



# Human Spaceflight Transition at JSC

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**Expanding 50 Years of Experience to Chart New Horizons**

# *Outline*

**Transition Overview**

**Center Transition Activities**

**Agency / Program Activities**

**Shuttle Employee Survey**

**Human Capital - The Workforce**



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# *Key Discussion Questions*

**What are the most effective formats for receiving information on Transition and Retirement?**

**Are you getting enough information on Transition & Retirement?**



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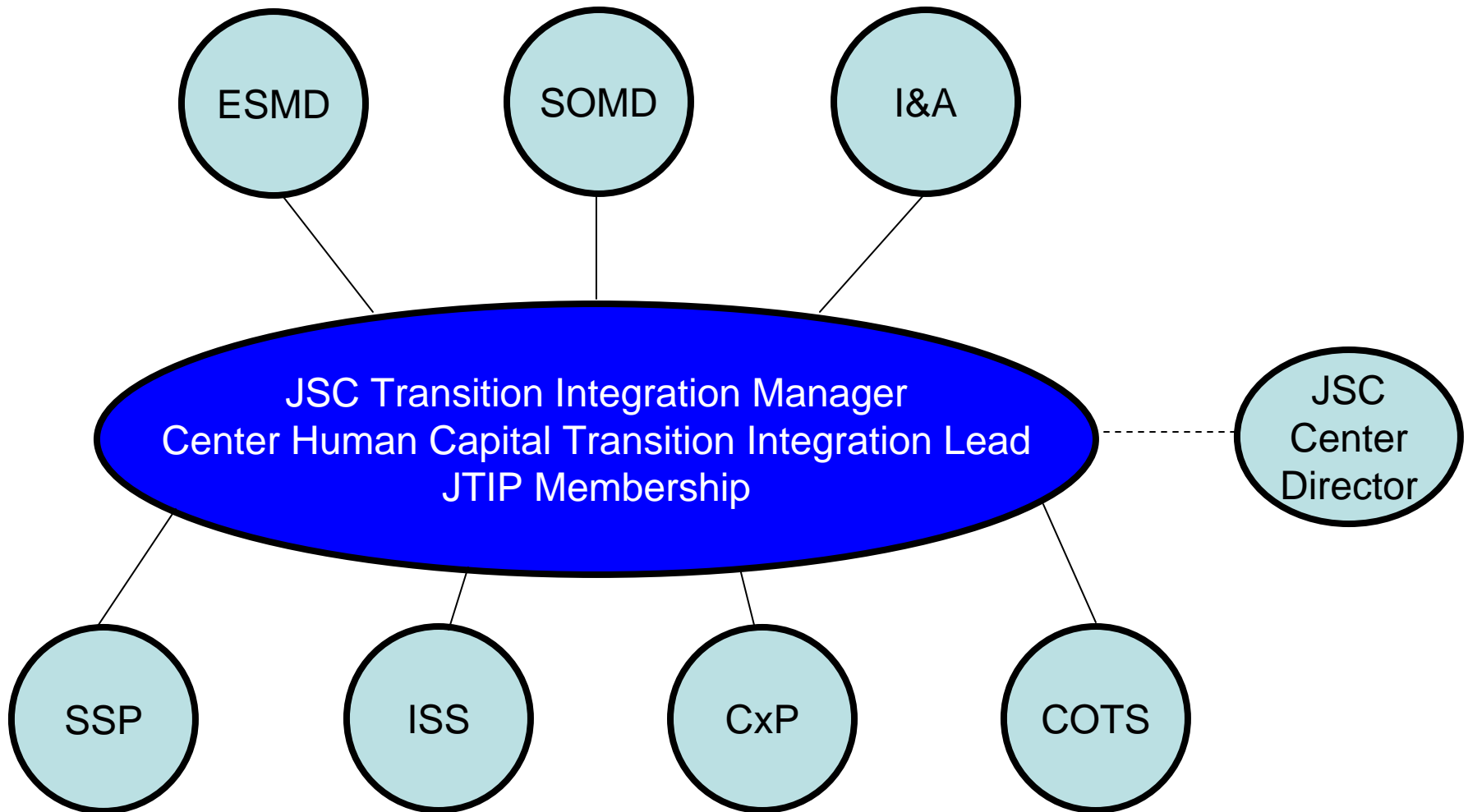


# *Transition Success Goals*

## **Support, Enable and Implement:**

- **Successful “Programmatic” management of Transition goals and objectives**
  - **Cost:** meeting T&R Budget targets
  - **Schedule:** meeting facility turnover milestones
  - **Supportability** and Risk Posture
  - **Sustainment:** Meeting T&R support needs
  - **Enabling Centers/Institutional** support functions (Human Capital, infrastructure, and facilities)

