

# **National/Regional Recruitment Strategy**

## **★ What have we done?**

- Recruitment Process Improvements (Value Stream Analysis completed and improvements incorporated at two pilot sites, LRD and Fort Huachuca)
  - Integration of CPOC and CPAC functions for job classification and recruitment
  - Holistic PM approach to recruitment with focus on front-end analysis to eliminate rework and streamline later stages
  - Goal is customer satisfaction – the right person in the right seat at the right time
- Developed & Implemented FY08 Human Capital Plan in LRD
  - Linking of income streams and out-year projections (PM data), manpower and budget requirements in the current year (RM data), and strategic recruitment into an overall Human Capital Plan (affects everyone).



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## **★ Challenges / opportunities identified?**

- Execute current workload (challenge and opportunity)
- Dealing with funding fluctuations
- Maintaining technical competencies
- No regional process to balance workforce to workload and address gaps
- Slow, cumbersome recruiting process
- Attract, develop, and retain talent
- Succession planning and strategic hiring



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## **★ What's the planned path forward?**

- Continue hiring process improvements
  - Complete training throughout CPACs in July
  - Allow managers to make tentative job offers on the spot (being developed – CPAC verify qualifications of finalists)
- Develop FY09 HC Plan in conjunction with FY09 RCOB by early August 2008
- Continue to improve strategic hiring based on workload projections and succession planning
- Develop and implement plan to hire deployable positions to support GWOT and other emergency missions



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## **★ What can we do better??**

- Involving Functional Leads in development of strategic hiring decisions in HC Plan
- Establish and improve regional and national recruitment plans that address succession planning and technical competence
- Support to GWOT and disaster recovery efforts



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