



U.S.ARMY



ARMY SYSTEMS ENGINEERING WORKFORCE DEVELOPMENT EVOLVING TO ADAPT TO THE CHANGING ENVIRONMENT

ASA(ALT) SYSTEM OF SYSTEMS ENGINEERING AND INTEGRATION DIRECTORATE (SOSE&I)

DESIGN / DEVELOP / DELIVER / DOMINATE

SOLDIERS AS THE DECISIVE EDGE

DATE: 31 OCTOBER 2013

DELIVERED BY: JEROLD LINN

UNCLASSIFIED



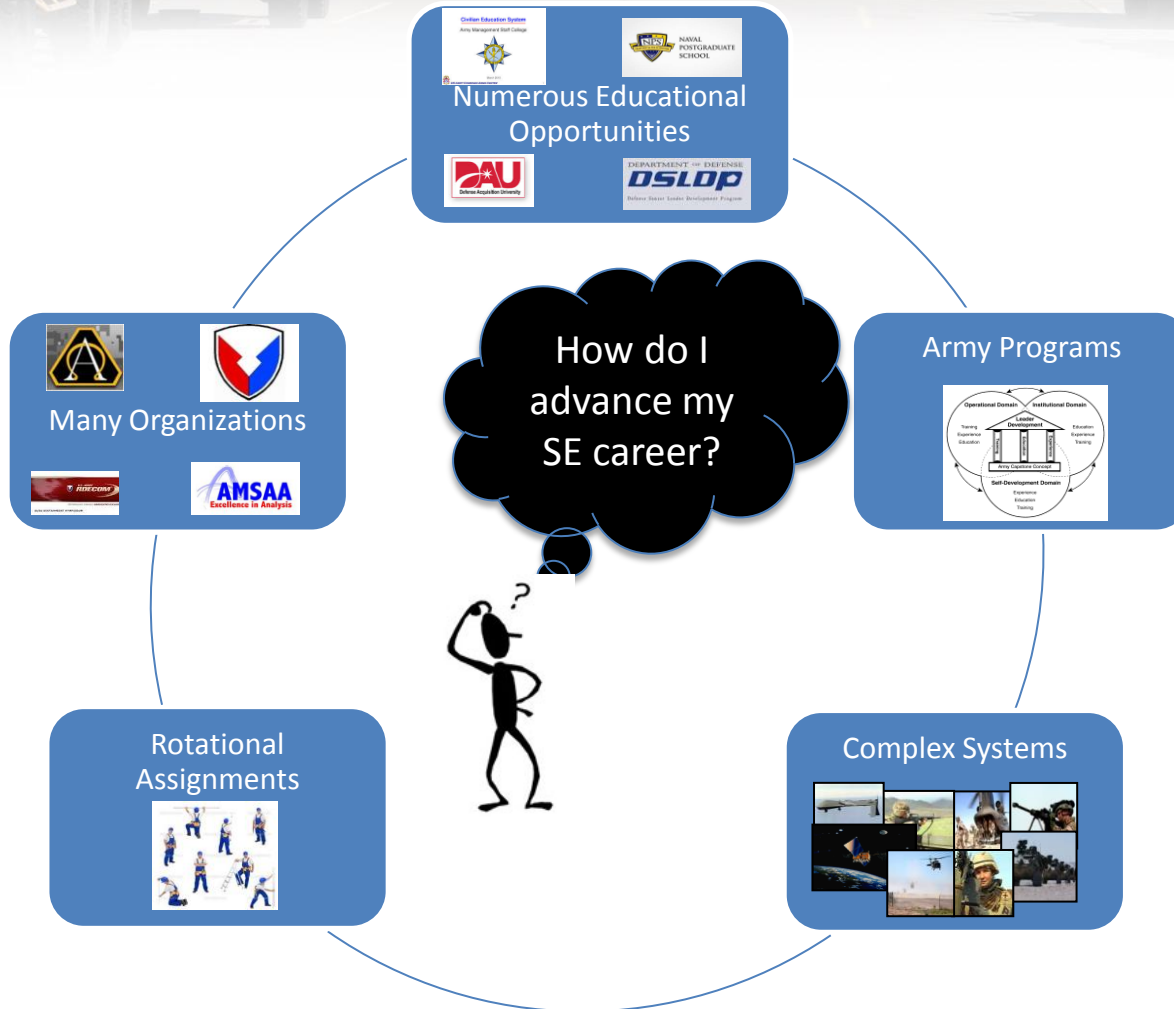
Requirements



The Army needs a cadre of systems engineers that provides acquisition leaders with sound, independent and actionable engineering advice.



