



Small Business Workforce Update

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26 April 2018



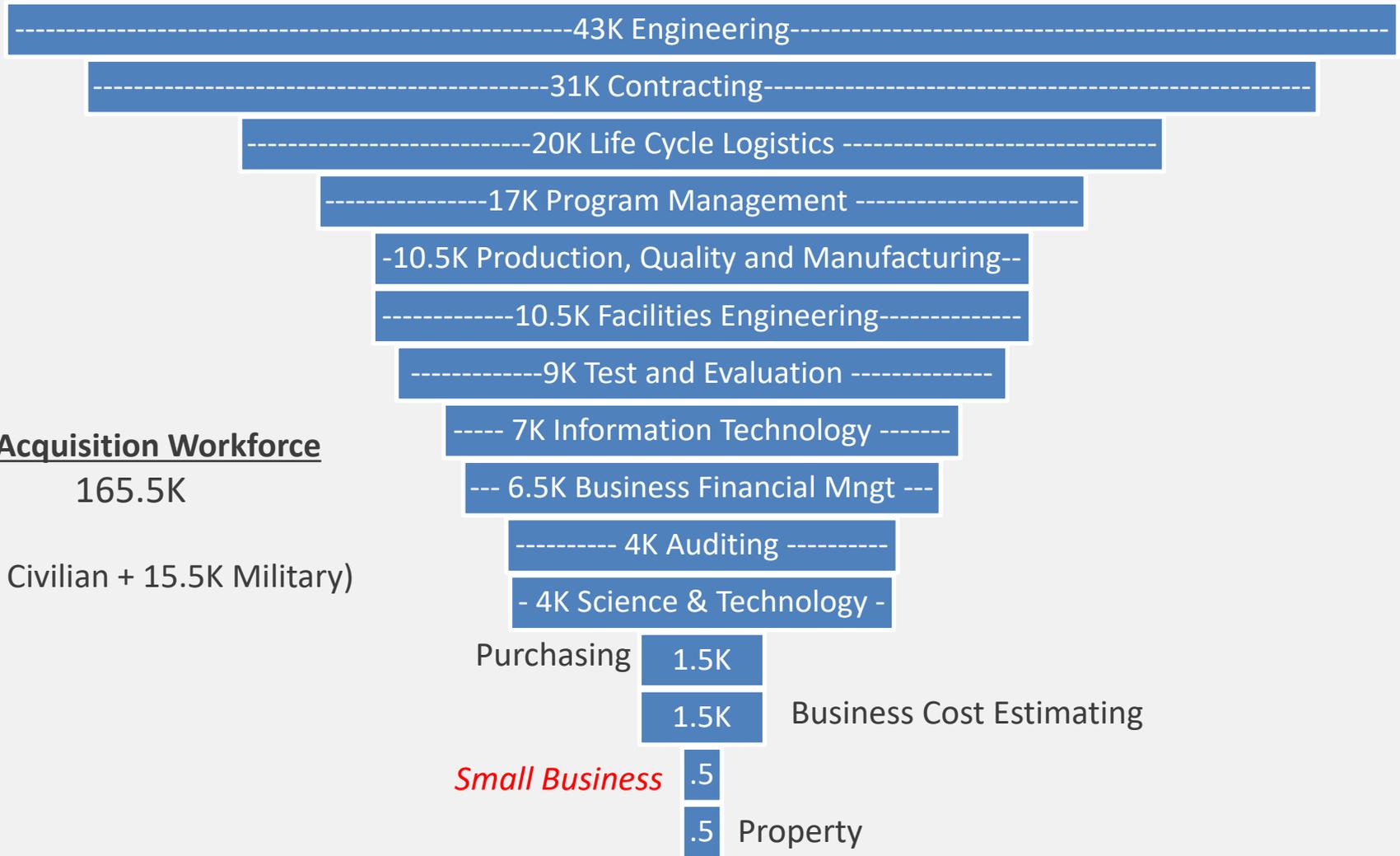
Small Business Workforce Management Objectives

- Prioritized DAU Training through DACMs
- Cross-Functional Population
- Full accountability of Small Business Professionals



Acquisition Workforce

Total Acquisition Workforce
165.5K
(150K Civilian + 15.5K Military)





Career Field

Advantages

- Certification
- M-code
- Internal Support

Disadvantages

- Lengthy Implementation
- Contracting C-code constraint
- Career Limitations
- Excludes Part-time Workforce
- Isolation
- Management Overhead
- Resistance
- Local control
- Update position descriptions
- Requires non-SB champions



Career Path

Advantages

- Identify entire workforce
- Rapid implementation
- Includes Part-time workforce
- Multiple Career Fields
- Career broadening for Acquisition Workforce
- DAU class priority
- Mature Workforce

Disadvantages

- Mixed messages
- Build value for training
- Some management overhead
- Unforeseen situations

11 of 12 Functional Leader duties are identical for both career field and path.



Small Business Career Path: Essential Tasks

A

Stakeholder Engagement

Policy Updates

B

Job Specialty Code Availability
& Position Designation/Coding

C

Workforce Metrics

Training Priority &
Registration

Shaping of Workforce Skillset



SB Workforce Stakeholders

Under Secretary of Defense for Acquisition & Sustainment (USD(A&S))
Under Secretary of Defense for Research & Engineering (USD(R&E))
Service and Component Acquisition Executives (CAEs)
Director, Human Capital Initiatives (HCI)
Director, Defense Acquisition University (DAU)
Defense Acquisition Functional Leaders (FLs)
Directors, Acquisition Career Management (DACMs)
Component Small Business Directors
Small Business Professionals
Local Human Resource Offices