

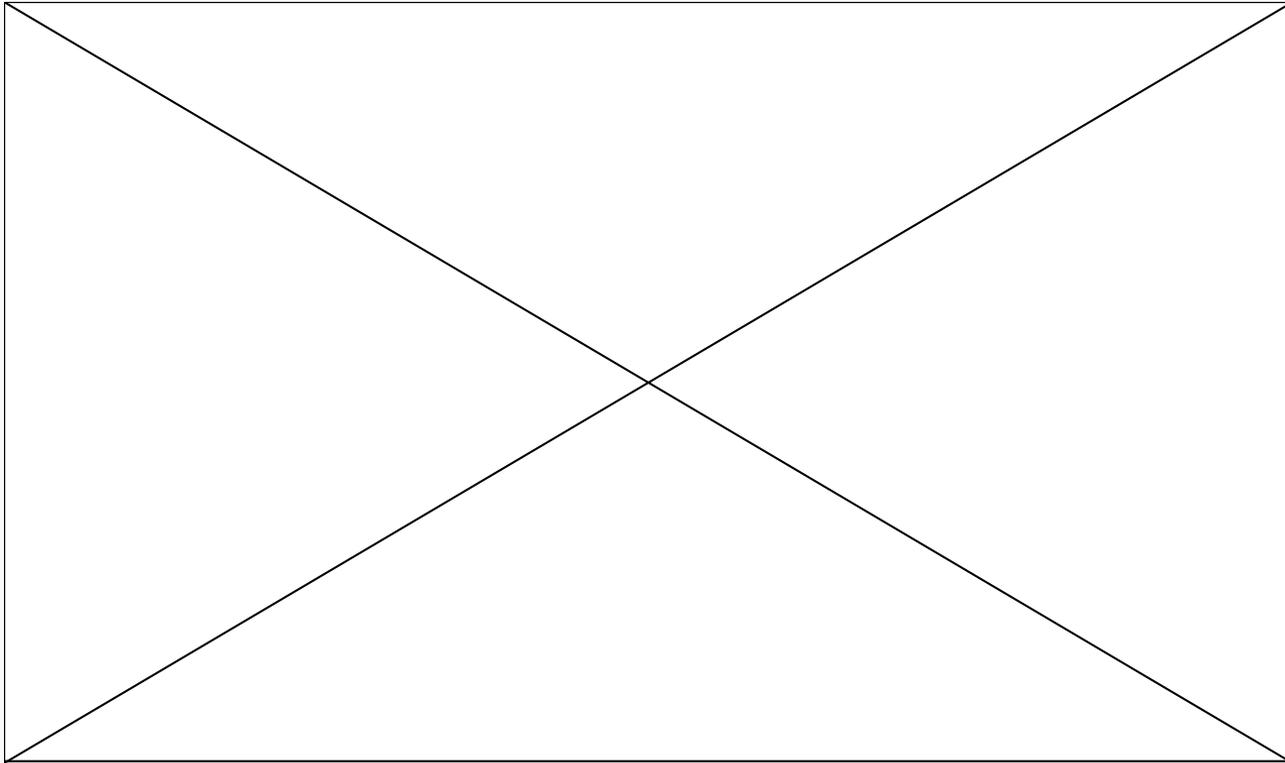


OFFICE *of* HUMAN RESOURCES

National Institutes of Health

Presentation to the CHCOs - OPM on Experienced Workers

February 10, 2011



About us: the National Institutes of Health

About Us: the National Institutes of Health

- The world's premier biomedical research organization
 - Intramural – In-house scientists & facilities conducting research
 - Extramural – Administer the funding of non-NIH research programs
- Train scientists
- Communicate medical knowledge to the public
- Budget \$31.2 billion in FY2010



NIH: One of the Best Employers for Workers over 50

- NIH was the first Federal agency on AARP's rankings, starting in 2008
- Remains the premier place for workers over 50 in the Federal government

2009 ^{AARP} Best
Employers
FOR WORKERS OVER 50[®]

NIH: One of the Best Employers for Workers over 50



Why Focus on Experienced Workers?

