



Intelligence Community Public-Private Talent Exchange Pilot

Strategic Workforce Planning: Defining Talent Needs & Integrating Across Human Capital Solutions

The intent of this initial stage is to send IC officers to the private sector. We are finalizing our processes and procedures to host private sector personnel in the IC. We will post more information to our website in the near future.

Exchange

A cohort of experienced human capital IC officers will complete a six-month tour in different private sector organizations. Individual cohort members will work independently at designated private sector organizations and meet collectively monthly. Following this 6 month pilot, the IC is interested in sharing talent between the IC and private sector across a range of human capital/people operations functions.

Purpose

The IC, and the government more broadly, has traditionally adopted varied approaches to defining and assessing talent needs and leveraging those for recruitment, development, recognition, and retention. With continued advancements in tools, technologies, and practices, this pilot is intended to provide exposure to best-in-breed approaches to any of the following:

- Defining and prioritizing talent needs at the individual and team level – and updating these at the speed of business
- Cataloging existing talent capabilities (that is - skills, competencies, languages, attributes, experiences, education, certification, roles, areas of interest, etc.) and determining gaps
- Informing talent decisions such as buy vs. build, upskilling & reskilling, team construction, employee movement, rewards & recognition, etc.

Private Sector Organizations

The IC is interested in opportunities with private sector organizations with:

- Centralized workforce planning approaches to decentralized operations
- Varied talent/work role taxonomies across multiple business lines
- Effective tools/techniques for assessing talent gaps

Please let us know if you are interested in the program or have any comments or questions at IC_PPTE@odni.gov.