

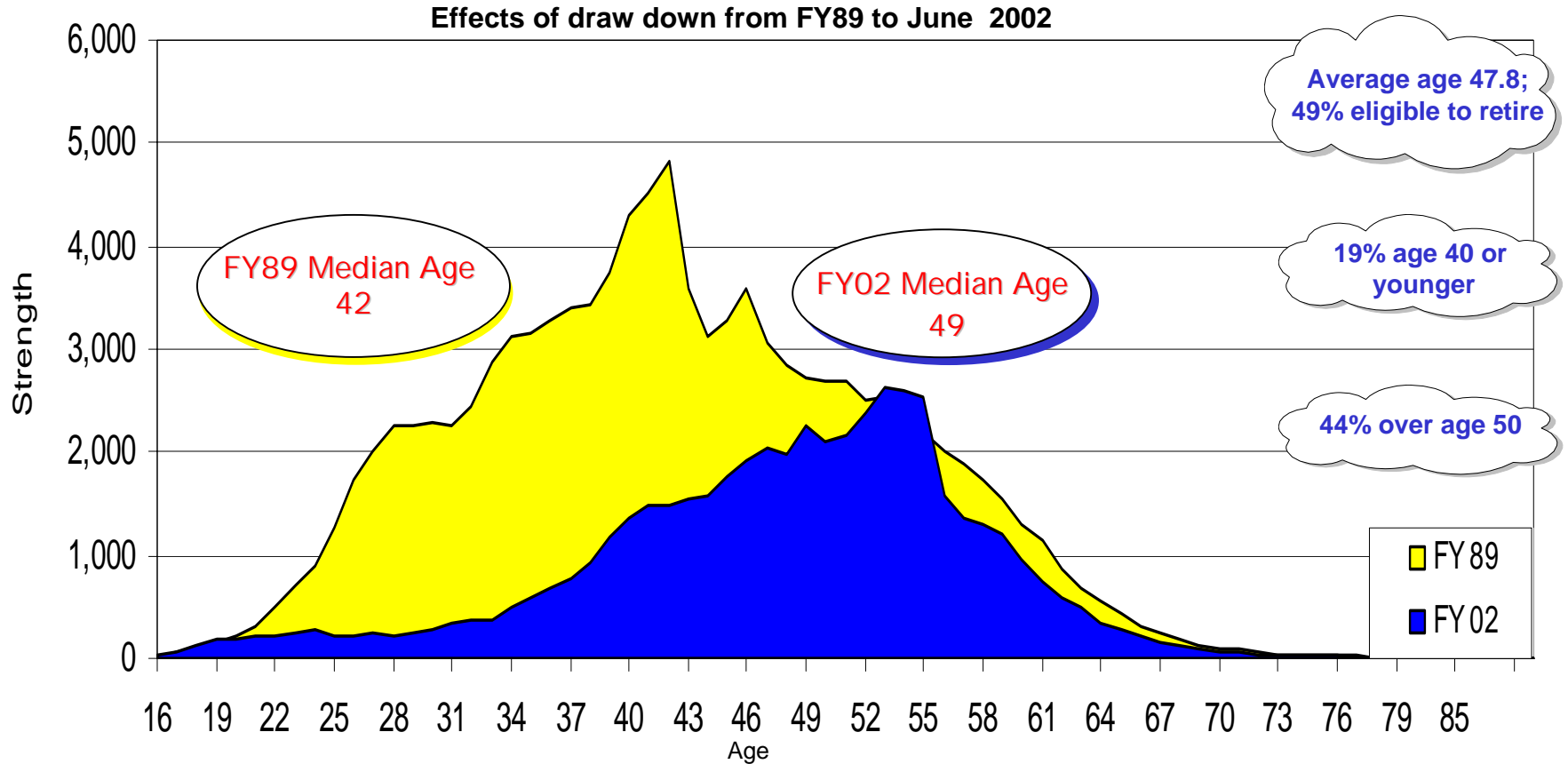


***AMC Workforce
is KEY to Army
Transformation***

AMC Workforce Profile

ISSUE: Hire and develop fresh talent, or atrophy as an organization

62.4% Eligible for retirement in 2005

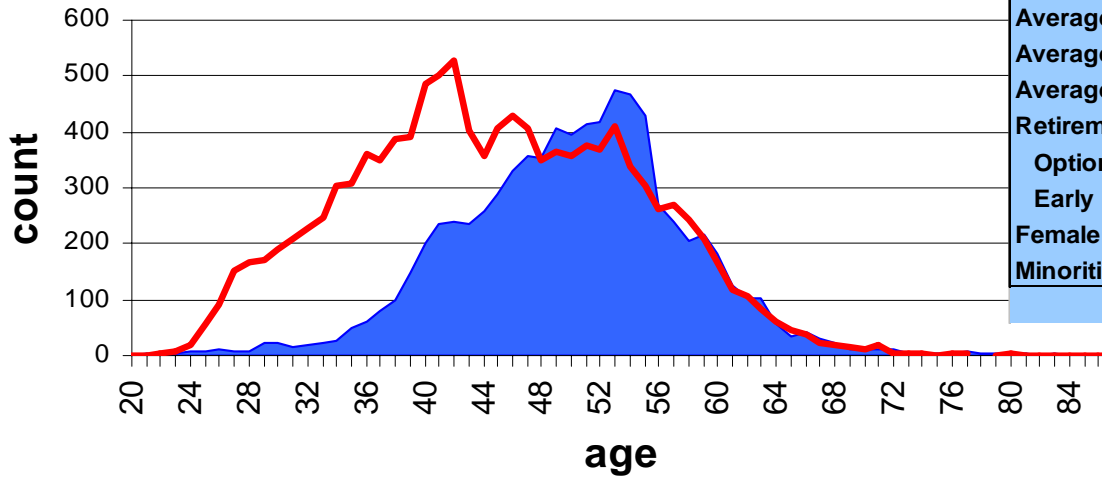


Permanent Work Force Age Groupings						
	< 30	30 - 40	41 - 50	51 - 60	60 +	Total
Sep-89	12,530 (12 %)	34,291 (32 %)	34,223 (32 %)	20,752 (19 %)	4,911 (5 %)	106,707
