



Cross-Agency Priority Goal

Closing Skills Gaps: Close critical skills gaps in the Federal workforce to improve mission performance. By September 30, 2013, close the skills gaps by 50 percent for 3 to 5 critical Federal Government occupations or competencies, and close additional agency-specific high risk occupation and competency gaps.

Print Date: 03-02-2013 03:49:38 AM

Field	Content
Goal Leader:	John Berry, Director, Office of Personnel Management
Goal Statement:	Close critical skills gaps in the Federal workforce to improve mission performance. By September 30, 2013, close the skills gaps by 50 percent for 3 to 5 critical Federal Government occupations or competencies, and close additional agency-specific high risk occupation and competency gaps.
Description:	In response to the critical need for ensuring that the federal Government possesses the Human Capital required to meet 21st Century mission-related challenges, the Office of Personnel Management (OPM) designated closing skills gaps as one of its key management initiatives. The Chief Human Capital Officers Council established a government-wide working group led by the Department of Defense (DoD) and OPM to identify, measure, and close high risk staffing gaps. High risk skills gaps are defined as the 3-5 mission critical occupations or competencies where staffing gaps could jeopardize the ability of the government or specific agencies to accomplish its mission. In June of 2012, agencies submitted information about identified staffing gaps to OPM, which determined the baseline for establishing agency targets. End of year results will be submitted in February of 2013.