

**Environmental Protection Agency
Summary of Performance by Strategic Objective**

Selection from EPA’s FY 2015 Annual Performance Plan

Embracing EPA as a High-Performing Organization—Maintain and attract EPA’s diverse and engaged workforce of the future with a more collaborative work environment. Modernize our business practices, including through E-Enterprise, and take advantage of new tools and technologies. Improve the way we work as a high-performing Agency by ensuring we add value in every transaction with our workforce, our co-regulators, our partners, industry, and the people we serve.

Performance under the HPO strategy is progressing as planned toward achieving the long-term vision established in the EPA’s Strategic Plan, focusing on two distinct areas: fostering employee development and streamlining business practices. Demonstrated progress to develop employees includes launching and sustaining the Skills Marketplace Program, providing training to first-line supervisors on human resource and financial management responsibilities, developing an online toolkit to identify best practices to enhance employee diversity and inclusion, and establishing a Senior Executive Service (SES) Candidate Development Program (CDP). In FY 2016, EPA will continue to build EPA University (EPA-U) to improve employee access to training opportunities, as well as launch a second SES CDP recruitment. EPA is streamlining and modernizing business processes by implementing Lean activities across the Agency and improving IT systems, including migrating legacy databases from Lotus Notes to applications available through Microsoft Office 365. As it moves into FY 2016, EPA will continue to invest in technology improvements, ensuring employees have the tools and training to do their work.