



People

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

Diversity, Equity, Inclusion, and Accessibility

Ensure a more conscious and inclusive culture that embraces the diverse talents of employees, ensures fair and equitable treatment, and advances broader gains in diversity, equity, inclusion, and accessibility.

23Ps.8 - Internal Initiative: EEO/Diversity and Inclusion Action Committee (EAC)

Owner: Kasandra Styles

Description: Utilize the EEO Action Committee (EAC) to enhance, collaborate and support a diverse and inclusive workplace with existing employee workgroups and LOBs/SO. Collaborate with AHR's Corporate Recruitment Council to develop an annual outreach plan, targeting underrepresented groups within the agency.

23Ps.8A - Internal Activity: Ensure a Diverse and Inclusive Workforce - Reasonable Accommodations

Owner: Kasandra Styles

Description: Ensure 90% of all reasonable accommodation requests are processed within 25 business days or less.

23Ps.8A9 - Internal Target: AHR - Reasonable Accommodations

Owner: Joyce Smothers

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

Core Coordinated: Agreed

Due Date: 09/30/23

23Ps.8C - Internal Activity: Ensure a Diverse and Inclusive Workforce - Mediation

Owner: Cheryl Wilkes

Description: Managers engage in the mediation/facilitation process when requested.

23Ps.8C9 - Internal Target: AHR - Mediation

Owner: Joyce Smothers

Description: Ensure that 70% of managers engage in mediation when requested by employees.

Core Coordinated: Agreed

Due Date: 09/30/23

23Ps.11 - Internal Initiative: Train Managers and Employees across the Agency in Diversity, Equity, Inclusion, and Accessibility (DEIA)

Owner: Millie Strickland

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

23Ps.11A - Internal Activity: ACR will Lead Collaboration with LOBs/SOs to Train Managers and Employees in DEIA.

Owner: Millie Strickland

Description: 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 approved by ACR.

23Ps.11A10 - Internal Target: AHR - Train Managers and Non-Managerial Employees in a Minimum of One DEIA Training Course

Owner: Joyce Smothers

Description: Ensure at least 75% of managers and 25% of employees complete or attend a minimum of one training course from a menu of DEIA training courses.

Core Coordinated: Agreed

Due Date: 09/30/23

Human Capital Management

Enhance FAA's human capital management capabilities to support innovation and collaboration that will empower a synergetic, data-driven workplace. Leverage data and technology to continuously identify and address human capital management opportunities and efficiencies. Position the FAA as an employer of choice by promoting career opportunities to attract the workforce of the future, while maintaining a culture that enhances employee engagement and accountability. Ensure that the FAA retains a diverse and high performing workforce by providing varied learning opportunities and workplace flexibilities.

23Pt1 - Priority Initiative: Optimize Agency Policies and Practices to Meet the Evolving Workforce Needs

Owner: James Connett

Description: The FAA will leverage existing and future technologies to enable the best use of remote and in-person engagement, as well as enabling thoughtful decisions about physical space needs.

23Pt1A - Priority Activity: Showcase the Dynamic Space Concept

Owner: James Connett

Description: Design and implement a mock-up space to showcase the Dynamic Space concept for the agency.

23Pt1A1 - Priority Target: Identify the footprint for the Dynamic Space Mock-up

Owner: James Connett

Description: Identify the footprint within the leased space for Dynamic Space mock-up (6000+ sq ft).

Task a. Confirm final location within leased space.

Task b. Confirm final size of space.

Due Date: 02/28/23

23Pt1A2 - Priority Target: Complete the design work and gain final approval.

Owner: James Connett

Description: Task a. Gather customer requirements.

Task b. Deliver 35% design and gain approval to move forward.

Task c. Deliver final design and gain final approval.

Due Date: 07/31/23

23Pt1A3 - Priority Target: Build out Dynamic Space mock-up area

Owner: James Connett

Description: Task a. Contract award.

