



**Functional Series 400
Policy**

INTERIM UPDATE 08-13

SUBJECT: USAID Human Capital Strategic Plan FY 2009 - FY 2013

NEW MATERIAL: The USAID Human Capital Strategic Plan (HCSP) FY 2009 - FY 2013 is now available online at <http://www.usaid.gov/policy/hcsp2009/>.

EFFECTIVE DATE: 10/31/2008

POLICY

USAID/General Notice
OHR/PPIM
10/31/2008

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This second USAID HCSP builds upon the first HCSP for 2004 - 2008. Given changes since the first HCSP was written, in the international environment, development community, and USAID's organization and operational initiatives, priorities have changed. Also, the U.S. Office of Personnel Management has made refinements to the Human Capital Assessment and Accountability Framework (HCAAF). These changes are reflected in the revised Strategic Objectives (SOs).

The new SOs are as follows:

SO 1: Strategically align staff with Agency priorities.

SO 2: Increase staff mobility and readiness to rapidly meet emerging priorities.

SO 3: Ensure a diverse workforce and culture of inclusiveness.

SO 4: Ensure employee high performance through continual development and performance management.

SO 5: Provide first rate Human Resources services and tools to support USAID's mission and increase efficiencies.

Point of Contact: Any questions concerning this Notice may be directed to Maribeth Zankowski, OHR/PPIM, (202) 712-1081, mzankowski@usaid.gov.

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