



# Sustaining a Highly Capable, Mission-Ready Maintenance Workforce



DoD Maintenance Symposium  
Nov 2007



**CALL TO DUTY**  
BOOTS ON THE GROUND

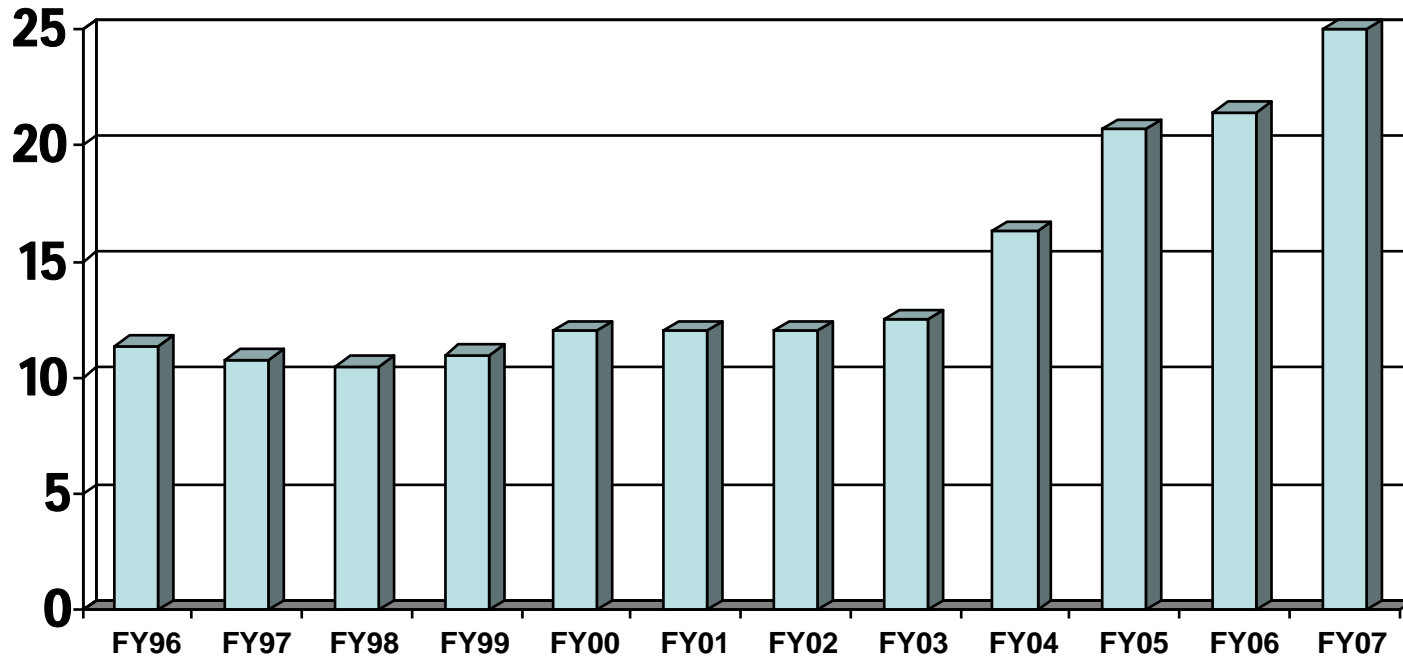
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# The Army's Organic Maintenance Depots

## Direct Labor Hours Required To Execute The Workload At The Organic Depots



The total FY00 program (organic + contract) was smaller than just the organic portion of the FY07 depot -level program.

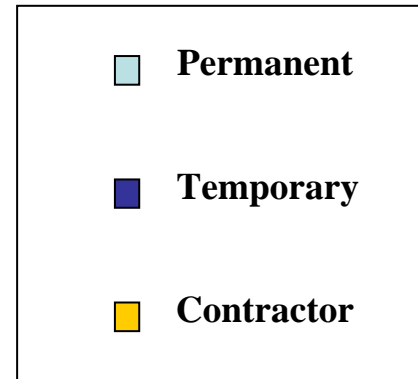
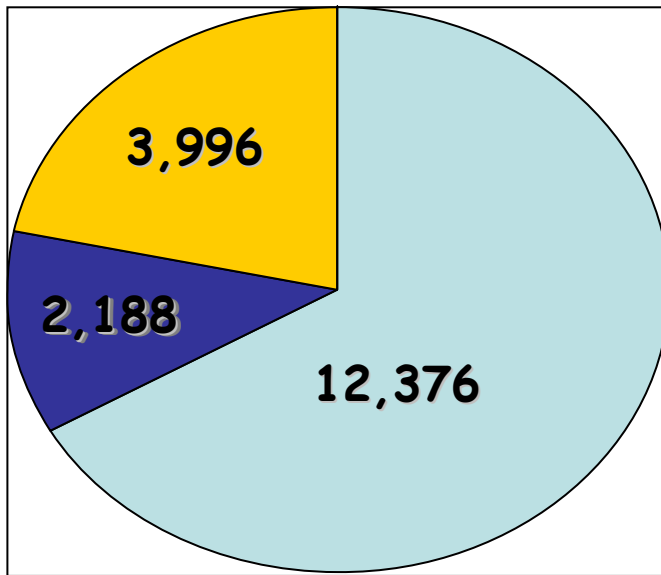


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The Depots Answering The Call



# Depot Workforce - End Of FY 2007



	ANAD	CCAD	LEAD	RRAD	TYAD	TOTAL
<b>Contractor</b>	5.9%	21.3%	40.6%	23.8%	28.8%	21.5%
<b>Temporary</b>	20.1%	0.0%	3.3%	29.8%	1.9%	11.8%
<b>Permanent</b>	74.0%	78.7%	56.1%	46.4%	69.4%	66.7%
<b>Total</b>	100%	100%	100%	100%	100%	100%



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**A Flexible Workforce**



# Workforce Planning

Civilian Workforce Turn Over

Pool of Contractor/Temp Employess

Apprentices

Cooperative education students

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Skills Assessments/  
Gap Analyses

Recruiting / Hiring / Training /  
Succession Plans

Performance Measures

Postured To:

- support ARFORGEN (short term)
- develop/retain core skill sets (long term)





# Aligning Maintenance Operations with Warfighter Outcomes

Army Campaign Plan: Adapt the Institutional Army to effectively generate and sustain the Operational Army in support of ARFORGEN to provide relevant and ready land power to the Joint Force



Readiness Objectives:

S-3  
R-2

S-2  
R-1

S-1  
R-1



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Aligning Depot Maintenance with ARFORGEN



# Aligning Maintenance Operations with Warfighter Outcomes

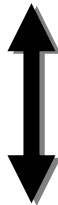
JCS OP Plans

OIF / OEF Experience

COTS ?  
ONS ?

Weapon System Reviews (ASA, ALT)

Core Depot Requirements



Funded Program (POM)

Depot Maintenance Corporate Board

The Organic Sustainment Base

• Does the workforce have the needed skill sets?

• Is the sustaining base resourced and prioritized correctly?



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Building the Responsive Future Sustainment Base



# What I Left You With

- ❑ Army organic maintenance depots surged to meet requirements
- ❑ Civilian workforce augmented by contractors / temporaries
- ❑ Workforce challenges:
  - Flexibility to support ARFORGEN
  - Strategic Workforce Planning to support the future responsive organic sustainment base



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