

## CIVILIAN MARINES

Recognizing people are our most important asset, General James L. Jones, the 32d Commandant of the Marine Corps, charged senior Marine Corps officials with developing and implementing a strategic plan for the recruitment, development, and retention of our Civilian Marines. Development of the plan was accomplished in 2002 with the publication of the United States Marine Corps Civilian Workforce 2002-2007 Campaign Plan (CWCP). This plan consists of six strategic goals:

- >> Nurture, build, and grow Civilian Marines
- >> Provide flexible career opportunities
- >> Create leaders at all levels
- >> Improve the performance evaluation system
- >> Strengthen workforce management expertise
- >> Establish an integrated Total Force management approach.

The current Commandant, General Michael W. Hagee, issued *White Letter No. 01-03* of 7 January 2003 conveying his commitment to the CWCP and providing implementing guidance.

Our vision is to make the Marine Corps the employer of choice for a select group of civilians imbued with the Marine Corps values of honor, courage, and commitment. They will serve as expert, innovative, and distinctive team members, dedicated to supporting our nation's finest fighting force. The value proposition, "Support our Marines. Be part of the Team" answers the question, "Why would a talented person want to be employed here?" Through implementation of the



CWCP, we will not only define what the Marine Corps will offer its Civilian Marines, but what the Corps expects from them. We will attract, nurture, build, and grow Civilian Marines by providing innovative recruitment, development, retention, reward, and acculturation programs throughout their work-life cycle.

An integral aspect of the CWCP is the career and leadership development of our Civilian Marines. The Civilian Career Advocacy Board (CCAB), comprised of the Marine Corps' senior executives, was tasked by the Commandant to act as the executive management group for civilian career and leadership development matters. Each CCAB member serves as the leader for civilian workforce communities of interest. These communities provide a professional identity for core occupations, common career paths, and access to mentors. They will evolve to address the changing needs of the workforce with respect to the mission of the Marine Corps.

Projected increases in the number of federal employees eligible for retirement and competition with private industry may have an adverse impact on the federal government's ability to attract and retain necessary personnel. The Marine Corps' strategic plan will minimize this impact and ensure the Corps is equipped with an expert civilian workforce capable of supporting our military forces and accomplishing future mission requirements.