



About Client

PHMSA's mission is to protect people and the environment by advancing the safe transportation of energy and other hazardous materials that are essential to our daily lives. To do this, the agency establishes national policy, sets and enforces standards, educates, and conducts research to prevent incidents. PHMSA also prepares the public and first responders to reduce consequences if an incident does occur.

Client Organization Supported

The Pipeline and Hazardous Materials Safety Administration (PHMSA)



We appreciate the great work and assistance from the LinkVisum team.

Linwood Smith, HR Director,
PHMSA



Objective

LinkVisum has provided human capital and workforce planning services to the Department of Transportation's Pipeline and Hazardous Materials Safety Administration (PHMSA) since 2018. LinkVisum contracted with PHMSA to help support their Human Resources Division (HRD) on a broad range of human capital initiatives.

LinkVisum's Solution

LinkVisum worked collaboratively with PHMSA leadership to develop a comprehensive Strategic Workforce Plan and provide assistance in the implementation of that plan. As part of the project, LinkVisum assisted the PHMSA executive leadership team in prioritizing the Strategic Workforce Plan's 24 recommendations. As a follow-on contract, LinkVisum assisted in the implementation high-priority recommendations, including succession planning, recruitment strategies, and a compensation study.

Outcome

- Developed PHMSA's Strategic Workforce Plan (SWP) and biennial refresh
- Conducted a comprehensive Compensation Study and Special Pay Request to the Office of Personnel Management (OPM)
- Conducted a high-level org assessment of the human resource division (HRD)
- Developed the first PHMSA HRD Human Capital Operating Plan (HCOP)
- Conducted a Workload Analysis of the HRD
- Assisted with developing recruiting efforts, onboarding orientation of new hires, and current employee surveys to expand and enhance PHMSA's Recruitment and Hiring Plans
- Developed the HRD onboarding orientation process to include a three-phase approach for consistent implementation of the onboarding process for new hires to ensure they receive the necessary knowledge, support, and acclimation to immediately begin contributing to the organizational mission

Additional Project Details

- The SWP FY19 satisfactorily fulfilled two of the three recommendations made by the OIG and provided a strategic framework and options for addressing the third OIG recommendation of an open audit.
- The biennially refreshed SWP documented PHMSA's Mission Critical Occupations (MCO) and functions, categorized in three tiers: mission essential, program support, and organizational support.
- LinkVisum identified specific hiring authorities to mitigate the effects of the competitive labor market and developed a request to OPM for the PIPES Act Direct Hiring Authority to authorize PHMSA to use specific recruitment and retention policies and flexibilities in hiring.
- The Office of Administration within PHMSA contracted LinkVisum to facilitate and develop an organizational assessment of the HRD. LinkVisum assessed the organizational readiness for change, assisted leadership in collaborating in employing change management processes and techniques, and led change initiatives based on recommendations. The strategic outcome was an executive-level review of recommendations for overall improvement.

About LinkVisum

LinkVisum Consulting Group is a woman-owned company that provides a full range of management consulting services to government agencies and private industry. We are an ISO 9001 certified company with an approved DCAA accounting system. Our staff possess significant skills, advanced degrees, and relevant certifications, garnering numerous exceptional ratings on Contractor Performance Assessment Reporting System (CPARS).



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