






GRANTS

Human Capital

Re-skilling Tomorrow's Financial Management Workforce

Fundamental shifts in the way we do business are defining the nation's workplaces on technical, cultural, and economic fronts, disrupting the parameters that once defined financial management professions. Organizations consulting with the US Government have long focused on process improvement, sometimes overlooking imagining and planning for scarcity in the core skill sets needed to tackle our evolving environment. The success of vital undertakings in financial assistance and grants management will involve a systematic approach to developing an evidence-based human capital infrastructure customized to the federal agencies that provide awards and technical assistance to recipients providing vital services.

INPUTS	PROCESS		OUTPUTS
STRATEGIC PLANNING			
 <ul style="list-style-type: none"> • Studies, Analysis, Trends • Problems and Solutions Hypothesis • Stakeholder Stories • Mission, Vision, Goals • Current Performance Data 	<ol style="list-style-type: none"> 1 Describe mission 2 Identify priorities 3 Set high-level goals 4 Formulate quantified strategic outcomes 	<ol style="list-style-type: none"> 5 Develop measurable tactical outputs 6 Develop 5 yr. Strategic Plan 7 Measure outcomes 8 Repeat process 	<ul style="list-style-type: none"> • Strategic Plan • Implementation Plan • Initiatives
ORGANIZATIONAL DEVELOPMENT/IMPROVEMENT			
 <ul style="list-style-type: none"> • Mission, Vision, Goals • Standard Operating Procedures (SOPs) • Strategic Plan • Implementation Plan 	<ol style="list-style-type: none"> 1 Design CONOPs 2 Analyze tasks 3 Design organization 4 Identify business space requirements 	<ol style="list-style-type: none"> 5 Embed internal controls 6 Measure process/system performance 7 Improve process 	<ul style="list-style-type: none"> • Standard Operating Procedures • Business Systems • Consider automation
WORKFORCE PLANNING			
 <ul style="list-style-type: none"> • Strategic Plan • SOPs • Performance Measurements 	<ol style="list-style-type: none"> 1 Review operational goals 2 Align goals to SOPs 3 Calculate labor hours to accomplish tasks 	<ol style="list-style-type: none"> 4 Define labor categories 5 Align labor categories to education and compensation 	<ul style="list-style-type: none"> • Performance Measures • Job Requirements • Automation Plan
TALENT DEVELOPMENT			
 <ul style="list-style-type: none"> • Positions Descriptions • SOPs • Competency Models 	<ol style="list-style-type: none"> 1 Plan development objectives 2 Identify/develop learning experiences 3 Deliver training, coaching, job rotations, special projects 	<ol style="list-style-type: none"> 4 Monitor and measure performance 5 Plan performance improvement 6 Remediate performance 	<ul style="list-style-type: none"> • Individual Development Plans • Performance Objectives • Data Collection Plan • Performance Metrics
SUCCESSION PLANNING			
 <ul style="list-style-type: none"> • Performance Objectives • Position Descriptions • Employee Performance Data • Workforce Trend Data 	<ol style="list-style-type: none"> 1 Identify key positions 2 Build leadership competency model 3 Identify interested employees 4 Conduct skill gap analysis 5 Develop/acquire training and coaching programs 	<ol style="list-style-type: none"> 6 Deliver training, coaching, job rotations, special projects 7 Monitor progress 8 Evaluate program effectiveness 9 Repeat gap analysis 	<ul style="list-style-type: none"> • Leadership Needs Assessment • Leadership Development Program • Leadership Pipeline

Human Capital Advisory Services

ManTech combines its human capital infrastructure-building capabilities with proven grants management subject matter expertise to offer workplaces centered on federal financial funding. Having acquired Kforce Government Solutions, the corporation now offers 25 years of financial management advisory services experience as showcased in its legacy Grants Management Body of Knowledge, Department of Homeland Security Federal Financial Training Series, as well as its current work for the National Science Foundation (NSF) and Department of Health and Human Services (HHS) covering acquisition and grants management consultation services.





Defining and Building Tomorrow’s Skill Base

ManTech’s multi-level approach to planning the next generation of grants management focuses on skill inventory and gap analysis. Additional components include identification and delivery of necessary workforce development components, and standardization of the structures and processes needed to create a center of excellence.

Grants Workforce Development Competencies

ManTech has consulted with cabinet-level federal departments to provide recommendations for building a grants competency model. We can help you develop your staff by assessing abilities, performing gap analysis, and prescribing customized coaching and training as well as just-in-time technical support to update knowledge and strengthen skills. We can augment your current programmatic internal controls through designing performance metrics, developing International Organization for Standardization (ISO)-conformant standard operating procedures, and offering team building activities to support your organizational culture.

ManTech Workforce Development Project Examples

CUSTOMER	DELIVERABLE	ACCOLADES
 FEMA	Fundamentals of Grants Management	97% of participants scored the class as “excellent” Repeat delivery requested
	Financial Disaster Management	Additional modules ordered
	FEMA Financial Management 101	Additional course ordered
FEMA Financial Management 201		
	Organizational Development Services	DHS coin awarded for customer facilitation
	DHS Grants Management eLearning (4 modules)	
	Framework for Developing a Grants Management Certificate Program <ul style="list-style-type: none"> Competency Model Recommendations Map to Certificate Path Analysis of Existing Resources Six-week, 3 Level Curriculum Design 	Customer Quote: “You are the experts! ...the right people to do this.”
	Property Software Training Material Design	Customer Quote: “Thank you for making the program successful. This is just what we needed.”
	Human Capital Advisory Services <ul style="list-style-type: none"> Recipient Technical Support Outreach Services Standard Operating Procedures Human Centered Design 	Numerous Customer Quotes: “This training is spot on.” “Just what I needed.”

LEARN MORE

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