

STELLAR TEAM

NOBLE MISSION



**MDA Entry Level Workforce  
Initiatives: SMART  
Scholarship for Service and the  
Missile Defense Career  
Development Program  
(MDCDP)**

**To: University Innovation Summit**

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# DoD SMART Scholarship for Service

- **Science, Mathematics and Research for Transformation (SMART) Scholarship for Service**
  - MDA has participated as a Sponsoring Facility since 2016
  - SMART Scholars are competitively selected annually
  - Allocations are aligned to MDA Engineering, Test & Evaluation, Information Technology, and Quality, Safety & Mission Assurance
  - SMART Scholars intern with MDA while pursuing STEM related disciplines
    - BS, MS and PhD
    - Scholars are partnered with a MDA Sponsor/Mentor
  - Scholarship for Service Program - Graduates are hired into the Missile Defense Career Development Program (MDCDP)

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## What is SMART's Goal?

To increase the Department of Defense (DoD) workforce with highly skilled STEM scholars pursuing disciplines that are critical to national security functions



# Eligibility Requirements



U.S. Citizen



Obtain/Maintain  
Security Clearance



18 Years or Older



8-12 Weeks  
Summer Internship



3.0 Minimum GPA



Employment with  
DoD



Degree in STEM



1.5 Year  
Requirement



Full Tuition



Annual Stipend



Summer Internships



Book and Health Allowance



Experienced Mentor



Employment

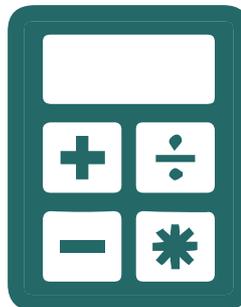
# Award Benefits

# Scholar Benefits

Full tuition and fees (minimum 1.5, maximum 5 years funding) BS, MS, and PhD degrees at any accredited college or university in the U.S.



## Annual stipend provided



**\$25,000 Bachelor's**

**\$33,000 Master's**

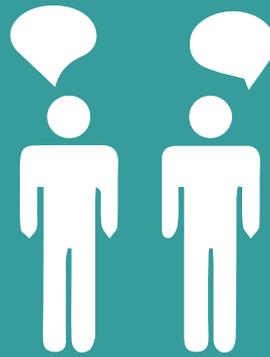
**\$38,000 PhD**



**Book and Health Insurance allowances**



**Summer Internship Experience (8-12 weeks)**



**Experienced mentor at a DoD Facility**



**Post-graduation employment at DoD Facility**

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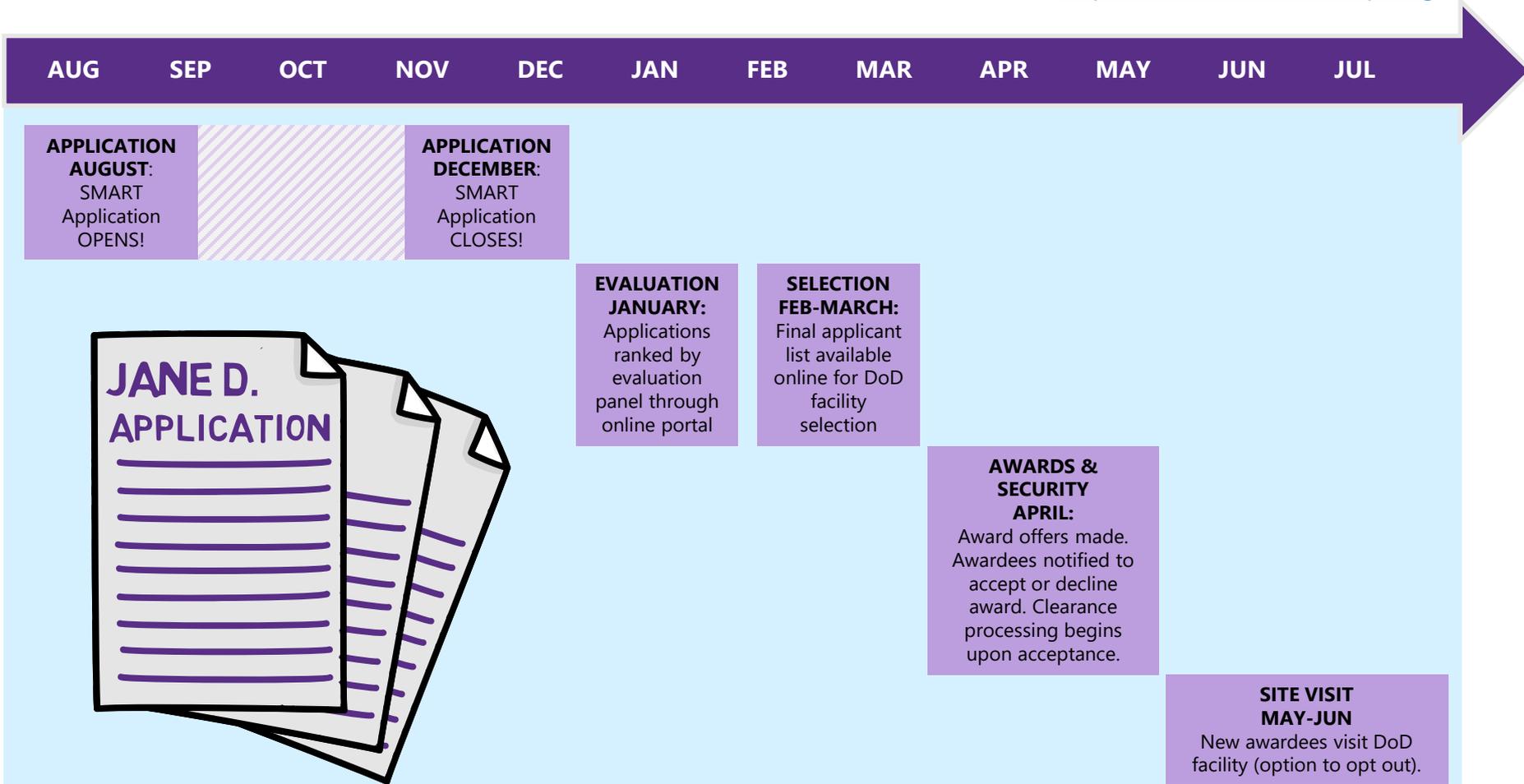
# SMART Scholarship Disciplines

