



Huntington District
Learning Lunch
June 2008

Actions for Change Theme 4: Professional and Technical Expertise

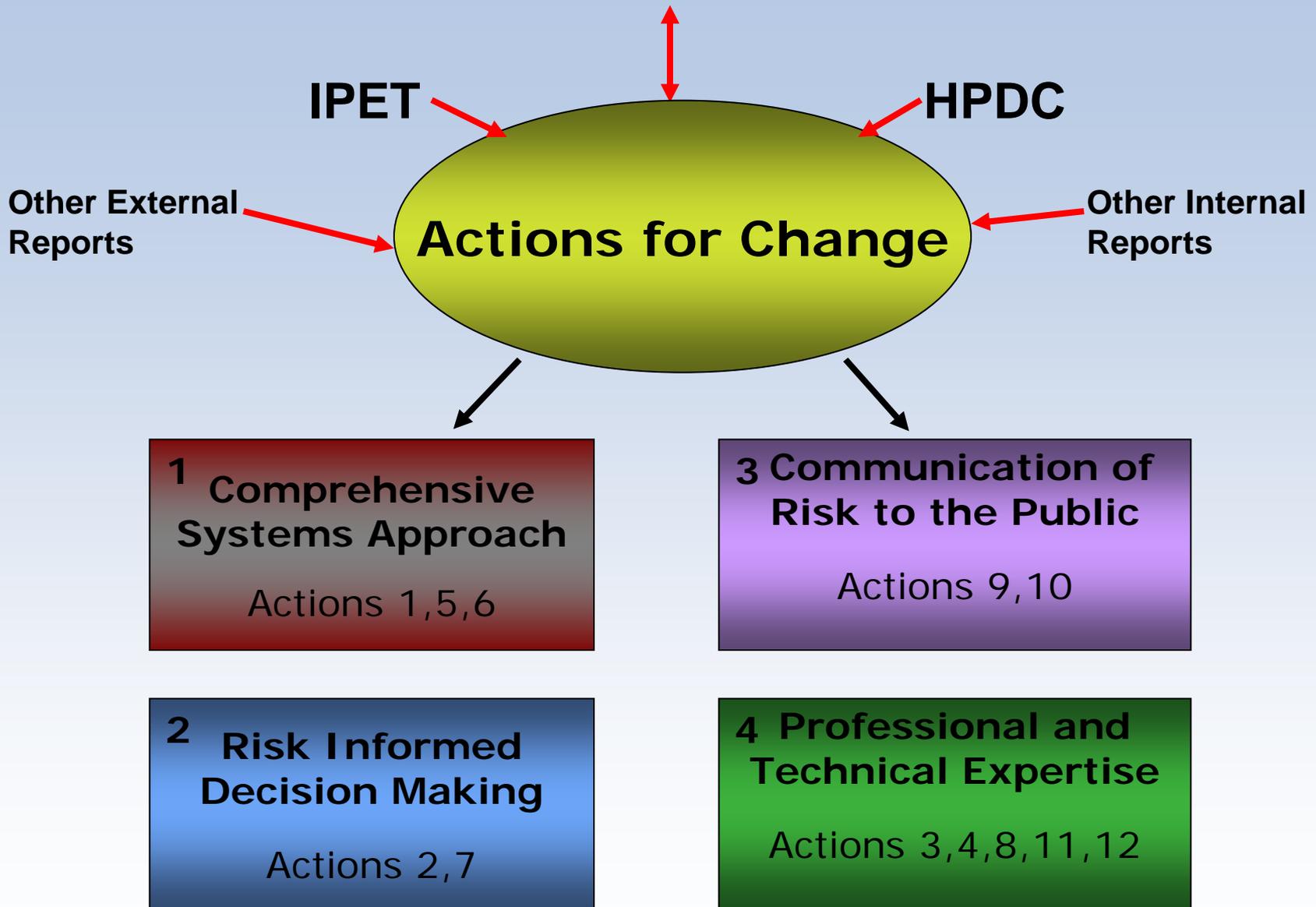
John Jaeger, PhD, PE
USACE Actions for Change Theme 4:
Professional and Technical Expertise

