

HEPM – Impact Retention



LULAC Conference
HEPM Conference
Cincinnati, Ohio 2011

Career Development



- ☞ Understand developmental opportunities in government
- what's out there?
 - ☞ OPM Training Site
 - ☞ Think beyond the graduate school (open university)

- ☞ Understand developmental opportunities in your agency

- ☞ Think certification...☺

- ☞ Get to know your Chief Learning Officer

Career Development



- ☞ Partner with your Chief Learning Officer – understand your agencies training policies, how are they implementing:
 - ☞ 5 CFR 410
 - ☞ 5 CFR 412
- ☞ Offer to lead a training pilot initiatives (Ipads, social media, etc)
- ☞ Create a HEPM Training Needs Assessment Survey (make it part of your strategic plan, work with your CLO to implement)

Mentoring



- ☞ Create or support a mentoring program and identify program objectives
- ☞ Identify program framework – (how it all works)
- ☞ Identify participants/market the program

Career Specific Training



- ☞ Define requirements
- ☞ Define activities to support development (rotational assignment/shadowing assignments)
- ☞ Define learning engagement

Know Incentives



- ☞ Available Flexibilities:
 - ☞ Student loan repayment policy
 - ☞ Tuition reimbursement policy

Final Thoughts



- ☞ Strive to be a training partner...not training police
- ☞ Participate in training at other agencies
- ☞ Consider developing a HEPM Career Development Curriculum (focus on procurement, budget, HR & leadership development)

Contact Information



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