



Future Workforce Panel

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T&E Workforce Assessment Background



- **USD AT&L directed a competency assessment of the entire Acquisition Workforce**
- **Assessment of workforce capability based on functional competency models**
- **Purpose of the Assessment:**
 - **Identify gaps for improving:**
 - **Training**
 - **Human capital planning**

Survey Conducted May – July 2011



T&E Competency Model



AREAS (7)

COMPETENCIES (25)

Planning

1. Risk Identification
2. Capabilities Assessment
3. Program T&E Strategy Development
4. Test Cost Estimating

Preparation

5. Coordination of T&E Activities and Events
6. Test Readiness

Test Execution

7. Risk Management
8. Test Control Management
9. Data Management

Analysis

10. Data Verification and Validation
11. Data Reduction and Assimilation

Evaluation

12. Determination of Test Adequacy
13. Validation of Test Results
14. Evaluative Conclusions

Reporting

15. Technical Reviews
16. Lessons Learned
17. Documentation

Professional (crosses all areas)

18. Customer Service
19. External Awareness
20. Flexibility
21. Communication
22. Technical Credibility
23. Critical Thinking
24. Professional Ethics
25. Leadership and Management

7 – Areas
25 – Competencies
69 – Elements



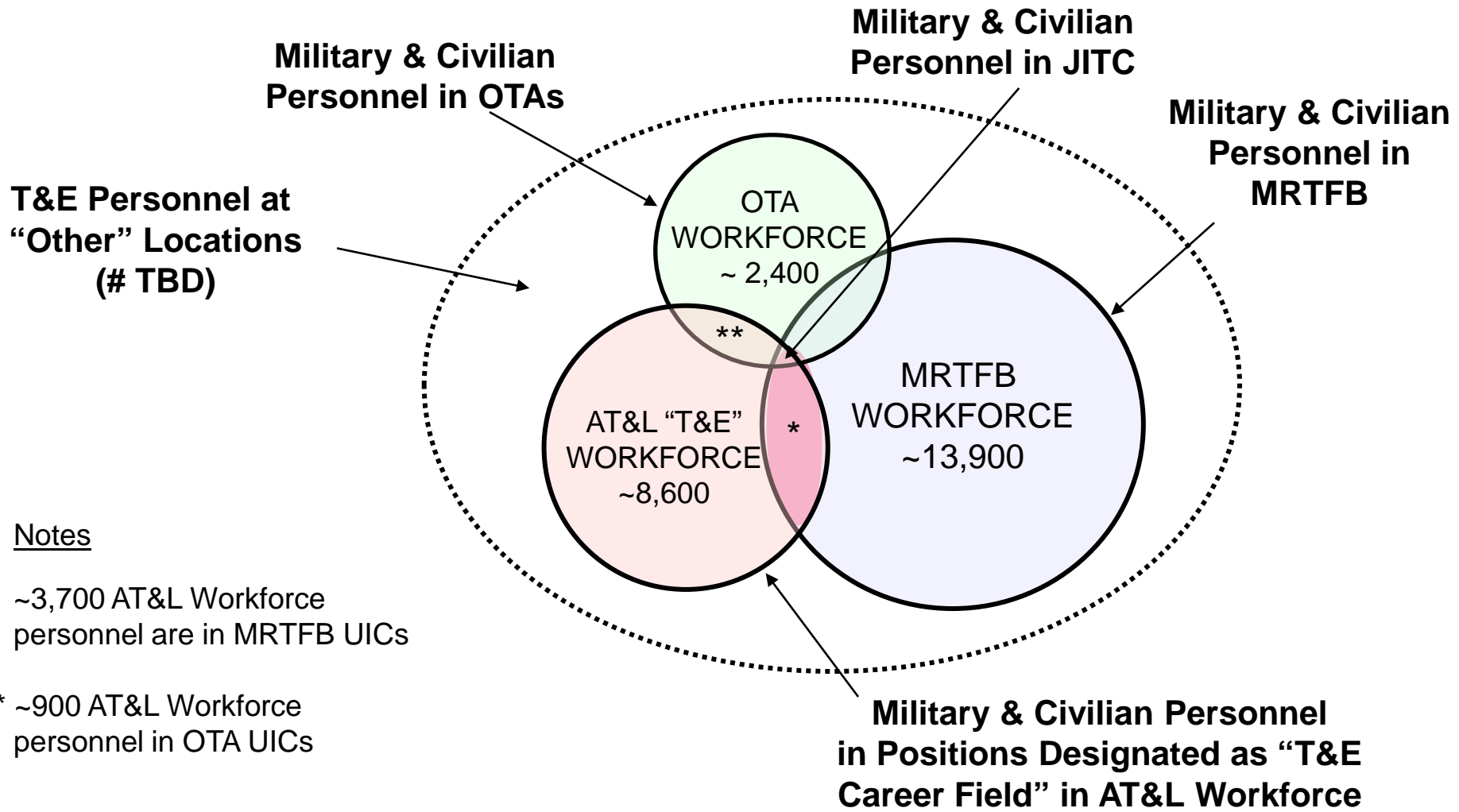
DoD T&E Workforce



- **FY12 T&E Workforce:**
 - Acquisition coded ~8,600 out of ~151,000 (~5.7% of total Acq. Workforce)
- **FY11 Competency Assessment ~10,700**
 - Assessment of Acq Workforce included Non-T&E coded
 - Acquisition T&E coded ~8,600
 - Acq. Non-T&E coded ~2,100
 - ~3,350 Respondents
- **Overall results indicated a proficient workforce**
 - Two T&E Competency Areas need review/strengthening
 - Analysis
 - Evaluation



Government T&E Workforce (DoD-wide Perspective)



Notes

- * ~3,700 AT&L Workforce personnel are in MRTFB UICs
- ** ~900 AT&L Workforce personnel in OTA UICs

Contractor personnel not included

Venn diagram not drawn to scale



T&E Workforce Development



- **Conducted a review of T&E Curriculum**
 - Strengthen Analysis and Evaluation (T&E Competency Assessment)
 - Increase rigor within courses
 - Increase student application through practical exercises
 - Reduce duplication among courses
 - Refocus course lay-out to better depict T&E process



T&E Workforce Development FY13 – FY15 Roadmap



FY 13 Inputs:

- DODI 5134.17 (DT&E)
- STAT in T&E Implementation Plan
- FY 2012 NDAA
- Reliability Growth Planning
- Incorporating T&E in Contracts
- Integrated Testing
- Information Assurance (IA)
- T&E Workforce Competency Assessment
- T&E Management Guide
- Computer Network Defense (CND)

FY 14 Inputs:

- Update to DODI 5000.02 (TBD)
- STAT in T&E COE
- FY 2013 NDAA
- Cyber Security
- DAG, Chapter 9 Updates

FY 15 Inputs:

- FY 2014 NDAA
- STAT in T&E COE
- Other as necessary

Results:

- Increasing Rigor
- Reducing Duplication
- Increasing Student Application

FY 13

- Update TST 102, 203, 303
- Additional pre-requisites and Core requirements
- Develop additional pre-requisites
- Emphasis on Critical Thinking

FY 14

- Updating TST 102, 203, 303
- Additional pre-requisites and Core requirements
- Expand TST 203 curriculum to 9.5 days

FY 15

- Updating TST 102, 203, 303 (as required)

Working With Other Functional Areas To Ensure Consistency Of T&E Course Material