DEPARTMENT OF HOUSING & URBAN DEVELOPMENT
WORKFORCE COMPETENCY & SKILL GAPS CLOSURE

The Office of the Chief Information Officer (OCIO), U.S. Department of Housing and Urban Development, is responsible for executing the relevant requirements laid down in the President's Management Agenda (PMA). With the PMA Human Capital Scorecard requiring that agencies significantly reduce the gaps in mission critical occupations and competencies, HUD's CIO has recognized the need to provide directed training to ensure that employees are well informed of their competency and skill gaps in the IT workforce.

The HUD OCIO Workforce Competency and Skill Gaps Closure project will focus on the OCIO's responsibilities to manage and implement the development of the IT Human Capital Workforce. Training records will be maintained on the IT Workforce employees, and by using assessment processes, interview sessions with HUD OCIO's leadership and managers and other human capital planning tools, the CIO will be better equipped to focus attention on identifying and closing IT skill gaps.

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The project is planned for execution over three phases with a 12-18 month period of performance. Intekras is about to wrap up the first phase activities, which include:

- Preparing and delivering a Workforce Gap Analysis and Assessment Report
- Conducting and documenting gap assessment interview sessions with OCIO departmental level managers to validate initial gap assessments
- Developing and delivering Workforce Gap Closure Plans and Performance Reference Model Tables
- Developing and delivering gap closure departmental roadmaps
- Developing and delivering detailed plans for workforce gap closure initiatives
- Performing job analysis modeling for key job position descriptions

In addition, Intekras is providing technical support services and products necessary for developing and executing the proposed strategies for closing competency and skill gaps and for developing the optimum OCIO workforce.

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