SWP
Strategic Workforce Planning

Business Line:	Corporate Support IT/IM Resources	Executive Sponsor:	*Scott Flanders*	Date:	6/28/019

Gap or Overage to address (Identify the challenge to address)	Priority:	Strategy (How will you approach the challenge?)	Key Activities (What specific tasks will help you reach your objective?)	Responsible (Who is responsible for ensuring the completion of each task?)	Required Resources (What resources are required and cost to execute the strategy?)	Incor-porated into Budget (Yes or N/A)	Timeframe (When will each task be complete?)
Multiple Core Positions- Network, Customer Support (customer service & Assets management), Enterprise Architecture, Financial Management	High	External Hiring (Direct Hire Authority) (Entry level hires) (Term Appointments)	Develop a hiring strategy to effectively use Direct Hire Authority	OCIO	Travel, Advertising cost	Yes	Immediate
		Internal Merit Promotion	Posting vacant positions	OCIO/OCHCO (OCIO BC/LT)	OCIO/OCHCO	Yes	
Cybersecurity	High	Training existing staff to assume new roles & train entry level staff	Develop Cybersecurity qualification program leveraging to maximum extent possible Federal wide programs	OCIO	OCIO	Yes	Immediate
		External Hiring (Direct Hire Authority) (Entry level hires) (Term Appointments)	Develop a hiring strategy to effectively use Direct Hire Authority	OCIO/OCHCO	Travel, Advertising cost	Yes	
Knowledge Management Engineering (data analytics, data mining, decision	High	External Hiring (Direct Hire Authority) (Entry level hires) (Term Appointments)	Develop a hiring strategy to effectively use Direct Hire Authority	OCIO	Travel,Advertising cost	Yes	Immediate

Step 5.0 – Develop and Execute Strategies – Phase II

Enclosure 2

Gap or Overage to address (Identify the challenge to address)	Priority:	Strategy (How will you approach the challenge?)	Key Activities (What specific tasks will help you reach your objective?)	Responsible (Who is responsible for ensuring the completion of each task?)	Required Resources (What resources are required and cost to execute the strategy?)	Incor-porated into Budget (Yes or N/A)	Timeframe (When will each task be complete?)
support, content management, artificial Intelligence etc..)		Training existing staff to assume new roles	Develop data analysts & data scientist training & qualification program	OCIO/OCHCO	OCHCO/OCIO	No	Near term 1-2 years
		Contractor support	Develop AI (i.e., machine learning & RPA) strategy that identifies agency processes that can be automated. Use AI strategy to identify contractor needs to automate processes.	OCIO Program Offices Corporate Offices	OCIO Contract dollars	No	Near term 1-2 years