



2020 JFMIP *Virtual*

Shaping the Workforce Initiative

MIKE WETKLOW – NATIONAL SCIENCE FOUNDATION

STEPHEN KUNZE – DEPARTMENT OF COMMERCE

BEN FICKS – NUCLEAR REGULATORY COMMISSION

EVAN FARLEY – GENERAL SERVICES ADMINISTRATION

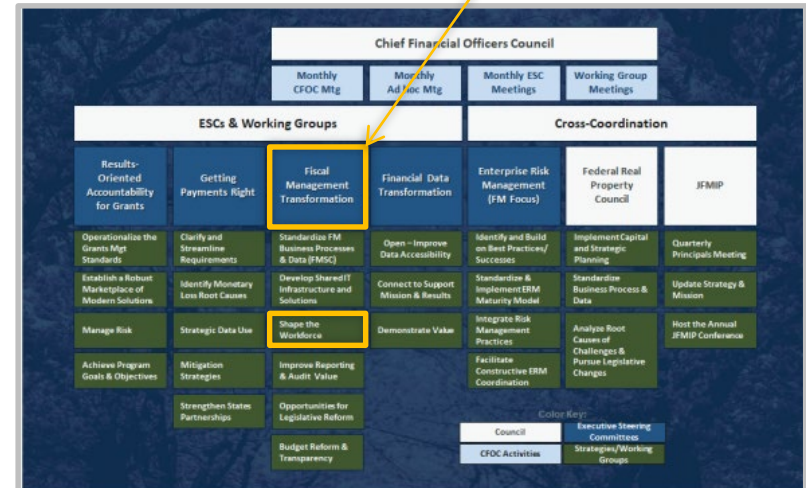
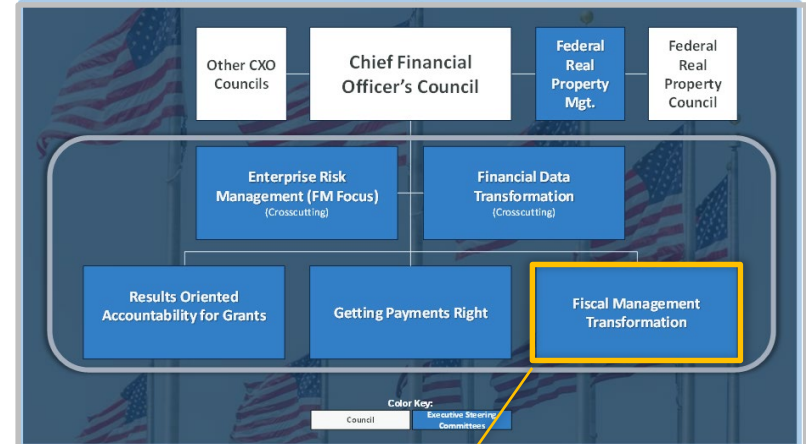
OCTOBER 21, 2020

Shaping the Federal Financial Workforce

Shape the Workforce Objectives:

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.



Financial Management Workforce: Current Environment

Financial Management Workforce Modernization in the government is
uncoordinated

- 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.

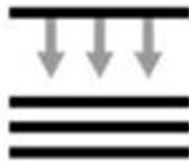


The Foresight Framework



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.



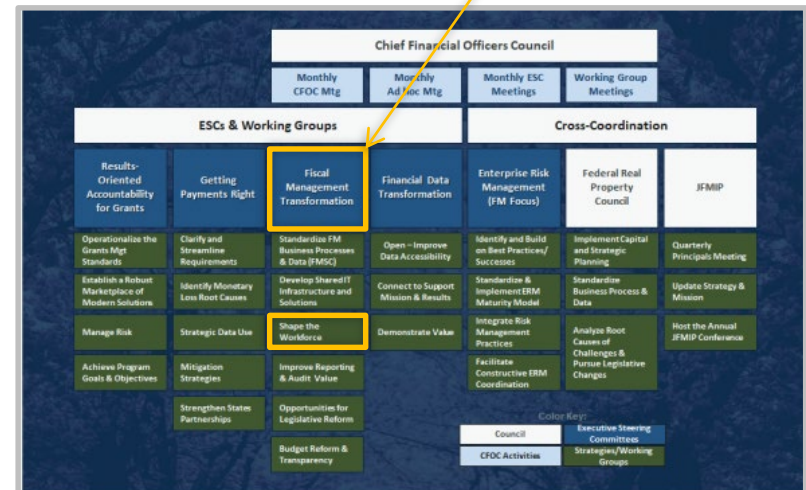
Adapting

Enabling organizations to generate options to alternative futures.

Shaping the Federal Financial Workforce

Government-wide consensus that technology and data will drive/enable significant change in the workforce

- Other factors: Demographics, Recruiting Competitiveness, Value
- Workforce WG chartered to create a 5, 10, and 20-year strategy for modernizing the Financial Management workforce (& Other Initiatives)
- 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





Request for Information (RFI)

RFI Centered around eight (8) core questions

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?

CORE Questions

1. How should the government identify the current and future skills needs of its workforce?
2. Based on your response to Question #1, how could this process(es), be automated or efficiently performed in a recurring, ongoing manner?
3. What options, platforms/systems/tools/ technologies, models/frameworks, or best practice approaches exist that could be leveraged to enhance the skills, knowledge, and expertise of the federal workforce (e.g., online learning, career maps, skills acquisition checklists, formalized coaching, video CPE, college ala cart) on an ongoing basis?
4. In broad terms, please approximate the at-scale implementation cost of the approaches discussed in your response to Question #3 in order to meet the federal government's needs? How might the government's economy of scale be best leveraged?
5. How might the solutions discussed in your responses to 1-4 above be combined as holistic, all-encompassing solutions that the federal government could implement?
6. In general terms, how would your organization recommend the federal government select and implement the solutions described in #5 above
7. Given your understanding of the federal government's needs, do you have any other recommendations or suggestions?
8. Please describe the capabilities of your organization as they relate to 1-7 above (no more than 2 pages, please).