People

Strengthen our current and future aviation workforce by holding ourselves accountable, developing our people and planning for the aviation workforce of the future

Maximize the Benefits of Diversity, Equity, Inclusion, and Accessibility

Develop and implement a comprehensive strategy to ensure a more thoughtful, robust workforce environment that embraces the diverse talents of employees, ensures fair and equitable treatment, and advances broader gains in diversity, equity, inclusion, and accessibility.

Initiative: EEO/Diversity and Inclusion Action Committee (EAC)

Utilize the EEO Action Committee (EAC) to collaborate and support a diverse and inclusive workplace with existing employee workgroups and LOBs/SOs to create an inclusive work environment.

Activity: Ensure a Diverse and Inclusive Workforce - Reasonable Accommodations

ACR will lead collaboration with LOBs/SOs to foster an inclusive work environment throughout FAA that promotes opportunities for all, including traditionally underrepresented groups such as Hispanics, Women, and People with Disabilities (PWD) / People with Targeted Disabilities (PWTD) by improving the Reasonable Accommodation interactive process.

Target: AHR - Reasonable Accommodations

Ensure that at least 90% of reasonable accommodation requests are processed within 25 business days or less.

Activity: Ensure a Diverse and Inclusive Workforce - Mediation

Managers engage in the mediation/facilitation process when requested.

Target: AHR - Mediation

Ensure that 75% of managers engage in mediation when requested by employees.

Initiative: Train Managers and Employees across the Agency in Diversity, Equity, Inclusion, and Accessibility (DEIA)

ACR will lead collaboration with LOBs/SOs to train managers and employees in DEIA.

Activity: ACR will Lead Collaboration with LOBs/SOs to Train Managers and Employees in DEIA

Ensure at least 75% of managers and 25% of employees from each LOB/SO attend a minimum of one training course from a menu of DEIA training courses such as Harmony & Respect, Reasonable Accommodations, Preventing Bullying, Equity, Hiring People with Disabilities (PWD) / Targeted Disabilities (PWTD), and Transgender.

Target: AHR - Train Managers and Non-Managerial Employees in a Minimum of One DEIA Training Course

Ensure at least 75% of managers and 25% of employees attend a minimum of one training course from a menu of DEIA training courses such as Harmony & Respect, Reasonable Accommodations, Preventing Bullying, Equity, Hiring People with Disabilities (PWD) / Targeted Disabilities (PWTD), and Transgender.

Initiative: Increase the Agency's Diversity, Equity, Inclusion, and Accessibility (DEIA) Culture.

ACR will lead collaboration with LOB/SOs to clearly communicate the principles of DEIA throughout the agency and provide the knowledge, training, and tools necessary to increase DEIA in the workforce to all levels of employees.

Activity: ACR & AHR - Provide Additional Training Courses, Tools, and/or Resources to Further Increase DEIA in the Workforce

ACR will work with AHR to identify and implement five additional training courses, tools, and/or resources that further increase DEIA in the workforce.

Target: AHR: ACR & AHR Will Provide Additional Training Courses, Tools, and/or Resources to Further Increase DEIA in the Workforce

AHR: ACR will support AHR in identifying and implementing five additional training courses, tools, and/or resources that further increase DEIA in the workforce.

Transform Agency to Meet Evolving Workforce

Transform agency workforce policies to proactively and collectively address/manage the realities and expectations of the future. Create flexible workspace and tools that reflect diverse workstyles/organizational needs to best serve the agency and workforce.

Initiative: Transform Agency Policies and Practices to Meet the Evolving Workforce Needs

Re-examines how the agency views the future of work, leverages existing tools and technology, best uses in-person engagement, and makes thoughtful decisions about physical space needs.

Activity: Flexible Workplace Policies and Practices

Identify all existing workplace flexibility polices and review to determine which need updating/creation to support an expanded remote workforce.

Target: Leverage the Future of Work Efforts

Leverage the future of work effort to finalize and implement relevant policies for flexible work arrangements.

