

**DOE Alignment of Human Capital and Competitive Sourcing Initiatives**

The Department of Energy (DOE) has continued to align and link all initiatives associated with the President's Management Agenda. Specifically, the Human Capital Management principles continue to be an integral part of the Competitive Sourcing/A-76 initiative. The Chief Human Capital Officer (CHCO) continues to serve as an advisor to the Department's Competitive Sourcing Executive Steering Group. In addition, the Department has filled the position of Human Resource Advisor (HRA) for all competitive sourcing activities being conducted within the Department. The HRA has designated a Human Resource Advisor Representative to support each competitive sourcing study being conducted, including Feasibility Reviews that are initially performed to support the decision to formally conduct a competitive sourcing study.

In a continuous effort to improve the Department's A-76 activities, the HRA provides advice – and more importantly, assistance – to the A-76 Study Team Leads as they begin to implement the MEO and incorporate the residual organization with on-going reorganizations throughout the DOE complex. These Department-wide studies have resulted in major reorganizations and realignments. This requires extensive communications and coordination on the part of the HRA. Specifically, the role of the HRA is to assist the Team Leads to significantly reduce skills gap in mission-critical occupations; assist in the development of strategies to integrate the results of competitive sourcing and e-Gov initiatives; and analyze and optimize organizational structures for service and cost. This leads to the development of new concepts and processes that allow and encourage local HR involvement with these Department-wide studies. It also provides a cadre of Human Resources Specialists to complement the limited resources of the Department's HRA.

These new concepts and processes aligned with the A-76 studies will also enhance the knowledge and skills of the local HR staffs. It will provide them with a much broader knowledge and appreciation of the day-to-day interactions of other site operations offices within the Department and give them insight as to how the functions of these offices complement their organization. In addition, the involvement of local HR staff in the Department's overall A-76 initiatives will provide additional training, experience, and an understanding of how this initiative aligns with and links to Human Capital Management (HCM) principles and local HCM plans.

Finally, the Department continues its' communications with the DOE Labor Management Council concerning major steps associated with these complex-wide A-76 studies. DOE has found this to be a very important and integral part of the Department's communications strategy involving its employees.