



**2009**

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*Welcome*

**John André**

**GSA**



# Human Capital Strategy and Management Reform

**Patsy Stevens**

Center for Performance Management  
Systems and Evaluation, Office of  
Personnel Management

**Joanie Newhart**

Senior Procurement Executive,  
Department of Transportation

**Janet Barnes**

CIO, Office of Personnel Management

**Owen Barwell**

Deputy Chief Financial Officer,  
Department of Energy

**Sydney Smith-  
Heimbrock**

Deputy Associate Director, Center for  
Human Capital Strategy and Systems  
Design, Office of Personnel  
Management

Presentation Materials

# Chief Information Officers Council IT Workforce Initiatives

Washington, DC  
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*This document is confidential and is intended solely for the use and  
information of the client to whom it is addressed.*





- ▶ IT Roadmap Profile Creation
- ▶ Demographics
- ▶ Current Position
- ▶ Parenthetical Title Association
- ▶ Qualls/Certifications
- ▶ Competency & Skills Self-assessment



- ▶ Integrated Interface with USAJobs Vacancy Database
- ▶ Job Match Based on Parenthetical & Competency Profile
- ▶ Apply to Related/ Relevant Vacancy Announcements

**INFORMATION TECHNOLOGY CAREER MANAGEMENT PORTAL**

**LEARNING OPPORTUNITIES**

- ▶ Formal Training
- ▶ Informal Learning
- ▶ On the Job Training
- ▶ Mentoring Circles
- ▶ Details/Rotations
- ▶ Conferences
- ▶ Professional Societies/Communities

**COLLABORATIVE TOOLS**

- ▶ Best Practices Exchange
- ▶ Employee Self-service
- ▶ Information Sharing
- ▶ Networking
- ▶ Innovative Technologies (Wikis/Blogs)
- ▶ NextGen Appeal

**CAREER GUIDANCE**

- ▶ Proactive, Individualized Career Guidance Counselor
- ▶ Career Pathing (Vertical & Lateral Movement)
- ▶ Alumni Program



- ▶ Assessment/Capability Analysis (e.g., Workforce Competency Assessment)
- ▶ Federal Competency Assessment Tools (FCAT)
- ▶ OPM HCAAF Metrics

# Coordinating Council Efforts to Increase Efficiency and Impact

## *PRIOR IMPLEMENTATION*

- Customized survey instruments to support individual federal workforce communities (e.g., IT Workforce Assessment, FCAT-M, FCAT-HR)
- Surveys for each community launched during different time periods; varying levels of training and data analysis/reporting guidance and support
- Agencies required to adjust and extrapolate from standard survey reporting templates to meet reporting requirements (i.e., reports not aligned with reporting requirements); inconsistency in cross-agency comparisons
- Multiple, parallel initiatives to achieve individual objectives
- Community-specific hosting environments (internal and external) requiring separate funding for security planning and 508 compliance activities

## *NEW VISION*

- Single, integrated survey and analysis instrument to support multiple federal workforce communities (i.e., IT, HR, Management)
- Coordinated survey launch to reduce burden on participants belonging to multiple communities (e.g., combined Management & IT survey content); more comprehensive training and analysis support
- Automated reporting functionality and analyses aligned with reporting requirements (e.g., HCAAF); standardized reporting methodologies and increased reliability allow for cross-agency comparisons
- Collective use of resources to achieve shared objectives
- Use of OPM Certified & Accredited (C&A) hosting environment to reduce infrastructure, security planning/documentation, and 508 compliance costs



**Thank you.**

*Don't forget your evaluation!*

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