john.j.jaeger@usace.army.mil

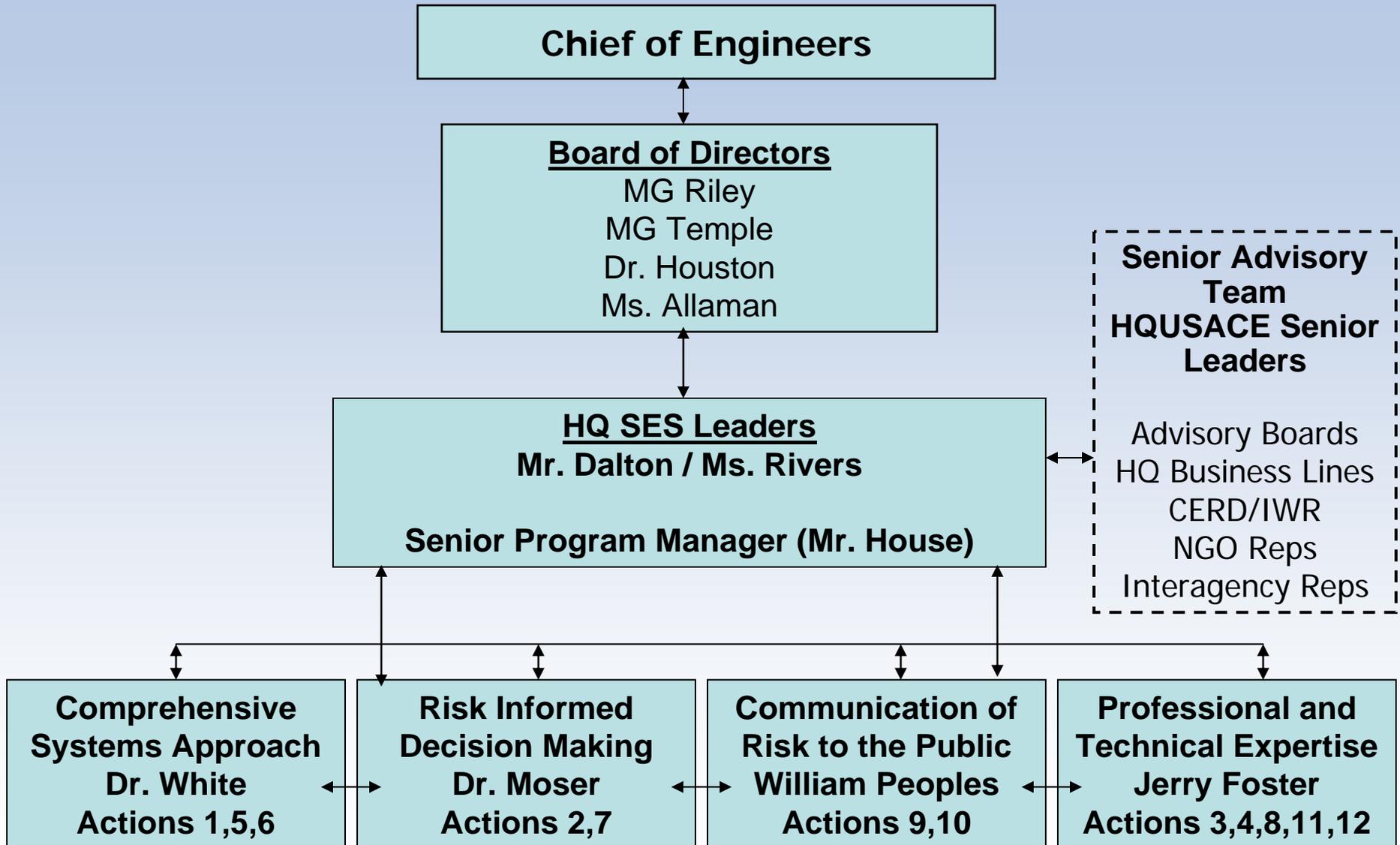
ACTIONS
for **CHANGE**

- 1 Employ an Integrated Comprehensive Systems-Based Approach
- 2 Employ Risk-Based Concepts in Planning, Design, Construction, and Major Maintenance
- 3 Continuously Reassess and Update Policy for Program Development, Planning Guidance, Design and Construction Standards
- 4 Dynamic Independent Review
- 5 Employ Adaptive Planning and Engineering Systems
- 6 Focus on Sustainability
- 7 Review and Inspect Completed Works
- 8 Assess and Modify Organizational Behavior
- 9 Effectively Communicate Risk
- 10 Establish Public Involvement Risk Reduction Strategies
- 11 Manage and Enhance Technical Expertise and Professionalism
- 12 Invest in Research and Development

USACE Campaign Plan



Actions for Change Team Structure



National Technical Competency Strategy (NTCS) – 6 Steps

1. Establish and resource a National Technical Competency Team (NTCT)
2. Identify future USACE missions, roles and methods of delivery
3. Determine competencies and level of technical capabilities to support these future roles.
4. Identify gaps between current and future competency and capability requirements
5. Develop short-term strategy and transition plan.
6. Develop USACE recruitment, hiring, development, and retention strategy.



Professional and Technical Expertise

1. Establish and resource a National Technical Competency Team (NTCT)

Planning – Martin Hudson / NWD

EC – Bill Zaner / NWK (R)

RE – Mary Jane Beck / HQ

PM – John H. Roberts / SWT

CT – John B. Roberts / HQ

Envir – Tomiann McDaniel / HQ

R&D – Joan Pope / ERDC

Reg – Ken Jolly / SAW

OP – Lee Bass / SWL

Installation Support – Jim Lovo / HQ (R)

Milt - COL Dornstauber / HQ

Strategic Workforce Planning – Chris Gluck / NWD

Strategic Integration Directorate – Karen Baker / HQ

HR – Rhonda Rhynes / HQ

EC – John Jaeger / LRH

Team Lead – Jerry Foster / HQ



Professional and Technical Expertise

2. Identify future USACE missions, roles and methods of delivery

