Army Systems Engineering Workforce Development
Evolving to Adapt to the Changing Environment

ASA(ALT) System of Systems Engineering and Integration Directorate (SOSE&I)

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UNCLASSIFIED
The Army needs a cadre of systems engineers that provides acquisition leaders with sound, independent and actionable engineering advice.
How do I advance my SE career?

Numerous Educational Opportunities

Army Programs

Many Organizations

Rotational Assignments

Complex Systems

Opportunities to Develop System Engineers
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
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

Acquisition Engineering* (Formerly SPRDE)
9,321

CP 16 Not in an Acquisition Career Field
6,341

Other Acquisition Career Fields
5,384

*208 Acquisition Engineering not in CP -16
• 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
“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
Army Systems Engineering Workforce Development

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