

**United States Department of Energy
Office of Human Capital Management
Innovations and Solutions**



Sean M. Clayton
Human Capital Specialist

Sean Clayton is a Human Capital Specialist at the Department of Energy where he is responsible for a variety of human capital management activities for an agency of 110,000 federal employees and contractors. His role is described as part consultant, part business development manager, and part innovative strategic planner and implementer. In his role at the Department of Energy he conducts marketing and branding campaigns, targeted recruitment projects, and strategic training initiatives. Sean is also responsible for managing the agency's summer internship, student co-op, and Presidential Management Fellows programs. He is also responsible for the development of workforce planning, competency identification and special developmental training for DOE employees. He was hired in May 2005 from the Department of Agriculture's Farm Service Agency where he served as the National Hispanic Employment Program Manager for three years. His experiences have allowed him to lecture about the workforce development life cycle.

Other highlights in his career include being elected as Chair of the National Council of Hispanic Employment Program Managers in October 2005 after serving the previous three years as an executive board member. He also created a conceptualized plan for a workforce planning website at his former employer, the USDA-Farm Service Agency, in an effort to better assess and analyze workforce diversity. Mr. Clayton was also one of the founding charter members that planned, developed, and implemented the first Greater Washington DC Hispanic Youth Symposium in July 2004. This program has now spread to four cities touching the lives of 600 students and awarding over \$100,000 in college scholarships. He also conceptualized the training design for the 2005 and Federal Training Institute at the League of United Latin American Citizens Conference national conference.

Mr. Clayton is a sought after speaker and trainer in the areas of federal hiring and resume writing, Hispanic employment program planning, and understanding the role generational differences play in organizational development. His training workshops and curriculum planning have affected the lives of thousands of high school/college students as well as federal employees across the country all before the age of 30.

Sean has maintained an interest in public service for the past 10 years. He has organized peer-mentoring groups aimed at reducing conflict and violent activity among junior high school students. He has served as an advocate/lobbyist for mandating the use of Holocaust studies in all New Jersey's public schools as a vehicle for students to learn about conflict resolution and prejudice reduction techniques. He also remained vocal at a national level by serving as a volunteer congressional advocate/lobbyist on progressive issues concerning affirmative action, climate control, violence against women, and Native American issues for two years through the Voices for Justice grassroots organization in Washington, DC.

Mr. Clayton attended Ursinus College on a full-tuition scholarship and received his Bachelor of Arts degree in Politics. Mr. Clayton went on to pursue his Masters degree in Public Administration on a full-tuition graduate assistantship in the Fall of 2000 at American University. During his Masters degree program, Sean spent some of his time as a graduate assistant at American University. As a graduate assistant, Sean served as a co-facilitator of the undergraduate Leadership Program in the School of Public Affairs. He has also conducted research in leadership development as well as race and politics in African American cinema.

Mr. Clayton is a member of the Phi Kappa Sigma fraternity. He currently resides in Bowie, MD.