

Welcome to the Defense Human Resources Activity Industry Outreach Symposium

*in partnership with the Virginia
Procurement Technical Assistance Center*



Procurement Technical Assistance Center



Welcome from William H. Booth, Director, DHRA

Mr. Booth, a member of the Senior Executive Service, is the Director, Defense Human Resources Activity (DHRA), reporting to the Under Secretary of Defense for Personnel and Readiness (USD(P&R)). In this capacity, he has direct oversight for all operational activities across the Field Activity's organizations. Mr. Booth is responsible for DHRA enterprise-wide planning, programming, resource analysis, operational policy, and operational execution for all DHRA organizations.

Mr. Booth has served as the Assistant Deputy Under Secretary of the Air Force, Management and Assistant Air Force Deputy Chief Management Officer, after having retired from the Air Force after more than 28 years.



Agenda

- Welcome
 - **William H. Booth, Director, Defense Human Resources Activity**
- Event Housekeeping
- Introduction to DHRA
- Virginia Procurement Technical Assistance Center
 - **Lisa Wood, Director**
- Acquisition Management Division Overview
 - **Sheila Smith, Director**
- Small Business Overview
 - **Tammy J. Proffitt, Director, Office of Small Business Programs**
- Program and Acquisition Updates from Centers; Q&A following each brief
 - Diversity Management Operations Center
- 10 min. BREAK
 - Sexual Assault Prevention and Response Office
 - Defense Suicide Prevention Office
 - Defense Support Services Center

Agenda cont'd.

- LUNCH
- Program and Acquisition Updates from Centers; Q&A following each brief
 - Defense Manpower Data Center
 - Defense Personnel Analytics Center
 - Defense Civilian Personnel Advisory Services
 - HQ/DHRA Operations
 - Maximizing Matchmaking for Oct 27
 - Q&A

- **PTAP = Procurement Technical Assistance Program**
 - Established by Congress in 1985
 - Mission: “improve & retain stable industrial supply base” by ensuring viability and preparedness of US businesses to win & perform government contracts
 - Department of Defense
 - Federal Civilian
 - State & Local & other public sector entities
 - 90+ regional and statewide PTACs in 50 States, DC, Guam, PR, with 300 local offices
 - Over 47,000 businesses trained and counseled.
 - Over 189,000 government contracts won.
 - 95% small businesses.

PTAC Services for Businesses

- Training
 - Government Contracting Basics
 - Advanced topics: Accounting, Certifications, Legal, Compliance
- Counseling
 - Certification Application Support: 8(a), HUBzone, WOSB, VOSB/SDVOSB
 - Opportunity Identification
 - Bid / Proposals Review
 - Post-award contract performance issues
- Market Research
 - Expert assistance in finding specific information (e.g, contacts, award data)
 - BidMatchService subscription for 'push' notices on targeted opportunities
- Networking
 - Assist in finding opportunities via informal network
 - Matchmaking and Networking events and industry days
 - Provide business info (with permission) to interested large businesses, gov't agencies
- Outreach – Special Events & Conferences
 - Host & venue for relevant, affordable conferences & industry days
 - Subject Matter Experts

PTAC Services for Government Agencies & Large Primes

- **Small Business Liaison & OSDBU support**
 - Finding qualified businesses (market research support)
 - Training and counseling for business development, SBLO staff
 - Business assistance resource
 - Certified counseling (Department of Veterans Affairs)
- **Event Host / Co-Sponsor**
 - Fairfax, Prince William, Arlington GMU Campuses + Regional Offices for matchmaking, industry day events
 - Partner with other service providers, economic development, and regional organizations to leverage common experts, facilities, resources
 - Subject Matter Experts: speakers, panelists, networking hosts
 - Chambers of Commerce, Economic Development, Government Procurement Conference, NDAA, NCMA, ACT/IAC, HUBZone, AFCEA, TGIC...
- **Outreach**
 - Assist in marketing government events
 - Sponsor / Participant at conferences

***PTAC helps agencies
& Primes meet small
business goals!***

Next Steps?

- Full training calendar: www.virginiaptac.org
- **Bid Match Service** Subscription (110+ Federal, State, Local, International)
- Free, confidential counseling

NEW to Counseling	Met with counselor before
<ol style="list-style-type: none"> 1. Register as client www.virginiaptac.org 2. Fill in profile COMPLETELY, with “E-Signature” 3. Specify What Assistance You’re Seeking – so we can assign you to the right counselor 4. A counselor will reach out (phone or email) to schedule a session 	<ol style="list-style-type: none"> 1. Call or email your counselor 2. Don’t remember who it is? https://virginiaptac.org/about/staff/ <div data-bbox="1472 694 2040 901" style="background-color: #e67e22; color: white; padding: 10px; text-align: center;"> <p>Outside Virginia, visit www.aptac-us.org to find your local PTAC</p> </div>

Help with registration, counseling, classes – ptac@gmu.edu or 703-277-7750

Common topics

SAM/DSBS
 Certifications & set-asides: 8(a), EDWOSB, WOSB, VOSB, SDVOSB, HUBZone
 NAICS Codes
 State & Local (eVA, SWAM)

Capabilities statements
 Marketing to the government
 Market research
 Business development
 Proposals / RFP responses
 Security clearances

Compliance
 Teaming / subcontracting strategies
 GSA Schedules
 Pricing
 Contract management
 Contract performance

DHRA - Our Value to Department of Defense



DHRA has been executing and enhancing high-impact, people-focused programs spanning DoD since 1996. DHRA delivers world-class services through disciplined business acumen, tightly optimized processes, and secure personnel data and systems. DoD has continued to expand its reliance on DHRA through the transfer or centralization of key Department-wide programs.

Today, every member of the DoD is supported by DHRA's services.

- As a field activity, DHRA, supports policy development by performing cutting-edge research and expert analysis, supports readiness and departmental reengineering efforts, manages the largest automated personnel data repositories in the world, prepares tomorrow's leaders through robust developmental programs, supports recruiting and retaining the best and brightest, and delivers both benefits and critical services to warfighters and their families.
- Beyond its own workforce, DHRA supports a broad network of highly valued Service members, DoD civilians, and volunteers who work in partnership with DHRA to achieve mission success.

Providing friction-free services so customers can stay focused on their missions

DHRA Organizational Structure



Headquarters



William H. Booth
Director, DHRA



Jeffrey R. Register
Deputy Director, DHRA

Defense Civilian Personnel Advisory Service



Daniel Hester
Director

Defense Manpower Data Center



Michael Sorrento
Director

Defense Personnel Analytics Center



Mark Breckenridge
Director

Defense Support Services Center



William Mansell Jr.
Director

Diversity Management Operations Center



Clarence Johnson
Director

Defense Suicide Prevention Office



Dr. Liz Clark
Acting Director

Sexual Assault Prevention & Response Office



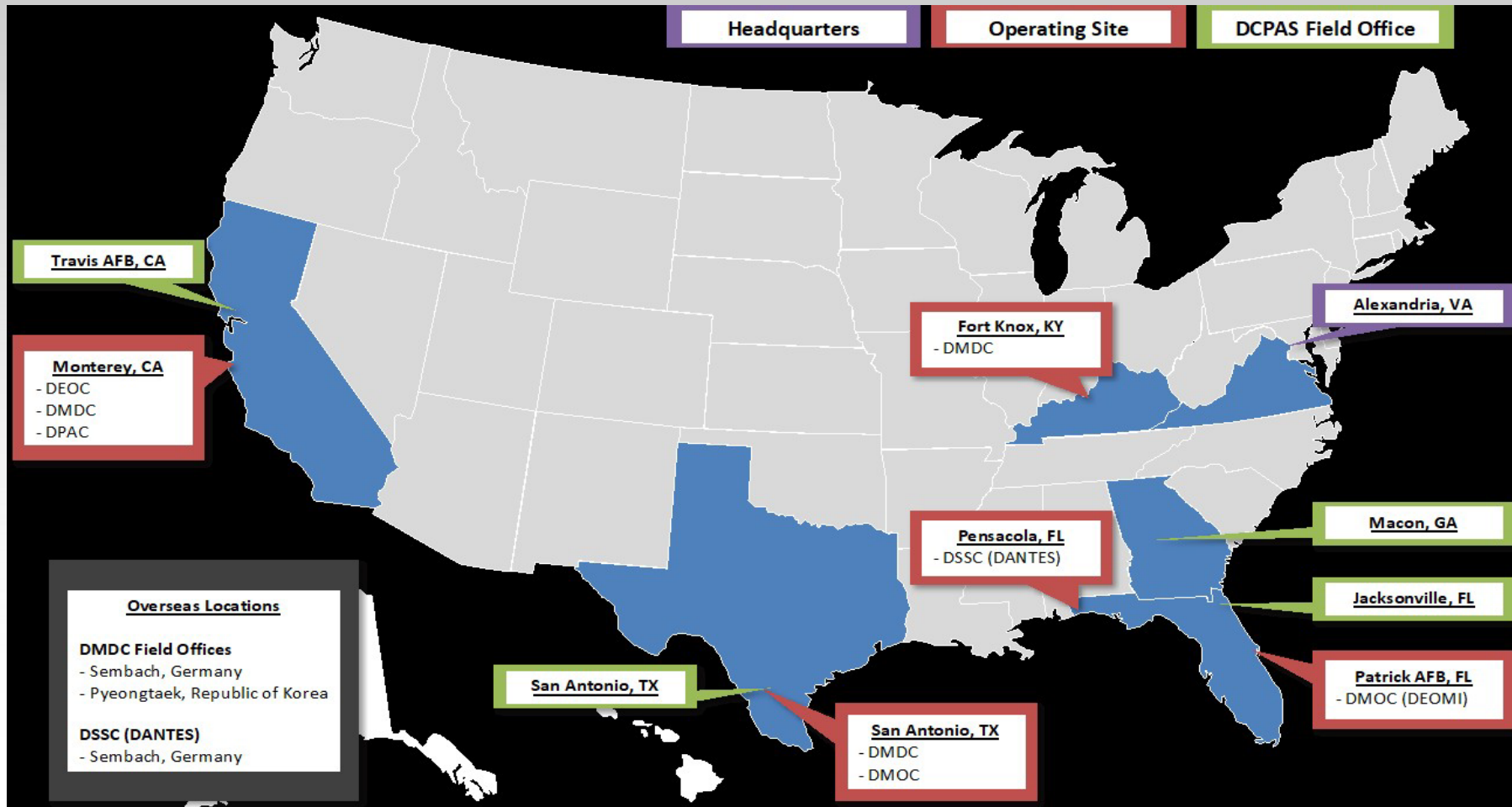
MG Clement Coward
Director

DHRA Posture



DHRA is postured worldwide to provide timely services to its stakeholders and customers.

OPERATING LOCATIONS



DHRA Operations (D-OPS)

Acquisition Management Division
(AMD)
October 13, 2022



Acquisition Management Division (AMD)



Our Leadership

Sheila A. Smith, Director, AMD, Head of Contracting Activity (HCA)

John R. Rowland, Associate Director, AMD

Our Mission

Provide acquisition, procurement, grant, and MIPR support to DHRA Centers of DoD enterprise-wide mission programs.

Our Priorities

We provide efficient, professional and proactive acquisition support by using appropriate contract vehicles to maximize the Centers' missions in support of Service members and their families within a timely manner and reasonable cost.

We aggressively recruit, retain, and supplement our acquisition professionals to properly resource our organization to consistently meet our customers' dynamic mission requirements.

The Evolution of AMD



- December 2007 – USD(P&R) Approved Establishment of DHRA PSO
- July 2008 – PSO Director On-Board
- October 8, 2009 – Contract Authority Granted
- November 17, 2009 – Competition Advocate Appointed
- December 4, 2009 – GPC Authority Granted
- December 23, 2009 – First Contract Awarded
- April 1, 2010 – GPC Program Launched
- October 18, 2010 – First PMR Review
- May 17, 2011 – Grant and Cooperative Agreement Authority Granted
- October 2016 – Changed designation from PSO to PK
- June 2019 – Changed designation from PK to Contracting and Financial Operations
- December 2020 – Changed designation to Enterprise Acquisition Division
- September 2022 – Changed designation to Acquisition Management Division (AMD)

Initiatives & Commonly Used Vehicles

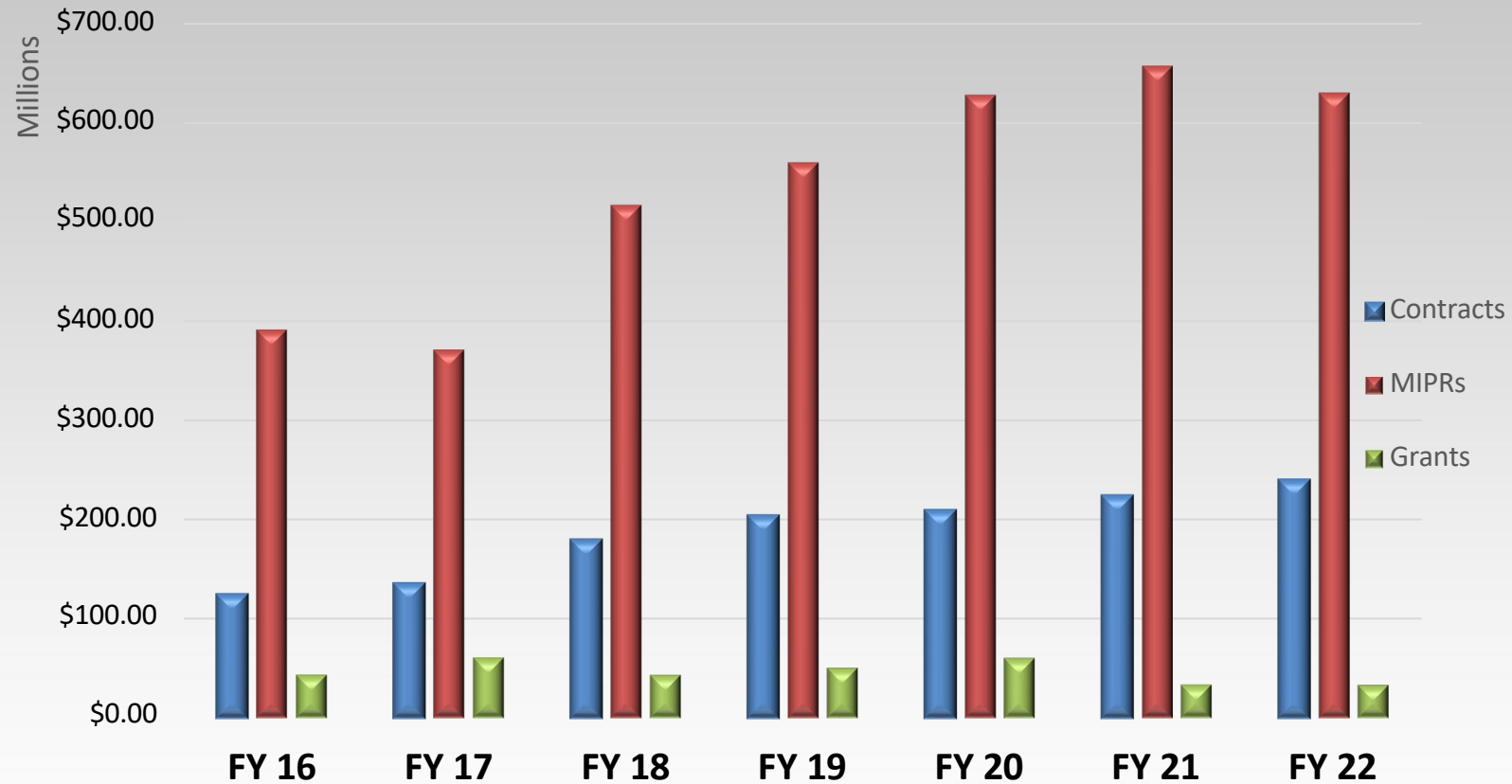


- Initiatives
 - Support acquisition planning & enterprise-wide forecasting
 - Move start/completion dates off of fiscal year-end
 - Review efficiency of MIPR processing
 - Training Contracting Officer's Representatives (CORs)
 - Category Management
- Commonly Used Vehicles
 - GSA OASIS
 - GSA FSS (PSS, IT70)
 - NASA SEWP
 - NIH's CIO SP3
 - HCaTS

