

N -= New  
U = Updated

# DOD Center for Talent Development

## VALUE PROPOSITION

### CUSTOMER NEEDS AND INTERESTS

- Employee engagement
- Strategize perspective of department
- Consistent and more opportunities
- Common employee experience
- Standards
- Better utilized programs
- Training Needs Assessment
- SME, mentor, coach database
- Flexible, adaptable leadership
- Productive employees
- Better understanding of civilian contributions
- Ability to do self-assessments
- Better use of resources

### TARGET CUSTOMERS or Stakeholders

- DOD Civilian workforce of 843,000+
- DOD components
- Intel agencies
- Functional Communities
- End users (students)
- Supervisors and managers
- Military supervisors of civilian employees
- Programs and training specialists

### FUTURE CUSTOMERS

- Other Fed Agencies
- Public/Private Sector
- Potential employees
- People transitioning

### OUR DISTINGUISHING PROPOSITIONS

The DOD CTD provides leadership to inform policy guidance and program integration/execution across the DOD civilian talent development portfolio through collaboration with component leaders and functional communities.

Be a "one stop/first stop shop" like USA.gov repository to provide more visibility of shared resources, direction, support, efficient use of resources, through an overarching structure/framework. Enable components to deliver better services.

**WE PROVIDE**  
DCLOC

**PARTNERS PROVIDE**

- Our partners
- Higher Ed
  - Funct. Comm.
  - Components
  - Business (N)
  - T&D Mgrs (N)

	<b>CONTENT Products and Services</b>	<b>CONNECTION Communications</b>	<b>DELIVERY Infrastructure</b>
<b>WE PROVIDE</b>	<ul style="list-style-type: none"> <li>• Conduct and publish research</li> <li>• Co-create with higher ed.</li> <li>• TNA and Evaluation</li> <li>• Central repository of resources</li> <li>• Connect to skills and expertise</li> <li>• Policy development</li> <li>• Single portal of entry</li> <li>• Career counseling</li> <li>• World class leadership development</li> <li>• <b>Standardized functions (N)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Informal conversations that empower partners</li> <li>• "The Lab" approach</li> <li>• Rebranding</li> <li>• <b>Organizational structure (N)</b></li> <li>• <b>Communication channels (N)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Co-present research</li> <li>• Components deliver training</li> <li>• Repositioning of centralized content</li> <li>• Provide integrated program tools</li> <li>• Develop dashboards</li> </ul>
<b>PARTNERS PROVIDE</b>	<ul style="list-style-type: none"> <li>• Data on best practices</li> <li>• <b>Specifics of functional communities (e.g., the workforce, the competencies) (N)</b></li> <li>• <b>Competency model (N)</b></li> <li>• <b>Agency/org. mission and status (N)</b></li> <li>• <b>Assistance with road maps (career guides) (N)</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Connection to OSD (competencies for all stakeholders) (N)</b></li> <li>• <b>Communication strategy (including key stakeholders, construct, messages, activities) (N)</b></li> <li>• <b>Who the customers are (categories) (N)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Change management plan</li> <li>• Components manage their own CTIF (existing allocation)</li> </ul>