	60	83%
GS-13 and Above	77	213	290	27%

Note: GS-13 and above includes SES, SL, and AL pay plans.

The gender distribution by supervisory status shown in Chart 3a indicates that females have increased among supervisors and managers. In 2007, they constituted 21%, while in 2008, they represent 25%.

Chart 3a – Gender Distribution by Supervisory Status

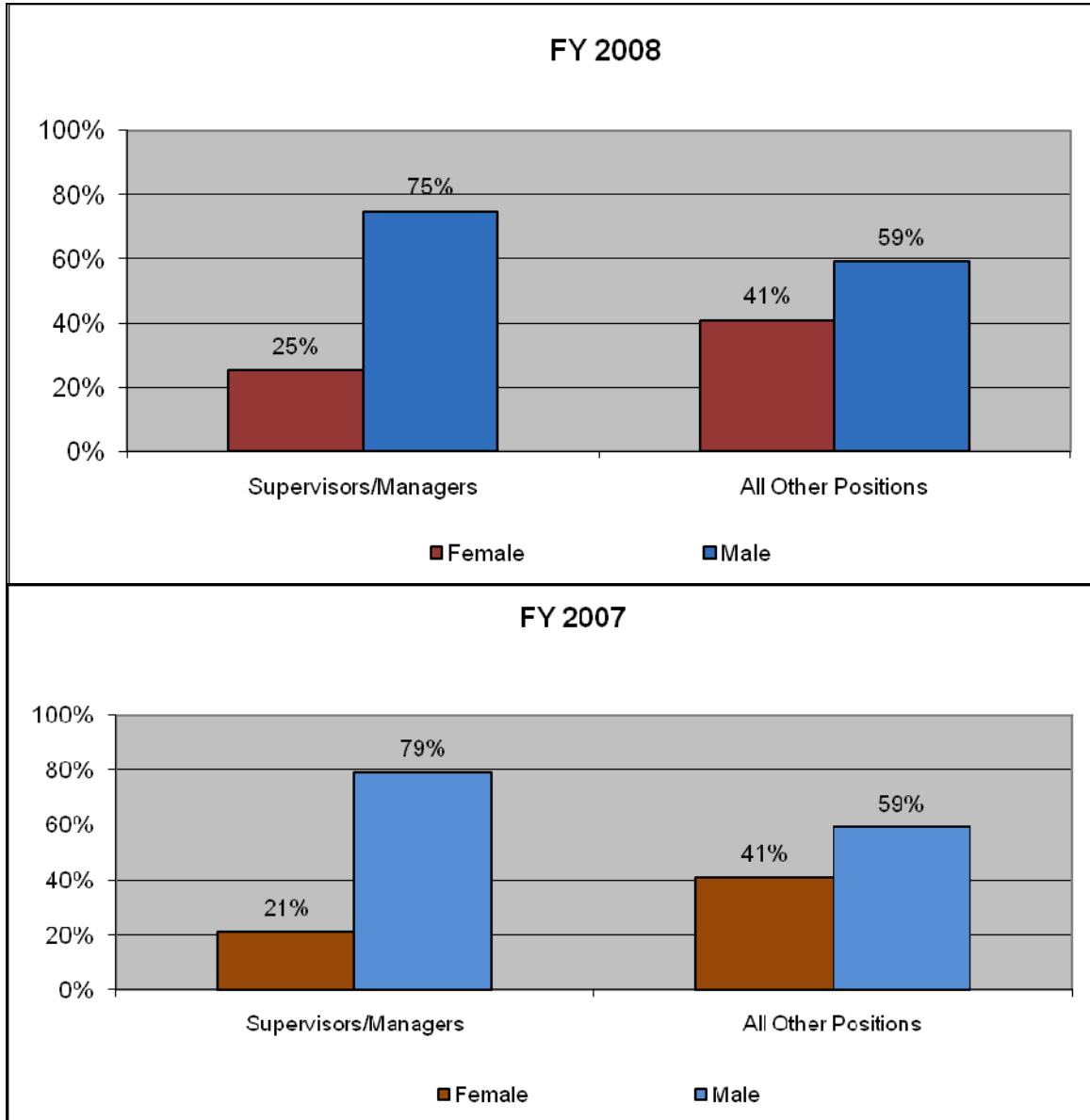
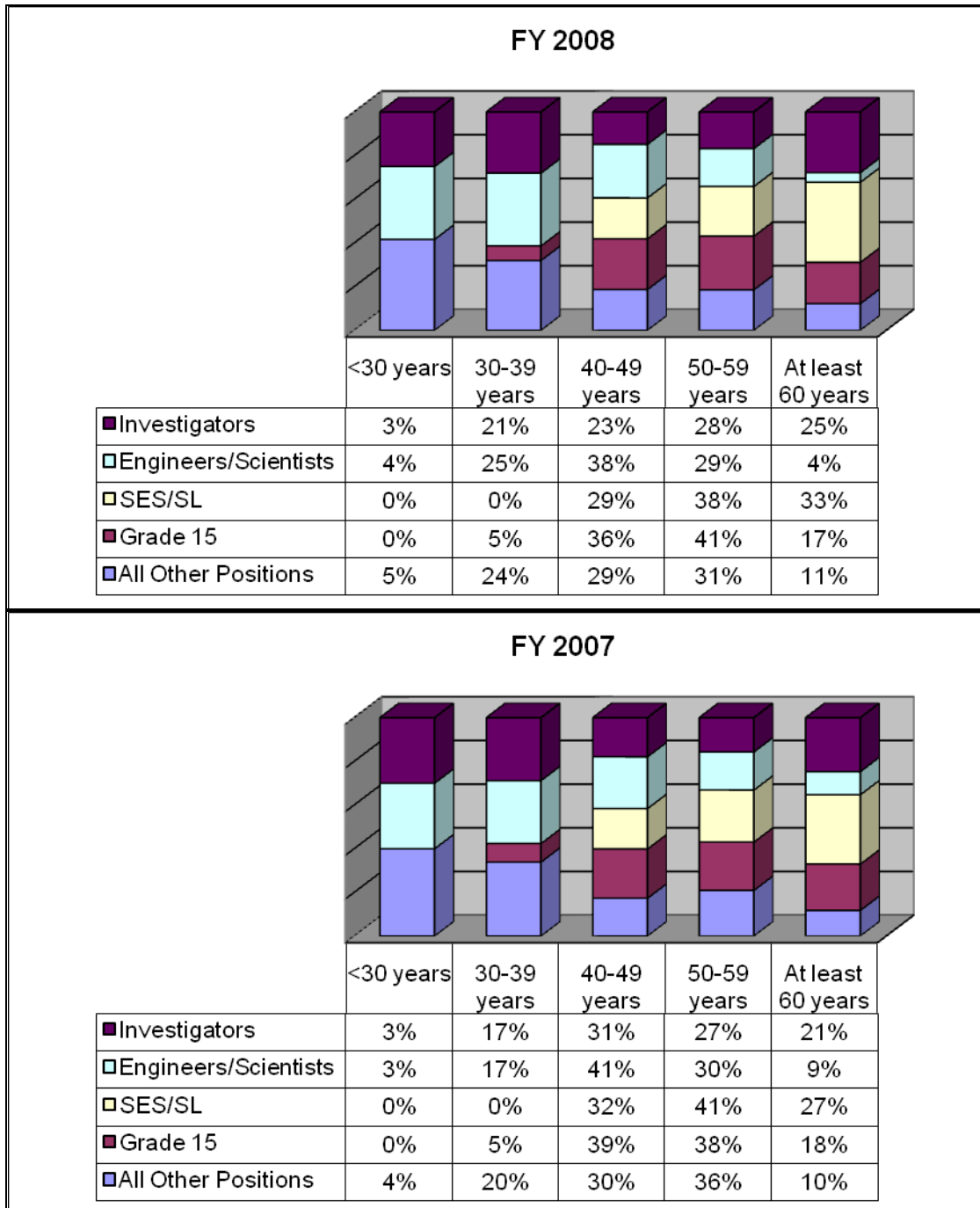