Activity: Operationalize Flexible Workplace Arrangements

Strengthen the implementation of flexible work arrangements.

Target: Workplace/Worksite Guidance

Develop short-term return to the workplace/worksite guidance.

Target: Validate Eligibility

Validate eligibility for flexible work arrangement based on nature of work.

Target: Remote/Telework Office Protocol

Develop remote/telework office protocol guidance.

Target: Operational Documents for Successful Implementation

Create a matrix of proposed operational documents necessary for the implementation of Flexible Workplace Arrangements.

Initiative: Mission Critical Hiring

Work with LOBs to obtain hiring goals for the agencies top three mission critical occupations through attracting and hiring entry-level employees who successfully meet the job requirements.

Activity: Mission Critical Hiring Support

Meet or exceed hiring goals for the agency top three mission critical occupations. (2101,2152,1825)

Target: ATCS Hiring Plan

Meet the 2022 Workforce Plan goal for ATCS.

Target: Aviation Safety Inspector Hiring

Meet the 2022 Workforce Plan goal for ASI hiring.

Target: Transportation Safety Hiring

Meet the 2022 Workforce Plan goal for ATSS hiring.

Initiative: Executive Performance Management

Evaluate the Executive Performance Management System and determine what adjustments, if any, should be recommended for adoption in 2022.

Activity: Performance Review Board (PRB)

Adjust plans, procedures, and guidance as necessary to support Performance Review Board for the FY 2022 EPM cycle.

Target: Implement PRB

Deliver refresher training to PRB members and conduct PRB meetings.

Target: EPM Workshops

Conduct at least two and up to four training sessions for executives on writing self-assessments and rating official narratives based on "lessons learned" from the FY21 PRB (in preparation for the FY22 PRB).

Target: Executive Mobility Program

Build communication strategy for communicating program elements to stakeholders. Will hold two-to three information sessions with LOBs/SOs.

Initiative: Strategic Workforce Planning

Enable the FAA to better anticipate, plan for, and respond to workforce needs, talent supply and critical competencies needed to meet evolving mission requirements.

Activity: Continue to build FAA's enterprise-wide Strategic Workforce Planning capability

Support other LOBs/SO with their workforce planning efforts and continue to build FAA's enterprise-wide SWP capability while exploring the Agency's future workforce needs.

Target: Support LOB Workforce Planning

Support the LOB/SOs with their workforce planning efforts by providing consultation, tools, and SWP resources, as well as by establishing a community of practice.

Target: SWP Competency Gap Analysis

Conduct skill and competency skill gap analyses for selected mission critical occupations (MCO) and provide recommendations for remediation where appropriate.

Initiative: Student Intern Programs

Establish an FAA Internship Program plan that serves as an entry-level pipeline of top talent and diverse occupations for the FAA.

Activity: Implement the 2022 Recruitment and Outreach Strategy

Evolve the recruitment strategies to unearth top talent in diverse populations.

Target: Execute Entry-Level Recruitment Strategy

Strengthen career-entry recruitment practices of diverse talent through university and association partnerships, social media recruitment campaigns, and enhancing the MSI program experience.

Target: Implement Journey Level Recruitment Strategy

Maintain a robust and diverse pipeline of top talent to meet FAA's hiring needs by deploying novel digital media and traditional recruitment strategies, bolstering employer branding efforts, and maintaining FAA compliance reporting requirements (e.g. DVAAP, FEORP)

Target: Resume-Based Recruitment Approach

Pilot the "resume-based" recruitment approach on ATO Executive recruitment vacancies and maintain metrics on specific data points to determine if approach should be implemented agency-wide.

