



U.S. DEPARTMENT OF  
**ENERGY**

OFFICE OF  
**ENVIRONMENTAL  
MANAGEMENT**

# Waste Management 2014 Hot Topics Panel

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**March 3, 2014**

**Achieve excellence in management and leadership with the objective of making EM an employer of choice in the Federal Government.**

**STRATEGY:** Assess the EM-wide Workforce Plan to address:

talent acquisition,

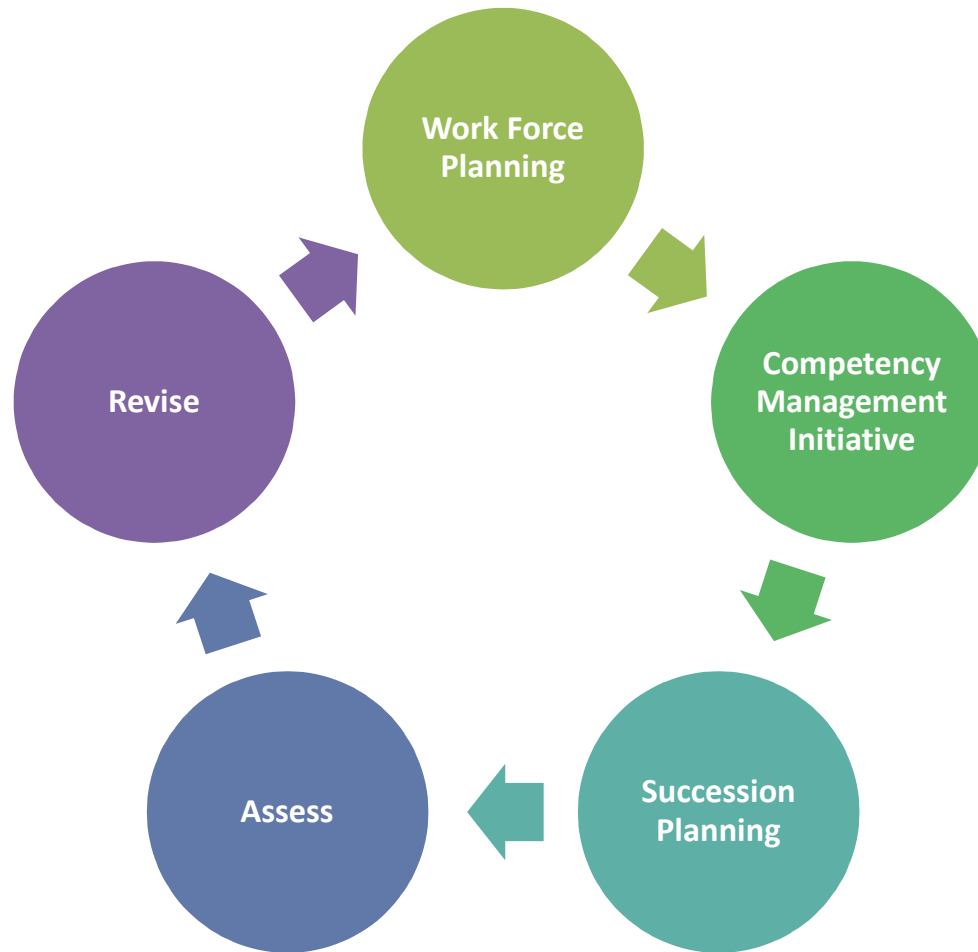
succession planning, and

performance competence

Use assessment results to determine best approaches to attract, retain, develop, mentor, and motivate the most highly-qualified, capable, and diverse workforce in the Federal Government.

