



SYSTEMS
ENGINEERING
RESEARCH CENTER



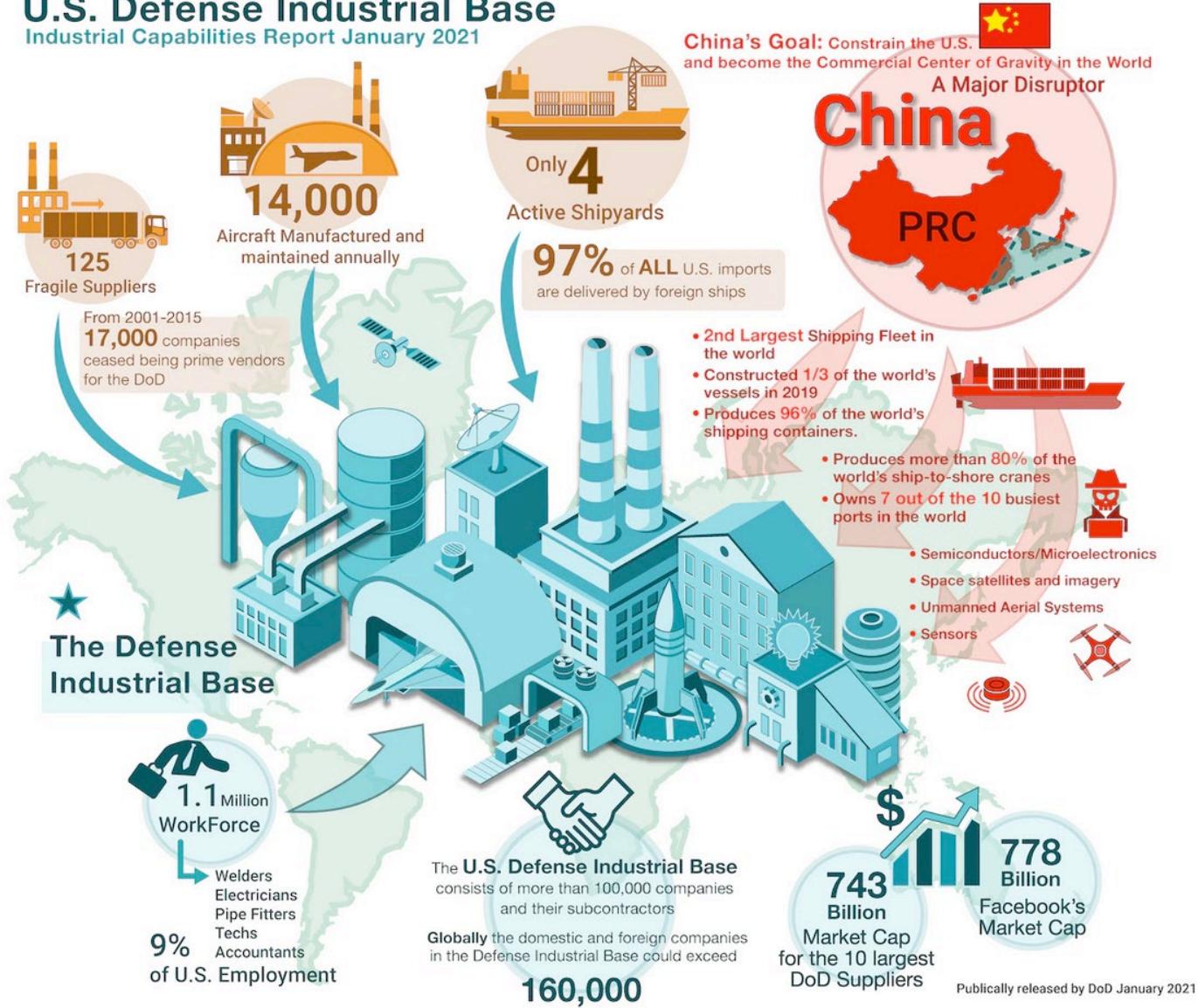
ACQUISITION INNOVATION
RESEARCH CENTER

MD Association of Defense Contractors Innovation and the Workforce Panel

Dawn Pulliam
Sr. Program Manager

5 June 2023

U.S. Defense Industrial Base
Industrial Capabilities Report January 2021



DoD Mission:
Provide the military forces the US needs to deter war and ensure security.*

