



U.S. ARMY

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BOOTS ON THE GROUND

# ***Mentor-Protégé Program***

## **Army Mentor-Protégé Program April 2008**

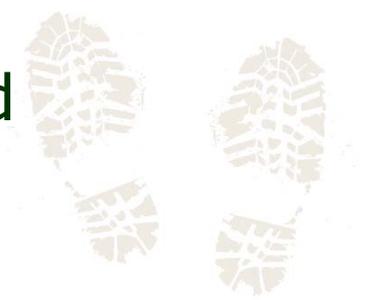
**Ms. Peggy Butler  
Mentor-Protégé Program Manager**





# Agenda

- ❑ Background
- ❑ Participants
- ❑ Types of Agreements
- ❑ Program Benefits
- ❑ Program Status
- ❑ How to Participate
- ❑ Army Requirements
- ❑ Lessons Learned
- ❑ Joint Ventures, Size Standards, and Subcontracting





# *Background*

- ❑ Established in 1991 - P.L. 101-510 to provide incentives to prime contractors to develop the technical and business capabilities of eligible protégés to increase their participation in both prime contracts and subcontracts
- ❑ The National Defense Authorization Act for FY 2005 extended the MPP until **30 Sep 2010** for approval of new agreements, and until **30 Sep 2013** for incurred costs





# *Who is Eligible?*

## Mentors

- ❑ Have at least one active approved subcontracting plan negotiated with DoD
- ❑ Be eligible for award of Federal contracts
- ❑ May be an 8(a) Graduate
- ❑ Establish achievable technology goals
- ❑ Can mentor more than 1 protégé under separate agreements
- ❑ Committed to small business & protégé success





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# *Who is Eligible?*

## Protégés

- Certified Small Disadvantaged Business
- Qualified organizations employing the severely disabled
- Women-Owned Small Business
- Indian-Owned Small Business
- Native Hawaiian Organization-Owned Small Business
- Qualified HUB zone Small Business
- Service-Disabled Veteran-Owned Small Business
- Be eligible for award of Federal contracts





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# *Types of Agreements*

**Credit** – Allows mentor to receive credit against their SDB subcontracting goals for costs incurred due to development assistance provided to the protégé.

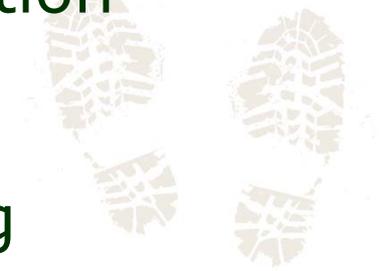
**Direct Reimbursement** – Allows mentor to receive monetary reimbursement of costs incurred due to development assistance provided to the protégé.





# ***Allowable Costs***

- ❑ The Mentor's labor costs
  
- ❑ Subcontracts:
  - Small Business Development Centers (SBDC)
  - Procurement Technical Assistance Centers (PTAC)
  - Historically Black Colleges and Universities (HBCU) and Minority Institutions of Higher Education (MI)
  
- ❑ Incidental Costs, 10% ceiling





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# ***Mentor Benefits***

- Long-term relationship with business partner
- Qualified source at competitive prices
- Ability to award subcontracts directly
- Help achieve subcontracting goals
- Subcontracting opportunities





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# *Protégé Benefits*

- Technology Transfer
- Technical Management Skills
- Long-term Relationship
- Enhanced Competitiveness
- Subcontracting Opportunities
- Prime Contracting Opportunities





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# *Army Mentor-Protégé Program*

## **Army**

- Application Process using specific evaluation criteria
- Stand alone contracts issued by US Army Space & Missile Defense Command
- Non-Manufacturing Agreements <\$500,000, Manufacturing may be higher but cannot exceed \$1 Million a year





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## Other DOD Mentor-Protégé Programs

### ❑ Air Force

- Competitive process through **Broad Agency Announcement**
- Only **separate contracts**, CPFF
- Only consider technology with a specific NAICS Code
- Negotiate ceilings

### ❑ Navy

- Application Process using specific evaluation criteria
- Agreements by contract modifications, no new separate contracts
- Non-Manufacturing Agreements **limit \$750,000**,  
**Manufacturing \$2.25 Million**

### ❑ DISA

- Application process
- Focus on information technology and telecommunication Industries
- **Minimum standards for protégés:** 45 Employees, 8 years in business, \$3 Million per year in revenues





# Program Status

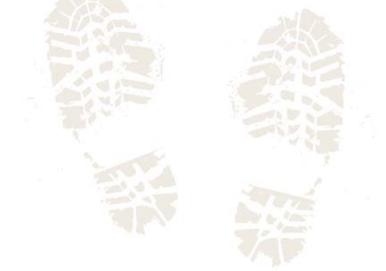
## ❑ Number of agreements fluctuate

- Currently, 31 agreements are in place
- 17 Mentors (3 are graduated 8a firms)
- 31 Protégés (can have only 1 mentor under the DOD program)

## ❑ Protégé Statistics\*

- 20 Small Disadvantaged Businesses
- 17 8(a) firms
- 9 Woman-Owned Small Businesses
- 5 Service Disabled Veteran-Owned Small Business
- 6 HUB Zone Small Businesses
- 6 firms owned by Indian Tribes

