

Workforce Impacts: 2013 Career Retention Screening Panel

CG-12A Workforce Forecasting and Analysis

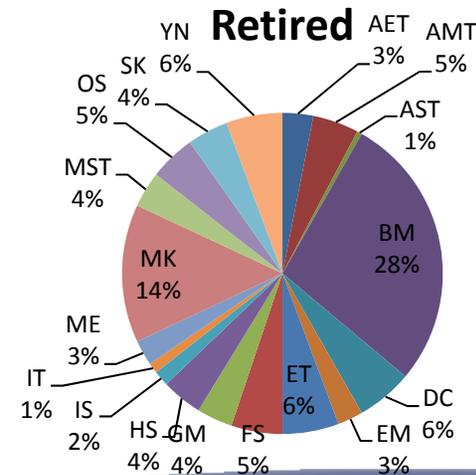
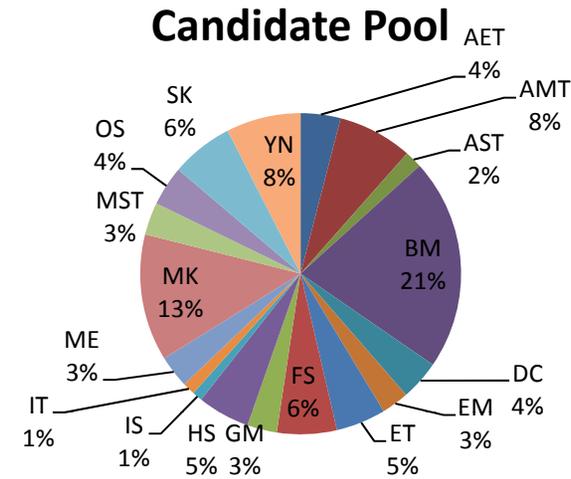


Human Resources Directorate



Rating Breakdown (2013 Results)

Rate	% of Rating	Pool	Retain	Retire
AET	1.3%	16	10 (63%)	6 (38%)
AMT	1.8%	30	21 (70%)	9 (30%)
AST	1.9%	7	6 (86%)	1 (14%)
BM	1.7%	85	31 (36%)	54 (64%)
DC	1.9%	16	5 (31%)	11 (69%)
EM	0.9%	11	6 (55%)	5 (45%)
ET	1.4%	20	9 (45%)	11 (55%)
FS	1.9%	24	14 (58%)	10 (42%)
GM	1.8%	12	5 (42%)	7 (58%)
HS	2.8%	21	13 (62%)	8 (38%)
IS	1.1%	4	1 (25%)	3 (75%)
IT	0.6%	5	3 (60%)	2 (40%)
ME	1.1%	13	8 (62%)	5 (38%)
MK	1.3%	51	24 (47%)	27 (53%)
MST	1.0%	13	6 (46%)	7 (54%)
OS	0.8%	16	7 (44%)	9 (56%)
PA	0.0%	0	0 (N/A)	0 (N/A)
SK	1.8%	25	17 (68%)	8 (32%)
YN	1.9%	30	19 (63%)	11 (37%)
Total	1.5%	399	205 (51%)	194 (49%)

