



Attracting Talent

A 21st Century Approach

Working for America

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT





The Government is facing a number of Human Resources (HR) challenges

- Attracting and retaining new employees whose career expectations don't fit the traditional Government model
- Managing through the pending retirement wave while competing for scarce talent
- Developing the leaders of the future who must manage the 21st century workforce
- Branding the Government and its agencies as an “employer of choice”
- Becoming applicant centric; reforming a cumbersome hiring process
- Streamlining and outsourcing core functions to Shared Service Centers as recommended by the Human Resources Line of Business (HR-LOB)



The U. S. Office of Personnel Management (OPM) is committed to a simple yet powerful vision for talent

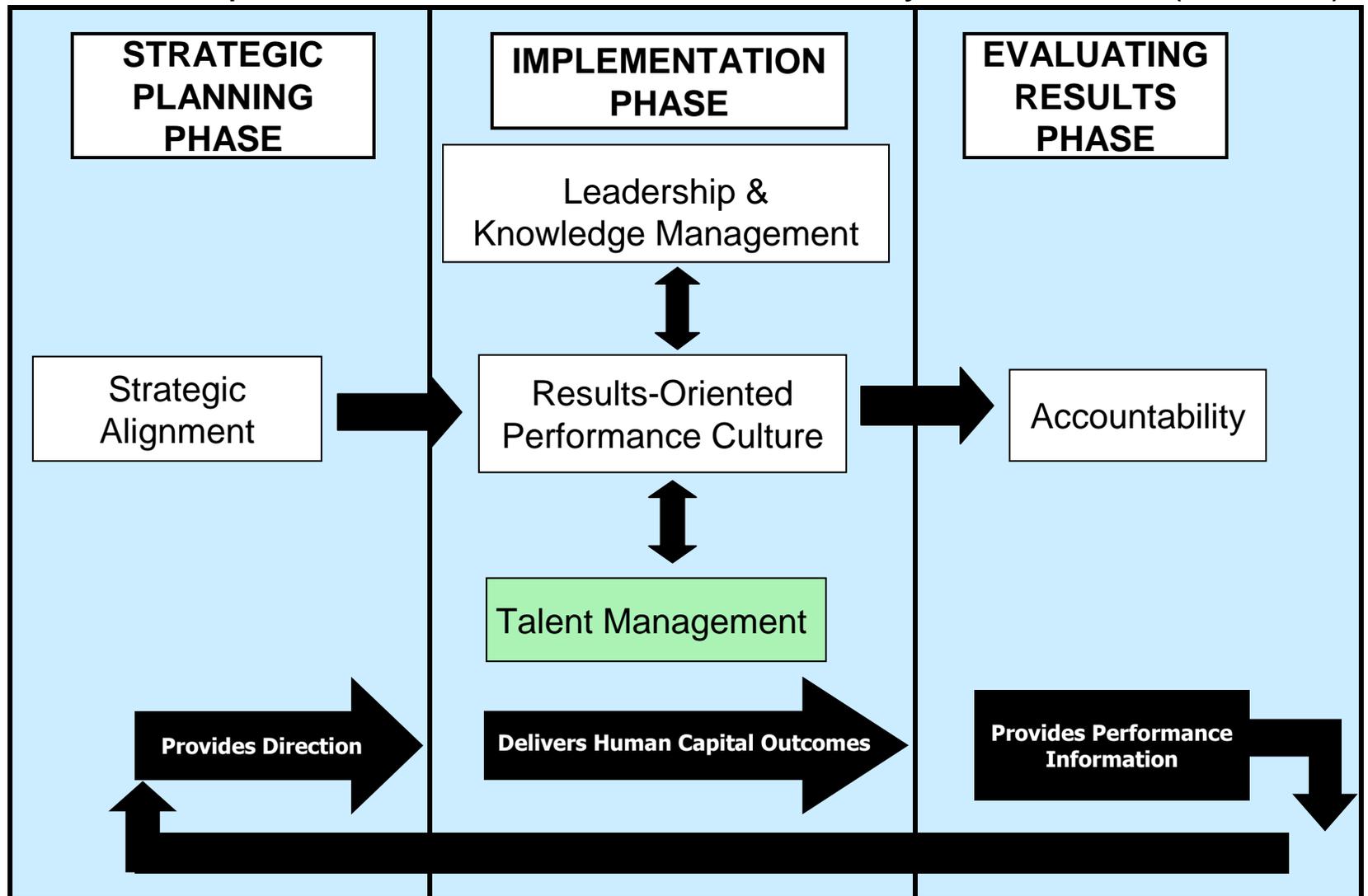
Agencies have the

- **right talent**
- **right place**
- **right time**

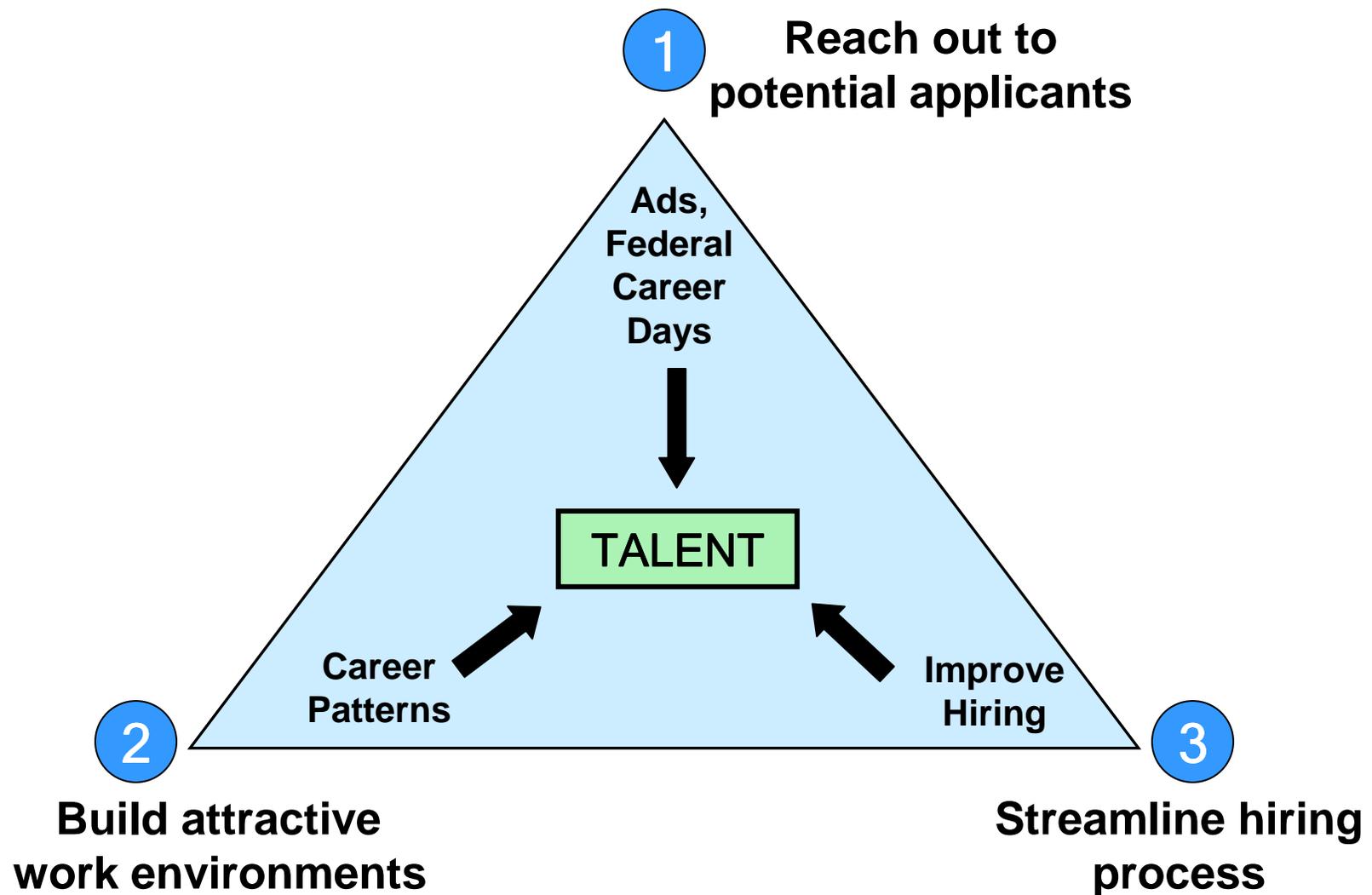
to accomplish their missions

Attracting and retaining talent are the key components of the Talent Management System

Human Capital Assessment and Accountability Framework (HCAAF)

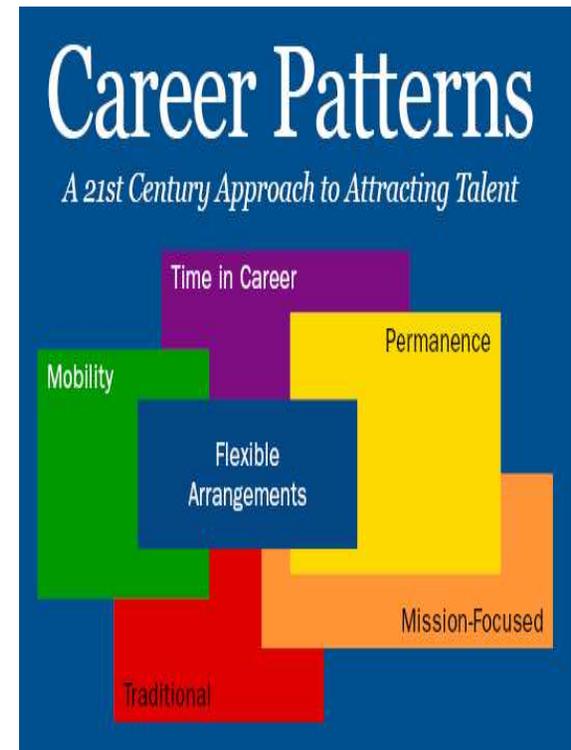


OPM has developed a three-pronged approach to attracting talent to the Federal Government