Chart 4, Workforce Age Demographics, shows the high proportion of individuals in mission-critical and leadership positions who are now, or soon will be, eligible to retire. The chart shows that 53% of the Investigators are at least 50 years of age, while 71% of those filling critical leadership positions (i.e., SES and SL members) are at least 50 years of age. This represents a slight increase from last year's figures.

Chart 4 – Workforce Age Demographics



The following two charts provide information on retirement eligibility by grades (Chart 5) and by supervisory status (Chart 5a). Projections are based on the assumption that retirement eligibility and patterns will remain the same. The Administrative Law Judges (ALJ) are currently all eligible to retire. The changes from a year ago in the remaining grade categories are slight. In general, retirement eligibility increases with grade, with over 40% of the GS-15s and nearly 60% of the SES/SLs projected to be eligible to retire by 2012.

Chart 5 – Retirement Eligibility by Grade

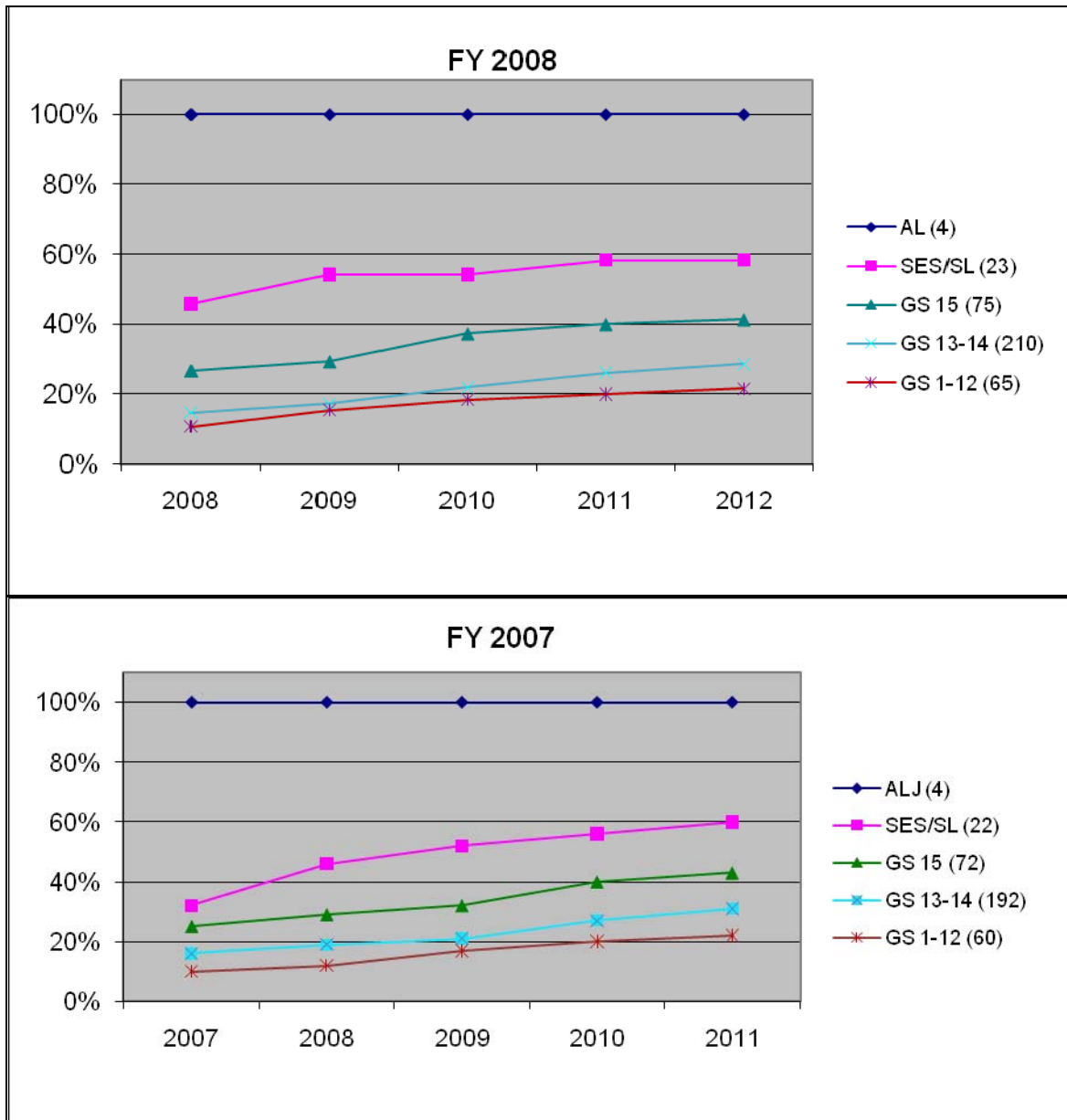


Chart 5a, below, reveals a similar story. The percent of supervisors and managers eligible to retire is proportionately higher than that for the general workforce. In three years, over 50% of the current supervisors and managers will be eligible to retire as will over 25% of the general workforce.

