

Martha Mitchem, Deputy to the Executive Director, Army Contracting Command - Aberdeen Proving Ground

APG Workforce #s

21,000+ Total APG Workforce

As of 2017, total civilian workforce was 7,762

Harford County DA CIV: 5,339 (69%)

Cecil County DA CIV: 1,242 (16%)

Contracting Impacts

- ACC-APG TOTAL Unclassified Obligations for FY19 = \$12,174,861,287 and approximately 21,731 actions...
- Local ACC-APG Divisions awarded \$7,343,184,859 or 60% of total obligations...
- FY19 unclassified awards to Maryland Businesses = \$1,215,826,728 (2,116 Actions) ~ 10% of Total ACC-APG unclassified Dollars and 10% of Actions
- Local ACC-APG Divisions awarded \$811,732,189 or 67% of total Maryland Business obligations...
- FY19 unclassified awards to Harford County Businesses - \$246,589,163 (562 Actions) ~20% of Total Unclassified Maryland Awarded Dollars went to Harford County Businesses (27% of Total Maryland Actions)
- Total HARCO Obligations from local divisions: \$195,673,349 ~80% of total HARCO Obs

Recruiting/Retention of Quality Workforce

- **Recruitment and Retention are high priority to ACC-APG; must ensure we have a quality workforce able to meet the growing needs of the mission**

Initiatives:

Hire:

- 1199s Pathways from local Colleges
- 1105s Contracting Asst; possible route to 1102
- Utilize all hiring authorities (DHA, EHA, Schedule A, etc.)
- Target NCMA and minority outreach events
- **Workforce involvement in recruiting events** →
- Relocation Incentive
- Onboarding Sessions with Executive Director & SCO staff
- Collaborate with APG Community to better communicate APG opportunities

APG Job Fair in Early May 2019; over 300 applicants for ACC-APG alone; ~ 67 Letters of Intent issued that day; Resulted in successful onboarding of 50 Interns.

Train:

- **Stand up of Intern Academy**
- **Continue to Implement Mentoring Program (New Div Chiefs)**
- Developmental Assignments (to include TWI)

Retain:

- **Flexible work schedules (AWS/Telework)**
- **Telework Policy Expansion** →

Work/Home Balance is a priority in retaining a quality workforce

- Awards program
- Lunch with the SCO
- Implementation of ACQ Demo (Summer 19)
- Rotational Assignments – Pilot Program with JPEO CBD
- Retention bonus
- Team Building Events
- Financial Planning
- Wellness Program

Industry Outreach

- **Advanced Planning Briefing to Industry (APBI)**
 - Future contracting opportunities for mission areas that focus on command, control, communications, computers, intelligence, surveillance and reconnaissance; research and development; test and evaluation; chemical and biological defense; and APG Garrison. Additionally, the APBI provides networking opportunities for both large and small businesses,
 - **Team Aberdeen** Proving Ground (APG) anticipates hosting an Advanced Planning Briefing to Industry (APBI) the week of 28-30 April 2020 at APG, Maryland. This announcement is meant only as a “Save-the-Date,” as the event is subject to change.
- **Source Selection Support Center of Excellence (S³CoE) Upcoming Symposia/Outreach**
 - Intellectual Property Symposium
Mallette Auditorium Bldg 6008
11 Dec 2019 – 0900-1100
 - Category Management Strategic Sourcing Symposium
Mallette Auditorium Bldg 6008
2 Feb 2020 – 0900-1100
 - Proposal Evaluation Risk Assessment
Mallette Auditorium Bldg 6008
15 Apr 2020 – 0900-1100
 - Protest Trends Symposium
Mallette Auditorium Bldg 6008
15 Jul 2020 – 0900-1100
- **Quarterly FedBizOps Updates**

Doing Business with APG

- **Please contact the AMC Small Business Office @ APG for initial capabilities analysis and discussion... Ms. Andrea Armstrong – 443-861-4371**

AA BREAKFAST – NOVEMBER 14, 2019 – KAREN HOLT

APG ECONOMIC IMPACT - HARFORD CO.

