

The President's FY09 Management Agenda

- *Improves Program Performance;*
- *Manages Human Capital Strategically;*
- *Expands Electronic Government;*
- *Improves Financial Performance; and*
- *Enhances Competitive Sourcing.*

Improves Program Performance

Agencies have reviewed the performance of nearly all government programs using the Program Assessment Rating Tool (PART).

- The reviews clarify goals for many programs when needed, measure progress, and ensure aggressive improvement plans are in place.
- 89 percent of programs improved their long-term and annual performance goals to better measure their results.
- 82 percent of programs are achieving their performance goals.

To improve results in 2008 agencies will:

- Continue to improve the quality of performance and the efficiency of goals to ensure they are consistent and outcome-oriented.
- Ensure each agency and program is improving every year through implementation of presidential Executive Order 13450, *Improving Government Program Performance*.

Manages Human Capital Strategically

Federal managers and employees are developing clear goals for each employee that ensure individual workers and skills contribute to achievement of agency and program missions.

- To improve program performance, employees must understand how they contribute to agency achievements and work with managers to devise strategies for improvement.
- 81 percent of agencies reduced "skills gaps" in mission critical occupations, up from 77 percent in 2006.
- 77 percent of agencies reduced skills gaps in leadership, up from 58 percent in 2006.

To improve the skills and effectiveness of Federal employees, agencies will:

- Ensure managers are held accountable for outcome-oriented performance goals.
- Reduce employee skill gaps with results-based approaches.

Expands Electronic Government

By investing in information technology (IT) agencies are positioned to provide quality information and services to the public.

- 92 percent of agencies IT systems have accredited security, compared to 21 percent in 2001.
- 50 percent of agencies implement IT projects within 90 percent of cost, schedule and performance expectations.

To expand the benefits received from IT, agencies will:

- Reduce competency and skill gaps in the workforce to better achieve results
- Increase citizen satisfaction with IT services and improve cost, schedule, and performance of IT projects.

- Mitigate security and privacy risks associated with information services

Improves Financial Performance

Managers are using current financial information for decision making, and ensuring the Federal Government properly accounts for taxpayer resources.

- Federal agencies are improving the quality of financial information: 13 agencies have clean opinions on their financial statements with no material weaknesses, up from eight last year.
- Agencies have disposed of over \$7 billion in unneeded property.
- Agencies have reduced the Government-wide error rate for the programs originally reported in 2004 from 4.25 percent to 3.1 percent, thereby reducing improper payments by \$7.8 billion.
- In 2004, only 30 programs estimated and reported the extent of their erroneous payments. The Eliminating Improper Payments initiative under the President's Management Agenda has resulted in more than 70 programs reporting such information.

To improve financial performance, agencies will:

- Increase from 13 to 21 the number of agencies earning clean audit opinions and reduce the number of repeat material weakness to 10 percent.
- Dispose of an additional \$1 billion in unneeded property and dispose of a cumulative \$15 billion in such property by 2015.
- Continue to measure, report, and reduce payment errors

Enhances Competitive Sourcing

Federal managers of commercial activities continue to use public-private competition to make common-sense decisions about whether taxpayers are better served through a reengineered Government organization or by the best qualified contractor.

- Agencies are tracking their competitions to ensure results are realized by identifying almost \$1 billion in actual savings and cost avoidances.
- Competitions completed over the last four years will generate about \$7 billion in savings.

To help achieve greater savings and enhance service, agencies will:

- Independently validate savings and performance improvements and use results to evaluate future opportunities for competition.
- Identify future opportunities for competitive sourcing.
- Work with Congress to remove legislative restrictions on competitive sourcing to allow taxpayers to receive the best results possible.