



Air Force Sustainment Center



Tinker AFB Civilian Hiring Trends and Programs 14 March 2024



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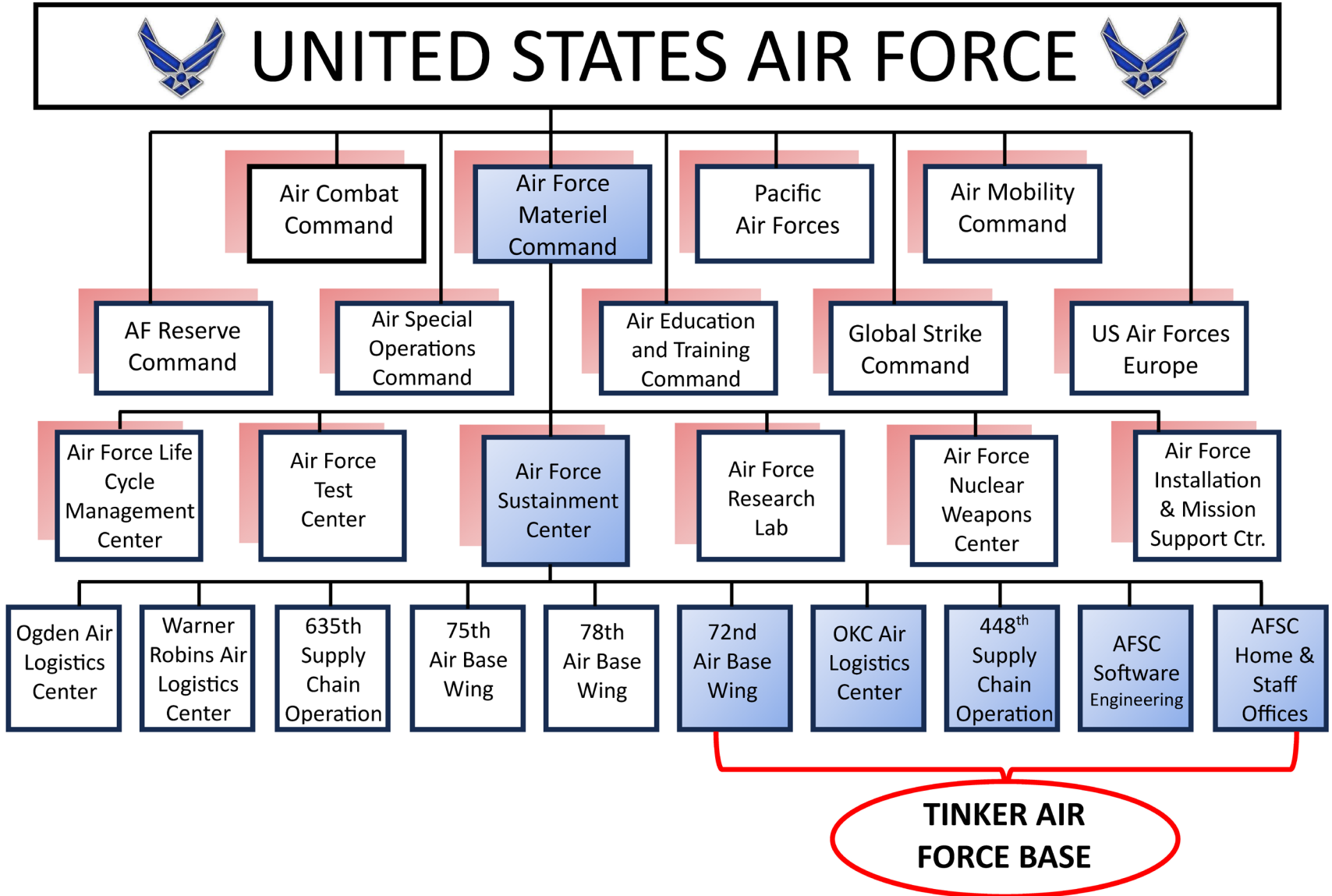
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Integrity - Service - Excellence



Understanding the Installation





Hiring Forecast



TINKER AIR FORCE BASE FISCAL YEAR 2024/2025 HIRING FORECAST



Prepared by the Tinker Air Force Base
Civilian Personnel Officer
As of January 2024

Tinker AFB FY 24/25 Hiring Forecast

This document forecasts external hires in Air Force activities at Tinker Air Force Base (AFB) in Fiscal Years (FY) 2024 and 2025 (1 October 2023 through 30 September 2025). It does not include hiring in other federal agencies located at Tinker AFB, i.e., Defense Information Systems Agency, Defense Logistics Agency, Department of the Navy or private sector contractors performing work at Tinker AFB. It also does not project employment for Non-Appropriated Fund Activity (NAF) facilities at Tinker AFB including, bowling centers, golf courses, community centers, and arts and crafts activities.

