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Talent Management Strategy

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Talent Management Strategy

NAVSEA – a very large, geographically dispersed problem solving multi-business unit organization of 58,000+ (mostly civilian) employees who's main mission is to keep America's Navy #1 in the world.

NAVSEA has 3 strategic goals:

- 1) Build an Affordable Future Fleet
- 2) Sustain Today's Fleet Effectively & Efficiently
- 3) Enable Our People



Talent Management Strategy

To respond to the strategic challenge of “***Enable Our People***,” NAVSEA has developed an integrated Talent Management Strategy design to align workforce related activities to amplify their effects in overcoming barriers to build and sustain the naval engineering workforce.



Talent Management Strategy

The **Current** Workforce

Development and Retention

Accelerating the development and retention of our current workforce to address the fact that over the next 5 years, over 30% of the science and engineering workforce are or will become retirement eligible, representing 170,000 years of service.



Talent Management Strategy

The **Next** Workforce

Recruiting

Extending and maximizing the effectiveness of our recruiting efforts by taking advantage of the dispersed geographic attribute of NAVSEA – From Maine to Florida – from Washington DC to Hawaii – sharing resumes, coordinating activities, promoting a single view of our ***Extraordinary Careers*** while underscoring the ***Unique Possibilities*** because of the diversity of our work.

On-Boarding

We know first impressions are a critical element of the foundation of keeping a talented workforce. Sometimes working through the process of selecting and accepting a government position can be challenging. NAVSEA is proactively working to assist candidate employees through this process as well as once they get on-board helping them adjust to the new environment.



Talent Management Strategy

The Workforce **AFTER NEXT**

Currently, an average of 4 million students enter Kindergarten in the US every year but only 200,000 seek Science Technology, Engineering & Mathematics college degrees.

Outreach

NAVSEA outreach efforts address planting the seed of Naval Engineering in our K-12 STEM activities; nurturing high school and college students to pursue science and engineering disciplines; and providing product based educational activities through programs such as Naval Engineering Education Consortium (NEEC) where we partner with the University of Michigan and 14 other schools to perform targeted research in Naval Engineering.

Final - Pre-Decisional

Talent Management Governance

