



DLA's Rotation Program

<http://www.hr.dla.mil/resources/workforce/rotation/>

What is the purpose of the DLA Rotation Program?

The purpose of the DLA Rotation Program is to expand the use and support of rotational assignments as an effective way to meet individual and organizational developmental needs.

It supports the Director's Workforce Development goal and Talent Management initiative of ensuring that workforce capabilities match present and future mission requirements.

What is a rotational assignment?

Rotational assignments are temporary development assignments that last anywhere from 3 to 12 months. They give participants an opportunity to perform sets of duties in another functional area, organization, or geographic location.

A rotational assignment is one of many training and development activities designed to expand an employee's functional, cross-functional, and leadership abilities through varied and practical experiences.

Why we offer rotations

Benefits for You

- Enhance your knowledge and skills on-the-job
- Gain greater exposure to other facets of DLA's mission
- Challenge yourself, continue your professional development, and contribute to another organization
- Gain a clearer understanding of career paths and career opportunities
- Expand your network

Benefits for DLA

- Continue DLA's ability to effectively support the warfighters
- Enhance the ability of employees to work at their full potential
- Strengthen DLA's culture throughout the Enterprise
- Expand DLA's talent pipeline
- Improve employee morale, commitment and motivation

Who is eligible to participate?

Besides the grade eligibility requirements listed below, employees must have an Individual Development Plan (IDP) that reflects a need for the type of experience offered by the rotational assignment. Employees must also have the support of their supervisor and endorsement by their Commander/Director or Deputy.

Enterprise Rotation Programs (Internal to DLA): All DLA permanent, full-time, civilian employees in grades GS-11 through GS-15 are eligible.

Enterprise Rotation Programs (External to DLA): Organizations outside of DLA define their own eligibility criteria, but opportunities will be publicized to all employees on DLA's rotation web site.

Organization Rotation Programs: Each DLA organization establishes their own eligibility criteria.

Where do I find rotational opportunities?

For rotational assignments under the Enterprise Rotation Program that cross DLA organizations or are external to DLA, a list of current rotational assignments will be maintained on DLA's rotation web site.

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Organizations will let their workforce know if they have assignments available under their own Organization Rotation Program.



How do I apply for a rotational assignment?

For most assignments, employees will need to complete a nomination form that will provide the host organization with your background information, statement of interest, supervisory endorsement, and executive endorsement by your organization's Commander/Director or Deputy. Guidance is available on DLA's rotation web site.

What happens when I complete my rotational assignment?

Rotational assignments are development opportunities. Upon completing a rotational assignment, you will return to your position of record and assigned duties within your parent organization.

Who can I contact for additional information?

To learn more about this Program and who to contact if you have questions, please visit DLA's rotation web site or contact your DLA Training Forward Presence representative.

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