Jun-02	2,695 (5 %)	7,385 (15 %)	18,174 (36 %)	18,705 (37 %)	3,306 (7 %)	50,265

Source: WASS, 30 June 2002

Age Distribution for AMC Core Competencies

**Logistics Age Distribution
[CP13,17,20,24,33]**



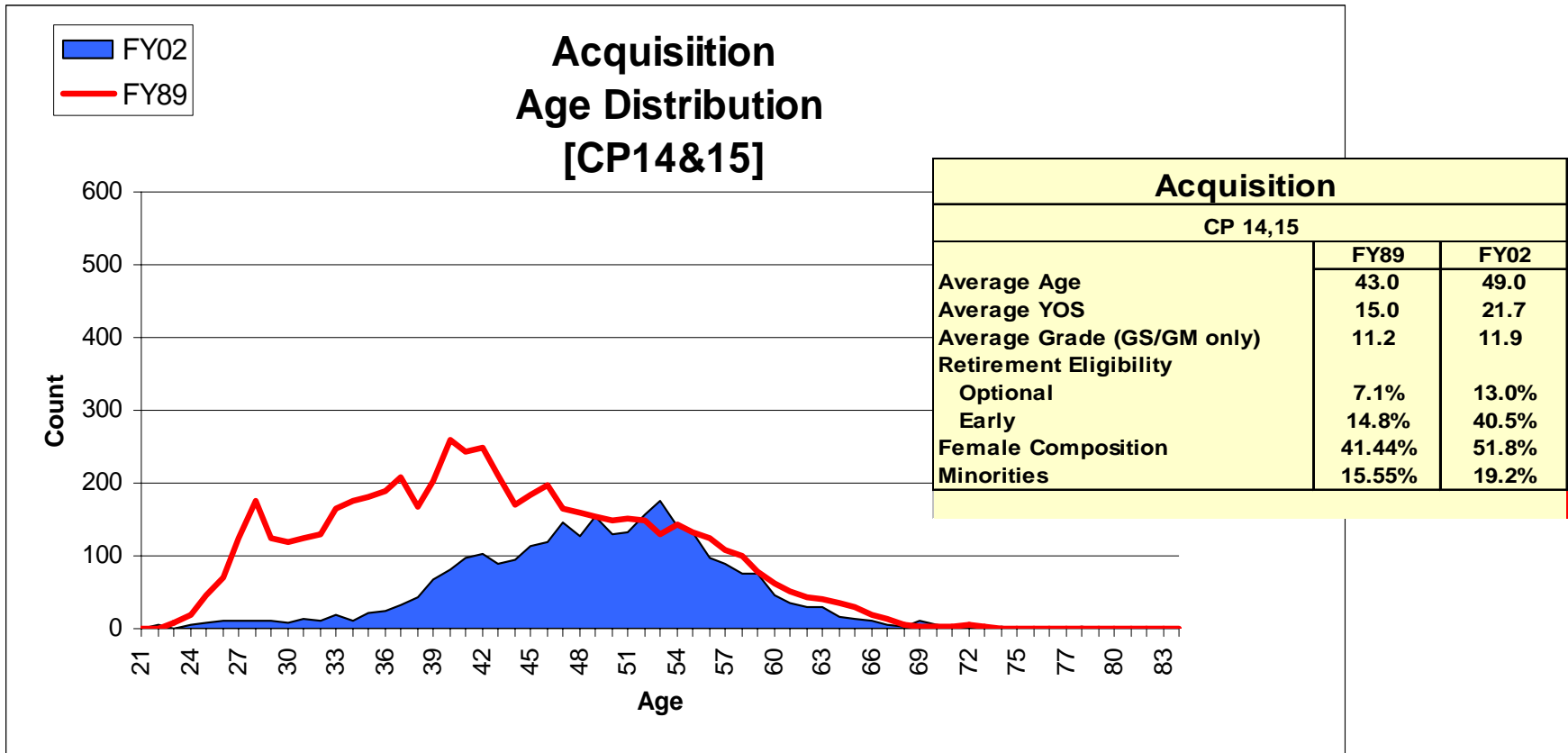
Logistics		
CP 13,17,20,24,33		
	FY89	FY02
Average Age	44.8	50
Average YOS	16.8	22
Average Grade (GS/GM only)	11.0	11.6
Retirement Eligibility		
Optional	8.8%	14.3%
Early	17.9%	43.3%
Female Composition	29.11%	33.20%
Minorities	18.06%	21.20%

