

FACT SHEET

SUBJECT: Enterprise Staffing Model Analysis

BACKGROUND:

- In FY 2011, the DLA Director sponsored the Stewardship and Excellence (SE-6) initiative to assess the Agency's posture in utilizing staffing models.
- As a result of that effort, the DLA Director signed a Memorandum on October 4, 2011 for the DLA Executive Board recommending that "...all DLA business and support organizations integrate the use of staffing models within their operations to improve effectiveness and efficiency and to support all Program Budget Review (PBR) and other resource requests."
- The memorandum assigned J8 with the responsibility to develop and maintain an Agency Instruction on the use of approved workforce staffing models.
- The memo designated DORRA to provide technical support and maintenance of the approved staffing models.
- As a result, J8 and DORRA launched the Agency Staffing Model Rollout Effort in April 2013 with a full implementation deadline of December 2014.
- J8 has approved extension requests for the development of staffing models for DLA Energy (ECD - March 2015) and the DLA Land and Maritime Shipyards (ECD - June 2016).

DISCUSSION:

- The staffing models are interactive tools that provide organizational leadership with the ability to describe, predict, and improve performance.
- The tools provide a complete picture of the how an organization uses its resources to perform its mission and functions.
- The ultimate goal for deploying the use of staffing models is to provide organizations across the agency a consistent methodology for assessing staffing levels and developing resource plans.

RECOMMENDATION:

- DORRA will actively partner with all DLA organizations to develop and maintain approved staffing models.
- J8 will act as the sponsor for the overall staffing model effort.
- The DLA Alignment Group will act as the governance body and provide overall guidance on staffing model implementation and use.
- Post staffing model efforts will include the development of a requirements document for the future implementation of an automated labor management tool.