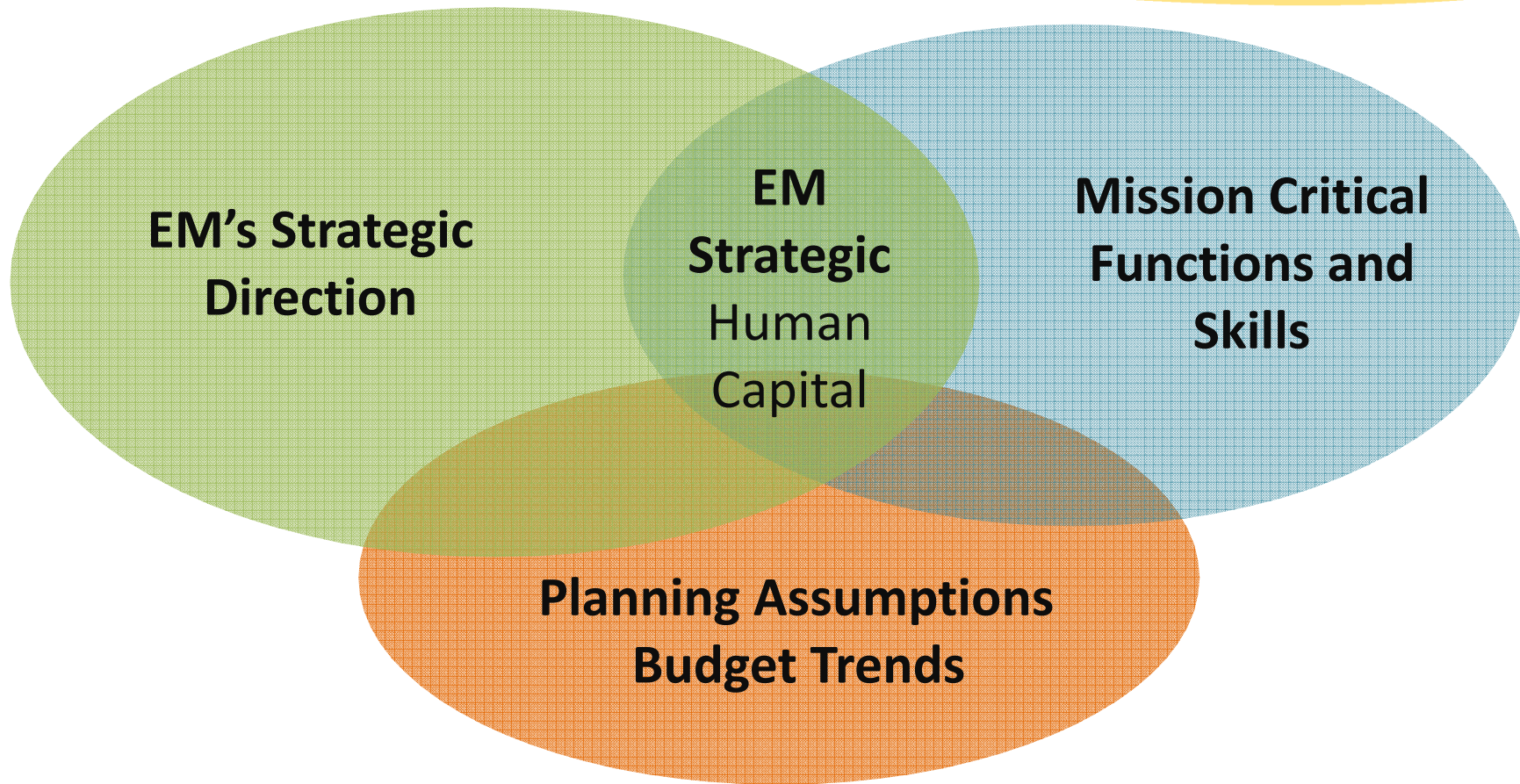
# Prevailing Workforce Challenges

- Emerging budgetary challenges
- Aging workforce
- Skills imbalance and lack of bench strength
- Long term EM mission
- Contract strategies
- GAO Critical List/IG Reports
- Silo approach to human capital



- **Step 1 – Identify Strategic Direction:** Mission requirements and organizational priorities are announced/communicated
- **Step 2 - Align Workforce with the Work Requirements of the Strategic Direction:** Office managers and resource managers identify the workforce needed to meet mission requirements and organizational priorities
- **Step 3 – Inventory Existing Workforce:** Identify existing gaps between the current workforce (size/skill) and workforce needed to meet future demands; develop strategies to close gaps.
- **Step 4 – Prioritize Organizational Workforce Needs:** Review all staffing proposals and make decisions on which hiring requests to approve.

