

# Updates to CFO.gov for the Workforce Modernization Initiative

**Timing: Draft complete by 5/14**

**Go live: Day of RFI Launch**

Items included in the update are listed below. Click the items below to see more details about each update, including text, pictures, and mockups.

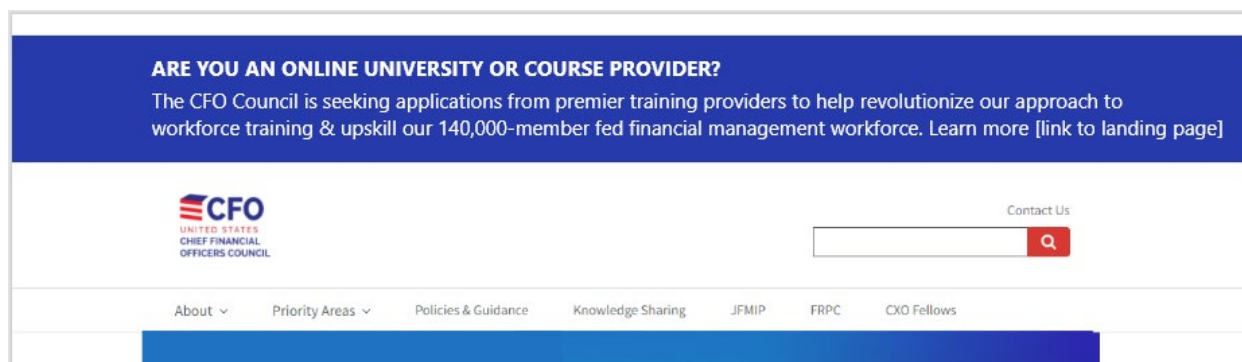
1. [Homepage](#)
2. [Priority Area dropdown](#)
3. [New\\* Workforce Modernization Landing page](#)
  - a. [Workforce Modernization Strategy landing page](#)
  - b. [Data Analytics Training landing page](#)
  - c. [Centralized Recruiting Pilot landing page](#)
  - d. [New\\* Career Planning RFI landing page](#)
4. [Policies and Guidance library](#)
  - a. Add Workforce modernization as a Priority Area
  - b. Add American Recovery Plan as a Priority Area

## Homepage

- Add banner to top of the page (see below for mockup)
  - Language:
 

**Are you an online course provider or university?**

The CFO Council is seeking applications from premier training providers to help revolutionize our approach to workforce training and upskill our 140,000+ member federal financial management workforce. Learn more!



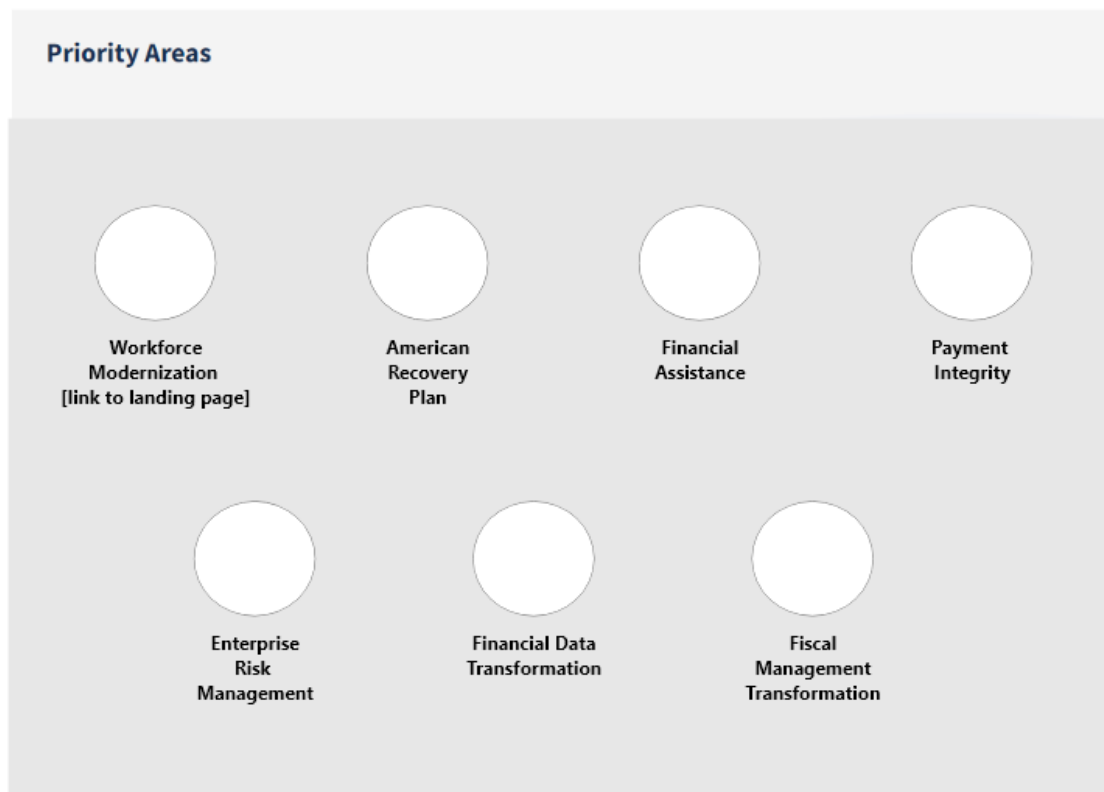
- Add new slider with the same language as banner and link (see mockup below)