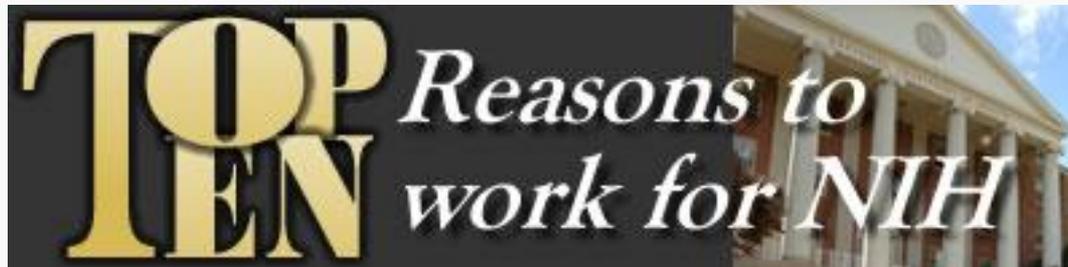
- The U.S. Bureau of Labor Statistics projects that by 2016, one in three workers will be 50+; up from 28 percent in 2007
- Within the next three years, more than half of NIH's senior managers will be eligible to retire
 - Significant attrition below senior level as well
 - Not enough employees within NIH ready to fill the gaps

What NIH Offers Experienced Workers

- A Culture of Diversity
- Employee Development
- Great Benefits & Retirement
- A Great Place for Everyone!



What NIH Offers Experienced Workers



A Culture of Diversity

- NIH uses a wide array of advertising media to try to reach the most diverse candidate pool, including experienced workers
 - USAjobs, job fairs, relationships with organizations
- Experienced workers are valued at the NIH, both during recruitment and on the job
- NIH provides excellent accommodations for workers with disabilities

Employee Development

- NIH is committed to training and employee development for ALL our employees
 - NIH Training Center trained 4,987 employees in 702 courses last year
- Some examples:
 - Team and executive coaching is available to managers
 - Senior Leadership Program & Executive Leadership Development Program
 - Going from Better to Best course is a talent management course responding to the generational shift in the workforce composition
 - NIH has specific training courses addressing generational differences in the workplace

Getting Ready for Retirement

- NIH employee retirement benefits
 - A defined benefit pension
 - Eligible for Thrift Savings Plan(401k equivalent)
 - Social Security
 - Great health insurance that you can carry over into retirement
- NIH also provides retirement and financial planning services
 - Professional retirement planning assistance
 - Employee Benefits Information System(EBIS)

Reemployed Annuitants

- NIH has opportunities for retired workers, especially for difficult to fill positions such as nurses and contract specialists
- NIH Police Department hires many retired officers from other departments
- NIH handled the work surge caused by ARRA in part by reaching out to retired workers



Home > [Jobs @ NIH](#) > Employment Opportunities for Retired Federal Employees

Employment Opportunities for Retired Federal Employees

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Job Descriptions

A B C D E F G H I J K L
M N O P Q R S T U V W
X Y Z

[See All Job Descriptions](#)

The NIH strives to recruit and retain the best employees to carry out our important mission.

We are actively seeking former Federal employees to:

- Act as mentors to entry and mid-level staff;
- Provide on-the-job training and coaching;
- Work on short-term projects and/or surges;
- Provide a knowledge pool for best practices;
- Provide support to program managers.

And did you know that NIH ranked #3 in the AARP's "Best Employers for Workers Over 50" in 2009 – the first Federal agency to ever make the list! See why at the [AARP website](#).

Whether you retired under the [Civil Service Retirement System \(CSRS\)](#), [CSRS-Offset](#), or the [Federal Employees' Retirement System \(FERS\)](#), you could be eligible for non-competitive appointments in NIH.