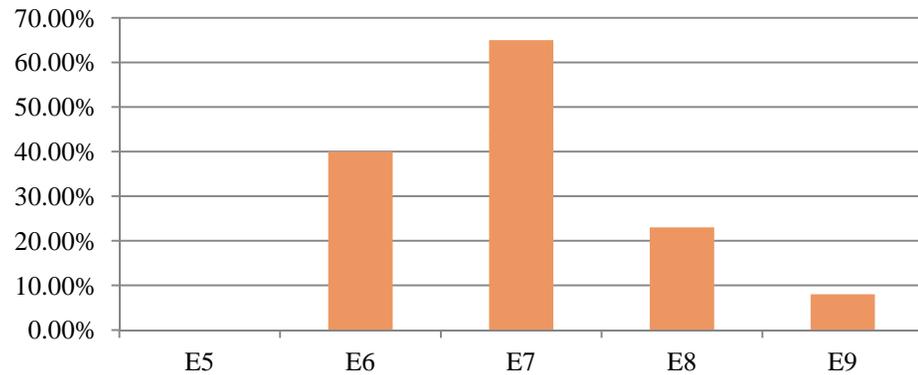


Pay Grade Breakdown

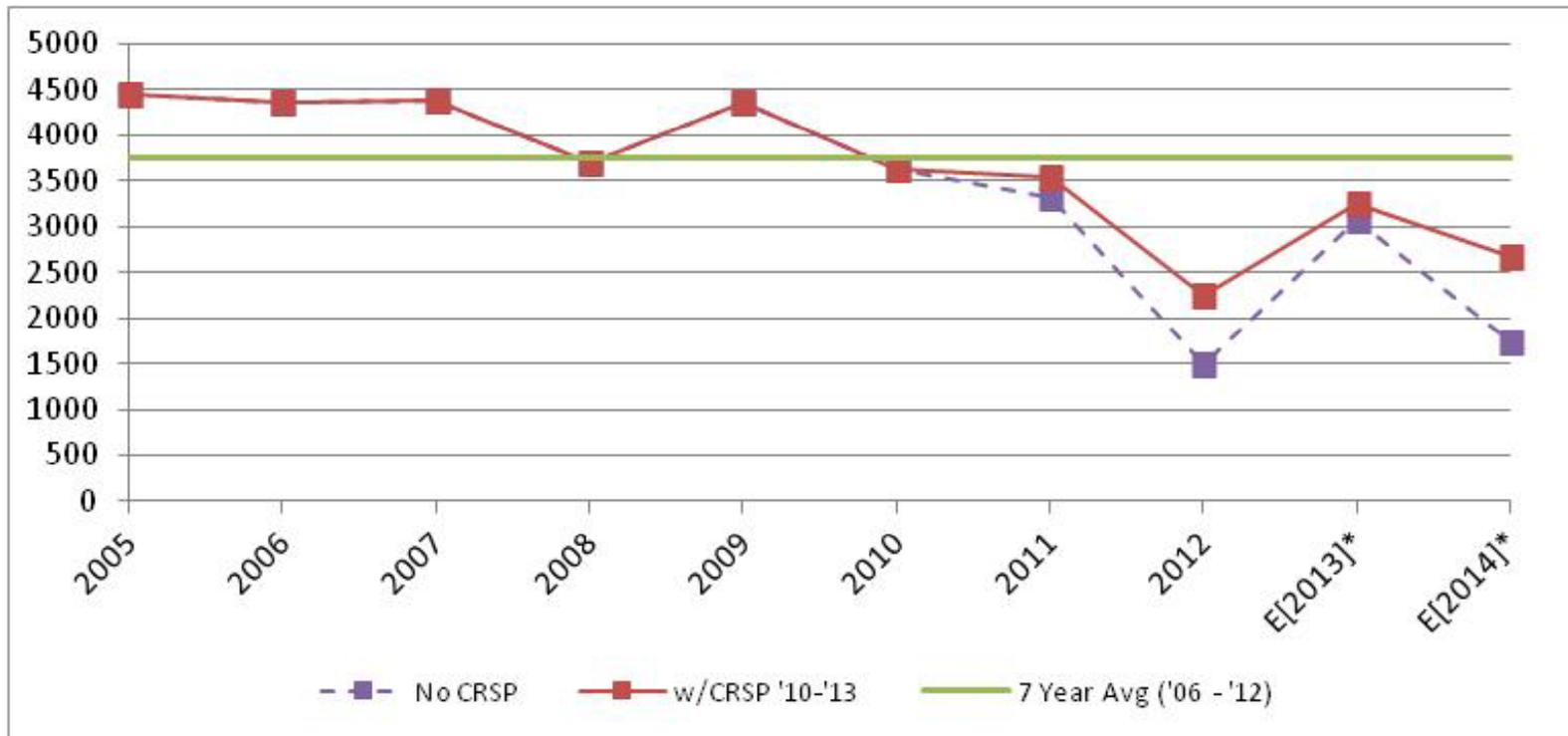
2013 Results

Pay Grade	% of Pay Grade	Pool	Retain	Retire
E6	1.4%	97	58 (60%)	39 (40%)
E7	6.3%	214	74 (35%)	140 (65%)
E8	7.2%	52	40 (77%)	12 (23%)
E9	10.5%	36	33 (92%)	3 (8%)
Total	3.6%	399	205 (51%)	194 (49%)