Grant, MIPR, and Contract Actions



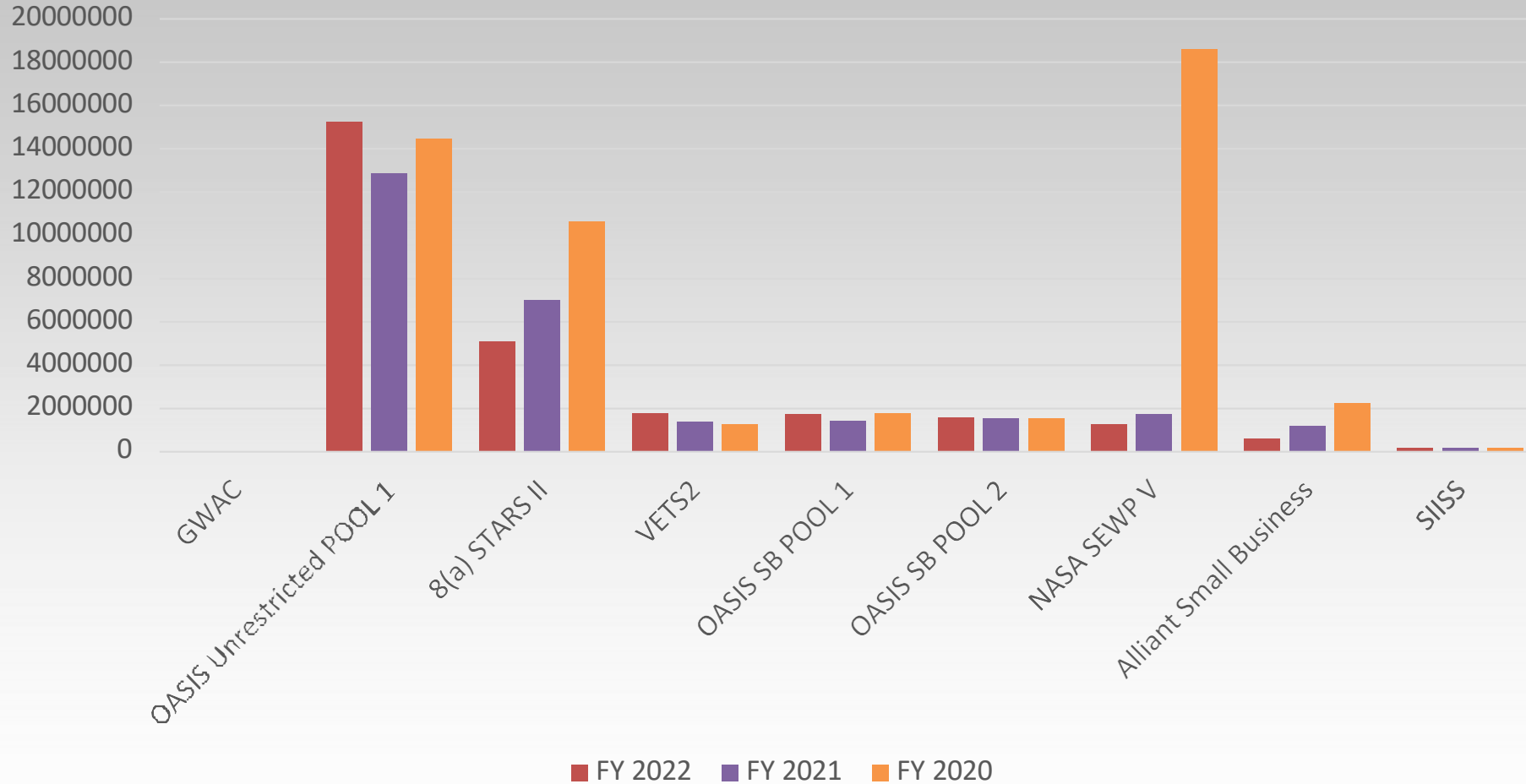
Total by Dollars



Commonly Used Vehicles



Commonly Used Vehicles



Most Common Supplies & Services



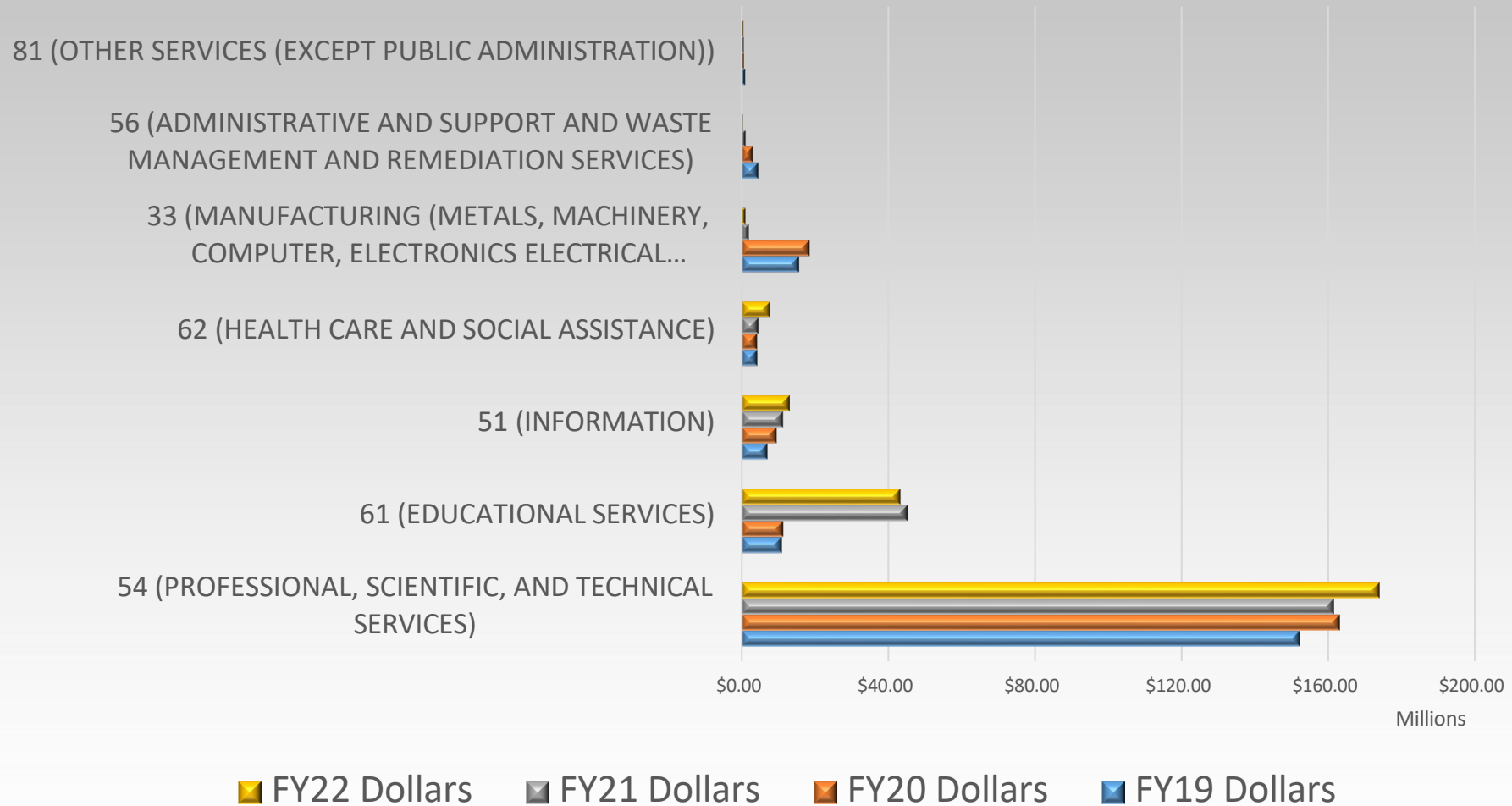
- The following list is a sample of what the DHRA buys:
 - Administrative Support Services (including front desk, executive support, correspondence and records management)
 - Marketing and Outreach (including advertising, survey research, opinion polling)
 - Information Management/Information Technology
 - Program Management Support
 - Helpdesk Services

Top NAICS (FY22)



54	PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES
61	EDUCATIONAL SERVICES
51	INFORMATION
62	HEALTH CARE AND SOCIAL ASSISTANCE
33	MANUFACTURING (METALS, MACHINERY, COMPUTER, ELECTRONICS ELECTRICAL TRANSPORTATION EQUIPMENT, FURNITURE, MISCELLANEOUS)
56	ADMINISTRATIVE AND SUPPORT AND WASTE MANAGEMENT AND REMEDIATION SERVICES
81	OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)
48	TRANSPORTATION
71	ARTS, ENTERTAINMENT, AND RECREATION
42	WHOLESALE TRADE
72	ACCOMMODATION AND FOOD SERVICES
44	RETAIL TRADE

Top NAICS Codes (FY19, 20, 21, 22)



Top PSCs by Obligation (FY22)



FY22 TOP PSC CODES by ACTION



Doing Business with DHRA – AMD Perspective



- Provide serious responses to Requests for Information (RFI), Sources Sought Notices, Draft RFPs and offer input
 - Tailor it to the specific project in the notice
 - Helps us to identify errors/ambiguities
 - Ask questions
- Ensure your organization is registered in the System for Award Management (SAM), includes up-to-date information and includes all NAICS codes under which you qualify as a small business.
- Use debriefings wisely – allows you to improve for next time
- Direct marketing communications and requests for meetings to the Office of Small Business Programs
 - Allows contracting staff to focus on work of acquiring goods and services (in environment of shortened budget cycles)
 - Ensures fairness in overall industry communications

QUESTIONS?



Office of Small Business Programs



- Established - 2012
- Launched Website and SharePoint site - 2017
- Created a Small Business Vendor Database - 2018
- Managed Small Business Innovation Research Pilot Program (SBIR) - 2019

THINK SMALL BUSINESS FIRST!

OSBP Mission



VISION: Foster a robust small business culture that values the agility, affordability, and innovation small business offers to the DHRA Enterprise and our customers.

MISSION: To ensure small business opportunities are a priority in all DHRA acquisitions. Promote and facilitate strategies which allow small businesses to add value, innovation, and efficiency to our diverse efforts in support of the warfighter.

Create access to prime and sub-contract opportunities through:

- Communication with industry
- Early engagement with program and contract offices
- Solid market research
 - Sources Sought
 - **Small Business Vendor Database** – www.dhra.mil/sb

DHRA Small Business Goal Performance

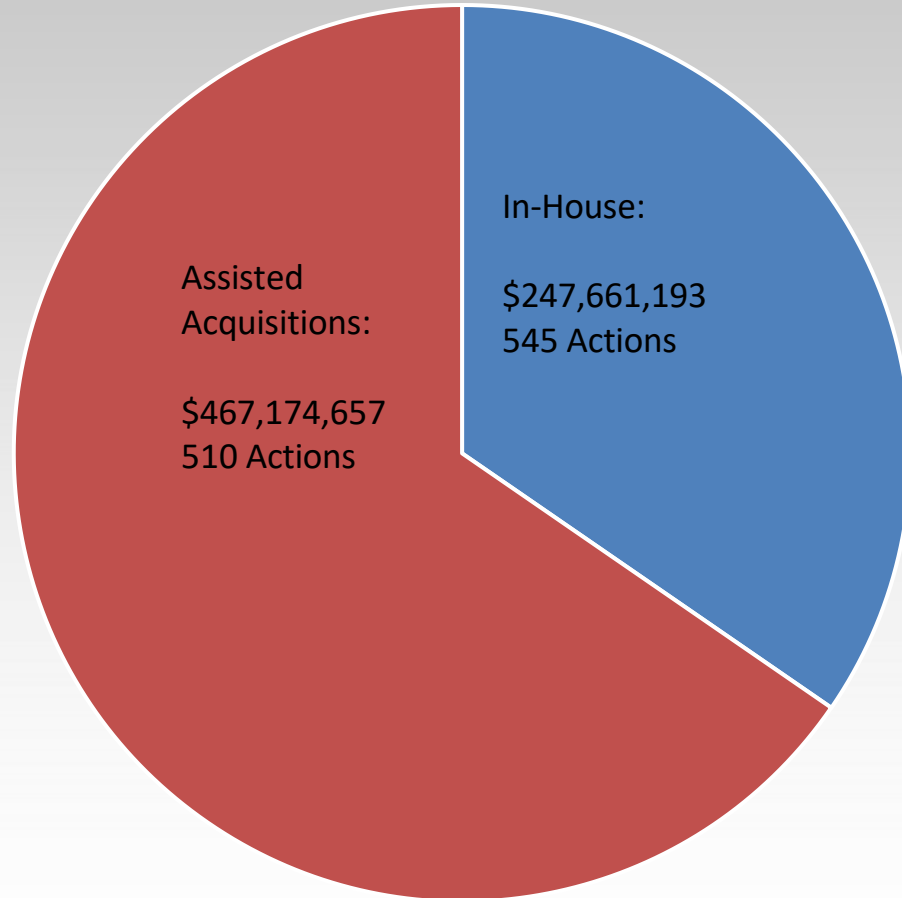


Note: Goal and achievement % is based on Small Bus eligible spend	FY2022 <i>Goal 31%</i>	FY2021 <i>Goal 42%</i>	FY2020 <i>Goal 42%</i>
Small Business	Performance: 34.75% \$86,082,688M/343 Actions	Performance: 32.1% \$72,926,075M/352 Actions	Performance: 48.1% \$99,374,118M/415 Actions
Small Disadvantaged Business	Goal: 24.99% Performance: 23.6% \$58.5M/202 Actions	Goal: 20.6% Performance: 23.4% \$53.3M/196 Actions	Performance: 29.4% \$60.7/233 actions
Woman-Owned Small Business	Goal: 5% Performance: 8.56% \$21.2M/120 Actions	Goal: 5% Performance: 5.2% \$11.8M/118 Actions	Performance: 8.56% \$17.7M/140 Actions
Service-Disabled Veteran Owned SB	Goal: 3% Performance: 7.14% \$17.7M/42 Actions	Goal: 3% Performance: 8.2% \$18.7M/48 Actions	Performance: 8.5% \$17.6M/51 Actions
HUBZone	Goal: 3% Performance: 1.7% \$4.2M /17 Actions	Goal: 3% Performance: 2.06% \$4.6M /14 Actions	Performance: 2.4% \$5M /17 Actions

DHRA Spend Snapshot

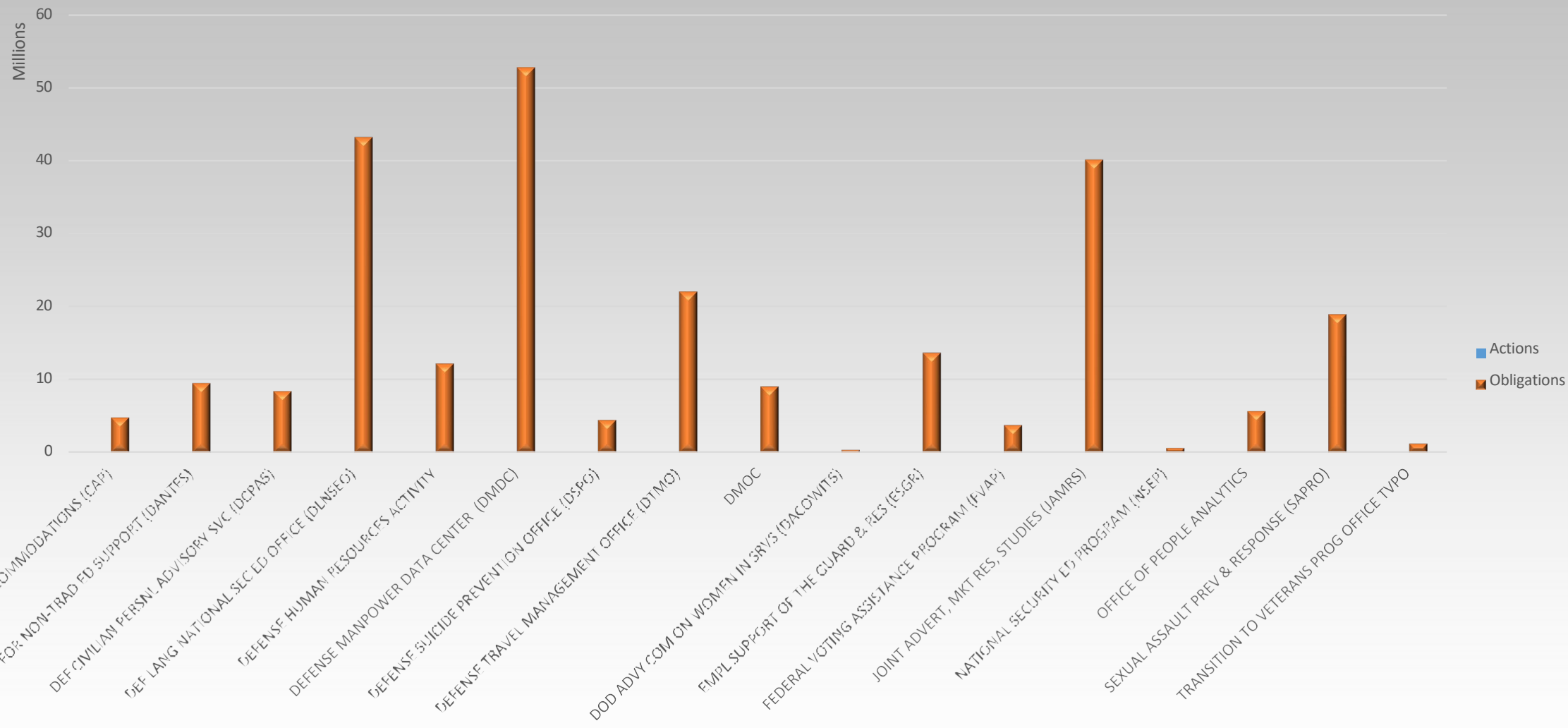


FY22 Total DHRA Spend



- Approximately 3/4 of total DHRA spend of \$714.8mil is contracted by outside organizations
- GSA FedSim / Regional Offices are primary contracting offices
- SB Achievement for total DHRA spend is 18%

Obligations by Program – In-House Contracts



Be Procurement Ready!



- Review work statement for any required certifications required: PMP, CMMI, etc.
- Research and become familiar with evolving cybersecurity and general security clearance requirements (CMMC, NIST Standards. Etc.)
- Vet potential employees for “CAC-readiness”
- Respond seriously to Sources Sought Notices
- Ask Questions
- Keep your SAM and DSBS profiles updated
- GPC spend – Primarily via GSA FSS

Small Business Innovation Research (SBIR) Pilot Program



The SBIR Program is a SBA, government-wide program designed to stimulate technological innovation:

- Use small business to meet Federal R/R&D needs
- Foster and encourage participation by women-owned, veteran-owned, HUBZone and small and disadvantaged businesses in technological innovation
- Increase private sector commercialization of innovations derived from Federal R/R&D, thereby increasing competition, productivity, and economic growth

DHRA recently awarded two SBIR Phase II contracts for *Domain-Specific Text Analysis* and has two Phase 1 contracts for *Modernization of Personnel Accountability* pending.

Future topics are expected to be announced in FY23 DoD Broad Agency Announcements

DIVERSITY MANAGEMENT OPERATIONS CENTER

DMOC Overview

Mr. Clarence A. Johnson
Director

October 13, 2022

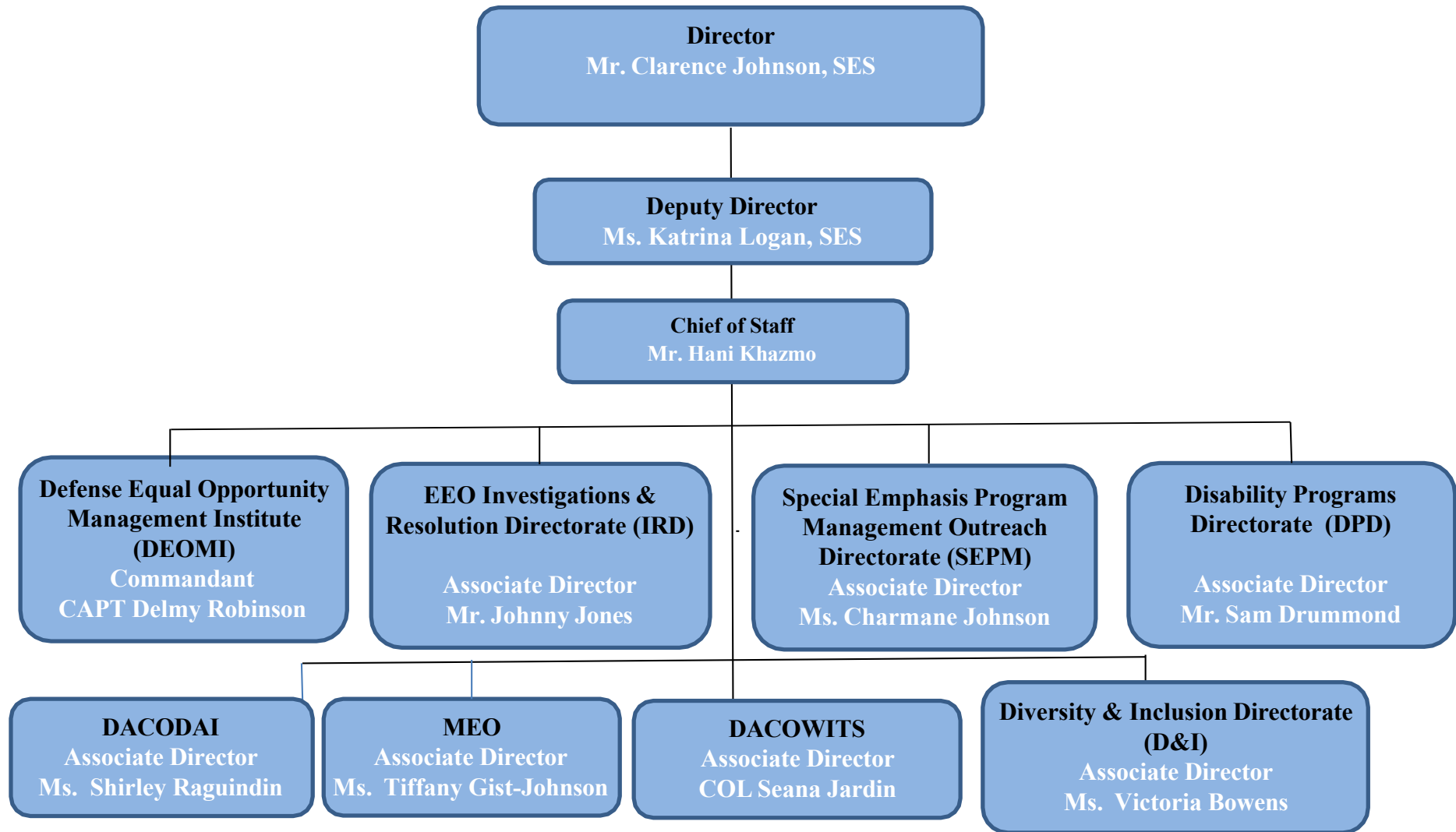


Vision

DoD mission success through an environment where all are valued and can reach their highest potential based on individual capabilities and desires.

