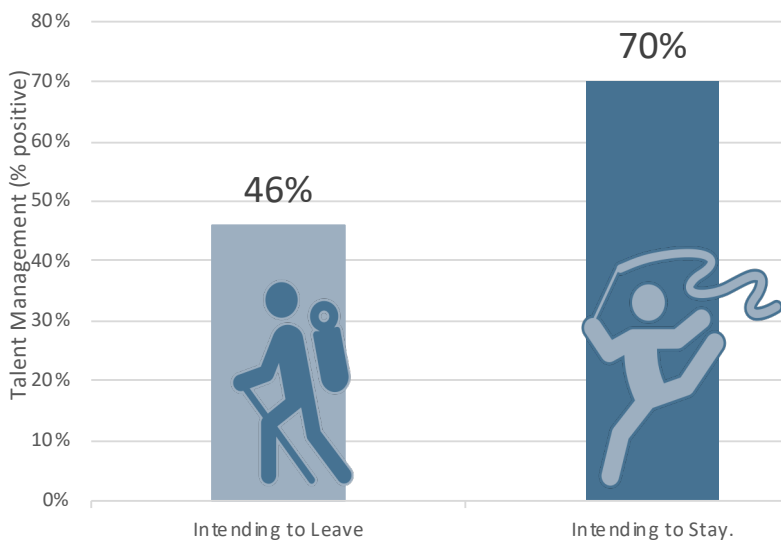


The ability to develop and apply skills at work is very important to Federal employees. In order for agency leadership to foster a thriving workforce, prudent talent management is required.

Talent Management Score by Intention to Leave (2018)



There is a greater probability of employee retention when there are positive reactions to **talent management** at an agency.

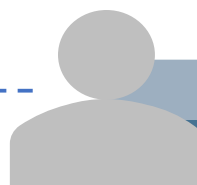
Two important aspects of **talent management** are opportunities to **improve skills**, and **skill utilization** across the organization.



Q1.) I am given a real opportunity to **improve my skills** in my organization.

Intending to Leave **49%** percent positive

Intending to Stay **76%**



Q11.) My talents are **used well** in the workplace.

Intending to Leave **40%** percent positive

Intending to Stay **71%**

Key Takeaway: As hiring top talent becomes increasingly competitive across all federal agencies, it is essential that organizations retain high-performing employees once they are hired. It is critical that **talent management** and **employee development programs** are implemented to improve skills and ensure skill alignment to attain agency goals.

Use FedViews to understand and overcome talent management challenges.

Every agency's goal is to have the right person with the right skillsets for each position. Once these individuals are hired, it is critical for the agency to develop and effectively utilize them. FedViews helps agencies understand their talent management challenges. FEVS and workforce data, as well as SME support, can help agencies implement strategies to attract, hire, develop and retain top talent.



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