

White Paper

Proposal to Enhance Diversity in Acquisition Workforce Development

July 2008

Prepared for the Defense Acquisition University
(DAU)

by

The American Heritage Defense Corporation
(AHDC)

[Non-Profit 501(c)3]

Tel.: 301 249 2900/Cell: 202 631 7795

An Initiative of the Science, Engineering, Technology and
Workforce Development for America's Security (SETWAS)

Alliance © AHDC 2002-2008

7-Jul-08

1

PROPRIETARY

Key Legislation

- Defense Acquisition Workforce Improvement Act (DAWIA)
 - Section 1722
- U.S.C. Title 10, Section 2323
- Executive Order 13256
- Nat'l Defense Authorization Act for Fiscal Year 2008
 - Section 852

DAWIA

- U.S.C. Title 10, Section 1722
- *Require, among other things, the DOD to maintain a balanced workforce in which members of racial and ethnic minority groups are appropriately represented in government service.*

U.S.C. Title 10, Section 2323

- Authorizes DOD to provide HBCUs/MIs Infrastructure Assistance.
- Infrastructure Assistance includes several program areas considered to be in scientific disciplines critical to the national security functions of defense. These include, among other things, the following.
 - Establishing & enhancing undergraduate, graduate and doctoral programs
 - Making personnel available to advise and assist faculty at HBCUS/MIs in performance of research
 - Establishing partnerships between laboratories and HBCUs/MIs to train students
 - Providing other assistance, as appropriate, to strengthen functions of DOD or college infrastructure to support the performance of defense research

Executive Order 13256

- Encourages increasing opportunities for HBCUs to participate in and benefit from Federal programs, as do other colleges and universities by ordering, among other things, the following:
 - Section 4The head of each department or agency so identified shall establish an annual plan that will establish clear goals for how the department or agency intends to increase the capacity of historically Black colleges and universities to compete effectively for grants, contracts, or cooperative agreements and to encourage historically Black colleges and universities to participate in Federal programs.

Nat'l Defense Authorization Act for Fiscal Year 2008

- Section 852
 - Amends U.S.C. Title 10, Chapter 87, Section 1704
 - Establishes Department of Defense Acquisition Workforce Development Fund
 - Fund to be used to recruit, train and retain acquisition personnel
 - Limit payment of funds to contractors that provide advanced training to DOD employees

AHDC Strategic Goals

- Develop Acquisition & Contracting technical assistance and Infrastructure support services to HBCUS/MIs to facilitate capacity and capability to compete for defense research and service contracts.
- Develop a science, mathematics, engineering and business Human Capital Pipeline to replace retiring acquisition professions and to support racial and ethnic diversity in acquisition workforce.
- Promote awareness of science, mathematics, engineering and high achieving scholars at annual American Heritage Awards Banquet. Awards will recognize accomplishments in public, private and academic sectors.

