

Paving the Path on Behalf of DCMA



Often we think of the future as something we will get to, an event that may or may not happen, with outcomes we surely cannot predict. What if I told you, “I think the best way to predict the future is to invent it”? Using that as our basic premise, the Defense Contract Management Agency (DCMA) is embarking on a path forward to do just that — invent the future.



only you, but also all of those who will come aboard within the next five – 20 years. Here are some of the initiatives we have ongoing to invent our future:

- Developing future leaders to meet the challenges outlined above. We can no longer afford to put the best technical person in the lead role without first assessing and then developing him/her for his/her leadership role. Our first group of *Tomorrow's Leaders* is on its way to conquering these new challenges.

- Analyzing competency and skills gaps of our current and future needs. We do not have quality assurance representatives certified in Skycar mechanics today. We need to consider reaching into the high schools and steering kids toward the kinds of degrees we need them to have in order to meet our skills needs for the future.

- Fostering the *DCMA Alumni Program*, which is designed to tap into our retirees, both current and potential, and create “bridge” jobs so that we can maintain our current levels of expertise and our retirees can work into retirement through part-time and intermittent employment.

This list contains only a smidgen of the initiatives human resources is using to pave the path on behalf of DCMA. It is through the dedication and commitment of our senior leadership team and folks like you that will make DCMA's invention of the future a reality!

Ms. Angela Bailey

Executive Director, DCMA Human Resources

Here is what we know today: “Current arrangements pretty much designed for the Cold War must give way to the new demands of war against extremists and other evolving 21st-century challenges” (Donald H. Rumsfeld, secretary of defense, 2006). The military footprint will be smaller ... resulting in fewer military commander assignments within DCMA.

Industries, such as Honeywell, along with universities, such as Penn State, and the federal government are researching and investing in new technologies — everything from smart materials to biofuel.

New technologies will create new occupations as well. Quality assurance representatives with commodity certification in Skycar mechanics and fuel cell engineers are right around the corner.

The workforce will be different as well. We will see a more entrepreneurial workforce, with jobs becoming projects and people seeking employability, not necessarily job security.

The challenge for DCMA, and in particular human resources, is to take all of this knowledge and to map out a future for not