



# Human Capital Overview

February 12, 2026

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Office of Agency Services





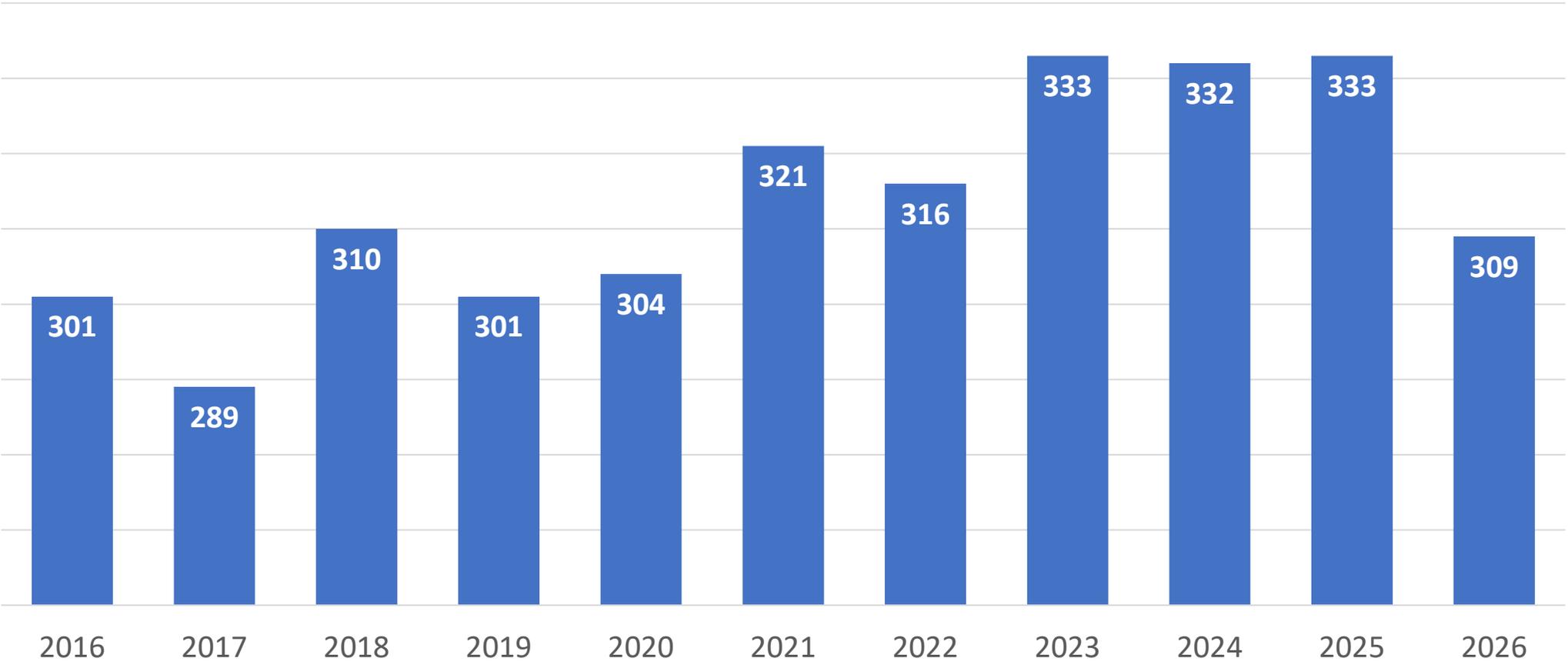
# Agenda

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- ▶ **Workforce (Headcount; Age; and Retirement)**
- ▶ **Human Capital Engagement**
- ▶ **Merit Hiring Plan**
- ▶ **Other Major Human Capital Reporting**
- ▶ **Questions**

