



PUBLIC SERVICE RECOGNITION WEEK

Career Growth and Mobility:

Reimagining Professional Development and
Employee Engagement

Presented by Katy Yang & Keenan Emmitt

HR Solutions

Keenan Emmitt

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- Joined government in 2018 through the Presidential Management Fellowship program.
- First served as a Congressional Affairs Specialist with FDA before coming to USAJOBS on a temporary detail assignment in October 2019, joining permanently in April 2020.
- Responsible for customer outreach, business development, writing engaging content, and wearing all the hats he can.
- Much of work revolves around bolstering federal awareness of USAJOBS Open Opportunities, the federal government's premier professional development and networking platform.



Katy Yang

HR Specialist, USA Performance

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- Joined the USA Performance Product Development team in 2020 after a 14-year stint in Iraq, Afghanistan, Kuwait, and the UAE serving in the US Army, as well as a contractor for the Department of State-Foreign Service and Department of Defense.
- Has led interdisciplinary teams to success across various business industries and sectors. Passion for human capital – loves diversifying her time and energy to inspire people to become more, learn more, do more, and give more, and to do so authentically.
- Delivers unique solutions that focus on improving the performance management culture across government specifically through automating individual performance.
- As a person with disabilities, Katy is currently serving as the interim Chair for OPM's Feds with Disabilities Employee Resource Group and earning her credentials to become a certified executive coach.
- Strengths include: empowering employees to be drivers of their own development, incorporating well-being into engagement action planning, tapping into the internal drives of employees to keep the motivation rate high in organizations, and utilizing emotional intelligence skills to successfully manage interactions and relationships with others



Agenda

- Roles and Responsibilities
- Employee Development
 - Types of development
 - Opportunities for development
 - How to complete an IDP
- Let's look at Open Opportunities!

Roles and Responsibilities

Employee Responsibilities

Identify strengths, improvement areas, and interests

Consider your career goals based on your strengths and interests

Identify desired training or developmental opportunities

Utilize available tools and resources to achieve goals



Supervisor Responsibilities

Consider your employee's strengths and interests in relation to organizational goals and future trends

Determine opportunities that play to your employee's strengths and interests

Locate training and developmental opportunities

Provide sufficient time to complete developmental opportunities

Career Development



Discuss career objectives and professional goals



Agree on specific steps for achieving goals



Types of developmental opportunities

- Job assignments
- Details
- On the job experiences
- Training

Individual Development Plans



The IDP is the employee's action plan for developing the skills and competencies required to perform in the current job and skills and competencies needed for their career path



Throughout the performance period, supervisors should:

Work with employees in supporting their developmental goals

Remove obstacles or potential barriers to success

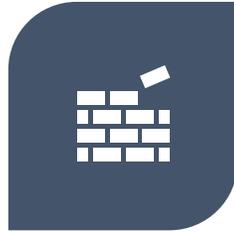
Individual Development Plans (continued)



Identify short- and long-term career goals



Document training and developmental activities to complete



Track progress towards developmental activities



Should be frequently reviewed



Help become more skilled in current position or qualified for a new position

Types of Development



Vertical – moving to the next higher position



Lateral – moving across functions



Exploratory Research – actively investigating other options



Job Enrichment – creating more challenge in the present job

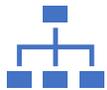


Relocation – moving to another position out of the organization

Low or No Cost Activities



New and
challenging
assignments



Rotation to a
different
job/project



Mentor/
coach



Volunteer on
a task force
or
committee



Self-paced
learning



Present at
conferences,
webinars,
seminars



Job
shadowing



Micro details

Open Opportunities

Open Opportunities has reimagined employee development. This platform addresses the needs of upskilling and reskilling by connecting federal employees to growth opportunities that, in turn, help agencies accomplish their missions.

“The only thing worse than training your employees and having them leave is not training them and having them stay.”

- Henry Ford

What is an Opportunity?

An opportunity is an experience-based learning assignment with any agency across the Federal Government and can range from one hour to a full-time detail.

These opportunities offer current federal employees a way to develop and grow their professional skills and experience while keeping their current federal job.

Agencies also benefit because opportunities are a way to get extra help, learn from other agencies and develop, engage, and retain employees.

What's in it for me?

Employees

- Bolster your professional skills and develop new ones.
- Break out of your routine – make new contacts and collaborate with other employees across different agencies.
- Find a mentor or serve as one.
- Work remotely or in-person
- Choose from a wide range of projects across the government - some may take as little as 1-2 hours, while others may take 20% time over several months.

Supervisors

- Support your employees' career development through low or no-cost opportunities.
- Succeed in your mission by promoting employee engagement, innovation, and productivity.
- Find talent to address short-term skill gaps and get the help you need/lack on projects and assignments.
- Help your employees connect with a professional mentor or serve as one.
- Learn what other areas of the government are doing and share best practices.

Resources

- Get started today! openopps.usajobs.gov
- Questions? Check out our Help Section on the Open Opportunities website. You don't need to be logged in to view the Help Section.
- Still can't find your answer? Email OpenOpps@usajobs.gov
- Looking to see how others have utilized the platform? Be sure to check out our [User Stories](#) on the Open Opportunities home page.

OPM's HR Strategy & Evaluation Solutions



Integrated assessments ••••

Develop innovative, efficient, and cost-effective assessments for employee selection, promotion, and career development.



Position classification ••••••

Accurately outline the foundation of your employees' work with precise position descriptions and classification.



Organizational design ••••••

Mitigate risks to your mission by planning for, measuring, managing, and optimizing individual and team performance.



Succession planning ••••••

Achieve mission continuity by identifying future leaders to support knowledge transfer.



Transformation IQ ••••••••

Reduce the tension and stress of restructuring by taking care of your people while optimizing your positions.

opm.gov/hrs | AskHRS@opm.gov



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Thank you for your participation and service to our nation!

Webinar slides and recordings will be distributed
within two weeks.