

Human Capital Working Group September 2008 Update



Presented to

EFCOG Working Group Chairs

EFCOG Board of Directors

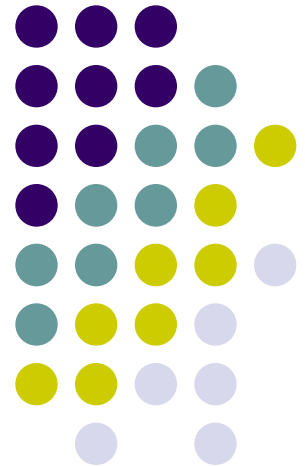
DOE-NNSA Sponsors

September 16, 2008

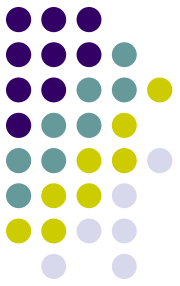
by

Jeff Jay, Chair

Human Capital Working Group

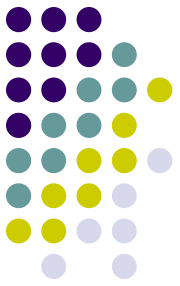


Outline for Today's Discussion



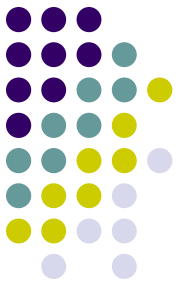
- Accomplishments during 2008 YTD
- Planned activities over the next year
- Issues needing help from other WGs and the EFCOG Board

HCWG Purpose



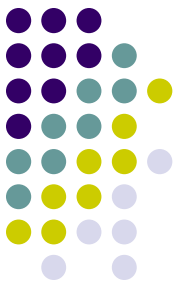
The group advances the strategic alliances...
to preserve and sustain “People Readiness” initiatives
crucial to energy security of the US...stakeholder
collaboration – national, regional & local...preparation
for competition in global market...sustainability of
workforce capability and capacity of the DOE mission
over the next 10 years

