



Human Capital Strategic Plan

Excellence With Integrity

The Issue

The Department of Defense (DoD) Acquisition, Technology and Logistics (AT&L) community provides critical capabilities in support of our nation's Warfighters. It is essential that we maintain a diverse and knowledge-based workforce capable of meeting this mission. To accomplish this, AT&L has developed an overarching Human Capital Strategic Plan that will provide Components and Functional Advisors with an integrated strategy to right-shape an agile AT&L workforce for the future.

Our Role

The Director of Defense Procurement and Acquisition Policy (DPAP), serving as Functional Advisor for the Contracting, Purchasing and Industrial/Contract Property Management Career Fields (hereafter referred to as the Contracting Community) is working hand-in-hand with DoD's Senior Procurement Executives to develop a human capital plan for this community. The objective of this initiative is to draw upon the strengths of the Contracting Community to ensure we have the right people, doing the right jobs, at the best value.

Human Capital Plan for the Contracting Community

Mission:

Provide equipment and services to meet the needs of the Warfighter

Define competencies required to deliver capabilities

Adjust personnel strategies to eliminate gaps



Assess workforce to identify current & future gaps

Vision:

Acquisition excellence with integrity



Implementing the Plan

This plan will ensure the Contracting Community continues to effectively deliver equipment and services that meet the needs of the Warfighter. The human capital plan will put in place a continuous process to define the competencies required to deliver mission critical capabilities; assess the workforce to identify current and future gaps; and adjust personnel strategies (e.g., recruitment and retention efforts) to eliminate gaps. In addition, the plan will address opportunities for training and development and align our strategies with the performance management system.



Defense Procurement and Acquisition Policy

Where are we now?

Building Competency Models

The cornerstone of DPAP's human capital strategic plan is the development of competency models for the Contracting, Purchasing and Industrial/Contract Property Management career fields. DPAP is currently developing models that will define the necessary tasks, knowledge, skills, abilities and personal characteristics required to deliver mission-critical capabilities. Components may use these models to identify competencies in the current workforce and define those needed for delivering future capabilities. These models will evolve through three distinct steps:

1

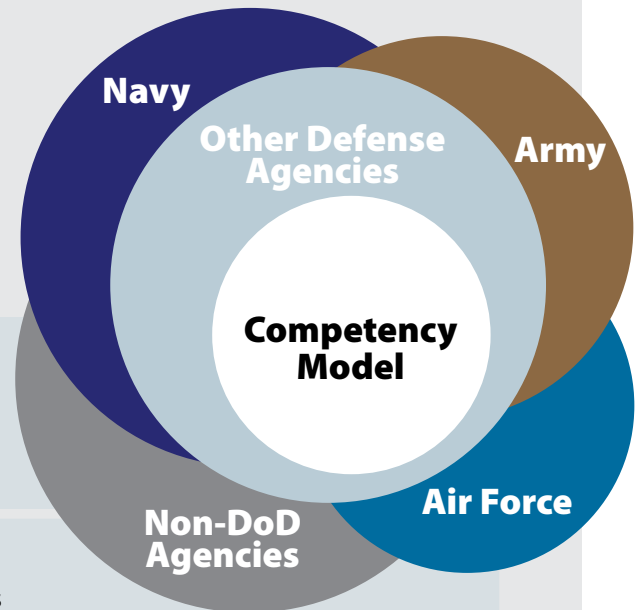
An expert panel will develop a framework for each competency model, identifying Subject Matter Experts (SME) and endorsing the effort within their workforce.

2

The chosen SMEs will then provide essential data about their job functions and identify key behaviors – tasks, goals, outcomes, skills, attitudes – that shape their success.

3

Employees and managers from each career field, and distributed across the services and agencies, will be selected at random to validate the competency findings.



A final competency report for each career field is anticipated for early 2007. We look forward to the community's participation as outlined above to help us meet this milestone.

The Next Step

When the competency models are completed, the Contracting Community will move forward with an assessment of its workforce. Watch for future updates as we prepare to identify current and future workforce gaps and adjust human capital strategies to address them. We look forward to working with you throughout this effort.

For More Information:

If you would like to provide comments or suggestions on this initiative or if you would like more information, please contact:

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