

DoD HR 2002



*HR Worldwide –
Leading the Charge*

HR Training Consortium

John Moseley / Stan Bradley

STRATEGY



HR Worldwide –
Leading the Charge

The Department requires a Human Resources training strategy that ensures a workforce of well-trained HR professionals to meet current and emerging Human Resource needs.

HR SKILLS ARE GOING FAST



*HR Worldwide –
Leading the Charge*

- **DoD lost over 3200 HR professionals between SEP '89 and MAR '02**
- **Thirty-seven percent of DoD's HR workforce is age 51 or older**
- **Thirty-eight percent of DoD's HR workforce is eligible for optional or discontinued service retirement**
- **Forty percent of DoD's HR workforce is between the GS-5 and GS-8 levels**

HR TRAINING HURDLES



*HR Worldwide –
Leading the Charge*

- **Reduction of funding for Component training**
Elimination of some in-house training
- **Lack of some in-house training**
- **Contracted training falls short of meeting current needs**
- **Contractors face aging workforce with little or no succession planning**

SPECIAL SKILLS REQUIRED



*HR Worldwide –
Leading the Charge*

- **Army, Navy, and Air Force traditionally provided in-house HR training to meet unique needs**
- **Funding has been difficult to maintain in light of current mission requirements**
- **The result is a shortage of HR training to meet DoD's required skill mix and implement future HR strategies**



CONCEPT OF OPERATIONS



Intra-agency Group Formed March 2002:

- **Army** (Michael Okin)
- **Navy** (Edie Alexander and Tom Vieira)
- **Air Force** (Joanne Groves)
- **Fourth Estate** (Loria Clipper and Tim McClenahan)
- **CPMS** (Pam Sargent)

PURPOSE



*HR Worldwide –
Leading the Charge*

- **Develop a comprehensive understanding of DoD's HR training needs.**
- **Review current resources for sufficiency, applicability, and cost.**
- **Develop recommendations based upon agency requirements, current resources, and best practices.**
- **Develop an implementation process to effect those recommendations.**

TIMELINE



*HR Worldwide –
Leading the Charge*

March - April 2002: Gathered data on HR Training needs and capabilities for FY03

May - June 2002: Reviewed strategies for meeting DoD HR Training needs from a Department-wide perspective.

July - September 2002: Implement HR DoD Training Strategy.



- **FY03 requirement not final**
- **Goal is to meet requirements in-house**
- **Project multiple courses in most HR functions**
- **Training facilities at Aberdeen, MD**



- **HR training provided by second party**
- **HR Intern Program being implemented**
- **750 training instances needed per year**
- **DoD specific HR training preferred**



- **Training facilities located at Gunter AFB, Alabama**
- **Multiple courses in most HR functions are scheduled each year**
- **Air Force can accommodate 600 training instances and is funded for 546 training instances**

DoD FOURTH ESTATE AGENCIES



*HR Worldwide –
Leading the Charge*

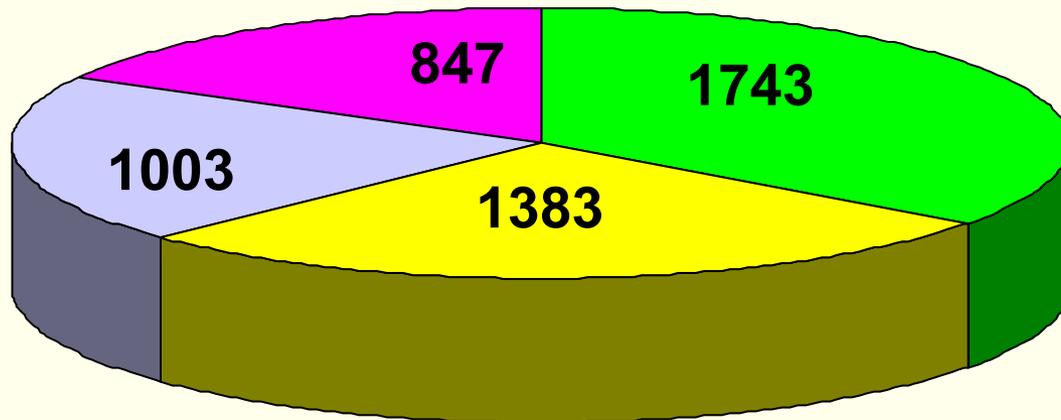
- **No significant in-house training available**
- **Most training accomplished through contractors**
- **DLA anticipates significant requirements after major reorganization of HR**
- **Other agencies' needs vary**

