

Application of VA Data to Identifying VHA Staffing Requirements

Presentation to National Academies of Sciences, Engineering and Medicine, Committee on Facilities Staffing Requirements for Veterans Health Administration

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Agenda

- Understanding of the issue
- Use of occupational data for staffing
- MyCareer@VA program
- MyCareer@VA data
- Practical example

Understanding

- VHA requires an approach to projecting staffing needs for Facility Management (Engineering) programs
 - Account for all position requirements
 - Produce customized, site-specific outputs
 - Optimize budgeting and staffing
- Aims of this presentation are to
 - Highlight existing VA data that
 - Specifies knowledges, skills, and abilities (KSAs) for most roles
 - Shows relationships between roles
 - Demonstrate the use of these data for projecting, and addressing, staffing needs

Use of Occupational Data for Staffing

- Work requirements can be defined through a variety of perspectives
 - Workload – time spent
 - Activities – task performed
 - KSAs – requirements to do the work
- Workforce planning integrates data from these approaches
 - Tracks the capability of the workforce and provide the right tools for managers to make informed planning decisions
 - Describes the supply (what you have) and demand (what you need) of competencies in an organization
 - Identifies and prioritizes gap closure strategies
 - Gaps identified through workload analysis, turnover data, etc.
- VA created an existing data source that can be used to support workforce planning
- Other agencies have used similar data to answer resource planning questions (e.g., find an expert, increase agility)

MyCareer@VA

- Between 2010 and 2015, VA Learning University built MyCareer@VA to provide career planning tools and resources
 - In support of FY 2011-2015 Strategic Plan Refresh goal to *build internal capacity to serve Veterans, their families, employees, and other stakeholders efficiently and effectively*
 - Designed to attract and retain high performing employees by improving availability of personalized career planning information
 - Ultimately cataloged requirements for over 600 unique roles at up to five career levels each
 - Entry, mid, senior, supervisor, manager
 - Provides customizable career mapping tool
 - Describes major requirements of each role
 - Documents the relationship between all pairs of roles
 - Guides employees on how to close gaps between jobs
- Program put on hiatus in late 2016

MyCareer@VA data

- MyCareer@VA data fields:

- Job descriptions
- Duties
- KSAs
- Proficiency requirements

- Also:

- Traditional career progression
- Distribution of positions across VA and US

Engineering

At VA, Engineering professionals design, develop and oversee the construction, maintenance, operations and enhancement of VA facilities. These professionals ensure the safety of VA facilities, patients, staff and visitors while promoting environmental stewardship and adhering to federal, state and local guidelines. Occupying a wide range of occupations, Engineering professionals help VA provide high-quality services to Veterans.

Explore VA Careers

Civil Engineer/Landscape Architect
Energy Engineer
Engineering Technician

Project Engineer/General Engineer
Project Engineer/General Engineer (TCF)

Career Levels by Job

See the number of positions for each job in this occupational family and the opportunities for career progression.

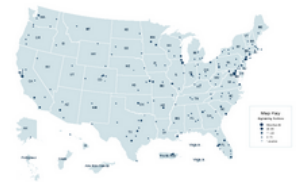
Engineering Career Progression by Job

Series	Job Title	Pay Schedule	5	6	7	8	9	10	11	12	13	14	15	Total # of positions in VA
General Engineering	Project Engineer/General Engineer	GS	Entry							Mid				998
General Engineering	Energy Engineer	GS											Mid	120
General Engineering	Project Engineer/General Engineer (TCF)	GS	TCF							Mid				998
Engineering Technical	Engineering Technician	GS	Entry							Mid				276
Landscape Architecture	Civil Engineer/Landscape Architect	GS											Mid	48

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Positions Across the U.S.

See where people in this occupational family are located across the country.

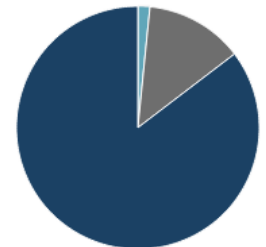


[View Larger](#)

[View Data as Table](#)

Positions Across VA

See how many people work in this occupational family for each administration at VA.



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Career Path Data

My Career Mapping Tool: Review Path

Your career path is below. To save it, select **Save Path to Career Hub**. To view more details about your path, select each job. If you want to see other career path options for your starting job, select **Show Alternative Paths**.

