

**AMENDMENT TO H.R. 7273**  
**OFFERED BY MR. WHITESIDES OF CALIFORNIA**

At the end of title VIII, add the following:

1 **SEC. 8** \_\_\_\_ . **SURVEY AND ANALYSIS OF NASA WORKFORCE**  
2 **AND SKILL GAPS.**

3 (a) SENSE OF CONGRESS.—It is the sense of Con-  
4 gress that—

5 (1) one of NASA’s greatest assets has been  
6 NASA’s world-class science and engineering work-  
7 force;

8 (2) because of NASA’s inspiring and ambitious  
9 mission, NASA’s workforce is recognized for pas-  
10 sion, dedication, a high-level of skill and expertise,  
11 and hard work;

12 (3) NASA job openings consistently attract  
13 high numbers of skilled applicants who seek to be  
14 part of a Federal agency that expands the frontiers  
15 of discovery and exploration of Earth, the solar sys-  
16 tem, and the universe;

17 (4) the unique capabilities of NASA’s workforce  
18 have helped solve problems beyond the scope of  
19 NASA’s mission, including in the 2010 rescue of 33  
20 Chilean miners trapped 2,300 feet below ground in

1 the Atacama Desert, and in the 2011 investigation  
2 of unintended acceleration in Toyota vehicles;

3 (5) for thirteen consecutive years, NASA has  
4 been named the best place to work in the Federal  
5 Government in the large agency category; and

6 (6) the Administrator should take stock of  
7 NASA's current workforce and skillsets to identify  
8 any gaps and the impacts of such gaps, and to de-  
9 velop appropriate and ongoing measures to identify,  
10 plan, and secure workforce skills needed to accom-  
11 plish NASA's ambitious mission.

12 (b) ASSESSMENT AND ANALYSIS.—Not later than 45  
13 days after the date of enactment of this Act, the Adminis-  
14 trator shall carry out, or enter into an arrangement with  
15 an independent, external entity to carry out, the following:

16 (1) Conduct an assessment and analysis of the  
17 NASA civil servant and contractor workforce and  
18 skillsets across NASA's headquarters and field cen-  
19 ters, which shall include the following:

20 (A) An analysis of the number of civil serv-  
21 ant and contractor workers during the current  
22 and five previous fiscal years, as categorized by  
23 skillset area.

24 (B) An identification of the key reasons for  
25 any significant changes in workforce and

1 skillsets, as related to the analysis under para-  
2 graph (1).

3 (C) An identification of the most critical  
4 gaps in workforce skillsets and the impact of  
5 such gaps on NASA's current and planned mis-  
6 sions and research and technology activities.

7 (D) An identification of skillsets that are  
8 highly unique, critical for carrying out certain  
9 NASA mission and research activities, and  
10 would be most difficult to replace.

11 (E) An analysis of the impacts of work-  
12 force and skillset gaps on NASA's ability to  
13 carry out operating missions and research and  
14 technology activities, and to pursue future mis-  
15 sions in research and technology areas.

16 (F) An analysis of how such gaps could af-  
17 fect United States leadership in space and  
18 United States strategic capabilities.

19 (2) Develop recommendations for the following:

20 (A) The most consequential of such gaps,  
21 including such gaps that preclude NASA's abil-  
22 ity to carry out certain activities or are related  
23 to any of the following:

1 (i) Crewed missions, human  
2 spaceflight safety, and other safety-related  
3 agency activities.

4 (ii) Acquisitions.

5 (iii) Procurement.

6 (B) The most critical skillsets identified  
7 pursuant to subparagraph (C) of paragraph (1).

8 (C) A process for ongoing monitoring of  
9 workforce capabilities and skillsets, including an  
10 accounting of any new skillsets required for  
11 meeting NASA goals and objectives, consistent  
12 with congressional and statutory direction.

13 (c) REPORT.—Not later than 270 days after the date  
14 of enactment of this Act, the Administrator shall submit  
15 to the appropriate committees of Congress a report on the  
16 assessment and analysis under subsection (b) that in-  
17 cludes the following:

18 (1) A description of the methodology used for  
19 such assessment and analysis.

20 (2) Information relating to a plan to include  
21 milestones, and an estimate of resources required,  
22 for implementing the recommendations under para-  
23 graph (2) of such subsection.

