

# Real Property Human Capital Management Plan

---

## Implementation

---

1. Identify critical real property competencies by 6/30/06.
2. Encourage registration of design professionals and licensing of crafts persons by enabling them to participate in intern development programs, registration seminars and apprenticeship programs. Candidates for licensure should be authorized liberal leave to sit for the exam. OPDIVs conduct inventory of licensing/certification status. OPDIVs review skills and identify gaps, licensing and certification needs. Result: Understand workforce status and competency gaps 9/30/06. OS develop licensing/certification strategy in consultation with OPDIVs. 9/30/06.
3. Develop course outline for HHS Facilities Program Management course and contractor SOW for course development and award course development task order 9/30/06 for the following seminars or courses: project management, budget, pre-project planning, sustainable design, operations and maintenance, facility project acquisition, EO 13327 and real property asset management.
4. Complete real property HR improvement implementation plan by 12/31/06. (Note: Plan will establish key date-certain milestones for FY 08-10.)
5. OPDIVs establish minimum technical, leadership and communications training requirements and objectives for RPM personnel. 12/31/06.
6. HHS Facilities Program Management course ready for first prototype course presentation. 12/31/06.
7. Form strategic alliances with organizations such as HHS University and OPDIV Workforce Development Organizations and determine Facilities Program Management course delivery strategy after prototyping is done. 12/31/06.
8. Investigate and consider opportunities to use “Communities of Practice” mechanisms as an employee development tool. Communities of Practices are knowledge and competency management tools that elevate the level of professional, technical and skills competencies throughout HHS. Develop Community of Practice forums for continuing education and discussion to cross organizational lines, encourage consistent processes, share lessons learned, interact on professional issues, ask questions and receive answers, etc. This could include on-going web-based forums in addition to making opportunities for direct interaction. 12/31/06.
9. Initiate cross-OPDIV developmental assignments for General Schedule personnel by 2Q07 (at least one individual). Deliverable: Evidence of cross-OPDIV/HHS developmental assignments.
10. HHS Facilities Program Management course first formal course presentation 6/30/07 and continue through to 6/30/09.
11. Develop and initiate implementation of a formal RAMP Employee Development & Management Cadre Program to support employee developmental opportunities and succession planning. Under the auspices of this program, institute a coordinated approach to all of the developmental initiatives (mentoring/coaching, training, rotational assignments, etc.) by 9/30/07.
12. Develop and conduct Facilities Program Management Course—train at least 60-70 management staff during FY 07 (3Q = 30 and 4Q = 30), 100 FY 08, 100 FY 09 (generally three training sessions per year after year one at 30-35 each).
13. Establish Lead Centers of Learning within the OPDIVs and HHS. Establish the first lead center by 6/1/07. Develop mission essential training courses. Real Property Management Overview, first offering by 12/31/07. Performance-based contracts. Reliability-Centered Maintenance. Sustainable Design.