

**U.S. Department of Transportation Future Competition Plans**

For 2008, the Department plans to announce 58 FTEs for competition. Additionally, as DOT concludes its Workforce Analysis Pilot Project for Engineering Occupations, additional competition candidates may be forthcoming. Specifically, the pilot project considers evaluating Mission Critical Occupations for application of appropriate human capital tools (e.g., recruitment, training, retention, etc.) and effective organizational change tools (e.g., competitive sourcing, process reengineering, etc.). The Department is presently evaluating approximately 3,000 engineering occupations across 10 Operating Administrations to determine future staffing and competency requirements. This process allows DOT's human capital staffs to evaluate Mission Critical Occupations toward achieving staffing and skill gap closure using a process that relates today's personnel and organizational and functional requirements for future staffing and skill requirements. Included in this process is relating FAIR Act inventory data with the above stated data. During 2008, DOT will determine how competitive sourcing, along with other human capital management tools, may be employed to achieve staffing and skill gap closure toward improving its talent management requirements, achieve improved operational performance, and garner increased savings.