SAVE PATH TO CAREER HUB

Select a job in your path to view more details below

PREVIOUS NEXT

Civil Engineer/Landscape Architect
GS 11 to 13
Step 1 of 3

Energy Engineer
GS 13 to 13
Step 2 of 3

Energy Engineer
GS 14 to 14
Step 3 of 3

Job Title: **Energy Engineer** Occupation Family: **Engineering** Grade Range: **GS 13 to 13**

Competencies/Knowledge Areas

- ✓ Energy- and water-related engineering systems (e.g., utility distribution systems and building service equipment)
- ✓ Energy usage measurement methods
- ✓ Energy program audits and analyses
- ✓ Energy efficiency principles and techniques (e.g., building commissioning)
- ✓ Engineering project management (e.g., construction contract management)

Education and Licensure

Job announcements may contain more specific requirements

- Bachelor's degree in Engineering accredited by the Accreditation Board for Engineering and Technology (ABET) is recommended
- Certified Healthcare Facility Manager (CHFM) is recommended to advance in the field
- Professional Engineering (PE) license is recommended to advance in the field

Duties

- Consults with maintenance and operations professionals to improve facility energy efficiency

VA Career Guides

Visit the [Energy Engineer](#) VA Career Guide to learn more about this job.

VA Employment

Number of VA Employees in this job in 2014: 120
Source: Department of Veterans Affairs, 2014

Trends for Engineers, all other

Expected National Rate Growth (10 Years): +3.6%

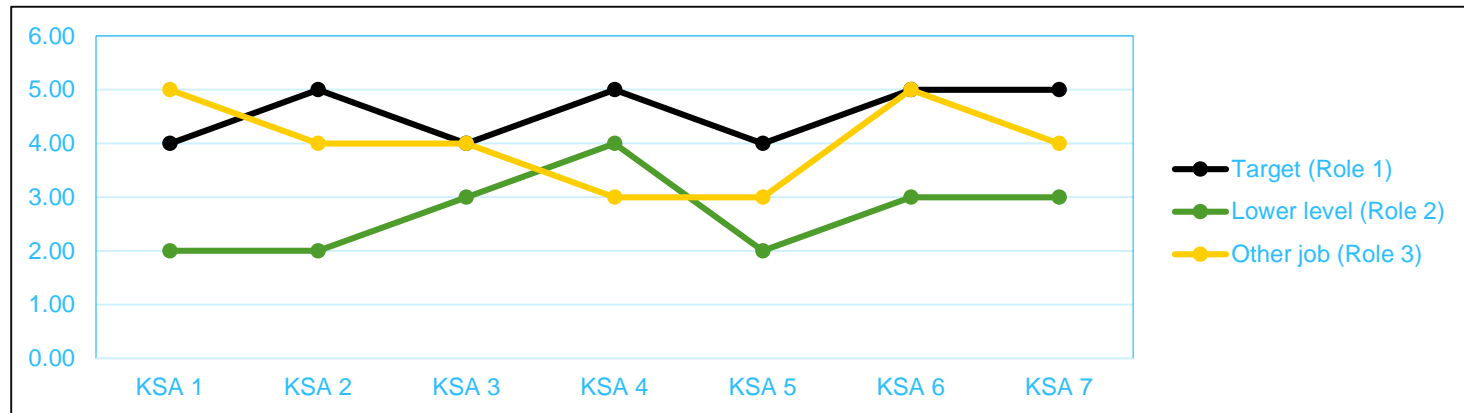
Number of people projected nationwide in this job in 2020: 138,000
Source: Bureau of Labor Statistics 2012

- Shows progression from one role to others
 - Target jobs and duties
 - Most critical KSAs
 - Qualifications (e.g., education, licensure)
 - Gap closure strategies (e.g., training, OJT)
 - Labor trends
- So, how does this help?
 - Career paths and workforce plans use the same data

Practical example

- Workload analysis shows that Hospital A requires more Supervisory Facility Engineers
- What can you do?
 - Promote employees from lower career levels
 - Move employees from other jobs with similar profiles
 - Transfer incumbents from other locations

Role	1	2	3	4	x
1	1.00	0.43	0.16	0.72	0.61
2	0.43	1.00	0.51	0.27	0.48
3	0.16	0.51	1.00	0.39	0.29
4	0.72	0.27	0.39	1.00	0.78
x	0.61	0.48	0.29	0.78	1.00



Summary

- Effective resource planning and staffing management requires good data about KSA requirements
- VA Learning University developed a comprehensive view of KSA requirements across 600 VA roles
- These data could be used to inform VHA resource planning decisions for Facility Management (Engineering) programs, such as, when a staffing gap is identified:
 - Which roles are most similar to the target role?
 - How many employees are in similar roles?
 - How can we close remaining gaps to the target role?



Questions?

