

Top 20 DoD Programs with High Subcontractor Staffing Spend

Program Name (Rank)	Prime Contractor	Contract Value	Key Locations	Sample Labor Categories	Known Staffing Subcontractors
1. Defense Enclave Services (DoDNet)	Leidos	\$11.5 B IDIQ ¹ ²	4th Estate agencies (e.g. DLA, DISA) – DC area and multiple bases ³	IT service desk, network engineers, cybersecurity, systems admins ⁴	NOVA-Diné (tribal SB) ⁵ (others on team likely)
2. NGEN-R SMIT (Navy NextGen Enterprise Net)	Leidos	\$7.7 B over 8.5 yrs ⁶	Navy/USMC bases worldwide (Norfolk, San Diego, Hawaii, etc.)	Help desk support, field techs, network & system admins, cybersecurity	Apex Systems, Insight Global (staff aug subs on orders ⁷)
3. DISA GSM-O II (Global Net Ops)	Leidos	\$6.52 B (10-year) ⁸	CONUS (Scott AFB, IL; Ft Meade, MD) + OCONUS nodes ⁹	Network operations center staff, cyber analysts, infrastructure engineers	(Team includes legacy Lockheed unit; uses subs for surge – e.g. Insight Global noted on some orders ⁷)
4. DLA JETS (J6 Enterprise Tech Services)	Multiple Awardees	\$6 B MA-IDIQ (2017–2026)	DLA sites (Fort Belvoir, VA; Columbus, OH; Richmond, VA; etc.)	IT service desk, application support, network support, admin support	Perspecta (incumbent) used Apex Systems across 17 states ¹⁰ (many SB subcontractors on tasks)
5. USSOCOM SITEC 3 EOM (Enterprise Ops)	Peraton	\$2.8 B (8-year) ¹¹	MacDill AFB, FL (HQ SOCOM); globally (Ft. Bragg, NC; Hurlburt Field, FL; etc.)	Enterprise service desk, classified network admins, comms support technicians	Iron Bow Technologies (IT provider) ¹² ; likely SBs like <i>Iron Eagle X**</i> (prev. SOCOM work ¹³)

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6. PRISM (P&R Support Services)	11 contractors (MA-IDIQ)	\$1.8 B (5-year) ¹⁴	OUSD Personnel & Readiness offices (Pentagon and nationwide)	Training facilitators, HR systems support, data analysts, program admins	Concurrent Tech (CTC) + 10 others ¹⁵ ; <i>staff augmentation expected via teaming partners</i>
7. EUCOM/AFRICOM IT & Comms Support	CACI	\$1.3 B (5-year) ¹⁶	Stuttgart, Germany (HQ EUCOM & AFRICOM); 60 locations Europe/Africa ¹⁷	Service desk & tech support, network ops, field communications, cloud support	<i>Multiple subs likely; possibly local national staffing for base support, etc. (CACI providing “end-user support” ¹⁸)</i>
8. USCENTCOM Enterprise IT Modernization	GDIT	\$922 M (6-year) ¹⁹	MacDill AFB, FL (HQ CENTCOM) + CENTCOM AOR (21 countries) ²⁰	Cloud migration engineers, network architects, cybersecurity (Zero Trust)	AVI-SPL (A/V support) ²¹ ; <i>likely IT staff augmentation partners for rapid tech insertion</i>
9. USCENTCOM Comms Tech Support (CTSS V)	GovCIO (Salient CRGT)	\$865 M (7-year) ²² ²³	CENTCOM AOR (Southwest Asia – 20 countries) ²⁴ ; MacDill AFB reach-back	Deployed comms technicians, network engineers, IT ops & maintenance support	Incumbent was GDIT ²⁵ (team included specialized subs like AVI-SPL); new team likely adding subs for OCONUS staffing
10. Army AESD (Enterprise Svc Desk)	SAIC	\$757 M (single-award) ²⁶ ²⁷	24x7 global support centers (primary in CONUS) ²⁸ ²⁷	Tier 1–2 help desk agents, ServiceNow admins, IT support technicians	<i>Likely SAIC uses recruiting firms for call center staffing (cleared) – (incumbent was Dell; SAIC continuing ops ²⁷)</i>

