

BRAC Workforce Relocation, Easy...Right?

The workforce has been conditioned to the fact that the move will happen and they have reluctantly accepted the inevitable, the MILCON is underway and you've been told by the ROICC and construction company that "It will be on-time". The receiving community's welcoming Information Fairs have been held and well attended, the receiving base is busily improving its entire infrastructure, upgrading its buildings and base-keeper functions. Everything seems to be going along quite nicely. The actual movement of the workforce and assets is considered 'no big deal', since everything is rolling along smoothly and achieving that mandated BRAC 2005 completion schedule of September 2011 appears as a 'slam dunk'. At this point in time, Murphy is smiling, waiting very patiently to strike and enact 'Murphy's Law'.

What can go wrong? Just look at the list below, it should affect any seasoned manager right down to the the core:

- ☞ There's never enough BRAC money to do what needs to be done.
- ☞ Most workers will NOT relocate!
- ☞ Some experienced employees will retire rather than move.

- ☞ Some experienced workers will actually retire earlier than expected.
- ☞ Few senior managers move, watch out for the 'leadership vacuum'.
- ☞ Many good workers separate early since they have other employment options.
- ☞ Most poor workers relocate or hang on to the end, which impacts your mission performance capability!
- ☞ Can you attract replacement talent to a base that's closing.
- ☞ Will you be able to maintain your mission effectiveness throughout the turmoil and expertise loss?
- ☞ Have you considered the non-productive time of the workforce throughout the relocation?
- ☞ Who pays for that?
- ☞ MILCON & rehabs will most likely be completed late!
- ☞ How do you accommodate MILCON schedule slippages?
- ☞ Many laboratories, special spaces and ranges will be 'down' for extended periods of time.
- ☞ Do you have a contingency plan?
- ☞ How is your support contractor workforce dealing with their own BRAC challenges?
- ☞ Will the receiving base be really ready for your arrival?
- ☞ Are your contracting vehicles addressing requirements at both the affected and receiving base throughout the transition?

The above issues are just a small sample of the myriad of things that a BRAC manager and his team must address.

TIME IS OF THE ESSENCE!

Detailed planning into every aspect of the relocation must be performed now, at the very same time that the MILCON at the receiving base is progressing. Too many things can, and do, go wrong when the requirements of the relocation are not planned for properly.

Navmar can help! We have lived through the many BRAC problems both as military, government and contractor participants and we have successfully executed large and complex BRAC relocations.

Navmar can provide BRAC training, covering every aspect of relocation and closure.

Navmar can provide experienced management planning support for your BRAC team.

Navmar can fully execute parts or entire BRAC program actions.

Contact us at: brac@navmar.com