

Human Capital Trends: Implications for the Future Workforce

INTERGOVERNMENTAL AUDIT FORUM

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GH**ST**BUSTERS™



Spengler: Don't cross the streams.

Venkman: Why?

Spengler: It would be bad.

Venkman: I'm fuzzy on the whole good/bad thing. What do you mean, "bad"?

Spengler: Try to imagine all life as you know it stopping instantaneously and every molecule in your body exploding at the speed of light.

Stantz: Total protonic reversal!

Venkman: Right. That's bad. Okay. All right. Important safety tip.

Because: problem solving means
evolving

Evolution of auditing: crossing the streams

The General Revenue Sharing watershed (1972)

- For the first time, governments everywhere were audited—some for the first time
- Focus: transactions

The GAO watershed

- From General Accounting Office to Government Accountability Office (2004)
- Focus: evaluation

The American Recovery and Reinvestment Act watershed (2009)

- Matching activity by location through mapping
- Focus: data analytics and visualization

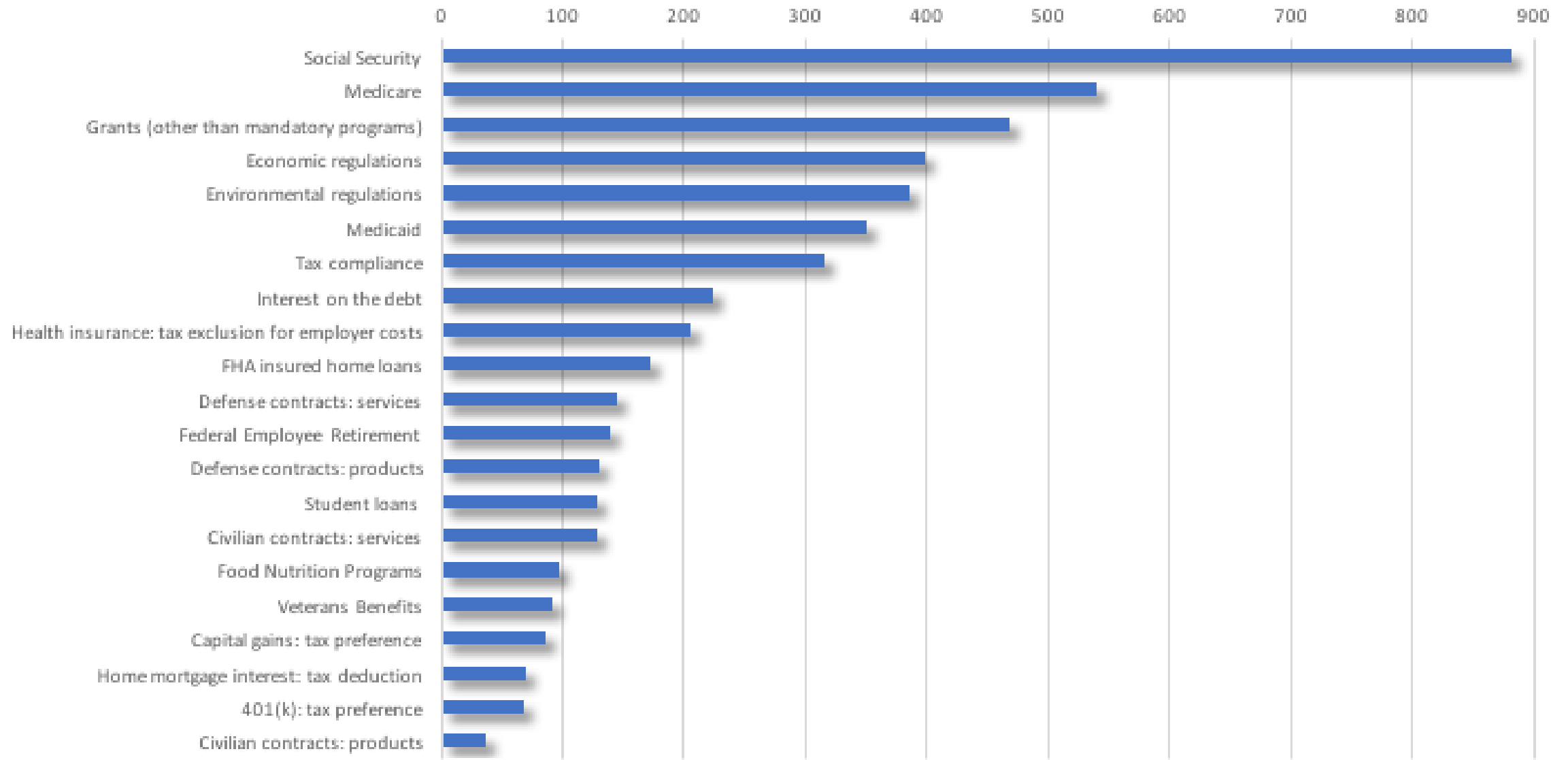
The \$8 Trillion Federal Footprint

(FY 2016)

	current dollars	percent of total
Total outlays	3,951.3	50.0%
<i>Composition of outlays:</i>		
Mandatory programs	2,486.5	31.4%
Grants (except mandatory programs)	170.1	2.2%
Interest	240.0	3.0%
Contracts	472.2	6.0%
Other discretionary spending	582.5	7.4%
Tax expenditures	1,447.1	18.3%
Loan disbursements	623.5	7.9%
Regulatory compliance	1,885.0	23.8%
TOTAL	7,906.9	100.0%

Note: data are in draft—please do not share without permission.

