



VFP 2024–2025

# Advancing Talent Management in the All-Volunteer Force

Advocate for a multidimensional talent management system that highlights an individual’s knowledge, skills, behaviors, and preferences. This is imperative for building lethality; attracting and retaining talent; and defending our nation’s interests in today’s complex security environment.



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## Challenges

**2D**

US military’s personnel system that focuses only on rank and occupational specialty.

**200,000**

service members retire or separate from the US military each year.

**7 in 10**

active duty service member respondents report being somewhat dissatisfied or very dissatisfied with the way their careers are managed and seek a better talent management approach.

## Achievements



Hosted **6-hour working session** with **senior DoD leaders and congressional staff** to draft **talent management legislation for the 2027 NDAA**.



Convened **Army, Navy, Marine Corps, Air Force, OSD, House and Senate SASC professional staff**, academia, and MSO/VSO representatives focused on **alternate promotion authorities and permeability**.



Submitted **3 agreed-upon draft proposals to SASC professional staff** for inclusion in the 2027 NDAA.

## Activities

1. Created an **AI-powered talent intelligence system** to identify, match, and deploy **specialized skills across the Department of Defense**, laying the foundation for “whole of nation” collaboration in support of national security priorities.
2. Wrote an **exception clause authorizing access to anonymized officer promotion board data for analysis, process improvement, and program evaluation**—enabling services to identify trends, correct issues, and enhance fairness and efficiency without compromising board confidentiality.
3. Renewed and reemphasized **2019 NDAA authorities** in the **2027 NDAA**.



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