Due Date: 09/30/23

23Pt1B - Priority Activity: Renovate the FAA HQ 9th Floor using the Dynamic Space Concept

Owner: James Connett

Description: Gain support and approval to renovate the FAA HQ 9th floor using the Dynamic Space concept.

23Pt1B1 - Priority Target: Brochure and Virtual Video for FAA HQ 9th floor Dynamic Space

Owner: James Connett

Description: Develop brochure and virtual video highlighting potential FAA HQ 9th floor Dynamic Space implementation.

Task a. Deliver comprehensive brochure that utilizes actual FAA HQ building 10A floor plans with Dynamic Space concepts being utilized.

Task b. Deliver a virtual walk through video of the FAA HQ 10A space that showcases the Dynamic Space furniture concepts in use.

Due Date: 12/31/22

23Pt1B2 - Priority Target: Gain Approval and Secure Funding

Owner: James Connett

Description: Task a. Finalize MOA with all unions having BUE's on the 9th floor for the implementation of Dynamic Space.

Task b. Secure full funding for 9th floor renovations.

Due Date: 06/30/23

23Pt1B3 - Priority Target: Gather Customer Requirements and Complete the Design

Owner: James Connett

Description: Task a. Deliver 35% design and gain approval to move forward.

Due Date: 09/30/23

23Pt2 - Priority Initiative: Talent Management and Acquisition

Owner: Joyce Smothers

Description: Develop an FAA-wide vision and strategy to reimagine, recruit, and retain a diverse workforce and that enhances succession planning in support of the agency's mission.

23Pt2A - Priority Activity: Develop an agency-wide workforce planning and engagement strategy, including implementation of new DEIA plan to support FAA's mission

Owner: Heather Fernuik

Description: Develop an FAA-wide vision and strategy to reimagine, recruit, and retain a diverse workforce and that enhances succession planning in support of the agency's mission to create a workforce built on equity and inclusion and integrate DEIA principles into the FAA decision-making process.

23Pt2A1 - Priority Target: Succession Planning

Owner: David Hamill

Description: Using workforce demographic data and information gained through strategic workforce planning efforts, identify positions where lines of succession need to be established to address future needs.

Due Date: 09/30/23

23Pt2A2 - Priority Target: Employee Engagement

Owner: Farrasha Jones

Description: Develop corporate and LOB/SO-specific employee engagement action plans with quarterly reporting.

Due Date: 03/31/23

23Pt2A3 - Priority Target: Talent Acquisition

Owner: Toni Tomlin

Description: Conduct analysis of the use of FAA-wide workplace flexibilities and recruitment incentives to ensure usage supports recruiting a skilled and diverse workforce.

Due Date: 09/30/23

23Pt.1 - Internal Initiative: Small Business Opportunities

Owner: Jeffrey Baker

Description: 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.

23Pt.1A - Internal Activity: Contracting with Small Businesses

Owner: Jeffrey Baker

Description: 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, economically disadvantaged women-owned small businesses, and historically underutilized business zone small businesses.

23Pt.1A4 - Internal Target: AHR - Support ACQ's Small Business efforts

Owner: Dave Bell

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

Core Coordinated: Agreed

Due Date: 09/30/23

23Pt.1B - Internal Activity: Contracting with Small Disadvantaged Business (SDB)

Owner: Jeffrey Baker

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

23Pt.1B10 - Internal Target: AHR - Support ACQ's Small Disadvantaged Business efforts

Owner: Dave Bell

Description: Ensure at least 13% of the Agency's total direct procurement dollars are awarded to Small Disadvantaged Businesses (SDB).

Core Coordinated: Agreed

Due Date: 09/30/23

23Pt.9 - Internal Initiative: Mission Critical Hiring

Owner: Heather Fernuik

Description: Facilitate talent acquisition for FAA's mission priorities.

23Pt.9A - Internal Activity: Mission Critical Hiring Support

Owner: Matthew Amato

Description: Facilitate talent acquisition for FAA's three largest mission-critical series and ensure that hiring targets are met in FY23.