Premise



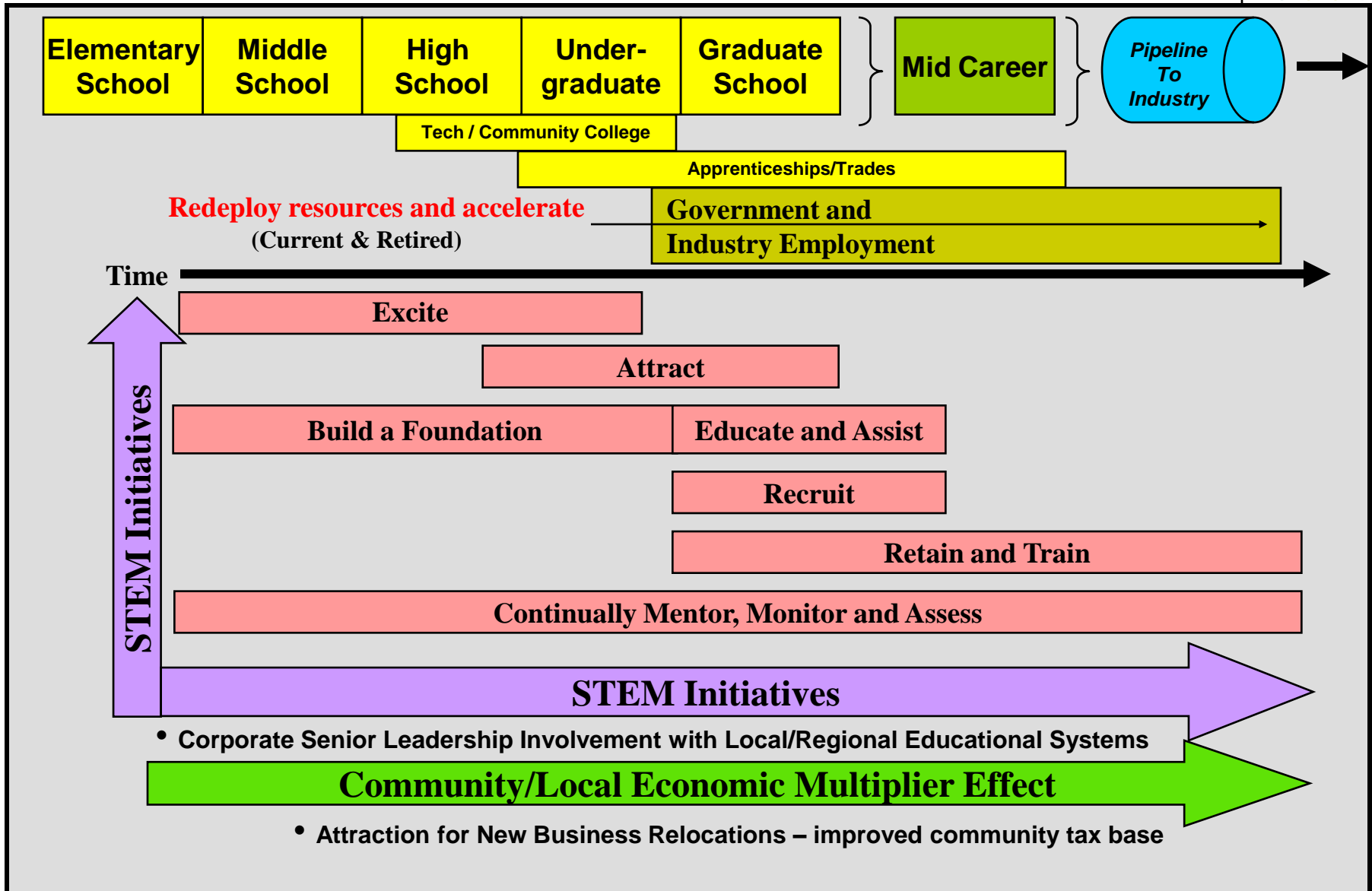
- Effective recruitment and retention of human capital is the most crucial issue facing the DOE and its EFCOG community within the next 10 years
- Traditional management practices used in the past for managing and leading human capital within the core DOE businesses are outdated and can no longer meet the future workforce needs of the industry.

Accomplishments 2008 YTD

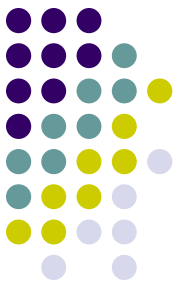


- New HCWG Charter & Issues – January & March
- Key Federal Sponsors’ Meeting - April
- Key Strategy Meeting – Sustainability of the Enterprise - May
- First Formal WG Meeting – Leadership Framework/Topics - June
 - Strategic Planning – Dione Heusel, SPR
 - DOE/M&O HC Policies – Kathryn Craft Rogers, LLNL
 - Critical Skills – Tom Richey, Y-12; Dominique Foley Wilson, SNL
 - Best Practices – Ken Andriessen, NTS
 - Secretary – Cristina Tablada, SPR
- Univ of Maryland Collaboration – Baseline Sustainability of Current EFCOG Workforce - August
 - Reliability Assessment – Dr. Jodi Jacobson
- Critical Skills SG Meeting – September
 - Key Federal Sponsors - EM 40, HS-1, SC-27, NA-12, NA-10
 - Criteria and Collection Methodology
 - Dialogue with National Academy of Public Administration

Sustainability of Human Capital - Education & Training Model for *Optimizing Efforts*