The forecast was developed in coordination with functional offices/organizations by evaluating past hiring and accounting for future attrition and workload requirements. It will be used to be proactive in identifying future vacancies (i.e., targeted recruitment and advanced advertisement of positions to provide management with an ongoing pool of candidates).

The forecast is available to the public and is distributed to local Chambers of Commerce, local colleges and universities, Central Oklahoma Workforce Innovation Board, Career Technology Centers, the Oklahoma Board of Regents and local veteran's associations to make available to potential candidates and provide necessary training/education for positions projected to be filled.

The forecast will be evaluated bi-annually for accuracy and reevaluated as needed. Next evaluation will be conducted in July 2024 and a complete new forecast will be published annually.

Equal Opportunity Employer

The United States Government does not discriminate in employment on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, gender identity, marital status, disability and genetic information, age, membership in an employee organization, or other non-merit factor.

Employment of People with Disabilities

Tinker Air Force Base offers a variety of jobs for People with Disabilities through the Schedule A appointment authority. More information regarding the program may be obtained by contacting the Affirmative Employment Program Manager at 405-739-9103 or the Schedule A Program Manager at 405-739-2007.

Employment of Veterans

Tinker Air Force Base has a long and outstanding record of employing veterans. There are laws providing Veterans' preference and special appointing authorities for veterans. Federal service provides a means for veterans to continue their noble service to this country.

Hiring Programs

- **Intern Programs (Pathways)**
 - Palace Acquire Program (PAQ) offers participants the opportunity to attain a permanent full-time position during a two-four year formal training plan designed to let participants experience both personal and professional growth while dealing effectively and ethically with change, complexity and problem solving.
 - Copper Cap Program is designed to prepare college graduates for careers as Air Force Civilian Service Contract Specialists.
 - Recent Graduates Program affords developmental experiences in the Federal Government intended to promote possible careers in the civil service to individuals who have recently graduated (within 2 years) from qualifying educational institutions or programs.
 - Student Internship Program provides students currently enrolled in high school, college, trade school or other qualifying educational institutions with paid opportunities to work in civil service agencies and explore Federal careers.
 - Premiere College Internship Program- Graduate students who have completed at least one year of a full-time graduate program will be able to apply for a full-time paid summer internship lasting 10-12 weeks during the summer session prior to their second year of their graduate program. Visit www.usajobs.gov for more information.



Hiring Forecast Continued



FY24/25 Forecast

- **Direct Hire Authority(DHA)**
 - DHA is an appointing authority that the Office of Personnel Management (OPM) can give to Federal agencies for filling vacancies when a critical hiring need or severe shortage of candidates exists.
- **Forecast includes both white collar (GS) and blue collar (WG) positions.**
 - Some occupations projected may have either a large number of vacancies or are historically hard to fill.
- **Journeyman vs. Developmental positions**
 - Journeyman (JNY) are those positions where an individual would need little to no assistance in carrying out the work being performed.
 - Developmental (DEV) are those positions where individuals need additional training and/or assistance to able to carry out the work being performed.
- **Maintenance Helper positions**
 - Positions are occasionally announced to fill positions where there is a lack of available required skill sets
- **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 most Developmental (entry-level) positions
 - In addition, certain occupations have specific education requirements