Initiative: Workforce Transformation - Drive Performance

Enhance employee performance culture through development of labor and employee relations (LER) program tools for employees and managers

Activity: Labor and Employee Relations Resources and Training

Update and develop LER tools for managers and employees that support a positive performance culture and accountability.
In FY21 AHL developed two communication tools for employees; the AHL FLRA Case Law Updates (quarterly publication focused on FLRA case law development) and the AHL New Flash (issued when important developments take place concerning labor and employee relations). Additionally, AHL provided nationwide training on Conducting Arbitrations in a Virtual Environment, aside from training provided monthly by AHL to management officials from all LOB/SOs. For FY22, this is an on-going project to update and develop additional internal resources for AHL.

Target: Online LER Resources

Update Online Library of Resources to include Arbitration Awards. Update, as appropriate ,bargaining unit descriptions. Compile final report on improvements.

Target: LER Customer Service Aids and Tools

Update, create, and deliver AHL branding tools and services to support management in addressing labor and employee relations issues.

Target: AHL Employee LER Training

Update and deliver internal AHL employee LER training.

Target: Customer LER Training

Update and deliver LER training to FAA management that supports a positive performance culture and accountability.
In FY21 AHL provided multiple training sessions for FAA management throughout all the regions and centers to all LOB/SOs including but not limited to Labor Management Relations Training, Command Influence Training, Basic Watch Schedule Training, Conducting Inquiries Training, etc.
For FY22 AHL will continue to offer training sessions for FAA management throughout all regions and centers to all LOB/SOs that supports management in all aspects of labor and employee relations.

Target: DOT LER Training

Further expand, solicit interest and deliver LER training on case management and other programs to DOT.
In FY21 we fully implemented the case management system (LERIS) to all the DOT modes. We continue to offer training opportunities in LERIS as new employees on-board and provide progressive reports training to individuals as requested. Additionally, we continue our support to the DOT modes on other LR/ER programs (e.g. VOLPE and PHSMA – currently assisting with LER activities and expand where appropriate and expressly requested).
For FY22 we will continue to offer training opportunities for LERIS and other LER programs to DOT.

Initiative: Train FAA Hiring Managers

Train FAA hiring managers in the hiring process. Develop tools and resources for FAA's hiring managers and administrative offices to improve the overall talent acquisition process.

Activity: Provide tools to the FAA hiring managers to assist in talent acquisition

Continue to develop and communicate tools and resources for FAA's hiring managers to assist with hiring.

Target: Structured Interview Program

Complete structured interview (SI) program pilot and implement SI program agency-wide.

Target: Provide Training

Develop a follow-up course to the initial hiring managers' training course and hold three pilot sessions for hiring managers within the FAA

Target: Implement Robotics Process Automation (RPA) to help improve the workforce capacity to include funding and PII project approval

Continue to implement the three RPA projects that were identified in the feasibility studies completed in FY-21. Secure funding to purchase improved OCR software to improve BOT function.

Target: Complete forms analysis BOT Beneficiary Forms

BOT 2 - Develop and execute a BOT to analyze beneficiary forms submitted for accuracy once authority to operate with PII is approved. Implement new software to shift to AI and expand metrics reporting.

Target: Complete forms analysis BOT for transactional personnel actions

BOT 1 - Develop and execute a BOT to audit certain actions processed via the SSC once authority to operate with PII is approved. Implement new software to shift to AI and expand metrics reporting.

Target: Execute BOT to create applicant folders in Aviation Careers

BOT 3 – Develop and execute a BOT to build applicant folders for improved efficiency and accuracy. Implement new software to shift to AI and expand metrics reporting.

Initiative: FAA Learning and Development Council LDC

Provide targeted learning development strategies focused on enhancing the FAA's diverse and highly capable workforce in collaboration with the Learning and Development Council (LDC).

Activity: Expand the FAA Learning and Development Council (LDC) action group capability

Expand the Learning and Development Council (LDC) action groups as the LDC source for learning and development strategies.

Target: LDC Action Group

Identify, operational and tactical, initiatives to be presented to the Learning and Development Council furthering the review and update of manager and leader curriculum and learning opportunities.

