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U.S. Army Contracting Command
Contracting Support to the Warfighter

The People Problem: Research in Acquisition Human Capital Panel #17

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Executive Director
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Discussion Topics

- **Workforce**
 - Challenges
 - Experience Gap
- **Way Ahead...Initiatives & Strategies**
- **Research Presentations**



Workforce Challenges Impacting Contract Execution

- Aging Army workforce
- BRAC relocations
- Increasing workload demands
- Recruiting & training a large number of interns
- Hiring experienced Contract Specialists
 - Approximately 750 vacancies to fill in FY11
- Expeditionary deployment of personnel
- Experience levels dropping (i.e. Entry-level hires)

With great challenges, come great opportunities...



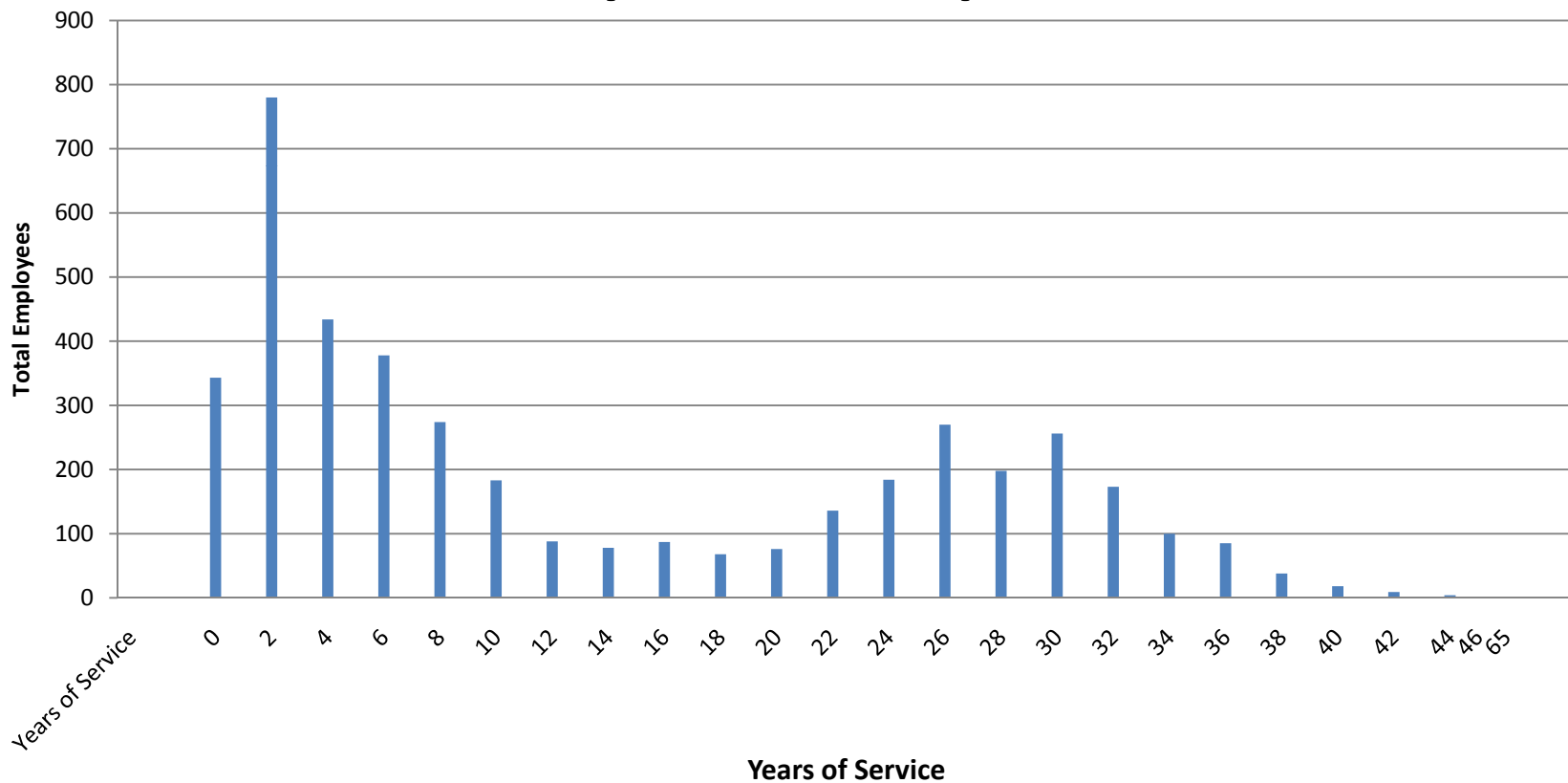
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Current Contracting Workforce

The Experience Gap



Data as of: 11 March 2011



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Way Ahead...Initiatives & Strategies

- **Department of Army & Section 852 Funding**
- **Expedited Hiring Authority**
- **Development & Sustainment of Contracting Expertise**
- **Deployable Civilian Contracting Cadre**
- **Succession Management**
- **ArmyHire.com**



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Presentations

Determining the appropriate size of the contracting workforce: Yes we can! – Dr. Tim Reed, Naval Postgraduate School

How Can Civilian Retention in the Army Contracting Command Contracting Professional Community Be Affected? – Mr. Charles Farris, Defense Acquisition University

Outsourcing the Procurement / Acquisition Function of an Operation: Is it a Good Thing or Not? – Ms. Debbie Nicholson, J. M. Waller Associates, Inc