Defense Logistics Agency

DLA HEP Best Practices Overview

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May 16, 2005
Defense Logistics Agency

• Who We Are

• Hispanic Profile in DLA

• Structure of DLA Hispanic Employment Program

• Areas of Success
What We Do

• Provide worldwide logistics support for the mission of the Military Departments and Unified Combatant Commands under conditions of peace and war.

Mission

• To provide the best value logistics support to America’s Armed Forces, in peace and war...around the clock, around the world.

“DLA – You can’t go to war without us!”
DLA Vice Director, Major General Mary L. Saunders, USAF
DLA Goals

• Goal 1: Provide responsive, best value supplies and services consistently to our customers.

• Goal 2: Structure internal processes to deliver customer outcomes effectively and efficiently.

• **Goal 3: Ensure our workforce is enabled and empowered to deliver and sustain logistics excellence.**

• Goal 4: Manage DLA resources for best customer value.
The DLA Enterprise

Scope of Business

- 54,000 Requisitions/Day
- 8,200 Contracts/Day
- #63 Fortune 500 – Above Prudential Financial
- #2 in Top 50 Distribution Warehouses
- 26 Distribution Depots
- 5.2 Million Items
- 24.7M Annual Receipts and Issues
- 1411 Weapon Systems Supported
- 144.0M Barrels Fuel Sold (FY 04)
- $14.6B Annual Reutilizations/Disposals

People

- 21,429 Civilians
- 528 Active Duty Military
- 668 Reserve Military
- Located in 48 States/28 Countries

FY01 Sales/Services: $17B
FY02 Sales/Services: $21.5B
FY03 Sales/Services: $25B
FY04 Sales/Services: $28B
FY05 Projection: $28.7B

- Energy: $7.0B
- Distribution: $2.6B
- Foreign Military Sales: $1.1B
- 95% of Services’ repair parts
- Supporting 124 Nations
- Shipments: 501K

Foreign Military Sales

- Sales: $813.8M
- Supporting 124 Nations

Estimated FY05 Sales/Services: $28.7B

~95% of Services’ repair parts
- 100% of Services’ subsistence, fuels, medical, clothing & textile, construction & barrier materiel
• Total DLA Strength: 21,429
• Total Hispanics: 1077
  – Women: 368
  – Men: 709

• Hispanic Grade Concentration
  – Most Hispanics at GS-11 & WG-5

• Few hi-grades; no SES
• Hispanics Are Most Severely Under Represented Group
DLA Hispanic Employment Program

STRUCTURE

• Hispanic Employment Program Manager (HEPM) located at Corporate Equal Employment Opportunity Office, Fort Belvoir, Virginia.
• Each DLA field activity has Hispanic Employment Program Coordinator (HEPC) that obtains guidance and reports program activities to the HEPM.
• The HEPC has a committee to support activity implementation of action items related to recruitment and retention of Hispanic employees.
DLA Hispanic Employment Program

SUCCESS IN THE AREAS OF...

• Enterprise approach

• Recruitment

• Retention

• Development of Internal Organizational Relationships
ENTERPRISE APPROACH

• Conducts monthly teleconference meetings attended by HEPM, HEPCs, and HEP committee members.
• Fosters regular interaction among key players of our Agency’s Hispanic Employment Program.
• Facilitates networking through the sharing of ideas and experiences with respect to various action items being implemented.
• Helps everyone see new approaches that can improve the way business is done.
DLA Hispanic Employment Program

RECRUITMENT

- Agency Corporate Recruiter
- Creation of the Agency’s Recruitment Initiative, which is included within the Agency’s Strategic Plan.
- First Recruitment Initiative: Recruitment, Employment, and Advancement of Latinos
- Recruitment Team
- Partnerships with professional organizations, community organizations, and colleges and universities.
- Sponsorship Program
DLA Hispanic Employment Program

RETENTION

- DLA Climate / Culture Survey
- DLA Entrance and Exit Surveys
- Skills Management System
- Enterprise Leader Development Program
- Voluntary Mentorship Program
DEVELOPMENT OF INTERNAL ORGANIZATIONAL RELATIONSHIPS

• Office of Human Resources and Office of Information Operations
  Workforce data systems and collection, hiring authority guidance, complaint resolution, and requests for reasonable accommodations.

• Agency Leadership
  Recruitment, workforce development, and complaint resolution, mentorship, sponsorship
OVERALL GOAL:

• To gain a highly qualified Hispanic workforce that the Agency proactively trains and develops to enable the Agency to successfully carry out the DLA mission.

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