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11. NORAD/ NORTHCOM IT (NISSC II)	Jacobs	\$455 M (6-year) ²⁹ ³⁰	Peterson SFB & Cheyenne Mtn, CO; Offutt AFB, NE; Vandenberg SFB, CA ³¹	Help desk & sys admins (24/7), network/security ops, comms systems support	<i>Subcontractors:</i> e.g. NOVA-Diné on prior Jacobs contracts; high clearance roles limit large staffing firms involvement
12. INDOPACOM C5ISR Support	Amentum	\$441 M (5-year) ³²	Camp H.M. Smith, HI (HQ INDOPACOM) ³³ ; Pacific theater sites	IT and cyber analysts, communications engineers, systems integration support	<i>Primarily technical</i> – may pull cleared contractors via SB partners; minimal commercial staffing firm presence (highly cleared work)
13. Army AvMC Enterprise IT (EITSS)	IPTA (SDVOSB)	\$404 M (5-year) ³⁴	Redstone Arsenal, AL (Army Futures Command – AvMC) ³⁵	Network support, cybersecurity management, help desk, IT asset management ³⁶	<i>Teaming subs likely:</i> e.g. large business mentors or staff aug firms to surge-hire for 100+ positions
14. DIA Enterprise Ops (ISEO)	Leidos	\$401 M (5+ yrs) ³⁷ ³⁸	DIA HQ (JB Anacostia-Bolling, DC) ³⁹ ; some contractor sites	Service desk (desktop support), data center ops, mobile support, network security ³⁸	<i>Likely subcontracts to small cleared firms (e.g. SHINE Systems on DIA vehicles ⁴⁰)</i> for staffing flexibility
15. USAF 16th AF Mission IT Support	ManTech	\$261 M (5-year) ⁴¹ ⁴²	Multiple AF bases: Lackland AFB, TX; Eglin & Tyndall, FL; Nellis, NV; Hill, UT ⁴³	Mission help desk, software support technicians, cyber ops support, EW systems techs ⁴⁴	<i>ManTech likely supplements with specialty subs</i> (EW and cyber talent); roles spread across regions (easier fill in FL/TX; harder in NV/UT)

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16. DTRA I3TS (IT Support Services)	Leidos	\$205 M (5-year) ⁴⁵ ⁴⁶	DTRA HQ (Fort Belvoir, VA) and DTRA field sites (e.g. Kirtland AFB, NM)	IT service desk, network management, cybersecurity (Zero Trust) support ⁴⁶	TekSynap (prior IT contractor) ⁴⁷ ; <i>Leidos may engage SBs for staffing to meet 4th Estate goals</i> ⁴⁸
17. DoD Joint Service Provider (JSP) IT	CACI (incumbent)	~\$190 M (3.5-year) ⁴⁹ ⁵⁰	Pentagon & NCR (22,000 users) ⁵⁰	Tier 1–2 service desk, VTC/telecom techs, desktop support, print services ⁵⁰	Prior teaming included CACI with small business partners; likely use of temp tech staffing for surge (JSP transitioning to DISA GSD ⁵¹)
18. DISA JSSC IT Support	(DISA Alliant 2 Task)	~\$150 M (est.) ⁵²	The Pentagon (Joint Staff networks) – Washington, DC ⁵²	Top-Secret help desk, IT maintenance and network support for Joint Staff	<i>Likely primes:</i> GDIT/Leidos; known subcontractors not public (must be TS-cleared staffing firms on contract)
19. OUSD(A&S) Professional Support	LMI (WHS contract)	\$116.7 M (5-year) ⁵³ ⁵⁴	Pentagon (OSD A&S offices), Mark Center & Crystal City (VA) ⁵⁵	Admin assistants, program analysts, budget/support specialists, communications staff ⁵⁴	<i>Small biz subs for surge</i> (administrative staffing vendors likely engaged for flex support)
20. Navy Spectrum Mgmt Support	eSimplicity (8(a) SB)	~\$99 M (5-year) ⁵⁶	NIWC Pacific & NAVIFOR (San Diego, CA; Norfolk, VA)	Spectrum analysts, field technicians, RF coordinators, help desk (spectrum tools)	<i>Small business 8(a) prime uses its own staff; potential teaming with niche staffing firms for quick hires</i>

Notes: Each program above involves **large cleared/public-trust labor forces**, making extensive use of subcontracted staffing firms to fulfill high-volume **IT/Cyber/Admin** roles. Prime Technical Services can leverage these programs for business development (see detailed notes below).

