WORKING GROUP 3:
Preparing Our National Security Workforce for an AI Future

NATIONAL SECURITY COMMISSION ON ARTIFICIAL INTELLIGENCE

CAMPAIGN PLAN

2nd QTR CY19	3rd QTR CY19	4th QTR CY19	1st QTR CY20	2nd QTR CY20	3rd QTR CY20	4th QTR CY20
Assessment of practices, structure, and mechanisms • Identify and map stakeholders • Identify champions	**Solicitation of Input from Key Stakeholders** • Solicit input from key stakeholders identified in 2nd QTR • Create interim recommendations	**Solicitation of Input from Key Stakeholders** • PCC meeting to create draft recommendations • Shift research focus from the government workforce to the general workforce	**Build and solicit feedback about draft recommendations** • Build draft recommendations • Build phased implementation plan for draft recommendations • Cost assessment of draft recommendations • Stakeholder feedback sessions	**Solicitation of Feedback Continued and General Workforce research** • Iterate on recommendations • Focus research on general workforce issues based on 4th QTR questions	**Build Final Recommendations** • Build final recommendations • Cost assessment of final recommendations	**Generate Implementation Support** • Champion activation • Support articles from academia, think tanks, and commissioners • Awareness campaign

(b) (5)

Working Group on Preparing the National Security Workforce For An AI Future

Date: June 7, 2019, 0830-1730
Location: NSCAI Offices, Second Floor Conference Room

> **Meeting Objective:** Assess and identify talent management and education policies within the broad national security community

0830 – 0900 Light Breakfast and Coffee
Please arrive by 0845 at the latest to allow time to be ready to start by 0900.

0900 – 0915 Welcome Remarks
Google Hangout: (b) (6)
Phone Call: (b) (6)   PIN: (b) (6)
Speakers: Yll Bajraktari, NSCAI Executive Director; and (b) (6), NSCAI Director of Research and Analysis

0915 – 1015 Session One: [Unclassified] What does the national security AI workforce need to be able to do?
Google Hangout: (b) (6)
Phone Call: (b) (6)   PIN: (b) (6)
Questions:
- (b) (5)
- (b) (5)
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Speakers:
- (b) (6), National Security Agency (NSA);

- **(b) (6)**, Digital Warfare Office, U.S. Navy;
- **(b) (6)** Senior Advisor for Energy, Environment, and Stability, Department of State; and,
- **(b) (6)** Retired, Director, Homeland Security Advanced Research Projects Agency (HSARPA), Science and Technology Directorate, Department of Homeland Security

1015 – 1035   Break

1035 – 1120   Session Two: [Unclassified] What are possible structures for the national security AI workforce?

Google Hangout: (b) (6)
Phone Call: (b) (6)   PIN: (b) (6)
Questions:

- (b) (5)

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Speakers:

- **(b) (6)**, National Security Agency (NSA);
- **(b) (6)** Base Camp Advocate, U.S. Air Force;
- **(b) (6)** Senior Advisor for Energy, Environment, and Stability, Department of State

1120 - 1150   Lunch

1150 - 1250   Session Three: [Unclassified] How does the national security community manage and educate expert STEM talent?

Google Hangout: (b) (6)
Phone Call: (b) (6)   PIN: (b) (6)
Questions:

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Speakers:
- (b) (6) ███████ Policy & Compliance, Office of the Director of National Intelligence;
- (b) (6) ███████ , Senior Advisor for Energy, Environment, and Stability, Department of State; and,
- (b) (6) ████████ Deputy Under Secretary for Artificial Intelligence and Technology, Department of Energy.

1250 – 1350 **Session Four: [Unclassified] How does the private sector recruit, retain, and manage expert STEM talent?**
Google Hangout: (b) (6) ████████████████
Phone Call: (b) (6) ████████ PIN: (b) (6) █████
Questions:
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Speakers:
- (b) (6) ███████ and (b) (6) █████ , Google;
- (b) (6) ██ or guest, Amazon; and,
- (b) (6) ████████ SVP Engineering, Unsupervised AI.