## ARE YOU AN ONLINE UNIVERSITY OR COURSE PROVIDER?

The CFO Council is seeking applications from premier training providers to help revolutionize our approach to workforce training & upskill our 140,000-member fed financial management workforce.

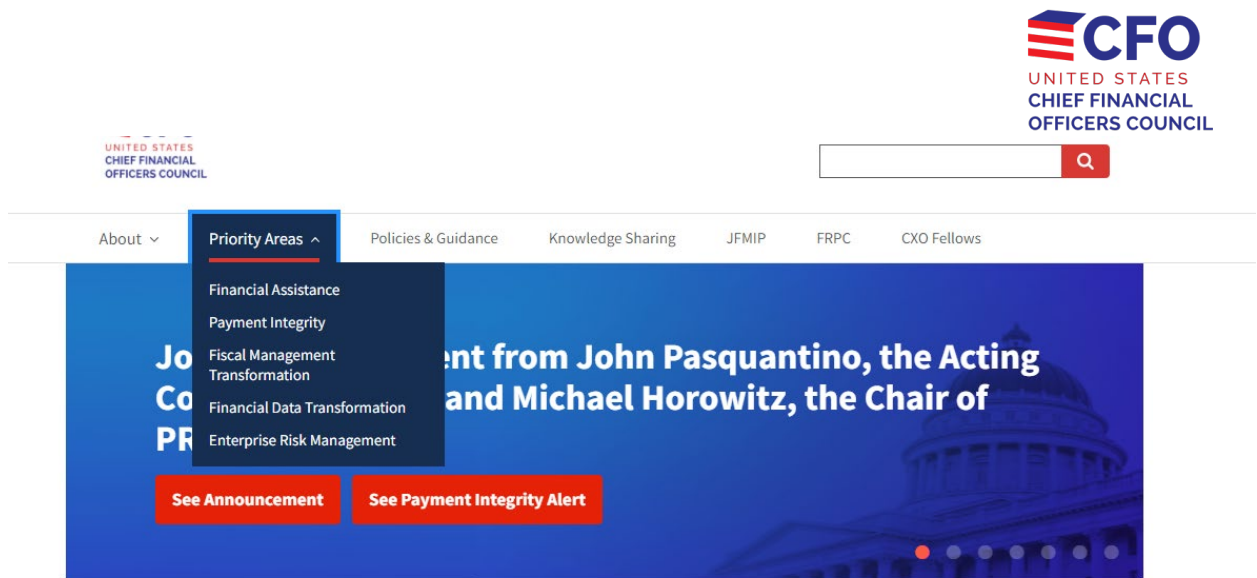
[Learn more about this opportunity](#)

