

Environmental Management Human Capital Initiatives

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EM Is Committed To Becoming A High Performing Organization

- ❖ For successful execution, EM must become a high performing organization.
- ❖ This can be done only if EM has a well trained and balanced, diverse workforce.
- ❖ EM will be technically as competent as its contractors.
- ❖ EM has a long term mission and is here to stay.

EM is implementing a strong process for strategic management of its human capital.

- ❖ **EM created the Office of the Deputy Assistant Secretary for Human Capital in 2006.**
- ❖ **EM established a corporate EM Human Capital Steering Committee to provide strategic guidance and oversight to all its Human capital initiatives.**
- ❖ **EM also established a group of human capital experts from across the complex to implement the EM HCSC-approved initiatives.**

EM is implementing a strong complex-wide workforce planning process.

- ❖ **EM is implementing a strong workforce planning process.**
- ❖ **EM conducted a complex-wide skills gaps analyses in certain critical areas and took strong steps to address them.**
- ❖ **EM is addressing its skills gaps through a multi-pronged approach involving employee development and acquisition of new skills.**

There are numerous “tools in the EM toolbox” to assist in employee development



The National Academy of Public Administration Review is assessing three important areas in a 18-Month study.

❖ **Organization and Management**

- Review new organization structure to determine how it will affect the management and fiscal operations of EM.

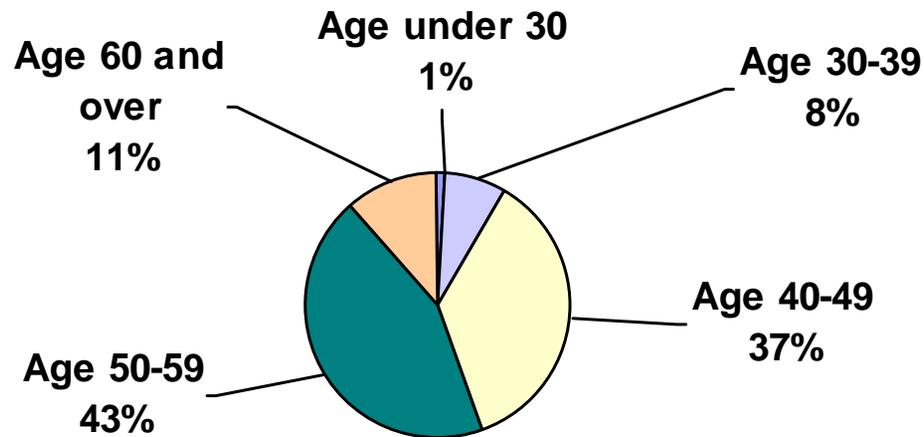
❖ **Human Capital**

- Examine roles and responsibilities to ensure alignment with EM mission.
- Analyze competencies for core functions and technical areas.

❖ **Acquisition Policies and Procedures**

- Review existing acquisition and oversight policies and procedures and how they will be conducted under the new organization structure.
- Review how well project management procedures are being followed in carrying out the acquisition function including development of up-front acquisition strategies; and effective use of risk management procedures to anticipate and address problems.

EM's and government-wide average age and length of service is 50.2 and 20.4 years versus 46.7 and 6.8 years.



EM will establish a strong interns program

- ❖ **EM has established an EM Career Intern Program and selected interns will be on board in July 2007.**
- ❖ **Key characteristics of the 2-year long program include specialized training and rotation at different EM sites.**
- ❖ **University visits for recruitment and job fairs and interviews are ongoing.**
- ❖ **Program will serve as a pipeline for the development of future leaders and managers and for the development of critical technical competencies.**

EM is committed to ensuring that right people are available at the right time for accomplishment of our mission

- ❖ **EM will continue to monitor skills gaps on regular basis.**
- ❖ **EM will recruit experienced and junior employees to fill the skills gaps.**
- ❖ **EM will continue and strengthen its efforts to create and nourish enlightened systems for strategic management of our human capital.**