Initiative: Department of Transportation Labor and Employee Relations Support/Shared Services

In coordination with FAA and DOT leadership support all Departmental LER Modes with LER Support/Shared Services including Employee Relations, Collective Bargaining Services, Labor Litigation Services, and System & Programs.

Activity: Support DOT Modes in Labor and Employee Relations Programs

Support all Departmental LER Modes with LER Support/Shared Services including Employee Relations, Collective Bargaining Services, Labor Litigation Services, and System & Programs.

Target: Establish Pricing Plans with DOT

Updating pricing plan to support DOT and provide LER support/shared services for various modes.

Initiative: FAA Strategic Leadership Development

Review and continue to design, develop, and deliver leadership development courses, models, processes and programs that will build the leadership competencies of the workforce and the strength and diversity of the agency's leadership pipeline.

Activity: Develop and implement practical leadership developmental strategies

Develop and propose the new single leadership competency model construct approved by the LDC for application in workforce planning, selection, development, succession planning, and performance management.

Target: Leader Development Communication

Create an FAA-wide communication plan that messages developmental changes focused on Aspiring Managers and Emerging Enterprise Leader programs; implementation by December 2021.

Target: Curriculum Revision

 Develop a plan to revise all FLLI mandatory instructor-led managerial training courses to ensure current content and delivery methods align with the new leadership competency model complete the revisions by FY22.

Target: Customer Support

Initiate the development information to assist the FAA LOBs and SOs in understanding the process and components of the new leadership competency model once the new construct is approved by the Learning and Development Council.

Initiative: Support the Department of Transportation (DOT) Leadership Training Center

In coordination with FAA leadership and Department of Transportation (DOT) Shared Services, support the DOT Leadership Training Center for Leadership Development.

Activity: Establish the business structure and capabilities to support the Department of Transportation Leadership Training Center

Establish Business capability that could enable increased DOT Shared Service engagements with FAA Leadership and Learning Institute (FLLI)

Target: Pricing Point Plan

Review and/or develop a Fee for Service pricing plan, in collaboration with AFN (Franchise Fund Management), supporting FLLI service delivery no later than April 2022

Initiative: Workforce Transformation-Program Effectiveness

Enhance HR service delivery and ensure effective execution of human resource functions across the employee lifecycle through more efficient and effective processes, systems, structures, etc.

Activity: Policy Compliance & Program Review

Conduct program reviews to evaluate compliance with policy and applicable regulations and to identify opportunities for improvement.

Target: Review the use of true time and one-half overtime

Conduct a review on the use of true time and one-half overtime agency wide to assess proper applicability in accordance with Human Resource Policy Manual Reference Material - True Time and One-Half Covered Positions.

Target: Staffing Compliance Reviews

Conduct evaluation and assessment of the FY 2022 staffing peer-to-peer compliance reviews and submit a report.

Target: Review of Disabled Veterans Leave

Conduct an evaluation of the impact, use of this benefit has had on employees and the agency.

Target: Program Effectiveness Review - Retention Incentive

Research and examine the viability pf offering Retention Incentives and the impact on attrition within the FAA and benchmark across other Federal agencies.

Target: Program Effectiveness Review-Management Performance Incentive Payment

Perform review of Management Performance Incentive Programs (MPIP) to determine the impact linking pay and performance through an innovative incentive program has had on encouraging talented individuals to move into, and remain in, managerial positions and motivating higher levels of sustained performance by current FAA managers.

Target: Review the use of on-the-spot hiring authority

On the Spot Hiring (includes EMP-1.26a, EMP-1.26j, EMP-1.26k, and EMP-1.26n). Consider how these hiring authorities impact recruitment and retention, target critical hiring needs, fill voids where there are known skills gaps for mission critical occupations (MCO) and/or non-MCOs.

Initiative: Shared Services OWCP

AHR will provide comprehensive corporate-wide workers' compensation case and program management to all DOT modes.

Activity: Workers' Compensation

Increase agency productivity and contain agency costs through effective management of the Department of Transportation (DOT) Workers' Compensation Program (OWCP).

