

# ***Naval Aviation Depot Workforce for the 21<sup>st</sup> Century***

## ***Bridging the Gap***

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# *Agenda*

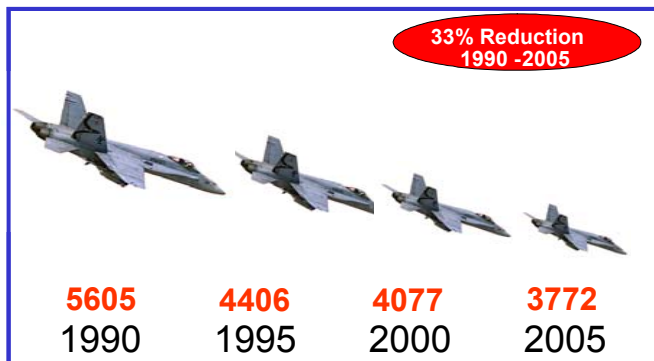
- ◆ Vision
- ◆ Current Environment
- ◆ Desired End State
- ◆ Bridging the Gap
- ◆ Future Environment
- ◆ Facing the Challenge
- ◆ Summary

# ***Vision***

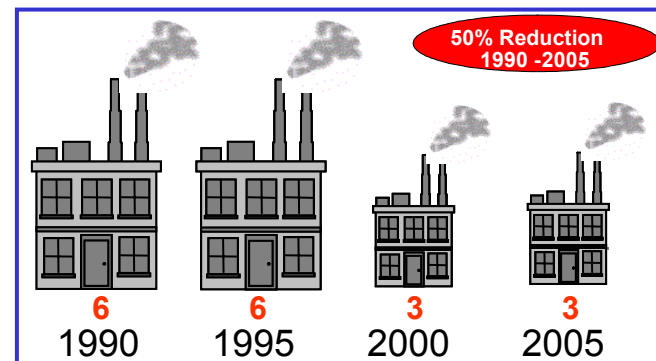
- ◆ The NAVAIR Depot workforce must be multi-skilled, mobile and motivated; operating within a virtual knowledge environment, on highly technical weapons systems, ready to deploy at a moment's notice anywhere in the world.