Bridges to Diversity



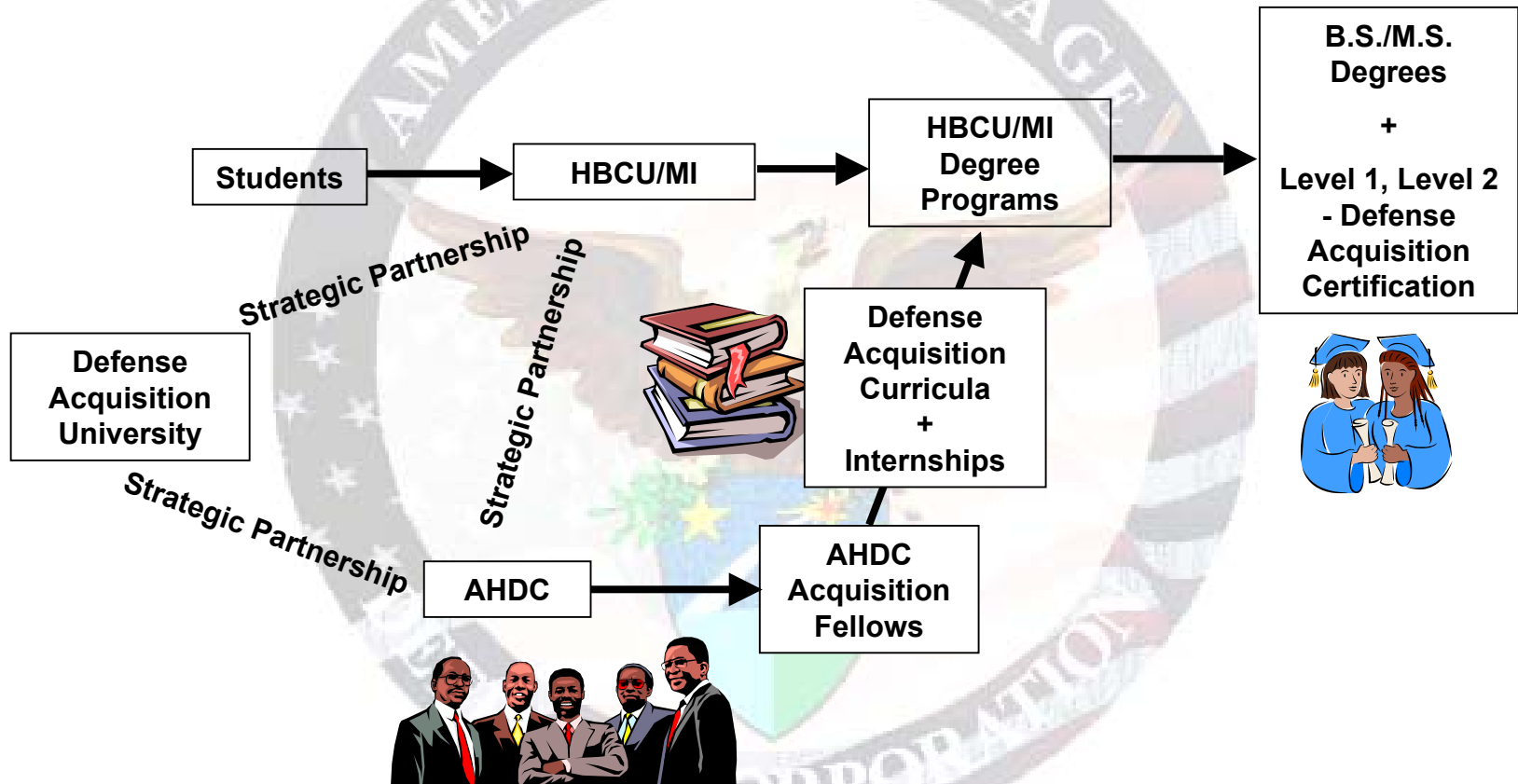
AHDC Human Capital Objectives

- Educate HBCUs/MIs on DAWIA requirements.
- Create awareness among HBCUs/MIs of Acquisition, Technology and Logistics (ATL) career fields.
- Assist HBCUs/MIs to develop acquisition courses and programs at undergraduate and graduate levels.
- Attract HBCUs/MIs students to seek jobs in ATL workforce.

AHDC Acquisition Support Objectives

- Educate HBCUs/MIs on the Federal Acquisition System & Regulations and provide assistance to:
 - access existing infrastructure, capacity and capability for competing on contracts.
 - comply with required registrations and certifications.
 - market capabilities and expertise to Federal agencies.
 - identify contract opportunities.
 - identify teaming partners and form joint-ventures offer/bid on Federal contracts.

AHDC Products/Services for Diversity in Acquisition Workforce Development



AHDC Fellows Program

- AHDC Fellows constitute a network of highly accomplished, experienced, active or retired (from industry or government) professionals in various fields of Science, Mathematics, Engineering and Business Management.
- AHDC Fellows are selected based on high levels of achievement in their fields, and their commitment to promoting diversity in the future workforce of the United States of America.
- AHDC engages its fellows for participation in projects on an as-needed basis – Such projects include research, development, testing, evaluation, instruction, and business management consulting.
- In support of its goals to assist in building capacities at Historically Black Colleges and Universities (HBCU) and other Minority Institutions (MI), AHDC Fellows are available to provide critical expertise required by the institution to compete for funding from the federal government and industry.