23Pt.9A1 - Internal Target: Air Traffic Control Specialist Hiring

Owner: Matthew Amato

Description: Partner with the Air Traffic Organization (ATO) to solidify and to deliver the FY23 hiring goal for Air Traffic Controller hiring (2152)CSTI

Due Date: 09/30/23

23Pt.9A2 - Internal Target: Airway Transportation System Specialist Hiring

Owner: Matthew Amato

Description: Partner with the Air Traffic Organization (ATO) to identify at least three critical hiring locations and deliver at least 200 critical Airway Transportation Systems Specialist (2101) hires.

Due Date: 09/30/23

23Pt.9A3 - Internal Target: Aviation Safety Inspector Hiring

Owner: Matthew Amato

Description: Partner with the Aviation Safety Organization (AVS) to meet the FY23 Aviation Safety Inspector (1825) hiring goal.

Due Date: 09/30/23

23Pt.10 - Internal Initiative: Executive Performance Management System

Owner: Joyce Smothers

Description: Evaluate the Executive Performance Management System (EPMS) and determine what adjustments, if any, should be recommended for adoption in fiscal year (FY) 2024.

23Pt.10A - Internal Activity: Refine the EPMS process

Owner: Kimberly Brooks

Description: Solicit feedback from EPMS stakeholders to identify and recommend process improvements for FY 2024.

23Pt.10A1 - Internal Target: Solicit feedback from EPMS stakeholders

Owner: Kimberly Brooks

Description: Develop and deploy a survey and present findings and recommendations to AHR leadership.

Due Date: 09/30/23

23Pt.12 - Internal Initiative: Strategic Workforce Planning

Owner: Heather Fernuik

Description: Enable the FAA to better anticipate, plan for and respond to workforce needs and talent readiness to meet mission requirements now and in the future.

23Pt.12A - Internal Activity: Support Workforce Planning Efforts

Owner: David Hamill

Description: As part of an effort to ensure workforce readiness, deploy tools and resources that support strategic workforce planning at FAA.

23Pt.12A3 - Internal Target: Workforce Segmentation

Owner: David Hamill

Description: Conduct workforce segmentation for AHR. Present findings and recommendations to AHR leadership.

Due Date: 09/30/23

23Pt.12D - Internal Activity: Competency Modeling and Gap Analysis

Owner: Heather Fernuik

Description: Create FAA competency models for HR Assistants and Specialists. Conduct competency gap analysis.

23Pt.12D1 - Internal Target: HR Assistant and HR Specialist Competency Models

Owner: David Hamill

Description: Develop FAA competency models for HR Assistants and Specialist by identifying competencies at each grade level and the behaviors and competencies needed to reach the next grade level. Develop a competency gap survey for HR Assistants and HR specialist deploy the survey. Present HR Assistant and HR Specialist competency gap survey findings and recommendations to AHR executive leadership. Identify activities and technical trainings that build identified competencies.

Due Date: 07/31/23

23Pt.12D2 - Internal Target: Skills Gap Analysis

Owner: David Hamill

Description: Support DOT's skill gap analysis work. Develop a joint implementation plan and surveys for at least 15 occupations series for the triennial skills gap analysis where competency models exist.

Due Date: 09/30/23

23Pt.13 - Internal Initiative: Entry-Level Opportunities

Owner: Heather Fernuik

Description: Develop and enhance entry-level opportunities for FAA employment.

23Pt.13A - Internal Activity: Minority Serving Institutions Program

Owner: Raina Price

Description: Refine, recruit participants and delivery FAA's FY23 Minority Serving Institutions internship program.

23Pt.13A1 - Internal Target: MSI Program Improvements

Owner: Raina Price

Description: Review FY22 MSI Program lessons learned findings and feedback, inclusive of cross-LOB/SO partnerships and identify at least five recommendations for continued program improvements and enhancements in FY23. Share proposed changes with AHR executive leadership, the National Employee Forum (NEF) and other key stakeholders.

