



HUMAN RESOURCE ADVISORY

A76/Competitive Sourcing
Volume 1 Year FY04

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FEASIBILITY REVIEWS

This is the first of a series of Human Resource “Advisories” that are planned for sharing information regarding HR issues that may arise at different points in the A76 process. While directed primarily at the HR community the Advisories may also be helpful to others with an interest in HR-A76 issues. Future Advisories will be about the HR relationship with other A76 areas, such as the Performance Work Statement, Most Efficient Organization, Residual Organization, and Implementation of the final A76 award.

FEASIBILITY REVIEWS

Feasibility reviews are very important in ensuring a successful competition because they allow the Department to develop blueprints for an ensuing competition prior to announcement. By determining the following elements ahead of time, the Department can realize streamlined execution and maximum savings at the time of actual competition, should it occur:

- scope
 - mission impacts and risks
 - estimated savings
 - study type and
 - timeline

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Developing a business case analysis is also important. The business case process takes into account the Department’s strategic plan, culture, and potential for change in examining the scope and cost of doing work today and determining possible targets for reorganization or re-engineering. Market research is then undertaken to determine a “like-to-be” organization. Finally, the risks and benefits of moving from the current to the “like-to-be” organization are compared. An estimated 20-30% return on investment or significant qualitative benefits (such as improved productivity and customer service) may generate a decision to compete the functions under review.

• HUMAN RESOURCES INVOLVEMENT

The HR community can provide valuable assistance to, and benefit greatly from, full participation, in the Feasibility Review (FR) process. There are potentially many different outcomes of the FR. These include a recommendation to proceed with an A76 study, reorganize the function or organization, reengineer the area under study, or simply recommend that the area is not feasible for further study. No matter the outcome the early involvement of HR is critical. Should the FR result in anything other than a decision that further review is inappropriate, the early involvement of HR will facilitate the resulting actions.

HR should be a vital participant in the FR in an advisory capacity regarding such areas as position classification, position management, organizational history, and private sector interest or capability. HR can also provide specific materials such as workforce plans, mission and function statements, diversity statistics, organization charts, and position descriptions that any FR will require. Knowledge of how the FR came about its recommendation will facilitate the work of HR. Should the FR result in an A76 study the HR work will be important background for the different A76 areas. Ideally the HR Specialist(s) supporting the FR could then work with the Performance Work Statement team, Most Efficient Organization team, etc.

A76 TRAINING

CURRENT FEASIBILITY REVIEWS

COURSE DATES	SESSION #	LOCATION
April 12-13, 2004	0013	Washington, D.C.
April 20-21, 2004	0014	Aiken, SC
May 11-12, 2004	0015	Chicago, IL
May 24-25, 2004	0016	Albany, OR
June 7-8, 2004	0017	Washington, D.C.
June 22-23, 2004	0018	Albuquerque, NM
CHRIS CODE: 000756	Time: 8:00 a.m. – 4:30 p.m.	Cost: \$0

1. Engineering Services
2. Special Studies, Analysis & Support
3. Force Management & Regulatory Services
4. Albany Research Laboratory
5. Management & Support to R&D

Origin of the Human Resource Advisor (HRA)

The Office of Management & Budget (OMB) Circular No. A-76 (Revised) of May 29, 2003, established federal policy for the competition of commercial activities. The circular requires that each agency designate certain officials, including that of the “Human Resource Advisor.” The HRA for the Department of Energy is the Director, Office of Human Resources Policy and Planning (ME-52). Currently, the Director, Human Resources Policy and Programs Division (ME-521), is officially serving in that capacity.

The circular requires that: The HRA shall (1) be an inherently governmental official and a human resource expert; (2) comply with the circular; (3) be independent of the Contracting Officer (CO), Source Selection Authority (SSA), Performance Work Statement (PWS) team, and Source Selection Evaluation Board (SSEB); (4) participate on the Most Efficient Organization (MEO) team; and (5) be responsible for the functions identified in the circular.

REFERENCES

President’s Management Agenda:

www.whitehouse.gov/omb/budget/fy2002/mgmt.pdf

A76 Circular:

www.whitehouse.gov/omb/circulars/a076/a76_rev2003.pdf

Manager’s Guide to Competitive Sourcing:

www.results.gov/Eileen-FAC-Manager-Guide.pdf

CONTACTS

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