FY24/FY25	Qtr 1		Qtr 2		Qtr 3		Qtr 4		Qtr 5		Qtr 6		Qtr 7		Qtr 8		Grand Total
Series	DEV	JNY	DEV	JNY	DEV	JNY	DEV	JNY	DEV	JNY	DEV	JNY	DEV	JNY	DEV	JNY	
GS-0081 FIREFIGHTER	2	0	1	0	1	1	1	0	2	0	2	1	1	0	2	1	15
GS-0083 POLICE OFFICER	7	0	7	1	7	0	7	1	7	0	7	1	7	0	7	1	60
GS-0301 MISCELLANEOUS ADMIN ASSISTANTS	4	7	6	8	2	6	5	12	5	7	6	8	3	6	5	13	103
GS-0303 ADMINISTRATIVE ASSISTANTS	15	0	14	0	16	0	16	0	15	0	14	0	13	0	16	0	119
GS-0343 PROGRAM/MGMT ANALYST	9	14	13	14	8	15	9	15	6	16	15	15	8	16	9	16	198
GS-0344 MANAGEMENT ASSISTANT	1	0	1	0	5	0	5	0	2	0	1	0	6	0	5	0	26
GS-0346 LOGISTICS MANAGEMENT	15	15	15	20	10	12	7	14	15	15	15	20	10	12	7	14	216
GS-0399 STUDENT TRAINEE ANALYST	11	0	6	0	8	0	13	0	10	0	6	0	8	0	13	0	75
GS-05XX FINANCIAL	7	9	6	10	6	8	11	4	8	8	6	10	6	7	11	5	122
GS-06XX MEDICAL	1	1	0	0	1	1	0	0	1	1	0	0	1	1	1	1	10
GS-08XX ENGINEERING	13	10	7	13	18	11	38	15	13	10	7	13	18	11	41	15	253
GS-0899 STUDENT TRAINEE ENGINEER	5	0	5	0	5	0	5	0	5	0	5	0	5	0	5	0	40
GS-1101 PROGRAM MANAGER	8	4	5	8	10	7	3	7	8	5	7	7	12	8	3	8	110
GS-1102 CONTRACT SPECIALIST	10	5	9	4	10	7	9	12	10	5	9	4	10	7	9	12	132
GS-1152 PRODUCTION CONTROLLER	14	3	11	4	11	4	14	3	14	3	11	4	11	4	14	3	128
GS-1550 COMPUTER SCIENTIST	2	3	2	3	2	2	2	2	2	2	2	2	1	1	1	1	30
GS-1599 COMPUTER SCIENTIST trainee	2	0	2	0	2	0	3	0	2	0	2	0	2	0	3	0	18
GS-1670 EQUIPMENT SPECIALIST	4	1	3	12	2	7	2	7	4	0	3	12	1	7	1	7	73
GS-2010 INVENTORY MANAGEMENT SPECIALIST	8	1	13	0	11	1	16	1	10	1	13	0	11	1	16	2	105
GS-2210 IT PROGRAM MANAGER	7	9	7	9	8	9	8	10	8	9	8	9	8	9	8	10	136
WG-2805 ELECTRICIAN	1	1	0	1	1	1	0	2	1	1	1	1	1	1	1	2	16
WG-2892 AIRCRAFT ELECTRICIAN	3	2	4	2	3	2	4	2	3	2	4	2	3	2	4	2	44
WG-3414 MACHINIST	3	4	3	4	3	4	1	4	3	4	1	4	1	4	2	4	49
WG-3705 NONDESTRUCTIVE TESTER	4	1	4	1	4	1	4	1	4	1	4	1	3	1	3	1	38
WG-3806 SHEET METAL MECHANIC	45	4	45	4	45	4	45	4	45	4	45	4	45	3	45	3	390
WG-4102 PAINTING WORKER	8	1	8	1	8	1	8	0	7	1	7	1	7	1	7	0	66
WG-5378 POWERED SUPPORT SYSTEMS MECHANIC	1	3	1	3	2	3	2	3	2	2	2	2	1	2	1	2	32
WG-6904 TOOLS AND PARTS ATTENDANT	7	0	8	0	7	0	8	0	7	0	8	0	7	0	8	0	60
WG-6910 MATERIALS EXPEDITER	6	0	6	0	6	0	8	0	6	0	6	0	6	0	6	0	50
WG-8255 PNEUDRAULIC SYSTEMS MECHANIC	6	1	7	2	7	1	7	2	6	1	7	2	7	1	7	2	66
WG-8602 AIRCRAFT ENGINE WORKER/MECHANIC	12	5	12	5	12	6	12	6	12	5	12	5	12	6	11	6	139
WG-8852 AIRCRAFT MECHANIC	17	11	18	11	17	11	18	11	17	11	18	11	17	12	18	12	230
Total	258	115	249	140	258	125	291	138	260	114	254	139	252	123	290	143	3149

