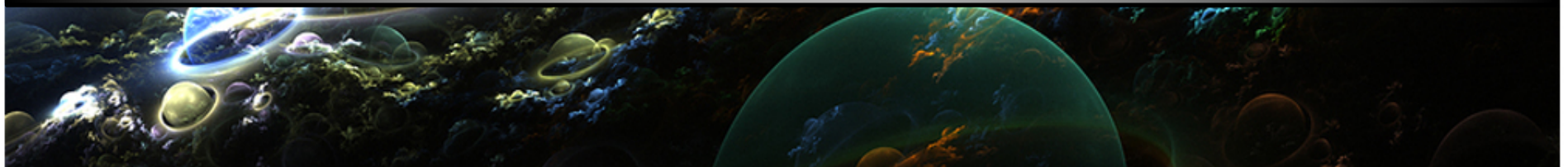


Systems Engineering Education Development Program

Goddard Space Flight Center

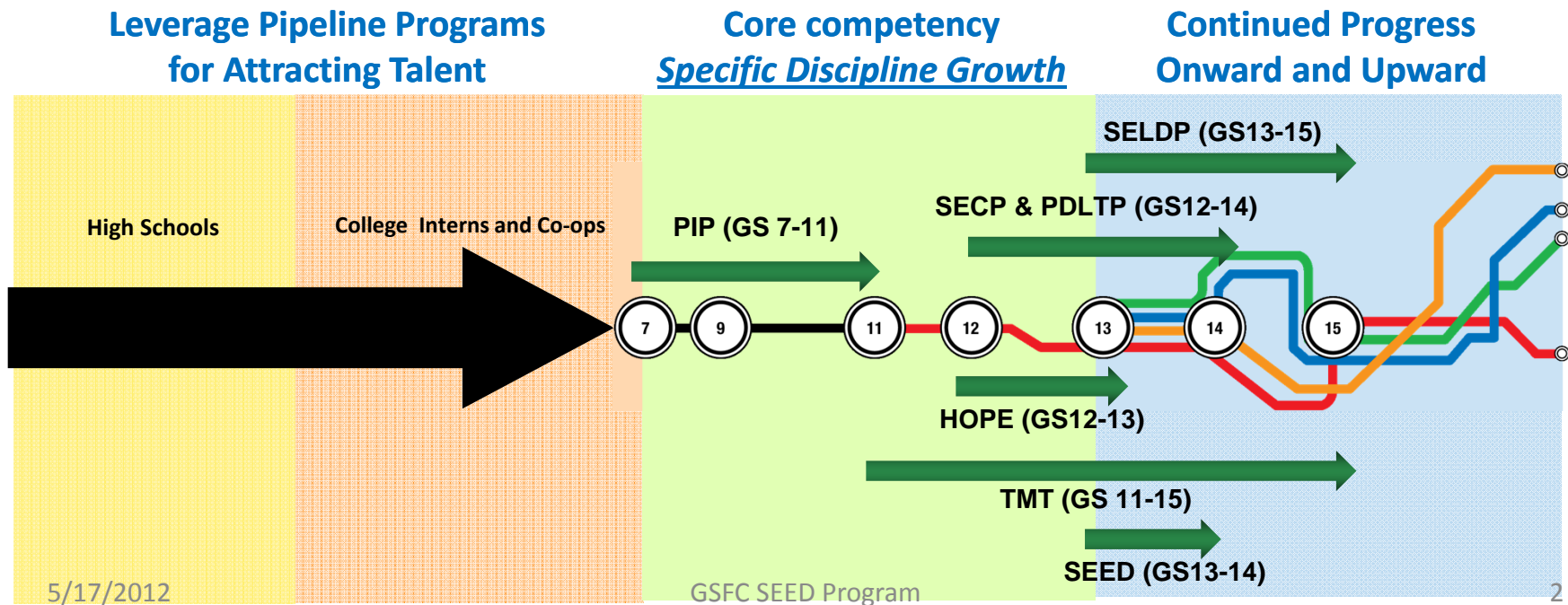
Systems Engineering Development Programs Collaboration Kickoff Meeting

May 17, 2012



Engineering Workforce Pathway

- SEED leverages existing development programs to achieve goals in engineering workforce development:
 - Professional Internship Program
 - Science & Engineering Collaboration Program
 - Hands On Project Experience
 - Technical Managers Training
 - Product Development Lead Training Program
 - Systems Engineering Leadership Development Program

