

NAVAIR China Lake Employment Profile

BRAC Commission Visit
7/11/2005

China Lake Profile

- Civilian Population
 - 1983-1992 = **5160**
 - 1989 Peak # = **5468**
- Current civilian population
 - 2683 plus 384 Shore Station = **3067**
- College recruiting
 - ~**100**/yr 1983–1991
 - **171** Peak intake 1985
 - *Goals met* since inception of “Demo” 1980
- Peak total hires 393 in 2002

- Education Total S&E only
 - PHD 118 110
 - Master 410 332
 - Bachelor 1055 839
- Average Length-of-Service
 - 18 years
- Average retention rate per year – 94%

Region and History

- Kern County is the Most Affordable Home Market

in California (2004) according to a March 2004 survey conducted by the California Association of Realtors.

- Bakersfield Population – Metropolitan area ~ 400K

- Antelope Valley (Lancaster/Palmdale)

~430K Population

‘Antelope Valley is one of the fastest growing communities in California’

- BRAC moves to remote sites

- Warminster move to Patuxent River 1992-6

- ~25% moved

- Of those who moved

- 75% Professional

- & 10% Technician

- Corona move to China Lake 1969-71

- ~25% moved

- Retained many for rest of career

Realignment Strategy

1. **Acknowledge** technical excellence of realigned personnel & extend a rich welcome that includes the **community** along with the technical co-workforce
2. Use the 3-5 years of facility construction & coordination of workload transition period to **phase hiring**
3. **Expand** college recruitment program and journey level hiring
4. Survey to understand **critical skills** required and expand **development** program for technical areas required
5. Team with bases closing to offer employment
6. Partner with **private industry**
7. Work with **sponsors** to phase transition alignment with employee needs
8. Use Demo / NSPS flexible **salary setting** to offer competitive salaries and broad bands to move people to the funded work
9. Add 1 Temp HR Staffing team of 4 specialists