

Required Outcome Metrics

Agencies are required to use the following outcome metrics for the Talent Management system.

Required Metric	Description	Purpose
Organization Metric: Competency Gaps Closed for Mission Critical Occupations	Difference between competencies needed and competencies possessed by employees in mission critical occupations	To determine how the agency should target its recruitment, retention, and development efforts to bring the competencies of its workforce into alignment with the agency's current and future needs
Employee Perspective Metric: Talent Management Index	A score based on Items from the government wide Annual Employee Survey	To determine the extent to which employees think the organization has talent necessary to achieve organizational goals
Employee Perspective Metric: Job Satisfaction Index	A score based on Items from the government wide Annual Employee Survey	To determine the extent to which employees are satisfied with their jobs and various aspects thereof
Merit System Metric: Merit-Based Execution of the Talent Management system	An assessment, conducted by OPM or by agencies with OPM oversight, of compliance with merit system principles and related laws, rules, and regulations governing the Talent Management system	To determine that decisions, policies, processes, and practices executed under the Talent Management system comply with the merit system principles and related laws, rules, and regulations