

## HUMAN CAPITAL

**\$455,780,000**

### Human Capital Funding

(Dollars in Millions)

	FY 2022 Actual	FY 2023 Estimate	FY 2024 Request	Change over FY 2023 Estimate		Funding Source
				Amount	Percent	
Personnel Compensation & Benefits <sup>2</sup>	\$291.09	\$330.00	\$352.76	\$22.76	6.9%	AOAM/ACRs/Carryover
Management of Human Capital	15.39	16.79	16.79	-	-	AOAM
IPA Compensation and Per Diem <sup>1</sup>	56.75	74.75	86.23	11.48	15.4%	R&RA/EHR
<b>Total, Human Capital</b>	<b>\$363.24</b>	<b>\$421.54</b>	<b>\$455.78</b>	<b>\$34.24</b>	<b>8.1%</b>	
Total AOAM	299.25	335.39	369.55	34.16	10.2%	
Total R&RA	50.93	66.57	77.14	10.57	15.9%	
Total EDU	5.82	8.18	9.09	0.91	11.1%	
ACRs	7.23	7.00				
Carryover		4.40				

<sup>1</sup> Costs for IPA travel are found within the Travel section of this chapter.

<sup>2</sup> Includes Administrative Cost Recoveries (ACRs) totaling \$7.23 million in the FY 2022 Actual. The FY 2023 Estimate includes ACR estimates of \$7.0 million and carryover of \$4.40 million with \$318.6 million of FY 2023 appropriated funds.

Support for NSF's human capital activities is the largest component of Organizational Excellence, accounting for almost 60 percent of the total portfolio. The Human Capital component includes personnel compensation and benefits (PC&B) of NSF's federal employees as well as support for NSF's temporary employees—both those that are hired through authority provided by the Intergovernmental Personnel Act, known as IPAs, and those employed through NSF's own Visiting Scientist, Engineer, and Educator (VSEE) program. NSF's federal employee full-time equivalents (FTE) and VSEEs are funded through the AOAM account while IPAs are funded through two programmatic accounts—R&RA and EDU.

The use of IPAs and VSEEs, together commonly referred to as rotators, has been a defining characteristic of NSF since its inception in 1950, as it gives NSF a direct connection to the researchers and educators working at the frontiers of science and engineering. VSEEs count as regular federal FTE and are included in the regular AOAM FTE totals. IPAs are not included in the regular AOAM FTE totals.

The Human Capital component also includes support for the Management of Human Capital, which includes:

- Human resource systems accessed through shared service providers, including the Federal Personnel Payroll System, the time and attendance system (Quicktime), and eRecruit capabilities using USAJobs.
- Operational activities including recruiting, hiring, and on-boarding of permanent and rotating staff, as well as processing support for pay and benefits and awards.
- Workplace and career-life balance support for employees including the Health Unit, Employee Assistance Program, and childcare subsidy.
- Contracts that support training and development programs, on-line training capabilities, networking activities including the NSF mentoring program, executive and supervisory training, and program management training.

**Personnel Compensation and Benefits (PC&B)****Personnel Compensation & Benefits**

(Dollars in Millions)

	FY 2022 Actual	FY 2023 Estimate	FY 2024 Request	Change over FY 2023 Estimate	
				Amount	Percent
Regular FTE	1,400	1,485	1,485	-	-
Pathways Intern	24	52	52	-	-
Regular FTE Base Salary <sup>1</sup>	\$208.68	\$231.85	\$245.55	\$13.70	5.9%
Student Salary	1.14	2.96	3.17	0.21	7.0%
Other Compensation <sup>2</sup>	1.91	2.80	2.80	-	-
Awards	7.13	8.65	10.18	1.53	17.7%
<b>Subtotal, FTE Compensation</b>	<b>\$218.86</b>	<b>\$246.26</b>	<b>\$261.69</b>	<b>\$15.44</b>	<b>6.3%</b>
Benefits	71.56	82.21	89.47	7.26	8.8%
Other Benefits <sup>3</sup>	0.68	1.54	1.60	0.06	4.0%
<b>Subtotal, Benefits</b>	<b>\$72.24</b>	<b>\$83.75</b>	<b>\$91.07</b>	<b>\$7.33</b>	<b>8.7%</b>
<b>Total, PC&amp;B</b>	<b>\$291.09</b>	<b>\$330.00</b>	<b>\$352.76</b>	<b>\$22.76</b>	<b>6.9%</b>

<sup>1</sup> Includes full support for a 4.6 percent COLA in FY 2023 (\$11.01 million) and 5.2 percent in FY 2024 (\$12.99 million). Includes Administrative Cost Recoveries (ACRs) totaling \$7.23 million in the FY 2022 Actual. The FY 2023 Estimate includes ACR estimates of \$7.0 million and carryover of \$4.40 million with \$318.6 million of FY 2023 appropriated funds.

<sup>2</sup> Includes reimbursable details to NSF and terminal leave.

<sup>3</sup> Includes Federal Employee's Compensation Act (FECA) funding and transit subsidies.

