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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 38 pages. OCLC Number: (OCoLC)86105534 Excerpt: . . . Despite these efforts, however, DHS must still (1) create a clearer crosswalk between departmental training goals and objectives and DHSs broader organizational and human capital goals, (2) develop appropriate training performance measures and targets for goals and strategies identified in its departmentwide strategic training plan, and (3) address our earlier recommendations that its new human capital system be linked to its strategic plan. We have also made recommendations to specific program offices and organizational entities to help ensure that human capital resources are provided to improve the effectiveness of management capabilities, and that human capital plans are developed that clearly describe how these components will recruit, train, and retain staff to meet their growing demands as they expand and implement new program elements. We are completing an updated review of DHSs human capital efforts and plan to report on our results soon. This report will discuss information on selected human capital issues at DHS: attrition rates at DHS; senior-level vacancies at DHS; DHSs use of human capital flexibilities, the Intergovernmental Personnel Act, and personal services contracts; and DHSs compliance with the Vacancies Reform Act. DHS continues to face challenges in creating an effective, integrated Acquisition Management acquisition organization. Since its inception in March 2003, DHS has made progress in implementing a strategic sourcing program to increase the effectiveness of its buying power and in creating a small business program. These programs have promoted an environment in which there is a collaborative effort toward the common goal of an efficient, unified organization. Strategic sourcing allows DHS components to formulate purchasing strategies to leverage buying power and increase savings for a variety of products like...



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