



Modernization of DON Business Systems

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Agenda



- PEO MLB Overview
- Portfolio Modernization Efforts
- Strategic Initiatives



MISSION

Deliver effective and affordable business IT solutions to advance the readiness of our naval forces.



CORE VALUES

Customer Commitment
Empower Our People
Adapt And Evolve

PEO MLB provides the logistics, manpower, finance, human resources, and training systems that support our globally distributed Naval forces.

STRATEGIC PRIORITIES



CAPABILITY

Deliver business IT solutions to meet customer requirements on time and on cost



CONSISTENCY

Assess and improve our organization processes and tools towards delivering business IT solutions more effectively



AFFORDABILITY

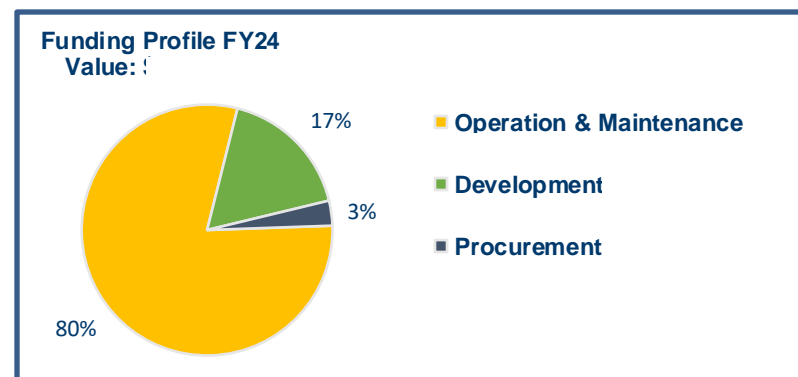
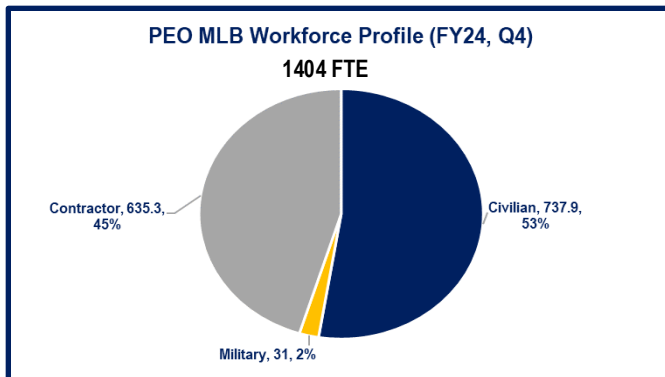
Implement cost efficient ways to deliver business IT solutions within fiscal constraints

PEO MLB Overview



PEO MLB systems and solutions enables the **Navy and Marine Corps'** day-to-day business and financial operations.

- DON's acquisition agent for manpower, logistics and business IT solutions
- Partnerships with Navy and Marine Corps Systems Commands
- Deliver cost-efficient applications based on agile methodology and open-source technologies to maximize the return on investment
- Utilize the cloud, commercial off-the-shelf (COTS) systems and other non-developmental solutions to reduce life-cycle sustainment costs
- Standardize data architecture across DoD and DON information domains



PORTFOLIO PROFILE		
	▪ 192 Program/Projects	▪ 25 BCAT II
	▪ 20 Resource Sponsors	▪ 160 BCAT III
	▪ 6 BCAT I	▪ 27 AAPs/Pilots/SWP



Portfolio Overview



MyNavy HR IT Solutions

HR IT Solutions portfolio delivers critical capabilities used by active and Reserve forces, civilians, retirees and Navy families 24/7 around the world. Our solutions and services empower Sailors to manage their careers from Hire to Retire

Capabilities: Workforce Development Personnel Management, Recruiting and Accession, Distribution, Financial Management, Organizational Management, Fleet and Family Support

Naval Applications and Business Services

Provide enterprise and business applications in a Joint, diverse portfolio using best practices to accelerate capability delivery

