# Talent Management Post-E30F ENGINEER BRANCH

#### Purpose

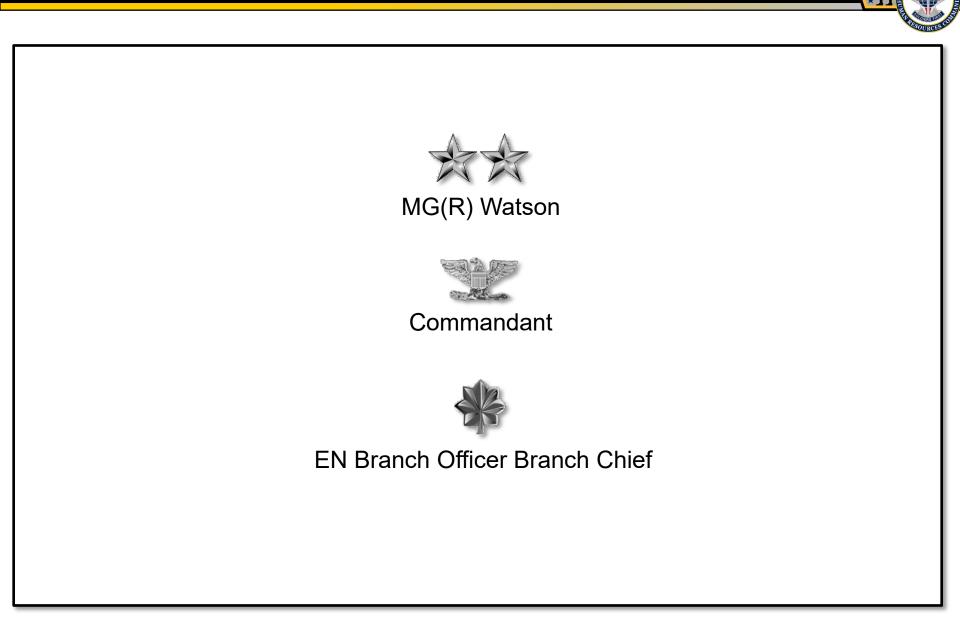
Inform, socialize, and discuss impacts from FDU 2030 on Talent Management across the Engineer Regiment, and new opportunities to better manage talent in the future.

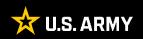
#### Feedback Requested:

Your Thoughts on how the Engineer Regiment can better align and retain talent in the Army of 2030 and beyond.



# **Opening Comments**







### Slide # Description

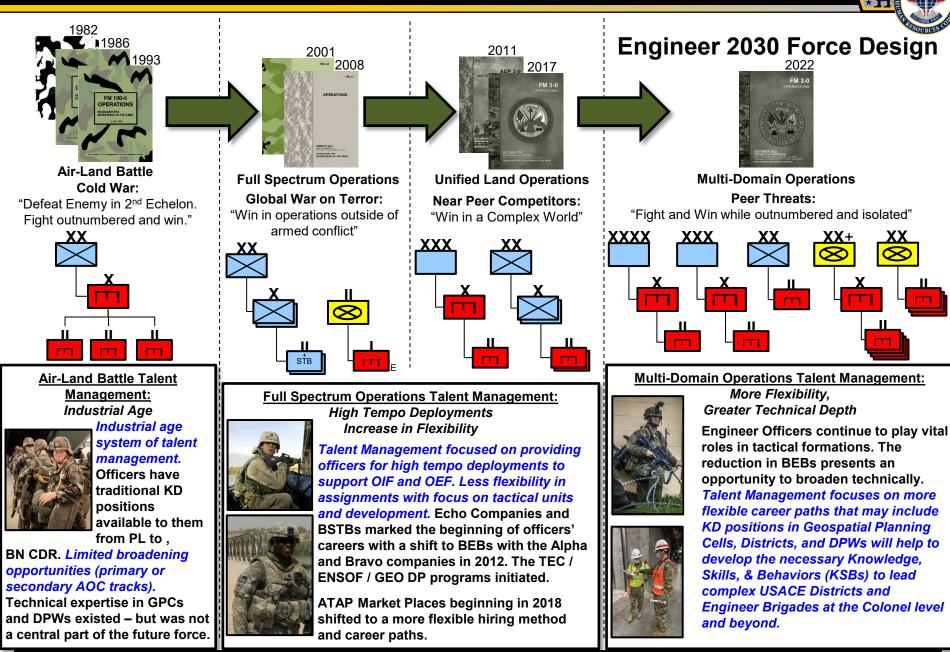
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# Engineer Talent Management in the Army Operational Concept