# Aligning Workforce with Mission Needs



**Forecasting our future demands to get the right people, with the right skills, in the right place, at the right time.**

# EM Talent Management Commitments

- **EM Human Capital Management Plan**
- **EM Succession Plan**
- **EM Competency Management Initiative**
- **EM Human Capital Corporate Board**
- **EM HQ Knowledge Transfer and Management Strategy**

Strategic  
Direction  
Vision

Budget  
Scenarios

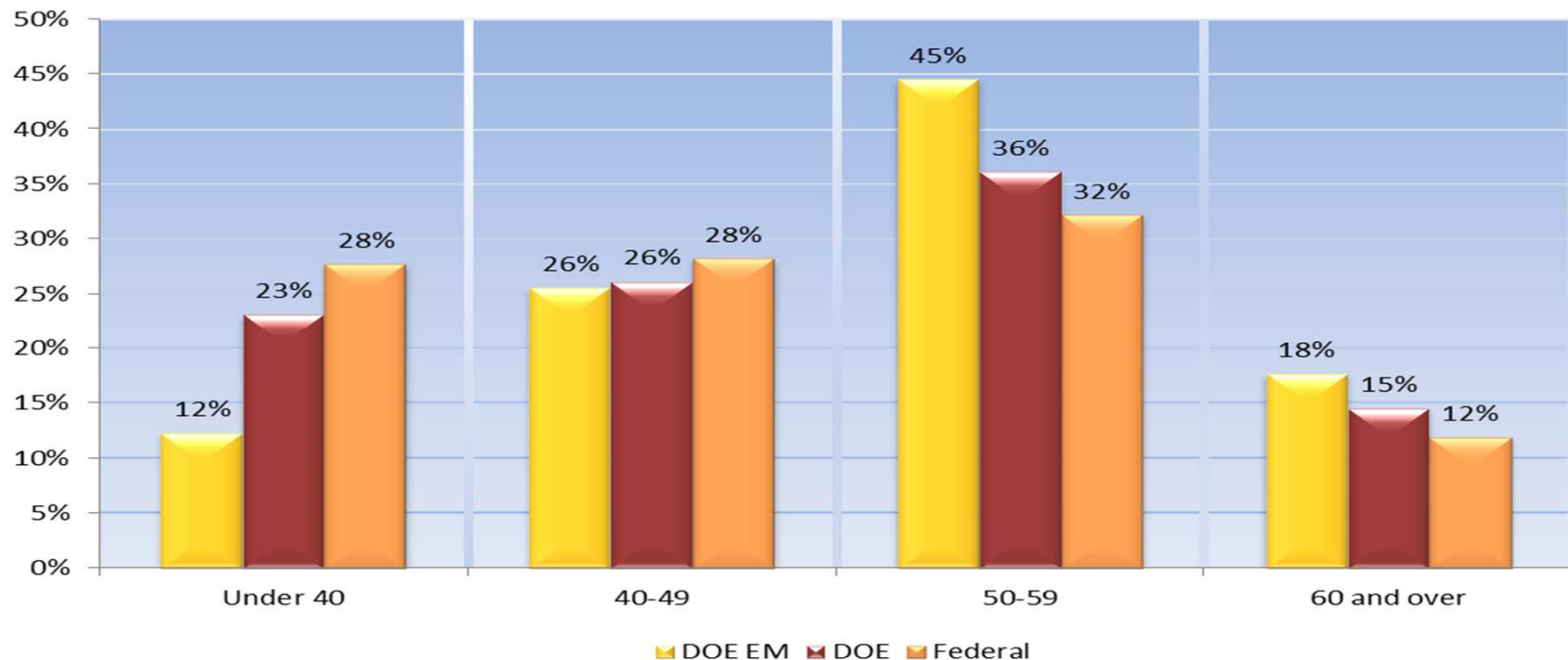
Planning  
Assumptions  
Priorities  
Constraints