Capabilities: Business Intelligence, Reporting & Analytics; Information/Data Management; Deployment Planning & Education; Medical Readiness and Health Records Management; Force Structure, Readiness & Personnel Management; Risk Assessment & Management

Ready Relevant Learning

Provide Sailors with world-class training when and where they need it so they can operate and maintain their equipment at the extreme technical end of its capability to win the high-end fight

Capabilities:
LOE 1: Learning roadmaps that link requirements w/real-world Fleet needs
LOE 2: Modernized content with multiple delivery options
LOE 3: Reductions in cost and time to get relevant training to the Fleet

ERP Financial IT Services

Modernize and deliver business-critical auditable solutions & services for financial, time/attendance & supply chain management.

Capabilities: Financial Management; Procurement; Workforce Management; Program/Project Management; Business Intelligence, Reporting & Analytics; Grants Management; Supply Chain Management

Manpower IT Systems Modernization – MC

Modernize recruiting and retention capabilities, and Develop an AI/ML, Initiate Generative AI / Large Language Models per Talent Management 2030

Capabilities: Force Readiness; Modeling & Data Analytics; Talent Marketplace / Management; Manpower Management & Assignments; Retention & Recruiting; Training & Education; Pay & Personnel

Logistics IT Services

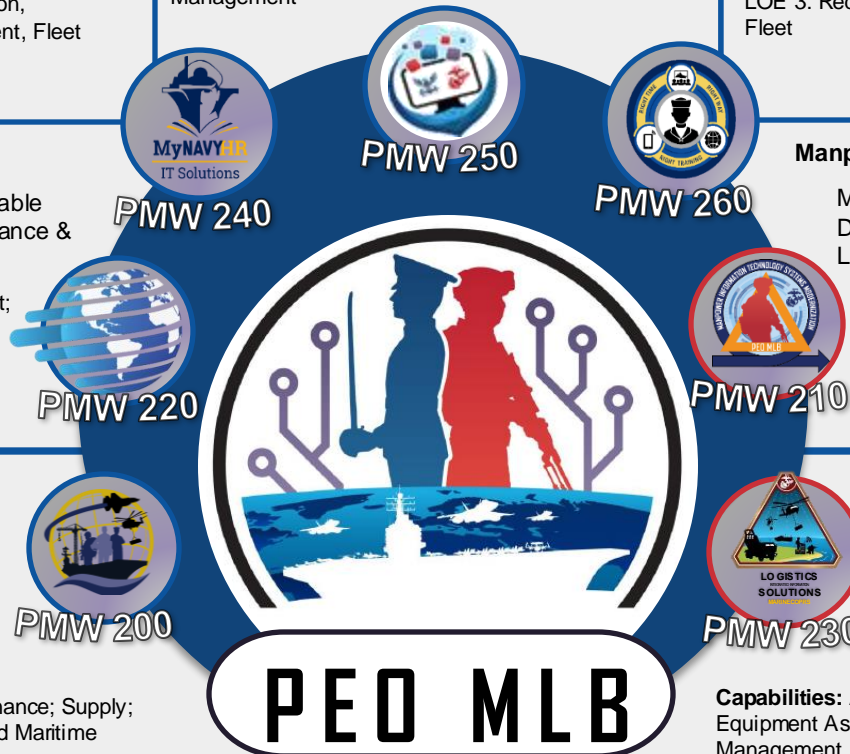
Modernize ~300 Navy and USMC IT systems into a single fully interconnected ecosystem of maintenance, supply, and product lifecycle applications deployed both ashore & afloat.

