

IMCOM REGIONAL RECRUITMENT STRATEGY

★ What have we done?

- Implemented Standard Garrison Organization Templates
- Revamped the Force Development Strategy
- Maximized use of NSPS at all levels
- Established Leadership Development Schooling (CES)
- IMCOM individuals voting board members
- Networked with Cities, Universities, Regions, MACOMS, USACE
- Used of Recent Talent to Recruit

★ Challenges / opportunities identified?

- Cannot Move any Faster
- ARMY no longer choice for employment
- IMCOM rural areas versus urban
- Overseas Assignments Extended

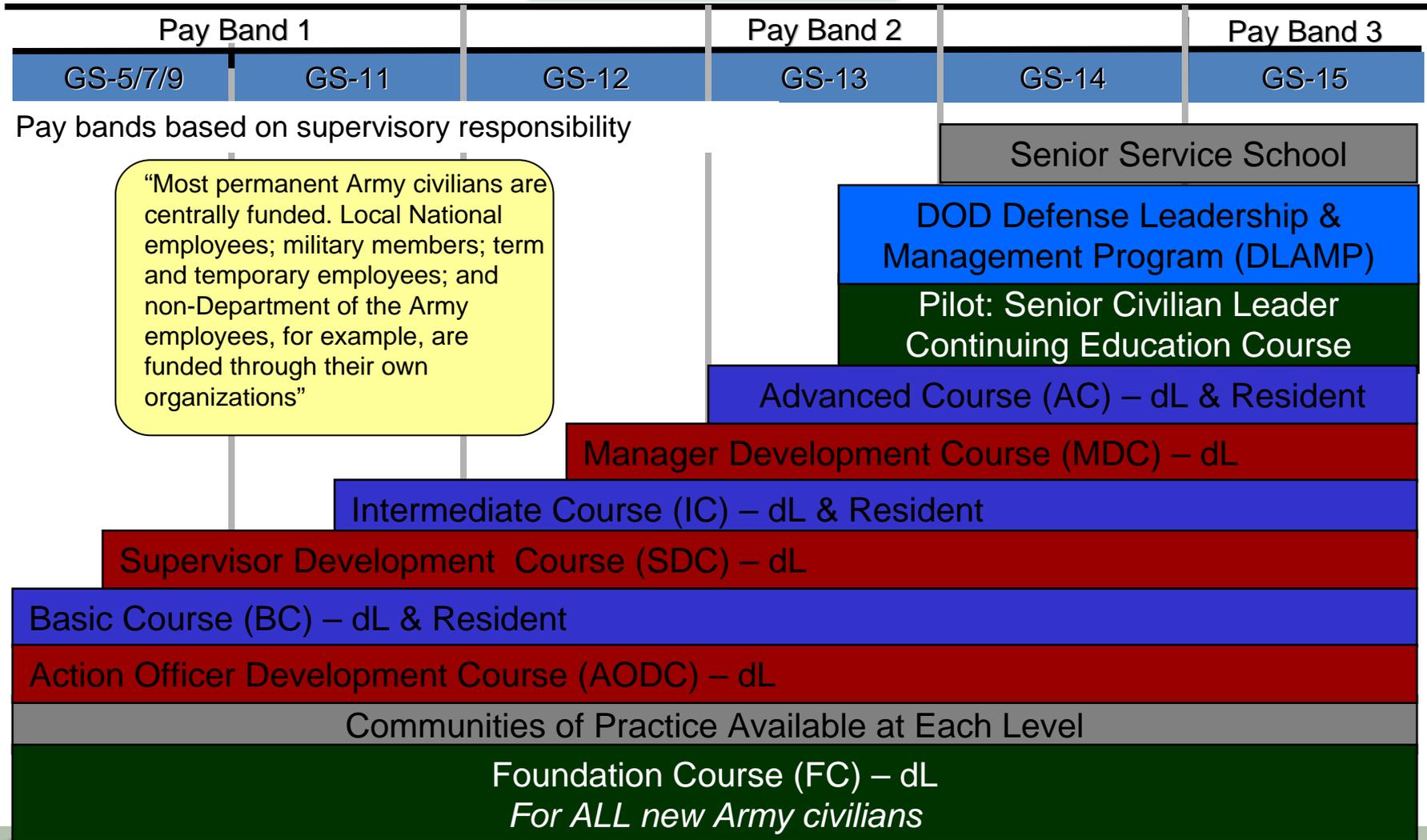


ENGINEERS & SCIENTISTS (CP-18)
ARMY CAREER PROGRAM MANAGERS
TRAINING WORKSHOP

15-17 JULY 2008

BALTIMORE, MD

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ENGINEERS & SCIENTISTS (CP-18) ARMY CAREER PROGRAM MANAGERS

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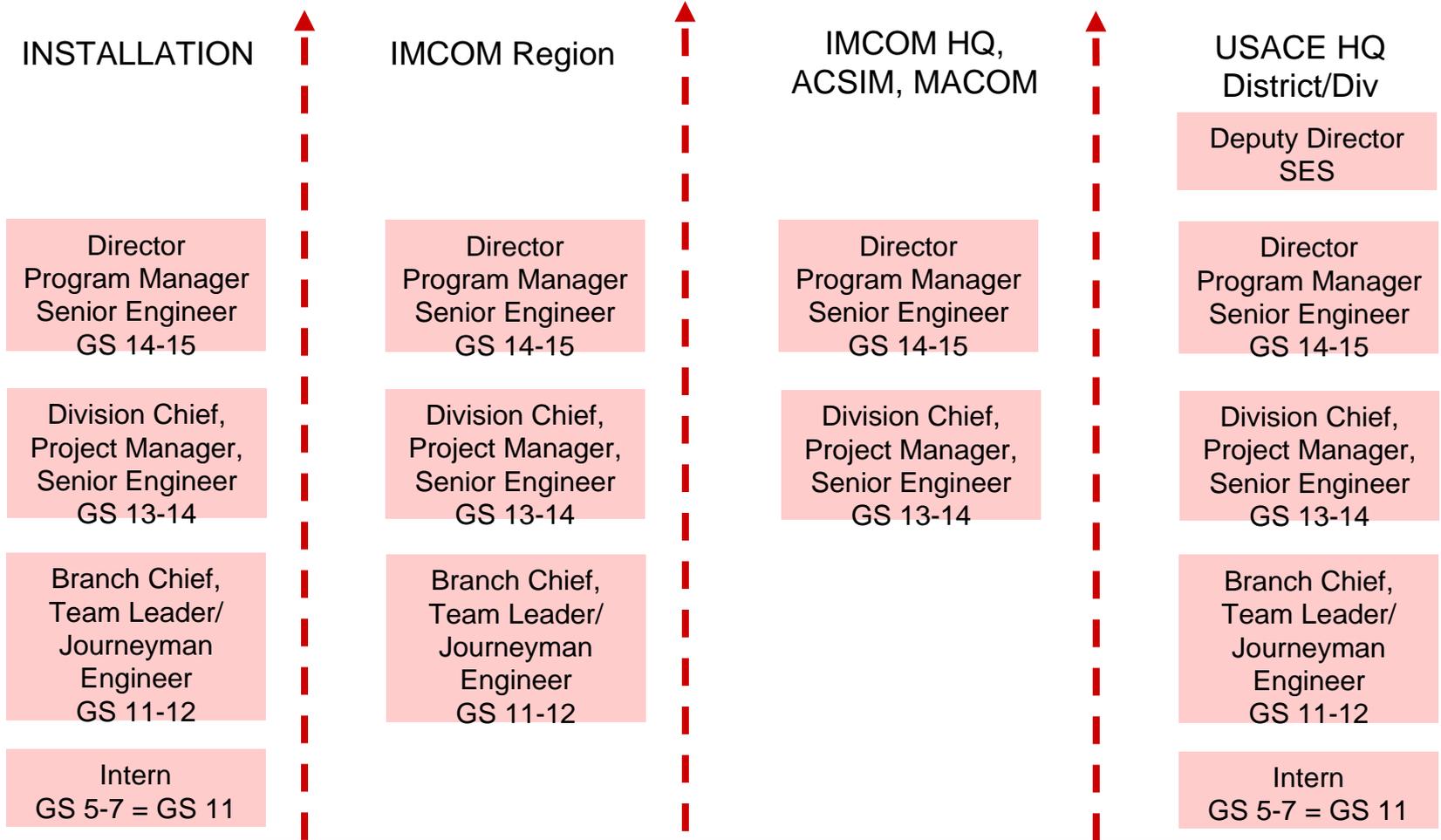
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Career Program Road Map-CP18 Engineers and Scientists



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★ What's the planned path forward?

Aggressively Implement CP-18 Career Program Initiatives

Maximize on ACTEDS and LDP programs

Use the Media and other Armed Forces Services to Seek Talent

Engage the Senior Leadership in supporting the Growth of the Workforce
both Technically and Managerial

Certification of Career Program Managers and Interns Supervisory

★ What can we do better??

Tell the Program Story, CP-18 Career Program is Alive!

Demonstrate to the Careerist what is it for them

Show examples of Career Path, monetary benefits and
technical achievements

Show where we claim to be Competitive with Industry

Market our Engineers and Scientists with Professional Associations



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