Center of Excellence (COE) for Technical Training and Human Performance (TTHP)

Employee Footprint: 21st Century Approach towards Employee Development (Phase 1)

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➤ Final Report- Goals and Recommendations:

- Identifies available 21st Century Best Practices to implement in employee hiring and development.

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- Identifies Best Practices on Recruiting new personnel, Retain existing staff, and the ability to use technology that allows this customization and integration.

PHASE 1

1. Understand Current Practices at Flight Standards

2. Benchmark Best Practices

3. Identify The Gap

4. Report Findings

Finding	Recommendations	Benefits
1. Lack of a smart, friendly, easy to use hiring system 2. No employee personal profile	1. Friendly, easy to use and smart information system for the hiring process. 2. Customizing information captured in the hiring process	1. Increase pool of qualified candidates with proper credentials 2. Unique employee profile that will delineate individuality of candidate and will facilitate career path

Primary takeaway: Add content...

Finding	Recommendations	Benefits
3. One-size-fits all training	3. Consider administering a learning-style exam to identify best training platform/mode for each employee	3. Efficient training system where employees can learn better in less time
4. No blending of systems/lack of communication among groups	4. Integration of systems and processes	4. Collaboration and access of inf between offices/groups of the FAA is vital to the success and effective development of the

Primary takeaway: Add content...

Research Results: Findings, Recommendations, Benefits

Finding	Recommendations	Benefits
5. Little access to SME and information at the FAA	5. More access to SMEs and information within the Flight Standards Service (FSS)	5. Better understanding of current system and people integration by performing an assessment of needs
6. Challenging communication across departments	6. Open and informed communication between all the professionals involved in the hiring and employee development processes	6. Full integration of information, supervisors and managers

Primary takeaway: Add content…

Conclusion