Mission

Execute DoD diversity management programs through training, EEO complaint investigations, consultation, research, and outreach in order to create a culture of inclusion where all individuals are drawn to serve, are valued, and actively contribute to Total Force readiness.



Defense Equal Opportunity Management Institute (DEOMI)

Mission

As the DoD human relations keystone provide training, research, and capability linkage between the government, academic, and business communities, fostering the exchange of human relations standards and principles throughout the Joint Force.

Vision: To serve as a moral and ethical guide toward a culture of excellence enabled by inclusive learning in the promotion and fostering of positive and constructive human values and interactions.

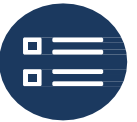
Functions



Trains military equal opportunity advisors, command climate specialists, EEO professionals, and senior leaders. Develops programs supporting unit cohesion. Applies Social Science research in connection with human relations and organizational culture.



DEOMI uses its collective knowledge to research, create, and test new training programs and provide input on DoD policies.



Offerings include courses on EEO (basic, intermediate, and advanced), mediation, special emphasis programs, disability programs, EO Advisors, Leadership Team Awareness Seminar, and specialized briefings on HR topics.



Emerging as a CoE, DEOMI will expand beyond training to become the nexus for developing supportive unit cultures within the entire defense community.



Stakeholders: Military Service MEO, EEO, Diversity & Inclusion Management, ODEI Policy Office and prevention professionals.

Resources

1. Education and Training directorate:
 - EEO Training department
 - MEO Training department
 - Academics standards and evaluation
2. Research directorate:
 - Research department
 - Human Relations Library and Information Clearinghouse

Capabilities

DEOMI possess four main capabilities beyond their trainers and educators:

1. Audio-visual recording studio
2. Graphics development
3. Training development
4. Applied Social Science research

Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance
**ProQuest Research Library and Ethnic NewsWatch Online Subscription	Sole Source	JUL '22	541512	DEC2017-NOV2022
**EOS.web Express Cloud Integrated Library System Subscription (FY20-22)	Sole Source	MAY '22	541512	OCT2017-SEP2022
**Electronic Publications Subscriptions (PsycArticles, PsycINFO, SocINDEX) (FY20-24)	Sole Source	DEC '24	541512	MAR2020-MAR2025
Research & Instructional Support Contract	FFP/SBIR	JAN '27	541720	AUG2022-AUG2027
DEOMI Student Laptops (FY23)	AFWAY	APR '23	423430	JUN2023-MAY2024
DEOMI Monitors (FY23)	AFWAY	APR '23	423430	JUN2023-MAY2024
Multimedia Support Services	FFP/8A	MAR '25	541512	SEP2020-JUN2025
**Gale Access Database (FY21-25)	Sole Source	FEB '26	519130	MAY2021-APR2026
**Qualtrics Surveying Tool Subscription (FY20-23)	Brand Name	JUN '23	541512	SEP2022-SEP2023
**SPSS Support	Brand Name	JUN '23	541512	SEP2022-SEP2023

Note: The Government does not guarantee that the information provided is firm/factual. It should not be used for bid and proposal purposes.

** Assisted Acquisition

INVESTIGATIONS AND RESOLUTIONS DIRECTORATE (IRD)

Mission

The Investigations and Resolutions Directorate (IRD) is responsible for investigating Equal Employment Opportunity (EEO) discrimination complaints for Department of Defense agencies.

Functions



IRD receives and docketes formal EEO complaints from Installation EEO offices.



Cases are assigned to investigators who return a completed report to the Installation EEO office in 120 days.



The office seeks to resolve cases through facilitation as a processing efficiency and to avoid protracted litigation.



The IRD aims to finish as many cases as they receive each year, currently around 3,000.



Stakeholders: DoD Civilians, EEO, Legal.

Resources

1. 10 directors/managers.
2. Numerous investigators nationwide.
3. Investigations support contract.

Capabilities

1. Employees with previous EEO expertise.
2. A nationwide presence with frequent Installation contact.

Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance
FY20 DMOC IRD EEO Investigative Support Services (H9821020F0216)	Sole Source 8A	APR '25	611430	JUN2020-JUN2025

DIVERSITY & INCLUSION (D&I)

Mission

The Diversity and Inclusion Directorate provides strategic and operational direction to the military services to ensure DoD attracts, develops, and retains a diverse workforce with the unique skills and experiences the Nation has to offer in order to optimize mission readiness.

Functions



Strategic Advisors: Counsel leaders providing DEI knowledge and principles to enhance decision-making that impacts DoD daily operations and overall mission readiness



Strategic Integrators: Build partnerships with DEI stakeholders to cultivate DEI practices, influence DoD work culture and policies



Strategic Communicators: Promote awareness of DEI principles, trends, and emerging issues impacting operations or the growth and professional development of the Total Force



Evidence/Research-Based: Measure effectiveness of accountability structures, sustainability strategies, strategic communications, recruiting practices/initiatives, and retention

Resources

1. D&I Full time Employees
 - Associate Director
 - Chief, Strategic DEI Operations
 - Management Analyst (detail)
2. Contracting Support
 - STEM
 - D&I Functional Community
 - Research and Training

Capabilities

1. Implement Directives through Operational Execution
2. Formulate DoD Operational Guidance
3. Develop Targeted Outreach and Engagement Strategies
4. Build Strategic Partnerships for DEI
5. Conduct Research-based Assessments and Analysis

<https://www.milsuite.mil/book/groups/dmoc-diversity-and-inclusion-stakeholders>

EQUAL EMPLOYMENT OPPORTUNITY (EEO), SPECIAL EMPHASIS PROGRAM MANAGEMENT (SEPM) & OUTREACH

Mission

Our mission is to help Components advance EEO mission readiness, implement model EEO programs, operationalize systems and processes to eradicate employment discrimination, improve EEO customer service, develop the EEO workforce, and create an environment where marginalized communities thrive and advance to their fullest potential.

Functions



To enhance DoD-wide EEO program mission readiness, professionalize the EEO workforce as a Mission Critical Occupation (MCO). Implement timely effective and efficient EEO complaint and resolution processes.



To focus attention on certain groups that are not represented or have less than expected participation rates in specific occupational categories or grade levels within DoD.



Sustain a mutually beneficial outreach stakeholder engagement partnerships with affinity groups, minority institutions, and other key influencers; and, ensure innovative strategies, programs and activities to help women and minorities excel to their fullest potential.



Resources

1. Shared EEO & D&I Contracts:
2. EEO Functional Community Assessment (Forward Solutions);
3. Meeting/Facilitation; STRACOM; and Outreach Support Taking the Pentagon to the People (TPTTP) (PCI Productions)
4. Admin Support (DHRA)
5. Contract support equates to \$2.3M

Capabilities

1. Synchronize operational guidance
2. Align implementation procedures
3. Address operational policy gaps
4. Promote operational best practices
5. Recognize EEO Excellence
6. Assess EEO training
7. Link Component EEO outreach and in-reach strategies/minimize duplication of efforts
8. Align model program competencies
9. Assistance visits

Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance
Taking the Pentagon to the People (H9821021C0013)	FFP/ 8A	JUL '26	541430	SEP2021-SEP2026
Outreach Engagement/ STEM Consultation (H9821020C003)	FFP/8A	JAN '25	611430	MAR2020-MAR2025
D&I Research/Emerging Issues (H9821021C0016)	FFP/8A	JUL '26	541720	SEP2021-SEP2026
EEO Functional Community Assessment (H9821021C0013)	FFP/8A	APR '26	611430	SEP2021-JUN2026
DDWG SUPPORT (H9821021C0007)	FFP	JUN '26	541611	SEP2021-AUG2026

DISABILITY PROGRAM DIRECTORATE (DPD)

Mission

The Disability Program Directorate (DPD) provides guidance to the Military Departments and Defense Agencies on the implementation of affirmative steps to become a model employer of individual with disabilities.

Functions



DPD executes the WRP for College Students and Recent Graduates with Disabilities. The goal is for Interns to join the DoD Civilian Workforce as permanent employees.



The DPD participates in both public outreach and government sponsored events to share information about the benefits of the WRP. The team attends job fairs, symposiums and public events to employment information schools to share WRP information.



DPD host the DoD Annual Disability Awards Ceremony recognizing exemplary contributions of disabled military and civilian members to the DoD mission.



Twice a year, DPD holds a forum with Component WRP Coordinate to understand current trends that will guide future discussions and to gather feedback.

Resources

1. Support contractor
2. DEOC FM CIVPAY
3. DFAS CIVPAY
4. DOL ODEP WRP.gov
5. OPM

Capabilities

1. Education and Information Program.
2. Data Analytics.
3. Workgroups/Focus Groups .
4. A robust outreach program.

Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance
Disability Programs for Employment of Individuals with Disabilities: WRP Support Services (H9821020C0001)	8A	APR '22	611430	NOV2019 -OCT2022

DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS)

Mission

The Defense Advisory Committee on Women in the Services (DACOWITS) is chartered by the Secretary of Defense to provide advice and recommendations on matters and policies relating to the recruitment, retention, employment, integration, well-being, and treatment of servicewomen in the Armed Forces.

Functions



DACOWITS is a discretionary Federal Advisory Committee and an executive support staff. While the staff is aligned under DMOC, the Committee reports to the SecDef via the USD (P&R).



The Committee acts as an independent entity producing an annual report with recommendations pertaining to policies and issues impacting servicewomen for the SecDef to consider.



The staff seeks to improve the Committee's financial and operational efficiency.



DACOWITS is required by law to operate in the public. This requirement is met via open meetings, social media, website, media engagements/press releases, etc.



Stakeholders: Secretary of Defense, USD (P&R), DoD Components, Military Services (including individual Service members), Congress, Veterans Affairs, the Media, and the general public.

Resources

1. Committee: 20 special government employees consisting of retired flag/general officers and senior enlisted, veterans, and civilians
2. Staff: 2 military members; 2 civilian government employees
3. Research contractor

Capabilities

1. A wealth of publicly available information regarding women in the Services.
2. Interest from Congress, media, and the public .

Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance
FY20 DACOWITS Support (H9821020F0205)	FFP/WOSB	OCT '24	541611	JUN2020 –DEC2024

DEFENSE ADVISORY COMMITTEE ON DIVERSITY AND INCLUSION (DACODAI)

Mission

The Defense Advisory Committee on Diversity and Inclusion (DACODAI) is chartered by the SecDef to provide independent advice and recommendations on matters and policies to improve racial/ethnic diversity, inclusion and equal opportunity in the DoD, with primary focus on military personnel.

Functions



DACODAI is a discretionary Federal Advisory Committee and an executive support staff. While the staff is aligned under DMOC, the Committee reports to the SecDef via the USD (P&R).



The Committee acts as an independent entity producing recommendations pertaining to policies and issues impacting racial/ethnic diversity, inclusion and equal opportunity for the SecDef to consider.



The staff seeks to improve the Committee's financial and operational efficiency.



DACODAI is required by law to operate in the public. This requirement is met via open meetings, social media, website, media engagements/press releases, etc.



Stakeholders: SecDef, USD (P&R), DoD Components, Military Services (including individual Service members), Congress, Veterans Affairs, the Media, and the general public.

Resources

1. Committee: 20 special government employees that may consist of experts from corporate industry, educational, and/or non-profit institutions, including military and civilian workforce.
2. Staff: 2 civilian government employees
3. Research contractor

Capabilities

1. An independent and external oversight body is to conduct studies, make findings, and provides recommendations on matters and policies relating to improving racial/ethnic diversity, inclusion and equal opportunity within the DoD.
2. Interest from Congress, media, and the public

Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance
DACODAI Support Contract H9821022R0024	FFP	AUG '24	541611	Aug 2022-2024

QUESTIONS

*10 Minute
Break*



**DEPARTMENT OF DEFENSE
SEXUAL ASSAULT PREVENTION
AND RESPONSE OFFICE**



DoD Sexual Assault Prevention and Response (SAPR)

As of October 2022

Who We Are



Overview: DoD SAPRO represents the Secretary of Defense as the central authority charged with preventing sexual assault in the military and facilitating recovery for survivors

Mission: SAPRO promotes military readiness by reducing sexual assault through prevention, advocacy, and execution of SAPR Program policy, planning, and oversight across the DoD Community

Vision: A DoD Community free of sexual assault



Our approach is prevention-focused with an uncompromising commitment to victim assistance



What We Do



We execute **policy**, **planning**, and **oversight** across the DoD Community

- **Policy:** to establish and reinforce prevention efforts, victim protections, and procedures for SAPR personnel
- **Planning:** to apply a strategic approach to combatting sexual assault with actions guided by five critical focus areas: *Prevention, Victim Assistance, Investigation, Accountability, and Assessment*
- **Oversight:** to unify prevention and response efforts of the Services by ensuring equal emphasis on critical challenge areas and making best practices common

Additionally, SAPRO's **operational portfolio** includes:



What We Do (cont.)



SAPRO works hand-in-hand with the Army, Marine Corps, Navy, Air Force, and National Guard to standardize prevention and response efforts and institutionalize practices and services across the force



Core Elements:

- Restricted and Unrestricted reporting options
- SVC/MLC
- Sexual Assault Response Coordinators (SARCs) and SAPR Victim Advocates (VAs)
- Prevention program with leaders as the center of gravity

What We Do (cont.)



Additionally, SAPRO's **operational portfolio** includes:



Safe Helpline is a crisis support service for members of the DoD community affected by sexual assault. The DoD Safe Helpline: Is available 24/7 worldwide with "click, call, or text" user options for anonymous and confidential support. Is to be utilized as the sole DoD hotline. Does not replace local base and installation SARC or SAPR VA contact information.



Department of Defense Sexual Assault Advocate Certification Program (D-SAACP) was established to standardize sexual assault response to victims and professionalize victim advocacy roles of Sexual Assault Response Coordinators (SARC) and Sexual Assault Prevention and Response (SAPR) Victim Advocates (VA).



Developed to meet requirements set forth in the Fiscal Year (FY) 2009 National Defense Authorization Act (NDAA), the Defense Sexual Assault Incident Database (DSIID) is the Department's authoritative, centralized case-level database used to collect and maintain information on sexual assaults involving members of the Armed Forces. DoD SAPRO operates DSAID and works collaboratively with the Services to implement and sustain the system.



To assist military sexual assault response professionals, DoD SAPRO developed and manages "SAPR Connect," an online platform to collaborate and share ideas, research, insights from experts, and news from the field.

FY2023 Proposed Procurements



All SAPRO requirements shall be based on sound practices in health communications and require sexual violence subject matter expertise.

Title/Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance / Place of Performance
<p>Sexual Assault Victim Outreach Campaign 2.0 To improve training, communications, and outreach, and social marketing about sexual assault of military vulnerable and special populations, not only to encourage them to seek support and report sexual harassment and sexual assaults, but also to refute the myths and misconceptions associated with victimization. (New Contract)</p>	Small Business Set Aside	11/2022	541613	11/2022 – 11/2023 Offsite
<p>Restorative Justice Model for the Military Justice System Requirement SAPRO seeks to develop and implement a restorative justice model within the military justice system that will encourage more Service members to report sexual assaults they've experienced in the military. (New Contract)</p>	Small Business Set Aside	11/2022	624190	11/2022 – 11/2024 Offsite

Note: The Government does not guarantee that the information provided is firm/factual. It should not be used for bid and proposal purposes.

FY2023 Proposed Procurements (cont.)



All SAPRO requirements shall be based on sound practices in health communications and require sexual violence subject matter expertise.

Title/Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance / Place of Performance
<p>Sexual Assault Prevention and Response Training and Education Center of Excellence (SAPRTEC) SAPRTEC will work to identify innovative and effective ways to deliver common elements of workforce training, develop the means for practical exercise of required skills, and provide a common means of assessing workforce competence. In addition, SAPRTEC will work to find the best educational practices within the Services and make them common practices. Education and training may be delivered virtually and/or at other educational activities within the Department of Defense. (Assisted Acquisition/New Contract)</p>	<p>Full and Open</p>	<p>03/2023</p>	<p>611430</p>	<p>03/2023 – 03/2028 Offsite</p>

Note: The Government does not guarantee that the information provided is firm/factual. It should not be used for bid and proposal purposes.



Contact SAPRO:
sapro@wso.whs.mil

Learn More:
www.sapr.mil

Get Help:
877-995-5247

www.safehelpline.org



Defense Suicide Prevention Office (DSPO)

Industry Brief

October 13/27, 2022



DSPO Mission and Vision



BACKGROUND: DSPO was established in 2011 as a result of recommendations from Secretary of Defense-designated Defense Health Board Task Force tasked to examine efforts to prevent military suicide. DoD Instruction 6490.16, “Defense Suicide Prevention Program” and 6400.09, “Integrated Primary Prevention” dictate the roles and responsibilities of DSPO.