Due Date: 10/31/22

23Pt.13A2 - Internal Target: MSI Outreach

Owner: Raina Price

Description: Develop a FY 2024 recruitment and outreach strategy, inclusive of the Historically Black Colleges and Universities and Hispanic-Serving Institutions. Share with AHR executive leadership, the National Employee Forum, ACR and the LOB/SO partnership network.

Due Date: 09/30/23

23Pt.13B - Internal Activity: Tech Ops Early Careers Gateways Program

Owner: Matthew Amato

Description: Support development and implementation of a Gateways program designed to provide early careers hiring and development in support of a diverse and robust Tech Ops Airway Transportation Safety Specialists pipeline.

23Pt.13B1 - Internal Target: MSI Outreach and Budget

Owner: Matthew Amato

Description: Develop and implement an announcement, recruitment and hiring strategy for at least 20 Tech Ops Early Careers Gateways Program hires.

Due Date: 06/30/23

23Pt.14 - Internal Initiative: Enhance Labor and Employee Relations Resources and Tools

Owner: Miguel Nieves-Mojica

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

23Pt.14A - Internal Activity: Labor and Employee Relations Resources and Training

Owner: Miguel Nieves-Mojica

Description: Update and develop LER tools for managers and employees that support a positive performance culture and accountability.

23Pt.14A1 - Internal Target: Online LER Resources

Owner: Victor Patino

Description: Update Online Library of Resources to include new site for all FAA employees to access BUS code and collective bargaining agreement information.

Due Date: 09/30/23

23Pt.14A2 - Internal Target: LER Customer Service Aids and Tools

Owner: Victor Patino

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

Due Date: 09/30/23

23Pt.14A3 - Internal Target: Customer LER Training

Owner: Tesha McMinn

Description: Collaborate with the Air Traffic Organization (ATO) to create a comprehensive training class for Air Traffic Managers, covering the National Air Traffic Controllers Association collective bargaining agreement for the Certified Professional Controllers, also known as the "slate book."

Due Date: 09/30/23

23Pt.18 - Internal Initiative: FAA Strategic Leadership Development

Owner: Thomas Langdon

Description: Design, develop, and deliver core and leadership development courses, , programs, systems, and other learning resources as needed that will build the competencies of the workforce and the strength and diversity of the agency's leadership pipeline.

23Pt.18A - Internal Activity: Design, Develop, and Deliver Competency Development Resources

Owner: John Ryabik

Description: Design, develop, and deliver core and leadership competency development resources including courses, programs, workshops, webinars, systems, and other resources as needed. Review and revise existing core courses to improve their effectiveness in competency development.

23Pt.18A1 - Internal Target: Career Development Online

Owner: Robin Jallow

Description: Complete pilot implementation of Career Development Online-Demand by expanding the development resources provided in phases. Evaluate the pilot to determine if CDO should be continued and how its value could be increased if continued.

Due Date: 06/30/23

23Pt.20 - Internal Initiative: Workforce Transformation-Program Effectiveness

Owner: Barry Kefauver

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

23Pt.20A - Internal Activity: Policy Compliance & Program Review

Owner: Erica Miller

Description: Conduct compliance reviews/program evaluations to assess the conformity to policy and applicable regulations and to identify opportunities for improvement.

23Pt.20A2 - Internal Target: Program Evaluations and Compliance Reviews

Owner: Gilbert Tillman

Description: Conduct, at a minimum, four compliance reviews/program evaluations to ensure adherence to Agency human resource policies and procedures and to identify best practices and/or areas of improvement via submission of a report for each compliance review/program evaluation conducted.

Due Date: 09/30/23

23Pt.21 - Internal Initiative: Shared Services OWCP

Owner: Lisa Lapp

Description: Provide comprehensive corporate-wide workers' compensation case and program management to all DOT modes.