BD Opportunity Highlights for Each Program

1. Defense Enclave Services (DoDNet) – Massive consolidation of 4th Estate networks by Leidos. As DES expands from ~30k to 160k+ users ⁴, numerous **backfill and surge hiring** needs will arise. **Cleared IT generalists** (help desk, sys admins) are in demand as agencies migrate. Subcontractor **NOVA-Diné** already supporting ⁵; additional staffing partners could step in where incumbents struggle. *Prime Technical Services (PTS) should target upcoming task orders and offer cleared staff in DC, Columbus, Philadelphia etc., highlighting ability to quickly fill seats as agencies onboard to DoDNet.*

2. NGEN-R SMIT (Navy) – Leidos' \$7.7B contract supports **400k+ NMCI users** Navy-wide. Transition from Perspecta caused churn; Leidos has used subs like **Apex and Insight Global** for staff aug ⁷. **High volume roles** (help desk, desktop support at bases) mean constant openings. *PTS can pitch to NGEN team leads in Norfolk, San Diego to backfill trouble spots (e.g., high turnover Tier 1 help desks) and to provide surge teams for tech refresh or new base roll-outs.* Wide geographic footprint (all Navy/USMC installations) aligns with PTS's recruiting reach.

3. DISA GSM-O II – This \$6.5B global network ops program supports DoDIN/DISN ⁸ with dispersed NOC and cyber teams. Work is **predominantly CONUS** (e.g., Scott AFB, IL; Ft. Meade) but also OCONUS ⁹, requiring Secret/TS-cleared admins and network defenders. **Subcontracting plan** is in place, and invoice data shows use of **Apex & Insight Global** on related orders ⁷. *PTS can offer cleared network techs for night shifts or difficult locales (e.g., Hawaii, regional DISA sites) and highlight past performance in secure network support.* Backfill opportunities likely as Leidos scales up to meet SLA 24x7 coverage.

4. DLA JETS – A multi-award vehicle fueling dozens of IT task orders across DLA. **Small business primes** often lead tasks but rely on staffing subs for execution. Perspecta's use of **Apex Systems** across 17 states ¹⁰ exemplifies the large **temporary workforce** needs. *PTS should identify expiring JETS tasks (e.g., help desk at DLA Distribution) and position as a teaming partner to incumbents or challengers. With DLA sites in Columbus, Richmond, Philadelphia, PTS's local networks can fill roles faster than distant primes.* Emphasize quick clearance onboarding for Secret positions to address any incumbent staffing gaps.

5. USSOCOM SITEC 3 EOM – Peraton's new \$2.8B deal is in **phase-in**, replacing Jacobs' SITEC II. Thousands of roles supporting **SOF IT** worldwide will transition. Expect Peraton to seek niche subs for specific locations and surge support (they've already tapped hardware partners like Iron Bow ¹²). *PTS can target subcontracts for Tampa HQ and Ft. Bragg detachments – these locations need abundant Secret/TS cleared IT staff (help desk, network ops) but often face incumbent retention issues. By marketing an existing cleared candidate pool in those areas, PTS can fill backfill roles quickly.* Also watch for **SOCOM component** units (AFSOC, NAVSOC) needing extra contractor support under SITEC.

6. PRISM (P&R Infrastructure Support) – This \$1.8B OUSD(P&R) IDIQ covers **training, HR, and program support** services ¹⁴. Awards went to 11 companies (mix of large and mid-tier) ⁵⁷. High-volume work (studies, trainings) will require **administrative and analyst staff**. *PTS could partner with prime awardees (e.g., CTC) to supply cleared junior analysts or trainers on task orders. Many tasks are in Northern VA and San*

Antonio (home of many P&R activities), aligning with PTS recruiting hubs. With multiple awardees, there may be teaming opportunities if any prime lacks bandwidth to staff all call orders.

