



SYSTEMS ENGINEERING & ARCHITECTURE

TECHNICAL WORKFORCE HIGHLIGHT:

FEBRUARY 2025

TEST AND EVALUATION (T&E) WORKFORCE DEVELOPMENT

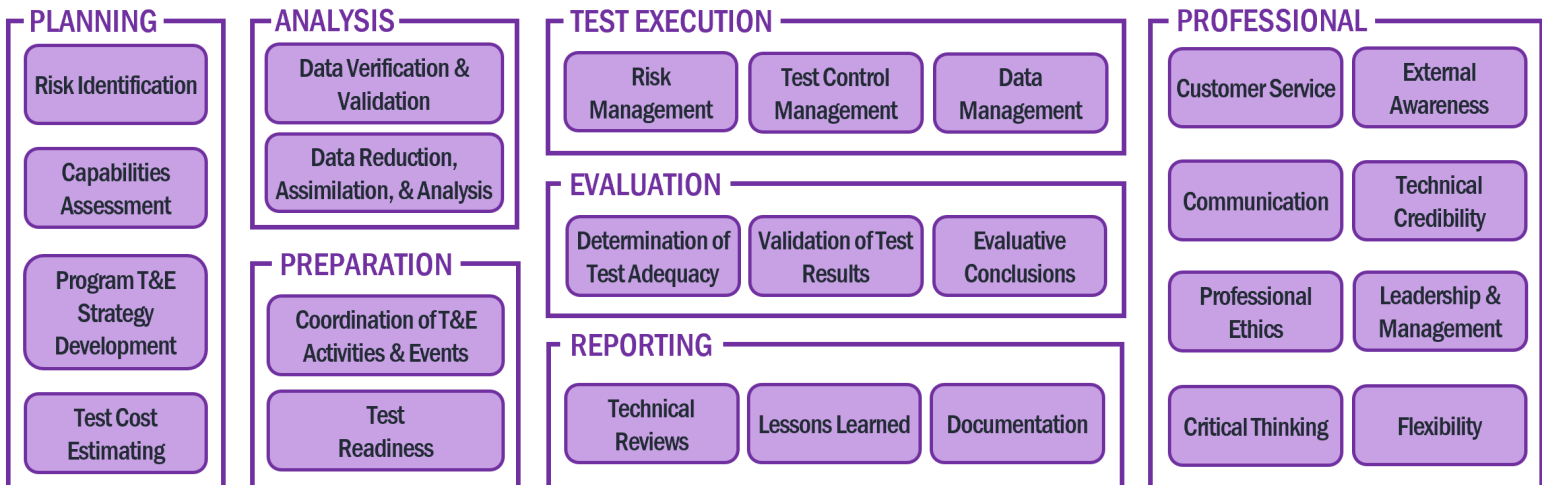
T&E

The T&E workforce is responsible for, or is an integral part of, the conceptualization, initiation, design, development, contracting, testing, and evaluation of defense systems across all commodity areas. T&E professionals develop and optimize test designs, execute testing, and perform evaluations of system performance, interoperability, reliability, maintainability, and cybersecurity posture. They also address the maturity of test planning, deal with T&E infrastructure shortfalls, and offer unbiased information to support design improvements and inform production and fielding decisions.

❖ WORKFORCE DEVELOPMENT

The DoD is investing in the existing workforce by developing and modernizing training and education. Training addresses technical skills needed to transition technology into usable capabilities. The Office of the Under Secretary of Defense for Research and Engineering (OUSD(R&E)) technical workforce development efforts are guided by Secretary of Defense priorities. OUSD(R&E), T&E workforce leaders from across the Department, and the Defense Acquisition University (DAU) collaborate to develop competencies, training, and credentials for the T&E workforce.

T&E COMPETENCIES



❖ TRAINING

The T&E workforce progresses through training based on targeted proficiency levels for T&E competencies. For FY2025, CLE 030, *Integrated Testing*, has been added as a required course for Practitioner certification. Completion of Foundational certification training is recommended prior to enrolling in Practitioner certification training.



TYPICAL ROLES

T&E workforce members hold a variety of positions that may include, but are not limited to, Chief Developmental Tester, Assistant Program Executive Officer for T&E, Lead Test Engineer, Portfolio Manager, Test Officer, and Lead Evaluator.



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TECHNICAL WORKFORCE HIGHLIGHT: T&E WORKFORCE DEVELOPMENT cont'd

❖ CREDENTIALS

Defense acquisition credentials:

- Provide job-specific, specialty, and point-of-need training;
- Allow the workforce to customize their knowledge base throughout their career; and
- Are transferable across Components.

OUSDR(R&E) is collaborating with the DAU, Military Services, and Defense agencies to develop more than 15 credentials applicable to the T&E workforce. Several interdisciplinary credentials are already available with more on the way. Credentials currently available can be accessed here:

https://icatalog.dau.edu/onlinecatalog/tabnav_credentials.aspx

AVAILABLE ETM INTERDISCIPLINARY CREDENTIALS

Program Protection
(CCYB 001)

Artificial Intelligence Foundations for the DoD
(CENG 003)

Fundamental Secure Cyber-Resilient Engineering
(CCYB 003)

Agile DoD Team Member
(CENG 004)

Digital Engineering for DoD Consumers
(CENG 001)

Basics of DoD Software Modernization
(CENG 031)

Data Analytics for DoD Acquisition Managers
(CENG 002A)

The list of available learning assets for T&E and interdisciplinary credentials currently in development is available at <https://www.cto.mil/sea/workforce/>.

Workforce members can register for these learning assets through DAU's Course Catalog: <https://icatalog.dau.edu/onlinecatalog/tabnavlas.aspx>.

T&E CREDENTIALS IN DEVELOPMENT

Applying Scientific Test and Analysis Techniques (STAT)
(CTST 001)

T&E of Software
(CTST 007)

Cyber T&E Fundamentals / Intermediate
(CTST 002 / 003)

Evaluating Data
(CTST 008)

T&E of Artificial Intelligence Fundamentals
(CTST 005)

T&E Strategy Development and Planning
(CTST 009)

T&E and Tracking Reliability
(CTST 006)

Test Event Planning and Execution
(CTST 014)

AVAILABLE COURSES

Applying STAT (CTST 001)

(3 of 4 courses)

- CLE 035 Introduction to Probability & Statistics
- HOS 0055 Experimental Design Basics
- HOS 0056 Factorial & Fractional Factorial Design

Cyber T&E Fundamentals (CTST 002)

(3 of 9 courses)

- CLE 074 Cybersecurity Throughout DoD Acquisition
- CYB 0030 Introduction to Cyber Attack Kill Chain
- CYB 5640 Cyber Training Range

Cyber T&E Intermediate (CTST 003)

(1 of 8 courses)

- CYB 5630V Cyber Table Top

T&E of AI Fundamentals (CTST 005)

(2 of 8 courses)

- TST 0510 What Is AI in Test & Evaluation
- TST 0520 AI-Enabled Capabilities Requiring T&E

Supplemental training is available in the form of job-centric credentials.



For more information, visit <https://www.cto.mil/sea/workforce/> or email osd-sea@mail.mil, ATTN: Workforce