



DEPARTMENT OF THE NAVY

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26 Mar 01

MEMORANDUM FOR DISTRIBUTION

Subj: DEPARTMENT OF THE NAVY INFORMATION MANAGEMENT/ INFORMATION
TECHNOLOGY WORKFORCE STRATEGIC PLAN, FISCAL YEARS 2001-
2006

Ref: (a) DON CIO memo of 18 Jul 2000

Encl: (1) Department of The Navy Information Management/
Information Technology Workforce Strategic Plan,
Fiscal Years 2001 - 2006

In recent years we have seen a significant transformation in the Department of the Navy (DON) that capitalizes on the remarkable potential of information technology and offers great promise for the future. Network Centric Operations bring networked organizations and technologies to bear in the battlespace, leveraging the distributed capabilities of our people, information, weapons, and sensors. In order to transform the DON into the knowledge-centric organization required to achieve these capabilities, we must focus on the people who support that change.

In today's high-technology workplace we must engage in a war to attract and retain the needed talent. To win that war, we must move forward from human resources strategies designed for the past and strengthen the partnership between the Information Management/Information Technology (IM/IT) and the Human Resources communities to reform the corporate policies governing the management of our people.

Last July you reviewed reference (a), a draft of the DON IM/IT Workforce Strategic Plan, now presented to you as enclosure (1). The Plan aligns with our DON IM/IT Strategic Plan, and responds to the Clinger-Cohen Act, which requires CIOs to develop strategies and specific plans for hiring, training, and professional development, to promote IM/IT competencies in the workforce. In particular, this strategic plan establishes a framework in which the DON can develop policies, procedures and practices that allow us to build a core IM/IT workforce that meets our evolving requirements. This thoughtful, visionary, and forward-thinking plan lays the foundation for positive

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organizational transformation—with the potential to benefit not
only our IM/IT community, but the entire DON.

We appreciate your continued support as we move forward
together to implement this Plan. My point of contact for this
issue is Mrs. Karen Danis, KM/IM/IT Competency Program Lead, at
(703) 602-6729 or Danis.Karen@hq.navy.mil.



D. E. Porter

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