



OKLAHOMA CITY  
AIR LOGISTICS CENTER

**FY11/12 HIRING FORECAST**

## Goals

- Develop plan for forecasting external hires (includes ALL accessions to Tinker AFB)
  - Forecast developed by evaluating past attrition and coordinated by functional offices/organizations to account for future attrition and/or workload requirements
- Use the forecast in order to be proactive in filling vacancies (i.e. targeted recruitment for high demand occupations and advanced advertisement of positions to provide management with an ongoing pool of candidates)
- Distribute forecast to local Chambers of Commerce, local colleges and universities, Central Oklahoma Workforce Investment Board, Board of Regents and local veteran's associations in order to allow them to discuss with potential candidates and provide necessary training/education for positions projected to be filled
- Forecast will be evaluated every 6 months for accuracy and adjusted/distributed as needed. Last evaluation conducted December, 2010
- New forecast to be published annually

## **Fiscal Year (FY)-11/FY-12 Forecast**

- **Forecast only includes High Demand Occupations (HDO's)**
  - These occupations are projected to either have a large number of vacancies or are historically hard to fill
- **Journeyman vs. Developmental positions**
  - Journeyman (JNY)- positions will be filled at the GS-11/WG-08 level or higher
  - Developmental (DEV)- positions will be filled below the GS-11/WG-08 level and are considered to be trainee/entry-level positions
- **Qualifications required**
  - Positions typically require 1 year or more of specialized (related) experience equivalent to the next lower level or higher of the position being filled
  - For white collar administrative and professional positions, a Bachelor's degree or higher will meet the experience requirements for Developmental (Entry-Level) positions
  - In addition, certain occupations have specific education requirements in order to qualify

# Fiscal Year (FY)-11/FY-12 Forecast

FY11/12	Qtr 1		Qtr 2		Qtr 3		Qtr 4		Qtr 5		Qtr 6		Qtr 7		Qtr 8		Grand Total
HDO's	DEV	JNY	DEV	JNY	DEV	JNY	DEV	JNY	DEV	JNY	DEV	JNY	DEV	JNY	DEV	JNY	
Aircraft Engine Mechanic	0	28	0	28	0	18	0	12	0	0	0	0	5	8	8	7	114
Aircraft Mechanic	0	29	0	29	0	20	0	11	0	0	0	0	4	9	4	8	114
Contracting Specialist	5	6	3	5	3	3	1	4	2	2	2	2	4	3	1	2	48
Electrician	0	9	0	9	0	5	0	3	0	0	0	0	3	4	3	2	38
Engineers	22	4	32	6	39	9	35	6	9	4	19	6	26	9	23	6	255
Equipment Cleaner	8	7	8	7	4	3	2	2	0	0	0	0	0	1	0	1	43
Equipment Specialist	0	3	0	3	0	4	0	7	0	3	0	3	0	3	0	6	32
Finance Positions	1	2	1	2	1	3	2	3	1	2	1	2	1	3	2	3	30
Information Technology Manager	0	1	0	2	1	15	3	3	0	1	0	2	1	0	3	3	35
Inventory Management	1	1	1	0	7	1	5	1	1	1	1	0	7	1	5	1	34
Logistics Manager	0	4	1	5	0	2	1	6	0	4	1	5	0	2	1	6	38
Machinist	0	20	0	20	0	11	0	7	0	0	0	0	8	7	4	5	82
Mechanical Parts Worker	14	2	13	2	8	0	5	0	0	0	0	0	0	1	0	0	45
Medical Positions	3	2	8	1	2	1	3	1	3	2	8	1	2	1	3	1	42
Nondestructive tester	0	12	0	12	0	8	0	4	0	0	0	0	1	6	1	3	47
Office Automation Clerk	2	0	7	0	7	0	3	0	2	0	7	0	7	0	3	0	38
Painter	11	1	11	0	6	0	4	0	0	0	0	0	0	5	0	4	42
Pneudraulic System Mechanic	4	8	4	7	2	4	1	4	0	0	0	0	5	8	8	7	62
Police Officer	0	19	0	19	0	19	0	19	0	19	0	19	0	19	0	19	152
Production Controller	28	0	8	0	6	0	10	0	28	0	8	0	6	0	10	0	104
Program Manager	0	4	2	4	0	2	2	6	0	4	0	6	0	2	1	5	38
Sheet Metal Worker	0	37	0	36	0	21	0	14	0	0	0	0	10	15	9	11	153
Student Trainee	0	0	6	0	3	0	10	0	0	0	6	0	3	0	10	0	38
<b>Total</b>	<b>99</b>	<b>199</b>	<b>105</b>	<b>197</b>	<b>89</b>	<b>149</b>	<b>87</b>	<b>113</b>	<b>46</b>	<b>42</b>	<b>53</b>	<b>46</b>	<b>93</b>	<b>107</b>	<b>99</b>	<b>100</b>	<b>1624</b>

