Panel: Systems Engineering Degrees and Certificates ~ What Is The Right Mix for Industry and Government

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Systems Engineering Acquisition Workforce* by Birth Year

Source: AT&L Acquisition Workforce DataMart, Dec 2011

*Excluded: 222 personnel with unknown Birth Year
Growing Great Engineers

- **Depth**
  - Extensive expertise and experiences in one or more engineering disciplines and in one or more product domains

- **Breadth**
  - Awareness of and appreciation for other functional areas
  - Understanding of system life cycle and processes
  - Knowledge of other engineering disciplines and how they integrate into a system solution
  - Knowledge of product domains

- **Leadership**
  - Ability to motivate and inspire individuals and teams
  - Comfort in dealing with complexity
  - Focus on underpinning decisions with data
  - Capability to make tough technical decisions
### Four Distinct Generations Across the SPRDE-SE/PSE Acquisition Workforce*

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#### MILLENNIALS
- 20-31 yrs old
- Positive, Flexible, Collaborative, Respectful, Achievement-oriented

#### GENERATION X
- 32-47 yrs old
- Flexible, Results-oriented, efficient, informal/fun, opportunities for development

#### BABY BOOMERS
- 48-66 yrs old
- Advancement, Recognition, Team Orientation, Vision/Mission, Non-hierarchy

#### WWII / SILENT
- 67 yrs and older
- Stable, Secure, Respectful, Clearly Defined Roles, Clear Direction

#### WORK CULTURE TO THRIVE IN:
- Positive, Flexible, Collaborative, Respectful, Achievement-oriented
- Flexible, Results-oriented, efficient, informal/fun, opportunities for development
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#### MOTIVATORS:
- Connect actions to personal goals
- Opportunities for professional growth
- Personal satisfaction
- Choices
- Autonomy
- Good Schedule
- Time off
- Getting involved
- Seeing how to make a difference
- Making a difference
- Connect actions to the overall good of the organization
- Loyalty to employer/customer
- Good schedule/reasonable hours

#### DE-MOTIVATORS:
- Job doesn’t meet expectations
- Lack of development opportunities
- Repetitive/Boring job
- Inadequate IT work environment
- Condescension
- Inability to get ahead w/out becoming managers
- Lack of development opportunities
- High Stress environments
- Schmoozing/Incompetence
- Acronyms/corporate speak
- Inefficiencies
- Burnout
- Not feeling like a contributor
- Lack of interest in them
- Political incorrectness
- Sports/war metaphors
- Physical demands
- Disorganization
- Inconsistent enforcement of policies/procedures
- Lack of respect for tradition
- Disrespect for experience

#### HOW TO REWARD:
- Awards/Certificates
- Tangible evidence of credibility
- Free Time
- Upgraded Resources
- Development Opportunities
- Results for their resumes
- Personal Appreciation
- Promotion
- Recognition
- Status Symbols
- Tangible symbols of loyalty, commitment and service

*Source: AT&L Acquisition Workforce DataMart, Dec 2011

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## Work Culture to Thrive In:

- **MILLENNIALS**: Positive, Flexible, Collaborative, Respectful, Opportunities for development
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- **BABY BOOMERS**: Advancement, Recognition, Team Orientation, Vision/Mission, Non-hierarchy
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## You’ll Be Challenged While Having Fun!

- Connect actions to personal goals
- Opportunities for professional growth
- Personal satisfaction

## Forget the Rules! Do It Your Way!

- Good Schedule
- Time off

## You Are Valued & Needed

- Seeing how to make a difference
- Making a difference

## Your Experience Is Respected

- Connect actions to the overall good of the organization
- Loyalty to employer/customer
- Good schedule/reasonable hours

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Systems Engineering Challenges

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Systems Engineering: Critical to Program Success

Innovation, Speed, and Agility

http://www.acq.osd.mil/se