

Strategic Plan

Federal Veterinarian
Talent Management Advisor Council (TMAC)

Fiscal Years 2012 – 2015

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I. Executive Summary

Federal veterinarians are an integral part of the United States health and biomedical sciences workforces because Federal Veterinarians protect the Nation's Health Security, Agricultural, and Defense, Environmental, and Public Health Systems infrastructures. This includes detecting and researching introduced and emerging animal diseases that also affect the safety and well-being of human populations.

In addition, federal veterinarians support the U.S.'s global economy in that in 2011, Federal Veterinarians were responsible for inspecting \$5.4 Billion in beef exports.¹ In addition, VMOs inspect all incoming animal products and vaccines introduced into this country. To accomplish this essential work, 0.071% or 3,159 out of 4,443,000 Federal employees are VMOs². It is essential that the Federal VMO community possess a workforce that is capable of supporting and protecting animals and citizen, but the Federal Veterinary community is challenged with meeting its goals to attract, recruit and retain a high-performing workforce who possesses the requisite knowledge, skills and abilities needed to meet the ever-demanding mission essential work.

This Strategic Plan will address the Talent Management Advisory Council (TMACs) mission, vision, goals and priorities for addressing the aforementioned issues and other pressing items noted by the Government Accountability Office (GAO). In February, 2009 the GAO issued a report (GAO-09-424T), describing testimony before the Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia, of the Committee on Homeland Security and Governmental Affairs, in the U.S. Senate. The testimony addressed concerns about current and future shortages in the Federal veterinary workforce. In the report titled, *VETERINARIAN WORKFORCE: The Federal Government Lacks a Comprehensive Understanding of Its Capacity to Protect Animal and Public Health*.

Specifically, the GAO noted that "the Federal government does not have a comprehensive understanding of the sufficiency of its Veterinary workforce for routine program activities".³ In response, the TMAC has developed a comprehensive strategy to address the key workforce issues.

¹ http://www.usda.gov/wps/portal/usda!/ut/p/c4/04_SB8K8xLLM9MSSzPy8xBz9CP0os_gAC9-wMJ8QY0MDpxBDA09nXw9DFxcXw2ALU_2CbEdFAF-soRU!/?printable=true&contentidonly=true&contentid=2012%2F02%2F0046.xml

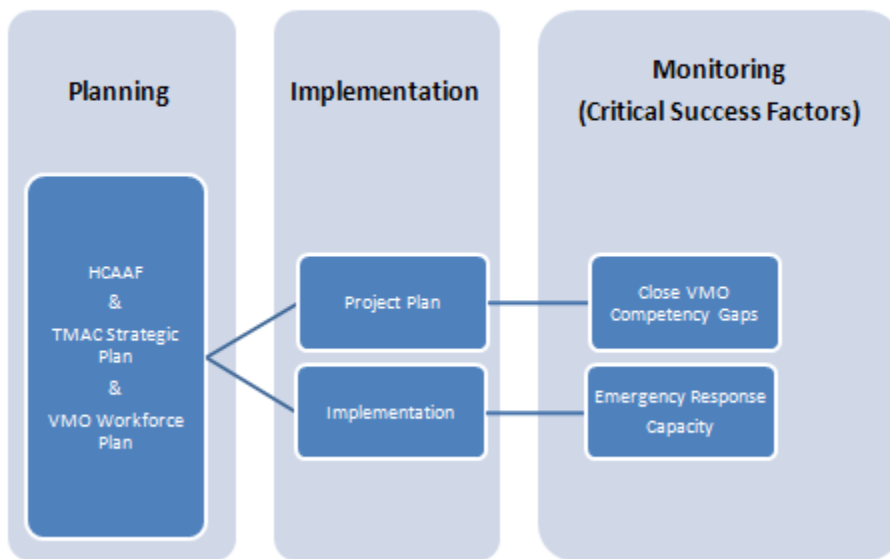
² <http://www.opm.gov/feddata/HistoricalTables/TotalGovernmentSince1962.asp>

³ <http://gao.gov/assets/290/285853.pdf>

II. Mission Statement

The Talent Management Agency Council provides leadership to the Federal Veterinary community who protect the public health, animal health, food safety, agriculture and natural resources while creating an environment where Federal veterinarians can effectively respond to routine, emergency and catastrophic public and animal health events.

TMAC Strategic Workforce Plan: Institutionalization Process



III. Vision Statement

The TMAC ensures that the Federal Veterinarian Workforce is sufficient to meet its critical responsibilities while working to have the Federal government recognized as being the premier employer for the Veterinary community.

IV. Core Values

- **Transparencies** —communicating activities so Federal Veterinary leadership understands and supports its contributions.
- **Collaboration** — working cooperatively across governmental levels on Federal Veterinary workforce issues to obtain strategic goals and objectives.
- **Dedication to Public Service** – delivering the highest quality assistance possible to Federal agencies and the Veterinarian Workforce.
- **Accountability** — assuming responsibility for the actions, products, decision and policies within role of the TMAC.
- **Communications** -- ensuring all stakeholders understand and support the TMAC activities.
- **Professionalism** — maintaining a highly skilled, knowledgeable, diverse, and compassionate workforce with appropriate skills, abilities, integrity, and work ethic.
- **Results Orientation** — measuring results and advising management with making decisions that maintain an effective workforce and direct resources to where they are used most effectively.

The way forward...the TMAC is developing a systematic action plan that will institutionalize all activities related to the Veterinary workforce to ensure that the Federal government employs the right number and type of Veterinarians to meet the always changing and ever-demanding needs of the communities in which they serve.

V. Goal and Objectives

Goal A: Establish a Formal Governance Structure to address Workforce Challenges and Strengthen the Nation’s Federal Veterinary Workforce to meet America’s Health Needs Today and Tomorrow

Objective: Establish and maintain a formal government-wide Veterinarian Workforce Advisory Group to manage and facilitate Federal Veterinarian Workforce Activities.

Strategy 1: Manage and facilitate government-wide workforce activities for the Federal Veterinary community.

Strategy 2: Increase inter-agency communication.

Strategy 3: Draft a Federal Veterinary Strategic Workforce Plan.

Strategy 4: Establish and conduct workforce assessment to determine what is needed to accomplish agency mission objectives.

Strategy 5: Develop and implement gap closure strategies that will enable the Federal Veterinary community to be prepared for and effectively respond to natural and manmade disasters, especially disease outbreaks.

Strategy 6: Promote the veterinarian profession within the Federal government and assist in making the Federal government an employer of choice.

Goal B: Enhance the Federal Veterinary Workforce to Improve Public and Animal Health Domestically and Abroad

Objective: Emergency Response: Improve estimates of the veterinarian workforce needed to respond to large-scale disease outbreaks and catastrophes

Strategy 1: Establish and conduct an annual assessment to determine the workforce available to provide optimal response to emergency situations.

Strategy 2: Establish a contingency response plan process outlining how vaccines would be utilized in animal disease outbreak situations.

Strategy 3: Establish a process for modeling the spread of disease in wildlife.

Strategy 4: Conduct and periodically review post outbreak assessments of workforce management to identify common workforce challenges and strategies for addressing them.