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## **Government Executives Outline Concerns About HR's Role In A-76 ... And How To Fix Them**

*Pivotal Insight report shows how HR executives can help competitive sourcing succeed.*

WASHINGTON, DC—December 13, 2004—Pivotal Insight's latest report, *Taking the Wheel: How HR Can Drive Success in Competitive Sourcing*, shows how federal HR executives can maximize their value to the A-76 process.

The President's Management Agenda (PMA) outlines five specific government-wide initiatives, including the Strategic Management of Human Capital and Competitive Sourcing. With the dramatic increase in outsourcing in the private sector and a renewed emphasis on achieving a "Green Status," competitive sourcing will likely increase over the next several years in most federal agencies.

While there is no shortage of information on the mechanics of an A-76 study, there is a lack of actionable advice about how HR executives can drive a more strategic role in competitive sourcing. Pivotal's research shows how HR can actually identify and develop the skills and abilities required to meet the challenge.

For example, while competitive sourcing has increased an estimated 30% over the past year (with more to come), HR executives still spend over 60% of their time reacting to purely administrative functions. This has not gone unnoticed, as over 90% of federal executives surveyed claim that HR is NOT involved enough in A-76 "at the right time...in the right way."

The study is the result of in-depth interviews with over 25 government agencies and related public sector organizations, including the Departments of Agriculture, Commerce, Defense, Energy, Justice, Transportation, and Treasury, among others. The first part of the study provides context for the task, while the latter portion provides checklists, how-to's, and case studies as it details seven best practices to help government HR leaders take a strategic role in the A-76 process.

### **About Pivotal Insight, LLC:**

Pivotal Insight is an independent public sector research firm that provides critical information to government decision makers who deal with human resources, program management, acquisition management, knowledge and content management, and strategic planning issues. We conduct in-depth, multi-dimensional research on these and related topics. Our research reports, subscription services and related consulting services make our findings available to government executives and those who work with them.

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