



DOS OBO – Industry Advisory Panel 13 February 2007

Decline of skilled workforce:

The challenges of sustaining and acquiring a skilled workforce are widespread, how is industry dealing with this dilemma?

Champions: IAP – Lee Evey, Matt Wallace
OBO – Bill Miner, Jonathan Blyth,
Stephen Stomber

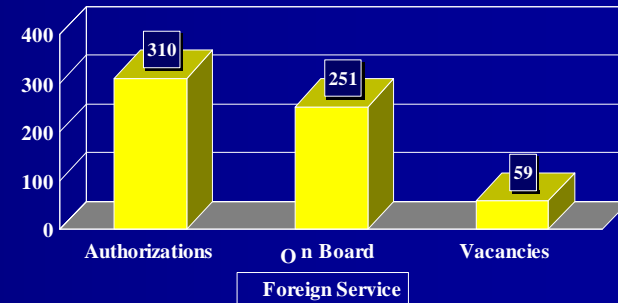
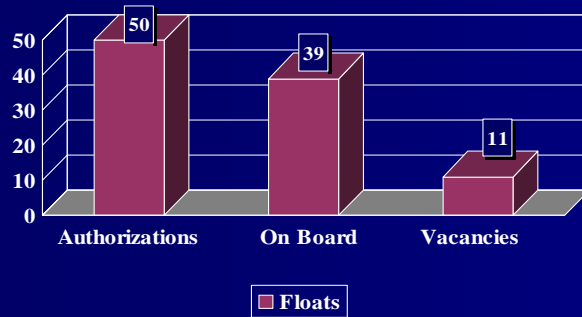
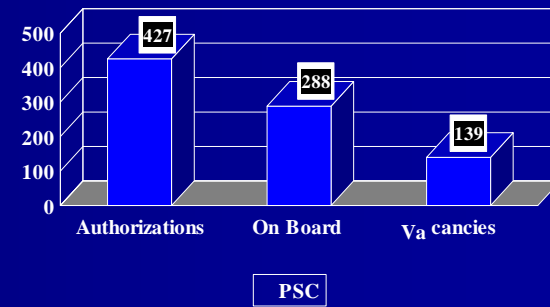
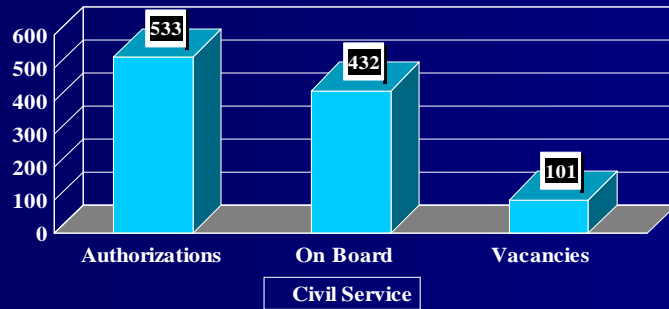


Agenda

- Global Perspective on Human Resources in the Federal Government – *presentation by Stephen Stomber*
- OBO Statistics – who works for OBO? – *presentation by Jonathan Blyth*
- OBO Current Practices – Pros vs. Cons– *presentation by Bill Miner*
- OPM Initiatives– *presentation by Bill Miner*
- Recruitment and Retention– *presentation by Matt Wallace*
- Recommendations– *presentation by Matt Wallace*



OBO Statistics





OBO Statistics

Number of Full Time Civil Service
Employees at OBO:

483

	<u>GS 5-10</u>	<u>GS 11-13</u>	<u>GS 14-15</u>
Number of Civil Service Employees	43	225	215



OBO Statistics

OBO Staff Tenure with the Federal Government

	<u>GS 5-10</u>	<u>GS 11-13</u>	<u>GS 14-15</u>
20 to 29 years	7	21	36
30 to 39 years	2	19	17
40 to 49 years	1	3	2
50 plus years	0	1	0



OBO Statistics

Grade Level of OBO Employees
Based on Tenure With
the Federal Government as a Percentage

	GS 5-10	GS 11-13	GS 14-15
20 to 29 years	16%	9%	17%
30 to 39 years	5%	8%	8%
40 to 49 years	2%	1%	9%
50 plus years	0%	.4%	0%



OBO Statistics

Age of OBO Employees Based on GS Levels as a Percentage

	<u>GS 5-10</u>	<u>GS 11-13</u>	<u>GS 14-15</u>
20 to 29 years old	30%	1%	0%
30 to 39 years old	27%	18%	5%
40 to 49 years old	24%	29%	26%
50 to 59 years old	14%	25%	43%
60 to 69 years old	5%	17%	23%
70 to 79 years old	0%	10%	3%



OBO Statistics

Major Concerns to OBO

- GS 11-13 – 52% is over the age of 50
- GS-11-13 – 27% is over the age of 60

- GS 14-15 – 69% is over the age of 50
- GS 14-15 – 26% is over the age of 60

- GS 11-13 – 19% is under the age of 40



OBO Current Practice - PROS

- Important Public Mission
- Challenging Overseas Work
- Employment Variety (CS, FS, PSC, WAE)
- Diverse Upward Mobile Workforce
- Stable Salary Benefits Package