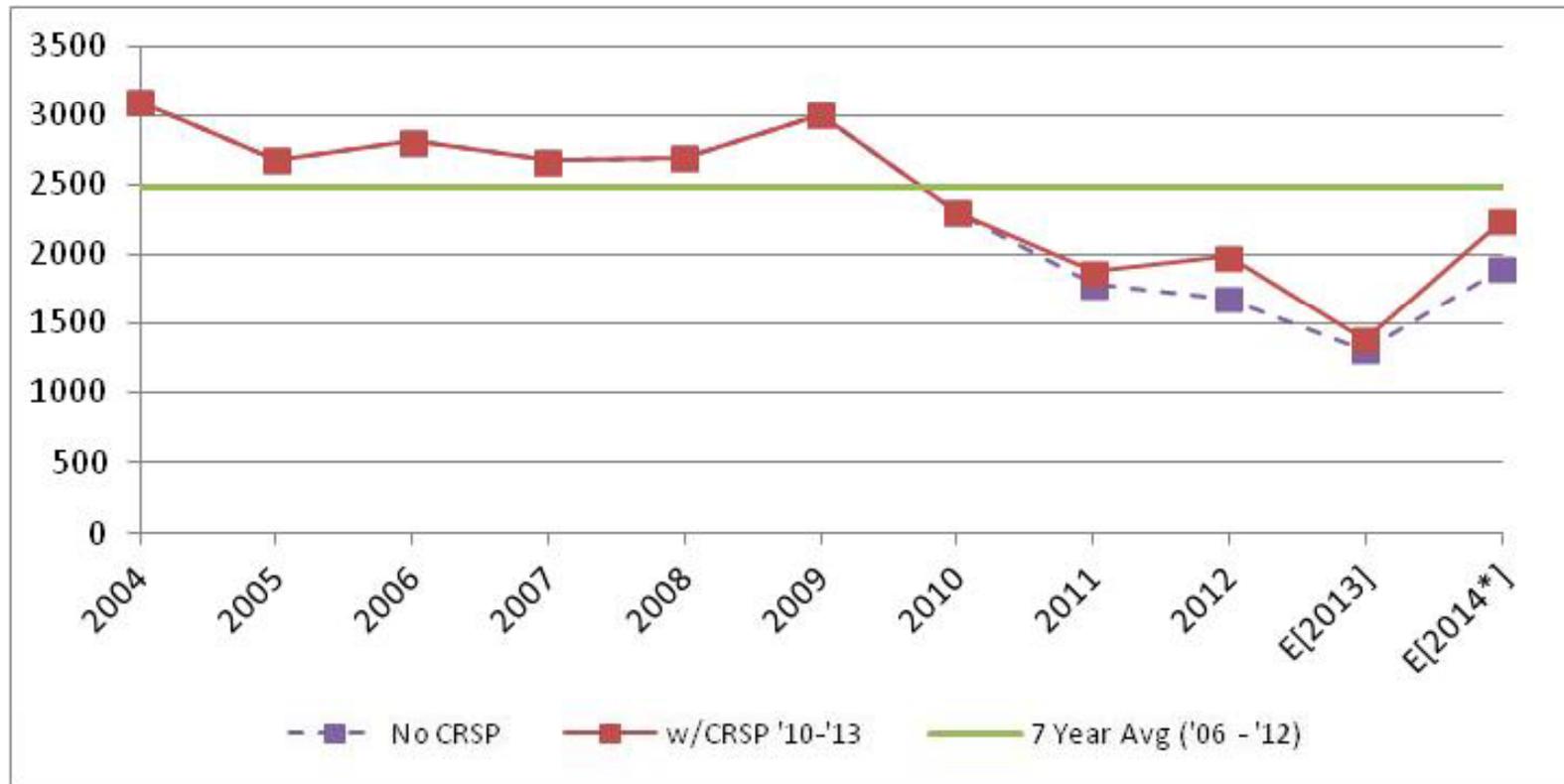
% of Paygrade in CP Selected for IR



Workforce Impacts: Advancements



Workforce Impacts: A-School Enrollments



Summary

- **Of the 399 members who met the criteria to be screened, 205 were retained.**
 - **51.4%** retained in FY13 CRSP panel vs. the historical average of **79%**
 - Total Advancements = **559**
 - Total “A” School Throughput increase = **194**
- **No significant negative impacts to the workforce.**
 - OS & HS “A” Schools will need to operate at maximum capacity for FY14 but neither rating is forecasted to reach stressed levels during FY14.

