

– FAST 2023 –

## **FUTURE-PROOF YOUR WORKFORCE**

*Acquiring Professional Services to  
Build a Future-Ready Workforce*



## **Questions & Answers**

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### **Will the CLP's flow or be visible in DON's eDACM?**

3 CLPs will be issued out to attendees in the weeks following the event. Upon completion of the training, please do not submit an External Training Request - all completions will be entered into FAI CSOD for CLP conferral using the new Express Class functionality. CLPs are expected to appear in your FAI CSOD transcript within 4-6 weeks after the event. In the interim, please PAUSE on submitting an external training request to allow time for the Express Class CLPs to post in your official record.

### **Would you define "upscaling the workforce"?**

Our panelists may have said "upskilling the workforce," which generally means identifying the new/different skills required by changing missions, tech, and tasks, and training/educating/reallocating existing staff to those changed requirements.

### **How are GSA and OPM deliberate about hiring a diverse workforce?**

OPM recently released its governmentwide Diversity, Equity, Inclusion, and Accessibility (DEIA) report on the state of DEIA initiatives. That's a great start for learning about all the ways OPM, GSA, and other agencies are being intentional about diversifying our workforce. Check it out at [www.opm.gov](http://www.opm.gov).

### **What is a CHCO?**

CHCO = Chief Human Capital Officer

### **Where can our hiring managers learn HOW to hire (i.e. interview skills, screening resumes for transferable skills)?**

There is a lot of hiring manager training; the problem is getting hiring managers to understand they need the training. Start with your HR office who have the resources needed to train.

### **What techniques have you seen/used that were successful in transitioning to a matrix type organization? What are some major pitfalls we should avoid or incorporate into our change management plans?**

Successful transitions have robust change management plans that are executed throughout the transition and beyond. Most agencies execute a reorg with limited change management or they stop the change management communication once the reorg happens. You have to continue the change management

through the first year of operating in the new org structure. You also have to build in feedback loops throughout the process to know how to adjust or respond to the most pressing concerns of the workforce.

**Has the OMB Memo 22-14 played a role in the development of workplace strategy?**

Yes. It has helped to direct agencies to think about space as they consider future workforce strategies.

**So, is there a OPM rule/policy/etc that requires a federal employee to report to work at least 1 day a week?**

Yes. Employees must report to their worksite location at least twice a pay period. You can learn more here: <https://www.telework.gov/guidance-legislation/telework-guidance/>

**Are there any ideas or best practices available from OPM for keeping our team energized and building comradery while working fully remote?**

Yes. Check out the tip sheets on our FOW webpage: <https://www.opm.gov/policy-data-oversight/future-of-the-workforce/hybrid-work-environment-toolkit/>

**Will government hiring AI be able to keep pace with AI used by candidates? And how will it ensure that underrepresented communities are not continued to find barriers?**

Issues of AI ethics, equity considerations, and candidates' use of AI are going to be critically important concerns we are currently taking into account and must deal with as we move forward with our AI pilots.

**With hiring opening up to more people across the country and working from home, is OPM open to employees to be hired and not work in the Continental U.S. physically, but OCONUS?**

Many Federal employees work OCONUS, and OPM has no blanket prohibition against that. It is not uncommon for agencies to set specific requirements that, due to security concerns, time zone differences, etc. disallow OCONUS work. I expect this will be a question agencies will need to evaluate even more in the future.

**Is there any consideration to partnering with high schools and junior colleges to incorporate developmental acquisitions into curriculum? Have agencies offered summer hire positions to enrolled students?**

This is a great suggestion and we are actively pursuing programs like this with agencies experiencing shortages of entry-level talent. Thank you!

**Did you say that USA Learning and GSA-MAS HC will combine under OASIS+ HC in the future?**

USA Learning will not be combined under the GSA -MAS / OASIS+. USA L is an OPM Human Capital solution that provides a turn-key Learning Management System (LMS) w/customization capabilities see- <https://usalearning.gov>; GSA's HCaTS and OASIS solutions are expected to combine their respective scope under OASIS+ see <https://www.gsa.gov/buy-through-us/products-services/professional-services/buy-services/professional-services-schedule/new-oasis-multiagency-contract>

**Is there a dollar threshold to use Market Research as a Service (MRAS) for free?**

No there is not, no requirement is too small or too large for us to assist you with your research.