Target: Cost Containment

Contain DOT's annual workers' compensation chargeback costs at a rate better than the average government-wide change over the prior three years.

Target: Continuation of Pay Recovery

Monitor and track payment of continuation of pay (COP). Collaborate with facility management, PLS, DOI, and injured workers to recover unauthorized COP per federal regulations and standard operating procedures. Provide quarterly updates on total unauthorized COP dollars recovered.

Target: Business Partner Outreach

Collaborate with external business partners to facilitate workers' compensation process improvements. Conduct on average three outreach efforts per quarter with external business partners including DOL, DOT-modes, FAA facility management, and labor unions.

Target: Automation

Research options for design and deployment of a case digitization/case management system. If viable solution in terms of costs and functionality is identified, take necessary actions to secure project approval and funding within 60 days of identification of project solution.

Initiative: Compensation

Provide guidance on compensation based on market research.

Activity: Develop and Refine Compensation Calculation Tools

Review and update pay bands and programs as requested/needed.

Target: Review Pay Bands

Develop an implementation plan for program changes based on the pay-for-performance program review consisting of a comparative evaluation of data from the private and public sectors and as agreed by leadership. This includes analysis of pay bands, VP, MPIP and executive pay for performance programs.

Target: Internal Target: Enhance Pay-for-Performance Programs

Develop an implementation plan for program changes based on the pay-for-performance program review consisting of a comparative evaluation of data from the private and public sectors and as agreed by leadership. This includes analysis of VP, MPIP and executive pay for performance programs and may incorporate some Pearl Meyer and LMI initiatives identified by Senior Leadership.

Initiative: Performance Management (HCOP) Enhance Employee Performance Culture

Provide tools and training for FAA perf mgmt. programs.

Activity: Expand New Perf Mgmt. System

Work cross-organizationally to expand the use of the SAP Successfactors technology (known internally as PMAS) to include the Valuing Performance program.

Target: Performance Management System Improvement

Configure PMAS in order to migrate the Valuing Performance program from VPS to PMAS.

Initiative: Worklife

Consistently audit WorkLife programs to ensure that they meet the need of retaining and recruiting new talent.

Activity: Evaluate, design, and deploy programs

Gather data from internal and external stakeholders to understand best-in-class WorkLife programs and evaluate feasibility for implementation at FAA.

Target: Support LOB and SO Request for SLRP

Collaborate with AHD to research and determine if degree completion can be combined with SLRP to be repackaged as a tuition assistance program.

Target: Implement SLRP

Communicate SLRP program 30 days following completion of union negotiations
Support LOB/SOs, as requested, to Implement SLRP program in their respective offices.

Initiative: BOC - Explore and Implement Additional Retirement Offerings

Research, plan, and implement program improvements

Activity: Program Effectiveness

Review metrics and customer surveys; recommend and implement program offerings / improvements.

Target: Employee Self Service for Estimates

Continue to implement phased roll-out plan in accordance with FY22 schedule.

Target: Evaluate CMS to determine continued viability due to transition to BMC Business Workflows

BMC is no longer supporting HRCM as a case management solution after December 2024. BMC is no longer a viable case management solution. BOC to begin process of identifying a new system.

Target: BOC Internal quality review program

Review results of FY21 newly implemented quality reviews for retirement/estimates and determine action items to address any findings.

Target: Internal Target: Expand educational offerings including, but not limited to virtual one-on-one counseling, age/stage webinars, on-demand videos, BOC Roadshow, enhance BOC Webpage.

Develop a plan to implement virtual one-on-one retirement counseling sessions FAA wide, finalize and implement new age/stage retirement webinars, develop and administer a BOC Roadshow (Platform for marketing BOC programs and increased coordination across the enterprise), develop a plan for rebranding the BOC webpage to ensure that new design is shaped around current goals and customer. Determine topics for new 24/7 on-demand webinars.

Target: Internal Target: Lead a cross-functional workgroup to complete SOP for death actions

SOPs will assist AHR and LOBs nationwide in developing and understanding their role in these processes.