DIRECT

Personnel: 21k employees, 6th largest employer in State, top employer in Harford County; lrg concentration of adv. degrees; economic impact \$5.1B; 39,289 associated jobs and \$2.1B in wages. Harford County is home to nearly 60 percent of APG's workforce. Stability in workforce numbers, 48 YOA pre-BRAC 2005, 49 YOA today. Economic engine.

Federal support: Readiness is not new for this community; preparing since before BRAC 2005; recv'd nearly \$11M in federal support from Office of Economic Adjustment, 39 studies

Contracting: FY '19 obligations to Harford County businesses: \$236M; \$190.5M in SmBiz

APG: 90+ organizations; 11 Major Commands in our backyard each = Fortune 500 company

Mission Capability: we're not in Austin, but we're touching all of the top priority areas of modernization and readiness while not losing sight of people.

Regional Collaboration: an economic multiplier a prerequisite for sustainability.

INDIRECT

Infrastructure: All 5 BRAC Road Construction Projects \$108.5M Total

Education: Towson University is on HCC Campus- 2+2 makes a 4-yr degree possible; Natl Ctr of Academic Excellence for Cybersecurity; and newly announced P-TECH program- first of its kind to have a federal partner. Aberdeen High School M&S Academy (mentors), Homeland Security

Workforce: spousal employment- healthcare, education, social services, IT- reciprocity

Industry: 151 Defense Contractor Companies today; pre-BRAC 18

19 defense organizations with chapters based here: Army Alliance, AUSA Aberdeen Chapter, AFCEA Aberdeen Chapter, AAAA Mid-Atlantic Chapter, AOC Susquehanna Chapter, American Statistical Assoc Ches Chptr, Chemical Corps Regimental Assoc., Field Artillery Assoc APG Chptr, Industrial Representatives Assoc, ITEA (T&E) FSK Chptr, MOAA Susquehanna Chptr, NCMA Upper Chesapeake Chptr, NDIA APG Chptr, NMTC, Senior Science Society, SAME Ches Chptr, Signal Corp Regimental Assoc, SOLE-Intn'l Society of Logistics, WID Mid Atlantic Chapter. Charitable giving: Fisher House 150k this year; \$2.5M in 15 yrs.

INDUCED

Healthcare: World Class access regionally, but now here: UMS Upper Chesapeake Health, MedStar, Kaiser P.; USM \$75M medical campus

Reputation: 2020 Innovator Award (ADC), 2019 Innovator Award (ADC), 2018 Great American Defense Community (ADC), 2014 Community of Excellence (ADC); 2010 Military Official of the Year (ADC); 2008 Elected Official of the Year (ADC). Our Aberdeen Chapter of AUSA named best overall chapter out of 122 chapters in US and 660k members. Only two places to be: **Aberdeen** & Huntsville; just last week in Austin, discussion on APG's support from state and local...

Retail or Amenities: Wegman's, Panera, Starbucks (62nd Military Family Store); independent restaurants migrating from Baltimore area; craft breweries, movie theaters

Community & Civic: churches, athletic clubs, non-profit organizations; unified and integrated DoD civilian and military workforce living in our community (APG is only 6 percent military) Banking, grocery shopping, car dealerships...Parades, honorary events, the art of giving back

History & Heritage: military come back, APG a touchpoint for many in their military career; artifact exhibit and educational center under development (APG Discovery Center)

Diversification: Housing stock; population overall and our economic makeup. AAA Bond rating.

CHALLENGES

Workforce: highly competitive; regional attraction; retaining retirees—and attracting retirees

Transportation: break in PAX rail service becomes a workforce issue; connectivity

Future of APG: continue to retain existing mission sets and look for synergies to grow mission capabilities