The Career Patterns initiative is designed to help agencies attract new talent

- The Federal Government is competing for scarce talent
- Attracting quality applicants is crucial
- Hiring processes and systems are being transformed
- Non-traditional work environments are being built and/or expanded
 - Flexible work schedules
 - Telework
 - Technology
 - Work/Life Balance

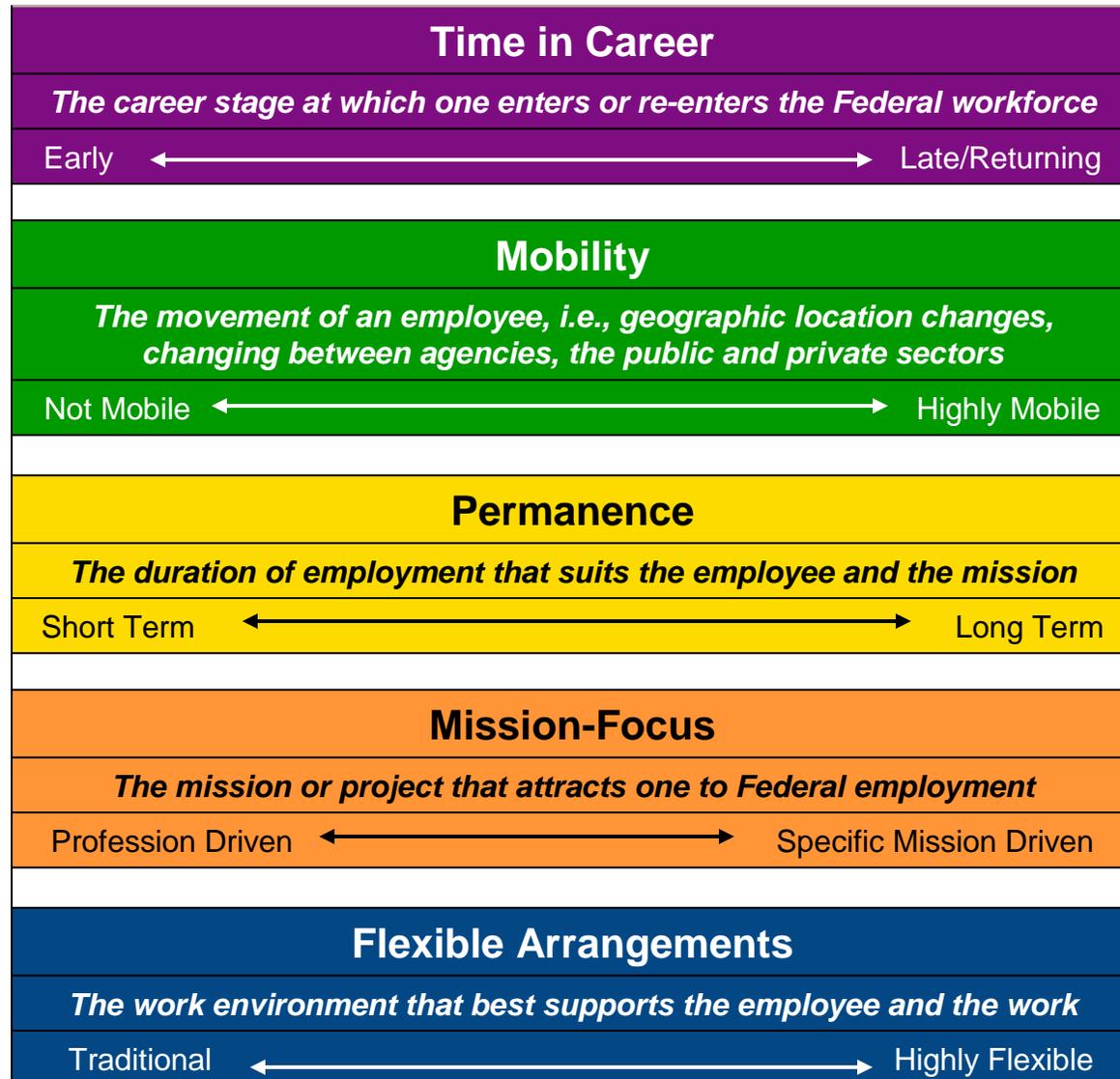




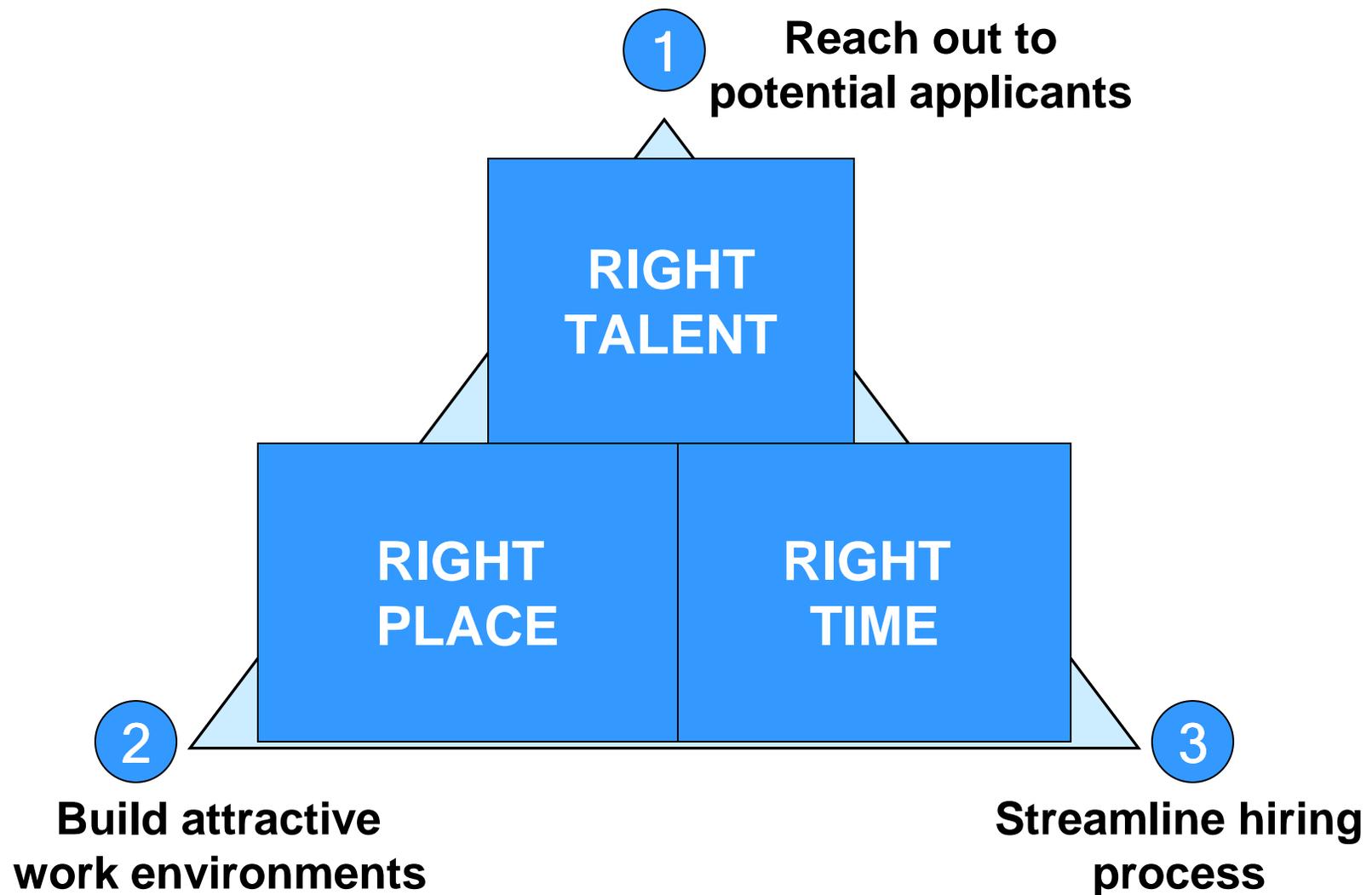
Career Patterns is a strategic overarching initiative that impacts decisions in many areas

- **Strategic Human Capital Plan** ➤ **What talent do you need**
- **Workforce Plan** ➤ **Who are they**
- **Agency Branding** ➤ **What do you have to do to get them**
- **Development Programs** ➤ **How do you ensure effectiveness**
- **Awards and Recognition** ➤ **What will you do to motivate them**
- **Work Environment Flexibilities** ➤ **How do you keep them**
- **Succession Planning** ➤ **How do you develop future leaders**

Career Patterns Dimensions characterize employees, both current and potential



OPM is making our vision for talent a reality for the Government





Questions

Thank You

Kevin E. Mahoney

Office of Personnel Management
Human Capital Leadership and Merit System Accountability

kevin.mahoney@opm.gov