

OFFICE OF HUMAN RESOURCE STRATEGY

SUMMARY:

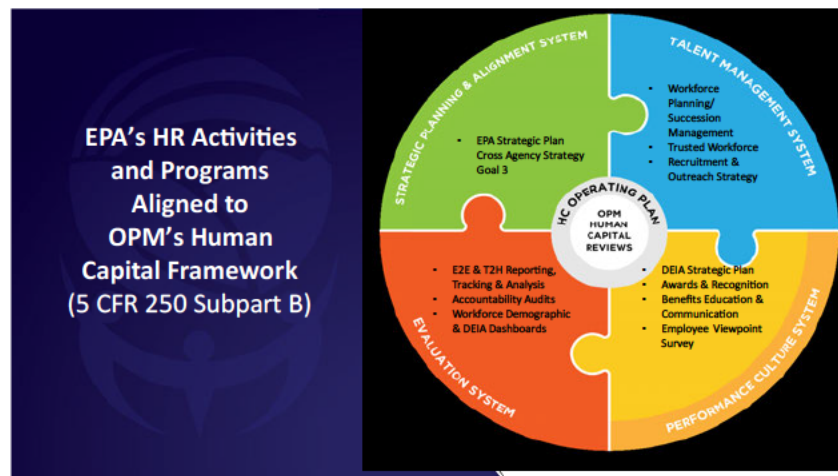
The Office of Human Resources Strategy drives all aspects of how the agency makes the best use of our greatest asset, our people.

Key challenges for the new Administration will be to:

- Continue to build an agile workforce ready for new opportunities and challenges as they arise.
- Continue to create a pipeline of tomorrow's leaders as more of EPA's workforce becomes eligible to retire.

BACKGROUND:

OHRs leads the implementation of EPA's compliance with all Title 5, Code of Federal Regulations, including 5 CFR 250. Specifically, OHRs implements the agency's people strategies – how to plan for the future workforce and evaluating what competencies are needed to meet the mission, how to develop employees (e.g., Strategic Planning and Alignment System and Talent Management System), how to support employees and hold them accountable for efficient and effective programs (e.g., Performance Culture System), and evaluating and tracking EPA's accountability with Human Capital policies and doing all this through workforce data and data analysis techniques (e.g., Evaluation System). Our work follows the U.S. Office of Personnel Management's Human Capital Framework as depicted here.



OHRs is the internal strategic consultants to Regions and Program Offices, with key stakeholders including DAA/DRAs, MSDDs, HRO/PMOs. External partners are OPM, OMB, the Partnership for Public Service, GAO and others.

OHRs consists of three divisions and a front office:

Strategic HR Insights Division

The Insights division impact organization culture and business decisions by making the connection between people strategies and data. We do this by using leading research and data-based practices, holding ourselves and others accountable for promoting excellence, and building strong internal and external partnerships. Our work includes:

- Creates and assesses EPA's comprehensive workforce plan and succession management plan, Human Capital Operating Plan, HR Stat and agency Surveys to ensure the agency is in full compliance and for continuous improvement.
- Providing agency-wide HR policy management and program evaluation to ensure EPA is in compliance with all Title 5, Code of Federal Regulations, including 5 CFR 250. Policies and program evaluation give employees the "rules of the road" in plain language, answer audits and review processes for greatest efficiency.
- Leads agencywide change management, organizational development, executive leadership services, and employee engagement efforts through the collection and distribution of current research, data, and resources to improve the workforce and its mission.
- Examines position management and reorganizations to ensure the agency is right sized and set up to meet EPA's important mission.

Employee Experience Division

The Employee Experience division develops and implements strategies to improve various aspects of the employee experience at EPA and as a federal employee. Specifically, we are responsible for the creation and execution of employee experience projects and programs, including:

- 365-Day Acclimation allows employees to integrate fully to EPA. Rather than a Day 1 experience, cohorts spend Year 1 learning different facets of EPA's mission and career development.
- Leadership Development to create a pipeline of future leaders, support for front line managers and supervisors and leadership competency development for all employees.
- Professional Development by implementing evidence-based learning and performance processes and programs to increase competencies, retain talent, and ensure EPA is prepared to adapt to new challenges and capitalize on opportunities supporting the mission.
- Talent Recognition includes National Honor Awards and other non-monetary ways to reward employees for going above and beyond.
- Workplace Solutions and Work life integration offers an alternative path for resolving differences among peers and well-being programs for employees.

Data Analytics & Solutions Division

The purpose of this division is to elevate the use of data and analytics in strategic human capital management and agency leadership, providing actionable insight for the most critical decisions. DA&S is an enterprise network of data scientist/analyst collaborating to support and provide EPA leaders and human capital practitioners with the right capabilities, thereby enabling an enterprise strategic data-driven thought process with scale, innovation, direct impact, and enhanced data literacy for all. DA&S division plays a vital role through comprehensive human capital analytics, the division provides accurate data reporting and insights essential for informed decision-making. We support critical data needs for EPA HR offices, promoting effective human capital strategies and inclusive practices. DA&S is the primary liaison to OPM and partners on topics such as HR data metrics and supporting compliance and continuous improvement.

- Maintains EPA workforce dashboards for appropriate stakeholders have fingertip access to real-time data.
- Provide reporting inputs to statutory requirements, including MD-715, Disabled Veterans (DVAAP), etc.
- Focuses on workforce analytics of the employees/workers and managers themselves through the consumerization of HR and data to managers.

- Ensures executives and leaders are informed with insights to make decisions and that the business will gain organizational benefit from people analytics in the future.
- Deploying analytics is easier and more impactful when the culture of HR and the organization overall is receptive to analytical insights.

KEY EXTERNAL STAKEHOLDERS:

- ☒ Congress ☐ Industry ☐ States ☐ Tribes ☐ Media ☒ Other Federal Agency
☐ NGO ☐ Local Government ☐ Other (name of stakeholder) _____