



Commission Briefing on Human Capital and Equal Employment Opportunity

**Office of the Chief Human Capital Officer
Office of Small Business and Civil Rights**

May 20, 2013

Agenda

- **State of Human Capital**
- **Strategies for Success**
- **Agency Culture**
- **Equal Employment Opportunity**

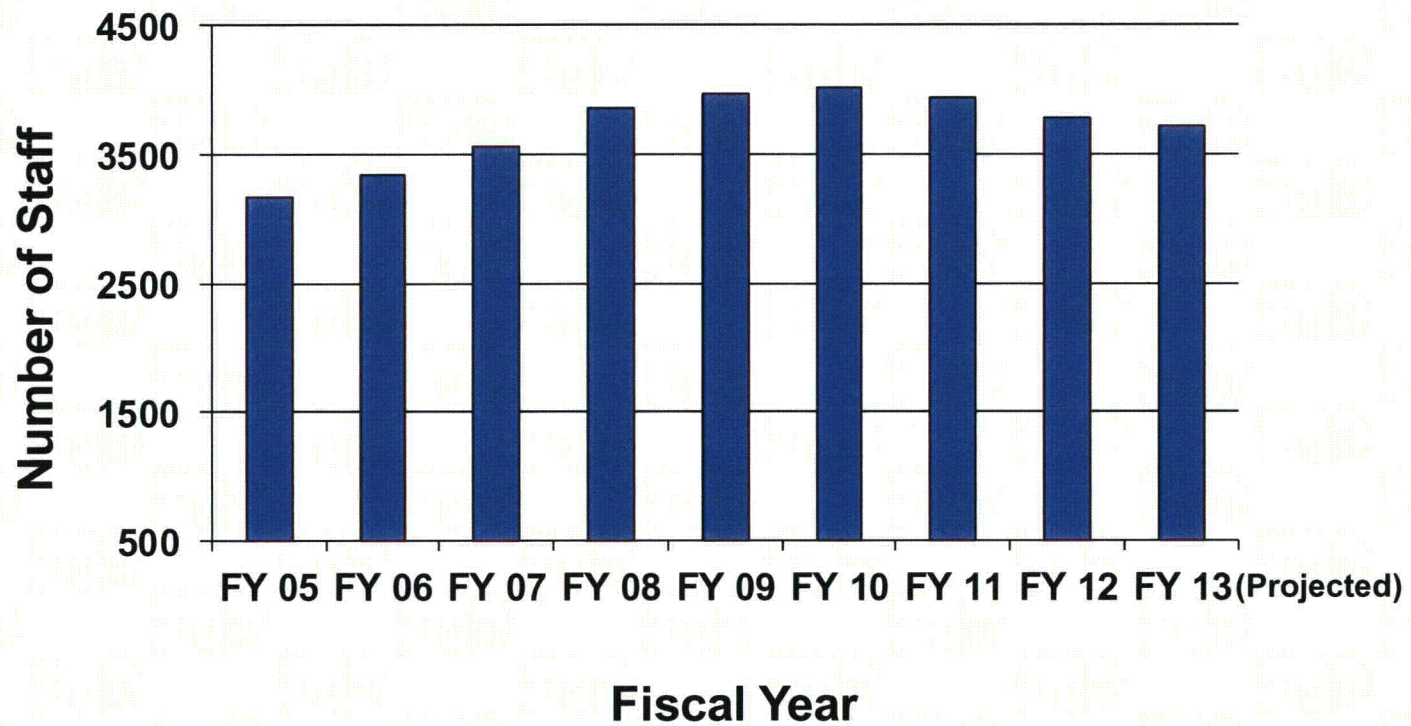
State of Human Capital

Miriam L. Cohen
Chief Human Capital Officer

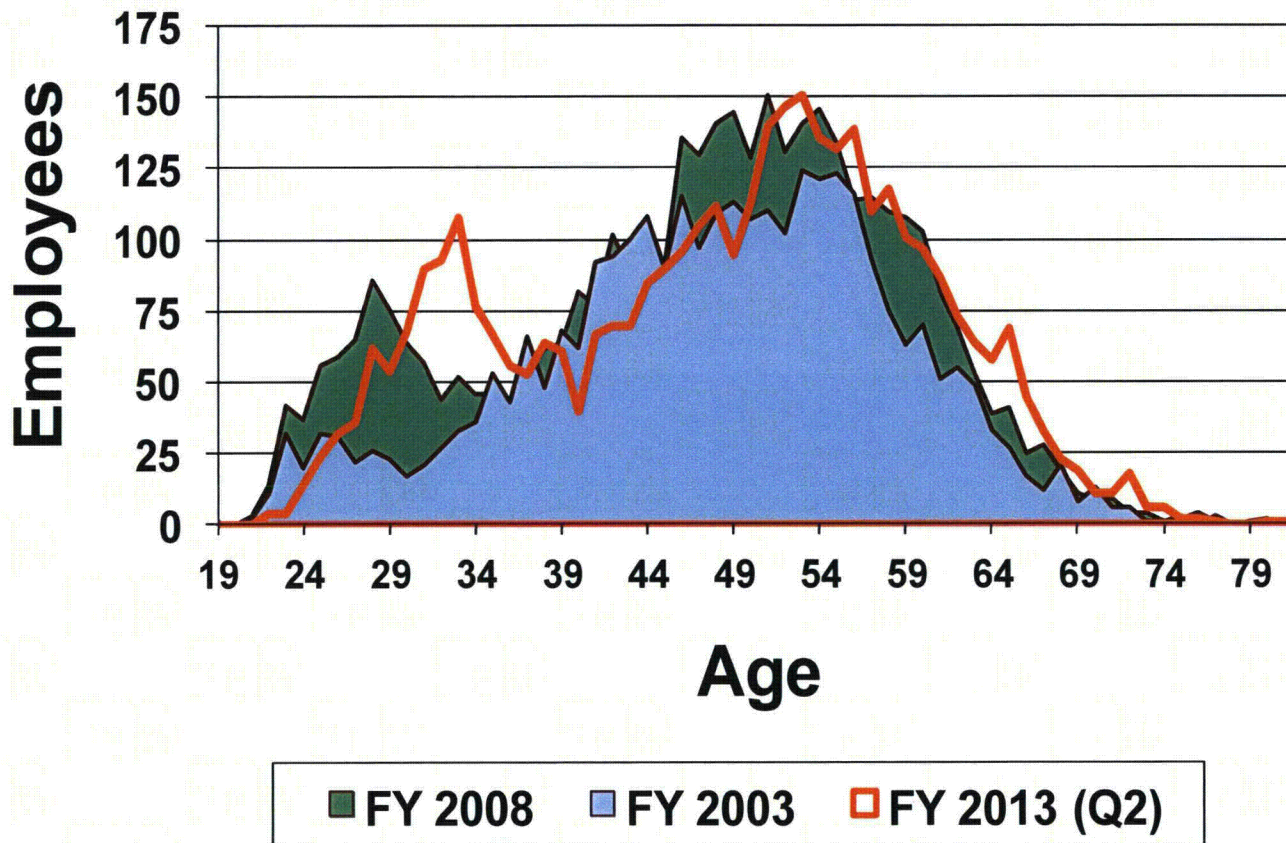
Human Capital Environment

- **Declining Budget**
