

Illustration of the plan

Action Item	Description/How To	Date Needed/Timeframe	Assigned To:	Status
1. Meet with managers and leadership of administrative services employees and functions	Agency management and leadership will be an integral part of communicating the changes, identifying the new roles and aiding with the transition. If necessary or appropriate for your agency, ask managers to help identify future roles and timing of employees identified on the tracking tool.	By April 1, 1999		
2. Develop Agency's Workforce Transition Strategy document	Develop an outline for a strategy that addresses your agency's specific needs. A sample outline is included. An outline will help keep the strategy focused and brief. The document should include policies, procedures, definitions and transition philosophy for the agency.	By July 1, 1999		
3. Define workforce transition categories and strategy	Using the different categories of workforce transition defined in Module 2.0 slide # 10, determine the different definitions that will apply to your agency. Tailor definitions as necessary.	By July 1, 1999		
4. Identify employees who will Need to use MARS by July 1, 1999	Develop strategy for identifying employees and document Using the agencies as-is administrative services data, identify employees who will need to use MARS by July 1, 1999. Use the tracking tool to log this information.	By March 29, 1999		
4.1 Complete roles worksheet for these employees	Using the Excel file [AgencyNumber]_ [DeptName].xls and the AsIs_ToBe maps, identify the appropriate roles and enter them into the To-Be Roles Worksheet for the employees identified as needing to use MARS by July 1 1999. As appropriate work with your agency's administrative managers and leadership	By April 15, 1999		

Sample Agency Workforce Transition Plan And Guide

Dr. Mahender Sharma



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The People Factor Linda J. Bilmes, W. Scott Gould, 2009-08-01 Successful businesses have spent the past two decades retooling and rethinking how to manage their people better Most big companies that have survived and prospered in the 21st century view employees as a vital strategic asset In comparison the U S federal government is a Stone Age relic with its top down bureaucracy stovepiping of labor and responsibilities and lack of training and investment in its own public servants The inevitable result is a government not keeping up with the complex demands placed on it In The People Factor Linda Bilmes and Scott Gould present a blueprint for reinvigorating the public sector in order to deliver results for America Their premise is that the federal government can achieve the same gains as the best private sector and military organizations by managing its people better Their new vision for public service is based on The People Factor a set of management tools drawn from best practices in successful companies the military and high performing government agencies Part One of The People Factor book shows why the U S personnel system needs reform revealing the high price of inaction Part Two lays out the specific steps that must be taken to achieve the necessary gains Part Three focuses on how to implement the People Factor and make the authors vision a reality They argue that the next president needs to turn this issue into a top priority and use political capital to push reform Highlights of the book include Extensive original survey research Case studies from government and the military Interviews with leading thinkers on strategic human capital A number of specific proposed innovations A detailed proposal for a nationwide effort to train and revitalize the public service

Public Employment and Management 2021

The Future of the Public Service OECD, 2021-12-08 This is the first edition of a new annual publication on public employment and management issues This edition presents a vision of a future ready public service workforce that is forward looking flexible and fulfilling to a diverse range of public employees

The Workforce Investment Act United States. Congress. Senate. Committee on Health, Education, Labor, and Pensions. Subcommittee on Employment, Safety, and Training, 1999

Human Resource Management Dr. Mahender Sharma, **Human Resource Management** Mahendra Sharma, **Handbook of Human Resource Management in Government** Stephen E. Condrey, 2010-10-26

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Condrey, 2005-04-18 In this thoroughly updated edition of a classic reference Stephen E Condrey brings together leading experts in public administration and HR management to detail how you can Move beyond your often limited problem solving role as an HR manager and demonstrate how you can play a more strategic role in your organization Deal with crucial issues such as diversity EEO regulations and other legal issues compensation sexual harassment and performance appraisal Expand your ability to maximize productivity efficiency and employee satisfaction Develop budgets use volunteers and employ consultants Also included with purchase is a free supplemental on line Instructor s Manual Order your copy now

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