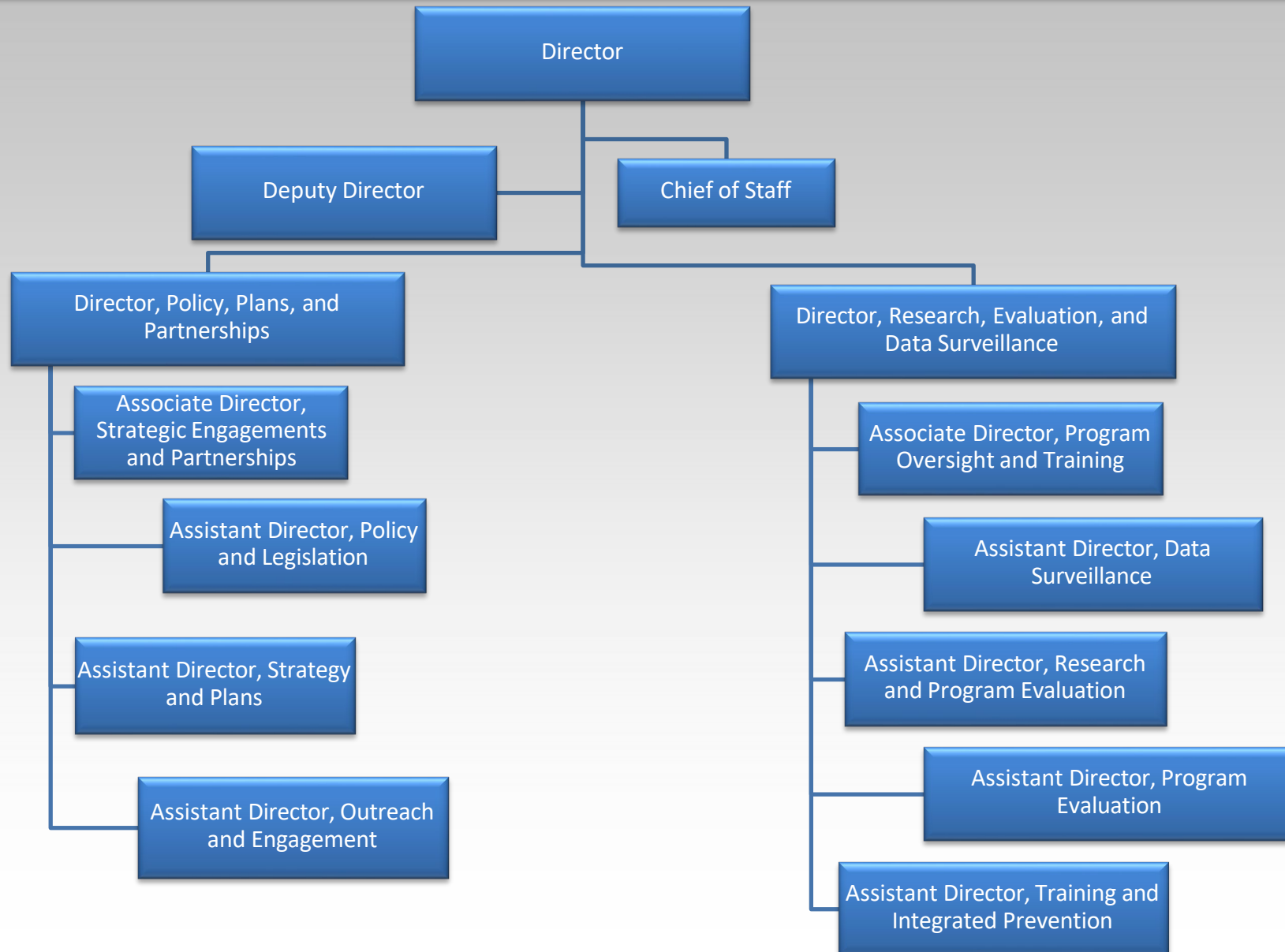
MISSION: Advancing holistic, data-driven suicide prevention in our military community through policy, oversight, and engagement to positively impact individual beliefs and behaviors, as well as instill systemic culture change.

VISION: Unwavering pursuit of a mission-ready, suicide-free military community.

AREAS OF FOCUS:



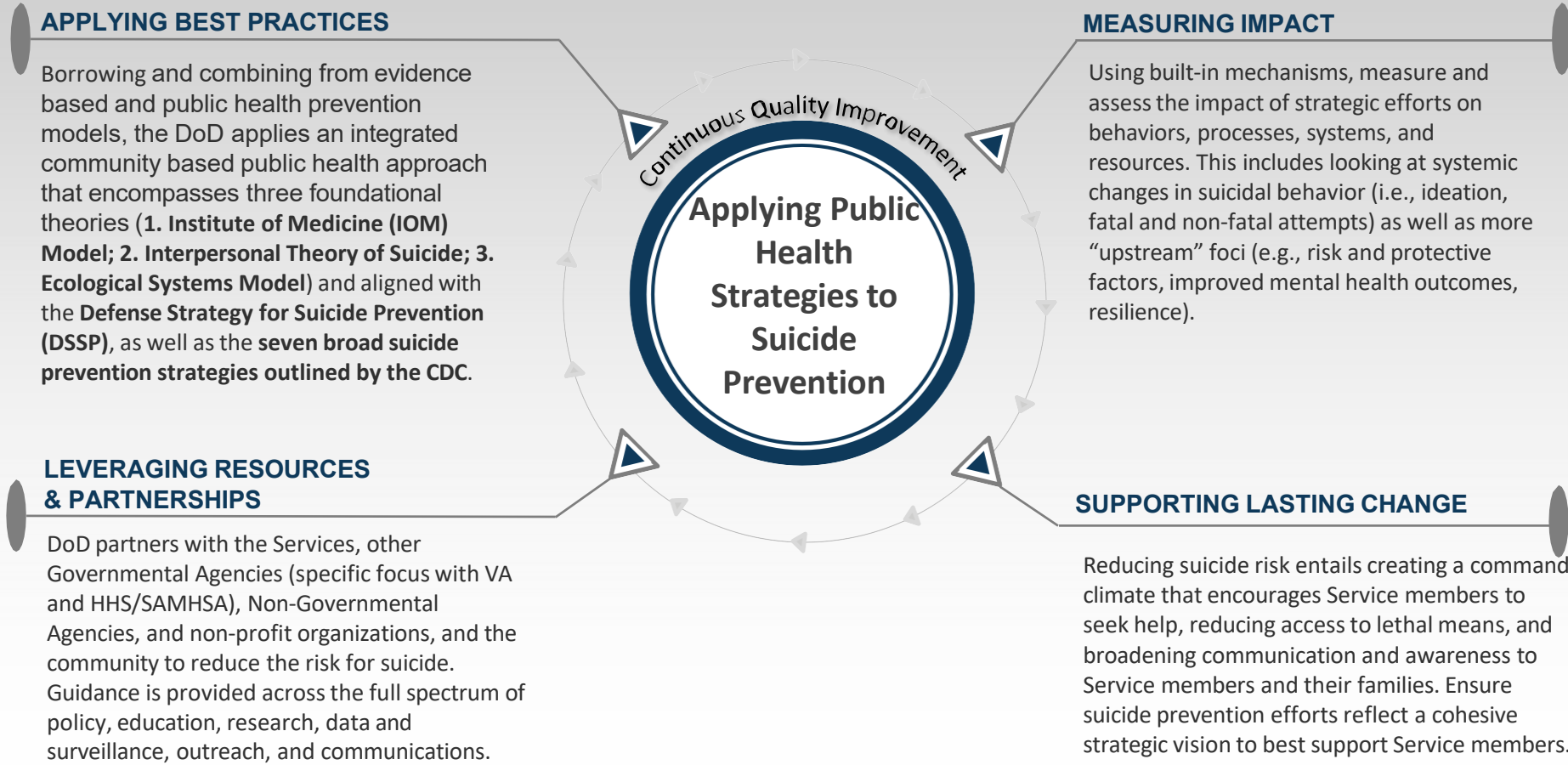
DSPO Org Structure



Suicide Prevention and Awareness



DoD integrates a holistic approach to suicide prevention, intervention, and postvention by using a bundled approach that combines community and clinical interventions.



DSPO Current Contract Support



Description of Requirement	Acquisition Strategy	NAICS Code	Period of Performance
Support for suicide prevention research and program evaluation and data and surveillance services to further the mission and capability of DoD to enhance its suicide prevention efforts.	Small business set-aside 8(A)	541720 541715	1 March 2022 - 28 Feb 2023
Support with suicide prevention program management, meeting and conference planning and execution, strategy and policy, congressional and legislative affairs, communications and outreach, and training and education.	Small business set-aside SDVO	541611	30 May 2022 - 29 May 2023
Support with providing administrative and customer support services and office clerical assistance, reception support, information management, meeting support, office supply support, correspondence management support, executive office support.	Small business set-aside 8(A)	541611	30 April 2022 - 29 May 2023
Support with providing administrative services in support of the Suicide Prevention and Response Independent Review Committee (SPRIRC) required by section 738 of the 2022 National Defense Authorization Act (NDAA).	Small business set-aside 8(A)	541611	3 August 2022 - 28 February 2023

Note: The Government does not guarantee that the information provided is firm/factual. It should not be used for bid and proposal purposes.

* Follow-on – current contract number provided ** Assisted Acquisition

QUESTIONS?



Defense Support Services Center (DSSC)

Industry Outreach Symposium

October 13, 2022



DSSC Overview



Provides critical support services to the Department's military and civilian personnel that enhance national security, mission readiness, resiliency and reintegration.

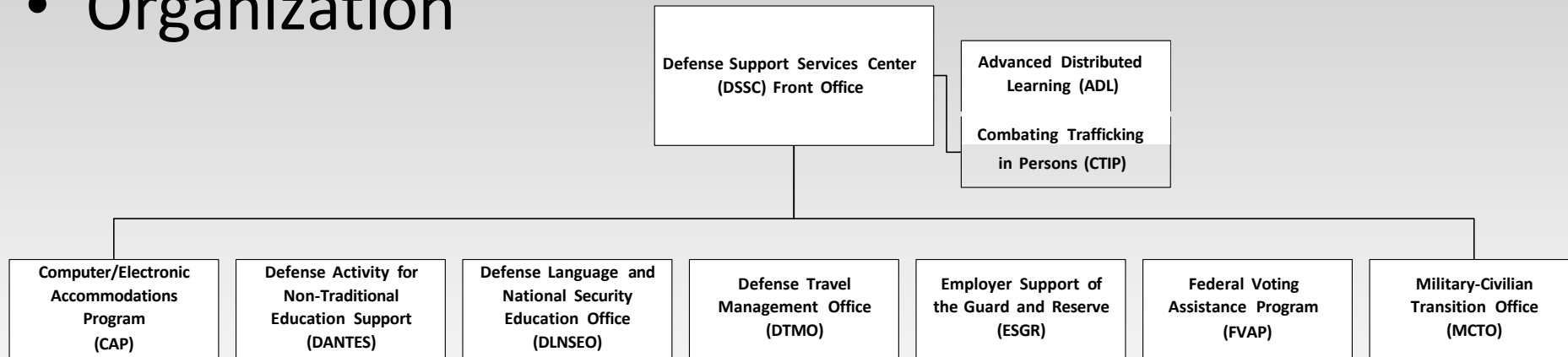
DSSC's broad portfolio of programs includes:

- Advanced Distributed Learning (ADL)
- Combating Trafficking in Persons (CTIP)
- Computer/Electronic Accommodations Program (CAP)
- Defense Activity for Non-Traditional Education Support (DANTES)
- Defense Language & National Security Education Office (DLNSEO)
- Defense Travel Management Office (DTMO)
- Employer Support of the Guard and Reserve (ESGR)
- Federal Voting Assistance Program (FVAP)
- Military-Civilian Transition Office (MCTO)

DSSC Leadership and Organization



- Leadership
 - Mr. William (Bill) Mansell, Director
 - Mr. M. Alex Baird, Deputy Director
- Organization



DSSC is operationally and administratively aligned to the Defense Human Resources Activity (DHRA) to work as a single, unified organization in accomplishing a diverse mission set that supports DoD's Service members, civilians, and their families. DSSC's strategy aligns with the National Defense Strategy and DHRA Strategic Plan. The DSSC chairs, supports, and engages with several Governance Boards, Councils and Working Groups to oversee the management of the DSSC enterprise

Advanced Distributed Learning (ADL)

Industry Outreach Symposium

October 13, 2022



Mission: Making Training and Education Data Interoperable at the Enterprise Level



Modernization



Documentation



Coordination

Top Priority: Data interoperability across DoD training and education systems

How do we make learning data interoperable?

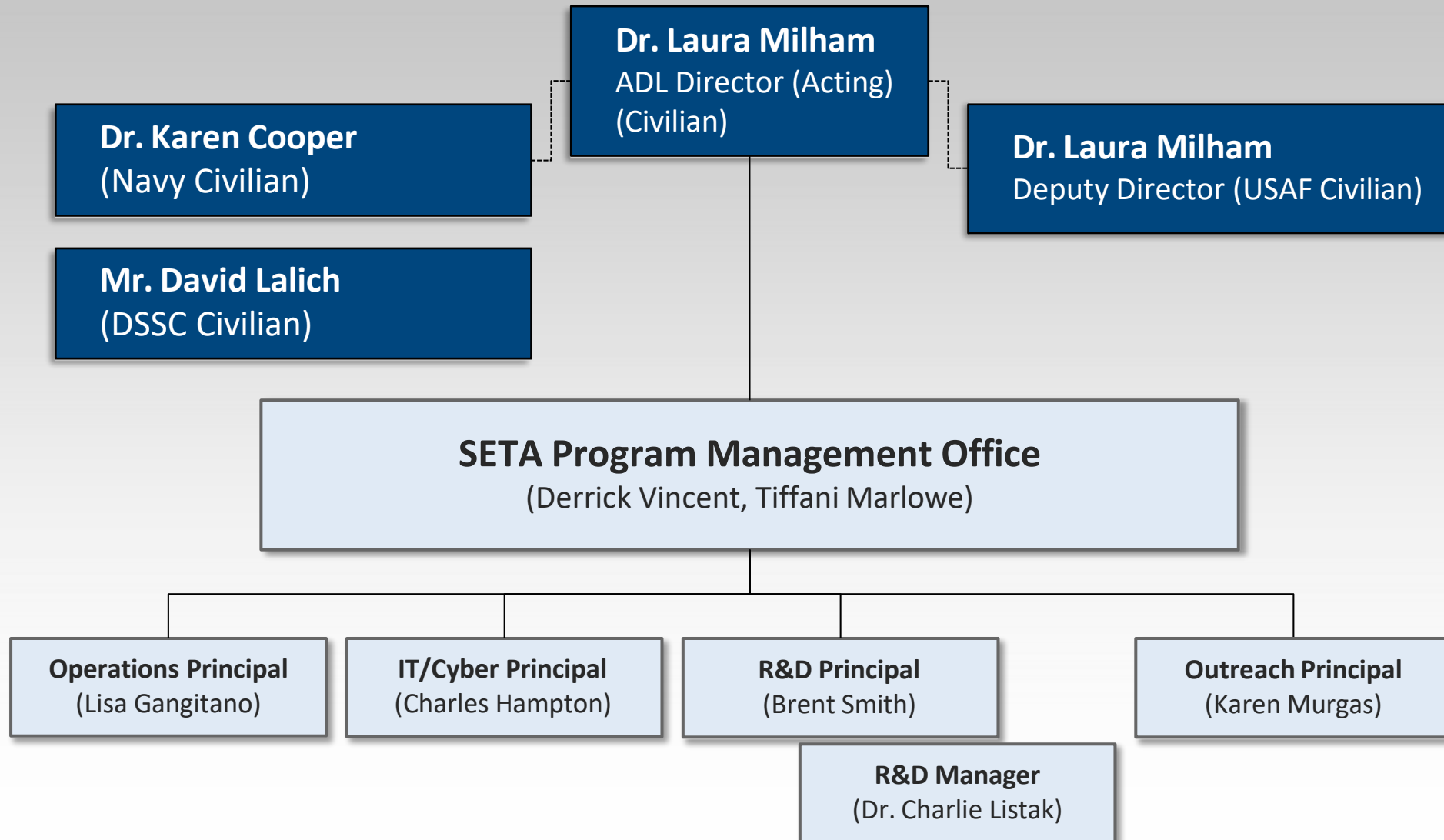
How do we share the requirements for interoperability?

- Policy
- Technical specifications
- DoD requirements coordination

How do we proliferate the interoperability requirements?

- Defense ADL Advisory Committee (DADLAC)
- Implementation Guidance
- DoD Learning Enclave

Leadership and Org Structure



About the ADL Initiative



PROGRAM: [Advanced Distributed Learning \(ADL\)](#)

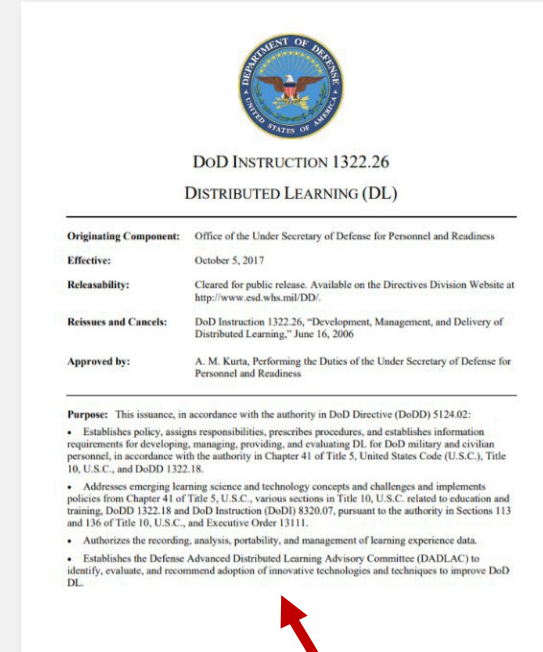
ACTING DIRECTOR: [Laura Milham, Ph.D.](#) (CIV)

CHAIN OF COMMAND: Defense Support Services Center (DSSC)

PURPOSE: Facilitate interoperability and promote best practices for Distributed Learning (DL)...