- **Critical Skills Needs**
- **Employee Engagement**

Permanent Staff On Board



Age Distribution of Permanent Employees

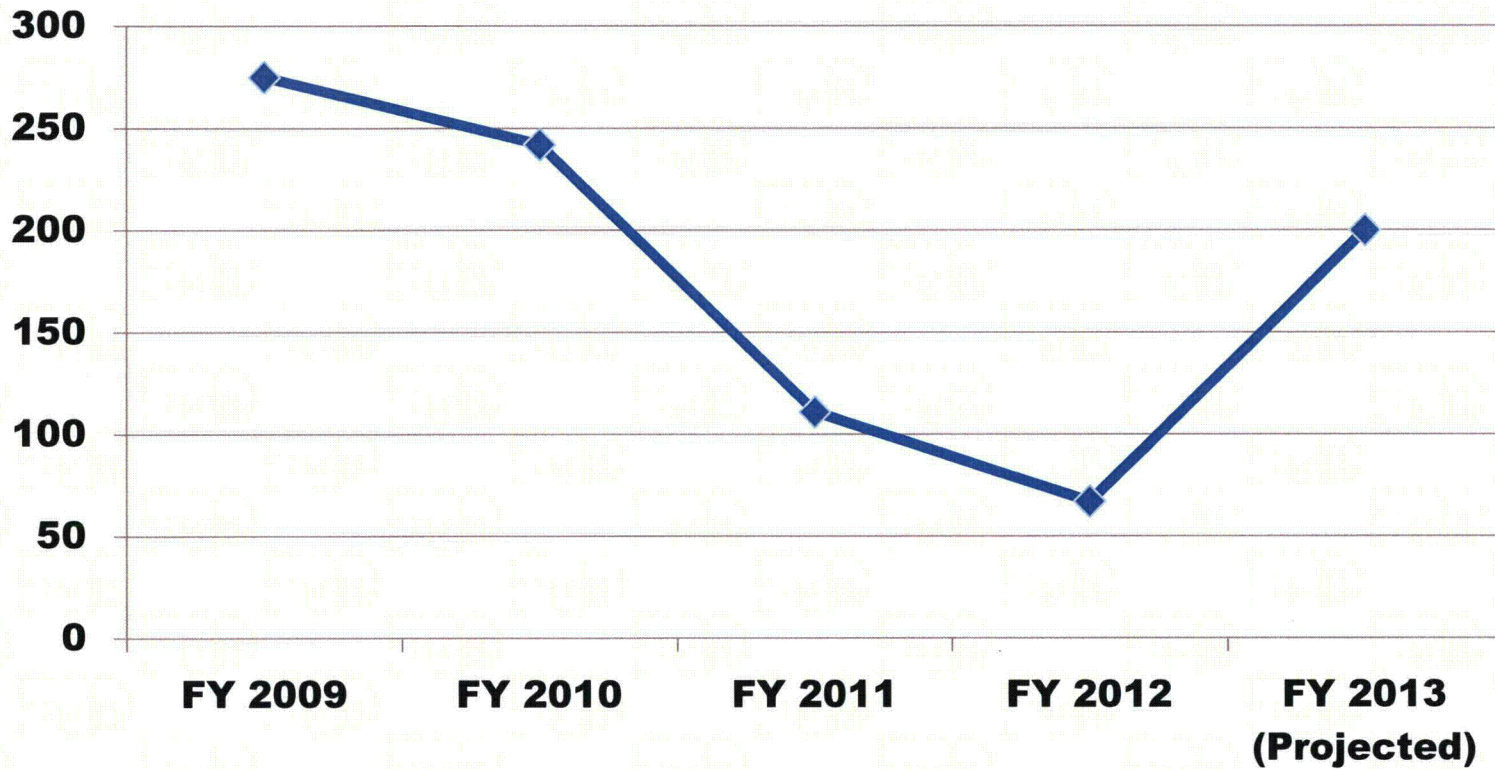


Human Capital Strategies (External)

**Susan Salter, Chief
Outreach and Recruitment Branch
Office of the Chief Human
Capital Officer**

Hiring Trends

Number of New Hires



External Strategies

- **Targeted Outreach and Recruitment**
- **Entry-level Hiring**
- **Special Programs**
- **Diversity**
- **Incentives**

Human Capital Strategies (Internal)

**Ben Ficks, Associate Director
Human Resources
Training and Development
Office of the Chief Human
Capital Officer**

Internal Strategies

- **Learning and Development Tools**
 - **Individual Development Plan (IDP)**
 - **Rotations and Details**
 - **Mentoring/Coaching**
 - **Developmental Programs**
 - **Instructor-led Training**
 - **Online Courses**

Internal Strategies, continued

- **Knowledge Management (KM)**
 - **Revitalize Program**
 - **Continue Building Strong Partnerships with Offices and Regions**

