

# STRENGTHEN YOUR WORKFORCE: ANTICIPATE, UNDERSTAND, AND PLAN FOR THE FUTURE.



## Invest in Your Agency's Most Valuable Asset

In today's talent-based economy, your workforce is your agency's most valuable asset. Protecting your people means planning for, measuring, managing, and optimizing the performance of individuals and teams. Agencies that invest in workforce planning are more aware of talent gaps and can mitigate risks to their missions. Anticipate, understand, and plan, so you can:

- Align your workforce to your agency's strategic priorities.
- Determine the right number of employees and the skills needed.
- Transition your current workforce and structure to meet your requirements.
- Deliver better mission outcomes.

## How HR Solutions Can Help

We assess your organization's structure, function, and human capital capacity with an eye toward your mission objectives and outcomes. Our data-driven, third-party analyses yield objective, specific recommendations for staffing levels, recruitment, training, development, and retention efforts. And we provide the justification you need to make organizational changes with assurance that those changes are what's best for your future.

## Evaluate Your Workforce in Context

Our consultative approach uses your agency's data, plus Governmentwide benchmarks and deep knowledge of Federal human capital strategy, to understand your organization and help you develop a robust workforce plan. HR Solutions enables your organization to:

- Analyze your evolving mission needs, skill set requirements, and anticipated workload.
- Review current organizational structures, including position management issues, supervisory ratios, and inflated/deflated grade levels.
- Measure and analyze retirement rates; retirement eligibility; accessions; separations; pay plans/grades; and demographic data, such as age, gender, race, and national origin.
- Identify gaps in your workforce and provide practical options to close them.



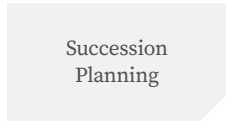
Determine your agency's human capital master plan.



Organization Design

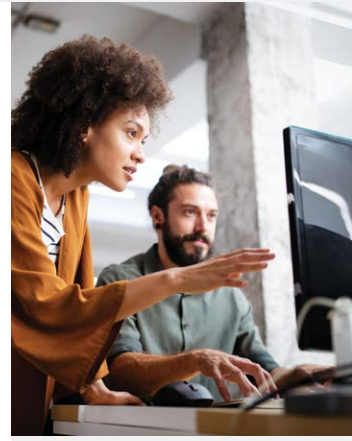


Position Classification



Succession Planning





## Support for High-Performing, Results-Driven Organizations

HR Solutions offers a comprehensive suite of human capital management services to support workforce planning initiatives. Our data-informed capabilities support results-driven organizations. Our results drive efficiency, effectiveness, and transparency.



### Data

to apply targeted HR interventions based on the individual's role or performance.



### Agility

to respond to rapid external changes and evolving technology.



### Knowledge

to make strategic decisions about recruitment, development, redeployment, and transition programs.

### Align your strategic priorities and mission goals for an optimized workforce.

Get started by visiting the Organization Design section at [opm.gov/HRS](https://opm.gov/HRS), or contact us at [HRStrategy@opm.gov](mailto:HRStrategy@opm.gov) for a consultative discussion about your needs.

### Why Choose OPM HR Solutions?

We are the single largest provider of human capital management and training solutions across the human capital life cycle, and the only Federal organization entirely focused on making people and organizations better. Because of our mission focus, “by government, for government,” we offer a unique combination of human capital management and training and procurement expertise. Coupled with ease of acquisition, subject matter expertise, Federal compliance, and speed of access, we are the right choice for your workforce planning needs and more.



HR Strategy and Evaluation Solutions

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