Innovation: We need to be innovative in how we get the knowledge to the people

* Department of Defense, About Page, June 1, 2023, <https://www.defense.gov/about/>
**DoD Office of the Under Secretary of Defense, January 15, 2021, [DoD Fiscal Year 2020 Industrial Capabilities Report to Congress](#)

CURRENT ENVIRONMENT

- **Civil Workforce is the “BACKBONE” of the Defense Industrial Base**
- **DoD Is Fighting for Talent Globally**
- **Facing Market and Internal DoD Inhibitors**
- **Global Adversaries Gaining Ground**
- **Digital Transformation Requiring WF To Adapt**

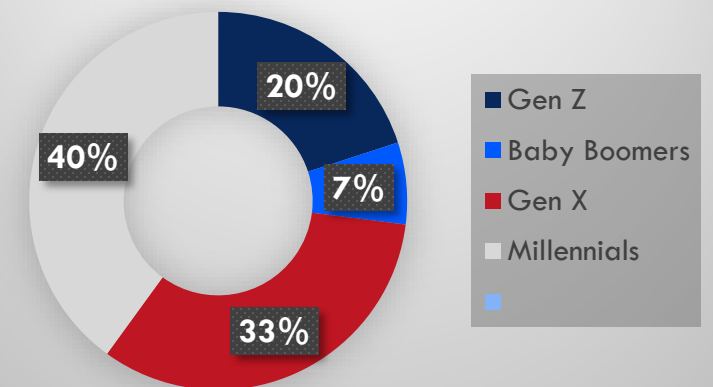
DoD Employs – 3.4 million service members and civilians internationally***

- 2 Million Military
- 950k Civilians
- 450K Contractors

Landscape***

- 4800 sites
- 160 countries
- Executing Budget 817 Billion

Projected DoD Workforce MakeUp By Generation, As of 2024**



*U.S. Bureau of Labor statistic, Retrieved, 30 May,2023. [Labor Force Participation Rate](#)

** Retaining My Generation: [Retention Strategies for Generation: Retention Strategies for Gen X and Gen Z Federal Employees](#)

*** Department of Defense. [About Page](#). Retrieved. 1 June. 2023

Defense Business Board FY 23 Assessment of DoD - Building a Civilian Talent Pipeline

Recommendations

- Formalize a Civilian Recruiting Function
- Establish a Defense Civilian Brand
- Build a Civilian Talent Pipeline
- Institute Metric Recommendations
- Remove Legal, Policy, and Organizational Challenges

- DoD Must Brand itself “Employer of Choice”
- DOD Talent Strategy Must Change
 - Adopt Private Industry Practices
- US Draw Attention to the China and its Talent Strategy for STEM

* Defense Business Board, FY 2023 Assessment of the Department of Defense: Building a Civilian Talent Pipeline, March 2023, <https://dbb.defense.gov/Portals/35/BCTPV4.pdf>

Defense Civilian Training Corps (DCTC)

