



# ITEA

# Young Guns and the Old Guard

---



**Homeland  
Security**

Science and Technology

**October 6, 2016**

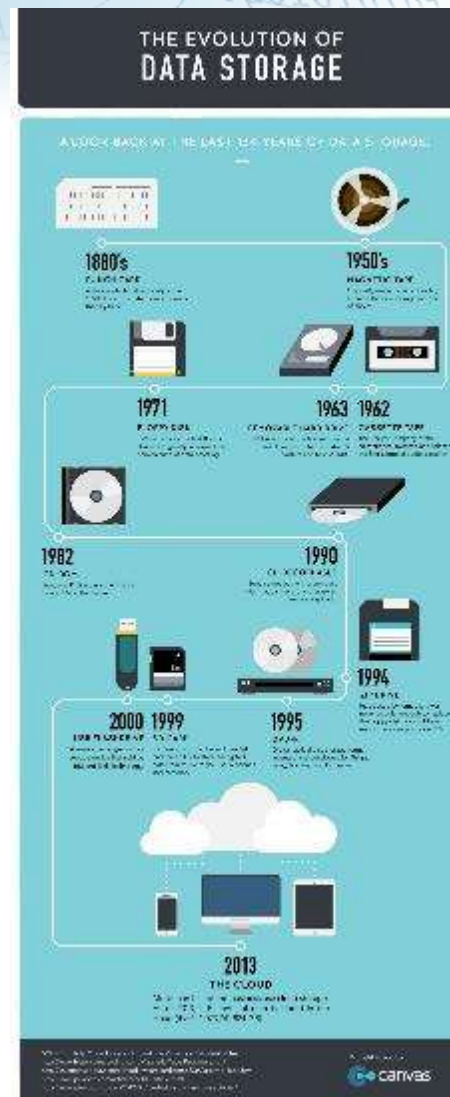
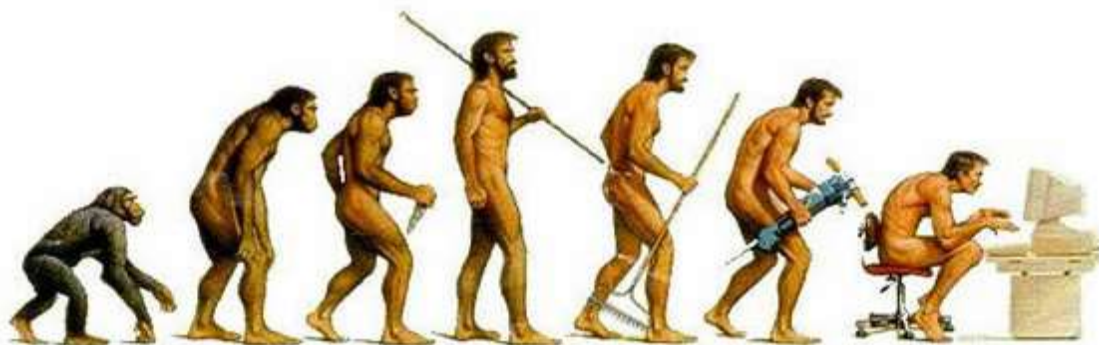
**Wayne Dumais**

Test Area Manager

Office of Test & Evaluation

Science and Technology Directorate

# Evolution – People & Technology



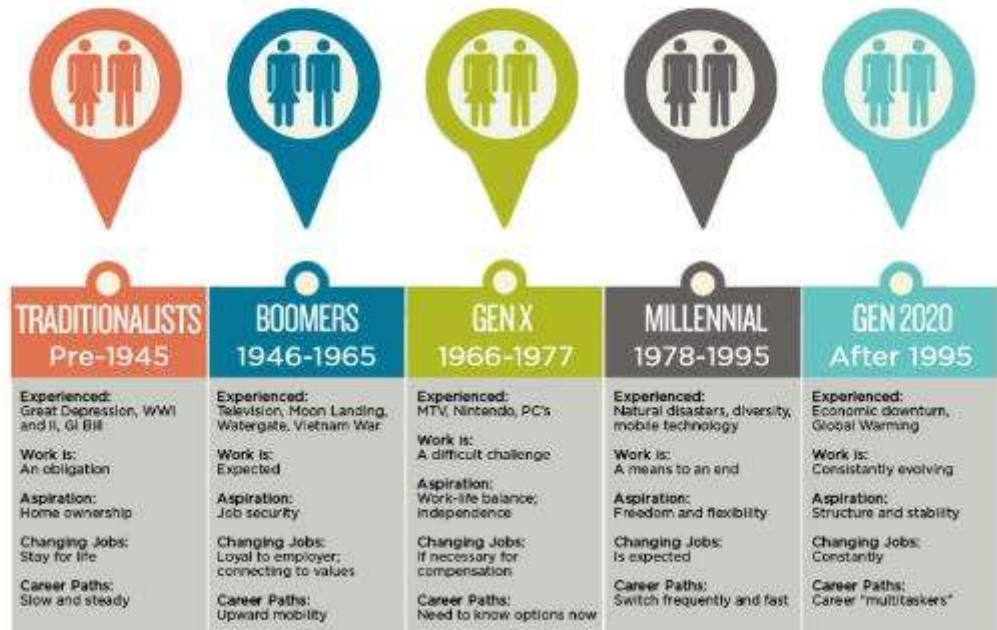
**Homeland Security**

Science and Technology

# People

- Acknowledge differences
- Workforce development
- Mentorship – formal or informal
- Succession planning

