



# FEDERAL

## Federal Government Learning Challenges

In early 2018, the Office of Personnel Management cited a shortage of employees and inadequate training for current staff as taking a toll on the federal workforce, as well as the level of service they provided to citizens.

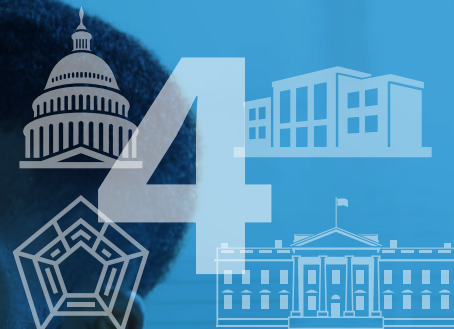
Federal agencies have numerous mandatory training requirements for employees and contractors. Today's agencies need to ensure that staff complete mandatory training, reduce onboarding timeframes and create learning programs that can attract a new generation of government workers and compete with the private sector.



**30% OF FEDERAL EMPLOYEES** will reach retirement eligibility by 2023.<sup>1</sup>



**14% OF FEDERAL EMPLOYEES** are currently eligible for retirement.<sup>3</sup>



**4 FEDERAL** agencies have 20% or more employees eligible for retirement.<sup>2</sup>



**1,000 U.S. AIR FORCE** retirees asked to return to work under duty program to address employee shortages.<sup>4</sup>



# FEDERAL

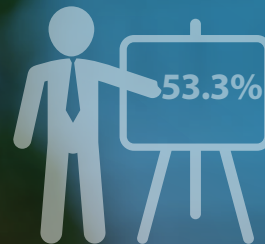
## Federal Government Learning Challenges

### Tackling Workforce Challenges

Innovative Federal agencies will...

- Assess workers and provide frequent learning opportunities to develop and retain staff
- Alert employees when new skills training resources and courses are available
- Recruit for skills and knowledge needed now as well as in the future
- Manage staff training and certifications in a central system for compliance audits
- Measure learning outcomes and business impact, not just training and course completions
- Track all learning, wherever it happens – via video, social, virtual reality, etc.
- Extend training beyond staff to contractors and partner organizations

- 1 Data provided to Government Executive by U.S. Office of Personnel Management
- 2 Federal Soup, Air Force asks retirees to return to active duty, May 2018
- 3 Partnership for Public Service, 2018 Best Places to Work in the Federal Government
- 4 Office of Personnel Management, September 2018



**NUMBER OF**  
workers satisfied with  
the training they receive  
for their current job.<sup>3</sup>



**54.3%**  
**NUMBER OF**  
Government  
employees  
believe their  
training needs  
are assessed.<sup>3</sup>



**2.1 MILLION**  
full - time civilian  
federal government  
employees  
(excluding Postal Service workers).<sup>4</sup>