21 STEM Disciplines

- Aeronautical and Astronautical Engineering
- Biomedical Engineering
- Biosciences
- Chemical Engineering
- Chemistry
- Civil Engineering
- Cognitive, Neural, and Behavioral Sciences
- Computer and Computational Sciences/Engineering
- Electrical Engineering
- Environmental Sciences
- Geosciences
- Industrial and Systems Engineering
- Information Sciences
- Materials Science and Engineering
- Mathematics
- Mechanical Engineering
- Naval Architecture and Ocean Engineering
- Nuclear Engineering
- Oceanography
- Operations Research
- Physics

# SMART Timeline APPLICATION CYCLE

For more Information: visit <https://smartscholarship.org>



MDA participates as a sponsoring facility in the areas of Engineering, Information Technology and Cyber; Application Window August 1 to December 1

# SMART Timeline

## SCHOLAR CYCLE

AUG SEP OCT NOV DEC JAN FEB MAR APR MAY JUN JUL

### ACADEMIC PURSUIT (PHASE 1)

#### AUG-JUN:

New cohort begins academic pursuit. Continuing scholars progress through Phase 1. Monthly stipends provided to awardees and scholars.

### INTERNSHIPS

#### MAY-JUL:

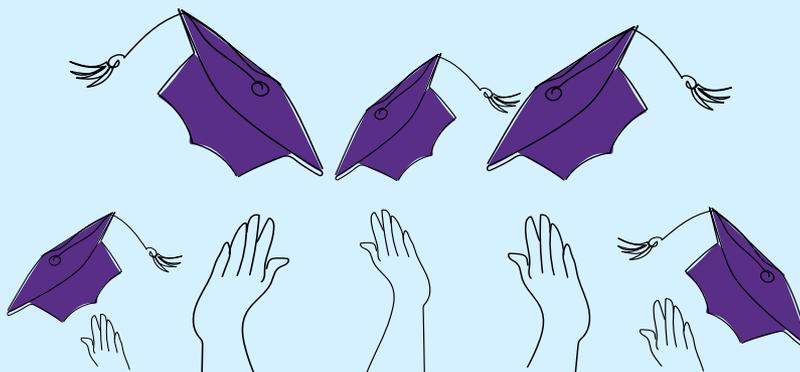
Scholars intern with their DoD Sponsoring Facility

### SECURITY

Continued processing of clearances as needed.

### GRADUATION/HIRING - Transition to Phase 2

Hiring process begins upon graduation.





# Missile Defense Career Development Program (MDCDP)

- **The Missile Defense Career Development Program (MDCDP) is a 3-year developmental program for entry level employees that is constructed to provide a variety of technical, acquisition, and training experiences within their career field.**
  - **Multiple Rotational Assignments**
  - **DAU Level I Certification in Career Field**
  - **Additional training from a variety of sources**
    - **Technical Competencies**
    - **MDA Core Competencies**
    - **Leadership Competencies**
    - **Acquisition Certifications**
  - **Extensive On-the Job Training Opportunities**

**Focus on Career Development NOT Staff Augmentation**

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# MDCDP Developmental Program

- Gain a broad knowledge of MDA
  - Variety of work experiences
  - Multiple Functional Areas
- Level I DAU certification in designated career field
- Develop Basic to Intermediate Proficiencies in the Core Competencies as defined in each Career Guide



- Develop a skilled workforce in Mission Critical Occupation Positions
- Utilize Critical Position Vacancies to provide meaningful OJT opportunities for MDCDPs
- Leverage retiring employees to Mentor the MDCDPs

- Develop a diverse and skilled workforce
- Establish a pipeline to recruit and train entry-level employees for careers with MDA
- Leverage the existing expertise to 'grow' our own subject matter experts from within MDA

**The key to a successful program is maintaining balance between the *three* major program stakeholders- MDA, FMs & Supervisors, and the CDPs.**

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# MDCDP Developmental Program

## MDCDP Development Program Consists of:

- **Developmental Rotations (On-the-Job Training)**
  - Rotational Assignments defined by each Career Field Functional Manager
  - Rotational Training Plans developed by Supervisors and Rotational Leads
  - MDCDP Standard Objectives which focus on Career Development, Developmental Training, and Rotational Experiences
  - Stand-alone projects/products are encouraged to be completed during each rotation
- **Developmental Training Program**
  - A five-part 3-year curriculum plan to provide competency development to the CDPs with mandatory and optional components
    - **Mandatory DAU, early Immersive Leadership Series program, and soft skill training throughout the 3-years**
    - **Continuous Mentor/Mentee training during the 3-years**
    - **Involvement of the Functional Career Managers for career series specific training to match the development program**

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### Goals are to:

1. **Integrate the MDCDPs into MDA, Federal Government, and Career Field**
2. **Develop MDCDPs as Federal employees and career field specialists**
3. **Transition MDCDPs seamlessly into the post-MDCDP workforce**