

Office of Resource Management (ORM)



October 22, 2012

ORM Agenda

- ◆ ORM Mission
 - Key accomplishments
- ◆ ORM Initiatives
 - Human Resources Division
 - FRTIB Strategic Human Capital Plan
 - Administrative Services Division
 - Expansion space
 - Employee/Contractor background investigations

ORM Mission

The Office of Resource Management serves as a strategic partner with leadership of the Federal Retirement Thrift Investment Board to develop and deliver innovative administrative services and human resource programs designed to support the employees and overall mission of the Agency

ORM Key Accomplishments

- ◆ Successful relocation and move of Agency staff and equipment to 77K by Administration Services Division staff
- ◆ Increase in recruitment and hiring by Human Resources Division staff
 - Additional HR staff to support increase in hiring workload
 - Interagency Agreement signed with the U.S. Office of Personnel Management (OPM) to pick-up backlog of hiring actions for FY 2012 – 2014
 - 17 new hires in the last two quarters of FY 2012

ORM Initiatives

- ◆ Human Resources Division
 - Agency Strategic Human Capital Plan
 - Talent management-skills assessment
- ◆ Administrative Services Division
 - Expansion space
 - Employee/contractor background investigations

ORM Initiatives

Human Resources Division

FRTIB Strategic Human Capital Plan

- ◆ The Chief Human Capital Officers (CHCO) Act of 2002, provides a framework for all Federal agencies to support strategic management of the Federal workforce
- ◆ Each agency publishes its Strategic Human Capital Plan
 - The Plan provides details on the efforts an agency will take to ensure they employ and retain a highly skilled, empowered, and engaged workforce
 - The Plan allows an agency to focus on setting achievable goals to improve upon human capital elements over a one-five year period

ORM Initiatives

Human Resources Division

FRTIB Strategic Human Capital Plan

- ◆ FRTIB Human Capital focus areas
 - Training
 - Leadership Development
 - Leadership Succession
 - Knowledge Management
 - Performance Appraisals
 - Recruitment and Attrition

Strategic Management of Human Capital



ORM Initiatives

Human Resources Division

Talent Management

- ◆ Addresses competency gaps
- ◆ Primarily targets mission-critical positions
- ◆ Allows the Agency to focus on training and development to improve skills of existing staff; determine skill set and competencies of future staff

ORM Initiatives

Human Resources Division

Talent Management (cont'd)

- ◆ Gap analysis factors
 - Diversity
 - Attrition
 - Competency and capacity
 - Management skills assessment
 - Employee skills self-assessment
 - Results in identifying Agency-wide or office-specific training and development

ORM Initiatives

Administrative Services Division

Expansion Space

- ◆ 10th Floor
 - Expected completion March 2013
- ◆ The Agency is exploring additional space options for increase in staff

ORM Initiatives

Administrative Services Division

OPM Background Investigations

- ◆ FRTIB requirements:
 - All Agency employees are subject to the OPM background investigation process
 - New employees subject to background investigation and final adjudication for full access to applicable FRTIB systems related to his/her work
 - Current employees renew investigations every 5/10 years

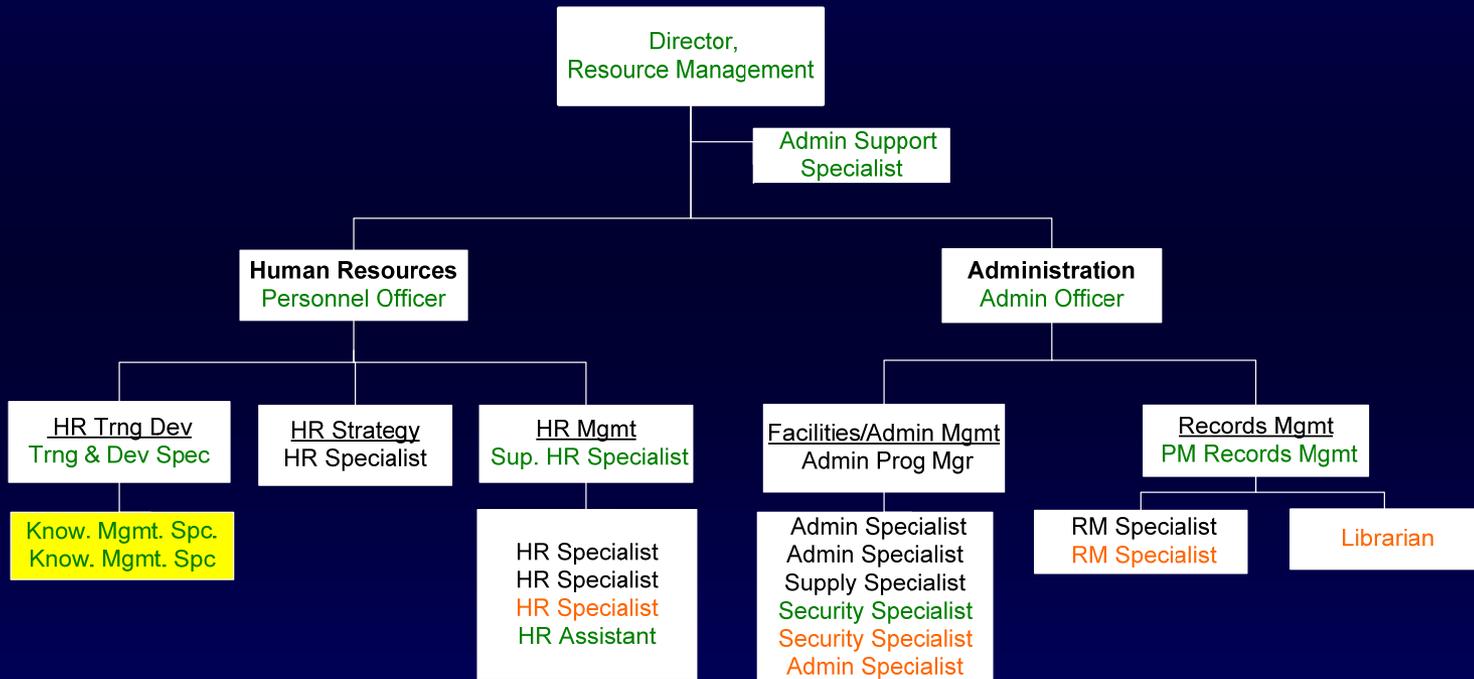
ORM Initiatives

Administrative Services Division

OPM Background Investigations (cont'd)

- ◆ FRTIB requirements:
 - Contractor staff will become subject to OPM background investigation process
 - Current contracts require background checks completed by the contractor
 - New contracts and extensions will require OPM background investigations
 - Approximately 800 contractor staff are affected by this change

ORM Organization Chart





FEDERAL RETIREMENT THRIFT INVESTMENT BOARD

THRIFT
SAVINGS
PLAN

1986