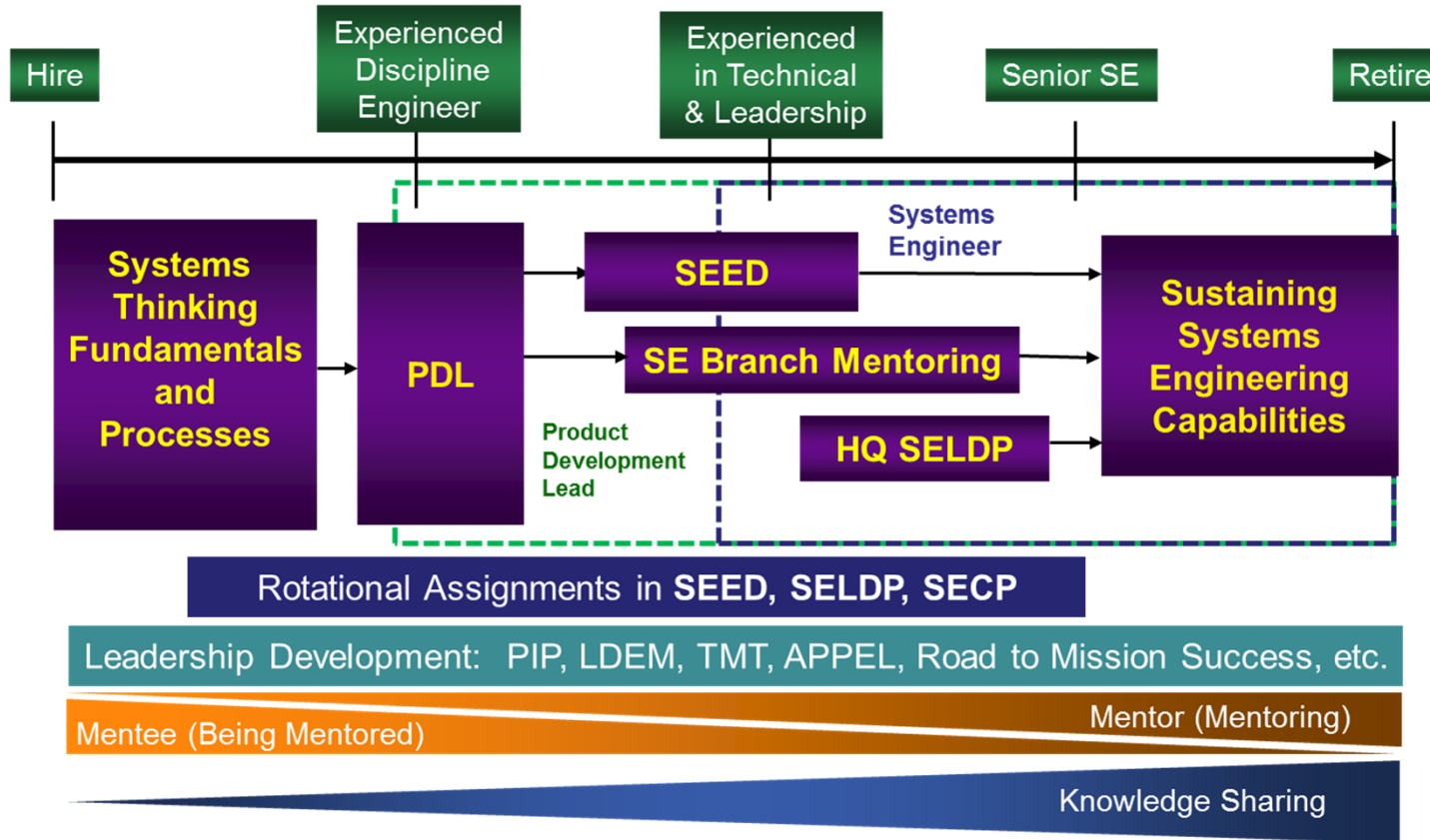




SEED Overview

- Our Cornerstone Program! SEED provides a pipeline of entry level systems engineers to support GSFC's ongoing mission and instrument pre-formulation, formulation, and implementation efforts
- The program includes:
 - Individualized assessments and development plans
 - Rotational assignments on direct mission work (at least one year in length)
 - Systems Engineering and Leadership training including tools, techniques, and methodologies that have practical application as a technical lead.
 - Seventeen processes of systems engineering
 - Technical (exposure to disciplines)
 - Role of the systems engineer throughout the project lifecycle (Technical Architect to Technical Authority)
 - Practices, guidelines, case studies, policies, and procedures
 - Agency's overarching policies and procedures
 - Training on budget and schedule management (planning, tracking, and reporting).
- The Systems Engineering stakeholder community provides mentoring, coaching, lessons learned, and technical training.
- SEED collaborates with the Office of Human Capital Management for gap analyses, individual assessments, training, coaching, program evaluation, and career planning.

Systems Engineering Development



95% of SEED participants graduated from the program and 89% of the



Current Status

- Recently completed SEED Program evaluation
- Established SEED Steering Committee with representation from Systems Engineering Organizations, Project Management, and OHCM. The role is to:
 - Assist with evaluation of program
 - Determine readiness of participants to graduate
 - Review and concur with training curriculum
 - Help identify rotational assignments
 - Provide guidance on program design and execution
- Planning for call in June timeframe