Human Capital Management Plan Summary

The statutory missions of U.S. Selective Service System (SSS) are twofold: 1) to be prepared to provide trained and untrained personnel to the DoD in the event of a national emergency; and 2) to be prepared to manage a non-military program for men conscientiously opposed to military service. The SSS will be an active partner in the national preparedness community which provides a fair and equitable process in responding to the changing needs of the nation.

The SSS Human Capital Management strategic goals below support achieving our mission:

Goal 1: Ensure the capacity to provide timely manpower to DoD during a national emergency.

Goal 2: Ensure management excellence by promoting economy, efficiency, and effectiveness in managing SSS programs and supporting operations.

The SSS' workforce has experienced significant changes over the past several years. The permanent workforce has been reduced approximately five percent in the previous three years. This was accomplished through organizational restructuring and normal attrition. Currently, SSS is authorized 124 full-time equivalent employees located at National Headquarters, three Region Headquarters, and a Data Management Center. There are also 56 intermittent State Directors who report to the Region Directors. The staff is supplemented by Reserve Force Officers (RFOs) who serve approximately 36 days per year. The agency is authorized up to 150 funded and 25 unfunded RFOs. The workforce also includes about 11,000 Local, District, and National Appeal Board members who serve on an uncompensated basis and are appointed by the Agency's Director on behalf of the President of the United States. (See attached Agency structure.)

The Agency's FY16 budget is about 22.4 million dollars. There are two companion plans to the Human Capital Management Plan (HCMP). The first is the SSS Workforce Plan, which is the systematic process for identifying and addressing gaps between today's Agency workforce and future human capital needs. The second is the SSS Human Capital Implementation and Accountability System Plan, that identifies how to measure and track success when implementing human capital and human resources initiatives.

The President's Management Agenda (PMA) is focused on improving the way government works, delivering world-class services to citizens, increasing service quality and value, enhancing productivity, and identifying cost savings. In the area of strategic management of human capital, the PMA outlined the following specific goals: effectiveness, efficiency, economic growth, people and culture, and improve results.

SSS' ability to manage its human capital is impacted by the state of its current workforce. Therefore this plan is the roadmap SSS will follow to enable our human resources to accomplish the Agency's mission while remaining adaptable to future change.