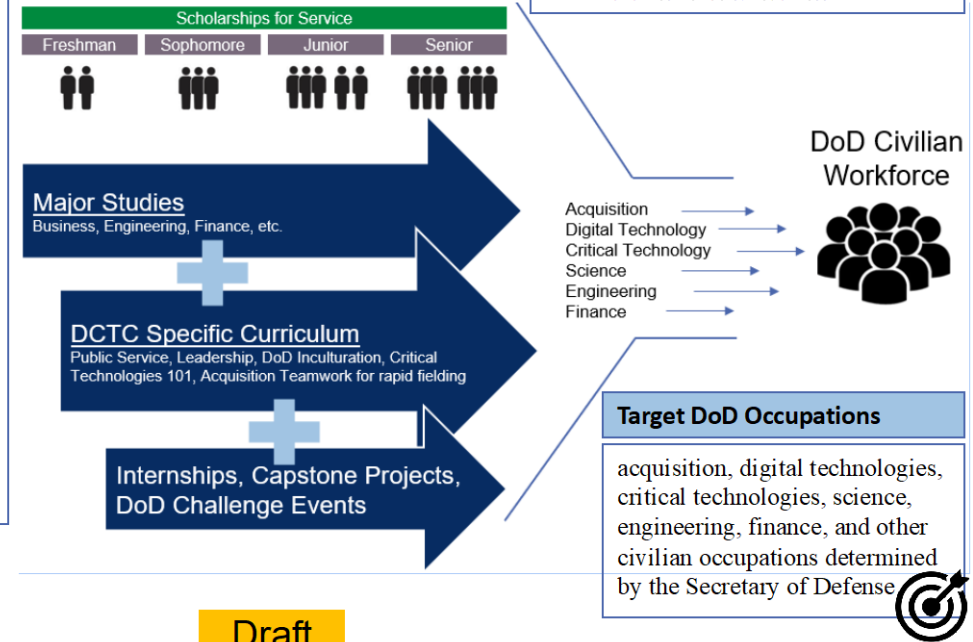
A new ROTC-like program preparing future DoD civilians

Overview

- Established in Title 10 U.S.C. Chapter 113
- To **target critical skill gaps** identified by the Secretary of Defense
- The DCTC program establishes a **civilian training corps** to prepare selected students for public service in DoD occupations
- DCTC will be a **ROTC-like scholarship-for-service program** with units at colleges/universities across the nation. It will provide a ROTC-like cohort experience and a four-year program of **targeted development/curriculum**
- On behalf of USD(A&S), ASD(A), Acquisition Data and Analytics will implement the Congressionally mandated DCTC **pilot program** utilizing the Acquisition Innovation Research Center (AIRC)

SecDef Priority Alignment

- ✓ **Defend the Nation**
 - Innovate & Modernize the DoD
- ✓ **Take Care of our People**
 - Grow our Talent
 - Build Resilience & Readiness



Strengthening the DoD Civilian Workforce with Critical Skills

RESPONSE TO TALENT PIPELINE

Pilot Launching June 2023

DOD CIVILIAN PIPELINE = NATIONAL SECURITY STRATEGY + CRITICAL SKILLS

In Summary...