7. EUCOM/AFRICOM IT Support – CACI's \$1.3B task order spans 60 sites overseas ¹⁷. A significant portion of roles are **OCONUS in Europe/Africa**, meaning challenges in finding cleared, qualified personnel willing to relocate. CACI will likely leverage internal hires but also **local national hires and U.S. contractors via subs** for flexibility. *PTS can offer to source ex-military IT specialists interested in Germany or Italy postings. Emphasize experience handling overseas HR (SOFA status, etc.). Also, target Horn of Africa (CJTF-HOA) positions where retention is hard – propose quick-replacement pipelines.* This program's scale suggests continual openings; being a go-to staffing partner for surge (e.g., during exercises or new site stood-up) is a key entry point.

8. CENTCOM IT Modernization – GDIT's \$922M effort to overhaul CENTCOM's IT enterprise ¹⁹ focuses on **cloud, AI, and cyber upgrades**. While much work is technical, GDIT subcontracted tasks like AV support to **AVI-SPL** ²¹, indicating room for specialized subs. As legacy systems transition, GDIT may need temporary **augmentation staff** to maintain old networks while new cloud tech deploys. *PTS can pitch a cadre of cleared network admins and technicians in Tampa to handle day-to-day support, freeing GDIT's core team to implement new tech. Also highlight ability to send qualified personnel on short-term deployments to CENTCOM forward HQs (Qatar, Kuwait) if needed for on-site rollout.* PTS's agility in staffing both cleared engineers and mid-tier techs is a selling point here.

9. CENTCOM CTSS V – GovCIO unseated GDIT on this \$865M comms support contract ²⁵. With 90k personnel supported across 20 countries ²⁴, **huge volumes of communications technicians and IT support** are needed in theater. Turnover is high due to austere locations. *GovCIO will lean on subs for depth – an opportunity for PTS to step in as a preferred staffing partner for SWA (Southwest Asia). PTS can recruit deployable Secret-cleared techs willing to rotate into Kuwait, Iraq, etc., providing backfills when military or contractor staff depart.* Additionally, PTS's ability to surge on short notice (for exercises or crises) could fill a critical need for GovCIO's performance on CTSS V.

10. Army AESD – SAIC's \$757M Army help desk contract ²⁶ centralizes support for all Army IT users. It's a **24x7 operation** with likely hundreds of Tier 1 & 2 agents spread across help desk centers. Staffing these shifts is a constant effort; historically contractors have struggled with turnover (Dell had performance issues before SAIC). *PTS can offer to supply steady streams of entry-level IT technicians (with public trust/Secret as needed) to SAIC. Focus on PTS's recruiting in Army hub areas (Fort Gordon, Fort Bragg, etc. where regional AESD support might reside). With ServiceNow in play ²⁷, highlight any ServiceNow-certified talent PTS can bring.* Backfill potential is high – even a 5% vacancy on a 300-person help desk is 15 seats PTS could fill at any time.

11. NORAD/NORTHCOM NISSC II – Jacobs' \$455M contract ²⁹ involves highly specialized 24/7 operations in Cheyenne Mountain and related sites. Many roles require TS/SCI and involve unique systems, so big staffing firms are less visible; however, Jacobs must maintain full manning to meet mission-critical SLAs. *PTS can target non-engineering roles here: help desk/monitoring personnel and system administrators who keep daily ops running. Colorado Springs has a competitive market for cleared talent – PTS's local recruiting or military retiree outreach could help Jacobs address any staffing shortfalls.* Emphasize ability to quickly vet TS/SCI candidates (perhaps via the contingent pool of ex-Air Force techs at Peterson AFB). Even a handful of backfills won could build past performance in this classified arena.

12. INDOPACOM C5ISR (Camp Smith) – Amentum's \$441M contract ³² leans towards R&D and advanced analysis, but also involves maintaining and testing C5ISR systems for the HQ. While many positions are high-skill, there is still a need for **support techs and junior analysts** to run labs, support exercises, etc. Hawaii's isolation means limited clearance-cleared labor pool. *PTS can market itself as a provider of cleared junior cyber analysts or comms techs willing to relocate to Hawaii. By pre-screening candidates who want a Pacific posting, PTS can relieve Amentum's hiring burden. Additionally, PTS could be a contingency partner if Amentum faces unexpected turnover (common due to high cost of living in HI).* Penetrating this program may require demonstrating niche skills (e.g. cyber range support) combined with staffing agility.

