

14C.116F19 AHR Efficiency Measure: Days to Hire

Description

The average number of calendar days it takes to hire employees (excluding ATCS) will be reduced to 80-days by September 30, 2014

Special Designations: Corporate Priorities

Commentary (March 2014)

FAA provides an annual report to DOT/OPM on the 80-day hiring process, excluding ATCS mission critical positions. 1QFY2014 reported 93-days as the average number of calendar days. Historically trends have reflected a decrease in the average time to hire as the year progresses. It is expected the yearly average of 80-day hiring goal will be met for the year. The potential risk is lack of coordination within the LOBs to communicate and follow the 9 steps average time allowances or extend beyond time allowances without an authorized delay.

Commentary (February 2014)

The 80-day Hiring Process aligns with the Presidential Executive Order, OPM/DOT goals, and the Administrator's Workforce of the Future Strategic Pillar to reduce the number of calendar days it takes to hire a new employee. Hiring Manager's will be able to fill positions in a timely manner while AHR helps them to execute the processes in the hiring phases (i.e., 9 steps). The Core Activity Target #1 reflects the average number of calendar days for FY13 meeting the 90-day hiring goal. Targets #2 - #5 monitor the average number of calendar days to hire for each quarter in FY14 towards meeting the 80-day hiring goal.

Status Table (Qualitative Metric)

Period	Actual
12/2013	Green
01/2014	Green
02/2014	Green
03/2014	Green

✓ Indicates that the item is complete.