

Human Resources and Organizational Management Branch

Strategic Workforce Planning *Mission, Vision, and Function*

Mission

To analyze the civilian workforce of our serviced organizations and provide strategic guidance and advice to the senior leaders, managers, and supervisors in their critical roles to develop and align their organization and workforce to fulfill its mission.

Vision

To ensure all of our serviced organizations comprise a well-aligned, highly skilled, motivated, and diverse workforce that possesses appropriate competencies and developmental opportunities in order to accomplish their missions, regardless of the changes and challenges they may face.

Function

To provide:

- Guidance in determining each organization's mission and strategic goals
- Research and analysis of present workforce conditions and future requirements (i.e.: demographics, employment trends, competencies, affirmative employment, etc.).
- Advice regarding the formulation and implementation of SWP action plans
- Assistance in gathering and analyzing performance data as a result of these plans