# *Transition "Relationships"*



# Center Transition Activities

## JSC Transition Integration Panel (JTIP):

- Biweekly panel with representatives from JSC organizations
- Sponsored numerous activities over the past year including:
  - Developed and launched JSC Transition Website
  - Created JSC Transition Integration Plan Document in partnership with all Programs and Institutional organizations
  - Write and distribute JSC Quarterly Transition Newsletter
  - Transition Road Show in November 2007
    - Included representatives from the Programs and HQs
    - Feedback from attendees...
  - JSC Transition Graphic Design competition



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# *Transition and Retirement Accomplishments*

## **JSC Transition Management Plan Document**

### **Communications/Tools:**

- Quarterly Newsletter
- Round Up and JSC Today Noteworthy Articles
- Webpage
- Theme: “ Expanding 50 years of Experience to Chart New Horizons”
- Graphic Design
- Town Hall Forum
- Brown Bag Luncheons
- On-line Feedback
- PM Challenge 2008 Transition Panel

### **Transition Integration Panel:**

- JSC Center and Program representatives

### **Agency:**

- JICB, TCB, IJICB, ITCB Member

### **On-Line Facility Assessment Tool:**

- JFReD

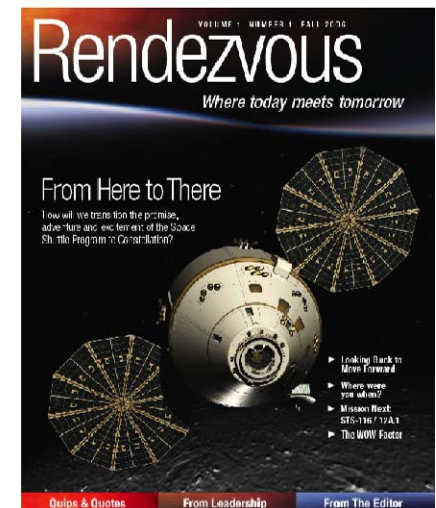
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# Transition Communications

- Communicate importance of Shuttle to the Vision
- Communicate workforce numbers—showing civil servant FTE Ceiling remaining steady through 2010 with a small dip in 2011 that is very manageable
- Use communication tools such as Center All-hands and briefings and partnering with the Program on messages
- Develop tools for managers to use to talk to employees about transition impacts and opportunities
- Ramp up brownbag sessions with employees





JSC Transition Forum  
11/27/2007



JSC Transition Update Newsletter

06/18/2008

# Products



JSC Transition Graphic



<http://transition.jsc.nasa.gov>



JSC Transition Management Plan

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# Agency / Program Transition Activities

## Human Capital Plan:

- April 2006 – Submitted Shuttle HC Plan to Congress
- Fall 2006 – Contractors and Centers developed specific HC Plans
  - Assessed the plans at the “one year mark” in the Fall 2007

## Technical Interchange Meetings (2007 and 2008):

- Wide range of attendees (representatives from HQ, KSC, JSC, MSFC and SSC; Shuttle, ISS and Cx; ATK, Lockheed, PWR, USA and Boeing)

## Human Capital Council:

- Comprised of HR Directors from the Prime Contractors, Centers and HQs

## Human Capital Working Group:

- Includes members from the HR and workforce planning community at KSC, MSFC, SSC, JSC and HQs

## Shuttle Employee Survey:

- Annual survey (May 2006, June 2007, July 2008)
- Sent to civil service employees at KSC, JSC, MSFC, and SSC who charge time to Shuttle



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# *Shuttle Employee Survey*

## **Frequency (annually):**

- May 2006 – First survey
- June 2007 – Second survey
- July 2008 – Third survey

## **What we heard from employees:**

- 70% of employees supporting SSP are likely to stay through program retirement
- They're nervous about the future — individually and the Agency
  - Meaningful work now and in the future
  - Job security (especially the terms)
  - Stability of Constellation
- Need to step up communication at all levels
  - Center — address workforce issues and concerns
  - Program — status Transition and Retirement activities
- Many positive comments
  - Continues to be a lot of goodwill toward NASA and the Shuttle Program
  - Employees feel like they're able to make a difference



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# *Human Capital*

## **Workforce Concerns:**

- The people – what is their future after Shuttle? How do we communicate that to them?
- Unclear Constellation workforce requirements – that gap is unknown for many organizations
- Retention of critical skills through flyout and across the gap



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# Questions?

**Expanding 50 Years of Experience to Chart New Horizons**