\*Various protégés qualify under more than one category





# *How to Participate*

## □ **Initiating Contact**

- Existing Relationship
- Complimentary capabilities
- Needs Assessment
- Location
- Future Goals
- Expected Outcomes





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# *How to Apply*

- ❑ For credit only agreements, apply directly to DCMA
- ❑ DOD delegated approval authority to Services beginning FY 2004 for cost reimbursement agreements
- ❑ For Army, 2 rounds of proposals in Fiscal Year 2008 -- Proposal due dates: **15 Jun and 15 Aug**
- ❑ Review Army Mentor-Protégé Policies & Procedures and proposal instructions on website





# Agreement Requirements

- ❑ Commitment to shape and expand the industrial base to support the war fighter
- ❑ Contain a **strong technical component**, or focus on innovative transfer of state-of-the art technology
- ❑ Comprehensive Needs Assessment
- ❑ Developmental Assistance Plan
- ❑ Milestone chart (not to exceed 3 years)
- ❑ Cost breakout
- ❑ Aggressive Reporting
- ❑ Endorsement letter from program office relative to training efforts





# ***What is Technology?***

✓ Technology **is**

- Transfer of state-of-the art products/service improvement processes that support the warfighter

X Technology **is not**

- Business Infrastructure
  - e.g., Accounting Systems, Human Resources, Program Management, etc.
- Business Development
- Marketing
- Can include these activities in agreements, but should not be the main focus





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# Evaluation Process

## Evaluation Criteria

## Desired Outcome

|                                      |  |
|--------------------------------------|--|
| Subcontracting & Prime Opportunities | <i>Increase Growth (Revenue, Employees, Customers)</i>   |
| Technical Approach                   | Enhance Protégé Capabilities                             |
| HBCU/MI Involvement                  | Involve Schools, Faculty, Students                       |
| Relevance to Army & DoD Programs     | Shape & Expand Industrial Base to Support Army's Mission |
| Corporate Commitment                 | Facilitate the Formation of Long-Term Alliances          |
| Management Plan                      | Metrics and Methodologies to Ensure Success              |
| Past & Present Performance           | Same or Similar Experience Over Prior 4 Years            |





# *Approval Process*

- Selection Board
  - Evaluate and rank proposals
  - Recommend highest rated for approval
- Army Director OSBP approves
- Funding provided
- Stand Alone Contract issued
- Progress monitored





## **Impediments to success:**

- Subcontracting expectations unrealized
- Poor communication and weak commitment between Mentor and Protégé
- Remote geographic location
- Conflicting goals, lack of program integration
- Inordinate expense to Protégé
- There are unreimbursed costs for both the mentor and the protégé





## **Contributors to Success**

- Compatibility of Mentor and Protégé
- Strong Management Focus
- Periodic reviews/modifications of agreement, as needed
- Assistance aligned with Protégé's strategic vision
- Commitment by both parties to the agreement
- Reimbursement contract relates to technology transfer and provides potential subcontracting opportunities for the protégé





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# Additional Information

Army SADBUs Web Page:  
[www.sellingtoarmy.info](http://www.sellingtoarmy.info)

Policies & Guidance

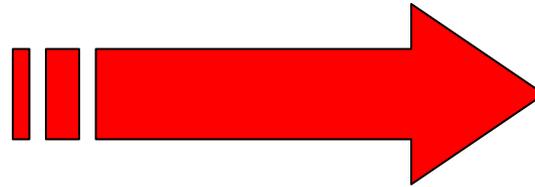
Proposal Instructions





- ❑ DOD Mentor Protégé Program has been available since 1991
- ❑ DOD agencies each have their own policies and guidelines for participation
- ❑ Army Policies and Guidelines can be found at the Army OSBP website

**❑ Remember:**





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# Conclusion

***“The Army’s Mentor-Protégé Program is specifically designed to engage industries to shape and expand the industrial base to support the **war fighter!**”***





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# *Mentor-Protégé Programs*

- DOD Mentor-Protégé Program (MPP)
  - 1-800-540-8857
  - [www.acq.osd.mil/osbp/mentor\\_protege/](http://www.acq.osd.mil/osbp/mentor_protege/)
- Army MPP
  - Peggy Butler, Program Mgr/703-693-6113
  - [www.sellingtoarmy.info](http://www.sellingtoarmy.info)
- Air Force MPP
  - Sathedia Bush, Program Mgr/703-696-1103
  - [www.selltoairforce.org/Programs/MentorProtege/](http://www.selltoairforce.org/Programs/MentorProtege/)
- Navy MPP
  - Oreta Stinson/202-685-6485
  - [www.hq.navy.mil/sadbu](http://www.hq.navy.mil/sadbu)





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# *Mentor-Protégé Programs*

- NGA MPP
  - Sandra Broadnax, Director SADBUI/703-755-5309
- DISA MPP
  - Sharon Jones, Director SADBUI/703-607-6436
- DCMA MPP
  - Elaine Howell, Program Mgr/678-503-6369



**Questions?**

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Nation's Military through  
Small Business***