- **USACE Strategic Plans**
- **Organizational Structure and Business Process**
- **“Pre-Workshop” 11-12 Dec 07**
- **“External” Workshop 13 May 08**
- **CoP Review and ITR Process (NAD,SAD,ERDC)**
- **“Internal” Workshop Sept 08 (Tentative)**



Professional and Technical Expertise

3. Determine competencies and level of technical capabilities to support these future roles.
 - **CoP's / Sub-CoPs and MSC's**
 - **Implementation of Army Competency Management System (CMS)**
 - **Technical (approx 600 competencies / 70 series)**
 - **Technological**
 - **Professional**
 - **Planning**
 - **Business**
 - **Management**



Professional and Technical Expertise

4. Identify gaps between current and future competency and capability requirements.

- Army CMS – 3 Year projections
- Workforce Analysis Support System (WASS)
- CoP's and MSC's Judgment



Professional and Technical Expertise

5. Develop short-term strategy and transition plan.

- FY 08-09 assessment of MP
- FY 08-09 In-House design for military program
- Training with Industry (TWI)
- Encourage use of authorities for recruitment & retention (ECB)
- Developing process for selection of in-house projects (ECB)
- Identify Risk Management training
- Develop standards for knowledge sharing (ECB in process)
- Completed assessment of EC requirements at MSC's
- Set up DAWIA and business training for USACE
- Completed survey on health of CoP's
- Developing sustainable NTCS business process
- Campaign Plan Goal 4a
- CoP Refresh by NMB
- MSC transition plans based on MOD decisions



Professional and Technical Expertise

6. Develop USACE recruitment, hiring, development, and retention strategy.

- Focus on gaps identified through Army CMS
- USACE Corporate recruitment
- CMS and ATMP
- Mentoring
- Relationships with academia
- Exit interviews
- TWI
- CP-18 intern hiring and training

Questions?



To learn more about Actions for Change
visit us on the web at

<https://maps.crrel.usace.army.mil/AFC/>