



# **Information Technology: An HR Challenge**

## **Job Family Standard Classification Update**

**August 28, 2000**

**Strategic Compensation Conference 2000**

**Classification Programs Division**

**workforce Compensation and Performance Service**



# Overview

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# Coverage

- **GS-334, Computer Specialist**
- **GS-391, Telecommunications**
- **GS-854, Computer Engineering**
- **GS-1550, Computer Science**
- **IT Jobs in Other Series, e.g.,**
  - **GS-080, Security Administration**
  - **GS-301, Miscellaneous Administration and Program**
  - **GS-343, Management and Program Analysis**



# Objectives

- **Strengthen Ability to Recruit *and* Retain Skilled IT Workforce**
- **Modernize HR Tools**
- **Adopt Best Practices**
- **Provide Greater Flexibility**



# Scope

- **Total IT Worker Life Cycle**
  - **Recruitment and selection**
  - **Compensation**
  - **Training and development**
  - **Motivation**



# Why IT?

## Largest Occupation

- **70,000+ . . . And Growing**
  - **GS-334, Computer Specialist - 57,000**
  - **GS-391, Telecommunications - 6,000**
  - **GS-854, Computer Engineering - 2,300**
  - **GS-1550, Computer Science - 3,000**
  - **Positions in other series requiring paramount knowledge of IT???**



# Issues

- **Supply < Demand**
- **Current Need = .8 Million**
- **Projected Need = 1.5 Million**
- **Federal Impact**



# Study Features

- **Integrated**
- **Streamlined**
- **New Methods**
- **Partnership with IT Community**



# Schedule

- **Study Kick-Off - April 1999**
- **Focus Groups - July - September 1999**
- **Draft Specialty Titles and Job Profile - October 1999**
- **Final Specialty Titles - March 2000**
- **IT Pilot - March 2000**
- **New Job Family Standard (JFS)**
  - **Factfinding March - June 2000**
  - **Draft - July 2000**
  - **Final - Winter 2001**



# Draft Development

- **Research**
- **Review of Job Documentation**
- **Consultation with HR and IT Communities**



# Focus Groups

- **30 Groups - Headquarters/Field**
- **25 Different Agencies**
- **Over 250 Subject Matter Experts (SMEs)**
- **Focus Group Functions**
  - **Review, validate, and revise**
    - **Specialty definitions**
    - **Factor level descriptions**
  - **Provide and validate illustrations**
  - **Provide other information**



# Final Validation

- **IT Work Group Members**
- **Accuracy, Consistency, and Relevancy**



## Next Steps

- **Draft JFS Published July 2000**
  - [www.opm.gov/fedclass/html/whatsnew.htm](http://www.opm.gov/fedclass/html/whatsnew.htm)
  - PDF, Word 97, WordPerfect 5.1, WordPerfect 6.1 Formats
- **Draft Responses Due October 20, 2000**
  - Test apply and report results
    - Review specialty definitions, FLDs and illustrations
    - Respond to questions, provide comments, suggestions and illustrations
- **Email: [fedclass@opm.gov](mailto:fedclass@opm.gov)**
- **Regular Mail: Classification Programs Division**  
**1900 E Street NW, Room 6H31**  
**Washington DC 20415**

8/28/00

USOPM:WCPS:OPCSD:CPD



# Future Events

- **Establish New GS-2200 IT Occupational Group**
- **Continue Study of Other IT Series**
  - GS-391, Telecommunications
  - GS-854, Computer Engineering
  - GS-1550, Computer Science
- **Begin Study of One-Grade IT Series**
  - GS-332, Computer Operation
  - GS-335, Computer Clerk and Assistant
  - GS-392, General Telecommunications



## **What's New in the Draft?**

- **New Basic Title**
- **New Parenthetical Specialty Titles**
- **New Factor Level Descriptions (FLDs)**
- **New Illustrations**
- **New Format**



# Introduction

- **Coverage**
- **General Information**
- **Modifications and Cancellations**



# **General Series, Titling, Occupational Guidance**

- **Basic Title = Information Technology Specialist (Specialty)**
- **Parenthetical Titles Required**
- **Multiple Titles**
  - Do you need more than two?
  - If you do, please provide examples.



# Exclusions

- **Distinguish Between IT Workers**
- **And IT Users**



# Acronyms/Abbreviations

- **IP = Internet Protocol**
- **Glossary in Final?**



# How to Use this Standard

- **Factor Evaluation System Standard Operating Procedures**
- **JFS Evaluation Summary**



# Factor Level Descriptions (FLDs)

- **Provided:**
  - FLDs 1-5 through 1-8
  - FLDs 2-1 through 2-5
  - FLDs 3-1 through 3-5
  - FLDs 4-2 through 4-6
  - FLDs 5-1 through 5-6
  - FLDs 6/7 1A through 4D
  - FLDs 8-1 through 8-2
  - FLDs 9-1 through 9-2
- **Under Development: FLD 1-9**



# Illustrations

- **Factors 1, 4, 5**
- **Levels**
  - 1-5 through 1-8
  - 4-2 through 4-5
  - 5-2 through 5-5
- **Do you need?**
  - Level 4-6 illustrations
  - Level 5-6 illustrations
- **Hyperlinked from FLDs**



# Grade Conversion Table

- **No Changes**
- **Possible Point Ranges**
  - 940 points (GS-5) through
  - 4120 points (GS-15)



## Questions? and Answers!

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