



Workforce Planning Nuts and Bolts

Working for America

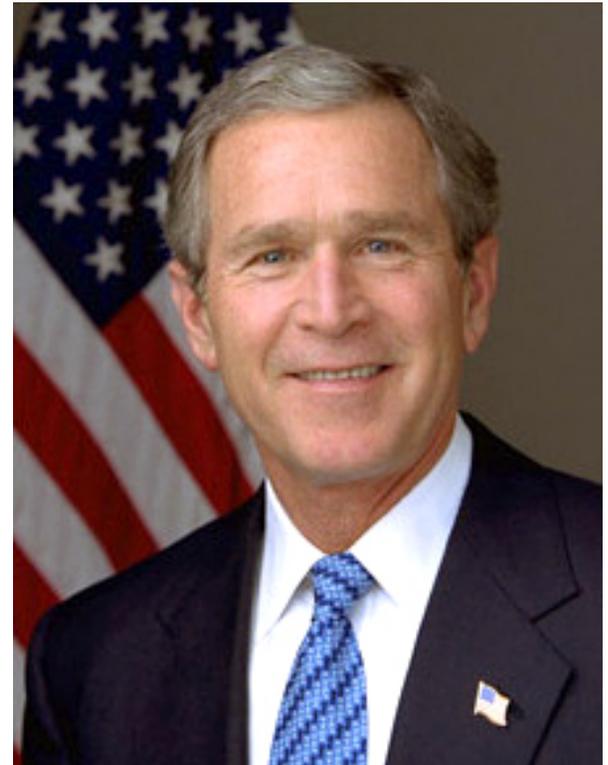
UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Message from the President

“This Administration is dedicated to ensuring that the resources entrusted to the federal government are well managed and wisely used. We owe that to the American people.”

- George W. Bush



Message from the Director



“Imagine the world’s largest employer capable of designing and implementing workforce planning and forecasting models far into the future, so there is never a lack of skills or competencies to meet the Nation’s needs.

Hard to imagine? Not really. The President’s Human Capital initiative has launched a Government-wide effort to focus Federal agencies on designing workforce planning and forecasting models that ensure that the Government has the right people, at the right time to meet mission accomplishment.”

- Kay Coles James

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The President's Vision

A government that is:

- Citizen, not bureaucracy, centered
- Results, not process, oriented
- Market-based, promoting innovation and competition

President's Management Agenda

President's blueprint to address Federal management challenges:

- Strategic Management of Human Capital
- Competitive Sourcing
- Improved Financial Performance
- Expanded Electronic Government
- Budget and Performance Integration





Why “Human Capital”?