The FY 2024 Request for PC&B is \$352.76 million and includes AOAM appropriated funds only; no Administrative Cost Recoveries (ACRs) are factored into NSF's AOAM budget plans for the FY 2024 budget submission. The FY 2024 PC&B cost estimate will support 1,485 regular FTE employees, a total of 52 Pathways intern FTE, associated cost of benefits, general workforce performance awards (GWFP), and Senior Executive Service (SES) bonuses. It includes funding to cover a Cost of Living Adjustment in FY 2024 of 5.2 percent and also contains approximately \$1.0 million for the Federal Transit Benefits Program. In total, NSF believes this PC&B estimate presents a realistic estimate of these costs in FY 2024.

NSF AOAM Workforce

<b>NSF AOAM Workforce</b>					
(Full-Time Equivalent (FTE) and Other Staff)					
	FY 2022 Actual	FY 2023 Estimate	FY 2024 Request	Change over FY 2023 Estimate	
				Amount	Percent
NSF AOAM -- Regular	1,400	1,485	1,485	-	-
NSF AOAM -- Pathways Intern	24	52	52	-	-
<b>Subtotal, FTE</b>	<b>1,424</b>	<b>1,537</b>	<b>1,537</b>	-	-
Detailees to NSF	3	3	3	-	-
<b>Total</b>	<b>1,427</b>	<b>1,540</b>	<b>1,540</b>	-	-

Across FY 2023 and FY 2024, NSF will be expanding its regular FTE to meet the workforce needs of the larger agency. Specifically, additional FTE will be provided to NCSES to support this organization and the various activities it conducts on behalf of the federal government; as well as the TIP Directorate, the Office of Equity and Civil Rights, and Research Security Strategy and Policy, in order to achieve the program objectives set forth for these entities by the Director in the FY 2024 Request. Other FTE will be spread across NSF based on identified gaps in workforce resources and division/office needs.

Currently, planning is underway to enhance NSF's internship program in FY 2024. Within NSF, the Pathways Program is working as designed and NSF is converting interns to permanent positions at a highly successful rate. These FTE support NSF efforts to uphold Section 6 of Executive Order 14035, Advancing Diversity, Equity, Inclusion and Accessibility (DEIA) in the Federal Workforce, as these entry level positions often create a real opportunity for candidates in underserved communities to gain access to the Federal workforce.

**Management of Human Capital**

<b>Management of Human Capital</b>				
(Dollars in Millions)				
FY 2022 Actual	FY 2023 Estimate	FY 2024 Request	Change over FY 2023 Estimate	
			Amount	Percent
\$15.39	\$16.79	\$16.79	-	-

The FY 2024 Request for Management of Human Capital is \$16.79 million. This funding level will enable NSF to maintain operational support activities, learning and development programs essential for NSF's permanent and rotator staff, and contractual support for human capital initiatives. Many of the investments directly support NSF's Strategic Objective 4.2-Invest in People: Attract, empower, and retain a talented and diverse NSF workforce<sup>1</sup>. Specifically, NSF's FY 2024 Management of Human Capital investments support the following activities:

<sup>1</sup> Leading the World in Discovery; and Innovation; STEM Talent Development; Delivery of Benefits from Research - NSF Strategic Plan for Fiscal Years (FY) 2022 - 2026 | NSF - National Science Foundation. [www.nsf.gov/pubs/2022/nsf22068/nsf22068.pdf](http://www.nsf.gov/pubs/2022/nsf22068/nsf22068.pdf)

## *Human Capital*

### Learning and Development Programs (\$4.58 million)

Investments in this category fund contracts in support of learning and development programs, such as the Learning Management System, LearnNSF, and related on-line learning capabilities, as well as support for learning and capacity-building activities including the NSF mentoring program, executive and supervisory training, and program management training. These learning and development activities are designed to help ensure that the workforce, including permanent and rotating staff, as well as new supervisors and executives, are equipped with the tools needed to succeed as NSF employees.

### Operations Support (\$4.45 million)

This category includes contract support for recruiting, hiring, and on-boarding of permanent and rotating staff, outreach, and employee surveys as well as processing support for pay, benefits, and incentive and other awards. The FY 2024 Request is guided by costs associated with these employee-driven human capital activities. These investments align with the President's Management Agenda and Executive Order 14035 ensuring that initiatives related to the NSF work environment focus on keeping NSF competitive in the labor market, able to attract, recruit, retain, and empower top talent, and advance diversity, equity, inclusion, and accessibility.

### Strategic Human Capital Support (\$4.67 million)

NSF relies on strategic human capital support contracts for assistance in developing new approaches to critical human resource needs. The FY 2024 Request reflects NSF's planned investment in business intelligence and other tools anticipated to bring agility and process efficiency to the agency and enable workload analysis and workforce planning in support of strategic management of human capital resources. Within this investment category, FY 2024 funds will continue support for talent teams to identify assessments which are appropriate for NSF and to improve internships and Pathways Programs. Increased funding in FY 2024 will expand competency modeling to all positions across NSF and begin work to establish career path navigation tools for employees.