# Current Environment

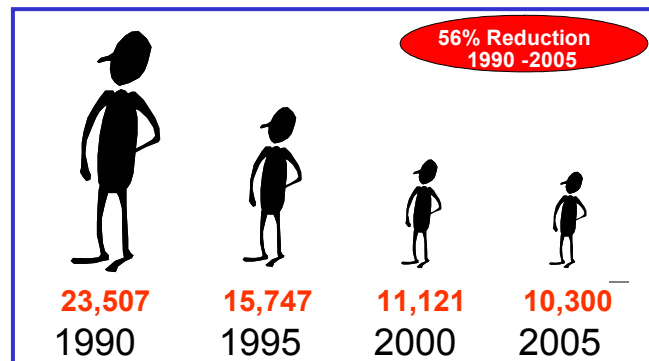
## Naval Aviation Depots



**AIRCRAFT**



**FACILITIES**



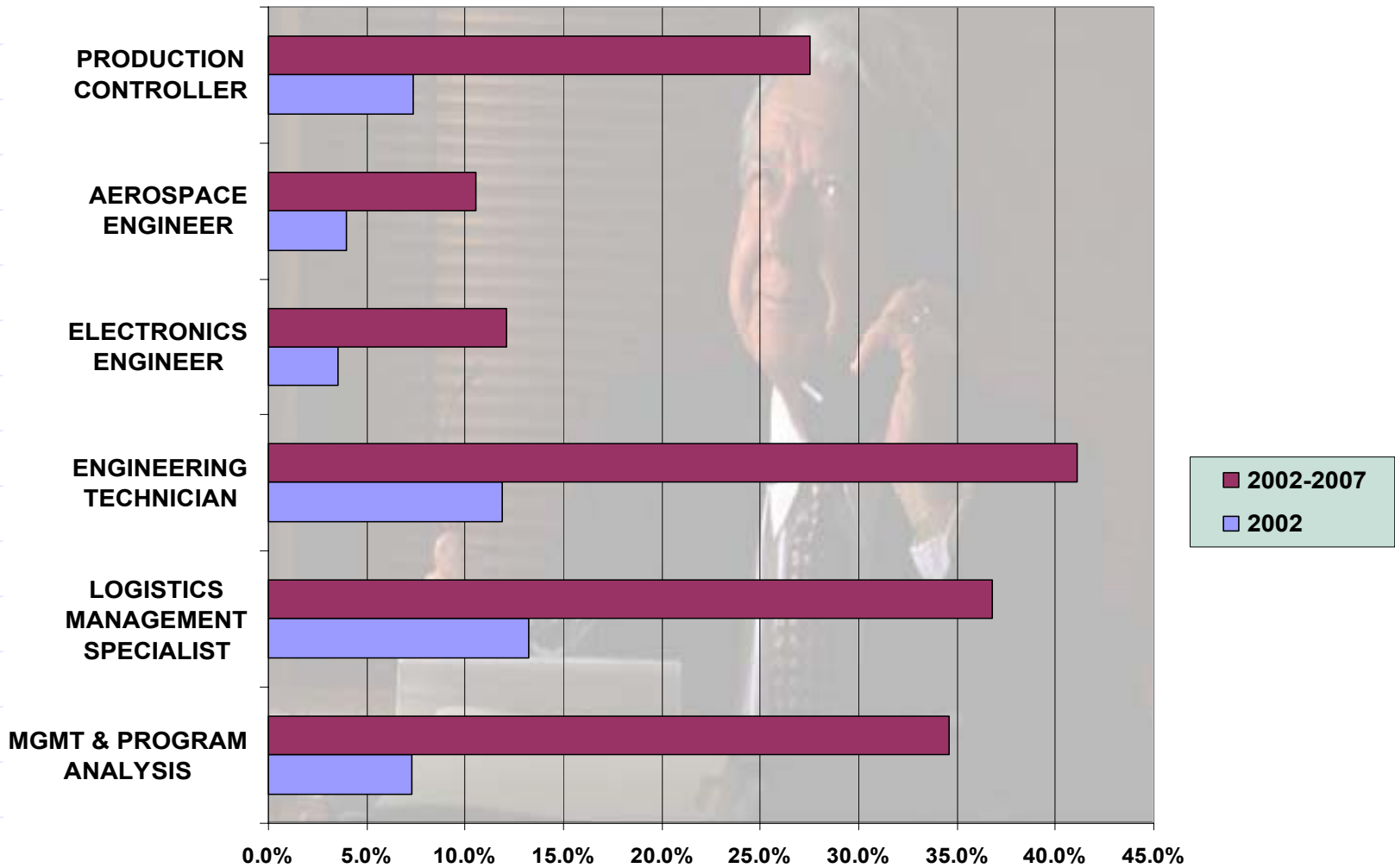
**PERSONNEL**

# ***Aging Workforce Presents Major HR Challenges***

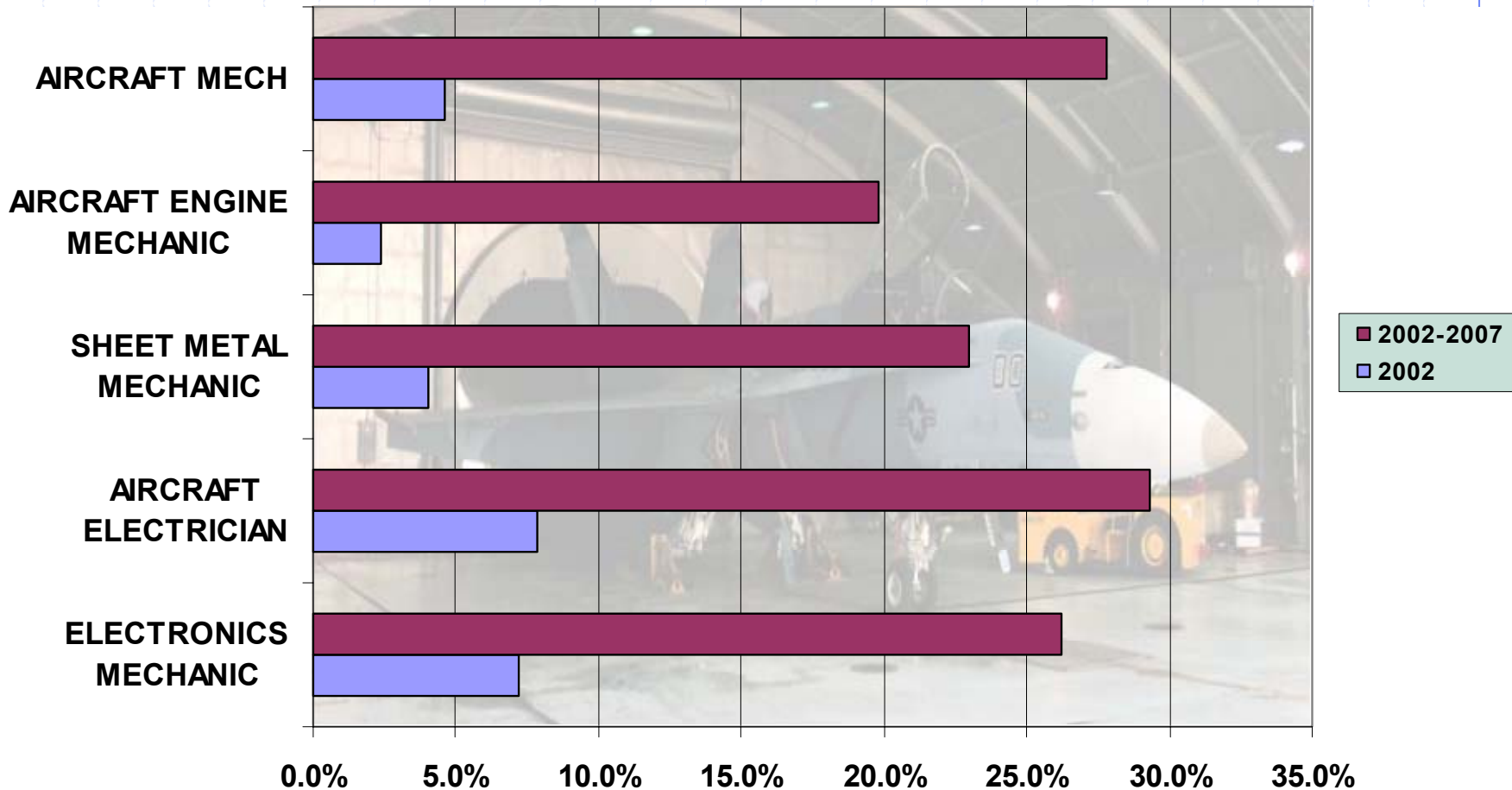
<b>Naval Aviation Depots</b>	<b>FY 2001 Staffing Levels</b>	<b>Percent Eligible for Retirement by FY 2005</b>	<b>Average Age</b>
<b>Cherry Point Aviation Depot</b>	<b>3,635</b>	<b>50</b>	<b>47</b>
<b>Jacksonville Aviation Depot</b>	<b>3,664</b>	<b>38</b>	<b>48</b>
<b>North Island Aviation Depot</b>	<b>3,248</b>	<b>45</b>	<b>48</b>

Source: GAO-02-105 October 2001, pg.29.

