

DOI Strategic HC Implementation Plan
Milestones Timelines

Strategic Alignment	Milestone	Strategic Alignment	Workforce Planning and Deployment	Leadership and Knowledge Management	Performance Culture	Talent	Accountability	
1 Management Accountability	1- Establish team	X					X	
	2- Schedule & Review	X					X	
	3- Hold meetings	X					X	
2 Workforce Planning	1- Best practices	X	X	X	X	X	X	
	2- Employee tracking system	X	X	X		X	X	
	3- Exit Surveys	X	X	X	X	X	X	
	4- Common Definition and approach	X	X	X	X	X	X	
	5- Volunteer authority	X	X	X	X	X		
	6- Workforce plans	X	X	X	X	X	X	
	7- Reorganization business cases	X	X	X	X	X	X	
	8 - Plan for managing workforce diversity	X	X	X	X	X	X	
	9 - Business management skill development	X	X	X		X		
	10- Use WFP for Competitive Sourcing	X	X	X	X	X	X	
	11- Restructuring (like Service 1st)	X	X	X	X	X	X	
	12 - Update workforce plans	X	X	X	X	X	X	
4 Performance	1- Code of Science Ethics	X			X		X	
	2- Info dissemination to public	X			X		X	
	3- SES performance system	X			X		X	
	4- 4c's Award	X		X	X			
	5- Monitor SES performance	X			X		X	
	6- Cascade strat goals to next level	X			X		X	
	7- Review non-SES performance system	X			X		X	
	8- Compensation for facility mng positions	X			X	X		
5 Common HR Practices	1- Career field review	X	X			X	X	
	2- Hiring tools	X				X	X	
	3- Employment practice workshop	X				X	X	
	4- Facility Mng awareness of tools	X			X	X		
	5- Standard PD's for 5 career fields	X			X	X		
	6- New programs	X		X	X	X	X	
	7- Streamlined hiring	X				X	X	
	8- PMI Program	X		X		X		
	9- Additional standard PD's	X			X	X		
	10- Safety/Workers Comp processes	X				X		
	11- Core competencies (fac mng 1st)	X	X		X	X		
6 Training and Development	1a- Training rep meeting	X		X	X	X	X	
	1b- Training catalog website	X		X	X	X	X	
	2a- 4C's training	X		X		X		
	2b- New employee orientation	X		X				
	2c- ADR training	X		X	X			
	2d- Internship programs	X		X				
	2e- SES and TLP	X		X		X		
	2f- Supervisor training	X		X		X		
	2g- Department-wide Manager Conf	X		X		X		
	2h- Business management	X		X				
	2i- Program evaluation training	X	X	X		X		
	2j- Mid-career exchange program	X		X		X		
	2k- Safety training	X		X				
	3a- Training definition and cost struct	X	X	X	X	X	X	
	3b- Training system	X	X	X	X	X	X	
	3c- Collect training data	X	X	X	X	X	X	
	3d- Analyze cost and improve	X	X	X	X	X	X	
	7 Indian Trust	1- Identify senior leadership group	X	X	X	X	X	X
		2- Analyze demographics and skills	X	X	X	X	X	X
3- Trust management policies and procedures		X	X	X	X	X	X	
4- Publish policy and organizational structures		X	X	X	X	X	X	
5- Assess workload, gaps and workforce needs		X	X	X	X	X	X	
6- Reengineer trust work and define skills		X	X	X	X	X	X	
7- Common position descriptions		X	X	X	X	X	X	
8- Personnel system flexibilities		X	X	X	X	X	X	
9- Common staffing methodologies		X	X	X		X		
10- Improve training		X	X	X	X	X	X	
11- Legislative initiatives		X	X	X	X	X	X	
12- Workforce planning, IDPs and staffing pln		X	X	X	X	X	X	
8 Wildland Fire	1- Fire Mng Qualifications	X	X		X	X	X	
	2- SES Performance measures	X	X		X		X	
	3- Comprehensive workforce analysis	X	X		X	X	X	
	4- Hiring practices	X	X			X		
	5- Safety system upgrade	X	X				X	
	6- Standard PD's	X	X	X		X		
	7- Assess recruitment process	X	X	X		X		
	8- Training and development plan	X	X	X		X		
9 Law Enforcement	1- Policies and procedures	X	X	X	X	X	X	
	2- Senior leadership group	X	X	X	X	X	X	
	3- Roles and responsibilities	X	X	X	X	X	X	
	4- Skills and competencies	X	X	X	X	X	X	
	5- Publish new policies	X	X				X	
	6- Common PDs	X	X	X	X	X	X	
	7- Law enforcement pay and comp	X	X		X		X	
	8- Implement new policies	X	X				X	
	9- Staffing models	X	X	X		X		
	10- Law enforcement comp under DOI	X	X		X		X	
	11- Legislative initiatives (pay)	X	X		X		X	
	12- Training and IDPs	X	X	X	X	X	X	
	13- Update policies	X	X				X	
	14- Legislative initiatives (other)	X	X	X	X	X	X	
	15- Implement law as received	X	X	X	X	X	X	