



# SYSTEMS ENGINEERING & ARCHITECTURE

TECHNICAL WORKFORCE HIGHLIGHT:

FEBRUARY 2024

## ENGINEERING (NON-CONSTRUCTION) AND QUALITY ASSURANCE FUNCTIONAL COMMUNITIES

ENG(NC)  
& QA

A DoD functional community (FC) is a group of one or more civilian occupational series or specialties with common functions, competencies, and career paths. SE&A collaborates with workforce leaders across the Department of Defense (DoD) to advocate for the Engineering (Non-Construction) (ENG(NC)) and Quality Assurance (QA) FCs, a combined workforce of approximately 93,000. The series making up the ENG(NC) FC consists of 0800 Engineering and Architecture series not related to construction and facilities management while the QA FC consists of the 1900 QA-related series.

### ❖ OSD FUNCTIONAL COMMUNITY MANAGER

As the OSD Functional Community Manager (OFCM) for ENG(NC) and QA, SE&A collaborates across the Department to develop and implement functional people strategies to deliver the right talent with the right skills at the right place and time.



**Defend the Nation**  
Innovate and Modernize the DoD



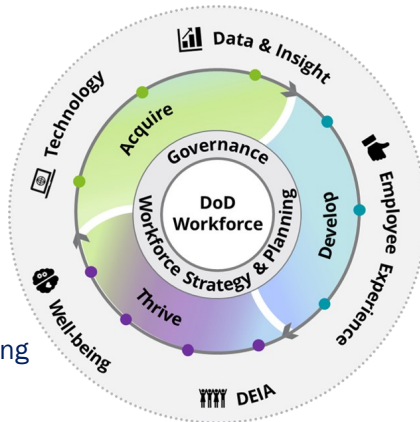
**Take Care of Our People**  
Grow Our Talent



**Succeed Through Teamwork**  
Build Unity within the DoD

OFCMs serve their workforce communities by:

- Analyzing mission requirements
- Coordinating and leveraging best practices
- Aligning with global force management and planning, programming, and budgeting and execution process planning
- Influencing demand signal



### ❖ TALENT ACQUISITION

The Department is focused on attracting the right talent for jobs through multiple talent acquisition programs that align with the Secretary of Defense priority to grow talent within the Department.

The **Civilian Workforce Incentive Fund (CWIF)** addresses talent acquisition challenges through civilian recruitment, retention, relocation, and student loan repayment incentive programs aimed at attracting and retaining employees with critical skills in annually designated “hard-to-fill” positions and component mission-critical occupations. For more information, contact <https://www.dcpas.osd.mil/contact>.

The DoD has several **Direct Hiring Authorities (DHAs)** to expedite the hiring process. These DHAs allow DoD Components to non-competitively appoint qualified candidates to competitive service positions in the DoD. For more information, visit <https://www.hci.mil/hiringauthorities.html>.

**Scholarship for Service Programs** provide tuition in exchange for DoD service. Programs in which DoD participates include STEM SMART Scholar, Defense Civilian Training Corps (STEM and non-STEM), DoD Cyber Scholarship Program, and CyberCorps®.

## SMART

SCIENCE, MATHEMATICS,  
AND RESEARCH FOR  
TRANSFORMATION

PART OF THE NATIONAL  
DEFENSE EDUCATION PROGRAM

STEM SMART Scholar

[https://  
www.smartscholarship.org/smart](https://www.smartscholarship.org/smart)



Defense Civilian  
Training Corps

<https://dctc.mil/index.html>



DoD Cyber Scholarship Program

[https://  
www.dodemergingtech.com/  
cyber-scholarship-program-cysp](https://www.dodemergingtech.com/cyber-scholarship-program-cysp)



CyberCorps®  
Defending America's Cyberspace

CyberCorps®

<https://sfs.opm.gov/>



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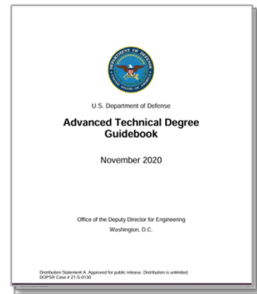
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### ❖ TALENT DEVELOPMENT

Once the right people are in place, it is imperative to continue building and improving their skill sets. The Department is using multiple avenues to grow their talent.

**Work Roles**, including the recently expanded software engineering work roles, enhance training and professional development, increase role progression, and develop valuable workforce tools. The DoD Cyber Workforce Framework establishes the DoD's authoritative lexicon based on the work an individual is performing, not their position titles, occupational series, or designator. More information can be found at <https://public.cyber.mil/wid/dcfw/workforce-elements/>.



OUSD(R&E) published the **DoD Advanced Technical Degree Guidebook** in November 2020 to assist DoD civilian engineers and other science, technology, engineering, and mathematics (STEM) personnel in attaining technical master's degrees, graduate certificates, and PhDs. To view the guidebook, please visit <https://www.cto.mil/wp-content/uploads/2023/06/Advanced-Tech-Degree-Guide-2020.pdf>.

The **Federal Rotational Cyber Workforce Program (FRCWP)** offers more than 70 cyber-focused rotational assignments to the cyber community. Cyber-coded government civilians can apply for 6 to 12-month interagency cyber rotations across the government. See <https://openopps.usajobs.gov/communities/24>.

**Public-Private Talent Experience (PPTe)** is a unique program that allows employees from industry and DoD to learn more about their respective positions, experiences, and opportunities. It leads to more cooperation and understanding of business operations and best practices. PPTes provide ample opportunities for participants to engage with industry-leading organizations and DoD agencies. For more information, visit <https://www.hci.mil/ppte.html>.

### ❖ LEARNING & TRAINING

# DAU

The Department offers many paths for the workforce to build and improve their knowledge and skills. **Defense Acquisition University**

(DAU) is developing credentials that provide job-specific, specialty, and point-of-need training. Credentials are transferable across Components and allow the workforce to customize knowledge throughout their careers. More information on relevant offerings can be found in the ETM and T&E info sheets: <https://www.cto.mil/sea/info-sheets/>.

**Digital University**, a joint venture available to members of the DoD, provides anytime access to Silicon Valley-accredited technology training and fosters a community of learners for tomorrow's warfighter. Find out more here: <https://digitalu.af.mil/>.



### ❖ TALENT RECOGNITION

Recognizing the talent of those in the Department's communities is necessary for morale and continued success.

The **Defense Acquisition Workforce Awards** recognize individual and team accomplishments annually in support of the President's Interim National Security Strategic Guidance as well as Secretary Austin's priorities. Winners may be eligible for a \$5,000 award. For more information and to see past winners, visit <https://www.hci.mil/what-we-do/Awards.html>.



The **Defense Standardization Program (DSP) Annual Achievement Awards** honor DoD individuals and organizations who have achieved significant improvements in interoperability, safety, cost reduction, quality, reliability, and readiness through standardization. For information, visit <https://www.dsp.dla.mil/Programs/Achievement-Awards/>.

SE&A Website

[www.https://www.cto.mil/sea](https://www.cto.mil/sea)



For more information, email [osd-sea@mail.mil](mailto:osd-sea@mail.mil), ATTN: Workforce Team