# *White Collar Workers Eligible for Retirement*



# *Blue Collar Workers Eligible for Retirement*

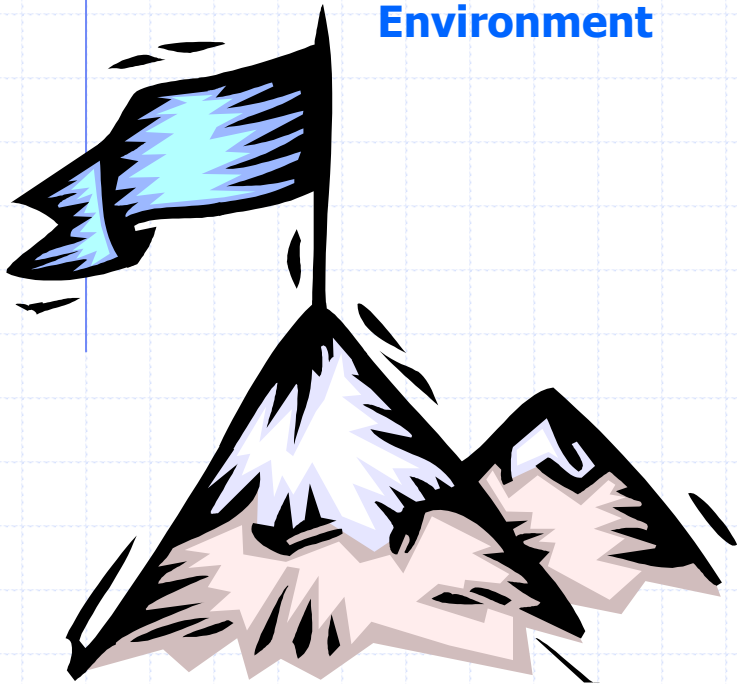


# ***Desired End State for 21st Century Maintenance Workforce***

- ◆ Talented and motivated
- ◆ Knowledgeable and informed
- ◆ Adaptable
- ◆ Skilled in “universal” competencies
- ◆ Trained in new industrial technologies
- ◆ Representative of national labor market

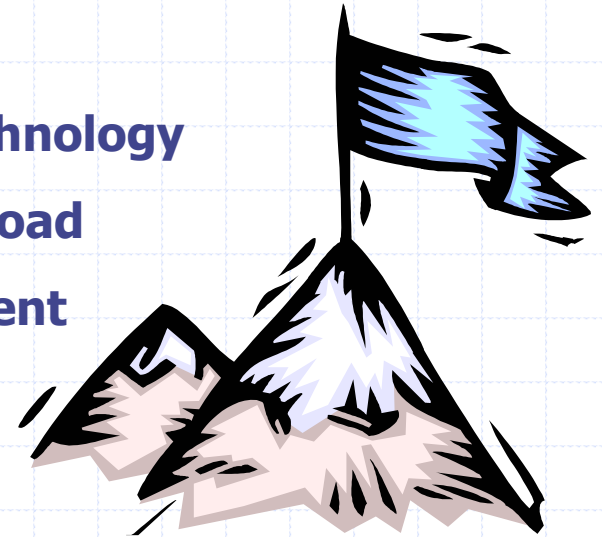
# *Bridging the Gap*

**Current  
Environment**



- ◆ **Advances in Technology**
- ◆ **Projected Workload**
- ◆ **Facility/Equipment Requirements**
- ◆ **Maintenance Philosophy**
- ◆ **Political & Military Initiatives**
- ◆ **Labor Market Projections**

