



OFFICE OF THE DIRECTOR OF  
DEFENSE RESEARCH AND ENGINEERING  
3040 DEFENSE PENTAGON  
WASHINGTON, DC 20301-3040

OCT 1 2010

MEMORANDUM FOR SYSTEMS PLANNING, RESEARCH, DEVELOPMENT, AND  
ENGINEERING WORKFORCE

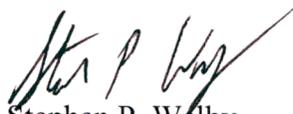
SUBJECT: Competency Assessment of the Systems Planning, Research, Development, and  
Engineering (SPRDE) Career Field

In the next few weeks, we will kick off the Competency Assessment for the SPRDE-Systems Engineering (SE) and Program Systems Engineer (PSE) career paths. The purpose of this assessment is to determine the current level of proficiency, criticality, and frequency of use for those competencies needed by the workforce to successfully perform on the job. Broad participation by the SPRDE-SE/PSE workforce in this assessment will help us improve workforce development initiatives by defining and assessing the behaviors, knowledge, skills and abilities needed to achieve the AT&L mission of providing critical capabilities to the warfighter. Your support for this effort is crucial to its success.

In support of the competency management initiative outlined in the DoD AT&L Human Capital Strategic Plan, the Human Capital Initiative (HCI) office contracted with the Center for Naval Analysis (CNA) to develop the competency assessment. Your Component subject matter experts (SMEs) participated in a recent beta test of the online survey instrument to ensure the results of the assessment would be valuable to your career path and to accurately reflect the extent to which you rely on a variety of competencies in your day-to-day activities.

You will receive further information from your Service/Agency point of contact and CNA on how to participate in the assessment. We look forward to communicating progress on this initiative to you and working with all of you to enhance and align our workforce development strategy and activities with the needs of the SPRDE-SE/PSE workforce.

Thank you in advance for your participation in this important initiative. If you have any questions, please contact Dr. Don Gelosh, Deputy Director for Workforce Development, at 703-602-0851 ext 126 or [donald.gelosh@osd.mil](mailto:donald.gelosh@osd.mil).

  
Stephen P. Welby  
Director,  
Systems Engineering