Target: FY22 - BOC

Develop a 3-Year consultative platform to enhance customer value and improve the overrall experience. To include surveys, tools and information repository.

Initiative: Total Rewards FAA, LOB, and SO Values

Support the recognition of values across the agency

Activity: INSPIRE Program

Promote and evaluate INSPIRE program.

Target: Promote INSPIRE Program

Execute the FY-21 INSPIRE communication plan to inform, promote and demonstrate the ease in recognizing employee contributions through non-monetary and monetary means.

Target: INSPIRE Technology

Determine and implement next steps in INSPIRE automation considering options from system acquisition to improving reporting and providing additional features.

Initiative: AHR Employee Engagement and Action Plan Accountability

Improve accountability for strengthening employee engagement and workforce communication by expanding the scope of collaboration, strengthening relationships, and creating frequent touch points between FAA LOBs/SOs to identify and implement defined employee engagement strategies.

Activity: Employee Engagement

Improve accountability for strengthening employee engagement and workforce communication by identifying and implementing defined employee engagement strategies.

Target: Employee Engagement Target

Leverage the cross-agency Community of Practice and AHR employee engagement advisors to share best practices, expand collaboration, strengthen relationships, and create frequent touch points between FAA LOBs/SOs, in support of the 2021 refresh of engagement action plans.

Target: Internal Target: Employee Engagement Target

Develop AHR Executive Directorate specific action plans to improve Employee Engagement

Initiative: Achievement of Innovation Goals through Implementation of AHR Process Improvements

Improve efficiency and streamline AHR and FAA processes and tools through the use of automation.

Activity: Automation and Process Improvement

Improve efficiency and streamline the FAA Exit Clearance/Offboarding process through the use of automation.

Target: Employee Transition System

Begin development of Employee Transition System and conduct initial Beta Testing on at least one Clearance Official application component.

Develop an FAA Employee Lifecycle Management Approach

Develop an FAA Employee Lifecycle Management Approach that promotes career opportunities, growth, and wellness through restructured recruitment and hiring; and continuous employee investment, development, and training towards the health of the agency.

Initiative: Enrich the FAA Talent Pool by Restructuring the Recruitment and Hiring Processes

Enrich the FAA Talent Pool by Restructuring the Recruitment and Hiring Processes

Activity: (Recruitment & Hiring Processes) Provide Gateways Education and Awareness

Utilize Gateways to identify more opportunities for recruiting and hiring less experienced individuals who will bring needed, diverse skills to the agency and better reflect the demographics of the U.S. labor force.

Target: Gateways Campaign

Gateways Campaign

Target: Gateways Education

Educate FAA managers to advance/promote use of Gateways.

Activity: (Recruitment & Hiring Processes) Explore ways to Streamline Hiring

Educate FAA managers to advance/promote use of Gateways.

Target: Behavior Based Interviewing

Pilot Behavioral Based Structured Interviewing to limited organizations.

Target: High Efficiency Analysis

Conduct analysis of external hiring processes and past efforts to streamline hiring and identify areas that exceed the allotted timeframes within the 80-day hiring model.

Activity: (Recruitment & Hiring Processes) Gaining Efficiencies

Encourage and track use of existing special hiring authorities and On the Spot (OTS) authorities to gain efficiencies.

Target: Education related to Hiring Authorities.

Educate and bring awareness to managers on available hiring authorities.

Target: Track Use of Hiring Authorities

Develop method of tracking the timeliness of using special and OTS hiring authorities.

Activity: (Recruitment & Hiring Processes) Improve Collaboration with Military

Improve targeting of military candidates/partnership with DOD and others, with a focus on occupations/job series where those transferrable skills are needed.

Target: Establish Partnership

Create an MOU, or other form or formal agreement, with DOD.

Target: Research and identify available programs.

Research available programs within DOD and others to identify opportunities for paid and unpaid experience for veterans to gain experience and provide expertise.