DEV - Developmental
 JNY - Journeyman
 5XX, 6XX, 8XX - covers multiple positions in Financial, Medical, and Engineering fields, respectively



Hiring Forecast Continued



• Firefighters

- A total of 15 Firefighter positions during FY24/FY25
- 15 of these positions are projected to be filled at the entry level (GS-05).
- GS-05 requires one year at the next lower grade level or a Bachelor's degree, or higher
- At this time we do not anticipate any positions being filled at the journeyman level (GS-11/12)
- Must be able to pass required medical requirements

• Police Officers

- A total of 60 Police Officers positions during FY24/FY25.
- 60 of these positions are projected to be filled at the entry level (GS-05).
- GS-05 requires one year at the next lower grade level or a Bachelor's degree, or higher
- At this time we do not anticipate any positions being filled at the journeyman level (GS-11/12)
- Must be able to pass required medical requirements

• Miscellaneous Admin

- A total of 103 of the above positions during FY24/FY25
- 36 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 Bachelor's degree, or higher (business degrees preferred)
- 67 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

• Administrative Assistant

- A total of 119 of the above positions during FY24/FY25
- 119 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 Bachelor's degree, or higher (business degrees preferred)
- At this time we do not anticipate any positions being filled at the journeyman level (GS-11/12)

• Program Management/Analyst

- A total of 198 of the above positions during FY24/FY25
- 77 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 Bachelor's degree, or higher (business degrees preferred)
- 121 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

• Management Assistant

- A total of 26 of the above positions during FY24/FY25
- All of these positions are projected to be filled at the entry level (GS-07/09) which require either one year of experience performing similar duties at the next lower level or a Bachelor's degree, or higher (business degrees preferred)
- At this time we do not anticipate any positions being filled at the journeyman level (GS-11/12)

• Logistics Management

- A total of 216 of the above positions during FY24/FY25
- 94 of these positions are projected to be filled at the entry level (GS-07/09) which require either one year of experience performing similar duties at the next lower level or a Bachelor's degree, or higher (business degrees preferred)
- 122 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

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• Miscellaneous Student Trainees

- A total of 75 Miscellaneous Office Student Trainee positions (GS-03/04/05/06/07/09) projected during FY24/FY25
- All of these positions are projected to be filled at the entry level (GS-03/04/05/06/07/09). These positions may be filled by college students who work in these positions on a part time basis.

• Finance Positions

- A total of 122 Finance positions during FY24/FY25
- 61 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 Bachelor's degree, or higher (finance degrees preferred)
- 61 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

• Medical Positions

- A total of 10 Medical positions over FY24/FY25 to include, Social workers, Family Advocacy Nurses, ADAPT counselors, Athletic trainers, Strength and Conditioning Coaches at both entry and journeyman level. Additional information on qualifications on technical and medical support positions may be found on the OPM website at <http://www.opm.gov/policy-data-oversight/classification-qualifications/general-schedule-qualification-standards#url=Group-Standards>

• Engineers (to include General, Mechanical, Materials, Aerospace, Environmental, Electrical, Industrial and Student Trainees)

- A total of 253 Engineering positions during FY24/FY25; of these positions, the most challenging to fill have predominately been the Electronics, Aerospace and Materials Engineers
- 155 of these positions are projected to be filled at the entry level (GS-05/07/09) which require a Bachelor's degree, or higher, from a school of engineering with at least one curriculum accredited by the Accreditation Board for Engineering and Technology (ABET). Curriculum requirements may be found on the Office of Personnel Management (OPM) website at <http://www.opm.gov/qualifications/standards/IORs/GS0800/0800.htm>

-98 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 and a Bachelor's degree, or higher, from an ABET school of engineering. Curriculum requirement may be found on the OPM website at

<http://www.opm.gov/qualifications/standards/IORs/GS0800/0800.htm>.