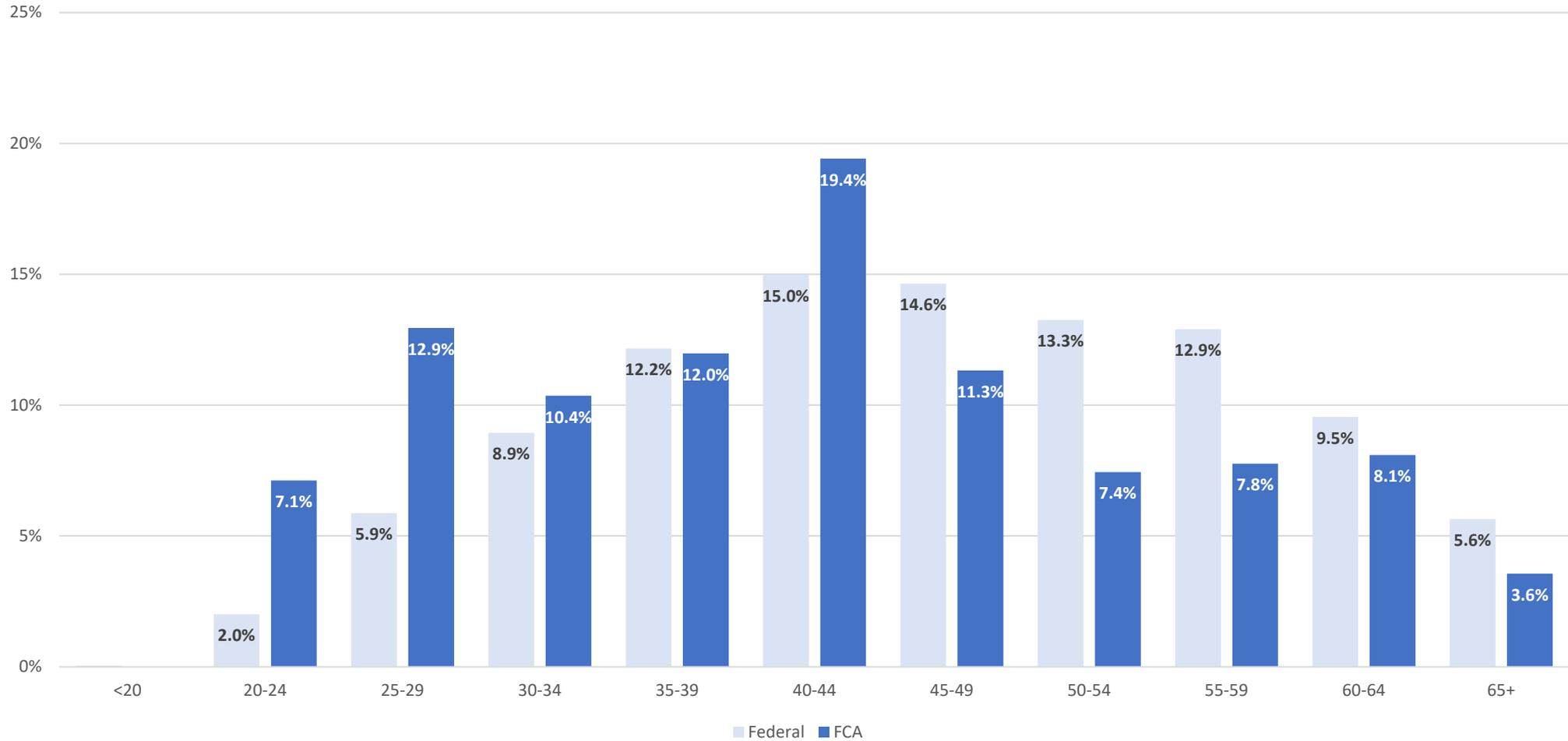


# Snapshot (Headcount)





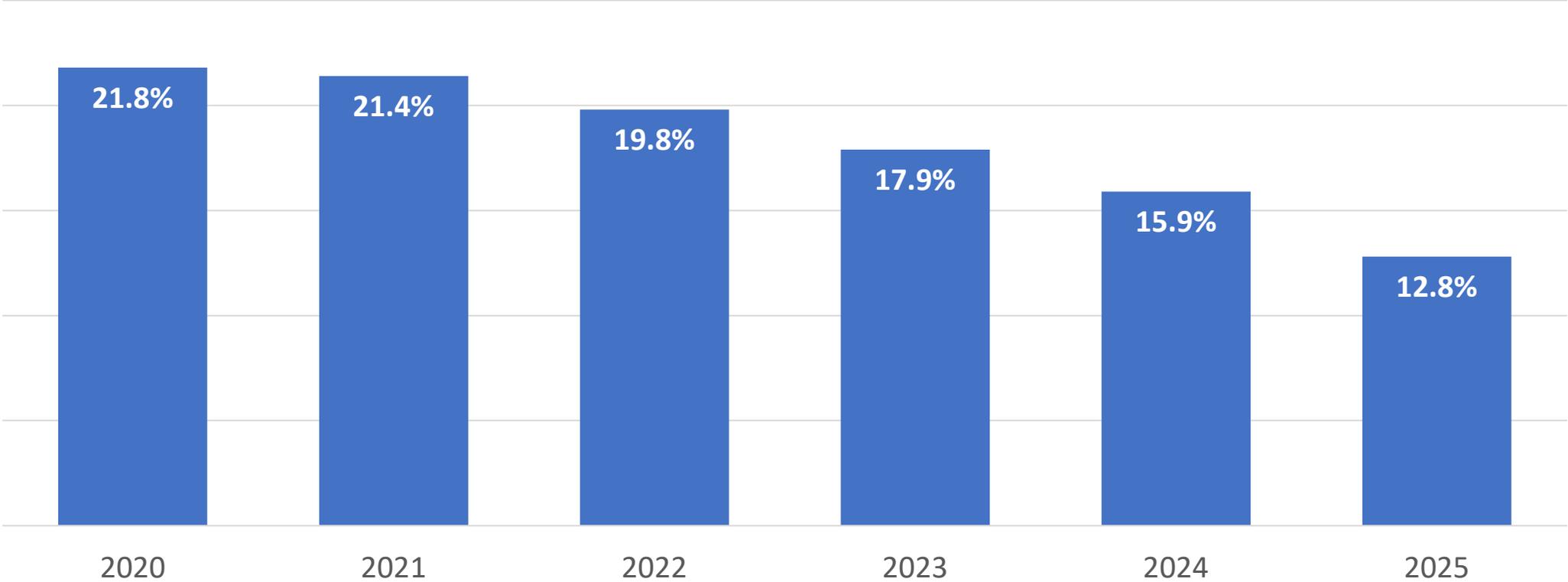
# Snapshot (Age Distribution)



\*Age Distribution as a Percentage of Total Workforce



# Snapshot (Retirement Eligibility)





# Human Capital Engagement (Pulse Survey)





# Merit Hiring Plan

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## Core tenets

- ▶ Establishment of Strategic Hiring Committee (SHC)
- ▶ Annual Staffing Plan (Headcount Management)
- ▶ Prioritize Mission-Critical Hiring
- ▶ Prioritize Early Career Hiring
- ▶ Use of Skills-Based Assessments
- ▶ Inclusion of 4 Optional Questions (VH-34 & Above)
- ▶ Strong Coordination with OPM and OMB



# Other FY26 Human Capital Reporting

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- ▶ Consolidated Monthly Report
- ▶ Quarterly Staffing Plan Updates
- ▶ Performance Management for Federal Employees
- ▶ Ad hoc Reporting as Requested



# Thank You

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# Questions?