

hiring and narrow training solutions that replicate the problems associated with hiring term employees and might undermine the systemic and comprehensive approach sought by the strategic plan.

*RECOMMENDATION AR 2007 – 22*

*The agency should establish actionable multi-year milestones that lead to fulfilling the objectives of the Strategic Workforce Plan and ensure a systemic and sustained effort to recruit and develop its personnel. Responsibility to implement the plan should be included as a specific job requirement for the Chief Human Capital Officer and in the job requirements statements of the senior officers in the Office of Human Capital and Training.* 