Advantages to working as a reemployed annuitant at NIH:

1. Opportunity to be part of the NIH mission
2. Opportunity to shape our future leaders
3. Return to a familiar employment system
4. Competitive salary
5. Supplement your retirement income
6. No impact on your retirement benefit (unless disability or discontinued service retirement)
7. Potential increase in your retirement benefit (CSRS/FERS, Social Security (SS) and Thrift Savings Plan (TSP))
8. Potential for tax-deferred and tax exempt salary
9. Potential eligibility for Federal benefits such as health, dental, vision and life insurance and Flexible Spending Accounts

How to Apply

- [Ethics Information >>](#)
- [Federal Resume Tips >>](#)
- [Glossary >>](#)
- [Maximize Your Job Search >>](#)
- [Qualifications and KSAs >>](#)
- [Tutorials >>](#)
- [What Can I Apply For? >>](#)
- [What to Expect Next >>](#)

Related Information

- [Optional CSRS Reemployed Annuitant: General Summary \(.pdf\)](#)
- [Optional FERS Reemployed Annuitant: General Summary \(.pdf\)](#)
- [NIH Benefits Information](#)
- [NIH Retirement Information](#)
- [NIH Recovery Jobs](#)

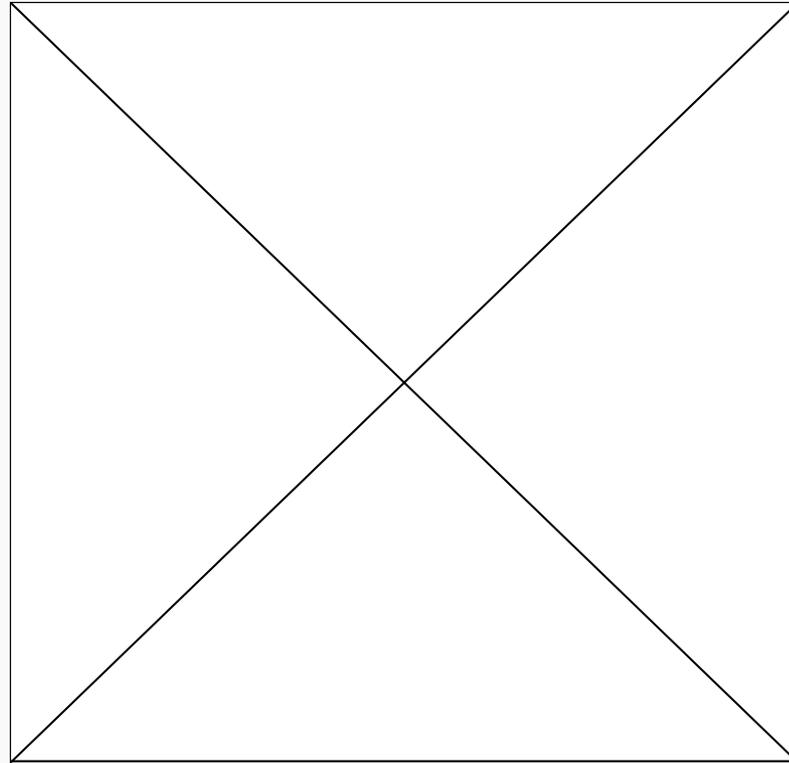


Reasons Why NIH is Great for *All* Workers

- Telework options
 - Available to most employees
 - NIH provides equipment to those teleworking most often
- Formal & Informal Mentoring
 - Principle investigators mentor post-doctoral fellows
 - Sr. leaders mentor administrative interns
 - Established employees mentor new employees

More Reasons Why NIH is Great for *All* Workers

- Wellness programs
 - On-site fitness centers
 - Classes to help employees stop smoking and manage stress
- Recreation and Welfare Association
 - Clubs – Bicycle Commuter Club, Golf League, Toastmasters
 - Special Events – Comcast Film Festival, Take a Hike Day
 - Discounts on movie rentals, event tickets, and restaurants



Our Message to All Workers

Replicating Our Success

- Be a great place for all employees
- Advertise what you already do
- Don't just meet the minimum requirements, exceed them!
- Bottom-line: make experienced workers a priority


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Discover a career at NIH: It's about life

[Click on an employee to hear their stories](#)

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This page was last reviewed on November 9, 2010.