Capabilities: Product Data Management; Maintenance; Supply; Data Alignment and Analytic Support; Aviation and Maritime Readiness

Logistics Integrated Information Solutions – MC

Deliver and sustain modernized solutions to enable logistics operations to the tactical edge and enhance logistics capabilities to improve operations in denied and degraded environments

Capabilities: Automated Supply Chain Management, Ground Equipment Asset Visibility/Lifecycle Management, Supply Warehouse Management, Transportation Planning and In-Transit Visibility, Operating in austere environments

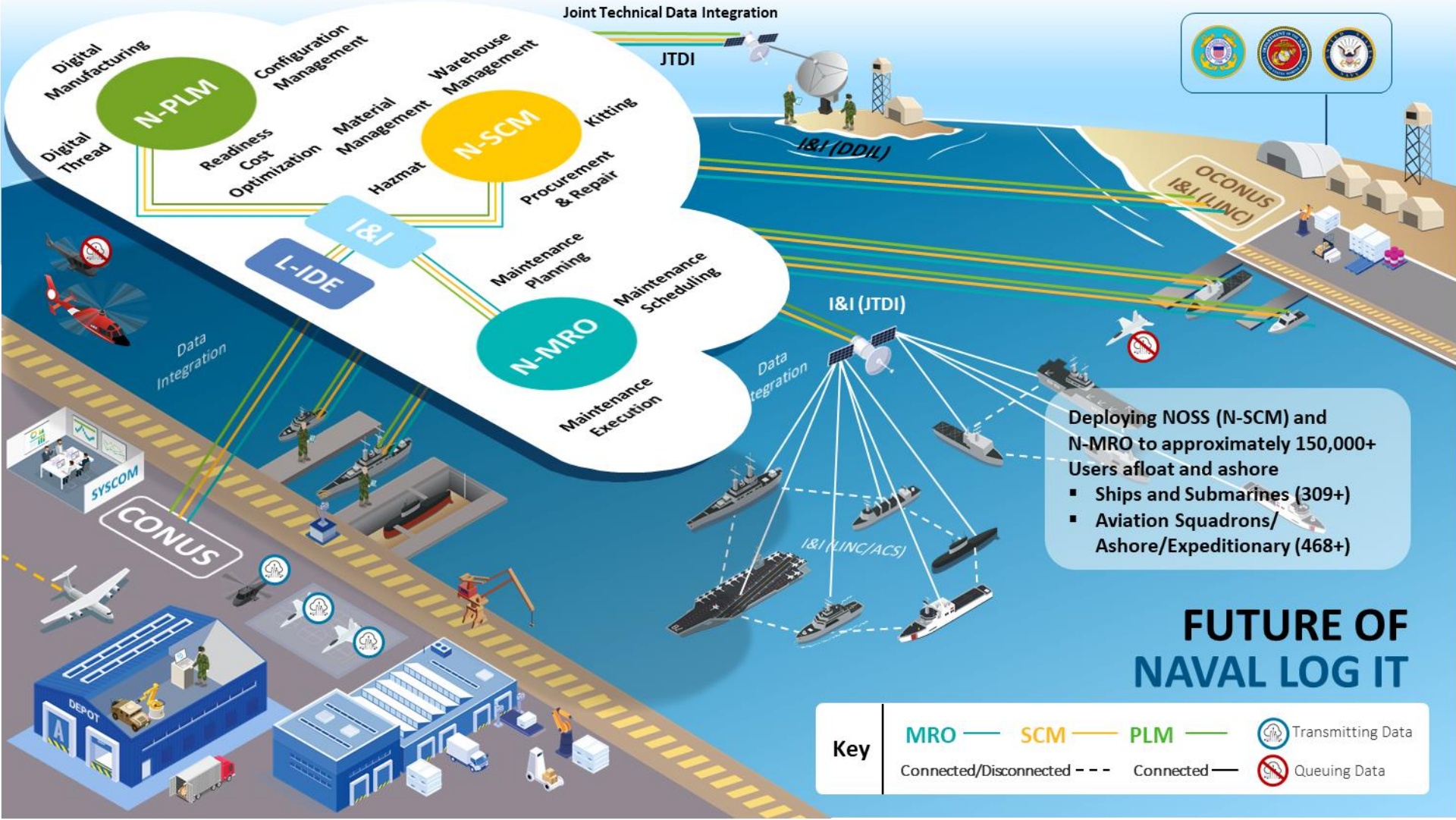


Providing the foundational systems to man, train, and equip the modern Navy and Marine Corps

