



Employee Transition

Key Messages

SFA's transformation into a performance-based organization is changing jobs and creating opportunities for employees. The organization is committed to supporting employees throughout this transition.

- There will be *no* RIFs
- SFA employees are guaranteed a job within SFA and the organization will support employees who choose roles outside of SFA within the Department of Education or other federal agencies
- Employees will *not* be involuntarily downgraded
- Employees will maintain their job classification
- Employees will maintain their pay status
- Employees' career ladder will remain intact
- An SFA Employee Development Center (with outreach to regional offices) will be created to help employees understand their options and to make decisions that match their skills and interests. The Employee Development Center will:
 - provide one-on-one career counseling
 - conduct voluntary skills and interests inventories
 - provide support for internal placement/reassignment based on interest and skill matches
 - provide career development and skill building
 - access to career education materials and workshops
 - resumé and SF-171 preparation
 - interviewing techniques
 - career planning, etc.
 - retirement counseling for eligible employees(Note: Transformation is an ongoing process and these services will be available to all employees throughout their careers.)
- SFA is committed to investing in the skill development of employees to ensure their success in new roles in the PBO.