Human  
Capital  
Strategies



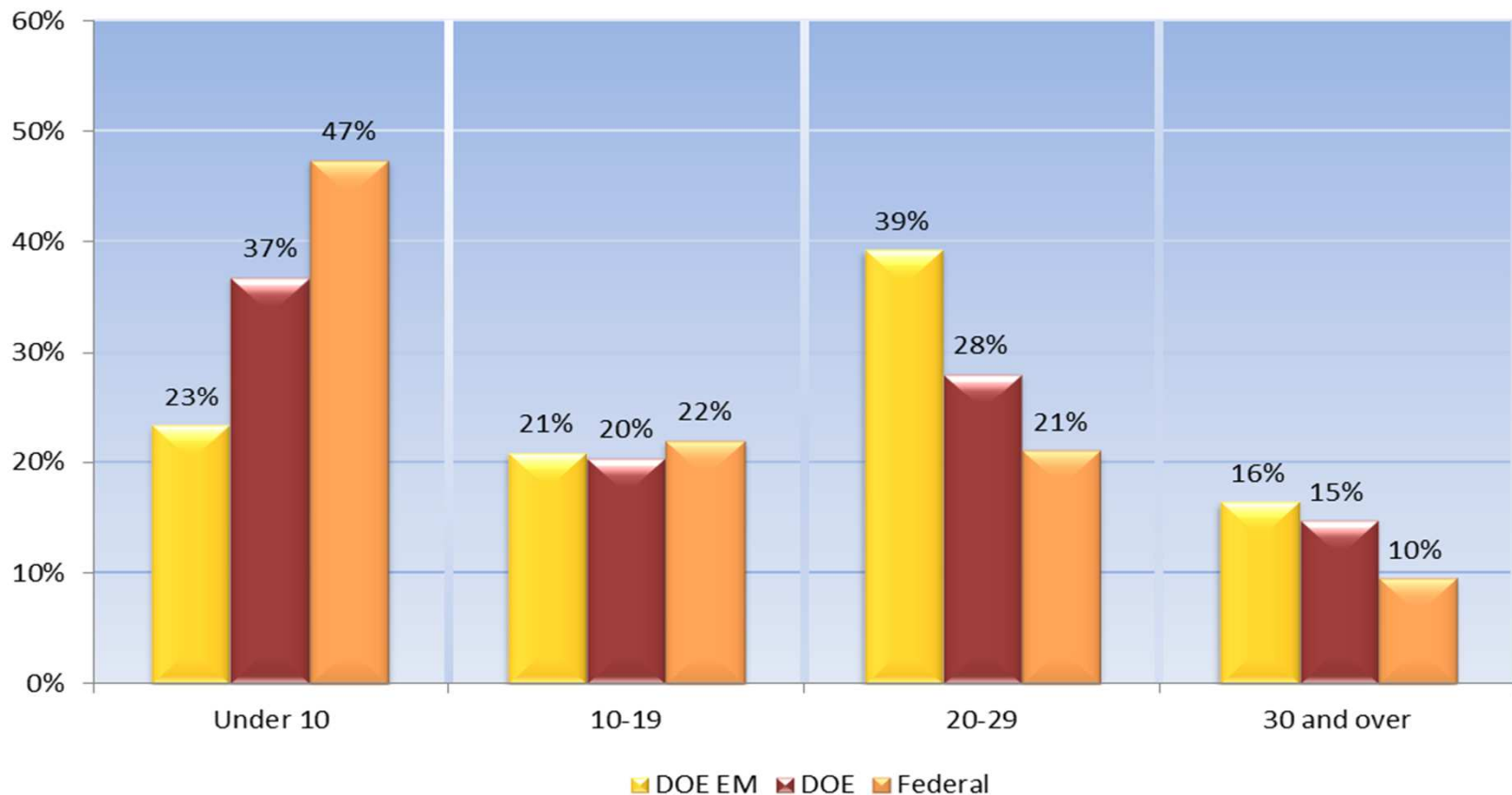
## Workforce by Age Range

- Sixty-three (63) percent of EM employees are 50 years and older; compared to 12 percent under 40 years old. The highest concentration of EM employees is in the 50-59 age range; this is also true for the DOE and Federal workforces.