■ FY02
— FY89



WASS data as of 30 June 2002

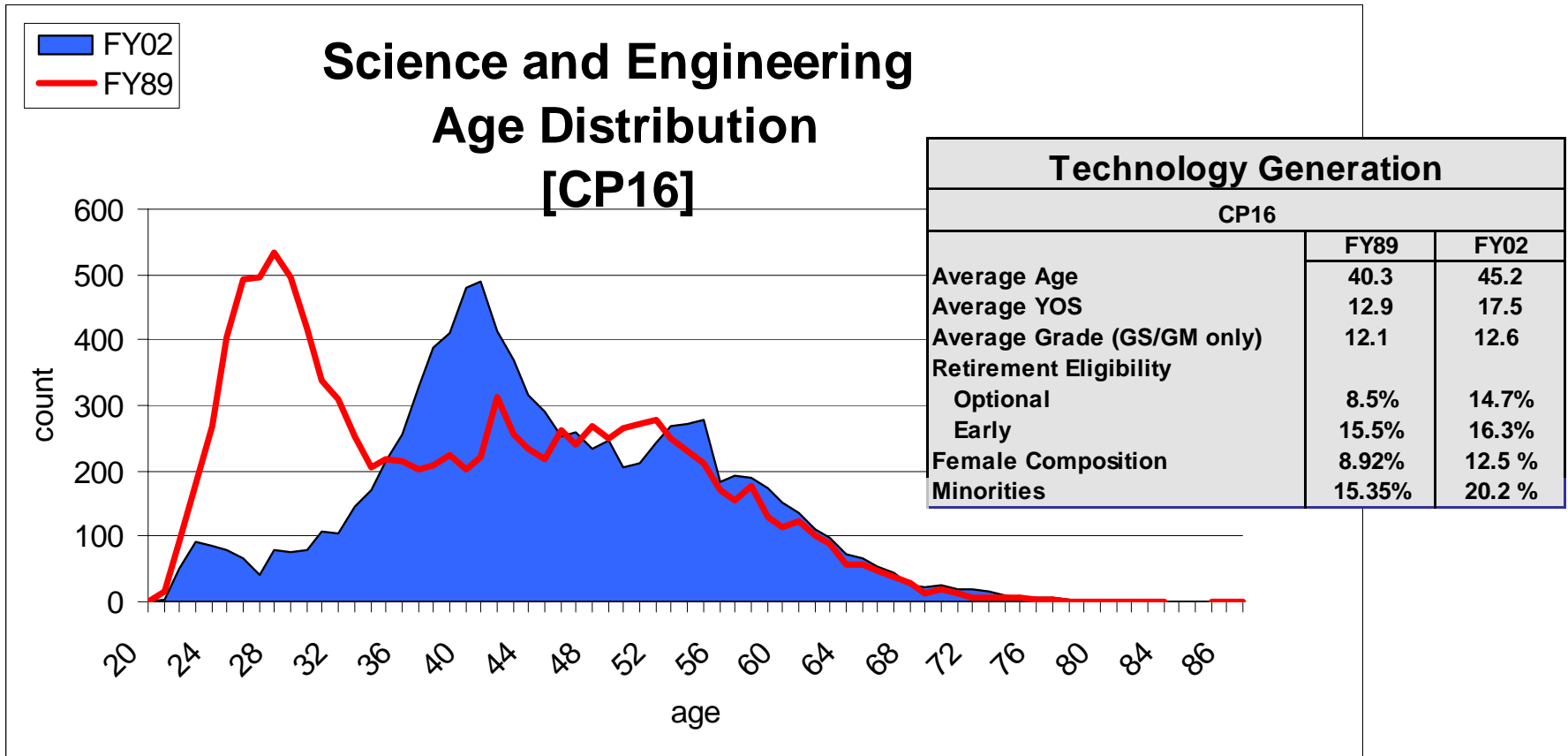
Age Distribution for AMC Core Competencies