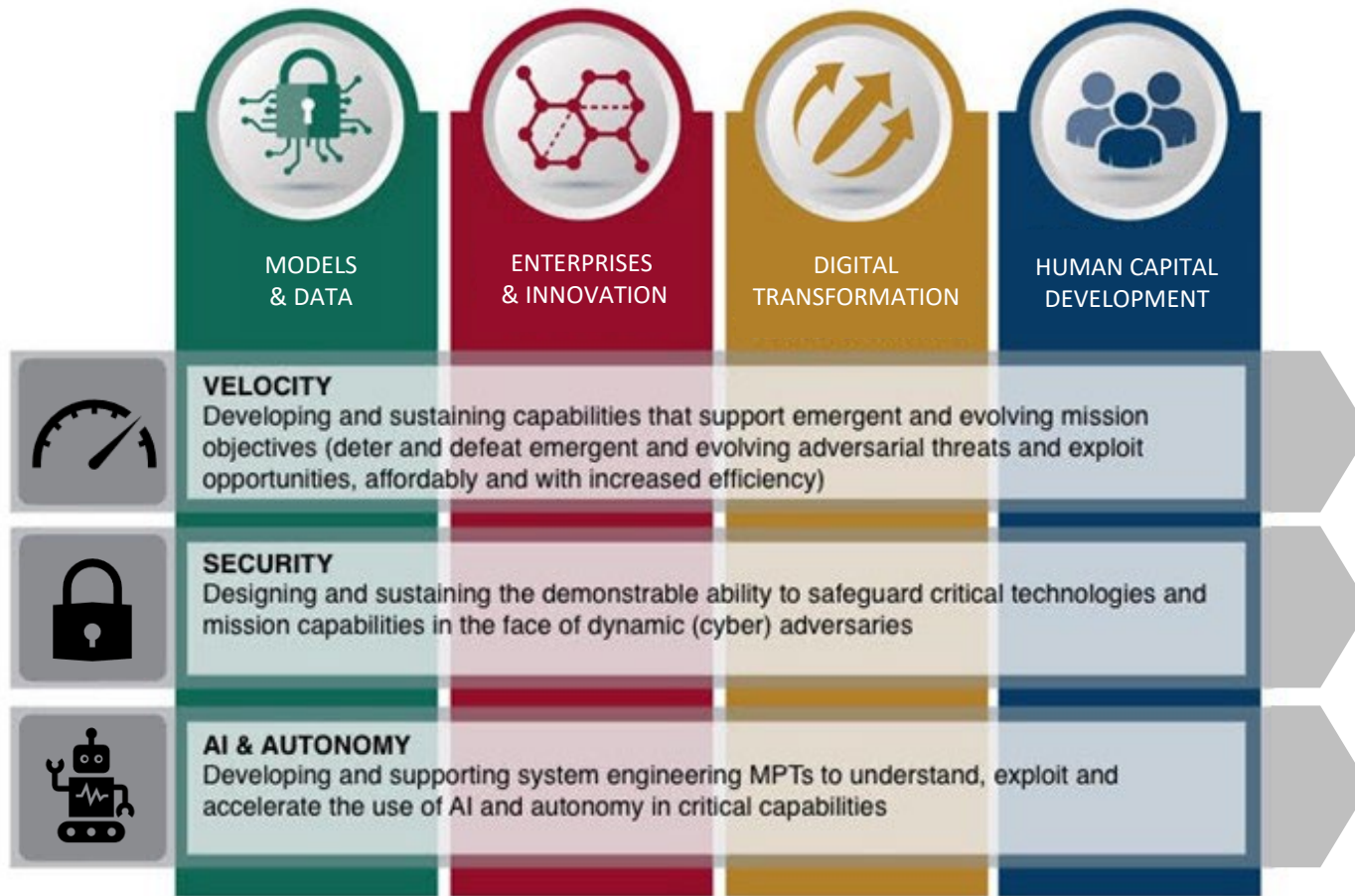
- Environment is Complex
- Threat Is Real
- We Must Be Innovative and Aggressive
- DCTC is Off and Running – June 2023

Let's Stay In Touch:

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Mission Engineering



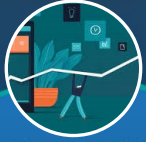
Digital Engineering

SERC Technical Plan Roadmaps



ACQUISITION INNOVATION

Timely Delivery of Effective Capabilities for Our Warfighters



Information

Data and Knowledge
Sharing Across DoD,
Industry, and Academia

Enable and align secure
information flows to inform,
improve, and accelerate
acquisition functions &
decisions



Acquisition Tools and Functions

Enable and Improve
Our Tradecraft

Leverage information,
models, and commercial
innovation to improve
functions and outcomes



Policy Test Ranges and Decision Tools

Assess Ideas and Inform
Decisions to Improve
Policies and Processes

Models and analytics
for evidence-based
decision making



People and Culture

Agile Workforce, Leadership, and Organizations

Enable & incentivize agile, innovative, and outcome-focused communities.
Modern education & training.

Management; Business; Law; Public Policy; Data Science; Engineering; Psychology; Education

DIGITAL ACQUISITION
DIGITAL DATA/ANALYTIC STRATEGY

AIRC INNOVATION FRAMEWORK

Enterprises and Innovation

- Comprehensive Enterprise/ SoS Modeling and Analysis
- Mission Engineering
- Digital Enterprise Transformation

