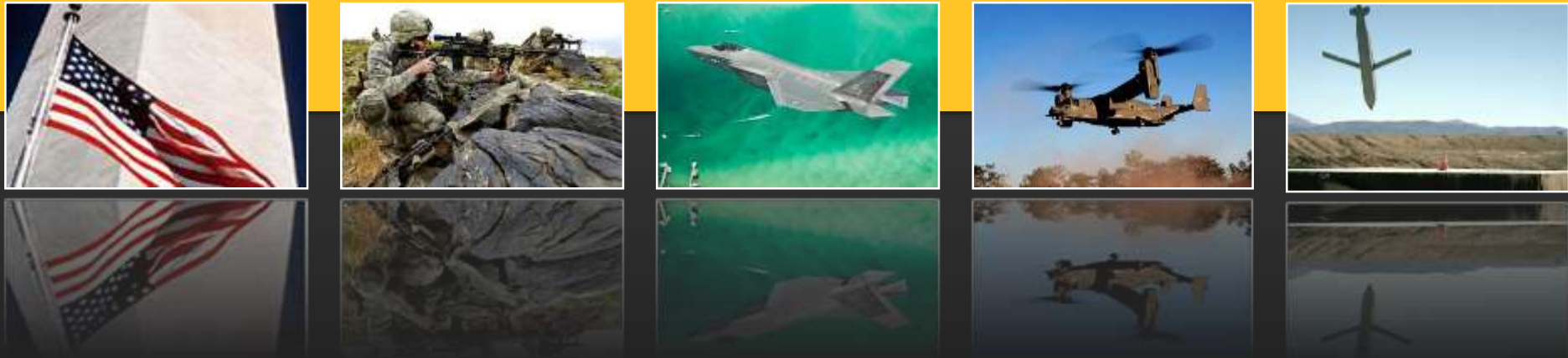


# International Test and Evaluation Symposium Workforce of the Future



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# Workforce of the Future

**WBB** Develop and retain mix of talent of GS/ Military/Contractor focused on healthy sustainable workforce

- 🚧 Contractors are an essential part of the Workforce of the Future
- 🚧 Flexible and scalable - value added part of the team to help achieve success
- 🚧 Persistent (most common) and episodic (recommend considering this option)

**WBB** Value and innovation – ask for it, demand it, reward it

- 🚧 Innovation exists (not just “bid less people”) – need to be willing to embrace it

**WBB** Competing for resources

- 🚧 Competing for talent (LabDemo, AcqDemo, in-sourcing, FFRDCs)
- 🚧 Professional Services Companies pushed to lower overhead & profit with lower labor costs
- 🚧 Current path creating shadow government in FFRDCs – driving high quality (young and old) out of the domain as focus on low cost does not reward quality or innovation
- 🚧 FFRDCs established as not-for-profit (does not mean cheap!) for long-term R&D needs that cannot be met by government or contractor resources
- 🚧 FFRDCs migrated significantly into professional services market and operate in sole source noncompetitive environment