23Pt.21A - Internal Activity: Workers' Compensation

Owner: Cary Leventhal

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

23Pt.21A4 - Internal Target: Automation

Owner: Cary Leventhal

Description: Collaborate with Enterprise Service Center on development of enhancements to Workers' Compensation Information System as detailed in draft Statement of Work dated September 1, 2022. Report quarterly on status of development and deployment of system enhancements.

Due Date: 09/30/23

23Pt.23 - Internal Initiative: Enhance Employee Performance Culture

Owner: Lisa Lapp

Description: Ensure the Agency has the tools and processes needed to support a performance culture.

23Pt.23A - Internal Activity: Enhance New Performance Management System (PMAS)

Owner: Mark Sandoe

Description: Refine and enhance the PMAS system and user experience.

23Pt.23A1 - Internal Target: Performance Management System Improvement

Owner: Mark Sandoe

Description: Evaluate PMAS implementation by creating and delivering to AHR leadership a Lessons Learned document and a list of desired enhancements (if applicable).

Due Date: 09/30/23

23Pt.24 - Internal Initiative: Total Rewards

Owner: Lisa Lapp

Description: Evaluate Total Rewards programs to enhance overall effectiveness.

23Pt.24A - Internal Activity: Evaluate, design, and deploy programs

Owner: Camille Gaffney

Description: Finalize the Total Rewards Recommendations

23Pt.24A2 - Internal Target: Implement Student Loan Repayment Program (SLRP)

Owner: Camille Gaffney

Description: Implement SLRP.

Due Date: 09/30/23

23Pt.25 - Internal Initiative: Benefits and Retirements

Owner: Heather Fernuik

Description: Research, plan, and implement service changes that improve the overall customer experience.

23Pt.25A - Internal Activity: Program Effectiveness & Customer Service

Owner: Matthew Amato

Description: Analyze existing service delivery. Identify opportunities for training and process enhancements to increase accuracy and to enhance the customer experience. Develop a multi-year strategic plan for enhancing consultative and other benefits and retirement services and program offerings.

23Pt.25A1 - Internal Target: Quality Assurance and Training

Owner: Jennifer Luttjohann

Description: Conduct quality assurance of at least four areas of service delivery. Identify areas for remediation and conduct training. Develop a plan for measuring progress.

Due Date: 09/30/23

23Pt.25A6 - Internal Target: Customer Experience Enhancements

Owner: Jennifer Luttjohann

Description: Identify at least three areas of expanded service delivery and develop a one-three year implementation plan.

Due Date: 09/30/23

23Pt.27 - Internal Initiative: Employee Engagement and Action Plan Accountability

Owner: Hansel Cordeiro

Description: 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.

23Pt.27A - Internal Activity: Employee Engagement

Owner: Farrasha Jones

Description: Strengthen employee engagement by identifying and implementing defined employee engagement strategies, developing a corporate employee engagement action plan, and assisting with LOB/SO-specific employee engagement action plans with quarterly reporting.

23Pt.27A1 - Internal Target: Employee Engagement Reporting

Owner: Farrasha Jones

Description: 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 refresh of engagement action plans.

Due Date: 09/30/23

23Pt.27A2 - Internal Target: Internal Target: Employee Engagement Target

Owner: Farrasha Jones

Description: Assist AHR directorates to update action plans to improve employee engagement.

Due Date: 09/30/23

23Pt.27A3 - Internal Target: LOB/SO Action Planning

Owner: Farrasha Jones

Description: Assist LOBs/SOs with the annual refresh of action plans to improve employee engagement.