LINES OF EFFORT:

1. **Modernization:** R&D for DL
2. **Documentation:** Policy, specs, and standards for DL
3. **Coordination:** Facilitate DoD, Coalition, S&T groups

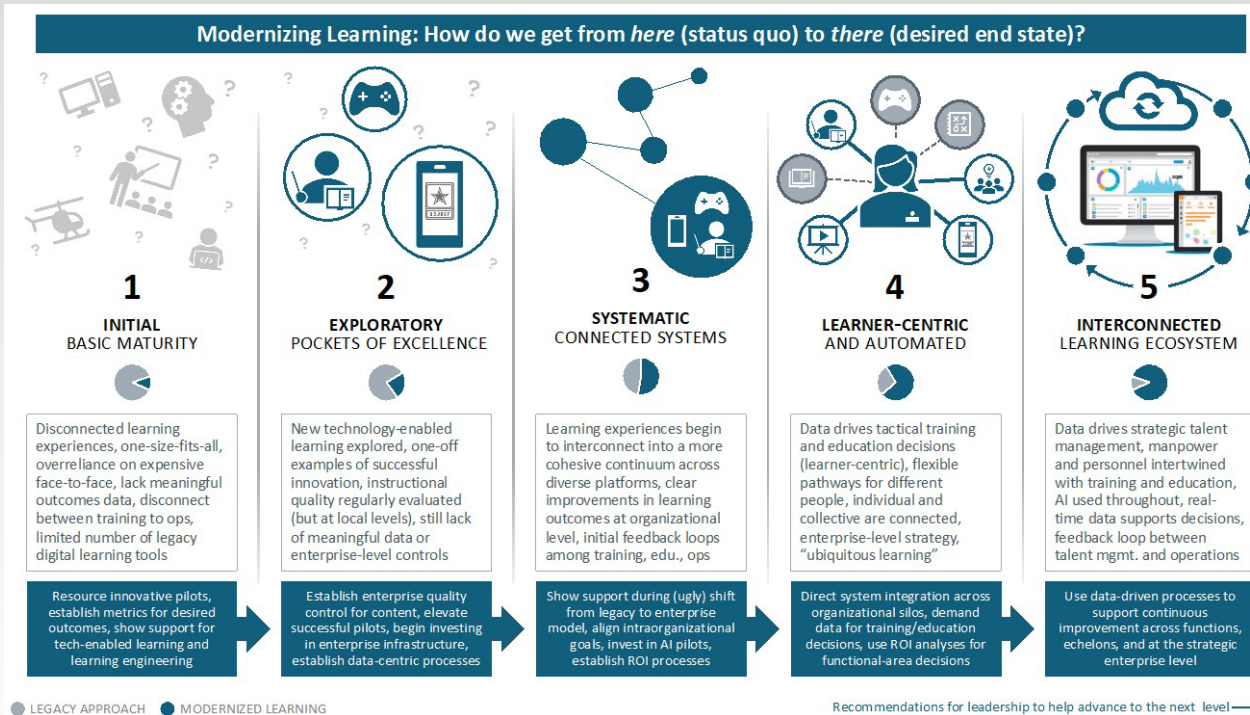


DoDI 1322.26: “The ADL Initiative is the principal steward for researching and facilitating the implementation of DL standards, specifications, and emerging technologies for DoD Components.”

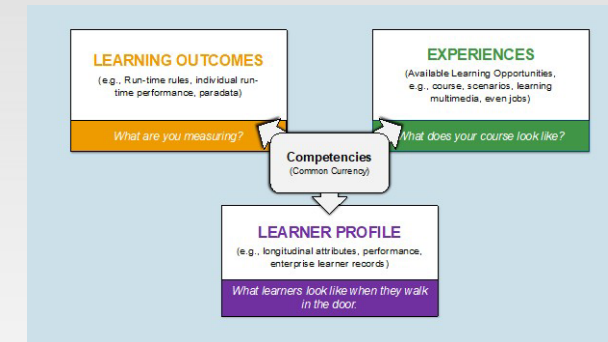
ADL Approach



On the path to Enterprise Interoperability...



Your learning data must adhere to the Total Learning Architecture (TLA) Standards to get beyond stage 3...



Once your data is standardized with TLA, you can fully realize DoD-wide, career-spanning Adaptive Learning and Artificial Intelligence

This improves Readiness, Talent Management, and Data-Driven Decisions thanks to Interoperability

Interoperability Standards



IEEE P92741.1 ✓

xAPI Standard

What are you measuring?

IEEE P2881 ✓

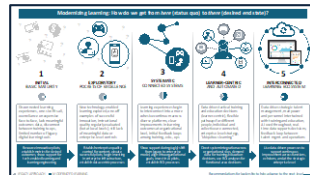
Learning Activity Metadata

What does your course look like?

IEEE 1484.20.1 ✓
Competencies
Reusable Competency
(Common Current
Definition)

Integration
via the TLA

These Standards
must be met to
continue to Level 4.

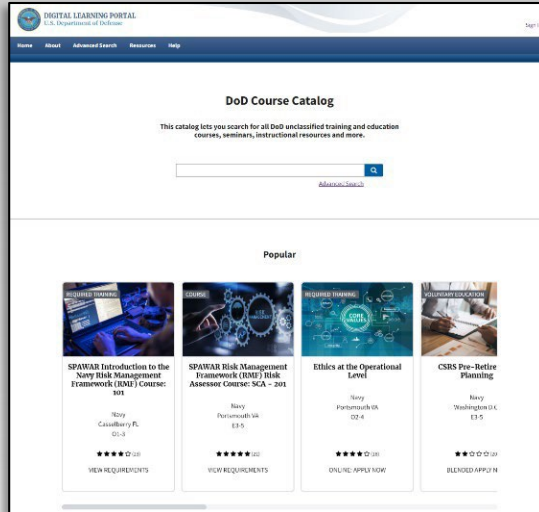


IEEE P2997 ✓

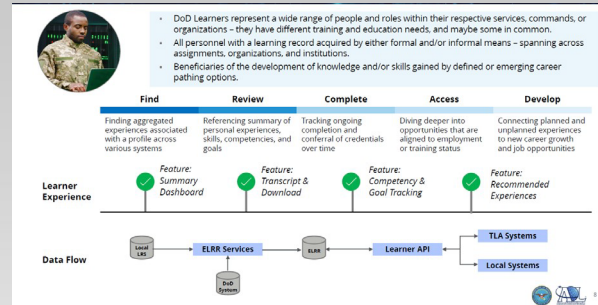
Enterprise Learner Records

What learners look like when they walk in
the door.

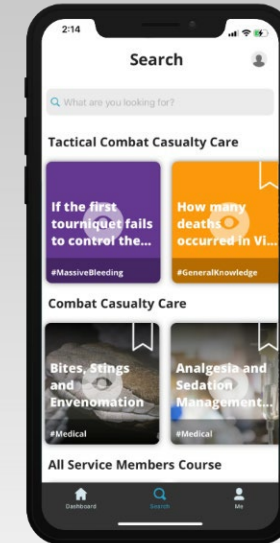
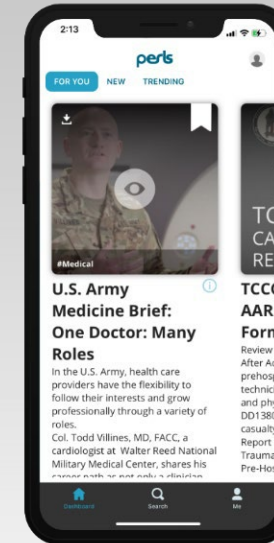
Programs/Purpose



Enterprise Course Catalog



Enterprise Learner Record integration with Joint Services Transcript



PERvasive Learning System

ADL performs R&D for distributed learning. Typically, this work focuses on software interoperability, data and analytics, and associated learning science and platforms

Interoperability Modernization: Getting Started



Learn More

- **All:** Review key sections of [Modernizing Learning](#), a free ebook for the Future Learning Ecosystem
- **Leaders:** [Participate in the Defense ADL Advisory Committee \(DADLAC\), ~GS15/O6 functional community](#)—already strong participation from many IC orgs. (Send Sae your emails.)
- **All:** Find resources and connect at [ADLnet.gov](#).

Take Action and Future Proof

- Integrate EDLM principles into your FYDP roadmaps [and acquisition packages: Incorporate DoD Instruction 1322.26 guidance and build your own](#) actionable Capability Maturity Model (ADL can help!)
- Evaluate systems NOW for interoperable data and [architecture components to enable Enterprise Course Catalog and Learner Records, using simple requirements checklists](#)
- Assign SMEs to join ADL project working groups to monitor progress and provide stakeholder inputs—technical or strategic EDLM focus
- Be an early adopter! Participate in the DoD Learning Enclave and/or in associated ADL beta testing (may require an interagency agreement)

ADL Opportunities



Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance / Place of Performance
Systems Engineering and Technical Assistance (SETA) IDIQ HQ0034-21-D-0004	Full and Open	Option Year in Effect		Jul 2022 – Apr 2026
Broad Agency Announcement (BAA)	Full and open	Q2 FY23		12 month T.O.

Note: The Government does not guarantee that the information provided is firm/factual. It should not be used for bid and proposal purposes.

* Follow-on – current contract number provided ** Assisted Acquisition

Questions



Combating Trafficking in Persons (CTIP)

Industry Outreach Symposium

October 13, 2022





Mission: To institutionalize DoD Combating Trafficking in Persons (CTIP) policy and programs and set conditions for effective prevention, protection, prosecution, and partnering activities in concert with, and supportive of, national efforts.

The CTIP Program Management Office is responsible for the development and oversight of the Department's policy to combat human trafficking.





CTIP Training

As a method to prevent trafficking, there are several different types of training available on Learning Management Systems throughout DoD.

<https://www.youtube.com/watch?v=hh3ghjyvnoo>

CTIP Trainings include:

Investigative Professionals



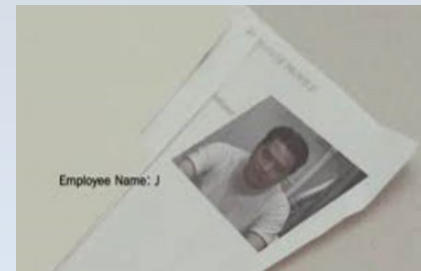
DoD Education Activity



General Awareness



Acquisition Professionals





DoD CTIP Student Guide to Preventing Human Trafficking

<https://ctip.defense.gov/CTIP-Student-Guide/>

U.S. Department of Defense CTIP Student Guide to Preventing Human Trafficking

The Nature and Scope of Human Trafficking

Review the information within each action card to complete this section.

- Introduction**
An introduction to the reality of human trafficking happening everywhere.
- What is Human Trafficking?**
This action card provides an overview of human trafficking.
- Types of Trafficking**
This action card introduces the different types of trafficking.
- Who Are the Victims?**
This action card looks at the typical victims of human trafficking.
- Who Are the Traffickers?**
This action card provides an introduction to the traffickers.



Select each part of the map to see a few examples of human trafficking cases that have happened around the world, out of millions of cases that occur every day.



Survivor Voices of Human Trafficking

- Annually 4-6 survivors tell their stories in both a written narrative and on video. In part, they relate what they wish they had done differently and how others could have helped.
- Some of the survivors have a connection to the DoD.
- <https://ctip.defense.gov/Survivor-Voices/>



The screenshot shows the website for the U.S. Department of Defense's Combating Trafficking in Persons program. The header includes the DoD logo, the text "COMBATING TRAFFICKING IN PERSONS U.S. DEPARTMENT OF DEFENSE", and a search bar. A navigation menu lists "HOME", "ABOUT US", "WHAT IS TIP?", "TRAINING", "RESOURCES", "RELATED LINKS", and "SURVIVOR VOICES". Below the navigation is a banner with the text "DoD.COMBATING TRAFFICKING IN PERSONS". The main content area is titled "Survivor Voices of Human Trafficking" and features three profile cards for Theresa Flores, Jerome Elam, and Kalel Grant. Each card includes a photo and links to "Read Her Story" and "Watch Her Story".





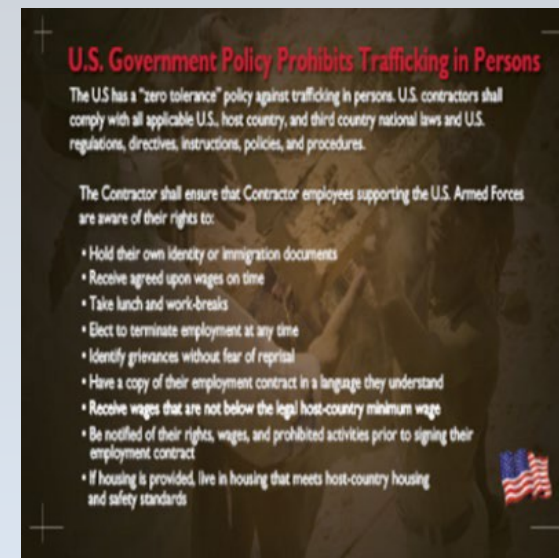
DoD CTIP PMO Awareness Products

DoD CTIP works closely with the Joint Staff and other DoD offices to develop the following products:

- **Public Services Announcements**
- **Posters**
- **Workers Rights Cards**
- **CTIP in the Status of Forces Surveys**
- **CTIP data collection**
- **CTIP Fact Sheets**
- **CTIP Tool Kits**

Additional Resources available at:

<https://ctip.defense.gov/>





CTIP Data Collection

F	G	H
Reporter	Reporter-Other	Sex Trafficking Allegation(s) Investigated
Select who first reported the incident: (1) Victim(s) (2) Military member-not command (3) Command (4) COR/contracting office (5) DoD Contractor or DoD Civilian (6) Non-DoD civilian (U.S. citizen) (7) Other country national (OCN) (8) Unknown/anonymous (9) Other (specify in Column G)	If you selected OTHER reporter in column F, specify below.	If there is more than one sex trafficking category being investigated, select as many as apply. <u>To select more than one option</u> , click the arrow for the dropdown menu again after each selection is made. <u>To deselect an option(s)</u> , clear the cell and reselect the correct option(s) from the pull-down menu. (1) UCMJ Article 134 - General offenses (e.g., child pornography production) (2) UCMJ Article 134 - Pandering and prostitution; purchase of sex; patronizing a prostitute (3) UCMJ Article 120b - Child sexual abuse (4) UCMJ Article 120c - Other Sexual Misconduct (5) 18 U.S.C. § 1591 - Sex trafficking of children or by force, fraud, or coercion (6) 22 U.S.C. § 7102 (4) - Commercial sex act (7) 18 U.S.C. § 1592 - Unlawful conduct with respect to documents in furtherance of trafficking, peonage, slavery, involuntary servitude, or forced labor (8) 18 U.S.C. § 2251 - Sexual exploitation of children (9) 18 U.S.C. § 2251A - Selling or buying children (10) 18 U.S.C. § 2423 - Transportation of Minors (11) 18 U.S.C. § 2243 - Sexual Abuse of Minor (12) 18 U.S.C. § 2252 - Certain activities relating to the material involving the sexual exploitation of minors (13) 18 U.S.C. § 2421 et seq. - The Mann Act (14) State law (15) International law (16) Other (specify in Column I)
(1) Victim(s)		(2) UCMJ Article 134 - Pandering and prostitution; purchase of sex; patronizing a prostitute

- It collects information on 126 variables.
- Variables can be filtered by:
 - year
 - type of incidents
 - number of perpetrators
 - number of victims
 - or any other variable of interest





Questions

Linda Dixon - Program Manager

Linda.k.dixon7.civ@mail.mil

703-389-4238

<https://ctip.defense.gov/>



COMBATING TRAFFICKING IN PERSONS
U.S. DEPARTMENT OF DEFENSE

STOP Human Trafficking
Force, fraud, or coercion to compel a person to provide labor, services, or commercial sex.
Victims come from all backgrounds and can be women, men, and children.
Any minor (under 18 years of age) involved in commercial sex is a victim of human trafficking.

Recognize SIGNS
Physical/Environmental Indicators include signs of abuse, no identification, confined to worksite.
Psychological/Behavioral Indicators include submissive, anxious, lack of free will.

REPORT IT
Chain of Command
Local Law Enforcement
DoD Inspector General Hotline
1-800-424-9098 or visit <http://www.dodig.mil/hotline>
National Human Trafficking Hotline
1-888-373-7888.

For more information go to:
[CTIP.defense.gov/](https://ctip.defense.gov/)



Computer/Electronic Accommodations Program (CAP)

Industry Outreach Symposium

October 13, 2022



CAP Mission



- To provide assistive technology and devices as reasonable accommodations, to support individuals with disabilities and wounded, ill, and injured Service members throughout the Department of Defense in accessing information and communication technology.

CAP Leadership and Org Structure

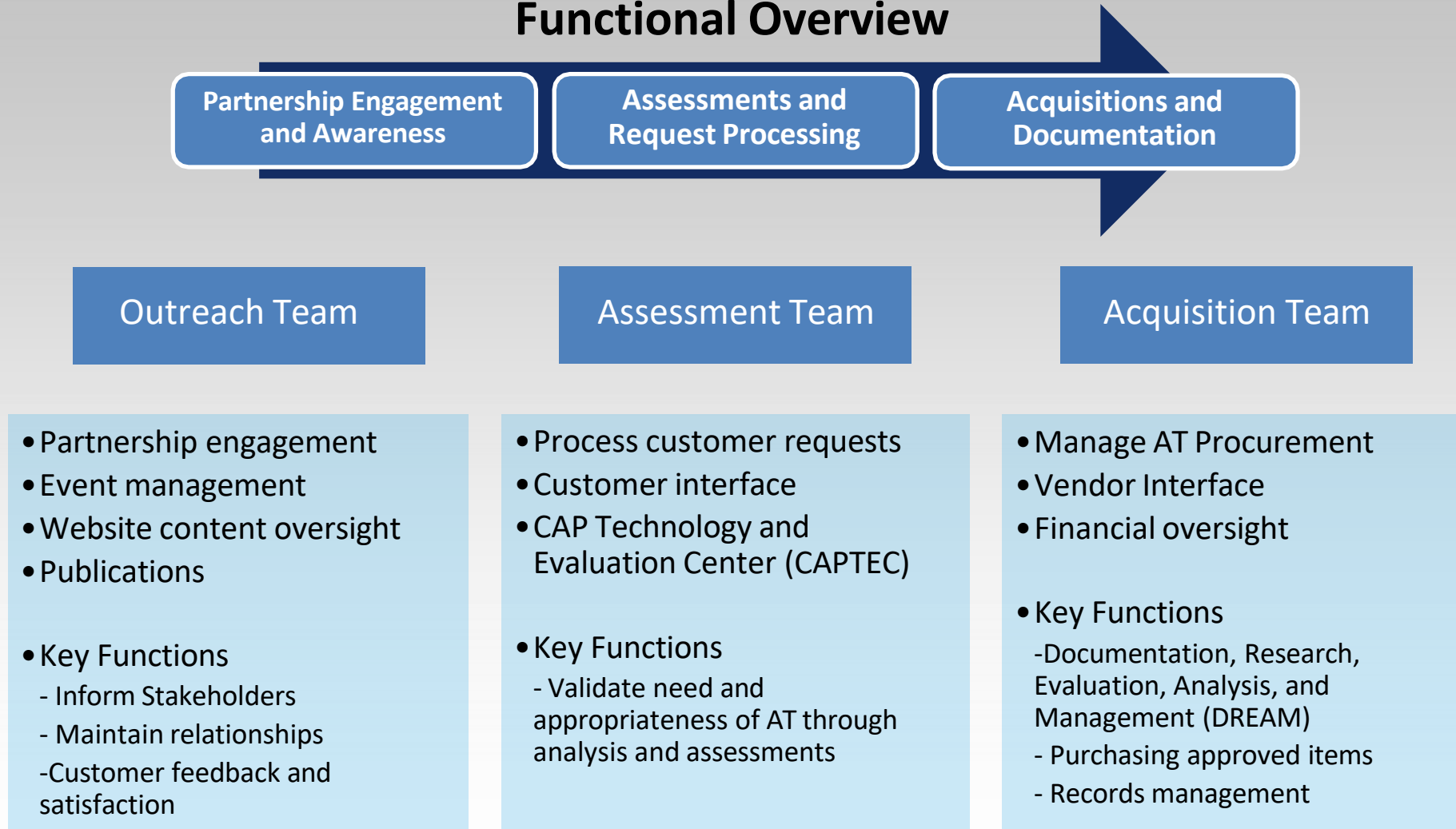


- Director: Open. Hiring action in place. Prior director retired in June 2022. Deputy Director serving as Acting Director.
- Deputy Director: Elizabeth Sadler