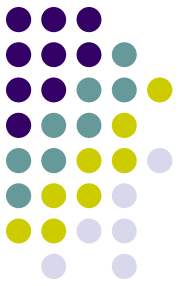


Planned Activities for the Year



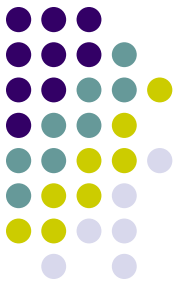
- **Grow Subgroups – Leadership & Workers**
 - Strategic Planning
 - Establish a comprehensive and modern branding message, given generational differences & motivations
 - Promote transformational leadership strategies
 - DOE/M&O HC Policies
 - Correct inconsistencies and portability of benefits issues
 - Complete Sustainability of Current Workforce Assessment
 - Critical Skills
 - Focus on criteria & methodology for data collection through collaboration, high risk/high consequence, short-term & long-term
 - Present “Big Picture” - support strategic decision making for policy and funding
 - Best Practices
 - Communicate Outreach best practices and other community initiatives designed to attract, recruit and retain individuals
 - Develop web-friendly mechanism for collecting contractor data input
 - *“Collaborate on the issue, compete on the grid.”*

Planned Activities for the Year



- **Expand Collaboration & Outreach Activities**
 - Internal DOE
 - Office of Management Administration
 - Office of Defense Programs
 - Office of Health, Safety & Security
 - Office of Nuclear Materials Management Integration
 - External with DOE Sponsorship
 - University of Maryland via HS
 - National Academy of Public Administration via HS
 - National Defense Industrial Association via NNSA
 - UK Nuclear Decommissioning Authority via EM

Other HC Drivers - Critical Skills - Hot Topic Elsewhere in the Federal Government



- **Reconvening of Chiles Commission – DSB**
 - assessment completed March 2008
 - awaiting public release of report
- **Project on National Security Reform Human Capital Working Group**

Focus on interagency reform in national security

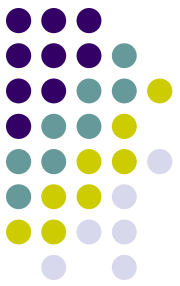
 - <http://www.pnsr.org/web/page/618/sectionid/578/pagelevel/2/interior.asp>
- **APS/POPA Report: Readiness of the U.S. Nuclear Workforce for the 21st Century Challenges**
 - <http://www.olis.oecd.org/olis/2007doc.nsf>
- **DoD Office of Net Assessment Report:**

Maintaining Advantage in a Multi-Polar Nuclear World

 - [Subcontract #SK 427-07-TSA-PEOSTRI Task Order HTE7, December 2007](#)
- **White House Office of Science & Technology Policymaking**

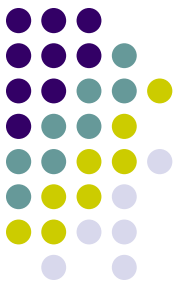
Enhanced Capacity for White House Science & Technology Policymaking: Recommendations for the Next President; report released by Woodrow Wilson International Center for Scholars, June 17, 2008

 - <http://www.wilsoncenter.org/index>



Next Meetings

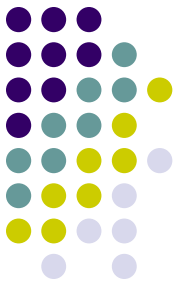
- Critical Skills SG – September 16, 2008, 2:30 – 4:30 PM, SNL Offices, 950 L’Enfant Plaza
- HCWG Fall Meeting – November 11 – 13, 2008, Hyatt Place Hotel, sponsored by Sandia National Laboratory, Albuquerque, NM
- HCWG Spring Meeting – March 1 – 5, 2009, Waste Management Conference, Phoenix, AZ



Issues Needing Help

- Working Groups – increase technical worker participation
 - Participants with competency interests
 - Project Management – Jennifer Bates
 - Quality Assurance – Dave Amerine
 - Acquisition Management – Steve Mournighan
- EFCOG Board
 - Strategic branding message for business sector
 - Bring M&O HC efforts within HCWG framework (integrator for cross-cutting programs in SC, EM, DP, NNSA, HS, NE, FE, ED, IN)

Questions???



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