Systems Engineering Environment



Opportunities to Develop System Engineers



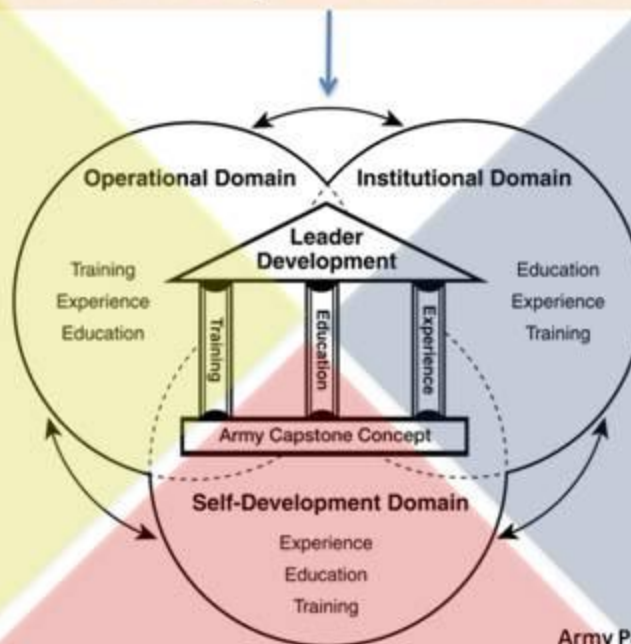
Civilian Career Model



System of Systems/ System Engineering
Workforce Development Governance Board

Operational Domain

- Identify and groom future leaders
- Multiple organizational assignments
- Mentoring



Institutional Domain

- Standardized practices
- Promote education (Defense Acquisition University, Civilian Education System, Naval Postgraduate School, etc.)

Self-Development Domain

- Establish career paths
- Publish competencies
- Reward behavior

Army Pamphlet 350-58





Responsibilities



Acquisition Civilian Workforce
39,524

Career Program (CP) 16
Engineers and Scientist (Non-Construction)
21,010

ASA (ALT)

Responsible for career management for acquisition professionals

Director, Acquisition Career Management (DACM) – LTG Phillips
Chief Systems Engineer – Mr. Edwards

Regulation AR 70-1

Career Management System - CAPMIS

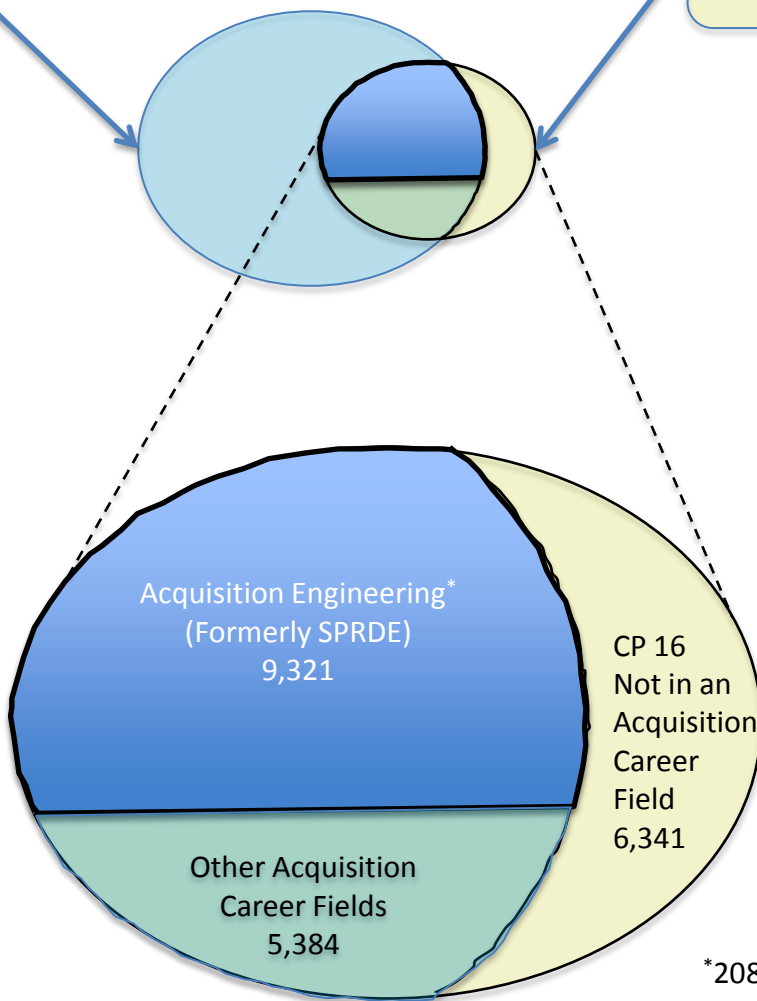
AMC

Responsible for career management for engineers and scientist (non-constructions)

CP-16 Function Chief (FC) – GEN VIA
CP-16 FC Representative- Dr. Bochenek

Regulation AR 690-950

Career Management System -DCPDS



*208 Acquisition Engineering not in CP -16





Path Forward



- Systems Engineering Research Center is building the Army model based on industry practice
- The Research, Development and Engineering Command is standardizing systems engineering practice
- The Army is developing the framework to manage systems engineering careers at an enterprise level





Summary



“Skilled, talented, and motivated people are the foundation of a leaner, more flexible support structure. Improving the skills of the existing workforce and recruiting, retaining, and educating new people must be a top priority. Many of the skills the Department needs are the same ones most in demand in the private sector. The Department must forge a new compact with its warfighters and those who support them – One that honors their service, understands their needs, and encourages them to make national defense a lifelong career.”

--2001 Quadrennial Defense Review Report





Contact Information



Army Systems Engineering Workforce Development

Presenter: Jerold (Jerry) Linn
Senior Project Engineer
U.S. Army, ASA(ALT), SOSE&I
(703) 545-4708

POC: Leo Smith
Director, Programs of Record
U.S. Army, ASA(ALT), SOSE&I
(703) 545-4707