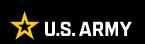




**U.S. Army Human Resources Command** 

"Soldiers First"

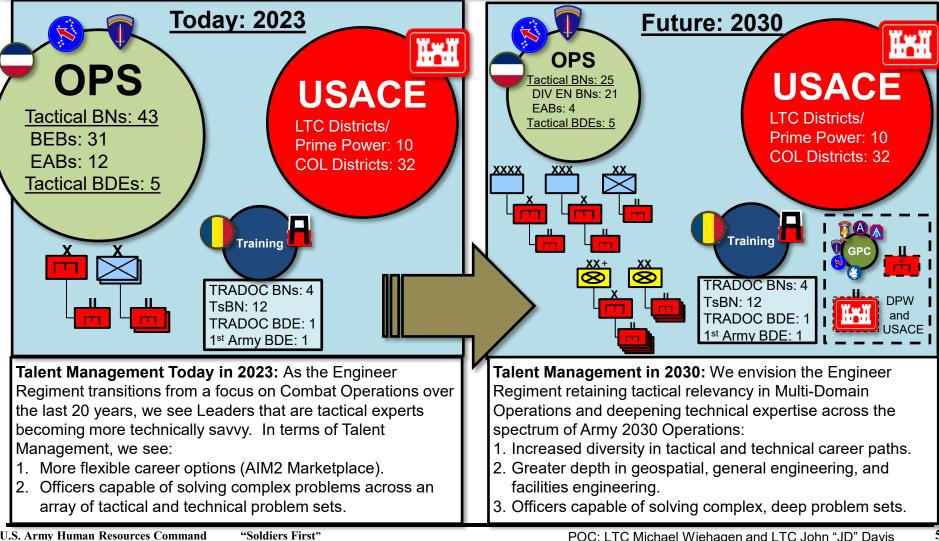
POC: LTC Michael Wiehagen and LTC John "JD" Davis



#### Engineer Talent Management in an E30F Environment: **New Opportunities**



BLUF: The Army's pivot to Multi-Domain Operations makes Divisions the primary fighting force and necessitates the transition of enablers to the Division Level. As a result, we see a shift of Engineer Assets to the Division and Corps Level, and away from the modularity of Brigade Combat Teams. At the conclusion of E30F Transformation, the Engineer Regiment will see the reduction of 18x Operational Engineer Battalions. We see E30F Transformation as an opportunity to better manage and align Engineer Talent for the Army of 2030. Are there any other circles (LTC/CSM CSL, MAJ KD, and WO Positions) we can add for the Future (see dashed/proposed units below)?





E30F Problem Statement: The Engineer Regiment must smartly manage, retain, and advance Engineer Talent (Officer, NCO, and Warrant Officer) to meet all operational requirements for the Army of 2030 and Beyond.

## Factors Surrounding the Overall Problem:

**U.S. ARMY** 

- 1. The loss of 18x Engineer Battalions = the loss of 18x LTC CSL, 18x CSM CSL, 36 MAJ KD, 39 CPT KD, and 17x CW2 Positions.
- 2. A Zero Growth Army If we create a new position, then we will need to harvest it from existing force structure.
- 3. An Army that is currently overstructured and under-manned/under-assessed.

