

## Office of the Chief Human Capital Officer



David R. Howell is the Acting Chief of the Office of the Chief Human Capital Officer (OCHCO). OCHCO provides services, policy, and guidance in support of strategic human capital management and works with USCIS leadership to provide:

- o workforce planning
- o recruiting
- o hiring
- o training
- o leadership development
- o performance standards

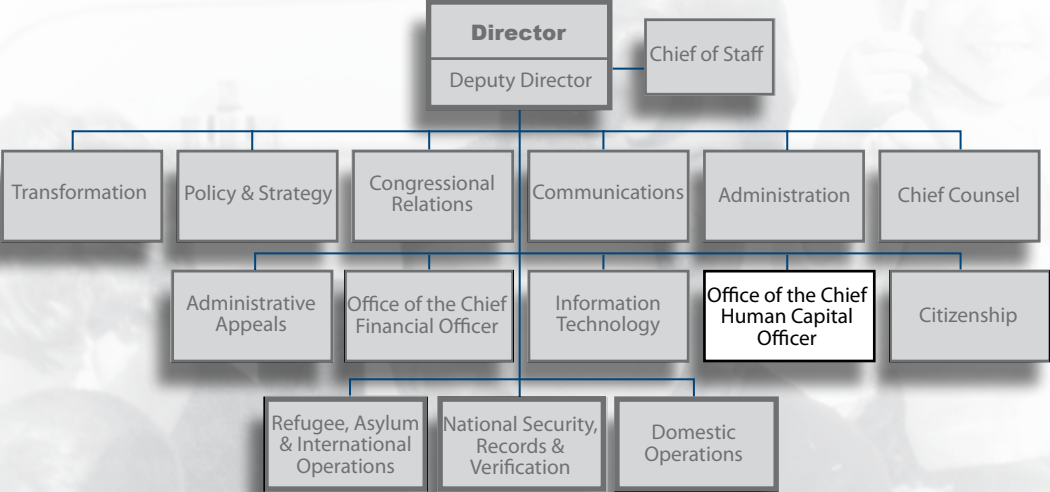
The Office of the Chief Human Capital Officer (OCHCO) is organizationally aligned and integrated with USCIS' strategic priorities. In addition to determining the critical workforce skills and competencies required to achieve current and future programmatic results, OCHCO maintains robust hiring, training and career development programs designed to meet agency needs and position USCIS' workforce for success. The work of this program office is carried out primarily through two divisions: Human Capital Management Division and Training and Career Development Division.

The **Human Capital Management Division** is responsible for developing and implementing human capital policies and programs, such as labor and employee relations, performance management and talent management. This division also delivers operational support and provides oversight and direction to the Human Resources Support Center in Burlington, VT.

The **Training and Career Development Division (TCDD)** is responsible for developing and delivering technical, professional and leadership training and development programs to employees at all levels of the organization. In addition to overseeing program design and development, the TCDD manages USCIS training operations and systems including the USCIS Academy, partnerships with other external programs, and EDvantage - USCIS on-line learning management system.

USCIS

# Organizational Chart



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