13. Army AvMC EITSS – IPTA, a small SDVOSB, won \$404M ³⁴ but will need scale to deliver Enterprise IT at Redstone. Likely hundreds of seats (help desk, sys admins, network ops) must be filled, and IPTA (~250 employees company) will partner up. *PTS should engage IPTA's PM early, offering to act as a recruiting arm for them – especially for Secret-cleared techs in the Huntsville market. Emphasize knowledge of Redstone Arsenal environment and ability to source veterans with aviation/missile IT experience. IPTA must hit performance quickly; by presenting pre-vetted candidates for key roles (Tier 1 support, network engineers), PTS can secure a slice of subcontracting work.* Also highlight PTS's flexibility on labor categories (willing to staff anything from help desk to PMO admin).

14. DIA ISEO – Leidos will modernize and operate DIA's IT backbone ³⁸. DIA HQ (JBAB in DC) is the main site; clearance requirements (TS/SCI) are stringent, but labor categories include many routine IT tasks (desktop support, call center, etc.). Leidos as a large prime often **subcontracts lower-tier work** to small businesses with SCIF access. *PTS can aim to join Leidos' team as a niche sub focusing on "surge support" – e.g., handling overflow help desk tickets or deploying techs for VIP support during DIA exercises. By showcasing existing TS-cleared staff or quick recruiting pipeline (perhaps leveraging nearby Ft. Meade talent), PTS can fill roles that Leidos might otherwise struggle with (Leidos will prioritize higher-end engineering in-house).* The key is convincing Leidos that outsourcing some commodity IT tasks to PTS improves efficiency – perhaps by referencing how Insight Global or others have augmented Leidos on past contracts ⁷.

15. USAF 16th AF Wings IT – ManTech's \$261M contract ⁴¹ touches multiple units (Warfare Center, 53rd Wing, 350th SWW, 668th CW) across **five bases** ⁴³. The breadth means ManTech must staff in diverse locales (Nevada desert to Florida panhandle). Roles include specialized ones (EW software programmers) but also general **mission IT support** (network integration, test support, etc. ⁴⁴). *PTS can carve out a slice by focusing on units/location where ManTech has weakest presence. For instance, Hill AFB, UT or Nellis AFB, NV might be challenging markets – PTS could offer to supply cleared personnel there, leveraging any local connections or remote recruiting. Additionally, PTS can advertise a bench of multi-domain IT specialists (with TS clearances) ready to plug into spectrum warfare or cyber teams, smoothing ManTech's peaks in workload.* Given this contract's variety, flexibility and willingness to take on short-term deployments will be valued.

16. DTRA I3TS – Leidos' \$205M contract for DTRA IT ⁴⁵ will implement modernized, efficient services (AI, cloud, etc. ⁴⁶). DTRA is 4th Estate, so Leidos likely committed to small business subcontracting ⁴⁸. Prior contractor TekSynap (small biz) had many day-to-day IT roles – those incumbents might not join Leidos. *PTS can approach Leidos (or DTRA directly if seeking additional vendors) to backfill any incumbent loss. Focus on roles at Fort Belvoir (HQ) and Kirtland AFB (DTRA Albuquerque site) – Kirtland in particular might lack enough cleared IT folks, where PTS can help. Also, as Leidos introduces AI-driven processes, some legacy support staff may depart; PTS can provide cross-trained personnel who handle both old and new systems during transition.* Quick adaptation and a pipeline of Secret-cleared generalists are PTS's value-add here.

17. DoD JSP (Joint Service Provider) – CACI's 2017 task (~\$190M ⁴⁹) integrated Pentagon IT services ⁵⁰ . Now JSP is transitioning to DISA's model (Global Service Desk) ⁵¹ , but near-term support still needed for ~22k users ⁵⁰ . The JSP environment is known for high volume of VIP support and quick response needs. As *JSP possibly recompetes or bridges, PTS can highlight ability to provide cleared technicians on-call in the DC area. For instance, offering a small team that can be inserted to alleviate any backlog in service tickets or to staff a new 24/7 help desk shift could be attractive.* Since incumbents may have retention issues due to the uncertain future, PTS could market a "transition workforce" to ensure continuity. Additionally, relationships with OSD and Joint Staff customers (if any) could differentiate PTS in planning for the next contract phase.

