



MITSM, PEO MLB

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Manpower IT Systems Modernization
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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.



FY23

FY24

FY25

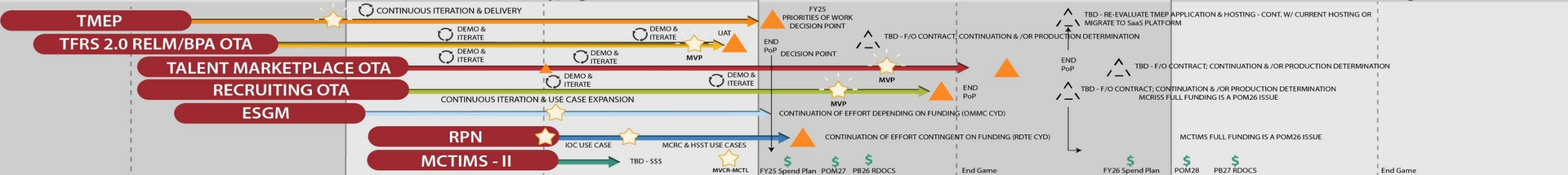
FY26+

Portfolio Initiation

Prototyping

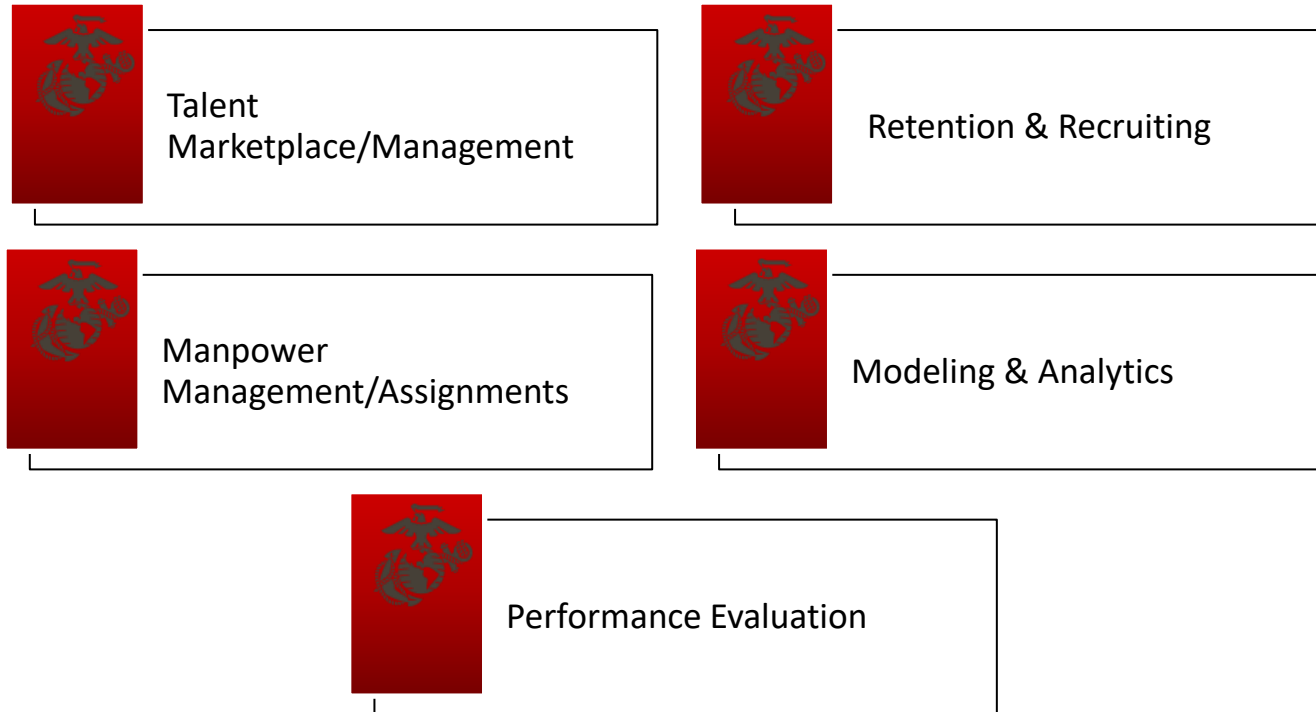
Convergence

Scaling



MITSM – Priorities of Work

Transition from inventory-based to talent-based human capital management
Reduce onerous administrative processes through digitization and automation
Modernize from industrial age to information age technologies



Build a device agnostic, data driven, and dynamic human capital management solution that meets the evolving needs of the Marine Corps' talent-based work force

