# ATARC Workforce Transformation

## Project Team Charter

**Purpose and Goals**

The purpose of the Workforce Transformation project team is to enable current and prospective employees to navigate the changing world of work. Enabling transparency in information on employment and mission needs benefits employees who wish to continue as a contributing member of the workforce. It also benefits of the Federal Government’s mission sets which much adjust to constantly changing environmental factors, by improving recruiting of a diverse talent pool, retention of that talent pool through career variety and mobility, and workforce readiness through leveraging modern tools to support a growth mindset and continuous learning.

This project team supports the notion of an employee experience in a learning organization characterized by ease of mobility throughout a long and varied career, with supporting mechanisms that are intuitive, accessible, and “at your fingertips”. This notion depends on cultural evolution for Federal organizations and current and prospective employees (*notion of expecting to learn new things every day and allowing time for that*); and, on data availability in the human capital, jobs and learning and development domains. This notion assumes and should account for supporting mechanisms that rely on conditions met with respect to the infrastructure and/or workspaces that supports mobility.

**Scope**

The project team will engage with experts in the various domains to create a logic model that documents assumptions and risks associated with enabling the articulated employee experience, intended to help identify and prioritize actions required to ensure the mechanism can function within a Federal regulatory context that can be adjusted to support the future model. This logic model will enable future teams to identify areas where documented lessons learned from Federal agencies that have undertaken activities can inform the path forward.

The outcome of the project team’s work will be to provide an actionable view into: the case for change; the obstacles and barriers that could prevent, and the opportunities and authorities that could support the change; the short-term steps that can be taken to enable progress toward the vision; and, the long-term steps necessary to achieve the vision.

**Roles and Responsibilities**

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| **Role/Responsibility** | **Name** | **Organization** |
| Government Co-Chair | Robyn Rees | DOI |
| Government Co-Chair | Rich Balkissoon | DHS |
| Industry Co-Chair | Lauren St. Clair | FM:Systems |
| Industry Vice-Chair | Lori Spurlin | CISCO Systems |
| Advisor Chair | Mika Cross | Flex Jobs |
| Research Advisor Co-Chair | Jennifer Myers | MITRE |
| Research Advisor Participant | Jamie Neidig | MITRE |
| Industry Participant | Brian Hough | Airblock Technologies |
| Industry Participant | Janet Chacon | Airblock Technologies |
| Industry Participant | Gail Azaroff | PluralSight |
| Industry Participant | Alexa Hirst | Slalom |
| Industry Participant | Amy Fadida | A.M. Fadida Consulting |
| Government Participant | Daniel Reece | HUD |

**Deliverable(s):**

Case for Change Package, including a Workforce Transformation Logic Model that can point to necessary research, case studies (Federal, State/Local, Non-Profit, Private, etc.), and Interviews; and, suggested next step(s) (e.g. Self-Service Career Development and Coaching Assistant lab demonstration).

**Timeline and Milestones (Proposed Revision: Sequenced Approach):**

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| --- | --- | --- | --- | --- |
| **March 2021** | **April 2021** | **May 2021** | **June 2021** | **July 2021** |
| Logic Model outline (first draft) leveraging user-journey mapping to uncover assumptions and risks | Progressive elaboration of the Logic Model (outreach, as needed) | Finalize the Logic Model | Present Logic Model to Federal CXO Councils, the President’s Management Council, to Congressional Subcommittees, Partnership or Senior Executives Associations |
| Research: learn from GAO/survey inputs that exist on the topic of workforce transformation, or on specific elements of the logic model. | Identify possible spin-off projects (e.g., Case Studies and Interviews, a Demonstration Lab for a Self-Service Career Development and Coaching Assistant prototype, Data Strategy insights paper, etc.) |