

LRD Civilian Recruitment Processes

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Regional Recruiting Process VSA Results

| | Current Process | Future Process | Improvement Possible |
|----------------|--------------------|-------------------|-------------------------|
| Steps | 54 | 31 | 39% |
| Cycle Time (d) | 64-574 | 47-446 | 22-27% |
| Touch Time (d) | 5-20 | 4-17 | 16-20% |
| Approvals | 15-23 | 4-5 | 80-83% |
| Rework | 2.33 | 1.53 | 34% |

Value Stream Analysis

- **LRD initiative to review “management” processes**
 - LRD and District vacancy approval processes
 - LRD and District ranking and selection processes
- **Initiated by management in RMB discussions**
 - Nashville volunteered L6S Green Belt as project lead
 - LRD to assist and coordinate
 - USACE VSA lead
- **VSA: 27-30 November 2007 at LRN**

LRD VSA

- **Proposed Team:**

- Nashville project lead
- Each District represented on team
- LRD/HQ USACE HR representative
- CPAC representatives
- Senior leaders at LRD and in Districts
- Functional representatives from Districts

- **Initial Steps:**

- District assistance in “mapping” current District processes

- **Project Timeline**

- Week long event
 - All day sessions (4-5 days)

LRD VSA

- **Output:**
 - Management processes mapped
 - A streamlined, value-based process recommended
 - Presented to and approved by Regional Command Council
 - Selection processes have options
 - Review and approval processes standardized
 - Interface with budget, income, and workload projections/decisions
 - Pre-approvals of “plans” versus individual action reviews
- **Key reason for success:**
 - Senior leader buy-in and involvement

Significant VSA Process Changes

- **Upfront Human Capital Plan**
 - Eliminates requirement for individual approvals of vacancies
 - One-time analysis and approval of plan
 - Eliminates need for individual PMC review
 - Eliminates need for individual COP/Functional Board Review
 - Eliminates need for individual CG approval
 - Allows better analysis
 - More proactive, complete, long-term
 - Considers workload and income projections
 - Linked with regional budget approval process
- **Buy-in for “Expedited” Recruitment Model/L6S**



US Army Corps
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Human Capital Plan



- **Purpose:**
 - Ensure sufficient personnel strength and capabilities to execute projects and programs
 - Facilitate a responsive, rapid recruitment process
 - Ensure sufficient number & type positions to meet income and FTE utilization targets
 - Provide a process for evaluating, guiding and maintaining technical competencies
- **Components** – “Approved Positions”
 - Individual Manning Document (IMD)- controlling document
 - District HC Plan Presentations
 - Official Organization Chart
- **Process**
 - HC plans developed simultaneously with RCOB; next FY HC Plan approved in August; adjusted during mid-year review
 - Rules concerning moving, changing positions covered by “expedited recruitment process”



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Questions