Models and Data

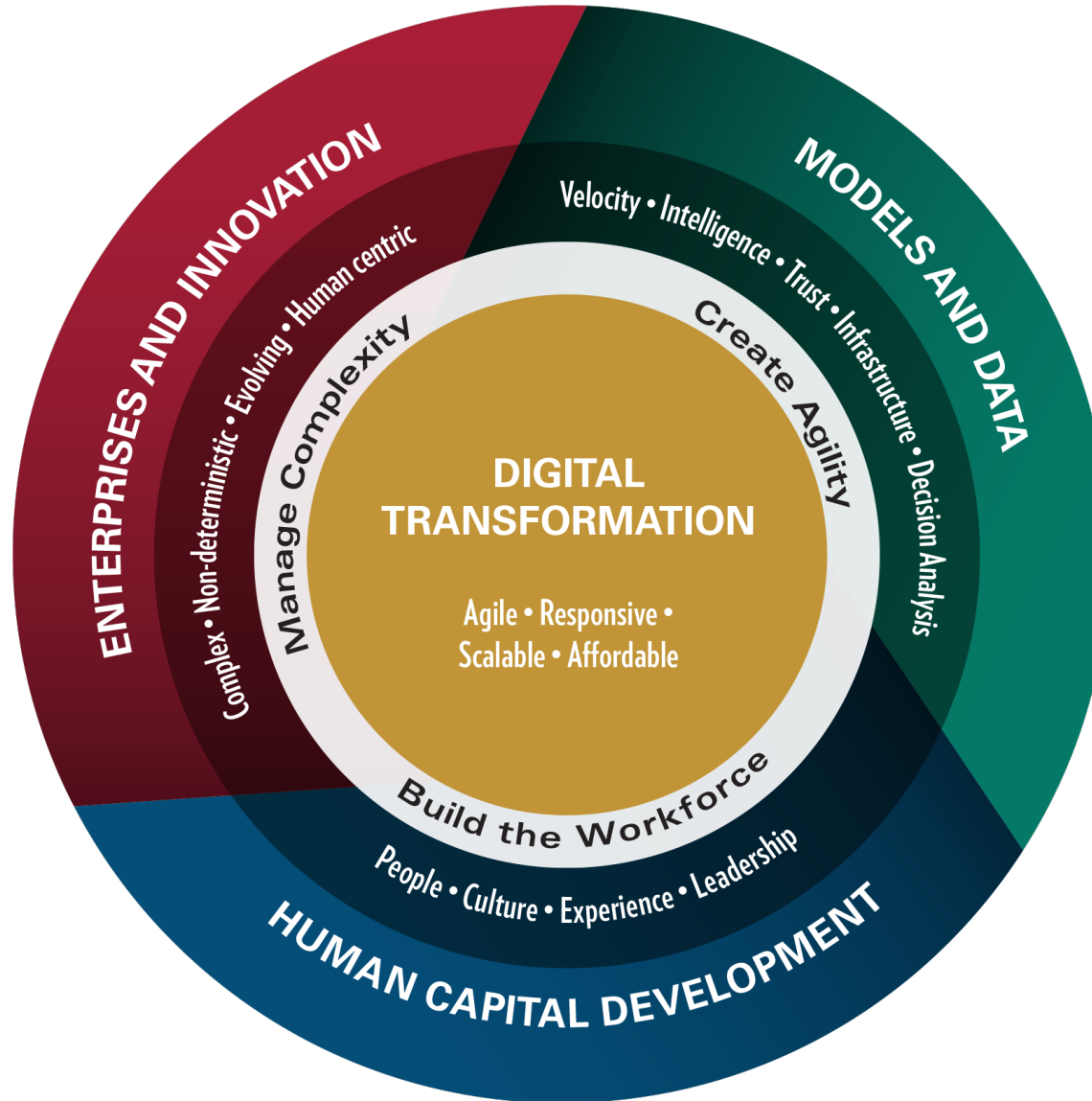
- Systemic Security
- Common Architectures

Human Capital Development

- Evolving Body of Knowledge
- Digital Literacy/ Experience
- SE and Technical Leadership
- Cyber Resilience

Digital Transformation

- Velocity and Agility
- Digital Engineering
- SE Methods for AI and Autonomous Systems



Enterprises and Innovation

- Innovation Culture
- Intellectual Property
- Digital Enterprise Transformation
- Portfolio-based Acquisition

Models and Data

- Data Infrastructure
- Analytic Platform

Human Capital Development

- Digital Competencies
- Leadership & Innovation Culture
- Cognitive Assistants

Digital Transformation

- Data Management & Sharing
- End-to-end Lifecycles
- Policy Analytics
- Agile Program Management