Portfolio Modernization Efforts



Naval LOG IT Operational View



Deploying NOSS (N-SCM) and N-MRO to approximately 150,000+ Users afloat and ashore

- Ships and Submarines (309+)
- Aviation Squadrons/Ashore/Expeditionary (468+)

FUTURE OF NAVAL LOG IT

Navy ERP Operational View



Increase the Effectiveness and Efficiency of Navy Support to the Warfighter



MyNavy HR Transformation

Case for Change

At FY19
Program start

- 62**
Websites
- 10**
Data Warehouses
- 61**
Personnel Support Centers
- 55**
Systems
- 1400**
Recruiting Stations

Legacy MyNavy HR Systems

MyNavy HR Operating Model

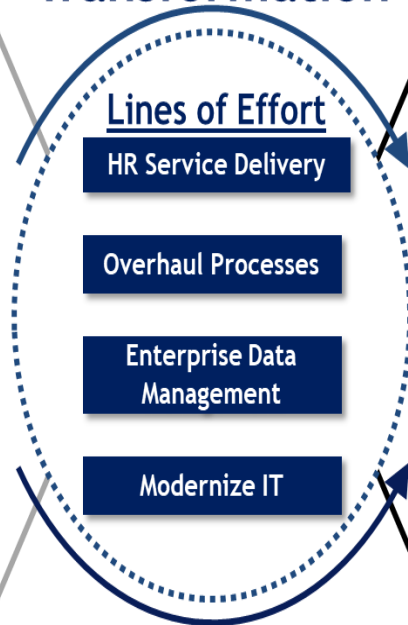
70 years of unchanged operations

- Siloed and inefficient
- Unsustainable costs ~ \$2.7B of labor costs in 2016
- ~25,000 HR personnel
- 1:13 HR workforce to Sailor ratio
- Error prone processes
- 61 de-centralized Pers/Pay support locations

MyNavy HR Technology

- 55 separate IT systems
- 10 systems over 30 years old
- Insecure
- Not auditable
- Unsustainable system costs
- 11 systems use multiple Operating Systems
- 42 use multiple programming languages

Transformation



Future State World Class HR Organization

- 24/7 Support for Sailors and Families with Single Portal to Maximize Self-Service
- Accurate, Auditable, and Timely Personnel and Pay Actions
- Agile Sailor Supply Chain Responsive to Fleet Needs
- Predictive Analytics Supported by "Big Data"
- Modern Cloud-Based Systems that Naturally Evolve

Maximized Fleet Readiness

Today

- 1**
Portal
- 1**
Authoritative Data Source
- 15**
2 -24/7 Call Centers
6 Transaction Svc Centers (TSCs)
7 Regional Support Centers (RSCs)
- 45**
Systems
- 26**
Navy Talent Acquisition Groups (NTAGs)

True Transformation requires both IT and Non-IT change

NABS oversees a portfolio of enterprise-wide Information Technology (IT) programs designed to enable common business processes and provide standard IT capabilities to Sailors at sea, Marines in the field, and other Department of Defense (DoD) customers. We deliver enterprise business applications and services that support Navy and Marine Corps warfighters, earning high customer satisfaction by using best practices and common Naval solutions to reduce operating costs and speed delivery.