- Add new Priority Area icons (see mockup below)
  - Name: Workforce Modernization
  - Icon - TBD



## Priority Area nav dropdown

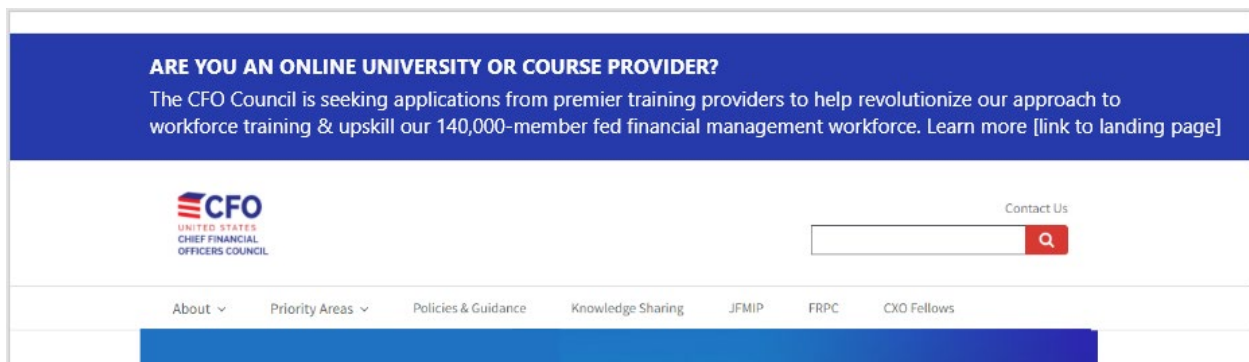
- Add Workforce Modernization to dropdown at the top of the list



## Workforce Modernization Initiative Landing page

New landing page based on priority area templates.

- Top Banner/Alert - please include the same alert banner as the homepage  
Language:  
**Are you an online course provider or university?**  
The CFO Council is seeking applications from premier training providers to help revolutionize our approach to workforce training and upskill our 140,000+ member federal financial management workforce. Learn more!



- Hero banner (mockup below)

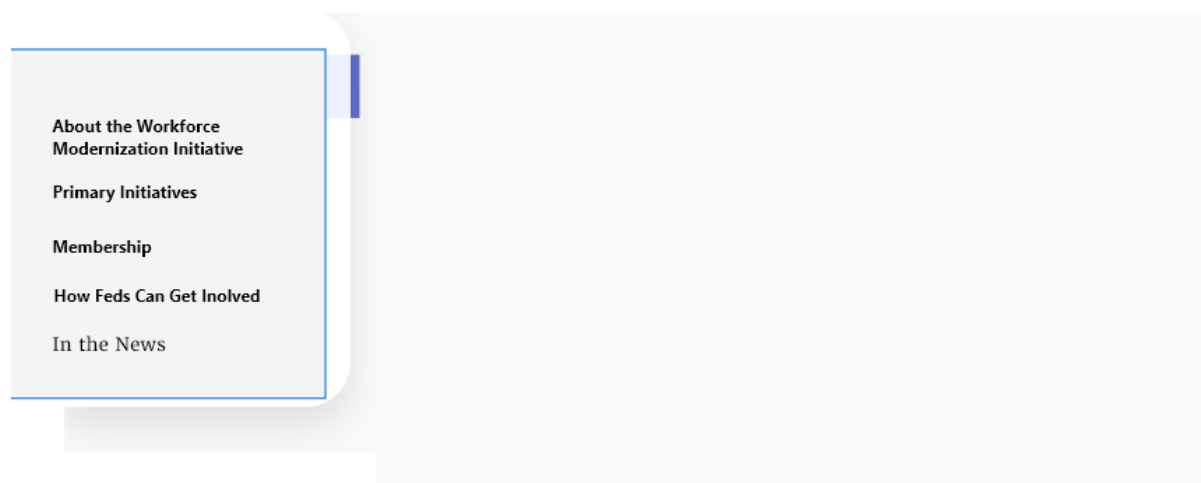


4 icon links (mockup below - defer to REI for icon selection!)