WASS data as of 30 June 2002



Age Distribution for AMC Core Competencies



WASS data as of 30 June 2002



Workforce Revitalization

Throughout AMC
is Key to Army
Transformation

AMC Interns
Local & DA
Centrally Funded

AMC Apprentices
Machinists, Heavy
Mobile Equipment
Mechanics, Aircraft
Mechanics

AMC Fellows
5 Year Program
Includes Graduate
& 3 One-Year
Rotations

OSC
Senior
Leader Cross
Training
Program
Proposal

TACOM
Senior
Leader
Rotation
Program

CECOM
Aggressive
Annual
Hiring
Plans

ARL
Science &
Technology
Academic
Recognition
System
(STARS)

SBCCOM
Preparing
Leaders for
Tomorrow
Initiative

AMCOM
Summertime
Science &
Engineering
Apprenticeships

AMC Fellows Program

Key Features

Mobility
Required

Five year
program

Multifunctional
Training

Continuing
Service
Agreement

Graduate
Training

Army Field
Experience
(Greening)

Outstanding
Scholars

Logtech

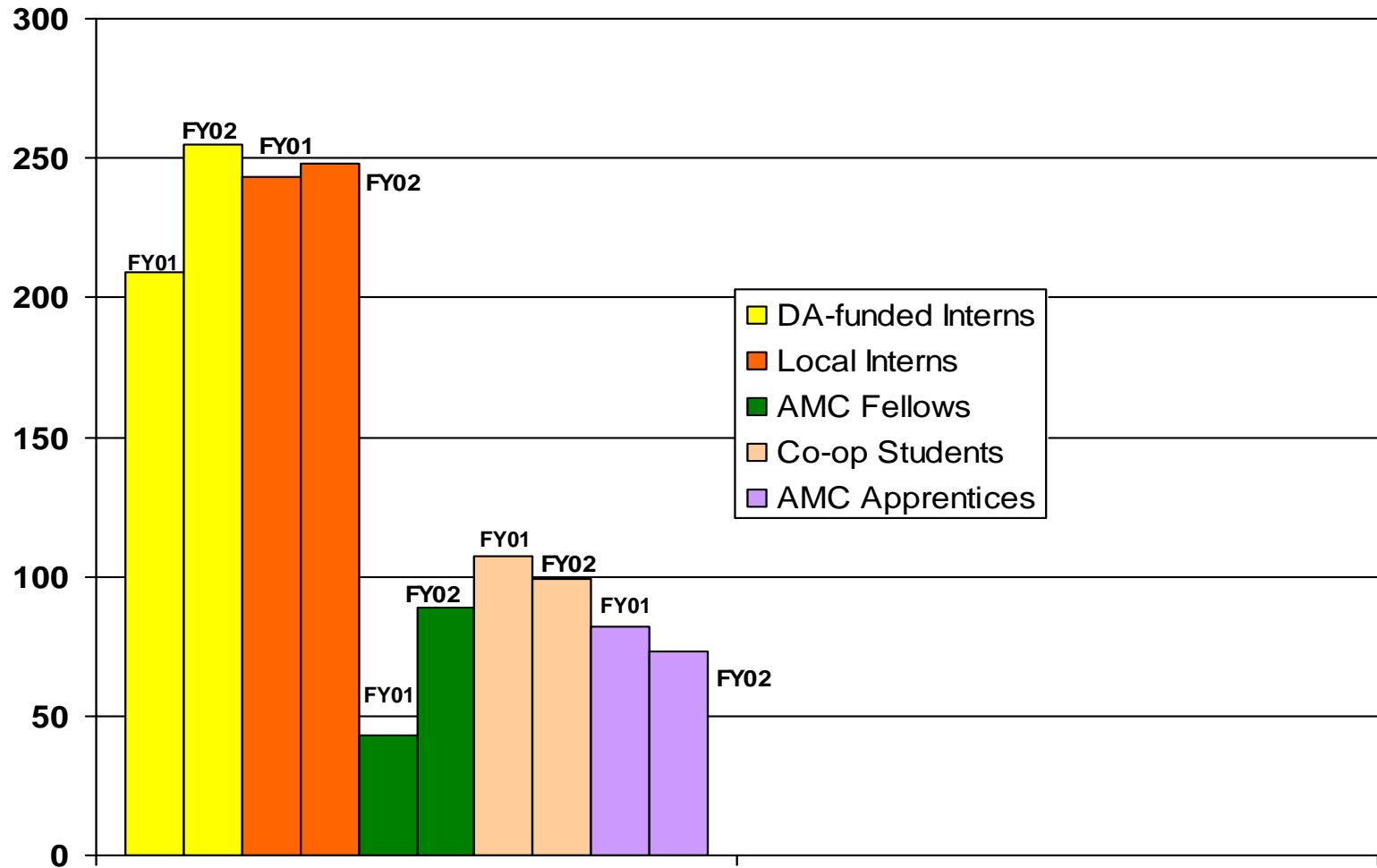
Key Features

**Partnering with
Industry, Academia
and DoD**

**Executive
Education
Programs**

**MBA Curriculum Development,
with Emphasis on Logistics
& Technology**

Revitalization Investments



Army Initiatives

Civilian Personnel Management System XXI

Civilian Force Planning

- Workforce Analysis Support System (WASS)
- Civilian Forecasting System (CIVFORS)

Targeting the Future to Support the "Transformed" Army

Army Planning Requirements

On-Going Assessment

I - REFORM

II - CHANGE WORKFORCE CONSTRUCT
Strategic Army Workforce (SAW)