Computer/Electronic Accommodation Program



Functional Overview





Customers

- DoD employees with disabilities
- Active duty Service members, to include wounded, ill, and injured active duty Service members
- National Guard and Reserve Service members serving on full-time active duty under Title 10, U.S.C.
- DoD employees with disabling conditions including:
 - Workers' Compensation beneficiaries
 - Term and Temporary Employees
 - Workforce Recruitment Program (WRP) Interns
 - Detail appointments
- Federal managers who are ready to hire and accommodate (Schedule A)
- Federal partner agencies that want to ensure their programs and services are accessible

CAP Opportunities



Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance / Place of Performance
Full-Time Support/CAPX Portal Support H9821019F0134	FFP/Full and Open	Option Year in Effect	541611	Apr 2019 – Apr 2024 Government space in Alexandria, VA & Vendor's Existing Facility
Blanket Purchase Agreement (BPA) (Multiple AT Products)	FFP/Multiple Small/Small Disadvantaged/Women-Owned	Current	Multiple: 333314, 334111, 334118, 334310, 335999, 337214, 511210	Oct 2018 – Oct 2023 Vendor's Existing Facility
Blanket Purchase Agreement (BPA) (Multiple AT Products/ Services)	FFP/Multiple Small/Small Disadvantaged/Women-Owned	Closed June 2022	Multiple: 333314, 334111, 334118, 334310, 335999, 337214, 511210	~ Oct 2022 – Oct 2027 Vendor's Existing Facility
<p>Note: The Government does not guarantee that the information provided is firm/ factual. It should not be used for bid and proposal purposes.</p> <p>* Follow-on – current contract number provided ** Assisted Acquisition</p>				

Questions

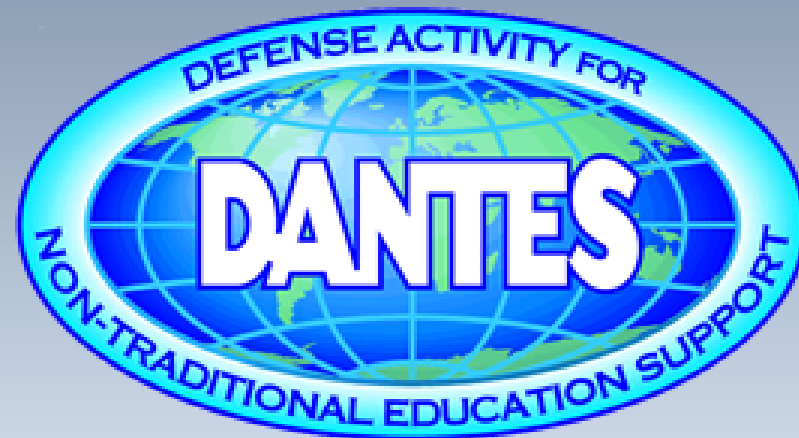


Computer/Electronic
Accommodations
Program

*Defense Activity for Non-Traditional
Education Support (DANTES)*

Industry Outreach Symposium

October 13, 2022



DANTES Mission



DANTES provides consolidated management of Defense Voluntary Education (VoEd) programs that prevents duplication of effort among the Services and helps Service members gain the knowledge they need to achieve their education goals, advance in their military careers, and transition into the civilian workforce at the conclusion of their military service.





DoD's Voluntary Education Shared Services Provider



Force Development

- Force Literacy Development
- Force Education Level Improvement
- Critical Thinking Skills Enhancement
- Informed Decision-Making
- Career Advancement Support
- Training Translated for Transition
- Recruitment, Readiness, & Retention Support



Shared Service Provision

- Acquisition Management
- Program Management
- Compliance & Governance
- Customer Relationship Management
- Information Systems Management
- Services/Product Quality Management
- Voluntary Education Workforce Development

Shared Services * Reduced Costs * Operational Agility

Defense Education Partnerships

Connecting DoD to the Postsecondary & K-12 Education Communities

Prior Learning Assessment

Translating DoD's Human Capital Investments into College Credit

College & Career Readiness

Managing DoD's Pathways for Service Member Attainment of College & Career Goals

Voluntary Education Enterprise Support

DoD's Integrator of VolEd Professional Development & Information Management

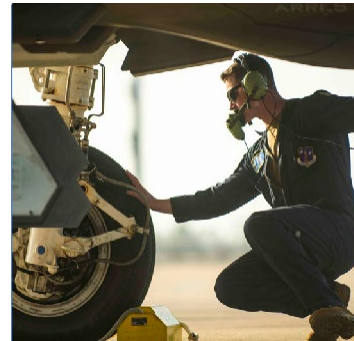
DANTES Opportunities



Title/Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance
<p>Troops to Teachers (TTT) Program Support Contracted Counseling Case Mgmt Team to support Service Member TTT Program applicants (Approved by Congress, but unfunded) *(N0018917FZ175 – Expired)</p>	TBD (previous contractor was small business)	January-June 2023	541611	TBD based on funding – projected to be a five year contract
<p>Professional Development Institute (PDI)/Engagement and Outreach Support Annual Military ESO/Counselor training event as well as support for various DANTES attended outreach events</p>	8(a) direct	October 2022 – January 2023	541820	TBD – predicted to be one year task order

Note: The Government does not guarantee that the information provided is firm/factual. It should not be used for bid and proposal purposes.

* Prior current contract number provided



www.MyVolEd.com



QUESTIONS?



DEFENSE LANGUAGE AND NATIONAL SECURITY EDUCATION OFFICE (DLNSEO)

Industry Outreach Symposium October 13, 2022

**Dr. Kevin Gormley
Senior Program Officer
DLNSEO**



DEFENSE LANGUAGE AND NATIONAL SECURITY EDUCATION OFFICE (DLNSEO)



DLNSEO manages the Defense Language Regional Expertise and Culture (LREC) Program which make up a complex set of Defense-wide programs essential to National Defense Strategy Implementation

- Defense LREC Readiness Analytics
- National Security Education Program (NSEP)
- Foreign Area Officer Program
- Testing and Assessment Program
- Culture Program
- Defense Language Institute Foreign Language Center
- Defense Language English Language Center



DLNSEO Mission and Priorities



MISSION

Support the nation in recruiting, training, sustaining, and enhancing language, regional expertise, and culture (LREC) capabilities to ensure national and defense readiness:

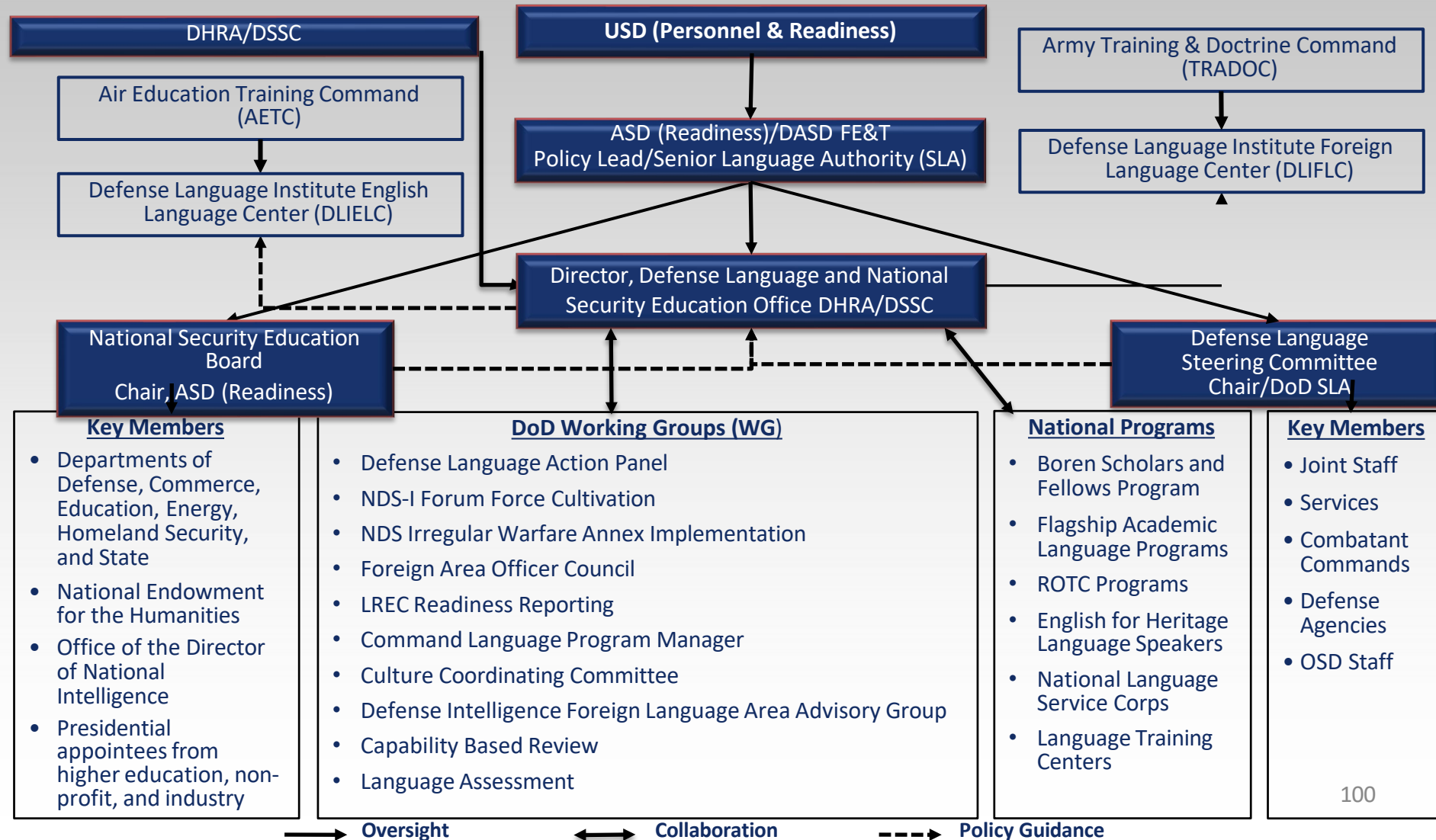
- Build a highly-qualified pool of U.S. citizens with foreign language capabilities and international expertise committed to public service through programs and policies
- Support the Department's strategic policy planning in foreign language, culture, and regional expertise
- Provide programmatic oversight of high-value national security and Defense training and education
- Ensure national and departmental coordination through the National Security Education Board and the Defense Language Steering Committee

PRIORITIES

- **Build a Talent Pipeline** – Work with schools, universities, and federal training institutions to build the capabilities of U.S. citizens to become and to remain skilled in critical languages
- **Strengthen Workforce Readiness** – Provide a ready pool of U.S. citizens who possess language and culture expertise critical for public service and sustain these skills
- **Improve Testing and Assessment** – Develop proficiency metrics and tools to validate the language and culture expertise of DoD personnel and our nation's citizenry
- **Create Surge Capability** – Access and deploy personnel with language & culture expertise necessary for immediate needs
- **Enhancing LREC Capabilities** – Record requirements, examine gaps in capabilities, establish policy, guide language training programs, and continually improve processes to capture and retain quality data
- **Leverage Technology** – Employ cutting edge technologies to create effective blended-learning opportunities for language training and maintenance, and cultural training



DEFENSE – LREC Program Coordination





National Security Education Program



Mission: Increase and improve the teaching and learning of critical languages and other international fields and to produce an increased pool of applicants for work in the departments and agencies of the United States Government with national security responsibilities.

- **Boren Scholarships and Fellowships** – Awards to U.S. undergraduate and graduate students committed to long-term, overseas immersive language study and federal service.
- **The Language Flagship** – Grants to institutions of higher education for producing language-proficient professionals with regional and cultural expertise critically needed for national security.
- **Regional Flagship Languages Initiative** – Joint initiative between the Boren Programs and the Language Flagship to improve language proficiency outcomes in targeted regions and languages.
- **ROTC Project Global Officer** – Develop effective leaders for the 21st century operational environment through critical language learning, study abroad, and intercultural exposure.
- **Language Training Centers** – Leverage the expertise and infrastructure of higher education institutions to train DoD personnel in language, culture, and regional areas studies.
- **English for Heritage Language Speakers** – Professional English language instruction to U.S. citizens who are native speakers of critical languages preparing for careers in federal government.
- **National Language Service Corps** – A community of volunteer language professionals, serving language needs across the Federal Government at home and abroad



Language Testing & Assessment



DLNSEO supports USD(P&R) oversight of language assessment:

- Funds Office of People Analytics (OPA) web delivery of Defense Language Proficiency Tests (DLPTs)
 - 123,868 DLPTs administered in CY 2019, averaging 10,322 per month.
 - 1,618,644 DLPT's web-delivered since March 2006.
- Administers the Defense Language Testing and Assessment Project (DELTAP) advising DLIFLC and DLIELC on test development to meet national standards
- Supports development of Computer Adaptive DLPTs for increased efficiency and shorter testing times
- Supports proficiency assessments for Flagship and Boren programs
- Audits DoD test administration sites and Internet to ensure test security
- Oversees USD(P&R) policy guidance for the program
- Supports DoD SLA overall responsibility for the testing program and coordinates policy with DoD Components
- Monitors Executive Agents responsible for Defense Language Institute Foreign Language and English Language Centers test development
- Reviews DoD Components test administration



DLNSEO Capabilities



Mission: Lead the Defense Language Action Panel, the action arm for the Defense Language Steering Committee (DLSC). It oversees execution of the DoD LREC Program, coordinates LREC equities with the Intelligence Community, interfaces with the interagency, and generates recommendations for DLSC endorsement. Priorities are:

- **Talent Management / Data Analytics** – Manage development and implementation of means to improve LREC talent management and readiness and the tools to track them.
- **Foreign Language Intelligence** – Execute foreign language intelligence functions previously managed by the Office of the Under Secretary of Defense for Intelligence and Security (OUSD(I&S)); performs these functions in close coordination with OUSD(I&S) and Office of the Director of National Intelligence
- **LREC Readiness Reporting** – Oversee Service language readiness reporting in the Defense Readiness Reporting System (new requirement to go into effect 1 Oct 2022); track compliance with FY2020 NDAA
- **CCMD Operation Plan (OPLAN) LREC Requirements Appendix Support** – Review select CCMD OPLANs to identify LREC requirements and assist in population of mandatory LREC Requirements Appendices.
- **Language Readiness Information System** – Manage Defense Readiness Reporting System tool that tracks inventory of language capable Service members and DoD civilians and NLSC capabilities.
- **NDS IW Annex Implementation** – Support Joint Staff and OUSD(Policy)-led WGs
- **DoD Strategic Language List** – Manage list of 33 languages strategically important to the Department.

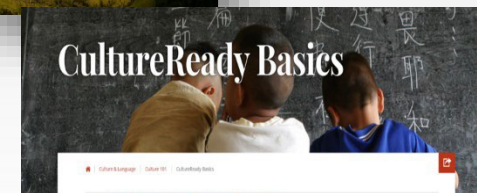
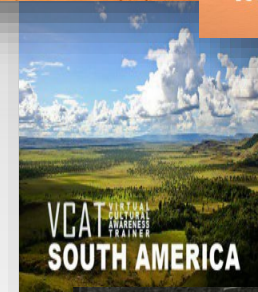


DOD Culture Program



Support culture readiness across DoD; Advance culture education and training to promote collaboration and create efficiencies among Service programs

- Virtual Cultural Awareness Trainers (VCATs) supports regional culture and language training requirements
 - 91 Countries
 - 20 Languages (mission)
 - Approximately 300K completions
- Cultural Assessment Initiative to measure effectiveness of DoD culture training programs
- CultureReady Basics provides cultural-specific content to help learners navigate particular cultural regions in the target language.
- www.CultureReady.org



TRAVIS CROSS-CULTURAL COMPETENCE (C3), CROSS-CULTURAL TRAINING, LANGUAGE

CultureReady Basics is a web-based culture training tool developed to provide culture learning of the culture competencies reflected in the DoD policy as well as present tips and strategies for interacting effectively across cultures. The interactive tool uses global scenarios, based on the actual experiences of people who worked, studied, or deployed to other countries.

CultureReady Basics is available in a number of languages, making use of country-specific examples to help explain and provide real-world applications for the cultural competencies. The language modules feature a robust language assist function for learners working to strengthen proficiency levels.





CultureReady Basics establishes a challenging language and culture learning experience. This training is the perfect balance of culture and language training providing you with the knowledge and skills you may need when interacting with others who speak different languages and have different cultural background than you.