- Icon 1: Workforce Modernization Strategy
- Icon 2: Data Analytics Training Pilot
- Icon 3: Centralized Recruiting Pilot
- [Icon 4: NEW: Career Planning & Training Initiative](#) - Application Guidance



## Bottom “accordion”



- **Tab 1:**
  - Title: About the Workforce Modernization Initiative
  - Text: Emerging technology is causing tremendous change within the federal workforce – making many current positions obsolete and creating new roles and processes. The roles created require new skills that are increasingly complex. To succeed, federal employees will need access to continuous learning tools and dynamic training content in a variety of modalities.

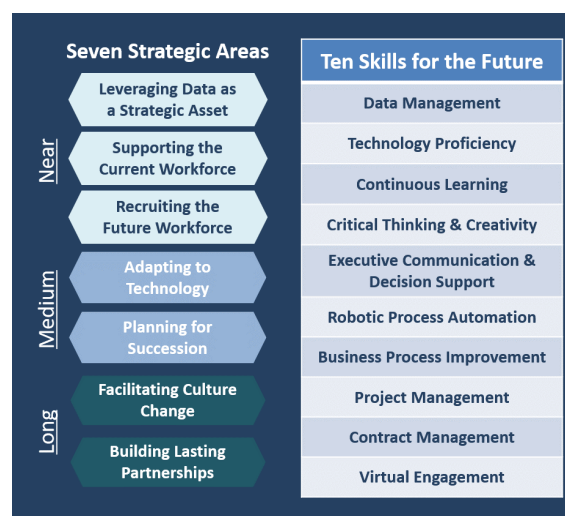
The CFO Workforce Modernization Working Group (Working Group), established in 2019, is tasked with managing the federal financial workforce modernization needs. It is currently in the process of significantly scaling up resources and membership in order to implement the Workforce Modernization Strategy and Career Planning and Training Initiative. The Working Group closely coordinates with the Office of Management and Budget, Office of Personnel Management, and the other Executive Councils.

Each year the Working Group takes on a number of key initiatives.

● **Tab 2:**

- Title: Primary Initiatives
- Text: The current focus of the Working Group includes four key initiatives:
  - **Workforce Modernization Strategy:** A 10-year initiative, the Workforce Modernization Strategy focuses on seven important areas to be addressed in a phased approach over the next 10 years. These key areas are:
    - Leveraging Data as Strategic Asset
    - Supporting the Current Workforce
    - Recruiting the Future Workforce
    - Adapting to Technology
    - Planning for Succession
    - Facilitating Culture Change
    - Building Lasting Partnerships

The Strategy also identifies 10 skills that federal financial management employees will need to succeed and advance in their careers such as data management, robotic process automation, and virtual engagement.



- **Data Analytics Training:** The Working Group is aware of an urgent need for data analytics training in the federal financial management workforce. The Working Group, in partnership with the Chief Data Officers Council, is exploring different options to provide short term data analytics training to a pilot cohort of federal employees. The cohorts would test different curriculum approaches (university courses, micro-learning, etc.) to measure the impact of concentrated upskilling in a key functional need area.

The Working Group is in the planning phase of the pilot initiative.

- **Centralized Recruiting Pilot:** The Centralized Recruiting Pilot aims to make the federal hiring process more efficient and competitive by creating a centralized pool of pre-screened, placement-ready accounting candidates from which the federal financial management community can directly hire.

The pilot was successfully tested for three government-wide accounting positions at the GS-07 - 13. The Working Group is currently documenting lessons learned to determine next steps for this initiative.

- **Career Planning & Training Initiative:** The Working Group recognizes a need for a comprehensive career planning tool for federal financial management employees as well as vastly increased access to training pathways.

As envisioned, the career planning tool will provide detailed career advancement guidance to the federal financial management workforce, helping them identify skills gaps and pointing users to best-in-class training content, provided by the private sector for purchase, to help them advance their skills.