• Student Trainee Engineers (to include General, Mechanical, Materials, Aerospace, Environmental, Electrical, Industrial and Student Trainees)

- A total of 40 Student Engineering positions during FY24/FY25; of these positions, the most challenging to fill have predominately been the Electronics, Aerospace and Materials Engineers

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Hiring Forecast Continued



• Program Manager

- A total of 110 of the above positions during FY24/FY25
- 56 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, a Bachelor's degree, or higher
- 54 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

• Contracting Specialist Positions

- A total of 132 Contracting Specialist positions over FY24/FY25
- 76 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, a Bachelor's degree, or higher
- 56 positions are projected to be filled at the 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 of Business

• Production Controller

- A total of 128 of the above positions during FY24/FY25
- 100 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, a Bachelor's degree, or higher
- 28 positions being filled at the journeyman level (GS-11/12)

• Computer Scientist

- A total of 30 Computer Scientist positions projected to be filled during FY24/FY25
- 14 of these positions are projected to be filled at the entry level (GS-05/07/09) which require a Bachelor's degree, or higher, in computer science or 30 semester hours in a combination of statistics and mathematics that include differential and integral calculus.
- 16 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

• Computer Scientist Trainee

- A total of 18 Computer Scientist trainee positions projected to be filled during FY24/FY25
- All of these positions are projected to be filled at the entry level (GS-05/07/09) which require a Bachelor's degree, or higher, in computer science or 30 semester hours in a combination of statistics and mathematics that include differential and integral calculus.

• Equipment Specialist

- A total of 73 of the above positions during FY24/FY25
- 20 of these positions are projected to be filled at the entry level (GS-07/09) which require either one year of experience performing similar duties at the next lower level or a Bachelor's degree, or higher (business degrees preferred)
- 53 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

• Inventory Management Specialist

- A total of 105 of the above positions during FY24/FY25
- 98 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 Bachelor's degree, or higher (business degrees preferred)
- 7 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

• IT Program Manager

- A total of 136 IT Program Manager's positions projected to be filled during FY24/FY25.
- 62 of these positions are projected to be filled at the entry level (GS-03/04/05/07/09) which require a Bachelor's degree, or higher, in
- 74 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 and a Bachelor's degree or higher, in Computer science, engineering, information science, information systems management, mathematics, operations research, statistics, or technology management

• Maintenance Positions

- A total of 1180 maintenance positions over FY24/FY25 in the following fields:

• Electrician	16
• Aircraft Electrician	44
• Machinists	49
• Non-Destructive Testers	38
• Sheet Metal Mechanic	390
• Painting Worker	66
• Powered Support Systems Mechanic	32
• Tools and Parts Attendant	60
• Materials Expediter	50
• Pneudraulic Systems Mechanic	66
• Aircraft Engine Repair	139
• Aircraft Mechanic	230
- 912 of these positions are projected to be filled at the entry levels (WG-05/07/08)
 - WG-05 requires no prior skills or knowledge of the position
 - WG-06/07/08 requires six months or more of experience performing similar duties at the next lower grade level or an Airframe and Powerplant license (A&P) if the position is a Sheet Metal Mechanic, Aircraft Engine Mechanic, Aircraft Mechanical Parts Worker or an Aircraft Mechanic
- 268 positions are projected to be filled at the journeyman level (WG-09/10) which require six months or more experience performing similar duties at the next lower level
- In addition to those listed above, it may become necessary to announce externally positions (open to the public) via Pathways (Current Student or Recent Graduate) at the trainee level:
 - Electronics Mechanic
 - Aircraft Electrician
 - Sheet Metal Mechanic (Aircraft)
 - Aircraft Mechanic
 - Machinist
- To explore job opportunities, you can visit USAJOBS at www.usajobs.gov and Air Force Civilian Careers at <https://afciviliancareers.com/>.

Points of Contact:

Recruitment and Hiring
Forecast 405-739-3875



U.S. AIR FORCE



Internships, Scholarships, and Training Programs

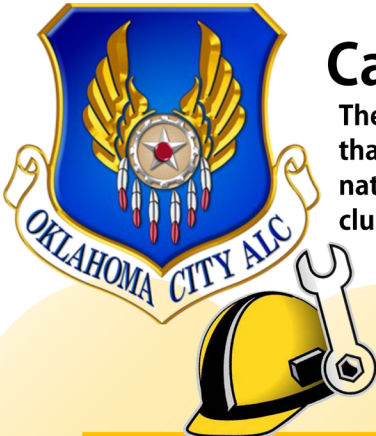


- **Direct Hire**
 - **Workforce Needs**
 - 61% blue collar
 - 27% other
 - **Career Tech Pipeline**
 - **Real World Experience**
 - **Engineering Degrees**



Career Pathways inside the OC-ALC at Tinker AFB

The Oklahoma City Air Logistics Complex (OC-ALC) located on Tinker Air Force Base employs more than 9,000 people in more than 80 different types of jobs! These 80+ types of jobs make up 9 of the national career clusters you are learning about in school. Use the guide below to learn which career cluster fits you best and land the job of your dreams!



