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## “Your Acquisition Future – Help DoD Invest in Human Capital”

**A**re you one of the members of the acquisition workforce eligible to retire by 2005? You will be affected even if you are not. Half of the 152,000 current civilian acquisition workforce will be eligible for retirement in 2005. That's just five years away. The aging of the baby boomer generation and changes brought on by the post-Cold War DoD environment have made human capital an issue acquisition workforce leadership must address quickly. We need help from all sectors of the acquisition workforce to pursue ideas on attracting and retaining good people in an increasingly competitive job environment. We need *your help now*.



businesslike and results-oriented government, the workforce must have the right people, processes, and technology. According to Walker, people are the most crucial of the three. He said that there is no underestimating the importance of consistent, committed, and persistent leadership in bringing the human capital issue to the forefront of federal management concerns. Walker also made the point that people are assets whose value can be enhanced through investment. As the value

of people increases, so does the performance capacity of the organization, and therefore its value to clients and other stakeholders.

### **Why We Need Your Help**

According to Senate testimony by David M. Walker, Comptroller General of the United States, federal agencies require a knowledge-based, multifunctional workforce sophisticated in new technologies, adaptable, and open to continuous learning. He stated that the federal government must have the tools and flexibilities to attract, hire, and retain top-flight talent. In reducing the number of their employees, agencies reduced the influx of new people resulting in a loss in the new competencies needed to sustain excellence.

This is not a DoD-unique problem. The entire federal government has this problem. For performance management principles to succeed in producing a more

### **DoD Acquisition Corps — What We're Doing**

A Future Workforce Task Force has been established to put tools in place that will address the recruiting, training, and retention issues that will surface with the upcoming 2005 retirements. The Task Force has 30 days to pursue ideas from every possible source and begin its planning. It intends to borrow ideas from the private sector, other government agencies, and *you* — the acquisition workforce.

### **Help Us Help You**

Send your ideas on workforce recruitment and retention to (703) 578-2788 or E-mail **[yourfuture@acq.osd.mil](mailto:yourfuture@acq.osd.mil)**. For more information, please visit our Web site at **[www.acq.osd.mil/yourfuture](http://www.acq.osd.mil/yourfuture)**.