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

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

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.

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
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-Int’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