



A Model for Pre-Decisional Involvement

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Social Security Administration (SSA)

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AGENDA

SSA at a Glance

Why SkillsConnect?

Overview & Benefits

Timeline

Pre-Decisional
Involvement (PDI)

AFGE Comments

PDI Successes

Survey Data

Feedback

Q&A





SSA AT A GLANCE

SSA's Mission:

Deliver Social Security services that meet the changing needs of the public.

- Acting Commissioner Carolyn W. Colvin
- 63,000+ employees
- Baltimore, MD Headquarters
- 1400+ field & hearing offices throughout the U.S.





WHY SKILLSCONNECT?

- Employees wanted opportunities to showcase skills
- Management wanted to fill employee skill gaps
- Business need to leverage skills

The solution:
GovProject talent-sharing model





OVERVIEW & BENEFITS

Overview:

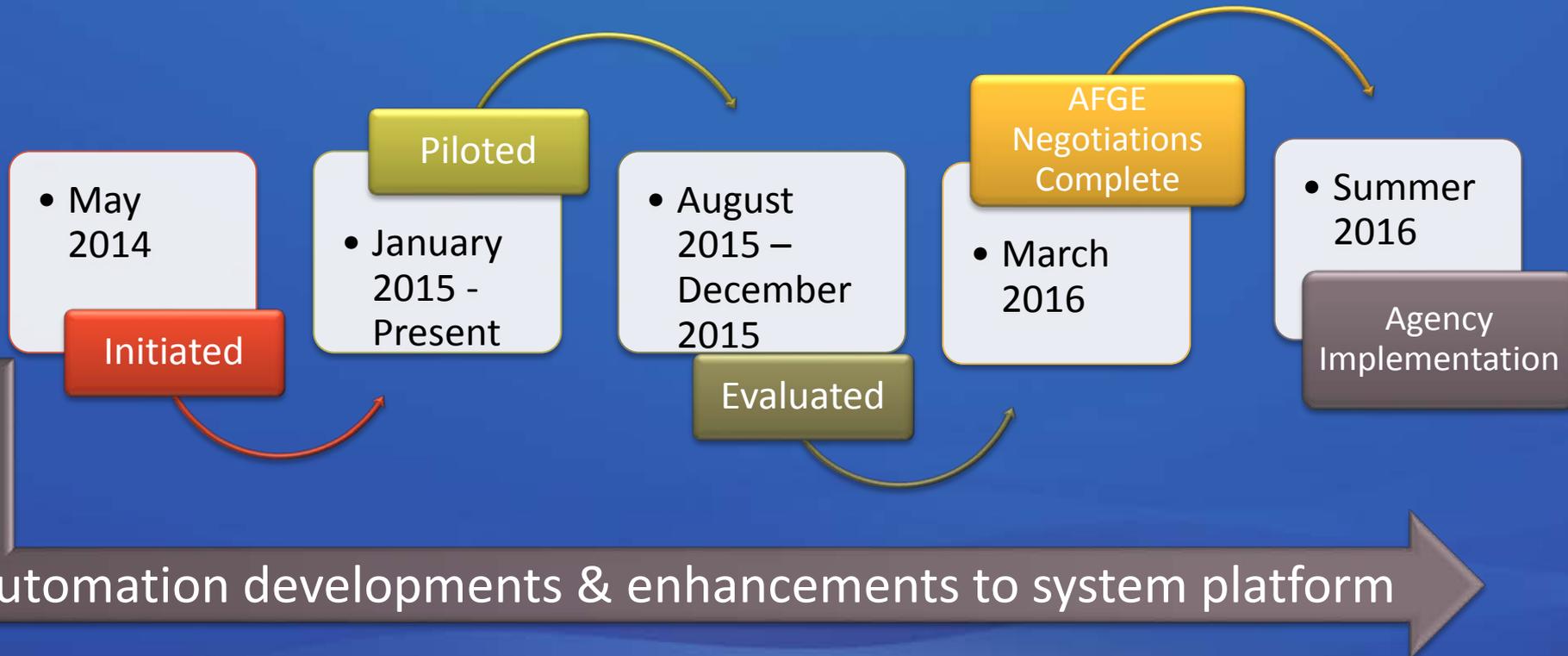
- Talent sharing program
- Virtual & part-time

Benefits:

- Employees share talent
- Management mobilizes talent
- Cost savings to agency
- Increased employee engagement



TIMELINE





PRE-DECISIONAL INVOLVEMENT (PDI)

- Involved AFGE & Management
- Used Environmental Protection Agency's (EPA's) program as framework
- Met monthly (forums - pursuant to Executive Order 13522)
- Established workgroup (forum sub-group) to discuss policies, procedures, & metrics





PDI SUCCESSES

- Identified & focused on shared goals
- Utilized EPA's framework as building block
- Engaged AFGE in monthly forums
- Built & sustained relationships via forums



