

LTCOL M.E. EARL, USMCR (RET.) • ASSOCIATE EDITOR

Human Capital Strategy

CACI–Wexford helps the Department of the Navy reach its Total Force manpower goals.

Wexford Group International, a CACI company, has long provided continuing consulting services to clients, providing oversight of Reserve Component responsibilities, including to the assistant secretary of the Navy (manpower and Reserve affairs) and the assistant secretary of defense (Reserve affairs).

CACI–Wexford’s support to the Department of the Navy’s Human Capital Strategy is one of its most significant efforts in regard to Reserve Sailors and Marines. This strategy is vital to transforming the Total Naval Force—Active and Reserve personnel of the Navy and Marine Corps, government civilians, contractors, and volunteers—to meet changes and challenges of the 21st century.

New and diverse threats required transforming the Department of the Navy’s workforce into a more agile, ready, capable, and technology-based force. This force also had to be total and integrated, emphasizing the value of people and developing them as key resources to support readiness and mission accomplishment.

CACI–Wexford consultants assisted the Department of the Navy team that developed the Human Capital Strategy in 2004 and revised it in 2007. They continue to support the human capital system that is resulting from this strategy, a system that directly or indirectly impacts Navy and Marine Corps Reserve personnel and their families.

The strategy’s goals focus on people and people management. From these goals comes a rich portfolio of initiatives and actions, all with a clear objective to produce and employ the right people with the right skills, at the right time and

place, and at the best value, to support or accomplish 21st century naval missions.

CACI–Wexford consultants have supported a range of important policy initiatives.

A summary of these transformation activities includes assisting in the following: formulation of a comprehensive Total Force Policy and a detailed Strategic Action Plan; improvement and integration of the department’s workforce diversity program; improvement of personnel management processes by human performance optimization; support of an increased role by the assistant secretary of the Navy (manpower and Reserve affairs) in the human resources management information systems; collaboration within and outside of the department on methods and practices to optimize workforce planning and utilization; and development of Total Force planning and management of strategic initiatives.

An important feature of the Human Capital Strategy is its development of the policy of continuum of service, to support the seamless transition of military and civilian members between different career avenues at different stages of their lives. This policy benefits the individual, the Navy Department, and the nation by providing multiple opportunities to move between statuses—Active and Reserve military, government civilian, contractor, and volunteer—without compromising opportunities, compensation, or lifestyle and resulting in a ready reservoir of people to serve when needed. ▀

THE WEXFORD GROUP
INTERNATIONAL
A CACI Company



The Wexford Group International is an honest, profitable company serving our nation’s interest at home and abroad.

Wexford provides consultation and services in acquisition management, operational applications of technology, strategic communications, and management organization and performance. We focus on challenging and high-impact projects where we believe our support will really make a difference.

(www.thewexfordgroup.com)

BONNER & ASSOCIATES



Bonner & Associates is the nation’s premier grassroots organizing firm. For more than 25 years, it has successfully built grassroots support for issues like funding for the B-2 stealth bomber, Seawolf submarine, and the National Missile Defense Program. Bonner & Associates is proud to have worked for the Veterans of Foreign Wars and other organizations focused on this country’s national security.
(www.bonnerandassociates.com)

Bonner Joins STARs Partnership

ROA welcomes Bonner & Associates, a premier grassroots organizing firm, into the Association’s Industry STARs Program (Standing Together for America’s Reservists). ROA National President RADM Paul Kayye, USNR (Ret.), far right, presents the program plaque to Gwynn Hegyi, a partner in the firm as company President Jack Bonner, left, and ROA Executive Director MG David Bockel, USA (Ret.), far left, look on.



KELLY MATTHEWS/ROA PHOTO