Architecture & Construction

Jobs in this career cluster require career tech certifications or real world experience: Painters; Carpenters; Pipefitters; Air Conditioning Equipment Mechanics; just to name a few! Get hired at \$20+ hour with a career tech certification! Education benefits available.



Business Management

There are a wide variety of jobs in this career cluster! Some of them require specific college credits and some require real world experience and relevant skills: Program Managers; Contract Specialists; and more! College internships available!



Education & Training

Did you know Tinker has teachers/ trainers and our employees attend classes at work?! Tinker trainers don't need an education degree. Experience and skills qualify you to be a technical trainer.



Finance

Aerospace is a \$44 billion industry in our state, and the OC-ALC is an important contributor! College classes in Business are required to work in Financial Management at the OC-ALC!



Government

Program Managers, Safety & Occupational Health Specialists, Environmental Protection Specialists, and Safety Inspectors are jobs in this cluster! Career tech certifications, college classes, and real-world experience are all paths to land these jobs!



Information Technology

Information Technology Specialists and college interns at the OC-ALC focus on network systems administration and cybersecurity. CompTIA certifications required!



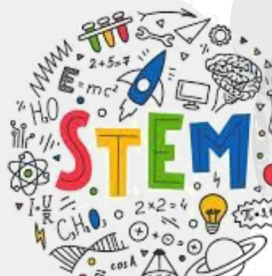
Manufacturing

Manufacturing is one of the most important tasks in the OC-ALC! Many types of machinists and engineers work together to manufacture airplane parts and keep the US Air Force flying safely! Career tech is a great way to become a mechanic while engineers require college degrees. College internships are available!



Transportation, Distribution, Logistics

Some of OC-ALC's most in-demand jobs are Sheet Metal mechanic, Aircraft Mechanic, Engine Mechanic, and Production Controller! Earn a career tech certification to land one of these jobs with a starting salary of \$20+ hour. Education benefits and promotion opportunities available!



Science, Technology, Engineering, Math

We hire EVERY kind of engineer to solve problems, reverse engineer hard-to-get components, write software, work on industrial equipment and much MORE! Earn an engineering degree from an ABET accredited university to qualify. We also hire college degreed Chemists, Physical Scientists, and Mathematicians. College internships available!



- ★ Graduated West Moore High School
- ★ Attended Gordon Cooper Tech Airframe & PowerPlant Program
- ★ OC-ALC Mechanic for 7 years
- ★ Mr. Marquez's Lessons Learned
 - "It's not who you know. It's who notices you."*
 - Be a Lifelong Learner
 - Ask Questions
 - Find a Mentor

Career Tech Pathway

**Business Development and
Execution Section Chief**



Ruben Marquez



Internships, Scholarships, and Training Programs



- **Pathways Internship**
 - **Students Pursuing Bachelor's**
 - **Business**
 - **Logistics**
 - **Supply Chain**
 - **Year-Round Program**
 - **20-40 hours/ week**
 - **Rotations**
 - **Permanent Job Placement**





Internships, Scholarships, and Training Programs



- **Premiere College Internship Program**
 - Students Pursuing Bachelor's
 - Summer Internship
 - Permanent Job Placement
 - GS 7 target 11
 - Converts to PAQ Program





Internships, Scholarships, and Training Programs



- **Palace Acquire Training Program**
 - Master's 100% Paid
 - 2-3 year developmental training program
 - STEM, Finance, IT, Cybersecurity, Contracting





Internships, Scholarships, and Training Programs



- **SMART Scholarship**
 - STEM Careers
 - Bachelor, Master, Ph.D.
 - Educational expenses paid
 - Stipends
 - Internships
 - Mentoring
 - Permanent Placement





Incentives



- **Student Loan Repayment**
 - 5 CFR 537 at OPM.gov
- **Recruitment Incentive**
 - 5 CFR 575.101 at OPM.gov
- **Retention Incentive**
 - 5 CFR 575.309 at OPM.gov
- **Relocation Incentive**
 - 5 CFR 575.201 at OPM.gov



Air Force Sustainment Center



- **Questions?**



U.S. AIR FORCE
