

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2025 Office of the Secretary Of Defense **Date:** March 2024

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide I BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0606774D8Z I <i>Defense Civilian Training Corps</i>
--	--

COST (\$ in Millions)	Prior Years	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	FY 2026	FY 2027	FY 2028	FY 2029	Cost To Complete	Total Cost
Total Program Element	-	0.000	0.000	27.054	-	27.054	29.450	15.044	0.042	0.043	Continuing	Continuing
852: <i>Defense Civilian Training Corps</i>	-	0.000	0.000	27.054	-	27.054	29.450	15.044	0.042	0.043	Continuing	Continuing

Note

New Start (Y/N): No. The Defense Civilian Training Corps (DCTC) program was established in FY 2023 and funded under the Department of Defense Acquisition Workforce Development Account (DAWDA). In FY 2025, DCTC was realigned to the Office of Under Secretary of Defense for Acquisition and Sustainment (OUSD(A&S)).

A. Mission Description and Budget Item Justification

The Defense Civilian Training Corps (DCTC) program is directed by 10 U.S.C. Ch 113 with the purpose to prepare selected students for public service and meet critical skill gaps in acquisition, digital and critical technologies, science, engineering, finance and other civilian occupations determined by the Secretary of Defense. Chapter 113 requires the Secretary of Defense, acting through the Office of Under Secretary of Defense for Acquisition and Sustainment (OUSD(A&S)), to establish units at any accredited civilian educational institution authorized to grant baccalaureate degrees. Using Chapter 113 direction and FY 2023 DCTC appropriated funding initiated as an add by Congress (the PB 2024 request did not include a request for DCTC funding), the OUSD(A&S) initiated in August 2023 a pilot two-year (junior and senior) program preparing future acquisition and sustainment civilians, with four DCTC pilot units deployed at four universities starting with a total of ninety undergraduate scholars (juniors). DCTC includes DoD-context undergraduate classes and DoD real-world challenge projects sponsored by DoD field organizations which also host project-based summer internships with mentoring. DCTC classes cover federal government structure and functions, DoD mission and culture, the acquisition ecosystem and functions, ethics and technical literacy. The DCTC program includes completion of scholar security clearances and use of hiring authorities at graduation for immediate placement in jobs at DoD organizations. DoD intends that the DCTC program design serve as a platform completely available for replication by other federal partners. DCTC will strengthen the DoD talent (supply-side) pipeline with new-hire DoD civilians, prepared for DoD acquisition and sustainment careers, accelerated in development and readiness for public service and contributing day-one to the DoD acquisition and sustainment mission.

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2025 Office of the Secretary Of Defense	Date: March 2024
---	-------------------------

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide I BA 6:</i> <i>RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0606774D8Z / <i>Defense Civilian Training Corps</i>
--	--

B. Program Change Summary (\$ in Millions)	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total
Previous President's Budget	0.000	0.000	0.000	-	0.000
Current President's Budget	0.000	0.000	27.054	-	27.054
Total Adjustments	0.000	0.000	27.054	-	27.054
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Program Adjustment	-	-	27.054	-	27.054

Change Summary Explanation

Increase from FY 2024 to FY 2025 from \$0 to \$27 million is due to a strategic decision to not fund the program in FY 2024 while the results and costs of efforts funded by FY 2023 dollars were evaluated. Based on the positive assessment of the initial investment, FY 2025 funding is appropriate.

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 Office of the Secretary Of Defense **Date:** March 2024

Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0606774D8Z / Defense Civilian Training Corps	Project (Number/Name) 852 / Defense Civilian Training Corps
--	---	---

COST (\$ in Millions)	Prior Years	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	FY 2026	FY 2027	FY 2028	FY 2029	Cost To Complete	Total Cost
852: Defense Civilian Training Corps	-	0.000	0.000	27.054	-	27.054	29.450	15.044	0.042	0.043	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Defense Civilian Training Corps (DCTC) program is directed by 10 U.S.C. Ch 113 with the purpose to prepare selected students for public service and meet critical skill gaps in acquisition, digital and critical technologies, science, engineering, finance and other civilian occupations determined by the Secretary of Defense. With the requested FY 2025 funding, DoD will continue the two-year DCTC acquisition and sustainment-focused development program at four universities.

B. Accomplishments/Planned Programs (\$ in Millions)

	FY 2023	FY 2024	FY 2025
Title: Defense Civilian Training Corps	0.000	0.000	27.054
FY 2024 Plans: The DCTC program will continue program pilots at the University of Arizona, North Carolina A&T University, Purdue University, and Virginia Tech University. An existing student tracking system developed by the Department of the Navy will be modified to support DCTC student management. Processes for assessing graduates into Defense Department positions will be developed, tested, and refined. Total students enrolled will increase from 90 to a target of 120.			
FY 2025 Plans: With the requested FY 2025 funding, DoD will continue the two-year (junior and senior) DCTC program at the four universities, one of which is a Historically Black College and University and one a Hispanic Serving Institution. DoD will continuously assess pilot program effectiveness for the current cohort which graduates in May 2025 and two following cohorts, the latter graduating in May 2027. DoD will provide OMB an annual pilot program assessment report and plans to provide Congress a pilot follow-on implementation plan in March 2025.			
FY 2024 to FY 2025 Increase/Decrease Statement: Increase from Fiscal Year 2024 to Fiscal Year 2025 from \$0 to \$27 million is due to a strategic decision to not fund the program in 2024 while the results and costs of efforts funded by Fiscal Year 2023 dollars were evaluated. Based on the positive assessment of the initial investment, 2025 funding is appropriate.			
Accomplishments/Planned Programs Subtotals	0.000	0.000	27.054

C. Other Program Funding Summary (\$ in Millions)

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2025 Office of the Secretary Of Defense		Date: March 2024
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0606774D8Z / <i>Defense Civilian Training Corps</i>	Project (Number/Name) 852 / <i>Defense Civilian Training Corps</i>

C. Other Program Funding Summary (\$ in Millions)

Remarks

D. Acquisition Strategy

DCTC support is acquired from participating universities through an agreement with a University Affiliated Research and Development Center.