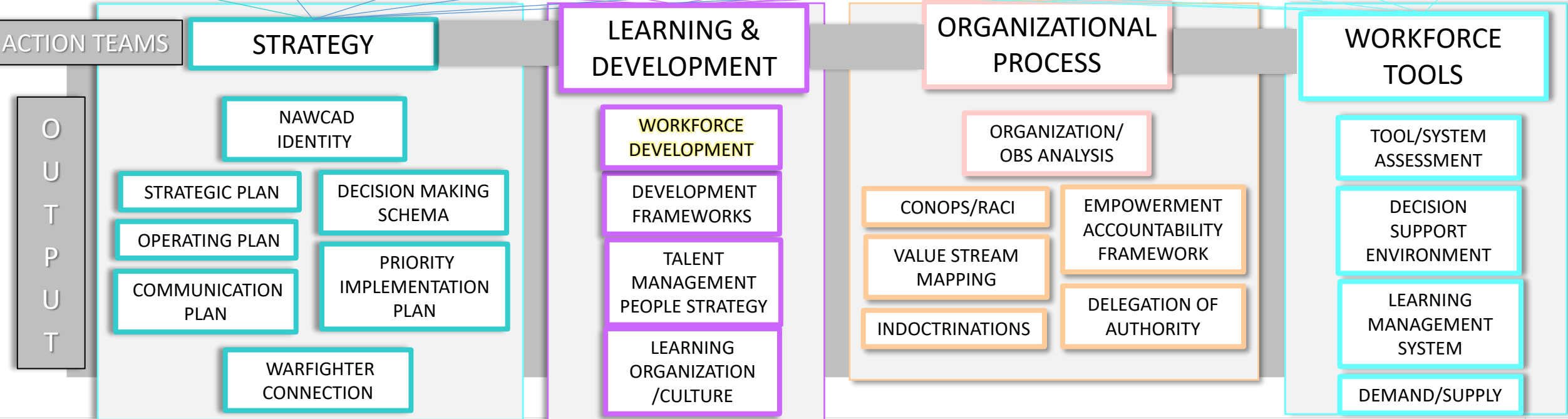
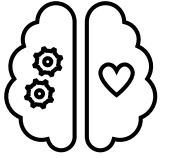




WORKFORCE NORTH STAR ALIGNMENT

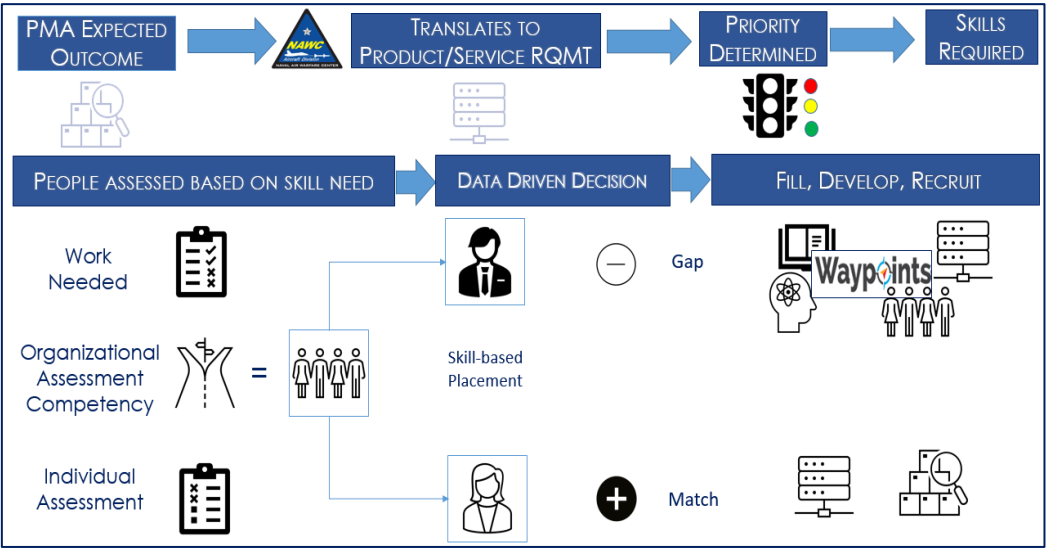
...and to maturing key enabling capabilities...

DEVELOP A WORKFORCE WITH THE RIGHT PEOPLE, IN THE RIGHT POSITIONS, WITH THE RIGHT SKILLS AT THE RIGHT TIME



ENABLING CAPABILITY: EMERGENT TECHNICAL AREAS

Concept / Progress



- Completed 9 emerging skill area workshops with WFD POCs and SMEs
- Completing DoN initial proof of concept in technical skill area
- Completed Network Engineering Career Roadmap
 - Aligning training/learning in system to feed IDP for next pilot

Next Steps

- Apr**
 - 1 remaining emerging skill area workshop to document operational definitions, KSAs, training, & college degrees with follow-on action to capture demand/supply to identify current gaps
- May**
 - Complete Data Science career roadmaps for Data Engineer, Data Scientist and Data Analyst (SME socialization)
 - Developing initial job role profiles for Autonomy to include Artificial Intelligence, Robotics, and Flight Controls
 - Circulate career roadmaps for agreement on model across Groups/EchIVs
- Jun**
 - Complete DoN proof of concepts for both technical skill area and Network Engineering to incorporate lessons learned for next pilot effort across Groups/EchIVs
 - Complete initial assessment of Demand/Supply and training/learning submittals to impact investment decision

EMERGING SKILL AREA	Initial Kickoff Workshop	Operational Definition	Initial Demand/Supply	Initial Gap Identified	Initial KSAs/Competency Behaviors	Initial Training/Learning	College Degrees	SME Kickoff, Update and Review	SME Additional Input	Curriculum	Building Initial Competency Model	Validation of Competency Model from SMEs	Determination of "Owners" across Groups	Identification of Emerging Area Population	WayPoints Load	Competency Assessment	Identification of ""Skill"" Gaps
Network Engineering	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	IN PROCESS	COMPLETE	COMPLETE	COMPLETE	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED
Autonomy	COMPLETE	COMPLETE	PARTIAL	PARTIAL	PARTIAL	PARTIAL	PARTIAL	PARTIAL	IN PROCESS	NOT STARTED	IN PROCESS	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED
Data Science	COMPLETE	COMPLETE	PARTIAL	PARTIAL	PARTIAL	PARTIAL	PARTIAL	COMPLETE	IN PROCESS	NOT STARTED	PARTIAL	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED
Digital Engineering	COMPLETE	COMPLETE	PARTIAL	IN PROCESS	PARTIAL	COMPLETE	COMPLETE	IN PROCESS	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED
Hypersonics/Counter	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	COMPLETE	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED
Cyber	COMPLETE	COMPLETE	IN PROCESS	IN PROCESS	PARTIAL	PARTIAL	COMPLETE	NOT STARTED	NOT STARTED	PARTIAL	PARTIAL	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED
Additive Manufacturing	COMPLETE	COMPLETE	IN PROCESS	IN PROCESS	IN PROCESS	IN PROCESS	PARTIAL	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED
Live Virtual Constructive	COMPLETE	COMPLETE	IN PROCESS	IN PROCESS	IN PROCESS	IN PROCESS	COMPLETE	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED
Electronic Warfare	COMPLETE	PARTIAL	IN PROCESS	IN PROCESS	IN PROCESS	IN PROCESS	COMPLETE	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED
Radio Frequency	SCHEDULED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED	NOT STARTED