## Factors Surrounding the Buying Back CSL/KD Positions Problem:

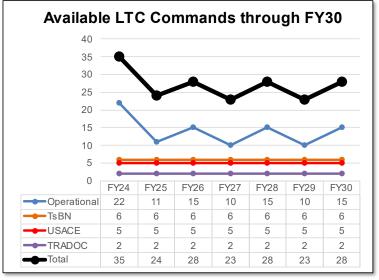
- 1. Talent Management Building KSBs for the Engineer Regiment.
- 2. Career Progression Competitiveness.
- 3. Scope and Scale Level of impact and influence that supports the recommended positions and is something that we can justify to the Army.
- 4. Desirable to the Engineer Force Leaders would want to serve in these positions.



# **Engineer LTC Talent Management**



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**COL Promotion Rates and Available** Commands 25 Not enough COLs 20 15 10 No alternates will be available. and every COL must take 5 Surplus of COLs command Deficit of COLs FY35 FY29 FY30 FY31 FY32 FY33 FY34 17 14 17 14 17 21 14 Cmds Avail. 13 19 18 14 18 18 19

Reduction in the number of operational commands paired with the static demand for COLs generates a shortfall at the COL level starting in FY30 (YG07 and FY25 CSL).

#### O5 CSL positions in E30F:

- 1. Operational Battalions: 25
- 2. TsBNs: 12
- 3. TRADOC: 4
- 4. USACE Districts: 10

TOTAL: 51 (reduced from 69, loss of 18 Battalions)

Where does the Engineer Regiment need LTCs in 2030 and beyond to retain a qualified pool for development of COLs eligible to command?

- 1. Geospatial Planning Cell Commanders
- 2. DPW CSL Commanders/Billets
- 3. DIVENGs
- 4. BDE DCOs
- 5. Installation/Immaterial Commands
- 6. Adjustments to USACE District Commands

\*\*MTOE and TDA changes will require ASCC, MACOM, Army G-3/5/7 and HRC Command Management approval of additional CSL positions.





Command Type	Current	E30F	Difference
Battalion and Brigade Positions	118	82	-36

The loss of 36x KD positions will create a back log of MAJs that need KD for career progression.

KD positions in DA PAM 600-3 generally are:

- 1. BN & BDE S3/XO
- 2. SFG & 75RR Engineer

Where does the Engineer Regiment need EN MAJs in 2030 and beyond to develop the right KSBs to assume tactical and technical commands?

- 1. USACE Deputy District Commanders to District Executive Officers
- 2. IN/AASLT/ABN/SBCT Brigade Engineers (not in ABCTs)
- 3. Geospatial Planning Cell OICs or Executive Officers
- 35<sup>th</sup> and 31<sup>st</sup> Engineer Battalion Operations Officers (currently CPTs)
- Training Support Battalion (1<sup>st</sup> Army BN) Operations Officers (currently CPTs)

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civilians, affiliated contractors and agencies within the civilian community) with a diverse range of capabilities focused on supporting the Army and its mission. (b) The Active Component. The Engineer Rectineer's Active Component (AC) consists of engineer and the Active Component. The Engineer Rectineer's Active Component (AC) consists of engineer and an advection of the Active Component (AC) and the Active Component (AC) consists of engineer and advecting and advecting and advecting a	
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\*\*To designate positions as KD, the Engineer Regiment will need to adjust the EN DA PAM 600-3 at the right point in time and space.





Command Type	Current	E30F	Difference
Engineer Company Commands	194	155	-39

The loss of 39x CPT KD positions and Company Commands could create a back log of CPTs that need KD for career progression.

KD positions in DA PAM 600-3 generally are:

- 1. Company Commanders in any COMPO 1 Engineer or Army Company Level Formation.
- 2. Dive Detachment and Fire Fighting Detachment Company Commanders.

Where does the Engineer Regiment need EN CPTs in 2030 and beyond to develop the right KSBs to be the S3s/XOs that the Engineer Regiment needs in 2030 and beyond?