Programs:

- **S³ALE**
Sea Services Security Assistance Logistics and Execution
- **DITPR/DADMS**
DoD IT Portfolio Repository/DON Application and Database Management Systems
- **ePS**
Electronic Procurement System
- **NCORS**
Naval Court Martial Reporting System
- **FLINT**
Force Level Integration Tool
- **RMI**
Risk Management Information System
- **NIAPS**
Navy Information Applications Product Suite
- **RDAIS**
ASN RDA Information System
- **JALIS**
Joint Air Logistics Information System
- **DACM MIS**
DACM Management Information System

Resource Sponsors

NIPO, DON CIO, DASN-P, JAG/JAD, OPNAV
N98/N1/N9I, DASN AP&B, DATM

Functional Areas Supported

Resource Management, Enterprise Services,
Logistics, Acquisition, Financial Management,
Resource Requirements, Command/Control,
Legal

Program Categories

BCAT II (2)*, BCAT III (4), AAP (2), Non-ACAT (2)
**S3ALE is pending as BCAT II*

Acquisition Pathways

Business 5000.75, Software Acquisition
5000.87, Legacy 5000.02

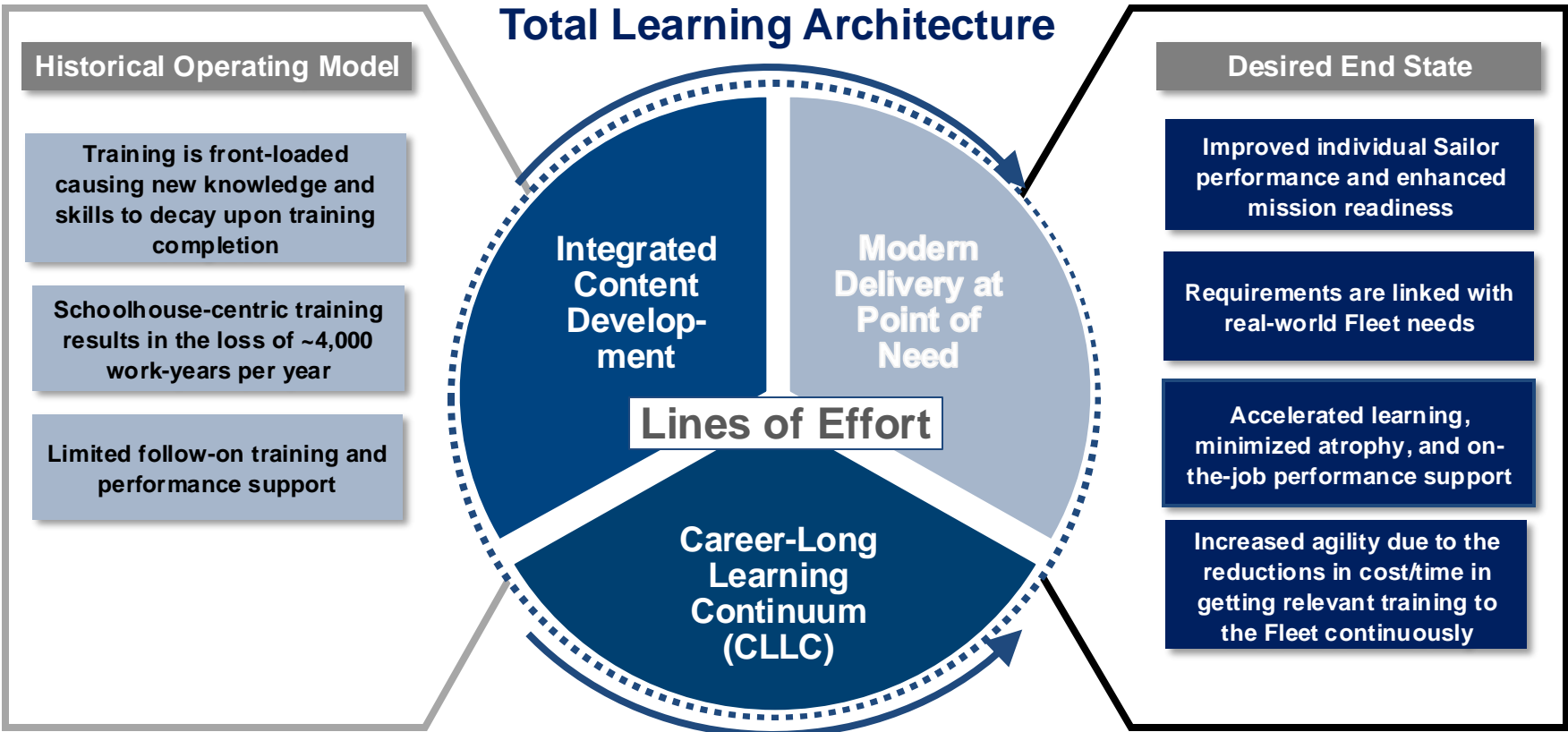
Funding

FY25 Program Funding: \$85.95M
Other Customer Funds: \$34.34M

Ready Relevant Learning (RRL)



The Navy's training model is slow to respond to changes, focused on the apprentice level, minimizes use of technical/hands-on methods of teaching, uses dated technology and learning methodologies, and lacks the ability to assess training to readiness outcomes -- NIF Canvas Problem Statement



Delivering modernized training at the point of need, so Sailors are ready to operate their equipment at the extreme technical end of its capability to win the high-end fight



Marine Corps Manpower IT Systems Modernization



MANPOWER IT SYSTEMS MODERNIZATION (MITSM)

WHAT IS MITSM?

Marine Corps Manpower Information Technology Systems Modernization (MITSM) program was established to modernize legacy manpower applications and develop new capabilities to operationalize the Commandant of the Marine Corps' (CMC) vision for a modern talent management IT portfolio of capabilities that leverage data analytics to optimize manpower management outcomes.

MITSM solutions will enable the Marine Corps to recruit, support, and retain the right Marine at the right time and place with the right skills and abilities leveraging a modernized talent management portfolio of IT capabilities.