## High Demand Occupations (HDO's)

- **Maintenance Positions**

- A total of 740 maintenance positions over FY11/FY12 in the following fields

- Aircraft Engine Mechanics: 114
    - Aircraft Mechanics: 114
    - Mechanical Parts Workers: 45
    - Electricians: 38
    - Equipment Cleaners: 43
    - Machinists: 82
    - Nondestructive Testers: 47
    - Painting Workers: 42
    - Pneudraulic Systems Mechanics: 62
    - Sheet Metal Worker: 153

## High Demand Occupations (HDO's)

- **Maintenance Positions Continued**

- 178 of these positions are projected to be filled at the entry levels (WG-05/07/08) which require 6 months of experience performing similar duties at the next lower or an A&P license if the position is a Sheet Metal Mechanic, Aircraft Electrician, Pneudraulic System Mechanic, Aircraft Engine Mechanic, Aircraft Mechanical Parts Worker or an Aircraft Mechanic. A certificate from an accredited vo-tech with 1050 hours in basic machining can substitute for experience if the position is a Machinist.
- 562 positions are projected to be filled at journeyman level (WG-09/10) which require one year of experience performing similar duties at the next lower level

## High Demand Occupations (HDO's)

- **Contracting Specialist Positions**

- A total of 48 Contracting Specialist positions over FY11 and FY12
- 21 of these positions are projected to be filled at the entry level (GS-05/07) which require either one year of experience performing similar duties at the next lower level or a bachelors degree or higher
- 27 positions are projected to be filled at journeyman level (GS-11/12) which requires one year of experience performing similar duties at the next lower level
- Contracting Specialist must possess at least 24 semester hours in business related classes

## High Demand Occupations (HDO's)

- **Engineers**

- A total of 255 Engineering positions during FY11 and FY12
- 205 of these positions are projected to be filled at the entry level (GS-05/07/09) which require a bachelors degree or higher in Engineering or Engineering Technology from an ABET accredited university
- 50 positions are projected to be filled at journeyman level (GS-11/12) which require one year of experience performing similar duties at the next lower level and a degree in Engineering or Engineering Technology from an ABET accredited university

## **High Demand Occupations (HDO's)**

- **Equipment Specialist/Inventory Management/Logistics Managers/Program Managers/Production Controller**
  - A total of 246 of the above positions during FY11 and FY12
  - 141 of these positions are projected to be filled at the entry level (GS-05/07/09) which require either one year of experience performing similar duties at the next lower level or a bachelors degree or higher (business degrees preferred)
  - 105 positions are projected to be filled at journeyman level (GS-11/12) which require one year of experience performing similar duties at the next lower level

## High Demand Occupations (HDO's)

- **Finance Positions**

- A total of 30 Finance positions during FY11/FY12
- 10 of these positions are projected to be filled at the entry level (GS-05/07/09) which require either one year of experience performing similar duties at the next lower level or a bachelors degree or higher (finance degrees preferred)
- 20 of these positions are projected to be filled at the journeyman level (GS-11/12) which require one year of experience performing similar duties at the next lower level
- Accountant positions require a degree in Accounting

## High Demand Occupations (HDO's)

- **Information Technology (IT) Manager Positions**
  - A total of 35 IT Manager positions over FY11/ FY12
  - 8 of these positions are projected to be filled at the entry level (GS-05/07) which require either one year of experience performing similar duties at the next lower level or a bachelors degree
  - 27 positions are projected to be filled at journeyman level (GS-11/12) which require one year of experience performing similar duties at the next lower level
  - All IT Manager positions require a degree in computer science, engineering, information science, information systems management, mathematics, operations research, statistics, or technology management

# High Demand Occupations (HDO's)

- **Medical Positions**

- 6 (GS-05) Dental Assistants
  - Requires credentialing standards in 42 CFR Part 75
- 12 (GS-05) Medical Support Assistant(Office Automation)
  - Requires one year of experience performing similar duties at the next lower level or a bachelors degree or higher
- 9 (GS-05) Pharmacy Technicians
  - Requires one year of experience performing similar duties at the next lower level or a bachelor degree in pharmacy or specialized military training
- 5 (GS-05) Health Technicians
  - Requires one year of experience performing similar duties at the next lower level or a bachelors degree or higher
- 10 (GS-9) Nurses
  - Requires one year of experience performing similar duties at the next lower level or a masters degree

## **High Demand Occupations (HDO's)**

- **Office Automation Clerks/Student Trainees**

- A total of 76 Office Automation Clerks (GS-03/GS-04) projected during FY11/FY12
- These positions are typically filled by college students who work in these positions on a part time basis

- **Police Officers**

- A total of 152 Journeyman level (GS-07) Police Officers during FY11/FY12

*TEAM TINKER*

---



**U.S. AIR FORCE**

---