- Retired Senior Executives (SES) from Government
- Retired Executives from Industry
- Retired General Officers from the Military
- Part-Time Executives from Industry
- Part-Time Faculty from Partner Institutions
- Part-Time Senior Professionals from Industry
- Science, Mathematics, Engineering, Business

AHDC Interns and the Science, Engineering, Technology and Workforce for America's Security (SETWAS)

- AHDC Interns are selected competitively from the rising junior, and rising senior years in college, as well as at the Masters level.
- Selection is based on exemplary academic performance and intent to pursue careers in areas that are critical to the future needs of government and industry.
- AHDC interns are able to earn income as interns year round.

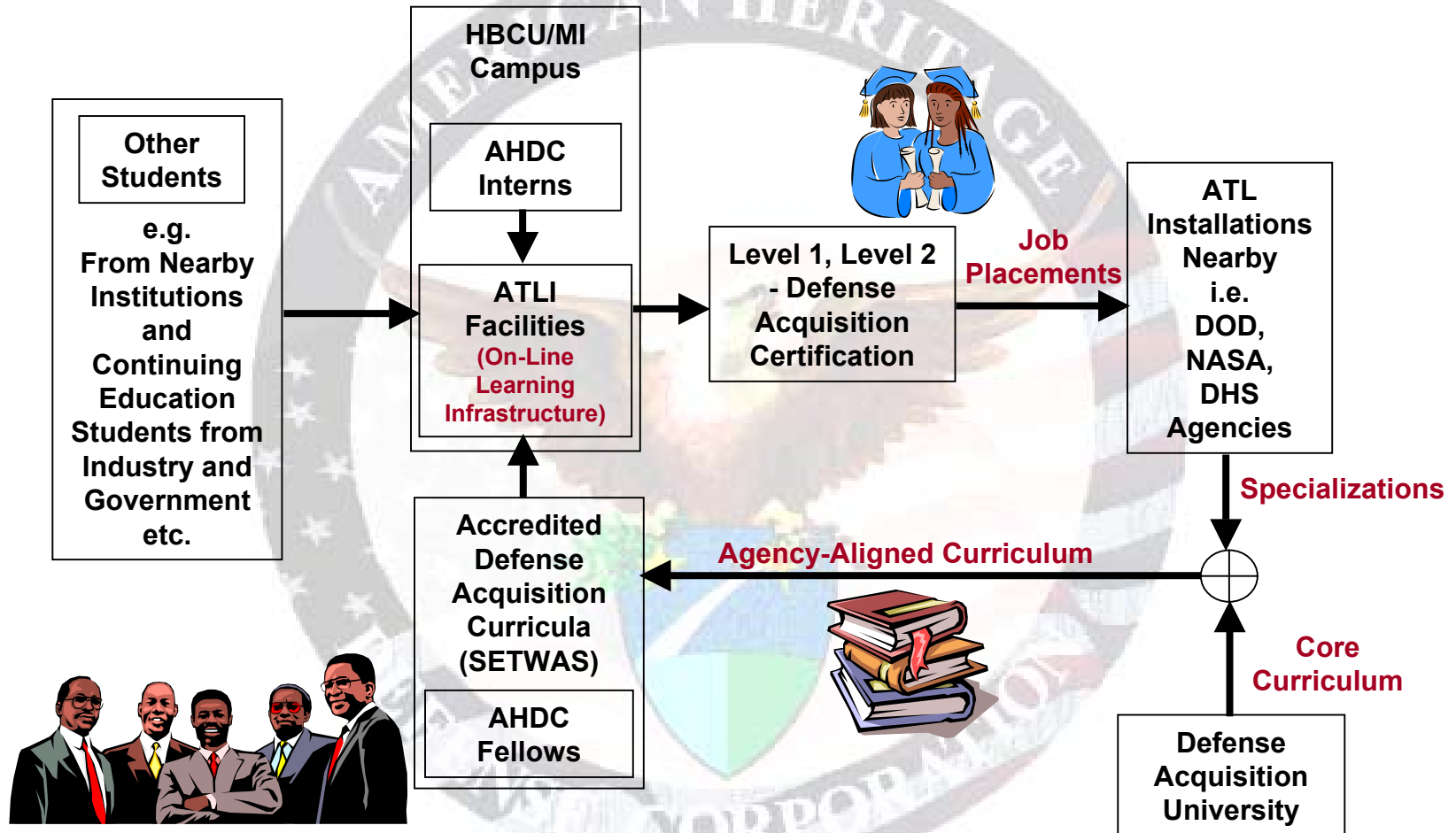


Academic Year for AHDC Interns

Fall Semester	Winter Break	Spring Semester	Summer Break
<ul style="list-style-type: none"> •Degree & Certificate Courses on Campus 	<ul style="list-style-type: none"> •On-Site Internship at Govt/Industry Labs 	<ul style="list-style-type: none"> •Degree & Certificate Courses on Campus 	<ul style="list-style-type: none"> •On-Site Internship at Govt/Industry Labs
<ul style="list-style-type: none"> •On/Near-Campus Telecommuting with Govt/Industry Labs 		<ul style="list-style-type: none"> •On/Near-Campus Telecommuting with Govt/Industry Labs 	

PROPRIETARY

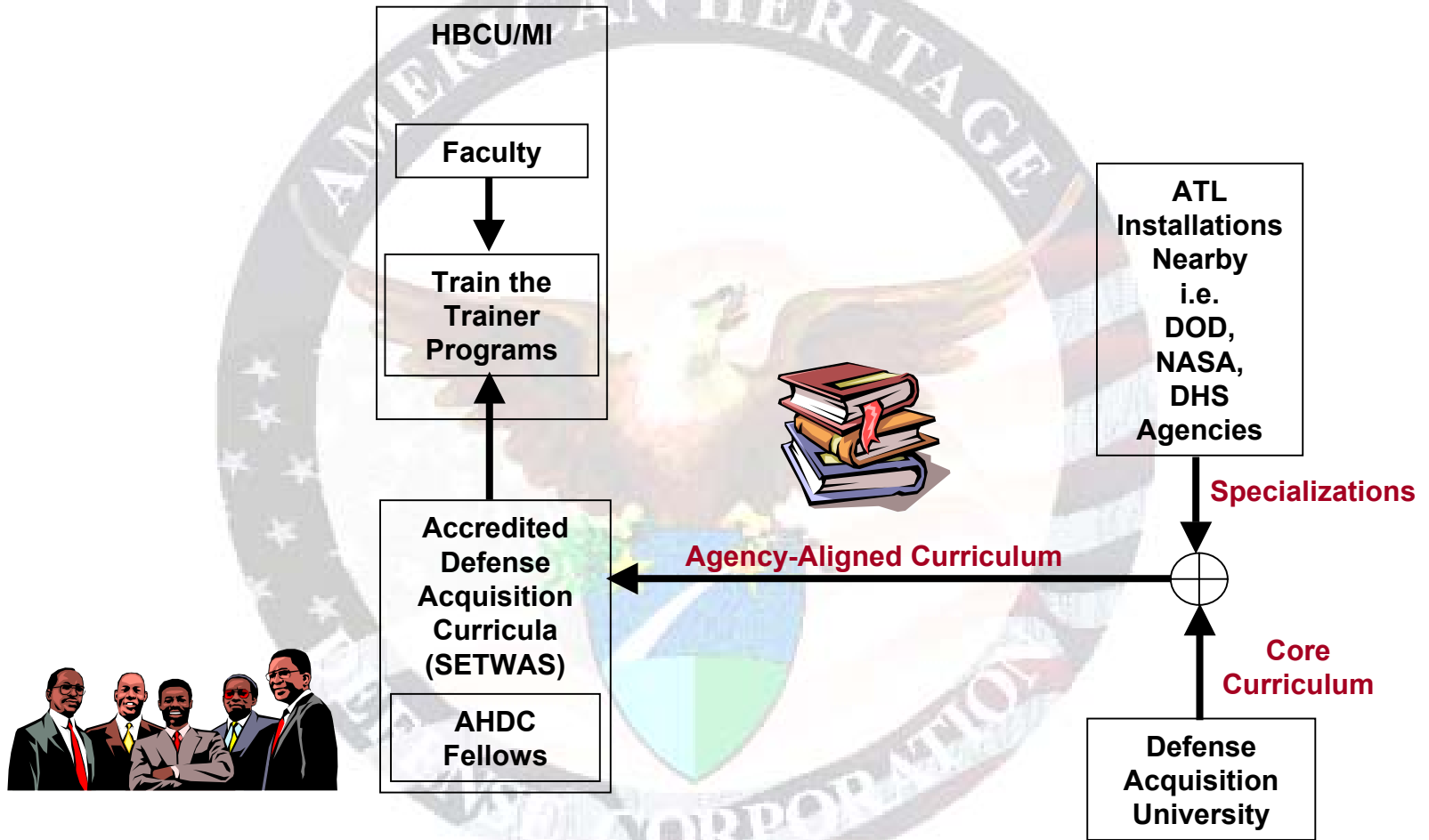
Phase 1: HBCU/MI-Affiliated Acquisition, Technology and Logistics Institutes (ATLI)



