



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Tuesday, March 31, 2020

MEMORANDUM FOR: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: MICHAEL J. RIGAS, ACTING DIRECTOR

Subject: FY 2019 Human Capital Review Summary Report

The U.S. Office of Personnel Management (OPM) is releasing a report identifying the significant trends and findings from the Human Capital Reviews (HCR) conducted in FY 2019. The HCR, which is a key element of agency human capital evaluation systems, is a data-driven review between agency executives and OPM, focused on human capital results achieved. The primary purpose of the HCR is to provide agency leadership a mechanism for ensuring their human capital management and programs support agency goals. In addition, the HCR provides an opportunity to discuss key drivers of the Presidents Management Agenda (PMA), which includes IT modernization; data, accountability, and transparency; and developing a workforce for the 21st century.

During the HCRs, agencies were given the opportunity to have conversations about challenges they experienced, as well as showcase their successes in achieving organizational goals and PMA objectives. In addition, the HCRs gave OPM leadership a clearer understanding of how agency strategic human capital management is contributing to mission accomplishment. OPM is using the data collected during the FY19 HCRs to identify government-wide trends and notable practices, provide technical assistance where possible, and work with agencies to promote a more effective Federal Government to better serve the American people.

Overall, the report discusses agency top human capital challenges along with successful practices that other agencies can adopt to achieve their goals. The report is posted below. If you have any questions about the report, please contact Ms. Ana A. Mazzi, Principal Deputy Associate Director, Merit System Accountability and Compliance, at (202) 606-4309 or ana.mazzi@opm.gov.

Attachment: See 508-conformant PDF below.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, HR Directors, and Performance Improvement Officers