Activity: (Data and Policy Analysis) Examine Compensation

Review the current compensation structure (e.g., salary ranges for pay bands) to identify any needed changes.

Target: Conduct compensation analysis.

Conduct query/analysis of compensation across the FAA LOB/SOs, by specific job categories.

Target: Communicate results.

Communicate the results of the compensation analysis with appropriate leadership to inform decision-making.

Activity: (Data and Policy Analysis) Identify Key Hiring Data Sets

Identify sets of data that would be helpful to collect and analyze to support making data-driven recommendations for revised policies, procedures, practices, etc.

Target: Compile and analyze hiring data list.

Compile list of data/information to analyze and establish a reporting schedule and recipient list.

Target: Use data to inform decision-making.

Use the data to support making data-driven recommendations for potential revisions to policies, procedures, and practices.

Initiative: Small Business Opportunities

Support small businesses and job creation by providing opportunities for small businesses to attain FAA contracts and purchase orders, with special emphasis on procurement opportunities for socially and economically disadvantaged small businesses (including 8(a) certified firms), service-disabled veteran-owned small businesses, and women-owned small businesses.

Activity: Contracting with Small Businesses

Utilize market analysis and acquisition strategies to provide opportunities for small businesses to compete for, and attain FAA contracts and purchase orders, with special emphasis on procurement opportunities for socially and economically disadvantaged small businesses (including 8(a) certified firms), service-disabled veteran-owned small businesses, and women-owned small businesses.

Target: AHR - Support ACQ's Small Business efforts

Support ACQ's efforts to ensure 25% of the Agency's total direct procurement dollars are awarded to small businesses.

Activity: Contracting with Small Disadvantaged Business (SDB)

Utilize market analysis and acquisition strategies to provide opportunities for Small Disadvantaged Businesses (SDB) to compete for and attain FAA contracts and purchase orders.

Target: AHR - Support ACQ's Small Disadvantaged Business efforts

Ensure at least 12% of the Agency's total direct procurement dollars are awarded to Small Disadvantaged Businesses (SDB).

Operational Excellence

Operate the world's most efficient aerospace system through daily execution, continuous improvement and infrastructure investment.

Optimize Mission Efficiency and Support

Optimize efficiency and support mission requirements through daily execution, continuous improvement, planning, and investment. Effectively plan for and manage finances, procurement, information technology, and other mission support services.

Initiative: Cost Control Program

Implement line of business-specific as well as agency-wide cost efficiency and strategic initiatives to reduce costs or improve productivity. Achieve documented cost savings and cost avoidance in FY 2022.

Activity: Corporate Leadership for Cost Efficiency Activities

ABA will lead an agency-wide initiative to control and reduce the cost of operations.

Target: Workers' Compensation FY 2022 Target

Workers' Compensation program will achieve a cost avoidance of $2.5 Million in FY2022.

Target: DOT eLMS FY 2022 Target

AHR Human Resource Management will achieve a cost avoidance of $535,667 in FY2022.

Initiative: Productivity and Financial Metrics

Each FAA organization will develop, track, and report quarterly on a comprehensive measure of its operating efficiency or financial performance. These measures will include ATO cost per operation, overhead rates, and cost per accounting transaction.

Activity: Corporate Leadership for Efficiency Activities

As the agency lead for all cost control/efficiency efforts, ABA will provide leadership and guidance in the development of efficiency and financial metrics that can be used to track the efficiency and financial performance of each organization within the agency.

Target: AHR Efficiency Measure: Days to Hire- Annual Check/Update

Provide or check updated FY 2022 measure template with changes as needed.

Activity: FY 2022 Quarterly Data Consolidated and Reporting

Review and validate proposed efficiency measures, making a determination as to the suitability for the Productivity and Financial Metrics program within 45 business days of receipt by ABA.

Target: AHR Efficiency Measure: Days to Hire-Quarterly Submission

Report results quarterly to ABA, no later than 40 days after the end of the quarter.