Phase 1 Proposal: ATLI Pilot Program

- **Target the requirements of Section 852 FY08 Defense Authorization Act**
- **Select 3 HBCU/MI Pilot Sites (TBD – 2 HBCU, 1 MI) and Establish Strategic Partnership Agreements**
- **Coordinate with DAU and ATL Agencies near Pilot Sites to develop Agency-Aligned Defense Acquisition Level 1 and Level 2 Certification Curriculum**
- **Establish ATLI Facilities at Partner Institutions, Including On-line learning infrastructure**
- **Engage/Train AHDC Fellows as Instructors**
- **Promote Certificate Programs to AHDC Interns and Other Students from nearby Institutions, including continuing education students from Industry and Government**
- **Assist in job placement of graduates of ATLI programs**

Phase 2: HBCU/MI Capacity Building for ATL Workforce Certification Training



Phase 2 Proposal: HBCU/MI Capacity Building for ATL Workforce Certification Training

- **Target the requirements of 10 USC 2323 Infrastructure Assistance Program**
- **Select Multiple HBCU/MI Pilot Sites (TBD) and Establish Strategic Partnership Agreements**
- **Coordinate with DAU and ATL Agencies near Pilot Sites to develop Agency-Aligned Defense Acquisition Level 1 and Level 2 Certification Curriculum**
- **Establish Training Facilities for Faculty at Partner Institutions, Including On-line learning infrastructure**
- **Engage/Train AHDC Fellows as Instructors**
- **Promote Program to Faculty at Partner Institutions**
- **Implement Train the Trainer Program at Partner Institutions**

AHDC Key Personnel

Mr. Dan Gill – Lead, Acquisition Training Programs Development

Dr. Kofi Bota – Lead, Academic Programs Development

Mr. Anthony Robinson – Lead, Minority Business Enterprise Development

Dr. James A. Fabunmi – Lead, Research and Development Programs/Interim President

Contact Information

Dr. James A. Fabunmi, Interim President/CEO
The American Heritage Defense Corporation (AHDC)

14410 Secretariat Drive
Mitchellville, MD 20721

Tel.: 301 249 2900

Cell: 202 631 7795

Email: jfabunmi@alum.mt.edu

URL: <http://ahdcsetwas.googlepages.com>