### Workplace and Work-Life Support (\$1.79 million)

The Workplace and Work-Life Support investment is focused on helping NSF's employees by providing health and family-friendly programs and activities, including an onsite health unit, onsite fitness center, employee assistance program, childcare subsidy, backup dependent care program, and student loan repayment program. These activities address the future of employee support and help the agency remain competitive in the labor market and support Federal employees in a hybrid work environment. In FY 2024, increased funding is provided for expansion of NSF's After Hours program which provides selected participants with tuition assistance for undergraduate and graduate level classes taken during non-work hours at an accredited academic institution.

### Human Resource Systems and Shared Services (\$1.30 million)

This category represents NSF's HR systems accessed through shared service providers, such as the Federal Personnel Payroll System, the time and attendance system (Quicktime), and eRecruit capabilities using USAJobs. The FY 2024 Request reflects funding for USA Staffing Licenses to meet requirements related to Executive Order 13932, Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates. This order requires candidate evaluations based on knowledge, skills, abilities, and competencies while limiting the use of education when determining if someone is qualified for a role. It also facilitates the use of more robust assessments over the currently used self-assessment questionnaires which are utilized for nearly all federal jobs. The increased cost for USA

Staffing is offset by elimination of Monster Hiring Solutions as Monster will no longer be needed/used as the NSF staffing/assessment platform since USA Staffing fulfills the requirements laid out in Executive Order 13932.

**Intergovernmental Personnel Act Costs**

A portion of NSF’s workforce consists of temporary staff hired through the Intergovernmental Personnel Act (IPA) authority. IPAs remain employees of their home institution while serving at NSF during their temporary assignments. They are not paid directly by NSF and are not subject to federal pay, benefits, or other limitations. NSF reimburses their home institution without overhead. IPAs are eligible to receive relocation expenses or a per diem allowance in lieu of relocation. Since January 31, 2020, NSF has required that institutions provide a minimum of 10 percent cost share of an IPA’s base salary and fringe benefits for every full-time IPA agreement.<sup>2</sup>

The agency uses IPA science and engineering staff to help ensure that the Foundation’s funding decisions are based on the best input from the field and reflect fresh ideas and creativity. The expertise provided by these IPAs is essential to help shape the NSF research portfolio and support transformational advances across the frontiers of all fields of science, engineering, and education.

**IPA Costs by Appropriation**

(Dollars in Millions)

	FY 2022 Actual	FY 2023 Estimate	FY 2024 Request	Change over FY 2023 Estimate	
				Amount	Percent
<b>IPA FTE<sup>1</sup></b>	214	267	305	38	14.2%
<b>Research and Related Activities (R&amp;RA)</b>					
IPA Compensation	\$48.40	\$61.93	\$71.63	\$9.70	15.7%
IPA Per Diem	2.54	4.64	5.51	0.87	18.8%
<b>Subtotal, R&amp;RA Costs</b>	<b>\$50.93</b>	<b>\$66.57</b>	<b>\$77.14</b>	<b>\$10.57</b>	<b>15.9%</b>
<b>Education and Human Resources (EHR)</b>					
IPA Compensation	5.47	7.40	8.22	0.82	11.1%
IPA Per Diem	0.35	0.78	0.87	0.09	11.5%
<b>Subtotal, EDU Costs</b>	<b>\$5.82</b>	<b>\$8.18</b>	<b>\$9.09</b>	<b>\$0.91</b>	<b>11.1%</b>
<b>Total<sup>1</sup></b>	<b>\$56.75</b>	<b>\$74.75</b>	<b>\$86.23</b>	<b>\$11.48</b>	<b>15.4%</b>

<sup>1</sup> IPA FTE of approximately five in FY 2023 and FY 2024 are included in the IPA FTE lines of the table above but the costs are budgeted within Other Program Administration and included in Operating Expenses section of this chapter.

The FY 2024 IPA FTE increases 38 IPA FTE over the FY 2023 Estimate, reflecting increased needs across the agency to cover workforce demands related to the growth of the agency and the requirements of

<sup>2</sup> If a home institution is unable to provide the full 10 percent cost share, the institution may submit a request for NSF to waive the cost-sharing requirement. Such requests must include the rationale for not being able to provide the required amount.

## *Human Capital*

the CHIPS and Science Act. The FY 2024 funding for IPA compensation and per diem costs are associated with full use of NSF's IPA FTE Request for FY 2024.

For both R&RA and EDU, per IPA compensation costs for the FY 2024 Request are estimated based on projected IPA FTE utilization, current IPA funding, and the need to provide competitive salaries to recruit the best researchers in the STEM fields. The per Diem costs are consistent with FY 2023 levels but increased over historical averages reflecting inflation and full implementation of NSF policy, beginning October 1, 2021, raising the maximum annual per Diem level to \$24,984.

Information on costs associated with travel for NSF's IPAs is found within the Travel section of this chapter.