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## Hiring of Engineers - Existing Conditions

PERS

2 November 54  
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- R/D
1. Prior to establishing an estimate of potential hiring of engineers for the next three years, an outline of some background conditions is essential.
  2. The recruitment program for NSA this year includes a complete tour of seventy-four schools which will graduate engineers and physicists. Public relations visits are being made to the schools during this fall to follow-up on previous hiring programs, and to acquaint department heads more fully with NSA needs. This program is a very flexible one and may be expanded or contracted depending on Agency requirements. In addition to college sources, professional engineering societies are also visited as well as other sources. Continual vigorous action is taken to employ qualified military in NSA who are being separated from the service.
  3. The starting salaries for NSA are \$284.16 per month for a GS-5 and \$350.41 per month for a GS-7. While the industrial rate was an average of \$372.00 per month, flexibility in our hiring standards permits the use of the \$350.41 figure, which compares favorably with the industrial starting salaries. While the NSA salary structure is pretty good in comparison to industry it must be recognized that industry offers other incentives that we cannot, such as - payment for transportation of household goods and families to the new job, paid hospitalization etc. The attractiveness of employment with NSA will be enhanced by the Fringe Benefits Bill and any increases in beginning salaries that may be authorized.
  4. A survey of 159 companies was completed by the Goodyear Tire & Rubber Company, in conjunction with the Westinghouse Corporation, which was directed to the various phases of the entire question of technical and non-technical trained college graduates and to the starting salaries they will be offered for the year 1955. The following table shows the results of the completed survey.

<u>Salary Range</u>	<u>Per Cent of 159 Companies</u>
\$250.00 or under	0.6
251.00 - 275.00	0.6
276.00 - 300.00	4.5
301.00 - 325.00	8.3
326.00 - 350.00	27.4
351.00 - 375.00	41.4
376.00 - 400.00	16.6
401.00 - 425.00	-
426.00 - 450.00	0.6
	<u>100 %</u>

Incl 3

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5. Another condition to be taken into consideration is the present and potential supply of engineering graduates. Nationwide publications of State and Federal Employment Agencies continue to reflect a shortage of professionally trained engineers and scientists. Some indication of this is given in the figures below.

<u>Year</u>	<u>Graduates</u>
1953	22,500
1954	17,000
1955	21,500

As shown above there will be more graduates available in 1955 than in 1954 but still less than in 1953.

6. Another condition to be considered is that engineering personnel who are hired for the Agency must, like all new employees, qualify in a full field security investigation even though they may have satisfactorily completed the Polygraph interview. If they fail to qualify, they must bear the cost of the moving back to their home area.

7. Considering the aforementioned conditions, PERS. DIV. estimates and considers it possible to recruit engineering personnel for R/D, during the next three years, as follows:

<u>Year</u>	<u>Net Growth</u>	<u>Attrition</u>	<u>Total to be Hired</u>
1955	20	16	36
1956	24	17	41
1957	<u>31</u>	<u>15</u>	<u>46</u>
	75	48	123

8. However, the following factors, if present, will have a direct bearing on recruiting engineers:

Advantageous

- a. Increased starting salaries for government.

Disadvantageous

- a. A Radical change in national economic conditions.  
 b. A national emergency in which the civilian labor supply would dwindle.  
 c. Reduction in the number of engineers expected to graduate from colleges.  
 d. Higher rate of attritions than expected, because of the Ft. Meade move.

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