National Language Service Corps

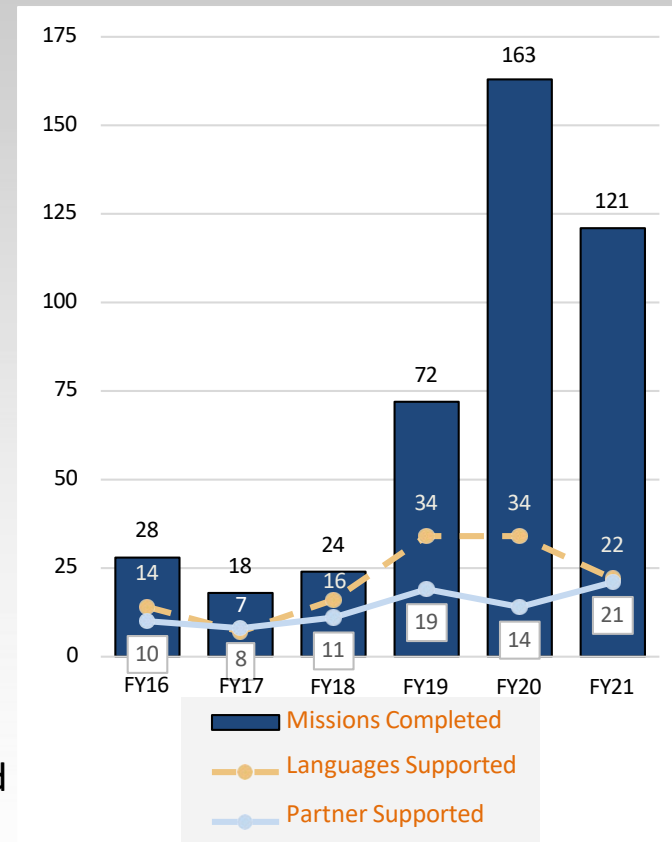


The NLSC offers Federal Government partners a suite of broad, deep, and user-defined services across four main pillars:

Interpretation	Translation	Instruction	Cultural Support
 <ul style="list-style-type: none">• Simultaneous• Consecutive• Interpretation Skill Set Training	 <ul style="list-style-type: none">• Technical Translation• QA/QC Editing Process• Classified Document Translation	 <ul style="list-style-type: none">• All Levels of Language Instruction• Tutoring and Group Sessions• Phone Instruction	 <ul style="list-style-type: none">• Cultural Sensitivity Education• Cultural Advising• Document Screening

- More than 13,000 members strong
- NLSC partners span:
 - 72 Federal Agencies;
 - 6 Combatant Commands;
 - 15 Component Headquarters, Commands, and Offices;
 - 9 Defense Agencies, Schools, and Training Activities; and
 - 18 Interagency Offices and Independent Agencies

NLSC MISSION SUPPORT, FY16-FY21





DLNSEO Opportunities



Title/Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance / Place of Performance
National Language Service Corps Service Support H98210-19-C-0062 * Follow-on	GSA OASIS – Unrestricted Pool 1	Oct 2022	541612	Mar 2023 – Mar 2028 / Offsite
Executive Liaison Support H98210-18-C-0007 * Follow-on ** Assisted Acquisition 8(a)	8(a) Sole Source	Oct 2022	541612	Mar 2023 – Mar 2028 / Onsite
Project Global Officer / Language Training Centers Program H98210-18-2-0002 * Follow-on	Full and Open	Oct 2022	611710	Apr 2023 – Apr 2028 / Offsite
Language Readiness Information System H98210-18-C-0019 * Follow-on	SDVOSB Set-Aside SAM	Nov 2022	541511	Apr 2023 – Apr 2028 / Onsite
OPLAN LREC Requirements Appendix Project H98210-19-F-0373 * Follow-on ** Assisted Acquisition - GS-00F-008DA	TBD	Mar 2024	541611	Jul 2024 – Jul 2029 / Onsite CCMD

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* Follow-on – current contract number provided ** Assisted Acquisition



DLNSEO Opportunities



Title/Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance / Place of Performance
Boren Flagship Requirement H98210-21-C-0002 * Follow-on	Sole Source	Oct 2024	611310	APR 2025 - MAR 2029 / Offsite
NSEP-IT H98210-19-F-0195 * Follow-on ** Assisted Acquisition - GSA	Small Business Set Aside	Feb 2024	541512	Aug 2024 – Aug 2029 / Offsite
Language Instruction Services IDIQ H98210-19-D-0003 * Follow-on	Full and Open	Feb 2024	611430	Aug 2024 – Aug 2029 / Offsite
NSEP Service Team Support H98210-20-C-0005 * Follow-on ** Assisted Acquisition	8(a) Sole Source	Nov 2025	541611	Apr 2025 – Apr 2030 / Onsite
English for Heritage Language Speakers (EHLS) H98210-21-C-0006 * Follow-on	Sole Source	Feb 2026	611430	Aug 2026 – Aug 2031 / Offsite

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Questions



Defense Travel Management Office (DTMO)

Industry Outreach Symposium
October 13, 2022



Defense Travel Management Office



Scope of the Enterprise

- DoD Travel Spend: \$8B (FY20)
- Travel Management Company Services: \$279M/5 years
- U.S. Car/Truck Rental Program: \$583M (CY21)
- GTCC: ~\$4.3B/2M cardholders (FY21)
- DoD Preferred Commercial Lodging: \$99M (FY21)

Commercial Travel Program Management

- DoD Travel Card Program (IBA/CBA)
- GSA City Pair – DoD Customer Interface
- U.S. Government Rental Car/Truck
- DoD Bus Program
- Recruit Travel & Assistance
- Travel Management Company Services
- Premium Class Travel Oversight
- Integrated Lodging Program
- DoD Dine Smart Program

Defense Travel Systems

- Functional Requirements and Oversight of the Defense Travel System (DTS) and MyTravel

Travel Policy and Implementation

- Joint Travel Regulations (JTR)
- Policy Simplification
- Travel Policy Compliance Program
- OCONUS Non-Foreign Per Diem

Customer Support and Training

- Travel Assistance Center (TAC)
- Travel Training Resources
- Service and Agency Liaison

★ Area of Focus

Reform travel management by streamlining processes, simplifying policies, and strategic sourcing to improve the travelers' experience and optimize travel costs



Mission

Serve as the single focal point for commercial travel within the Department of Defense. Establish strategic direction, set policy, and centrally manage commercial travel programs



Vision

A Defense Travel Enterprise incorporating government and industry best practices to meet the needs and exceed the expectations of our customers



Goals

- Maximize travel
- Policy understanding
- Improve delivery of travel services
- Optimize cost
- Effective travel



Guiding Principles

- Do no harm
- Customer focused
- Fair compensation
- Duty of care
- Simple travel solutions
- Evidence-based decision making



Procurement Opportunities



- **Travel Management Company (TMC) Services:** Travel fulfillment (reservations, booking, traveler support, etc.) for DoD travelers on official travel.
- **DoD Preferred Lodging:** The Federal Government utilized the Government-wide TDY Lodging contract solution to obtain contractor support providing lodging for all Department of Defense in markets.
- **Data science:** The Defense Travel Management office utilized data science subject matter expertise and support to identify and acquire data sources, determining requirements, overseeing data integration projects, monitoring data quality, and supporting business intelligence dashboard development and performance reporting.

DTMO Opportunities



Title/Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance / Place of Performance
TMC Services – Travel Area 2 Travel Management Company (TMC) Marine Corps Air Station-YUMA, AZ, Marine Corps Base-Barstow, CA, Marine Forces Reserve-New Orleans, LA,. H9821018C0017	Small Business Set Aside	04/2023	561510	08/30/2018-09/29/2023 / Offsite
Small Business Travel Area 3 Travel Management Company (TMC). 60 CONUS Air Force installations. H9821019C0005	Small Business Set Aside	11/2024	561510	03/30/2019 – 03/29/2024 / Offsite
DoD Preferred Lodging Management of the DoD Lodging rebates program 47QMCB19F0004	Small Business Set Aside	05/2024	541611	10/01/2018 – 09/30/2024 / Offsite
Data Science Data science subject matter expertise and support to enable informed, evidence-based decisions that positively impact the daily execution of mission requirements and development of longer- term strategies to understand, manage, and reduce travel costs 47QFPA19F0111 ***Assisted Acquisition	Small Business Set Aside	05/2024	541519	09/30/2019-09/29/2024 / Offsite

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* Follow-on – current contract number provided ** Assisted Acquisition

Questions



Employer Support of the Guard and Reserve (ESGR)

Industry Outreach Symposium

October 13, 2022



ESGR Mission and End State



Mission

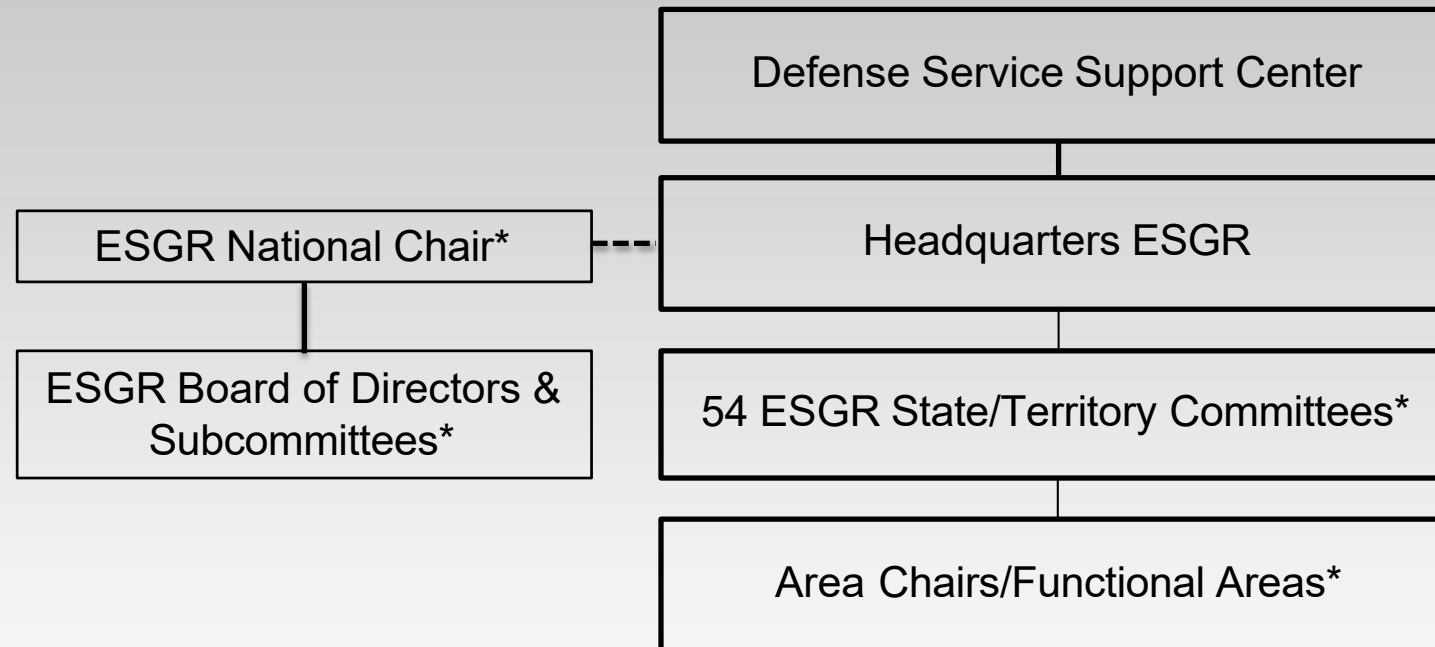
Employer Support of the Guard and Reserve (ESGR) is a Department of Defense (DoD) office that develops and promotes supportive work environments for Service members in the Reserve Component (RC) through outreach, recognition, and educational opportunities that increase awareness of applicable laws, and resolves employment conflicts between the Service members and their employers.

End State

All employers support and value the employment of members of the National Guard and Reserve in the United States and Territories, thereby increasing the readiness of the RC.



ESGR Leadership and Org Structure

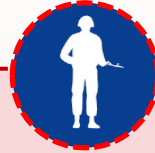


ESGR Programs / Purpose



EMPLOYER OUTREACH

Promote a culture where all employers support and value military service through education, recognition, and mediation



MILITARY OUTREACH

Make Service members aware of their rights and responsibilities under the law and the value of employer support and recognition



OMBUDSMAN SERVICES

Provide informal, neutral mediation for issues or conflicts between employers and Service members before they escalate

State/Territory Committees and Volunteers

ESGR by the Numbers



Outreach Mission – Fiscal Year 2021			
Employers Engaged	Service Members Engaged	Patriot Awards Presented	Statements of Support
43,800	135,373	7,087	3,965
Freedom Award Nominations	Number of Volunteers	Volunteer Hours	Return on Investment*
3,382	3,273	126,601	\$3.61M

Ombudsmen Mission – Fiscal Year 2020				
USERRA Inquiries	Cases Assigned	Cases Resolved / % Resolved	Average Number of Days to Mediate	Potential Federal Government Cost Avoidance**
17,927	1,171	849/ 73%	8.00	\$3.23M

*Based on the 2021 Independent Sector value of a volunteer hour: \$28.54

**Figure represents the potential Federal Government cost avoidance of investigations conducted by the Office of Special Counsel and/or Department of Labor, which ranges up to \$3,810 per case.

Total return on investment for FY21 is \$6.85M

ESGR Opportunities



Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance / Place of Performance
ESGR State Committee Full-Time Support H9821019C0004	FFP/Service-Disabled Veteran-Owned Small Business Set ASide	Option Year in Effect Rebid CY24	541611	Mar 2019 – Dec 2023 All 54 States and Territories
DPFSC Fulfillment H9821018C0022	FFP/Small Business Set ASide	Last Option Year in Effect Rebid in process	541890	Sep 2018 – Feb 2023 Contractor Select
Portal IT Maintenance H9821019F0009	FFP/8A	Option Year in Effect	541511	Dec 2018 – Nov 2023 Contractor Select
SECDEF Employer Support Freedom Award H9821019F0297	FFP/Women-Owned Small Business (WOSB) Eligible Under the Women-Owned Small Business Program Set ASide	Option Year in Effect	561920	Sep 2019 – Aug 2024 Contractor Select

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* Follow-on – current contract number provided ** Assisted Acquisition

Questions



Federal Voting Assistance Program (FVAP)

Industry Outreach Symposium

October 13, 2022

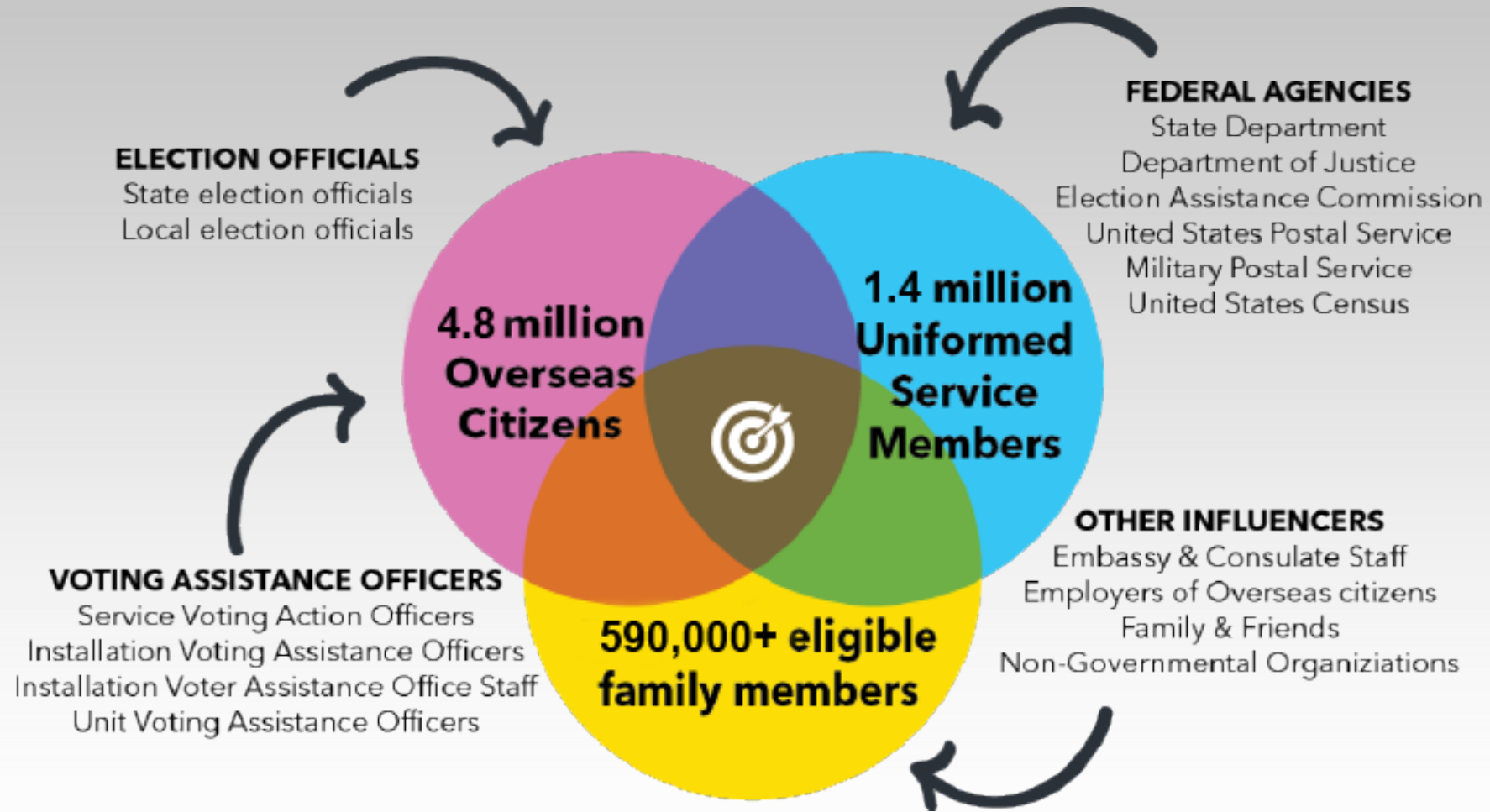


FVAP Mission



- Ensure members of the Uniformed Services, their spouses, and overseas citizens are aware of their right to vote and have the tools and resources to successfully do so — from anywhere in the world.
- Administer the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA) on behalf of SECDEF who is the Presidential Designee.
- Provide assistance to voters; focus is on education and creating opportunity.