The Working Group and CFO Council, in partnership with the Office of Management and Budget, U.S. Department of Treasury, and General Services Administration are currently seeking to form partnerships with a select group of education providers or online universities to partner on this initiative and provide tailored course content directly to the 140,000+ member financial management workforce.

Interested training provider vendors can respond to the CFO Council's Request for Information (RFI) on [beta.sam.gov](https://beta.sam.gov) or view more details and resources on this website. The RFI is open for applications until XXX, 2021.

- **Tab 3:**
  - Title: Membership
  - Text: The Workforce Modernization Working Group leads include:
    - Steve Kunze, Working Group Chair & Deputy CFO at Department of Commerce
    - Evan Farley, Working Group Co-Lead & Deputy CFO at General Services Administration
    - Mike Wetklow, Working Group Co-Lead & Deputy CFO at National Science Foundation

- Ben Ficks, Working Group Co-Lead & Deputy CFO at Nuclear Regulatory Commission



- *Tab 4:*
  - Title: How Feds Can Get Involved
  - Text: Are you interested in getting involved in the Workforce Modernization Initiative? Do you have expertise you can share? Contact [CFOC.support@gsa.gov](mailto:CFOC.support@gsa.gov).
- *Tab 5:*
  - Title: In the News
  - Text: Coming Soon!



# Landing Pages

Use [this page](#) as a template.

## Landing page - Workforce Modernization Strategy

In 2019, the Workforce Modernization Working Group launched a collaborative, partnership across more than a dozen agencies, including the Office of Personnel Management and the Office of Management and Budget to think beyond traditional planning methods and explore new ways to build a vision of the needs, composition, and skills of the future financial management workforce. In August of 2019, the steering committee initiated a strategic planning effort that has yielded a comprehensive plan for the CFOC to use as a roadmap for navigating an uncertain future.

A 10-year initiative, the Workforce Modernization Strategy focuses on seven important areas to be addressed in a phased approach. These key areas are:

- Leveraging Data as Strategic Asset
- Supporting the Current Workforce
- Recruiting the Future Workforce
- Adapting to Technology
- Planning for Succession
- Facilitating Culture Change
- Building Lasting Partnerships

The Strategy also identifies 10 skills that federal financial management employees will need to succeed and advance in their careers such as data management, robotic process automation, and virtual engagement.

View the full plan

## Landing page - Data Analytics Training

The Working Group is aware of an urgent need for data analytics training in the federal financial management workforce. The Working Group, in partnership with the Chief Data Officers Council, is exploring different options to provide short term data analytics training to a pilot cohort of federal employees. The cohorts would test different curriculum approaches (university courses, micro-learning, etc.) to measure the impact of concentrated upskilling in a key functional need area.





The Working Group is in the planning phase of the pilot initiative. Next steps include a research phase, stakeholder engagement, and outreach to the broader federal financial management community.

Watch this space for updates!

## Landing page - Centralized Recruiting Pilot

The Centralized Recruiting Pilot aims to make the federal hiring process more efficient and competitive by creating a centralized pool of pre-screened, placement-ready accounting candidates from which the fed-wide financial management community can directly hire.

The pilot was successfully tested for three government-wide accounting positions at the GS-07 - 13. The Working Group is currently documenting lessons learned to determine next steps for this initiative.

Watch this space for updates!

## Landing page - Application Guidance for Career Planning & Training Initiative

Title: **Application Guidance for Career Planning & Training Initiative**

[Apply Now](#)

[Learn more about the Workforce Modernization Initiative](#)

Intro content:

Emerging technology is causing tremendous change within the federal workforce – making many current positions obsolete and creating new roles and processes. The roles created require new skills that are increasingly complex. To succeed, federal employees will need access to continuous learning tools and dynamic training content in a variety of modalities.

The CFO Workforce Modernization Working Group (the “WG”) is tasked with managing the federal financial workforce modernization needs. To do so, it is currently in the initial stages of implementing an overarching 10-year Workforce Modernization Strategy and implementing the Career Planning & Training Initiative described in further detail on this page.