18. DISA Joint Staff Support Center (JSSC) – This involves supporting top-secret IT for the Joint Staff (likely including NMCC systems). Value is roughly in the \$100–250M range ⁵² . Work is in the Pentagon with **TS/SCI cleared personnel**. Usually a large prime (e.g. GDIT) holds it, but they rely on specialty subs for certain functions. *PTS's angle: offer highly cleared IT personnel (with poly if needed) for roles like watch floor support or secure network admins. Emphasize any past performance with similar secure environments. Even if PTS can't staff dozens here, a few niche experts (for example, a cleared SCCM admin or Secure Voice tech) provided at a critical time can open the door.* For BD, monitor when this JSSC contract expires or is recompetes – a teaming with a bigger prime could yield a subcontract to supply the cleared "worker bees."

19. OUSD(A&S) Support (WHS) – LMI's \$117M contract ⁵³ underscores the large contingent of **contract support staff** in OSD offices. Roles are mostly **administrative and programmatic** (not IT), but they are relatively low barrier (many only require a Secret or even NAC). Turnover happens as people often use these as stepping stones. *PTS can partner with LMI to provide ready-to-go admin assistants, data analysts, or junior project coordinators for the A&S mission. Since work sites include the Pentagon and nearby offices ⁵⁵ , PTS's DC presence would help. Particularly, PTS could offer surge support for special projects – e.g., if A&S has a big initiative (like a task force) needing extra hands for 6 months, PTS could quickly recruit short-term staff under LMI.* Building a reputation in WHS support could lead to invites on future professional services bids.

20. Navy Spectrum Management (NIWC) – eSimplicity's nearly \$100M 8(a) win ⁵⁶ shows even niche technical areas have sizable staffing needs. Spectrum support involves a mix of engineers and **technicians who coordinate frequency use**. While eSimplicity as prime will staff key roles, they may seek partners for specific regions or sub-tasks. *PTS could reach out offering personnel with spectrum or RF background (even if just basic electronics techs who can be trained). If eSimplicity faces difficulty hiring for less glamorous locations (like remote range facilities or shipboard testing support), PTS can fill those gaps.* Additionally, spectrum management often has surges during exercises or deployments – PTS could maintain a roster of on-call specialists. This demonstrates to eSimplicity (and similar SB primes) that partnering with a staffing-focused firm reduces their performance risk by **quickly plugging manpower holes**.

¹ ⁴ Leidos awarded \$823 million DISA task order to operate and sustain modernized DoDNet | Leidos
<https://www.leidos.com/insights/leidos-awarded-823-million-disa-task-order-operate-and-sustain-modernized-dodnet>

² ³ ⁵ NOVA-Diné Awarded Subcontract on DISA Defense Enclave Services Contract - Navajo Nation Corporation, Tribal Corporation - Diné Development Corporation
<https://ddc-dine.com/news/nova/nova-dine-awarded-subcontract-on-disa-defense-enclave-services-contract/>

⁶ Leidos completes transition milestone for NGEN-R SMIT
<https://www.leidos.com/insights/leidos-completes-transition-milestone-ngen-r-smit>

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<https://www.peraton.com/news/peraton-awarded-2-8b-to-support-u-s-special-operations-command/>

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<https://www.govconwire.com/articles/ctc-wins-spot-on-1-8b-prism-contract-ed-sheehan-quoted>

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<https://invest.jacobs.com/news/investor-news/news-details/2020/Jacobs-Selected-by-US-Air-Force-for-Operations-Maintenance-and-Sustainment-of-Critical-Mission-Systems-07-29-2020/default.aspx>

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<https://www.govconwire.com/articles/ipta-awarded-404m-army-enterprise-it-support-contract>

40 **[PDF] SITE III Ordering Guide - Defense Intelligence Agency**

https://www.dia.mil/Portals/110/Documents/Business/Site3/SITE_III_Ordering_Guide_v1_0.pdf

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