FVAP Stakeholders



FVAP Responsibilities



- **Provide Training**
 - Voting Assistance Officers
 - Installation Voting Assistance Officers at Embassies and Consulates worldwide
 - State and local election officials
- **Maintain Voter Resources**
 - *Voting Assistance Guide*
 - FVAP.gov
 - Online Assistant
 - Call Center
- **DoD Instruction**
- **Data Collection**
- **Waiver Requests**
- **Report to Congress**



FVAP Program Analysis 2020



VOTING ASSISTANCE MAKES THE DIFFERENCE

For the fifth election in a row, military members who got assistance from FVAP or VAOs were more likely to return their ballot than those who didn't get assistance

✓ 2012 ✓ 2014 ✓ 2016 ✓ 2018 ✓ 2020



Three out of four military absentee voters were aware of FVAP

	Sought Assistance from DOD Resource and Returned Ballot	Did Not Seek Assistance from DOD Resource and Returned Ballot
Total ADM	59.00%	41.15%
18-24 Years Old	77.72%	22.28%
25 Years Old or More	55.75%	44.25%

FVAP Opportunities

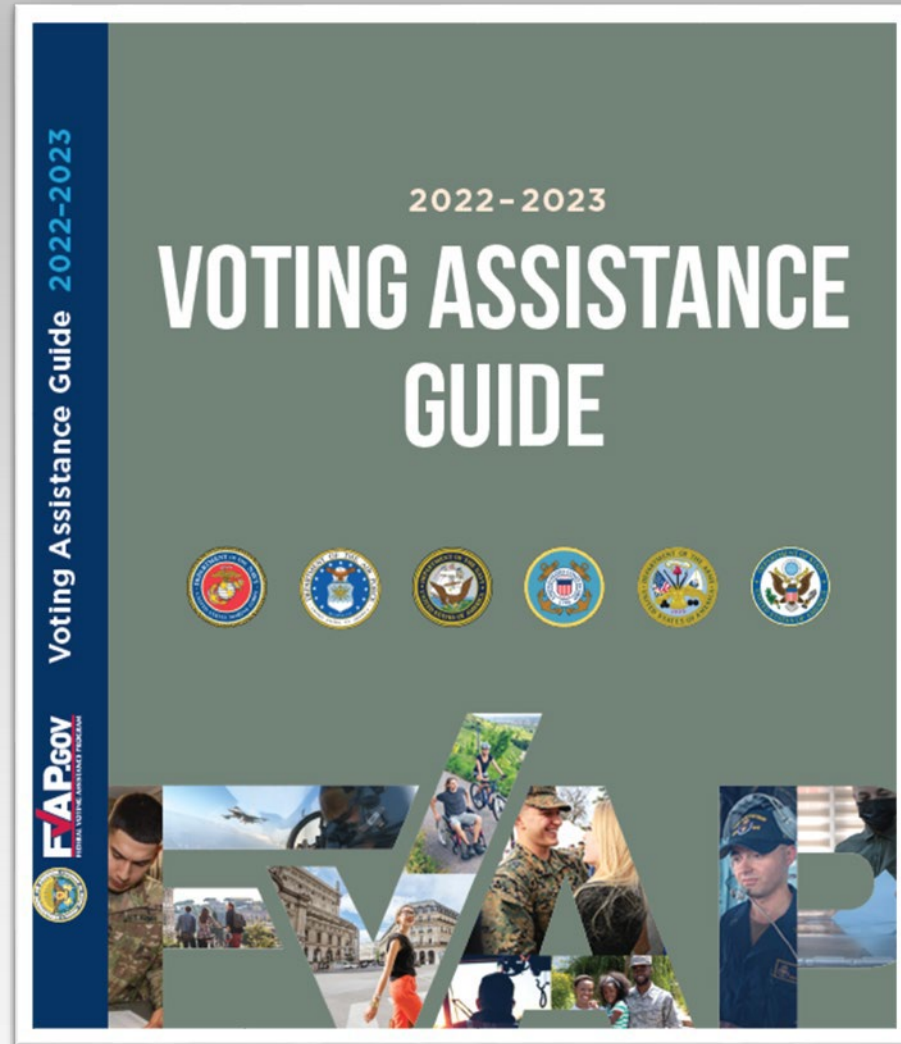


Title/Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance
Congressional District Zip Code H9821018P0023	FFP/Full-Open	Option Year in Effect	511140	Sep 2018 – Aug 2023 / Offsite
IDIQ Communication Services Support H9821019D0002	FFP/Small Business Set Aside	Option Year in Effect	541613	Jan 2019 – Jan 2024/ Offsite
Portal Maintenance and Cloud Hosting H9821020F0039	FFP/Service-Disabled-Veteran Owned Small Business Set Aside	Option Year in Effect	518210	Jan 2020 – Jan 2025/ Offsite
Email Application H9821020F0268	FFP/Full-Open	Option Year in Effect	511210	Aug 2020 – Jul 2025/ Offsite

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Questions?





Industry Outreach Symposium
October 13, 2022



MCTO Mission



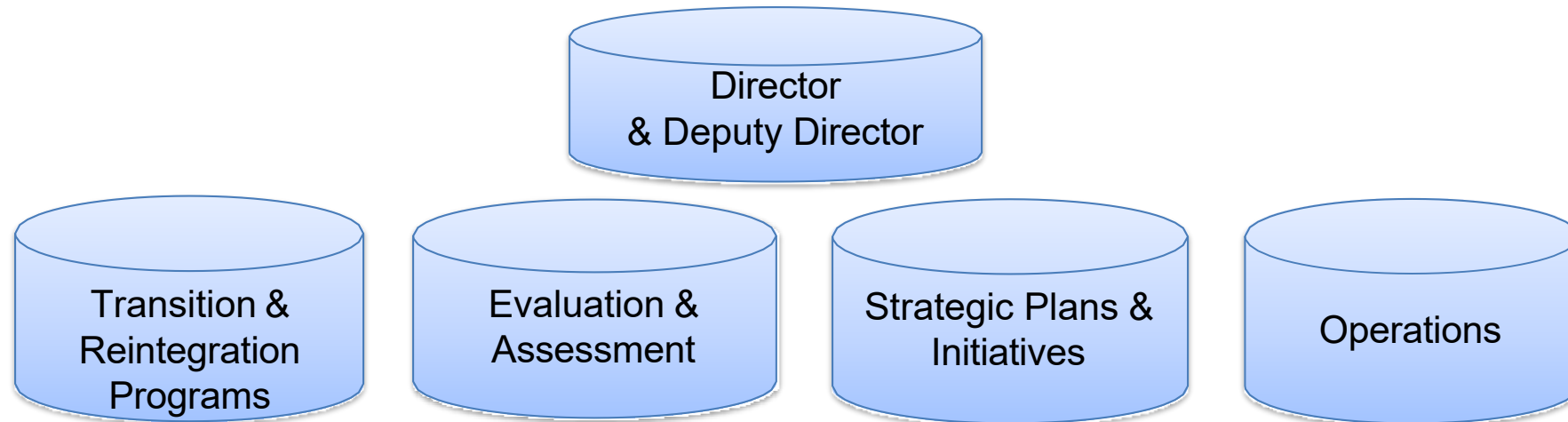
Military-Civilian Transition Office (MCTO) is a function within Defense Human Resource Activity's (DHRA) Defense Support Services Center (DSSC).

MCTO is responsible for designing, overseeing, and evaluating the DoD Transition Assistance Program (TAP), the Yellow Ribbon Reintegration Program (YRRP), and Beyond Yellow Ribbon (BYR). MCTO's mission is to efficiently deliver resources, information and deployment-cycle support to transitioning Service members, their families and communities worldwide.

Through interagency partnerships, MCTO ensures transitioning Service members are able to successfully return to their civilian life while also addressing the challenges National Guard and Reserve Component members and their families face as they prepare for and return from deployment or mobilization.



MCTO Organizational Support





Transition Assistance Program

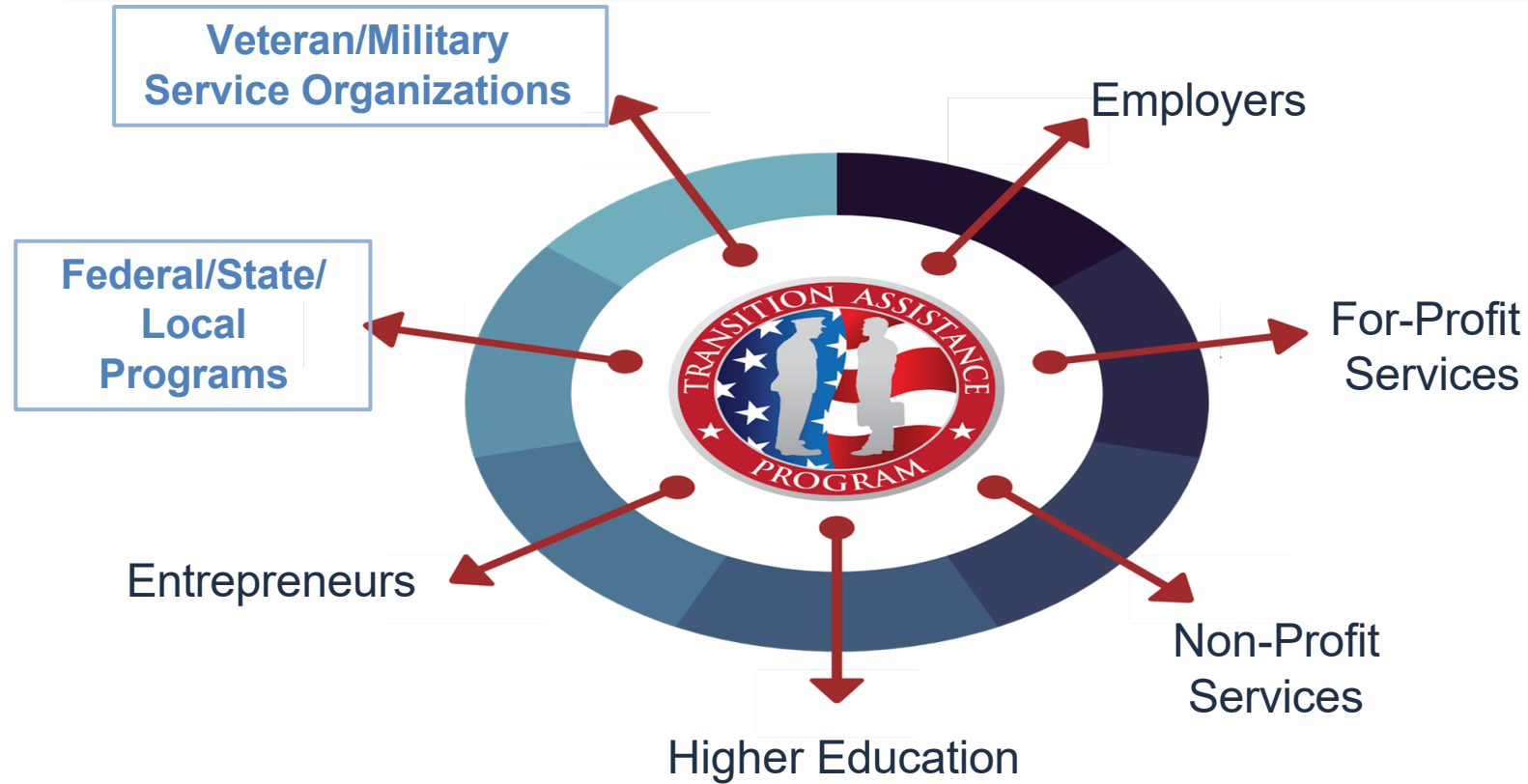


TAP prepares Service members for post-transition career goals

- In 1991, TAP began in the post-Cold War drawdown after Operation Desert Storm
- In 2011, Congress responded to this multifaceted crisis by passing the **Veterans Opportunity to Work Hire Heroes Act (VOW Act) Public Law 112-56**.
- Since the VOW Act, the interagency partners, along with other federal agencies, continue to expand transition assistance beyond compliance, building a more individualized approach to better support the ever changing needs of transitioning Service members and their families.
- In 2018, the **FY 2019 NDAA** significantly altered TAP for the first time in many years and led to the current state of TAP.
- The redesign promotes a change to Departmental culture from end-of-service commitment transition planning to a **Military Life Cycle (MLC)** approach, emphasizing career readiness planning at every step of a Service member's career beginning at their first duty station. The MLC enables transition to become a well-planned, organized progression that empowers Service members to make informed career decisions and take responsibility for advancing their personal goals.



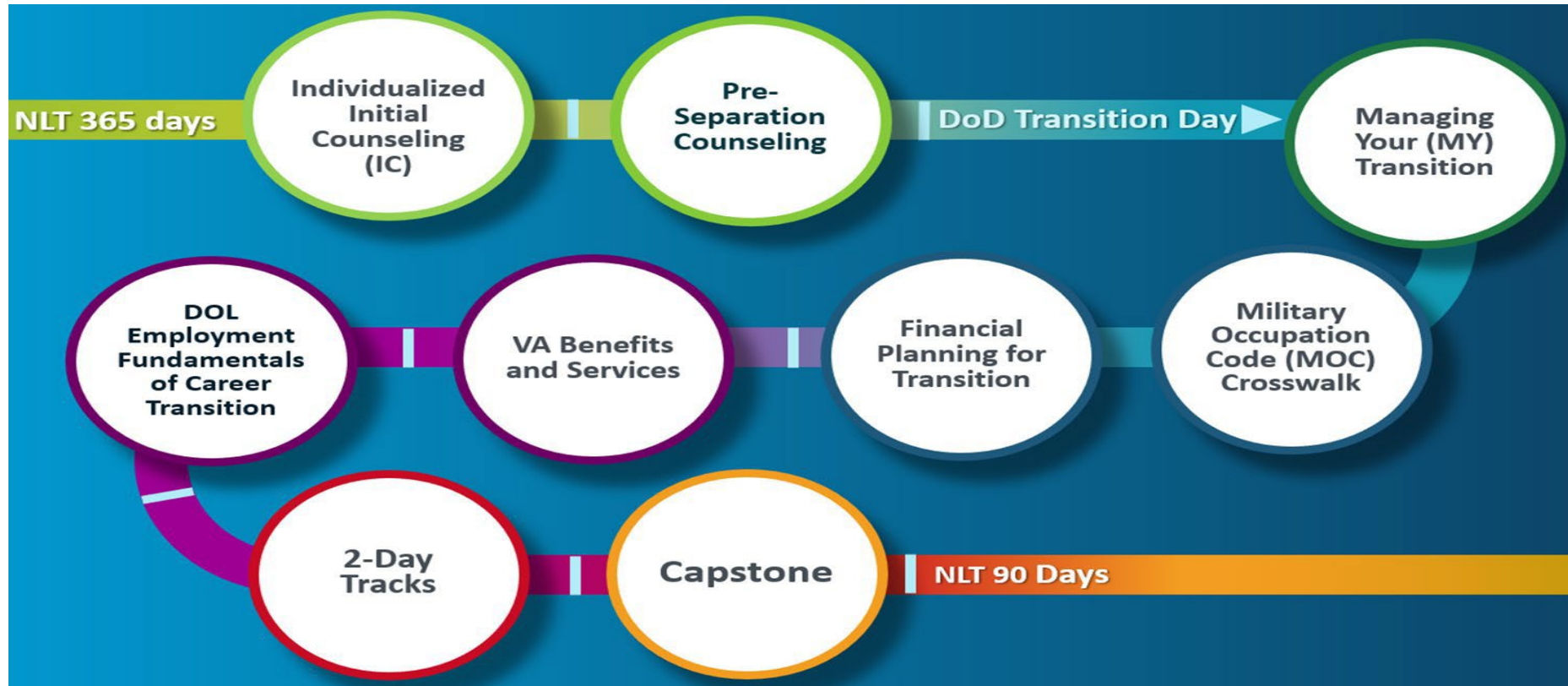
The Military-Civilian Transition Ecosystem



Entrepreneurs





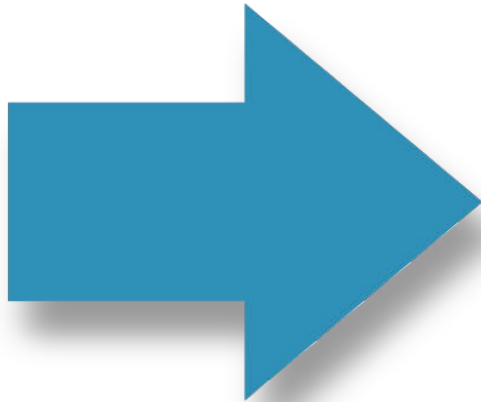
Service Member's Journey through TAP



Transition Assistance through the Years



Pre - 1991	1991-2011	2012-2018	2019- Now
<ul style="list-style-type: none">• Service member provided 214• No defined TAP or required components	 <p>FY91 NDAA</p> <ul style="list-style-type: none">• Established transition assistance services• Mandated pre-separation counseling	<p>VOW to HIRE HEROES ACT</p> <ul style="list-style-type: none">• Mandated TAP participation• Established employment assistance• Standardized TAP modular program	 <p>FY19 NDAA</p> <ul style="list-style-type: none">• Mandated individual counseling (IC) and self-assessment• Revised mandated components and tracks to encourage tailoring to individual needs





The Transition Assistance Program

INDIVIDUALIZED INITIAL COUNSELING (IC)

NLT 365 days prior to separation or retirement

- Personal Self-Assessment/ Individual Transition Plan (ITP)

PRE-SEPARATION COUNSELING

NLT 365 days prior to separation or retirement

SEC. 1142

Title 10, Chapter 58

1 DAY

DoD TRANSITION DAY

- DoD Transition Day includes:
- Managing Your Transition
 - MOC Crosswalk
 - Financial Planning for Transition

1 DAY

VA BENEFITS AND SERVICES

- Explores VA benefits earned by the service member and how to apply them.
- How to leverage earned benefits for the best possible outcome.

1 DAY

DOL ONE-DAY

- Overview of employment topics and best practices.

2 DAYS

TRACKS

- 2-DAY SERVICE MEMBER ELECTED TRACKS**
- Transitioning service members must select one of the two-days of instruction:
 - DOL Employment Workshop
 - DoD Education Workshop
 - SBA Entrepreneurship Workshop
 - DOL Vocational Workshop

CAPSTONE

- Culminating event in which Commanders verify achievement of Career Readiness Standards (CRS) and viable ITP prior to transition.
- Must occur no later than 90 days before separation.
- If not, referred to appropriate agency for further assistance via a Warm Handover.
- Statement of benefits to be received no later than 30 days prior to transition.

Department of Defense Yellow Ribbon Reintegration Program

*Supporting Members of the Guard, Reserve,
and their Families*



Yellow Ribbon Reintegration Program



Mission and Key Functions

Event Support

- Standardized event curricula
 - 30+ courses
- Cadre of Speakers
- Lesson plans and tips
- IT system supports
 - Event planning
 - Management
 - Evaluation
- Event planning toolkits

Online Training

- Learning Management System
- Quick subject refreshers
- Virtual instructor-led training
- Self-paced e-learning
 - 30+ courses

Program Measurement & Analysis

- Data collection occurs pre, during, and after an event, covering:
 - Topics of interest
 - Respondent functioning across multiple domains
 - Resource utilization and awareness
 - Knowledge gains
 - Satisfaction
- Barcode scanners for in-person event tracking and transfer to EventPLUS
- Surveys completed via SMS, live polling, or webpage



MCTO Opportunities



Description of Requirement	Planned Acquisition Strategy	Est. Solicitation Date	NAICS Code	Period of Performance / Place of Performance
EventPLUS Platform H9821019C0011	FFP/8A Small Business Set Aside	Option Year 3 in Effect (follow-on contract RFPs during OY4)	541511	Aug 2019 – Mar 2024 Alexandria, VA
MCTO Full-Time Support H9821019F0102	FFP/Service -Disabled Veteran- Owned Small Business Set ASide	Option Year 3 in Effect (follow-on contract RFPs during OY4)	541611	Mar 2019 – Mar 2024 Alexandria, VA

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Questions



Defense Support Services Center (DSSC)

Industry Outreach Symposium



Enjoy Your Lunch!



PLEASE REJOIN US AT 1:30 PM!

NEXT UP....DMDC, DPAC, DCPAS, HQ/D-OPS