Human Capital Challenges: Taking us Into the 21st Century

Maureen O. Viall, Chief Human Capital Officer

24 January 2011
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100 percent of Americans owe their gratitude to 1 percent who serve in the all-volunteer force

- Longest-ever period of sustained combat from 9 years of war in Afghanistan and Iraq
- Two million served in these conflicts
- More than 40,000 wounded
- 18,000 unable to return to duty / 5,700 killed
- More than 16,000 will need medical care of the rest of their lives
MHS Human Capital Climate

- Staffing and compensation initiatives to support the wounded, ill and injured
- Efficiencies
- 2011 Pay Freeze
- Impact of BRAC
  - Relocation to the Defense Health Headquarters (DHHQ)
- JTF CapMed and related joint initiatives
- Federal workers paid too much?
- NSPS Repeal
MHS Human Capital Climate

Hiring Issues
Veteran’s Hiring Initiatives
Smoke Free MTFs
Standardized Titleing Initiatives
Social Media Guide
NSPS Transition
Military Spouse Hiring Authority

Nursing Pilot

Medical Strategic Leadership Program
Licensing
JTF CapMED
HCO Contract Support / Insourcing

MHS Intern Program
DMHRi
Direct Hire Authority

CPMS Medical Working Group
ConAgra

Compensation Issues
Classification Issues

Career Pathway Matrix
BRAC / Insourcing

DoD/VA

Best Practices in Nursing Retention

HCO Recruiting
External Awards Program

CONOPS for Health System Support
CONOPS for Health Service Delivery

Human Capital Office

MHS Human Capital Climate
Tools To Enhance Healthcare Recruitment

- Physician and Dentist Pay Plan (PDPP) Implementation
  - Projected implementation 27 Feb. 2011
- Expedited Hire Authority
  - New legislation in NDAA 11
- Direct Hire Authority
- OPM Hiring Process Reforms
Tools To Enhance Healthcare Recruitment

- Hiring Disabled Appointment Authorities
- Veterans Preference Authority
- First Duty Station Travel
- Military Spouse Hiring Authority
<table>
<thead>
<tr>
<th>SERVICE</th>
<th>% MARRIED</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARMY</td>
<td>58%</td>
</tr>
<tr>
<td>NAVY</td>
<td>54%</td>
</tr>
<tr>
<td>AIR FORCE</td>
<td>59%</td>
</tr>
<tr>
<td>MARINE CORPS</td>
<td>48%</td>
</tr>
<tr>
<td>GRAND TOTAL</td>
<td>56%</td>
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(as of 12/8/10)
Tools For Succession Planning

- Workforce planning (Mission Critical Occs)
  - Competency Development
- “Growing Our Own”
  - Legislative Initiatives
- Refresh of the Human Capital Strategic Plan
- Defense Health Headquarters Intern Program
  - Revocation of FCIP
  - New Pathways Programs (effective 1 Mar 11)
- Leadership/Succession Planning for Nurses
Initiatives For The Future

- Legislative Initiatives
  - Health Professions Financial Assistance Program for Civilians
  - Reserve Component Mental Health Student Stipend

- Civilian Healthcare Occupation Sustainment Plan (C-HOSP)
  - Implementation of Title 38 Qualifications, Appointing and Pay Flexibilities
Initiatives For The Future

- Telework Program
- Promoting Diversity
  - Female Physician Leadership Course
  - Diversity of Total Force
DoD Civilian Medical Demographics

- Civilian population in MHS occupied by 54 medical occupational series with a total population of 43,555
  - Army (30,187 = 69.3%)
  - Air Force (4,715 = 10.8%)
  - Navy (8,341 = 19.2%)
  - DoD (312 = .7%)

- Gender composition
  - Female (71%)
  - Male (29%)
Race National Origin / Ethnicity Composition

- White (61.1%)
- Black (20.7%)
- Asian (7.6%)
- Hispanic or Latino (7.2%)
- Multi-racial (1.4%)
- American Indian/Alaskan (1.0%)
- Native Hawaiian/Pacific Islander (.8%)
- Unspecified (0.1%)
Military population in MHS with a total strength of 119,900
- Army 52,512 (43.8%)
- Navy 34,858 (29.1%)
- Air Force 32,530 (27.1%)

Gender composition
- Female 40,172 (33.5%)
- Male 79,728 (66.5%)
Race, National Origin / Ethnicity Composition

- White (55%)
- Black (17%)
- Hispanic ethnicity (13%)
- Asian (6.9%)
- Multi-racial (1.9%)
- American Indian/Alaskan (.9%)
- Native Hawaiian/Pacific Islander (0.7%)
- Unspecified (5.0%)
Takeaways

- CHCO primary emphasis is to help you “make mission”
- Human Capital Steering Committee is a great forum for your ideas, initiatives, and programs
- Success is: emphasizing strong Human Capital programs at all MHS leadership levels
- Have a great idea for the MHS? Send that idea to humancapitalofficeideas@tma.osd.mil
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