Background

Section 5125 of the Clinger Cohen Act (CCA) of 1996 requires the Chief Information Officers (CIOs) to provide guidance for developing plans for hiring, training, and professional development for the Information Management/Information Technology (IM/IT) workforce. The Department of the Navy (DON) CIO guides enterprise-wide achievement of the DON IM/IT strategic goal to refine core capabilities, and shape the future IM/IT workforce. Benefits include: recruitment and retention of IM/IT professionals needed to perform core mission; identification of right skills/price mix for outsourced work; IM/IT competency skills that enhance the use of technology throughout the DON enterprise and enable Knowledge Superiority; and the leveraging of human capital to achieve key mission goals.

Current Status

In view of the widely-recognized, national-level crisis in recruiting and retaining adequate IM/IT talent, the DON CIO is working proactively to identify enterprise-wide workforce requirements for the FY2002-2004 timeframe. This entails refining policy and guidance to identify workforce requirements, acquiring the competencies needed, placing personnel in core jobs (particularly military), training and education, and creating a system of incentives for retaining personnel. Deliberate planning helps ensure the DON will attract and retain the right skill set. The IM/IT Competencies Program is using a team approach to: 1) update inherently governmental and non-inherently governmental IM/IT functions; 2) develop related competencies to support achieving Knowledge Superiority; 3) create a DON Civilian Career Path Guide; 4) complete studies of the civilian and military IT workforces to determine their current status and future requirements; 5) complete an IM/IT Strategic Workforce Plan; 5) promulgate continuous learning guidance; and 6) create a course on systems thinking available in CD format. In addition, the IM/IT Competencies Program has identified new job roles in the Knowledge Management (KM) career area to include KM competencies including Chief Knowledge Officer, Knowledge Manager, and Knowledge systems Engineer.

Future Plans

The IM/IT Competencies Program will continue to shape the future IM/IT workforce with outyear efforts focused on the changes generated as a result of our changing technology base and skill sets. A coordinated migration strategy will synthesize the work of related Navy, Marine Corps, and DON initiatives. The DON IM/IT Workforce Strategic Plan will be updated, and pilot projects will help achieve its goals and objectives. A revision of the DON Civilian Career Path Guide will provide web-based software for charting DON IM/IT careers. Dissemination of IM/IT training and education opportunities for the DON workforce will help meet skill gaps. An enterprise-wide license for DON IM/IT interactive competency training (web and CD based) in
integrative competencies will improve information management and decision-making. A functional management board will act on DON IM/IT competency issues. Policy and guidance will focus on workforce planning, recruiting, assigning, and retaining the core IM/IT workforce needed to achieve Knowledge Superiority.