

GRAIN INSPECTION, PACKERS AND STOCKYARDS ADMINISTRATION SUCCESSION PLAN

This supplement to the GIPSA Succession Plan covers supervisory positions at the GS-11 through GS-13 grade levels in all occupational series within the Agency. Specific mission critical occupations are not addressed individually in order to assure maximum coverage of all occupations and employees with knowledge and abilities sufficient to perform higher level supervisory and managerial duties in different and evolving areas.

Coverage	Occupational Gap 2003 - 2008	Competencies/Skills Gap	Gap Closure Strategies
All GIPSA GS-11 through GS-13 Field/Headquarters Supervisory Positions	34% - 80%	<ul style="list-style-type: none"> ▪ Knowledge of program technical functions and activities ▪ Budget planning, development and execution skills management ▪ Information Technology skills ▪ Leadership skills ▪ Conflict management skills ▪ Skills in acquiring and managing a diverse workforce ▪ Workforce planning and development skills 	<ul style="list-style-type: none"> ▪ Enhance recruitment screening factors to assure comprehensive coverage of competency skills/gaps ▪ Provide mid-level leadership training ▪ Support participation in mentoring/coaching programs ▪ Enhance/Increase in-house professional skills development training programs ▪ Support rotational assignments in multiple GIPSA program areas to develop mid level leadership skills and to enhance/expand technical knowledges ▪ Implement a 360 degree performance review process to identify training and development needs ▪ Enhance recruitment programs at Land Grant universities to facilitate achievement of a diverse GIPSA workforce ▪ Provide information technology training