PROBLEM STATEMENT

Currently, the USMC has "Antiquated, Siloed, Manpower IT Systems Environments." The USMC Human Resource Development Process (HRDP) IT Lacks:

- Robust self-service technology, allowing each Marine more agency and transparency in their careers
- Integrated capabilities designed for flexibility and execution at speed
- Consumption of financial, personnel, and training data from authoritative sources
- Modern digital tools, processes, and analytics for use in personnel decisions



FOCUS AREAS

MITSM is focused on:

- Modernized officer and enlisted personnel models to better balance retention and recruiting
- Application of data analytics across the recruiting and retention enterprise
- Improved assignment of enlisted recruits to military occupational specialties
- Leveraging lessons learned by the Army, Navy, and Air Force to implement a web-based talent marketplace to increase agency for Marines and Commands in the assignments process

END STATE

The future M&RA IT portfolio requires a revolutionary overhaul to migrate from its industrial era tools and methodologies into the information age. The endstate is to deliver a device agnostic, data driven, and dynamic human capital management solution that meets the evolving needs of the Marine Corps' talent-based work force.



IN PROGRESS



Planning and Assessment

IN PROGRESS



Recruiting

IN PROGRESS



Training

IN PROGRESS



Assignment

COMING SOON



Performance Evaluation

IN PROGRESS



Retention

COMING SOON



Separation and Retirement

PM LI2S-MC

Enterprise Systems

- GCSS-MC
- STRATIS
- Telemetry
- TCPT
- TDM
- LDS
- CLC2S



- ★ Key Sites
- ★ MEFs
- ★ Enterprise Hosting Site



PM LI2S-MC Portfolio

The guiding principle of PM LI2S-MC is to provide the USMC with the necessary LOG-IT capabilities to combat peer competitors worldwide, particularly in the challenging tactical environments characterized by Denied, Degraded, Intermittent, and Low-bandwidth conditions. The PM LI2S-MC program portfolio comprises an integrated suite of logistics capabilities that offer a centralized access point for all logistics needs, ensuring optimum performance and preparedness for USMC logistics operations across the globe.

