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Reviews

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(Dr. Jillian Champlin IV)

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Subject: Human capital -- United States. Excerpt: . . . department has full access to appropriately qualified personnel to address such gaps, specific recruiting and retention goals, including the program objectives of the department to be achieved through such goals, specific strategies for developing, training, deploying, compensating, motivating, and designing career paths and career opportunities for the senior leader workforce of the department, including the program objectives to be achieved through such strategies; and specific steps that the department has taken or plans to take to ensure that the senior leader workforce is managed in compliance with the 23 requirements of section 129 of title 10, United States Code. 24 To conduct the assessments of end strength and projected trends in the civilian workforce based on expected losses due to retirement and other attrition as required in the legislation, the department used OPMs workforce forecasting software Workforce Analysis Support System (WASS) and Civilian Forecasting System (CIVFORS). WASS is used to evaluate workforce trends and can perform simple to complex analyses from counts and averages to trend analyses, using such characteristics as employee age, retirement plan participation, and historical retirement data. CIVFORS was adapted from an Army military forecasting model for civilian use in 1987 and uses data from DODs Defense Civilian Personnel 25 Data System (DCPDS). CIVFORS is a life-cycle modeling and projection tool, which models most significant events, including personnel actions such as promotions, reassignments, and retirements. Officials can use a default projection model or create their own, which can be tailored to examine issues such as projected vacancies of hard-to-fill occupations or turnover in specific regions by occupation. The workforce forecasts are generated over a...

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