

Early Transition Planning Is Key to BRAC Implementation Success!

Many of the BRAC 2005 affected bases are slowly transforming the workforce attitudes from 'denial and anger' to 'acceptance'. The brutal realities of base realignment and relocation have set in, and most bases have established a BRAC 2005 "Transition Management Team" to address the many complex BRAC driven tasks that lie ahead. Although most physical relocations will not occur until 2009 - 2011, early planning is required in order for the receiving bases to achieve the proper level of readiness to receive and support all relocated functions and workforces with new construction, building rehabilitation and infrastructure improvements. Similarly, the affected bases that are closing must prepare for the departing workforce activities, the community interfaces, environmental clean-up, post-closure base 'caretaker' and 'layaway' functions.



Aggressive assessments and architectural engineering programs, in preparation for required MILCON programs and building rehabilitation, have been initiated by the Army Corps of Engineering and Naval Facilities Engineering Commands. It is imperative that BRAC 2005 impacted base organizations be involved and fully engaged with these efforts in order to assure the end product is compatible with the requirement for continued, uninterrupted mission support activities.

An early start by both affected and receiving BRAC 2005 bases is the foundation for BRAC success! Not only is major BRAC planning required, but the planning effort provides schedules that must be monitored and maintained in order to be maximally supportive and communicate important BRAC program dates to the traumatized base workforce. The workforce attitude,



size stability and relocation segment are greatly influenced by the projected schedules.

One positive way to soothe the traumatized workforce is to generate solid, achievable schedules for their functional organization moves to the receiving base and provide these schedules as early as possible. The workforce can then visualize their short and long term situations and make appropriate choices. Not only does the workforce have to make life altering decisions concerning career, job security and maintaining income and healthcare (move or not move), but they have to also worry about the many related individual family issues such as primary and secondary education, housing, taxes, real estate transactions, spousal employment, elderly parent support, future retirement impact, healthcare facilities, childcare and local commuting alternatives.

Navmar Applied Sciences Corp. can provide training and support on all the elements of a typical BRAC action. Our experienced workforce of BRAC-experienced former military officers, civil servants and contractors have developed BRAC program tools and 'Lessons Learned' courses and seminars that can 'lighten the load' for affected base BRAC managers and Transition Teams.



Please see our BRAC website at www.navmar.com. for additional course/seminar information or send us an email at brac@navmar.com.