PROJECTED TRAINING NEEDS



HR Worldwide –
Leading the Charge

FY - 03

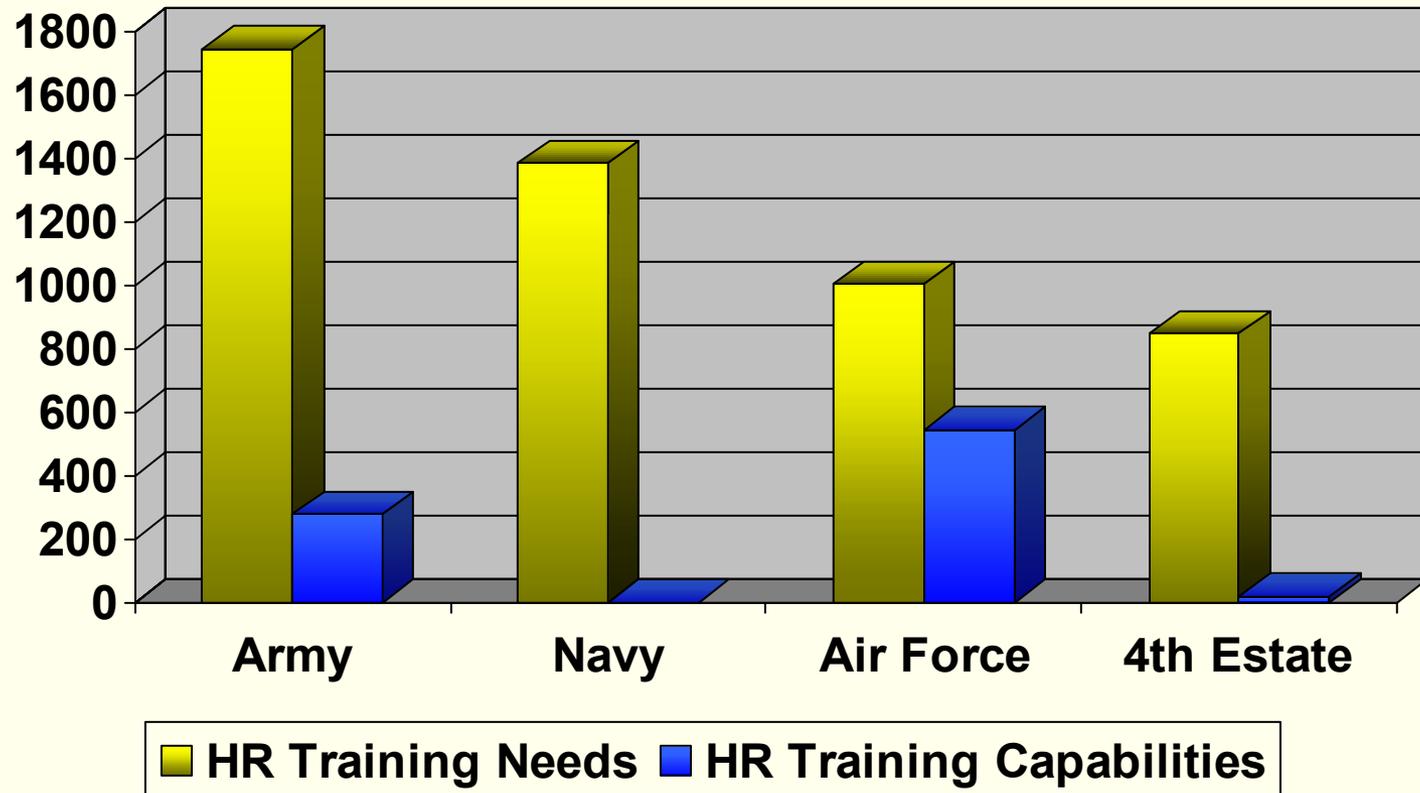


Total: 4976 Instances

DoD HR Needs / Capabilities FY- 03



HR Worldwide –
Leading the Charge

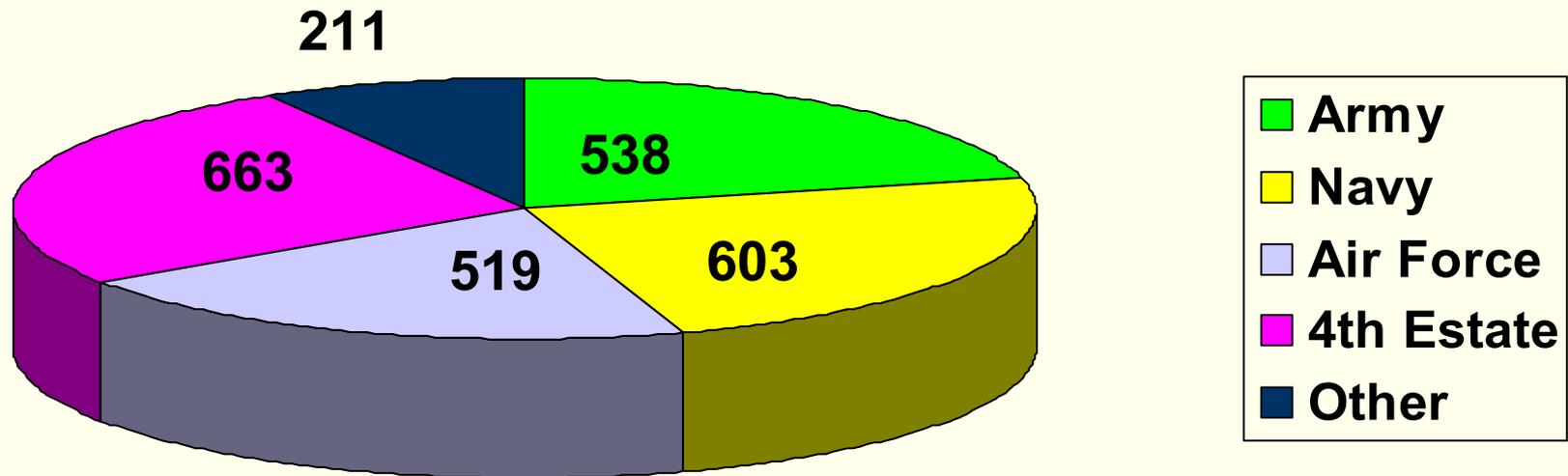


CPMS DELIVERED TRAINING



HR Worldwide –
Leading the Charge

FY – 02*



Total: 2534 Trained

*** Completed & Projected**

MEETING THE SHORTFALL



*HR Worldwide –
Leading the Charge*

WHAT IS THE BEST WAY TO MEET THE DEPARTMENT'S NEEDS?

- **Increase training currently provided**
- **Develop capacity to deliver new courses**
- **When available, use component-developed course materials**
- **Provide training at multiple and varied locations**



“MIXED-DELIVERY” TRAINING STRATEGY

- **Continue use of Aberdeen and Gunter facilities**
- **Use CPMS resources to revise or develop additional courses**
- **Use CPMS resources to deliver additional courses**
- **Use CPMS resources to provide training at multiple locations**

ADVANTAGES



*HR Worldwide –
Leading the Charge*

“MIXED-DELIVERY” HR TRAINING STRATEGY

- **Incorporates Department-wide requirements**
- **Ensures DoD-specific training**
- **Maximizes current facilities and personnel**
- **Incorporates component-developed curriculums**
- **Uses non-component resources to provide additional training**

SUMMARY



*HR Worldwide –
Leading the Charge*

***Together...
we can build a base of HR expertise
like no other in government...
For now and for the future.***