

2010 Hiring Reform Action Plan

<p>Hiring Reform Initiative: Require hiring managers to be accountable for recruiting and hiring qualified employees and supporting their transition into Federal service</p>	<p>Date: July 6, 2010</p>
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Describe the barrier, problem, or deficiency being addressed:
NASA’s hiring managers are actively involved in networking and supporting numerous recruiting events to acquire quality candidates; however, in 2009, the agency identified a number of areas it could improve regarding its on-boarding process.

Describe what is causing the barrier/problem (i.e., What is the root cause?):
Prior to 2009, a unified, efficient on-boarding program did not exist at NASA. Each functional organization at each Center deployed very different, and often very inefficient and ineffectual processes.

Define success or the desired outcome upon completion of applied tasks:
Create a streamlined Agency-wide on-boarding process to improve employee productivity, engagement, and retention.

Primary Action Planning Team
Lead: Office of Human Capital Management
Members: HR Community

Action Steps

Actions to be Taken	Key Deliverables/Output	Start Date/ End Date	Responsible Party (Parties)	Budget, Resources, and Approvals Needed
Identify gaps in NASA’s on-boarding process	Report outlining gaps in NASA’s on-boarding process	Completed	OHCM	Staff Support
Implement Agency-wide on-boarding process	<ul style="list-style-type: none"> • Plan developed and currently being implemented • Review and consolidate documents into meaningful policy documentation and create policy necessary to govern Agency-wide on-boarding program • A list of basic level entitlements • Evaluation of alternative ways to complete the badge enrollment process • A holistic evaluation approach to technical on-boarding, and develop and 	On-going	OHCM	Staff Support

Implement Agency-wide on-boarding process (continued)	<p>adapt associated measurements and metrics</p> <ul style="list-style-type: none"> • Improve on-boarding processes to ensure communications and critical access to the Agency LMS for remaining use cases. • OHCM requirements and guidance to the Centers on elements of successful on-boarding 	On-going	OHCM	Staff Support
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