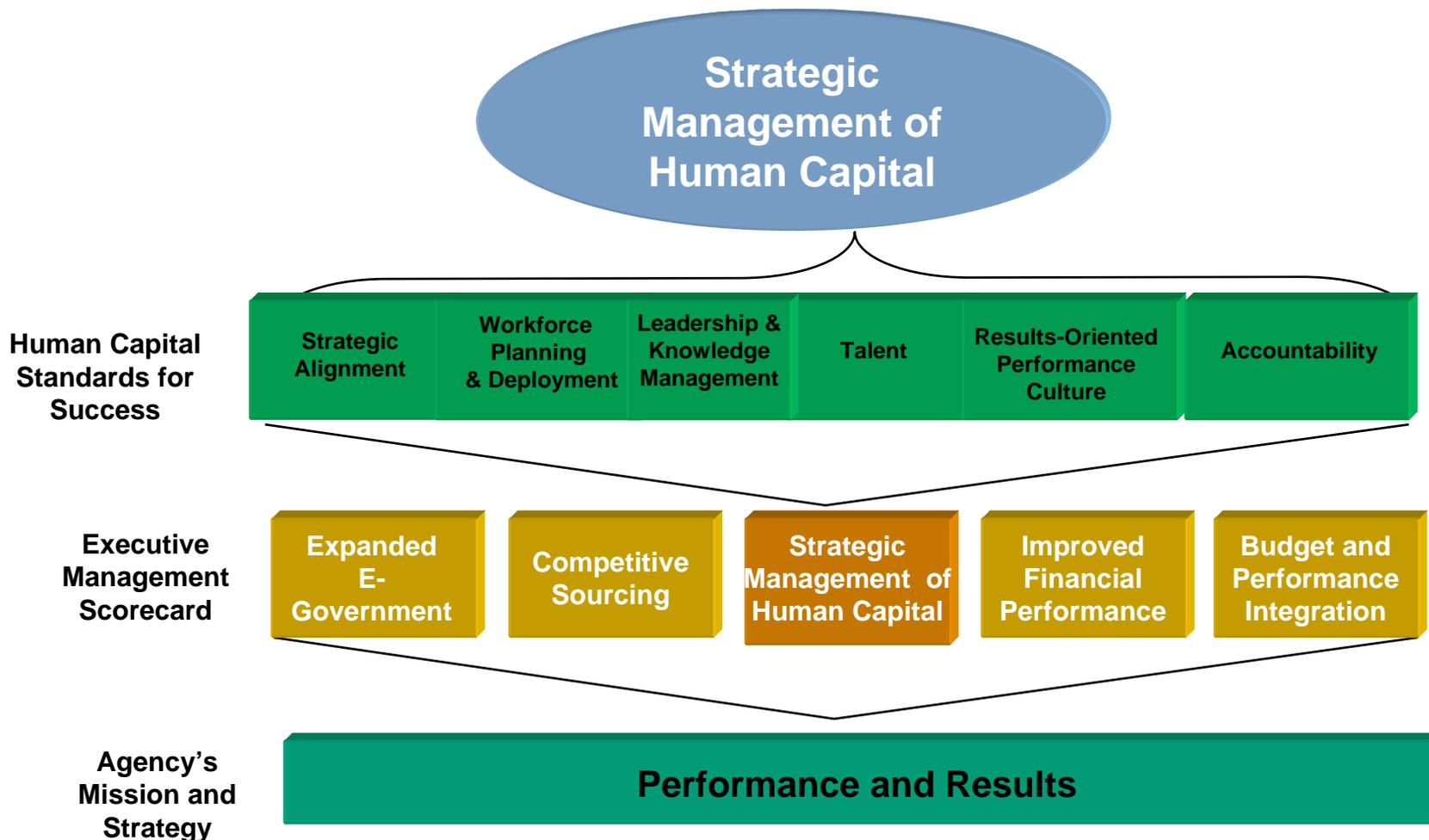
- People are an organization’s most valuable asset.
- Their value to the organization can be increased through targeted investments.
- Increasing their organizational value increases the performance capacity of the organization.



OPM's Role in the Human Capital Initiative

- OPM is the President's advisor on Human Capital and responsible for Governmentwide leadership on Human Capital.
- OPM, OMB, and GAO collaborated to develop the Human Capital Standards for Success.
- OPM assesses the state of human capital practices and partners with OMB in scoring agencies' progress quarterly.
- OPM just restructured to help agencies meet their human capital transformation efforts.
- OPM provides Governmentwide legislation reform to assist agencies.

OPM's Main Mission is to Spearhead Strategic Management of Human Capital





Workforce Planning and Deployment Critical Success Factor

Workforce Planning:

- The agency has an explicit workforce planning strategy, linked to the agency's strategic and program planning efforts, to identify its current and future human capital needs, including the size of the workforce, its deployment across the organization, and the competencies needed for the agency to fulfill their mission. The efforts are geared to creating a citizen-centered, results-oriented, market based organization.

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Workforce Planning and Deployment Critical Success Factor

Workforce Deployment:

- The workforce is ideally positioned, both geographically and organizationally, to serve citizens and accommodate the unique nature of the agency in meeting its mission and goals.