Shaping the Workforce Initiative

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OCTOBER 21, 2020
Workforce Working Group chartered to

1. Create a 5, 10, and 20-year strategy for modernizing the Financial Management workforce (& Other Initiatives)

2. Pilot a government wide accounting job announcement that multiple agencies can leverage

3. Look at recruitment strategies to bring in the best and brightest minds to enable the continued success and growth of the financial management community

4. Investigate options for an employee development portal accessible to all agency financial management professionals.
Agencies, to varying degrees, are tackling this on their own.

Most approach training in basic ways through:

- annual reviews,
- goal-setting,
- evaluations,
- level of training budgets

The envisioned future state of developing the workforce by the CFO Council:

- Is a broad overarching goal of implementing a 5, 10, 20-year strategy that establishes a continuous/intentional upskilling capacity
- Is an approach that supports the workforce in an ever-changing work environment.
- Leverages data and technology to improve financial operations.
The Foresight Framework

Framing
Scoping the project, defining the focal issue, and current conditions.

Scanning
Exploring signals of change or indicators of the future.

Futuring
Identifying baseline and alternative futures.

Visioning
Developing and committing to a preferred future.

Designing
Developing prototypes, offerings, or artifacts to achieve vision and goals.

Adapting
Enabling organizations to generate options to alternative futures.
Other factors: Demographics, Recruiting Competitiveness, Value

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Issued Request for Information to help flesh out our thinking on how best to upgrade the skills of our workforce (data science, data analytics, technology – robotics, machine learning). Key findings:

- Quick win – exploring
- Keep learner in the center (free up time)
- Focus on application to workflow

Government-wide consensus that technology and data will drive/enable significant change in the workforce.
We tried to construct the questions so that the answers build on each other

1. How to identify the skills needs of today and tomorrow?
2. How to make it an ongoing process?
3. Once needs are known, what training/learning solutions work?
4. How much (very roughly speaking)?
5. How might they be best stacked together in a joint solution?
6. How should we implement?
7. What are we missing? What haven’t we asked?
8. How do you fit in to the solution?