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Human Capital Strategic Plan FY2009-FY2013

This USAID Human Capital Strategic Plan (HCSP) outlines USAID’s five-year strategic plan for the management of human capital. This Plan focuses on achieving USAID’s goal to “advance freedom for the benefit of the American people and the international community by helping to build and sustain a more democratic, secure, and prosperous world composed of well-governed states that respond to the needs of their people, reduce widespread poverty, and act responsibly within the international system.” To achieve this, USAID is committed to “getting the right people in the right place, doing the right work, at the right time to pursue U.S. national interests abroad.” The intersection of these goals drives USAID human capital activities on all fronts, including talent management, succession planning, diversity, and accountability.



Download the **Human Capital Strategic Plan FY2009-FY2013** here. (4 mb PDF)

The USAID Human Capital Strategic Plan, FY 2009-2013 addresses the Human Capital Assessment and Accountability Framework (HCAAF) five standards of success:

1. Strategic alignment
2. Leadership and knowledge management
3. Performance culture
4. Talent management
5. Accountability

This plan discusses future steps needed to meet emerging challenges and acknowledges areas that still require improvement. Given changes since the FY 2004 plan was written, in the international environment, development community, and USAID’s organizational and operational initiatives, priorities have changed. These changes have prompted the reorganization of Strategic Objectives (SOs) based upon new priorities and needs.

More Information

- [Human capital strategic plan, 2004-2008 : building a new generation](#) [pdf, 2.1mb]

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