

# **Human Resource Initiative (HRI) Implementation Plan for Education and Promotion of Center Standard PDs**

## **1.0 INTRODUCTION**

This plan was developed to support the implementation for education and promotion of Center Standard PDs for the Hiring Reform Initiative (HRI). The purpose of this plan is to outline the resources, tasks, schedule and costs necessary to implement Center Standard PDs.

### **1.1 Overview**

Utilizing Center Standard PDs, in lieu of individual PDs for each employee, will result in significant time savings and a streamlined classification process.

### **1.2 Scope**

To implement this plan Agency and Center Classifiers will need to:

- Determine how Center Standard PDs can be best utilized
- Establish agency goals for the use of Center Standard PDs
- Enhance ePDS to accommodate Career Ladder Center Standard PDs
- Develop guidance on Center Standard PD usage
- Educate and market the benefits of use to Managers

### **1.3 Resources**

This will require establishing a sub team to evaluate which NASA positions would be suited for Center Standard PD use, develop the concept and market it to managers. The JSC Technical Team is needed to develop the enhancement for ePDS.

### **1.4 Costs**

Utilize existing civil service and contractor support to develop and distribute promotional materials. The JSC Technical Team estimates that this development work will take 160 hours.

### **1.5 Schedule**

## SCHEDULE

Tasks	Who	By When?	% Complete	Comments
<b>1. Establish Sub team</b>				
• Kick-off meeting				
• Establish regularly scheduled meetings				
<b>2. Determine which NASA Positions are suited for Center Standard PDs</b>				
• Identify commonly used positions and feasibility of using a center standard PD for these positions				
• Determine realistic goals for use of Center Standard PDs				
• Vet with Classification Community				
<b>3. Add enhancement to ePDS to accommodate Career Ladder Center Standard PDs</b>				
• Determine prioritization for ePDS enhancements	ePDS Core Team			
• Determine schedule for development of functionality	ePDS Core Team			
• Develop functionality	JSC Technical Team			
• Rapid Joint Development with ePDS community	ePDS community			
<b>4. Test and implement new ePDS functionality</b>				
• Test new functionality and correct bug fixes	ePDS community/JSC Tech Team			
• Release to Production	JSC Technical Team			
• Implement and communicate	ePDS community			
<b>5. Educate and market benefits of use to Managers and Center HR Specialists</b>				
• Develop marketing materials				
• HR Specialists brief at serviced organization staff meetings				