Agency Culture

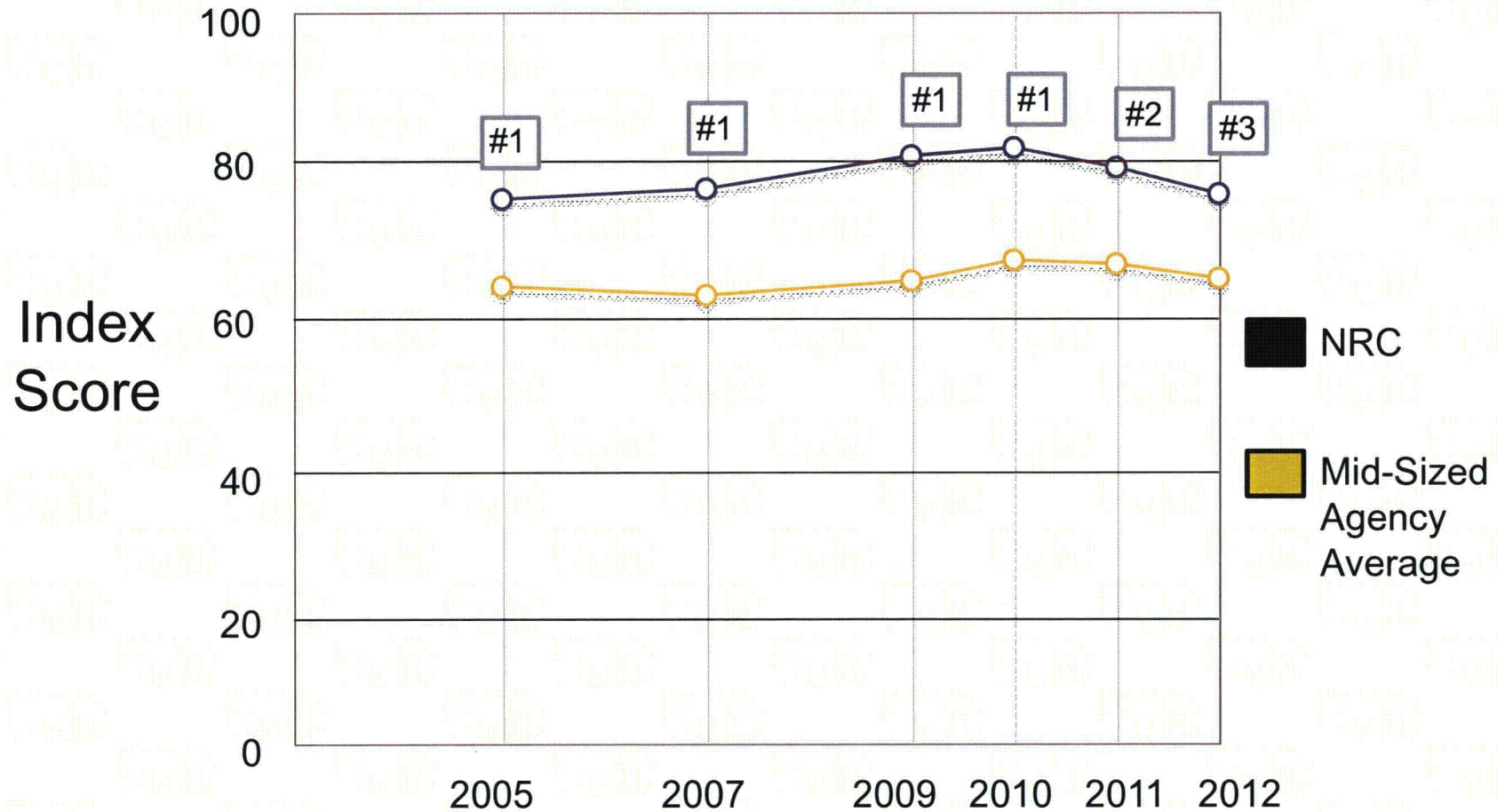
**Jody Hudson, Deputy
Chief Human Capital Officer**

Agency Culture

How We Monitor the Culture:

- **OPM's Annual Federal Employee Viewpoint Survey (FEVS)**
- **OIG's Triennial Safety Culture & Climate Survey (SCCS)**
- **Data from various NRC Human Capital and EEO Programs**

Trend in Mid-Sized Agency Performance in “Best Places to Work in Federal Government” Rankings



Partnership for Public Service “Best Places to Work in Federal Government” Rankings.
Based on U.S. OPM Federal Employee Viewpoint Survey Results

Agency Culture

- **Agency-wide Action Planning Themes**
 - **Performance Management**
 - **Employee Development**
 - **Appreciating the Value of Human Differences**
 - **Environment for Raising Concerns**

Equal Employment Opportunity

**Vonna Ordaz, Director
Office of Small Business and
Civil Rights**

Equal Employment Opportunity

- **Workforce Demographics Trend Analysis**
- **Diversity Comparison of Federal Agencies**
- **Workplace Inclusion Opportunities**

Closing