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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 26 pages. Original publisher: Washington, D. C. : The Office, 2001 OCLC Number: (OCLOC)49241501 Subject: Civil service positions -- United States. Excerpt: . . . Human Capital: Attracting and Retaining a High-Quality Information Technology Workforce other specialists - such as our Chief Statistician and Chief Accountant - with new titles and SES-equivalent benefits. We believe that three of the authorities provided in our 2000 legislation may be appropriate to other agencies and are worth congressional consideration at this time. Authority to offer voluntary early retirement and voluntary separation incentives could give agencies additional flexibilities with which to realign their workforces, correct skills imbalances, and reduce high-grade, managerial, or supervisory positions without reducing their overall number of employees. Further, the authority to establish Senior Level positions could help agencies become more competitive in the job market, particularly in critical scientific, technical, or professional areas, such as IT. Implementing reforms in human capital management will present Reform significant challenges. Among most difficult will be (1) the sustained Implementation Faces commitment demanded from the executive and legislative branch leaders, including agencies, the Office of Management and Budget (OMB), the Challenges Office of Personnel Management (OPM), and Congress, and (2) the cultural transformation that will be required by a new approach to human capital management. In its report on IT human capital, NAPA also recognizes the importance of these two factors. The report identifies a number of steps that would be required for implementation of a new system (see figure 2). Among these, NAPA includes the need to promote leadership by identifying champions for the new system within agencies. Further, NAPA acknowledges in its discussion that implementing its recommendations will challenge the...

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