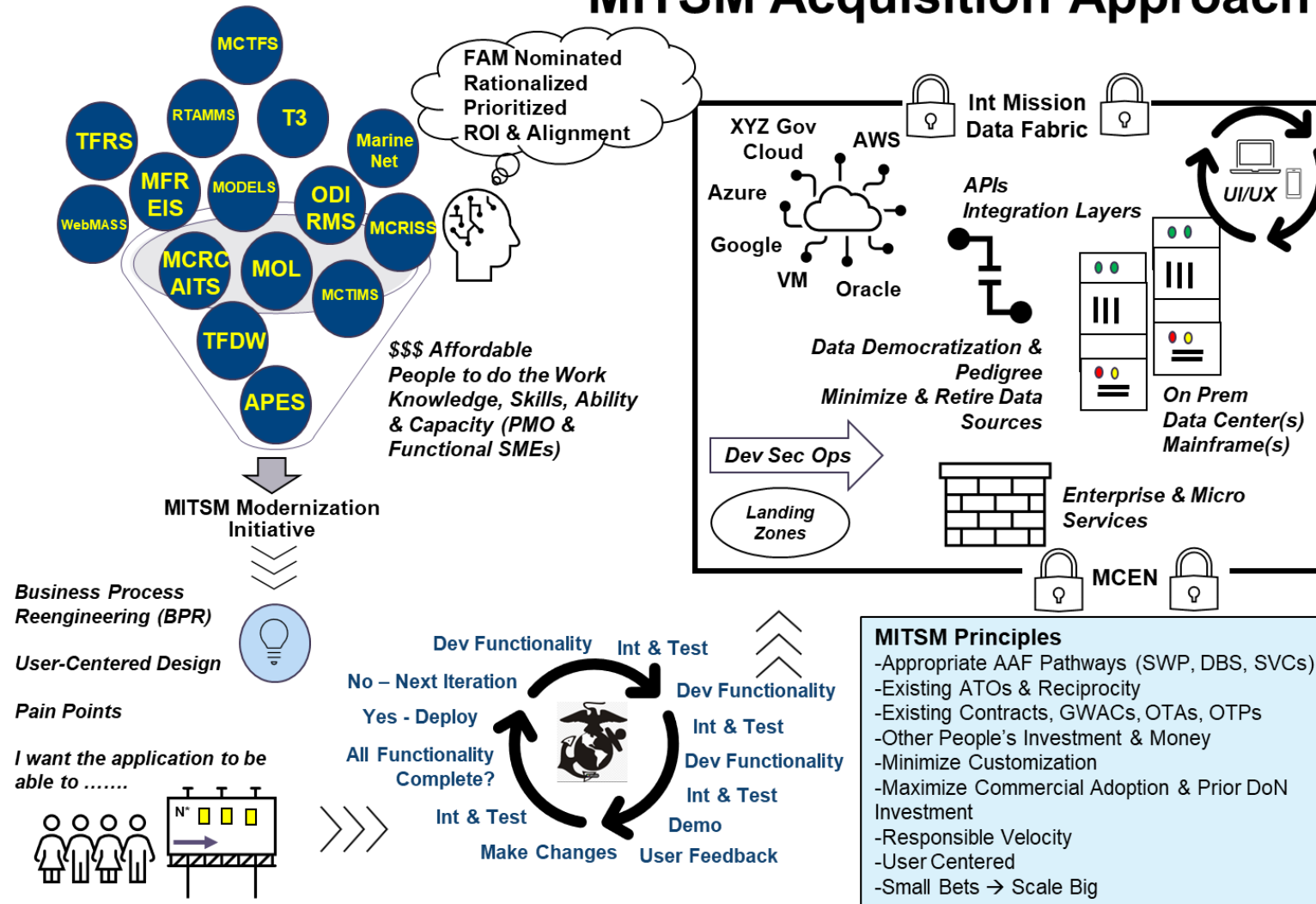


MITSM Performance Objectives



- Establish a Centralized API Integrated Hub to reduce life cycle costs
- Deploy ML/AI/Robotic Process Automation to accelerate and expand decision support space
- Increase automated workflows to make high confidence data informed decisions and reduce touch labor
- Improve customer satisfaction through UI/UX focus
- Increase individual Marine and Commander transparency and agency
- Optimize efficiency, economy, and efficacy by balancing on-prem and multi-cloud environments
- Increase accessibility through mobile and personal devices and improved interfaces
- Speed to Market – Acquisition, Contracting, Technical Approach
- Leveraging DoD Lessons Learned & DoN Enterprise Resources
- Continuous Integration/Continuous Deployment

MITSM Acquisition Approach



Title	Planned RFP
Marine Corps Training Information Management System (MCTIMS)	RFIs / Request for Demo FY25
NIWC LANT OTA Consortium / ATI OTA Opportunities	TBD FY25
OTP / OTA 1433 (NIWC LANT OTA Consortium)	Q2FY25
OTP / OTA 1813 (NIWC LANT OTA Consortium)	Q3FY25
OTP / OTA 1814 (NIWC LANT OTA Consortium)	Q1FY26
Technical & Program Management Services (Eng, PM, FM, Cost, Info Sec, Test, Agile)	VAR / FY25



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Questions?

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