Chart 5a – Retirement Eligibility by Supervisory Status

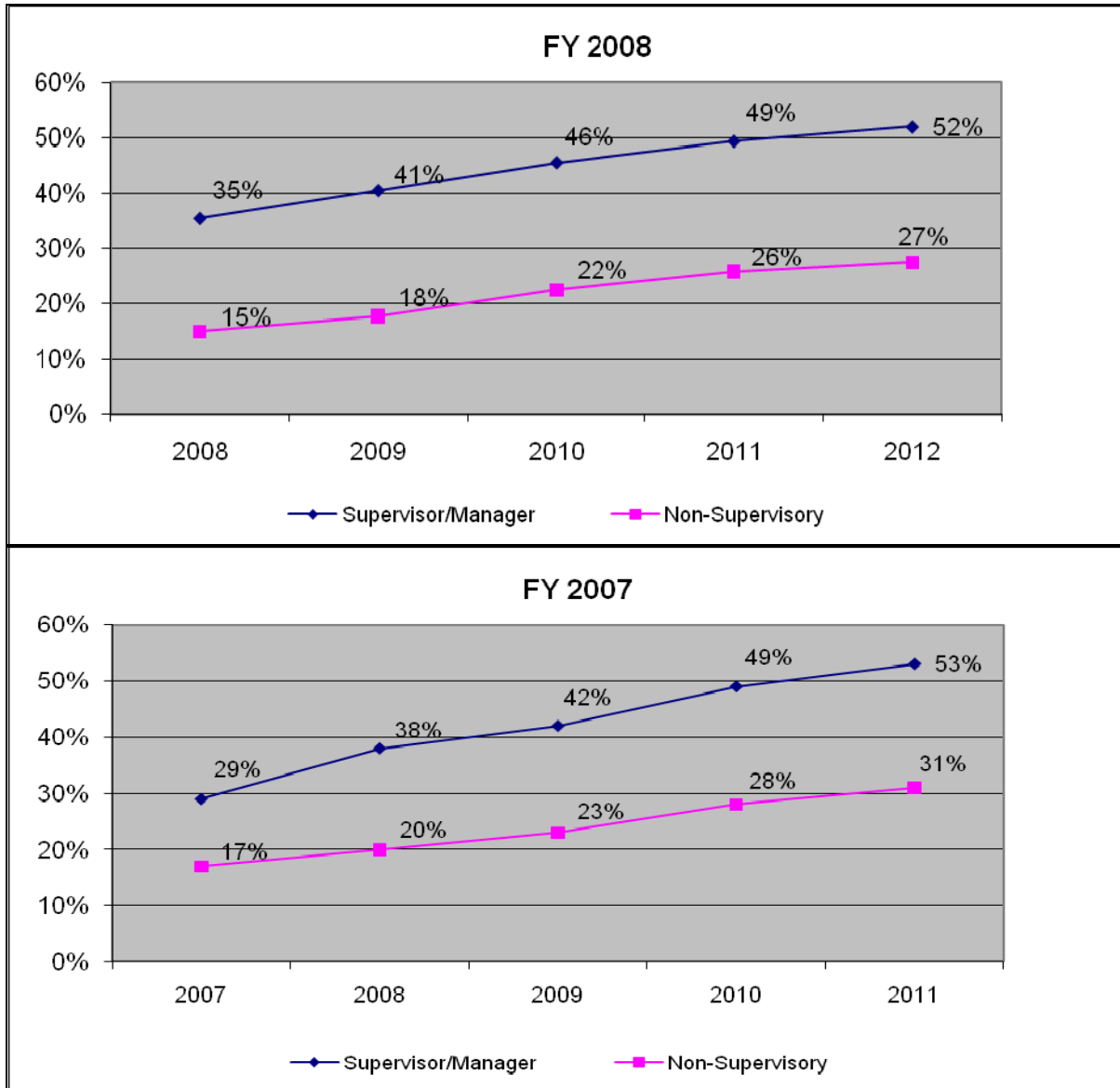


Chart 6 focuses on NTSB's occupations that are critical for achieving the mission. They represent over 45% of the total positions in the agency. Individuals in over 10% of those positions can anticipate future growth in their career paths at the NTSB due to career ladder promotions. This is an increase of over two percent from 2007 and shows an effort to recruit applicants with varying levels of prior experience.

Chart 6 – Key NTSB Occupations

FY 2008

Series	Series Title	Total Number of Positions	Positions Filled Below Target Grade	Percent
0861	Aerospace Engineering	27	2	7.4%
1801	General Inspection, Investigation and Compliance	58	8	13.8%
1815	Air Safety Investigation	48	2	4.2%
2101	Transportation Specialist	27	4	14.8%
2121	Railroad Safety	11	2	18.2%
	Total (Selected Series)	171	18	10.5%
	Total (All Positions)	377	36	9.5%

FY 2007

Series	Series Title	Total Number of Positions	Positions Filled Below Target Grade	Percent
0861	Aerospace Engineering	25	2	8.0%
1801	General Inspection, Investigation and Compliance	47	6	12.8%
1815	Air Safety Investigation	47	1	2.1%
2101	Transportation Specialist	25	3	12.0%
2121	Railroad Safety	9	0	0.0%
	Total (Selected Series)	153	12	7.8%
	Total (All Positions)	350	21	6.0%