Government Strategies: FY 2015 (in billions)



Auditing challenge #1— government strategies

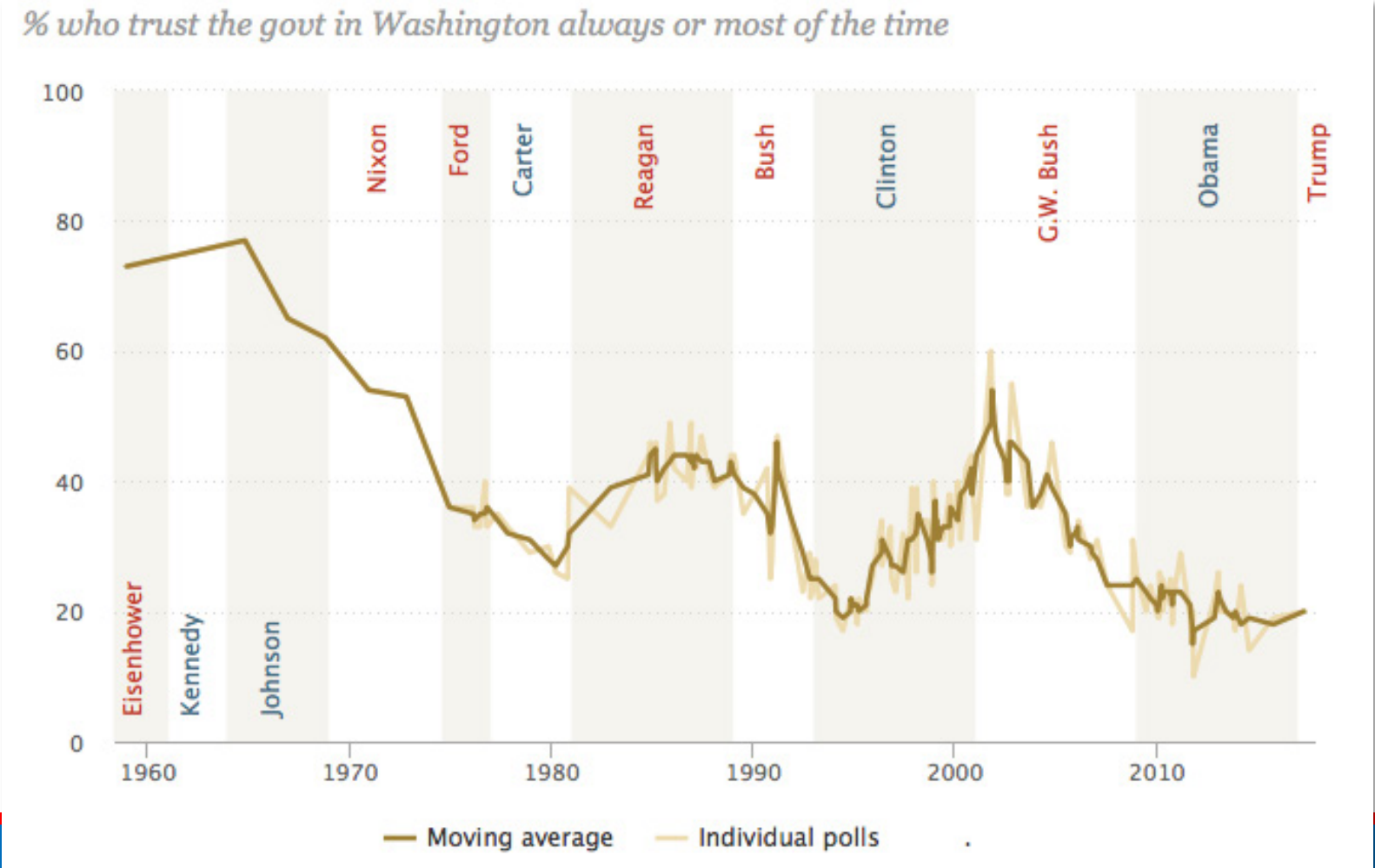
Consider: Affordable Care Act as the management map for the future

No one is accountable for anything, everyone is responsible for everything

Auditing challenge #2— trust in government

Restoring the public's confidence in government's work

Public trust in government: historic low



Source: Pew Research Center

Auditing challenge #3— human capital

Most big problems are people problems

Mandate: transforming human capital to manage “crossing the streams”

Advantage: we need what millennials bring—technology-savvy, network-driven

Who ya gonna call?

