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Article 19

Upward Mobility

Section 1. Goal

The parties agree that the goal of upward mobility is to provide employees the opportunity to compete for Agency positions so as to advance and perform at their potential. **Training provided by the Agency will afford employees the opportunity to enhance the skills necessary to carry out their jobs, so that they may perform at their highest potential and thus, improve their chance to advance commensurate with their ability.**

Section 2. Objective

Upward mobility objectives are to be an integral consideration in affirmative action planning and will be consistent with equal employment opportunity goals and objectives.

In implementing upward mobility programs, the Agency will consider the following approaches which will provide for:

- 23 A. Identification of job patterns and promotional opportunities commensurate
24 with employee skills and potential;
25
- 26 B. Lateral reassignments and bridge positions for employees whose current
27 jobs do not provide an opportunity for further advancement;
28
- 29 C. Education and training to provide employees the opportunity to enhance
30 promotional qualifications;
31
- 32 D. Staffing techniques;
33
- 34 E. Elimination, whenever possible, of nonperformance related impediments
35 as promotional factors.
36

37 **Section 3. Enhancing Upward Mobility**
38

39 **The agency will utilize measures to enhance upward mobility opportunities**
40 **for employees through details, developmental assignments, educational**
41 **training, mentoring, disability experience that will expose employees to a**
42 **broad range of skills and knowledge in a variety of positions within the**
43 **agency.**
44

45

46 **Section 4. Bridge Positions**

47

48 **The parties are committed to establishing career ladder positions within**
49 **the organization in those situations where positions and functions can**
50 **be grouped in a way compatible with program and work considerations.**

51 **Such positions are termed as “Bridge Positions”. Examples of Bridge**
52 **Positions are:**

- 53 ▪ **RSI position description 02C269 for the GS-9**
- 54 ▪ **RSI position description 02C269B for GS-5**
- 55 ▪ **SSI position description 02C267 for GS-9**
- 56 ▪ **SSI position description 02C267B for GS-5**

57 **Bridge positions allow for employees to move through the career ladder**
58 **from one grade to another.**

59

60 **Section 5. Oversight Committee**

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62 **The parties agree to establish a joint AFGE/SSA committee consisting of**
63 **six (6) union and six (6) management officials. All travel and per diem will**
64 **be paid by the Agency. Meetings will be held quarterly for three days.**

65 **Official time for the functions of the committee will be excluded from the**
66 **bank/caps.**

67

68 **The purpose of the committee will be to:**

- 69 • **Review goals and objectives of the Upward Mobility programs**
- 70 • **Review knowledge of workforce issues affecting the organizations**
- 71 **ability to accomplish the Agency’s mission and goals.**

72

73 **Section 3 6. Educational Programs**

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75 **A. Local Educational Courses**

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77 The Agency, where practicable, will continue to establish programs with
78 local institutions or other training sources that increase the opportunity for
79 employees to participate in continuing education programs.

80

81 **B. On-Line Educational Courses**

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83 **The Agency will continue to maintain an on-line course curriculum**
84 **which is offered to employees. When employees decide to take such**
85 **courses in an attempt to enhance their education with the goal of**
86 **upward mobility, the Agency will offer the opportunity for employees to**
87 **take such courses.**

88

89 **Employees will be offered administrative time for course study. If the**
90 **Agency is unable to release all employees interested in taking such**

91 **courses on a given day/time due to pressing workload needs, the**
92 **Agency will decide which employees will be allowed to participate**
93 **based on their IDP status.**

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