- TDM-Catalyst/Pubs:** Provisioning, Cataloging, Pubs, Unit Libraries
- GCSS-MC:** Logistics Chain / Supply & Maintenance
- CLC2S:** Request and Supply Management, Readiness Dashboards
- TCPT:** Planning, Tracking, and Execution of Transportation Missions
- STRATIS:** Intermediate Level Supply Warehouse Management
- Logistics Data Services:** Data Analytics & Logistics Forecasting
- Telemetry:** Real-Time Visibility and Accountability of Assets

Unclassified

Strategic Initiatives





MLB Strategic Initiatives



- **Prize challenges:** Using industry prize challenges on Challenge.gov to boost business partnerships and spark innovation
- **Artificial Intelligence:** Ongoing AI initiatives ranging from process automation to learning content generation
 - MITSM: C3.ai updating M&RA enlisted and officer staffing goal models (SGM)
 - RRL: Surface Training Advanced Virtual Environment (STAVE) and Navy AI for Training, Instruction, and Comprehensive Analytic Learning (NAUTICAL) for Instructional Systems Design
- **Model Based Systems Engineering (MBSE):** Implementing MBSE standards, tools, processes aligned to improve efficiency and accuracy using system models instead of a traditional document-based approach



MLB Strategic Initiatives

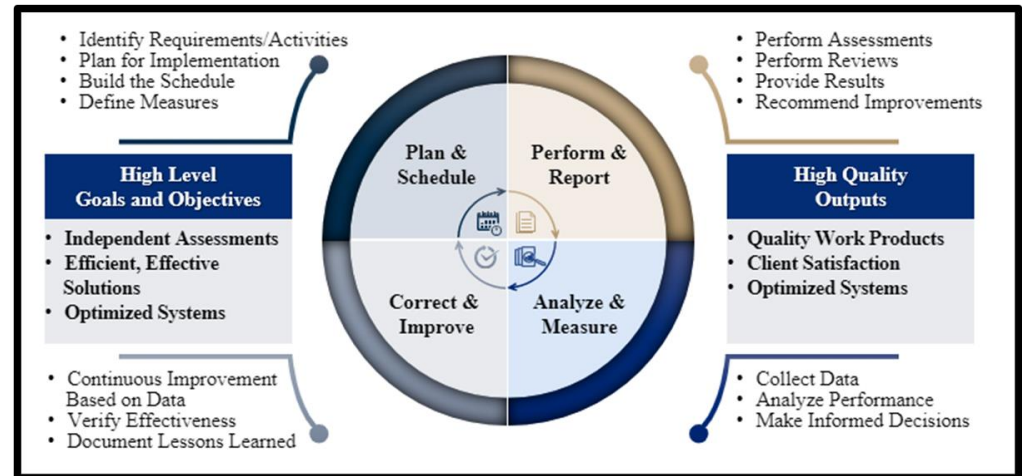


- **Lean Agile Center of Excellence:** Coaching portfolios to apply agile approaches in consistent, customized ways
- **Organizational Change Management (OCM):** Developing overarching OCM strategy and strategic communication plan that aligns people, processes and technology with MLB strategic objectives
- **Risk mitigation:** Independent technical and programmatic evaluations of portfolios to expose risk, issues, and opportunities



Independent Process Risk Assessments

- Adopting continuous improvement to achieve better results
 - Conducting Risk Assessments by an independent team
 - Evaluating portfolios and individual programs
- Uncovering common threads across MLB portfolios for process improvement including:
 - Standardization of processes
 - Collaboration and communication with sponsors
 - Governance / decision-making
 - Vendor management
 - Metrics
 - Resources/tools





- Addressing common threads from assessments
- Capitalizing on MLB best practices by standardizing processes while maintaining portfolio uniqueness
- Coaching portfolios to apply agile approaches in consistent, customized ways
- Including sponsor/customer organizations to be more interactive by better defining Roles and Responsibilities and offering coaching to enable understanding of the R&Rs



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Lessons Learned



- Business Process Re-engineering
- Change Management
- Architecture



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