About the Career Planning  
& Training Initiative

How the Career Planning  
and Training Tool Will Operate

How to Apply

Resources & Contact

## About the Career Planning & Training Initiative

As an extension of this broader workforce modernization effort, and in order to support the active lifelong learning that will be needed to succeed, the WG has recognized an urgent need for comprehensive employee career planning tools and a vast increase in access to training pathways for our employees. It is the CFO Council's commitment to put in place a Version 1.0 career planning/training solution. This web page and resources below provide more details to vendors that may be interested in partnering in this initiative.

*This initiative is being taken on in close coordination with the White House Executive Office of the President and in coordination with other Executive Councils. It is anticipated that if this effort is highly successful, it may be expanded to serve broader segments of the 2.1 million federal workforce.*

## How the Career Planning and Training Tool Will Operate

The envisioned tool will include two main features:

1. **FM career and training map:** This feature will be an easy to navigate, highly detailed, career map for federal financial management (FM) employees hosted on CFO.gov.
  - a. The career map will address the specific knowledge, skills, and experiences needed by federal FM employees within 54 competency areas and 3 General Schedule (GS) brackets (junior, mid, and senior-level employees).
  - b. Employees will be able to reference this career map for detailed and timely guidance in determining what competency capabilities they should have at their current level and those recommended for advancement.
2. **Numerous embedded links to external trusted training/education provider content:**
  - a. The career map will integrate hundreds of links to specific external courses, or other training/educational content, provided by a limited number of external training providers. The external training content, of many different formats or modalities, will address specific employee career competency knowledge needs at different stages of career progression. Types of content sought may include:
    - i. Graduate or undergraduate equivalent training content related to our 15 FM functional areas
    - ii. Content relevant for the ongoing education of Certified Public Accountants (or equivalent)

- iii. Other content relevant to emerging knowledge/technology areas (e.g., Data Sciences, Analytics, RPA) or general federal employee skills/knowledge areas

Federal FM employees will be able to interact directly with the tool to procure courses and training content through an established procurement process. See the Application Package resource (also listed below) for more information.

### **How to Apply**

The Working Group and CFO Council, in partnership with the Office of Management and Budget, U.S. Department of Treasury, and General Services Administration are currently seeking to form partnerships with a select group of education providers or online universities to help inform this initiative and provide tailored course content directly to the 140,000+ member financial management workforce.

Interested vendors can respond to the CFO Council's Request for Information (RFI) application process on [beta.sam.gov](https://beta.sam.gov) or view more resources below. The same information is shared in both locations. The applications process is open until XXX, 2021.

[Apply Now](#)

### **Resources**

- [Full Request for Information](#)
- [Application Package](#)
- [Mapping Matrix](#)
- [Brochure](#)

### **Questions?**

Please get in touch! Contact us at [xxxx@gsa.gov](mailto:xxxx@gsa.gov).

# Policies and Guidance Library

## Policies and Guidance

Welcome to the Policy & Guidance Catalog. This is a high-level overview of the topics our Council and community are currently focused on. Use the filters on the left to browse specific areas and types.

This page is a living catalog that is consistently updated as policies and priorities evolve. It is not exhaustive of all applicable financial policies. Want more guidance on these topics? [Contact us!](#)

Reset Filter

37 items

Filter by Area

Enterprise Risk Management

Fiscal Mgmt Transformation

Payment Integrity

Financial Assistance

Financial Data Transformation

JFMIP

FRPC

Filter by Type

Controller Alerts

OMB Memorandums

Executive Orders

Guidance

Others

Efficient Spending on Federal Conferences and Ensuring Accurate, Complete

CONTROLLER ALERTS

Public Reporting of Federal Conferences

CONTROLLER ALERTS

The Improper Payments Elimination and Recovery Improvement Act and the Do Not Pay Initiative

CONTROLLER ALERTS

Announcing the Department of Treasury as the Program Management Office

CONTROLLER ALERTS

Travel and Conferences Controller Alert

CONTROLLER ALERTS

Implementing the SAVE Award

CONTROLLER ALERTS