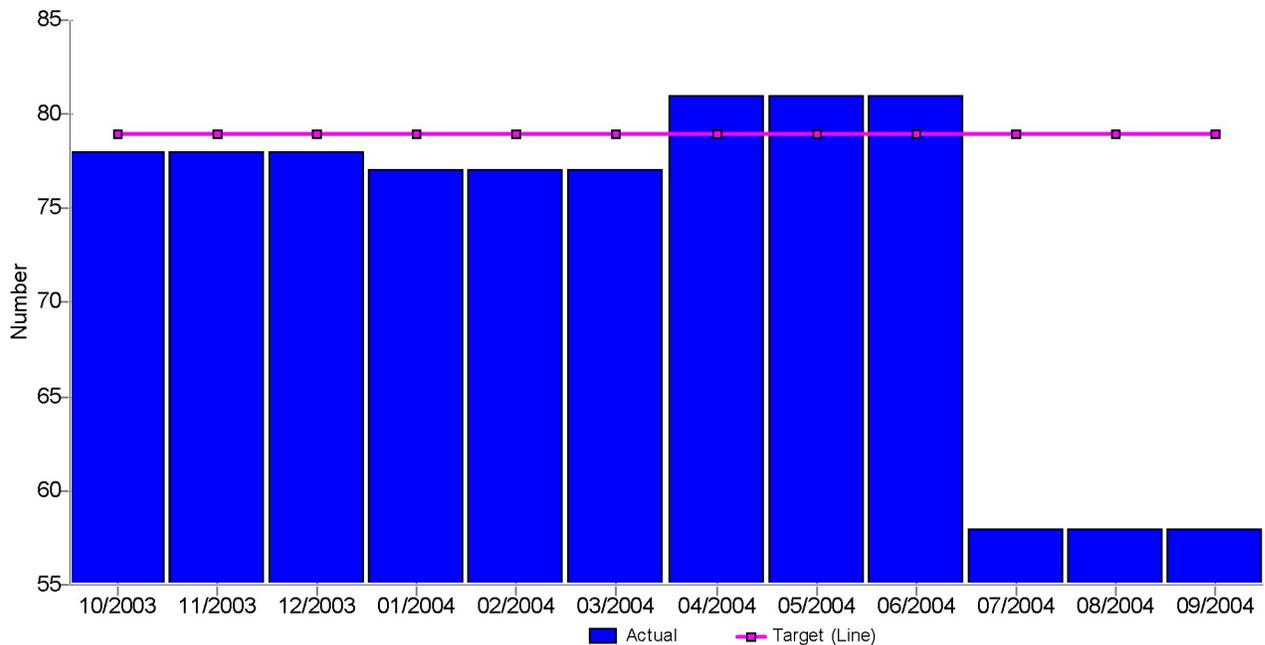


Status of FAA Performance Targets

TGT: Hire Mission Critical Positions (FAA) This Year to Date (Last Value)



Description

TGT: Reduce the time it takes to hire mission critical positions by 20% over the FY2003 baseline (2008). (FY 2004 goal is a 3% reduction.)

Period Table

	Actual	Target (Line)	Target (Line) - Index Range
10/2003	78	79	Green
11/2003	78	79	Green
12/2003	78	79	Green
01/2004	77	79	Green
02/2004	77	79	Green
03/2004	77	79	Green
04/2004	81	79	Green
05/2004	81	79	Green
06/2004	81	79	Green
07/2004	58	79	Green
08/2004	58	79	Green
09/2004	58	79	Green

Commentary (Q4/2004)

Performance Targets:

FY 2004 Target: 79 days (3% reduction)

FY 2005 Target: 76 days (6% reduction) from FY 2003 baseline of 81 days

This performance target measures the time to fill competitive FAA mission critical positions, which include air traffic controllers, transportation specialists, engineers, aviation safety inspectors, information technology positions, and engineering and electronics technicians. The FY2004 target for filling mission critical positions (MCPs) was 79 days, which represents a 3% reduction from the FY 2003 baseline of 81 days. The Flight Plan goal is to achieve a 20% reduction in the number of days required to fill MCPs by 2008---from 81 days (the FY 2003 baseline) to 65 days by FY 2008.

This performance target measures the time to fill competitive FAA MCPs. Time is measured from vacancy notification to job offer and includes positions filled from internal and external sources. The FY 2004 target of 79-days includes the occupational specialties described previously.

Status of FAA Performance Targets

After studying hiring patterns, we removed air traffic controllers from the performance measure and will track their hiring time separately in FY 2005. Our research indicated that these positions took significantly longer to fill and accounted for 38% (373 of the 995) of MCP hiring activity for FY 2004. The difference in time to fill this MCP is due, in part, to internal air traffic procedures that do not allow a controller to leave a job before the position has been filled. A new strategic initiative in the FY05 Flight Plan involves a comprehensive study of the internal and external hiring practices for air traffic controller positions. We plan to use findings from the study to set a challenging, but more accurate and realistic performance target for future years. An occupation-specific target will help ensure that we maintain an efficient and effective hiring process for air traffic controllers.

Results: We exceeded our target of completing the hiring process for MCPs within 79 days. For FY 2004, it took 58 median days to fill MCPs, excluding air traffic controller positions. Retrospectively, we recalculated the FY 2003 baseline without air traffic controllers and it was 62 days. We decided to retain the original targets, because the hiring process for MCPs is unstable and impacted by changes in the relative number of MCPs filled, budget considerations, and internal policies and procedures. For example, if in FY 2004 we had hired half the number of aviation safety inspectors and twice the number of engineers and transportation specialists, the days to fill mission critical positions would have been significantly higher. Therefore, we believe it is necessary to continue to collect more data by occupation to determine more rational targets for mission critical positions. Further, it is also important that we balance efficiency goals with a strong focus on sustaining hiring processes that deliver high quality candidates.