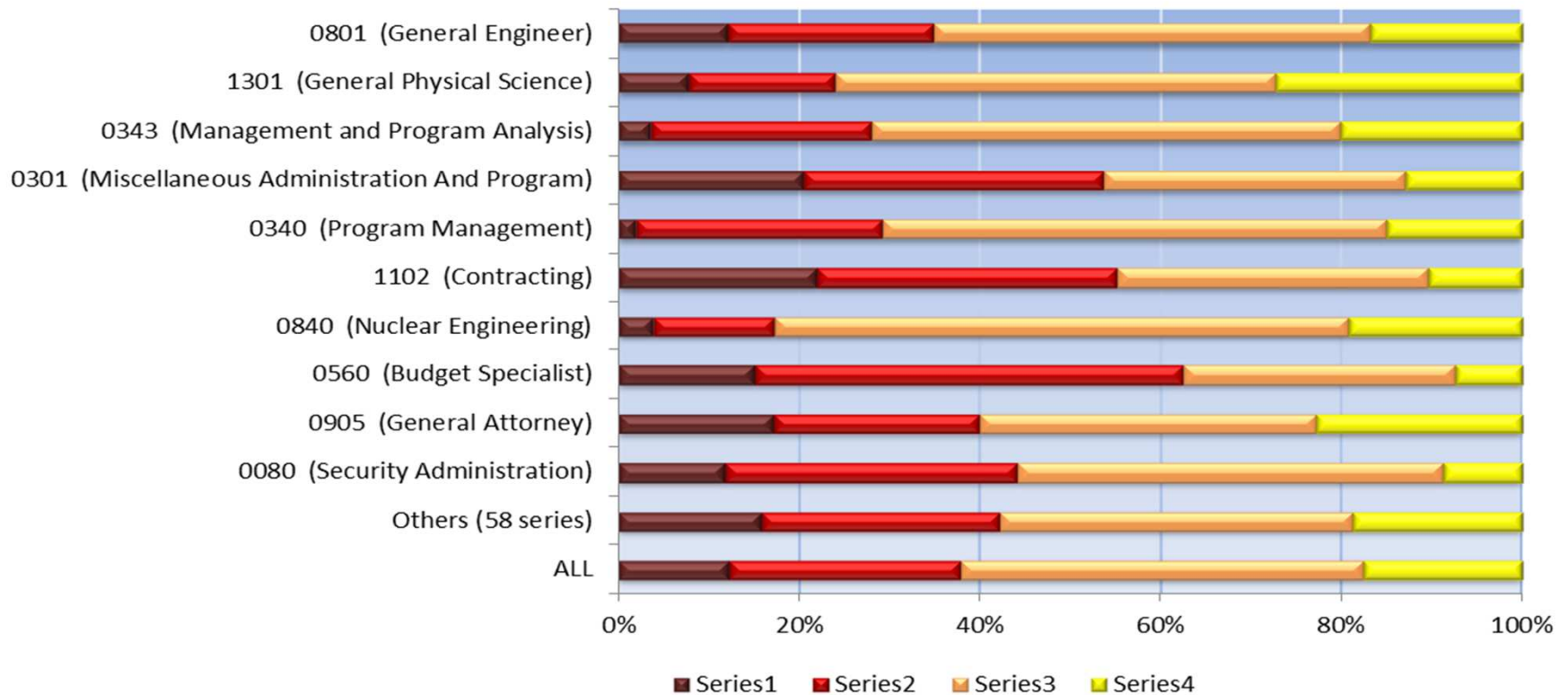
# Workforce by Length of Service

- Fifty-five (55) percent of the EM workforce has 20 or more years of service, making it a highly experienced workforce.



# Occupational Series by Age Range

- In the table below, Series 1, represents employees under the age of 40 years; Series 2, represents employees age 40-49, Series 3, employees 50-59; and Series 4 represents employees 60 years and older.



# EM Engagement Initiatives

- Successful Teams Achieving Results (aka 5DT)
- Connecting with Others
- Safety Conscious Work Environment