OBO Current Practice - CONS

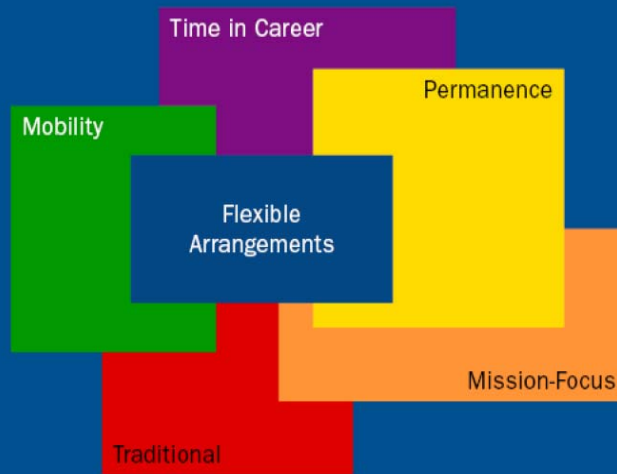
- Turnover of Aging Experienced Staff
- Lengthy Hiring Process
- Security Clearance
- Increased Workload and Travel
- Young Professionals Development
- Lengthy Firing Process



OPM Initiative

Career Patterns

A 21st Century Approach to Attracting Talent



A GUIDE FOR AGENCIES

June 2006



Career Patterns Dimensions

Time in Career

The career stage at which one enters or re-enters the Federal workforce, i.e., student workers, interns, mid or late career individuals, or retirees.

Early → Middle → Late/Returning

A work environment that welcomes entry at different stages of career from novice to retiree

Mobility

The movement of an employee, i.e., geographic location changes, changing between agencies, the public and private sectors, movement upward or across career paths

Not Mobile ← Mobile → Highly Mobile

A work environment that welcomes advancement within and across occupations, organizations, and sectors

Permanence

The duration of employment that suits the employee and the mission, i.e., seasonal/intermittent, temporary, long term, revolving

Short Term ← Revolving → Long Term

A work environment that welcomes those who want to work temporarily, occasionally, or indefinitely

Mission-Focus

The mission or project that attracts one to Federal employment, i.e., public service generally, a profession of choice in any agency, or seeking the program or project specific to one agency

Public Service Driven ← Profession Driven → Specific Mission Driven

A work environment that welcomes all motivations, from general service commitment to a specific passion

Flexible Arrangements

The work environment that best supports the employee and the work, i.e., telework, non-traditional hours, job sharing, expanded benefits, physical workspace and infrastructure, and work structure

Traditional ← Flexible → Highly Flexible

A work environment that welcomes and accommodates traditional and flexible work arrangements

Dimension Spectrum



OPM Initiative

– High Impact HR Flexibilities Mapped to Career Pattern Scenarios –

Flexibility or Authority	HR Flexibilities and Authorities Handbook*	Student	New Professional	Mid-Career	Retiree	Highly Mobile	Revolving	Term	Mission-Focused	Experienced Professional	Requires Flexibilities
Pay											
Recruitment or Relocation Incentives ¹	E-1&2		H	H	M	H	H		H	H	
Superior Quals & Special Needs Pay-Setting Auth.	E-4		M	H	H	H	H	H	H	H	
Maximum Payable Rate Rule ²	E-5				H		M		H	H	
Dual Comp Waivers	E-6				H						
Hiring											
Temporary Appointment	A-3						M				
Term Appointment	A-3		H				H	H			
Excepted Appointing Authorities ³	A-4	H	H	H						M	
Veterans Appointing Authorities	A-4	H	M	M		M			H	M	
Appointment of Experts and Consultants	A-4			H	H	M	H		H		
Direct-Hire Authority	A-4		M	M				M	H		
Reinstatement Eligibility	A-4				H	H	H	M			
Intergov'tal Personnel Act (IPA) Mobility Program	J-3			M		H	H	H			
Work Arrangements											
Flexible Work Schedules and Leave Policies	C-1&3	H	H	H	H	H	H	H	H	H	H
Part-Time and/or Job Sharing	A-4	H		M	H						H
Telework	C-2	H	H	H	H	H	H	H	H	H	H
Benefits											
Flexible Spending Accounts	D-7		M	M		M	M	M	M	M	M
Student Loan Repayment Program	E-11	M	H			M			H		
Tuition Reimbursement	J-1	H	H					M	M		
Childcare and Eldercare Benefits	C-6		M	H	M					M	H
Thrift Savings Plan (TSP) Matching	D-5		H	H	H	H	H	H	H	H	H
Part-Time/Term Benefits	Many	H			H			H			H



Recruiting

What is most important to OBO?

- Finding the people and skills necessary to get the mission completed
 - Attracting the mid-senior level talent
 - Attracting the college graduates
- Keeping up with the latest trends in employment – “becoming an employer of choice!”
 - Understanding the issues which are important to our future employees – what do they want?
- **RETENTION!**



Retention

- Continued training and education
- Succession planning
- Flexibility/Telework
- Benefits
- Morale/sense of belonging



Recommendations - What is the private sector doing which OBO can do also?

- Attending Job Fairs/Career Fairs at Universities which hold government at high value
- Developing an advisory role with students to council their career decisions
- Membership Societies – participating in young member, scholarship and outreach committees
- Advertising in society publications
- Marketing campaigns – need materials to market OBO to attract all levels of talent
- Working with recruiting firms



Recommendations for OBO

- Leverage benefits of OBO – travel while gaining valuable experience
- Leverage benefits of working for US Government
- Develop Intern programs for non-classified work
- Succession planning – give employees goals and a sense of growth and belonging
- Engage contractors to perform HR, recruitment and marketing support



Discussion

