

Contentious Industry Relationships, Complex Acquisitions, Poor Talent Retention Choke DoD Technology Pipeline

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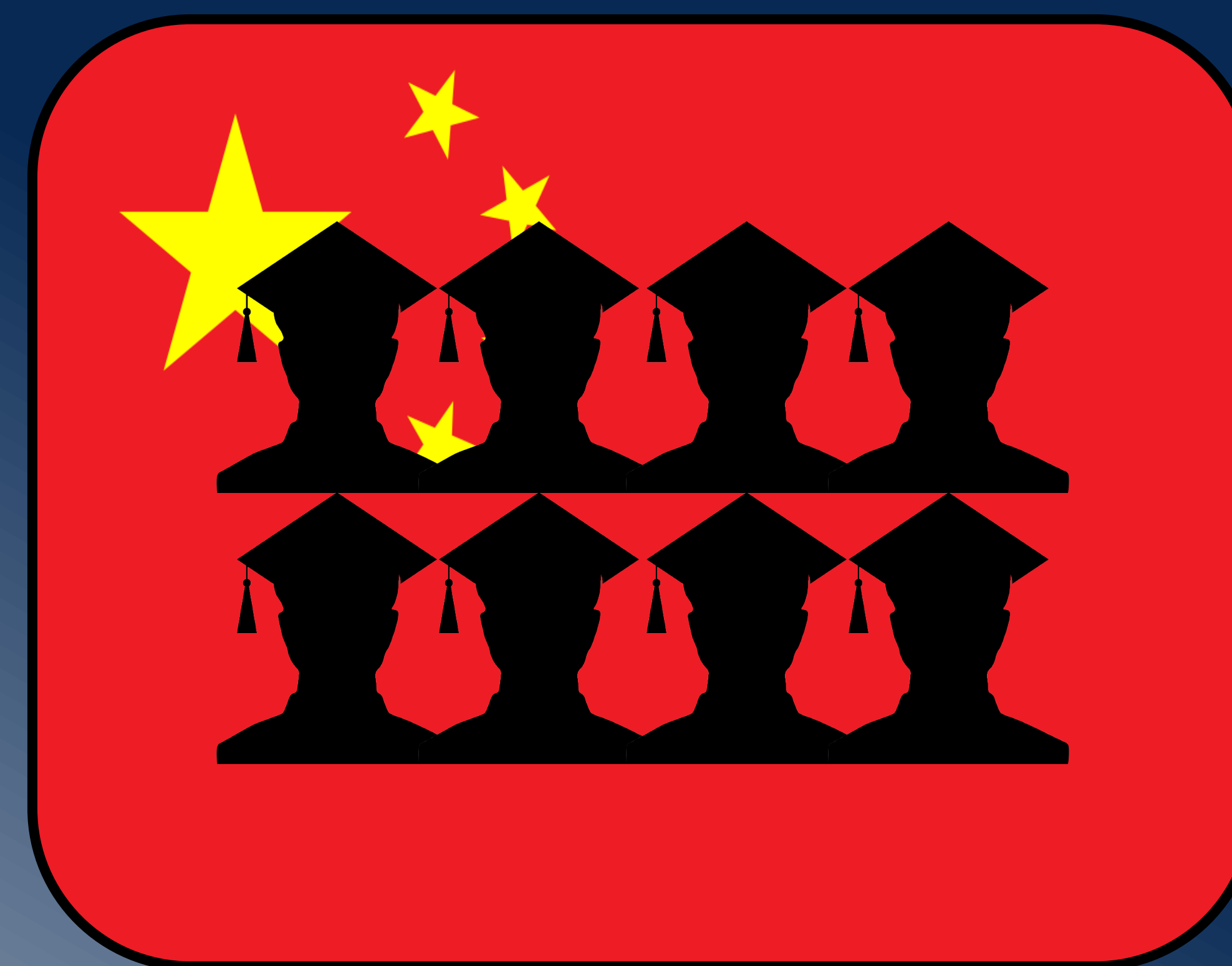
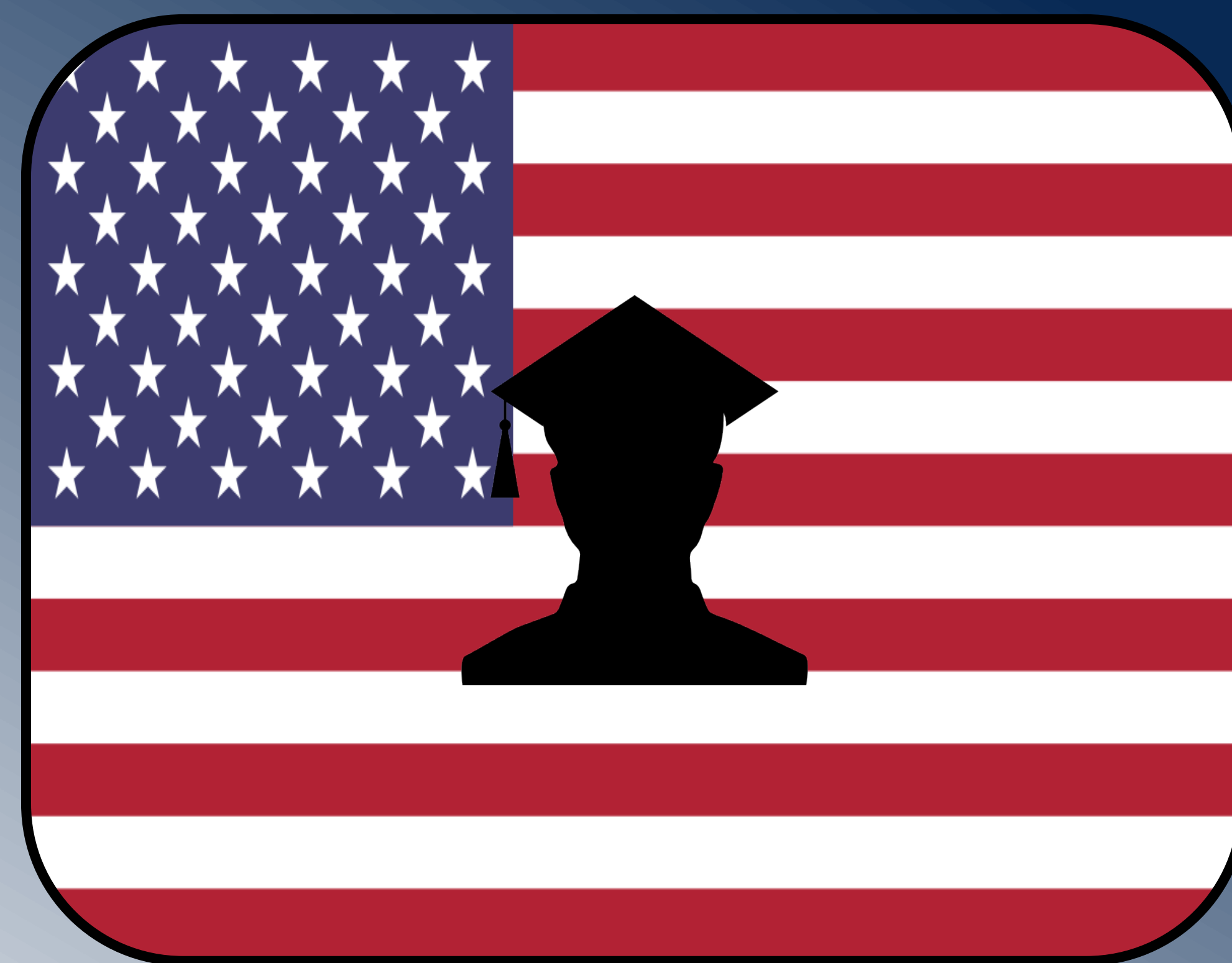
Background