Due Date: 09/30/23

23Pt.27A4 - Internal Target: FAA Employee Engagement Action Plan

Owner: Farrasha Jones

Description: Develop an FAA employee engagement action plan that identifies our strategic framework for addressing corporate employee engagement focus areas. Implement a quarterly reporting mechanism from LOB/SOs to report on items identified in the FAA employee engagement action plan. (CSTI)

Due Date: 03/31/23

23Pt.27A5 - Internal Target: LOB/SO Connection to FAA Employee Engagement Action Plan

Owner: Farrasha Jones

Description: Partner with LOBs/SOs to develop employee engagement action plan items that address the FAA corporate employee engagement focus areas. Implement a quarterly reporting mechanism from LOB/SO to report on the implementation of their action plan items. (CSTI)

Due Date: 03/31/23

23Pt.59 - Internal Initiative: Executive Recruitment Resume-Based Application Method Pilot

Owner: Joyce Smothers

Description: Expand and evaluate the resume-based application method pilot for executive vacancies.

23Pt.59A - Internal Activity: Expand and evaluate Executive Recruitment Procedures

Owner: Kimberly Brooks

Description: Expand the pilot for the resume-based application method for Executive recruitment.

23Pt.59A1 - Internal Target: Resume-based Recruitment Approach

Owner: Kimberly Brooks

Description: Expand the resume-based application method to at least one additional Line of Business/Staff Office.

Due Date: 09/30/23

23Pt.59A2 - Internal Target: Collect and Analyze Pilot Metrics

Owner: Kimberly Brooks

Description: Collect and analyze pilot metrics on specific data points to make a recommendation to AHR leadership on whether the application method should end, continue with current or additional LOBs/SOs, or be implemented agency-wide.

Due Date: 09/30/23

23Pt.60 - Internal Initiative: Expand use of Automation

Owner: Heather Fernuik

Description: Expand the use of process automation, robotics and technology to increase workforce capacity and to enhance service delivery.

23Pt.60A - Internal Activity: Develop Tools to Expedite Processes

Owner: Matthew Amato

Description: Identify, prioritize and implement technology enhancements to optimize service delivery and to enhance customer experience

23Pt.60A1 - Internal Target: Robotics Process Automation (RPA)

Owner: Matthew Amato

Description: Accelerate mission-critical application review through the use of Robotics Process Automation (RPA) by identifying at least five processes for RPA consideration and implementing at least two

Due Date: 09/30/23

23Pt.60A2 - Internal Target: AVIATOR Enhancements

Owner: Matthew Amato

Description: Improve the hiring manager's experience with referral lists by updating AVIATOR to batch application packages versus the current system of individual attachment clicks for each application.

Due Date: 09/30/23

23Pt.60A3 - Internal Target: Case Management System (CMS) Replacement Options

Owner: Jennifer Luttjohann

Description: Given AIT's planned sunset of Remedy, present options for the replacement CMS to AHR leadership. Upon selection of a replacement tool, develop a transition plan.

Due Date: 09/30/23

Operational Excellence

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

Mission Efficiency and Support

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

23Em.8 - Internal Initiative: Cost Control Program

Owner: Isra Raza

Description: 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 2023.

23Em.8A - Internal Activity: Corporate Leadership for Cost Efficiency Activities

Owner: Isra Raza

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

23Em.8A4 - Internal Target: Workers' Compensation FY 2023 Target

Owner: Lisa Lapp

Description: Workers' Compensation program will achieve a cost avoidance in FY2023.

Core Coordinated: Agreed

Due Date: 09/30/23

23Em.9 - Internal Initiative: Productivity and Financial Metrics

Owner: Dina Dolan

Description: 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.

23Em.9A - Internal Activity: Corporate Leadership for Efficiency Activities

Owner: Peter Stojanov

Description: 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.

23Em.9A5 - Internal Target: AHR Efficiency Measure: Days to Hire- Annual Check/Update

Owner: Matthew Amato

Description: Provide or check the updated FY 2023 measure template with changes as needed.

Core Coordinated: Agreed

Due Date: 09/30/23

23Em.9B - Internal Activity: FY 2023 Quarterly Data Consolidated and Reporting

Owner: Peter Stojanov

Description: 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.

23Em.9B5 - Internal Target: AHR Efficiency Measure: Days to Hire-Quarterly Submission

Owner: Matthew Amato

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

Core Coordinated: Agreed

Due Date: 09/30/23