1350 - 1450 **Session Five: [Unclassified] What might convince more entry level and expert AI workers to work for and/or with the government?**
Google Hangout: (b) (6)
Phone Call: (b) (6)   PIN: (b) (6)
Questions:

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Speakers:

- (b) (5)

- (b) (6)   , Associate Professor, Department of Computer Science, Howard University;
- Representative from Shield AI (tentative)

1450 – 1500 **Break**

1500 – 1700 **Executive Session**
Google Hangout: (b) (6)
Phone Call: (b) (6)
Discussion Topics:

- 3 Key Takeaways
- 3 Next Steps
- Method and Frequency of Communication

UNCLASSIFIED/ /FOUO

WORKING GROUP 3:
Preparing our Citizens for an AI Future

WORKING GROUP MEETING

Monday, September 9, 2019
NSCAI, Second Floor Conference Room
Arlington, Virginia

PURPOSE

- Assess and identify recruitment and hiring practices and create an interagency workforce framework.

DESIRED OUTCOMES

- 3 Key Takeaways
- 3 Next Steps
- Finalization of the statements of belief
- Agreement on Assessments in Memorandum
- Agreement on a draft list of recommendations
- Commissioner and staff way ahead
- Decision point about when to shift the staff's focus to immigration and education

ATTENDEES

- Bob Work, Vice Chair
- Jose Marie Griffiths, Commissioner
- Mignon Clyburn, Commissioner
- Bill Mark, Commissioner
- (b) (6) and NSCAI Staff

AGENDA

0830-0900	**LIGHT BREAKFAST AND COFFEE**
0900-0915	**WELCOME AND OVERVIEW REMARKS**
	Speakers: (b) (6), Director of Research and Analysis
0915-1015	**SESSION ONE: HOW CAN SCHOLARSHIPS, INTERNSHIPS, FELLOWSHIPS, AND THE RESERVE COMPONENT ATTRACT AI TALENT?**
	Speakers: Carnegie Melon University, Scholarship for Service, and Reserve Component Representatives
1015-1030	**BREAK**
1030-1130	**SESSION TWO: WHAT HIRING AUTHORITIES AND PAY SCALES DOES THE GOVERNMENT USE TO ATTRACT STEM TALENT?**
	Speakers: Office of Personnel Management, OSD P&R, and Cyber Command Representatives
1130-1230	**SESSION THREE: HOW DO TECHNICAL INTEGRATORS HIRE, TRAIN, AND MODEL THEIR AI WORKFORCE?**
	Speakers: McKinsey, Lockheed Martin, and Booz Allen Hamilton Representatives
1230-1315	**LUNCH**
1315-1415	**SESSION FOUR: DIB-JAIC-NSCAI DISCUSSION OF INTERAGENCY WORKFORCE FRAMEWORK**
	Speakers: DIB and JAIC Representatives
1415-1430	**BREAK**
1430-1700	**EXECUTIVE SESSION**

Working Group on Maintaining Global Leadership in National Security AI Application
Meeting Agenda
Monday, September 9, 2019, 0800-1700
Location: Pentagon, (b) (6)

0750　　　　**Arrival**

0800 - 0900　　**Session One: 3rd Offset Strategy**
　　　　　　　Speaker: Bob Work, Former DepSecDef and Commission Vice Chair

0900 - 0930　　**Session Two: Joint Staff AI Overview**
　　　　　　　Speaker: Lt Gen O'Donohue, Director of the Joint Staff J7, Joint Force
　　　　　　　Development Directorate

0930 - 1030　　**Session Three: Army AI Overview**
　　　　　　　Speakers: General Murray, Army Futures Command

1030 - 1045　　**Break**

1045 - 1200　　**Session Four: OCEA**
　　　　　　　Speaker: (b) (6)　　, OCEA

1200 - 1230　　**Lunch**

1230 - 1330　　**Session Five: Air Force AI Overview**
　　　　　　　Speakers: Dr. Will Roper, Assistant Secretary of the Air Force for Acquisition,
　　　　　　　Technology and Logistics

1330 - 1430　　**Session Six: Navy and Marine Corps AI Overview**
　　　　　　　Speakers: LtGen Lori Reynolds, Marine Corps Deputy Commandant for
　　　　　　　Information; Rear Adm David Hahn, Chief of Naval Research

1430 - 1700　　**Executive Time - Next Steps**
　　　　　　　Topics: Working Group Takeaways; Research Memo Review; November Report
　　　　　　　Timeline