Civilian Objective Force

- Legislation
 - ↳ Obtain Hiring Flexibilities
 - ↳ Repeal Classification Act of 1949
 - ↳ Establish Broad Pay Banding
 - ↳ Rank-in-Person

Army Initiatives

Personnel Transformation...

Building Tomorrow's Civilian Force

... to ADAPT

... to BECOME MULTI-FUNCTIONAL

... to GROW

- **Career Fields**

- Institutional Support
- Acquisition Management
- Information Technology
- Science and Engineering Management
- Medical Support

- **Central Management**

- Board Selected
- Managed Assignments
- Maximize Incentives (hiring/performance)
- Mandatory Mobility
- Centralized Funding

- **Validating requirements for FY04 - FY09**

Approximately
20,000
GS-12 - 15s
AMC's Portion 3680

Strategic Army Workforce (SAW)

GS-12 and above supervisors/leaders/managers

*“Managing Civilians the
way we manage
Military”*

INVESTING IN PEOPLE

Army Training & Leader Development Panel (ATLDP- Civilians)

- ✿ **Study of Training for Military and Civilians directed by CSA**
- ✿ **Oct 01 - present - Determine Training Delivery for
Civilian Workforce**
- ✿ **Strategic Conclusions & Recommendations Conference
(SES/GO) Jul 16/17**
- ✿ **Brief CSA - Early November**
- ✿ **End Product - Unified Report: Officer, Noncommissioned
Officer, Warrant Officer, & Civilian - Directing Future**

Summary

What I want to leave with you...

- ★ ***AMC is leading the Technology Challenge to Transform the Army***
- ★ ***Workforce Revitalization is key to Army Transformation***