- **Big Tech** leads the way on game-changing dual-use technologies but their increasingly complicated relationships with the DoD can make procurement challenging.²
- Despite the Pentagon's immense budget and recent refinements to the **DoD acquisitions** process, enterprise scale solutions still require at least two years to put a piece of kit in a warfighter's hands.³
- DoD's faces an uphill battle, particularly compared to China, to **attract and retain** the **skilled talent** necessary to implement future technologies.⁴

Significance

- Every National Security Strategy since 2005 has made acquiring and implementing emergent technologies a defense priority.⁵
- The innovation landscape has changed; the DoD is increasingly reliant on the private sector for emergent technologies—a 180 degree change from the past.⁶
- A two-year procurement process will not be agile enough to respond to threats in space and cyberspace, particularly when paired with artificial intelligence.⁷
- Humans are more important than hardware—cutting edge technology is useless without skilled people to implement, operate, and maintain it.

In the last year China produced 8X as many STEM graduates as the US and much of their mainland work is funneled into defense applications.¹



Recommendations

The Pentagon's technology acquisition-implementation pipeline is ripe for improvement, and the **Center for Anticipatory Intelligence's (CAI) 4R model** is the perfect tool from which to glean valuable insights on how to build resilience into this critical piece of defense infrastructure.

- Invest in skilled talent to build **retention** by maintaining the core functionality of DoD's technology pipeline—the people that implement it.
 - **Mobilize** available resources and tap into talent pools currently unavailable to defense work.
- Utilize lessons learned during the COVID-19 pandemic to build **resurgence**.
 - Create environments that spur **innovation** within DoD utilizing flexible schedules, remote work, and open offices that create collaboration.

References



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