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A.J. CLARK SCHOOL OF ENGINEERING
Civil & Environmental Engineering Department



PROFESSIONALIZATION OF FEDERAL PMs

LaTanya Anderson, Greg Jackson, Bianca Roberson
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Professionalization of Federal PMs

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Why are professional PMs important to the federal government?



Professional government PMs ensure taxpayer dollars are providing critical Federal services to citizens efficiently and cost-effectively, i.e., ensure that wasteful spending is minimized.



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What is the federal government doing to ensure that there are a sufficient amount of professional PMs in its workforce?

Program Management Improvement Accountability Act (PMIAA) Overview: On December 14, 2016, the Program Management Improvement Accountability Act (the Act or the PMIAA), Pub. L. No. 114-264, was signed into law. The Act aims to improve program and project management (P/PM) practices within the Federal Government, requires Governmentwide standards and policies for program management, and establishes a new interagency council to improve P/PM practices among agencies.

- ✓ OMB required to:
 - Adopt and oversee implementation of governmentwide standards, policies, and guidelines for program and project management in executive agencies.
 - Conduct portfolio reviews to address programs on the Government Accountability Office's High-Risk List.
- ✓ OPM required to
 - regulate PM competencies,
 - develop a new program and project manager job series,
 - update existing PM jobs, and
 - identify new PM-related career paths.
- ✓ FAI
 - FAITAS solution to track the new P/PM job series and/or identifier.
 - study comparing civilian agency P/PM competencies (including IT PM) and training against the DOD P/PM competencies
 - Pilot a cross-functional training course based on input from the contracting officer, contracting officer's representative and PM Functional Advisory Boards (FABs).
 - Evolve the annual Acquisition Human Capital Plan (AHCP) to ascertain how agencies are strengthening their P/PM talent.
 - Scan the Federal landscape for P/M tools and develop a one-stop toolkit with leading program management resources and practices for civilian agency project and program managers on the fai.gov website.
- ✓ GAO required to issue a report documenting the effectiveness of the new initiatives – including strategic plans, policies, and guidelines – and the performance of the Program Management Improvement Officers and the Program Management Policy Council.

✓ Federal Civilian Agencies

- PROGRAM MANAGEMENT IMPROVEMENT OFFICERS (PMIOs) required to:
 - ❑ Implement program management policies established by the agency; and
 - ❑ Develop a strategy for enhancing the role of program managers within the agency that includes the following:
 - Enhanced training and educational opportunities for program managers
 - Mentoring of current and future PMs by experienced senior executives & PMs
 - Improved career paths and career opportunities for program managers
 - Encouraged recruitment and retention of highly qualified individuals
 - Improved means of collecting and disseminating best practices and lessons learned to enhance program management across the agency
 - Improved data gathering and analysis templates and tools for program management and oversight purposes
 - ❑ **Strengthen Program Management Capacity to Build a Capable PM Workforce by:**
 - **Utilizing** a new or updated job series to better track the P/PM workforce
 - **Investing** in building program management capacity and capability through increased federal-wide training opportunities, career pathways, and learning and development.
 - **Improving** the management of Government programs will require agencies to professionalize this critical workforce on an increasing basis (encouraging the application of education, training, and experience) to inform critical thinking and expert analysis that will support decision-making and overcome challenges to program implementation and execution.
 - **Developing** program and project managers via a career path that provides agency-specific internship and mentorship opportunities. (OMB M-18-19 issued Jun 25, 2018: [Improving the Management of Federal Programs and Projects through Implementing the PMIAA](#))



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What is the impact so far?



- ✓ Learning (Mentoring, courses, details, open opportunities)
- ✓ Development (Coaching, development programs, competencies)
- ✓ Degrees/Certifications (Advanced PM Degrees, FAC-PPM, PMP)
- ✓ Career Maps (roadmap that outlines what it takes to get from current position to a where an employee wants to be)
- ✓ Job Series (0340 series)
- ✓ Communities of Practice, Professional Memberships, Workgroups, Advisory Boards/Councils



Be strategic and creative in obtaining professional development opportunities.

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Questions or Comments

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Thank you 