## MULTIPLE GENERATIONS @ WORK



TRADITIONALISTS Pre-1945	BOOMERS 1946-1965	GEN X 1966-1977	MILLENNIAL 1978-1995	GEN 2020 After 1995
<b>Experienced:</b> Great Depression, WWII and Ji, GI Bill	<b>Experienced:</b> Television, Moon Landing, Watergate, Vietnam War	<b>Experienced:</b> MTV, Nintendo, PC's	<b>Experienced:</b> Natural disasters, diversity, mobile technology	<b>Experienced:</b> Economic downturn, Global Warming
<b>Work is:</b> An obligation	<b>Work is:</b> Expected	<b>Work is:</b> A difficult challenge	<b>Work is:</b> A means to an end	<b>Work is:</b> Constantly evolving
<b>Aspiration:</b> Home ownership	<b>Aspiration:</b> Job security	<b>Aspiration:</b> Work-life balance; independence	<b>Aspiration:</b> Freedom and flexibility	<b>Aspiration:</b> Structure and stability
<b>Changing Jobs:</b> Stay for life	<b>Changing Jobs:</b> Loyal to employer; connecting to values	<b>Changing Jobs:</b> If necessary for compensation	<b>Changing Jobs:</b> Is expected	<b>Changing Jobs:</b> Constantly
<b>Career Paths:</b> Slow and steady	<b>Career Paths:</b> Upward mobility	<b>Career Paths:</b> Need to know options now	<b>Career Paths:</b> Switch frequently and fast	<b>Career Paths:</b> Career "multitaskers"



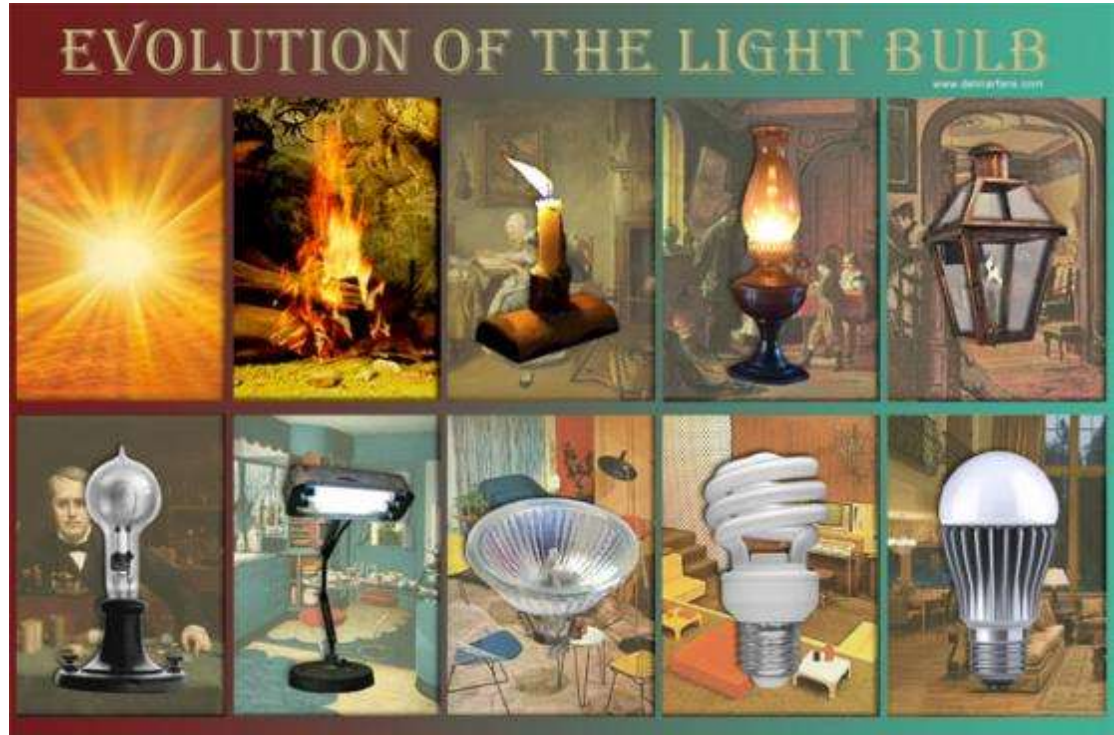
**Homeland  
Security**

Science and Technology



# Technology

- Programs
  - More complex
  - Constrained resources
- Tools
  - Availability & Capability
- Data
  - Availability
  - Required
- Interoperability & Cybersecurity



**Homeland  
Security**

Science and Technology



# Homeland Security

---

Science and Technology