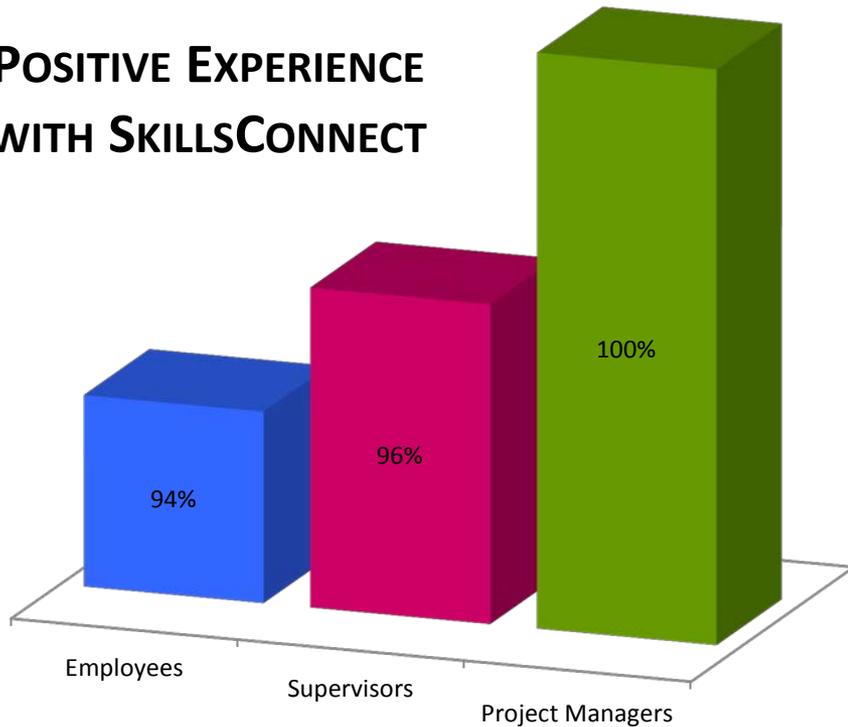


Pilot Survey Data

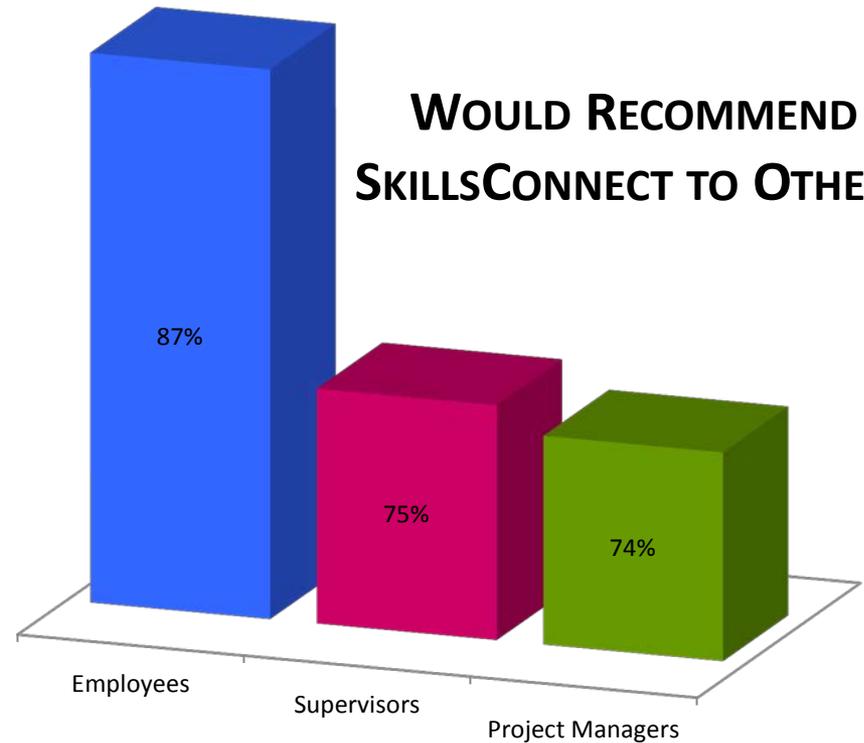
Pilot Scope: 24,705 Employees

Full-time Permanent Employees within SSA Headquarters, Atlanta, and Boston Regions

POSITIVE EXPERIENCE WITH SKILLSCONNECT



WOULD RECOMMEND SKILLSCONNECT TO OTHERS



Based on survey responses received as of Jan. 2016.



FEEDBACK

EMPLOYEE:

“I enjoyed having a diversified workload and am grateful to the project managers for providing me with personalized feedback. The SkillsConnect Program is unique in its effort to match employee interests and talents with temporary assignments in other components and invaluable in terms of experience gained. I plan to apply again once SkillsConnect launches agency-wide! “

PROJECT MANAGER:

“We learned that we have skills in house that we can tap into.”

SUPERVISOR:

““This opportunity gave the employee a broader view of the Agency’s strategic goals.”





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