**Desired End  
State**



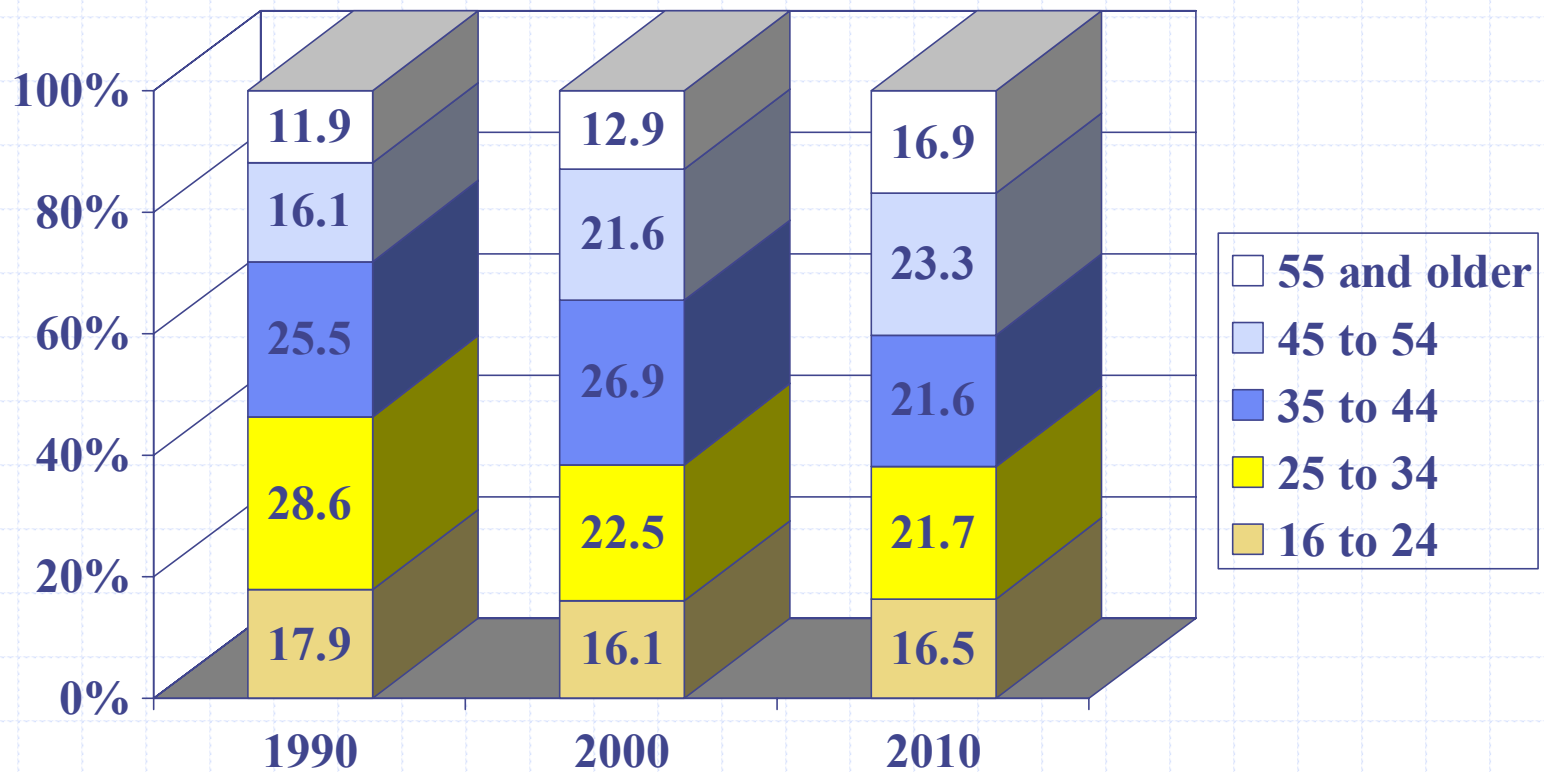
# ***Future Environment U.S. Labor Pool***

- ◆ Increase by 12% to 158 million
- ◆ Increased diversity
- ◆ More even gender distribution
- ◆ Increased age, with workers 55 and older growing by 47%

Source: BLS 2000-2010 EMPLOYMENT PROJECTIONS

## Future Environment

# Percent Distribution of US Labor Force by Age: 1990, 2000, 2010



Source: BLS 2000-2010 EMPLOYMENT PROJECTIONS

# *Outlook for Federal Sector*

- ◆ Diminished allure of Civil Service
  - Continued downsizing
  - Growth of outsourcing
  - Inflexible benefits
  - Limited financial growth
  - Diminished reputation of The Civil Servant
- ◆ Increased need to recruit young people
- ◆ Result = Serious problems in hiring, retention, and transfer of institutional knowledge

# ***Facing the Challenge***

How will we be able to attract and retain the depot workforce of the future?

# *Strategic Planning Process*



# *Current Initiatives*

- ◆ National Multi-Trade Initiative
- ◆ Campaign for People
- ◆ Partnerships with academic institutions
- ◆ Transition Assistance Program
- ◆ National recruitment
- ◆ Quality of Life

# *Summary*

- ◆ Next five years crucial
- ◆ Strategic planning essential
- ◆ Creative Personnel policies essential

## The next step...

# *Collaborative Effort*

An opportunity for both  
government and  
industry to jointly invest  
in our future workforce