- 1. USACE FEST Teams (2<sup>nd</sup> Commands).
- 2. Geospatial Planning Cells.
- 3. TsBN HHC Company Commanders.
- 4. Installation HHC Commanders.
- 5. USAREC Commands.
- 6. Construction Management Team Commanders
- 7. COMPO 2&3 Cross Pollination Opportunities

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(i) Lines of engineer support. The lines of engineer support to assure in built partner capacity and infrastruct executing unified land operations. En installations, and the nation at the last	e Engineer Regiment's unique capabilities are combined along fou sobility, enhance protection, evable fonce projection & logistics, an ure to privide intestion of action to grown fonces at every enhance ripineers previde support to Army and joint fonce staffs at all levels circls, operational, and sharpedy twest. Dy fax very nature, the many diverse developmental opportunities.

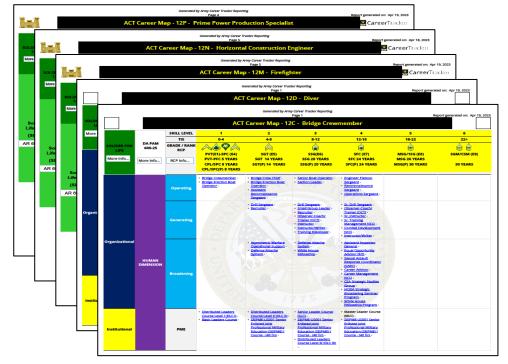
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# **Engineer Senior NCO Talent Management**



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Currently Senior NCOs are primarily in Divisional/EAB formations, TRADOC formations, and 1A.

KD positions generally are:

- SFC- PSG, Sr Drill SGT, Sr Construction Supervisor, Sr Diver, Fire Chief
- MSG-1SG
- CSM

\*\*SGM/CSM are congressionally capped. They are primarily found in Corps/EAB formations.

Where does the Engineer Regiment need NCO in 2030 and beyond [to retain senior enlisted leader talent?

# 🛠 u.s. ARMY Engineer Warrant Officer Talent Management



Command Type	Current	E30F	Difference
Battalion/ECC/ESC	58	41	-17

The reduction of tactical battalions results in the requisite loss of WO1/CW2 positions within, BEBs reducing opportunities for tactical development for junior warrant officers. This issue generally only affects 120As as 125Ds will not see a reduction in positions.

Critical Warrant Officer positions generally are:

- BEBs/EABs
- ECCs/ESCs

Recently, USACE is authorized to employ Warrant Officers within the Districts.

Where does the Engineer Regiment need Junior Warrant Officers in 2030 and beyond to develop the KSBs needed at more senior levels?

- 1. USACE Districts (Warrant Officer Technical Engineer Developmental Program)
- 2. Assistant Brigade Engineer Warrant Officers



\*\*To designate positions as KD, the Engineer Regiment will need to adjust the EN DA PAM 600-3 at the right point in time and space.

### Key E30F Approval Updates:

- 1. As of 19 MAY 23, the DAS concurred with E30F and recommended approval to the VCSA.
- 2. The VCSA approved E30F on 25 MAY 23.
- 3. We are still awaiting final approval of the E30F Engineer Battalion Deactivation Timeline, along with the final numbered/named Engineer Battalions that will be deactivating from FY25 FY27. We anticipate publication of this data from HQDA G3/5/7 sometime from JUN 23 AUG 23 with the signed ARSTRUC by the SECARMY.

## USAES E30F Talent Management Task Force:

- On 24 MAY 23, COL Goetz initiated the first E30F Talent Management Task Force meeting with COL Kolouch and OCE, HQs USAES, Engineer Branch – HRC, EN OI Team G3/5/7, and EDPO to start setting conditions for the deliberate execution of our E30F Talent Management Initiatives.
- 2. The USAES E30F Talent Management Task Force has already met five times and is already in execution mode on several of our E30F Talent Management Initiatives at the LTC and MAJ Grade Plates.

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# Discussion and Closing