



Office of the
Executive Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Memorandum For: Chief Human Capital and Chief Learning Officers

From: Sara Ratcliff

Subject: Reskilling / Upskilling Efforts within the Federal Government

I am looking for your examples of best of breed; promising practices; and innovative approaches to concentrate on the reskilling and upskilling of our workforces. The President's Management Agenda (PMA) noted that "the workforce for the 21st Century must enable senior leaders and front-line managers to align staff skills with evolving mission needs. This will require more nimble and agile management of the workforce, including reskilling and redeploying existing workers to keep pace with the current pace of change." One approach to address this is to focus on the many Talent Development programs across federal government. If appropriate, we are looking at possible wholesale changes and a technological ecosystem approach to mitigate any challenges you have identified.

We appreciate your assistance supporting this requirement of the PMA. Please send your examples and direct any questions to A. Reese Madsen at arlyn.madsen@opm.gov or (202) 418-3231.

CC: Human Resources Directors