AI ENABLEMENT SERIES

Modernizing Federal Procurement with AI

A Modular, Workforce-Centered Approach to Acquisition Automation

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Executive Summary

Federal agencies continue to face mounting pressure to improve procurement efficiency, reduce administrative burden, and improve acquisition processes with artificial intelligence. Historically, agencies' efforts to improve procurement efficiency and introduce AI have relied on complex modernization initiatives of the procurement systems of record. These modernization initiatives require years of development, complex integrations, high investment, and sustained leadership attention. While these systems often offer depth, they are not inherently designed to meet the pace and adaptability required of today's federal missions.

Slalom proposes a different path forward - one built around one of the modular, commercially proven generative AI platforms rather than a monolithic system overhaul. By pairing tools like ChatGPT for Government, Gemini for Government, or Claude for Government with targeted enablement services and tailored acquisition-focused automations, agencies can activate AI capabilities across the procurement lifecycle quickly, safely, and at significantly lower cost. This approach empowers the federal workforce, accelerates documentation and review cycles, enhances visibility, and establishes the foundation for future expansion as AI capabilities evolve.

The Case for a New Federal Procurement Model

Federal procurement organizations face challenges that span the entire acquisition ecosystem: rising workload volumes, heightened expectations for transparency, increasing policy demands, and growing personnel skill gaps driven by attrition and inconsistent training. Much of the time lost in the acquisition lifecycle stems from the manual synthesis of large volumes of information, repeated drafting of standard documentation, and sequential review processes that can take weeks or months. At the same time, leadership increasingly seeks improved oversight and traceability, while workforce members look for tools that reduce administrative burden and allow them to focus on higher-value decision-making.

From an operational standpoint, the Administration is moving to concentrate acquisition workload across a reduced number of contracting professionals, while extending additional authorities through the Requesting Functional Office (RFO) construct. This approach materially increases individual workload and transaction volume, even as it requires deeper analysis, tighter risk management, and more consequential decision-making at the point of execution. As a result, acquisition operations must be restructured to support higher throughput without compromising compliance, timeliness, or mission outcomes.

Generative AI has reached a level of maturity that makes it possible to automate these administrative burdens without forcing agencies into multi-year procurement system modernizations. Recent advances now enable commercial AI platforms to draft procurement artifacts, identify compliance gaps, summarize complex technical content, extract data from unstructured sources, and support decision-making at a level of accuracy at, or even greater than, what is otherwise achievable only through custom engineering. Unlike point solutions that serve a single function or workflow, these platforms are inherently adaptable. They can be prompted to support acquisition planning, program management, post-award oversight, and knowledge-sharing in ways that mirror the dynamic and distributed nature of federal procurement work.

By shifting from a centralized system mindset to a distributed, AI-enabled ecosystem, agencies can unlock immediate productivity gains and establish a scalable architecture that evolves as the mission evolves.

Enhancing the Federal Acquisition Lifecycle

To unlock immediate productivity gains and establish a scalable architecture that evolves as the mission evolves, we propose a solution designed to augment every phase of the federal procurement lifecycle. Rather than imposing new processes, this solution supports the existing workflow by reducing administrative burden, improving visibility, and elevating the quality and consistency of acquisition artifacts.

Acquisition Lifecycle Tracking and Workflow Support

A unified acquisition lifecycle tracking capability can be established through custom task-specific AI agents that operate within the chosen AI platform. These task-specific agents can support procurement teams by providing real-time visibility into the status of acquisition packages, highlighting upcoming deadlines, and identifying bottlenecks that may delay award timelines. They can also enable collaborative drafting environments where stakeholders can refine requirements and supporting documents before formal routing begins. By maintaining continuity across acquisition lifecycle phases - from planning and requirements development to solicitation, evaluation, award, and closeout - AI helps accelerate progress through each stage while preserving rigorous documentation standards.

Requirements Development and Pre-Award Activities

During early acquisition stages, generative AI can interpret structured inputs such as questionnaires and template fields to produce initial drafts of Statements of Work, Performance Work Statements, Statements of Objectives, Independent Government Cost Estimates, interagency agreements, and market research reports. With access to approved policies, templates, and sourcing data, the AI system tailors its outputs to align with agency terminology and preferred procurement strategies. This significantly reduces the time required to assemble a complete and compliant procurement package while improving the consistency of documentation across contracting officers, program managers, and CORs.

Solicitation, Evaluation, and Compliance Support

As procurement packages move into solicitation and evaluation, AI can provide valuable support by scanning artifacts for compliance issues, missing regulatory elements, or inconsistencies that may lead to delays or legal risk. It can draft solicitation sections including evaluation criteria and instructions to offerors and can assist with preparing source selection materials in a format aligned with federal acquisition regulations. By offering automated quality checks and structured guidance, AI reduces review cycles and supports procurement personnel in producing clear, complete, and confidently compliant documentation.

Award Activities and Notifications

AI-generated drafting continues to add value during award activities, where contracting personnel are often responsible for producing a range of formal notifications and summaries. Task-specific agents can prepare notices of award, communications to unsuccessful offerors, congressional notifications, obligation documents, and award debrief materials. By automating these steps, AI helps shorten the time from selection to award, allowing agencies to obligate funds more quickly and to maintain transparent, well-documented communication throughout the award process.

Post-Award Contract Administration and Oversight

During contract administration, generative AI supports contracting officers and CORs by extracting key details from contractor submissions, summarizing deliverables, identifying potential risks, and flagging missed deadlines. Task-specific AI agents can also draft performance assessment materials such as CPARS entries, ensuring that evaluations are grounded in clear, well-documented observations. These capabilities reduce the administrative burden on oversight personnel, allowing them to focus on addressing risks proactively and ensuring contractor performance remains aligned with mission needs.

Acquisition Program Management and Sustainment

Beyond individual procurement actions, generative AI supports broader acquisition program management. It can draft acquisition strategies, program plans, engineering artifacts, and milestone documentation, all tailored to agency governance frameworks. Task-specific AI agents are also capable of reviewing artifacts for gaps or misaligned assumptions, generating executive-ready summaries of key issues, and supporting decision gate reviews. Over time, task-specific agents can track documentation that requires periodic updates, notify program teams of policy-driven changes, and help maintain continuity across personnel transitions.

"This solution is a powerful example of how generative AI can simplify complex agency workflows. With the right guardrails, AI agents become true teammates - accelerating procurement, improving accuracy, and unlocking new strategic capacity for our clients."

CJ Donnelly
Managing Director, Federal Market Lead at Slalom

AI-Powered Procurement Accelerators

Slalom proposes a three-part solution designed to rapidly introduce AI capabilities into federal procurement workflows while maintaining strong governance and responsible use.

1. OneGov Licensing

A secure, enterprise-grade generative AI platform hosted in a government-aligned environment, available through the GSA OneGov program.

Learn more about OneGov for AI at
https://www.gsa.gov/technology/government-it-initiatives/artificial-intelligence/buy-ai

2. Slalom AI Enablement Bundle

A 5-week program that establishes AI governance and responsible-use policies, adoption and change-management playbooks, workforce training (101/102 training, prompt engineering, safe use) and a "train-the-trainer" model for sustainable, agency-run scaling.

This enablement period equips users with the knowledge needed to engage with the platform responsibly, leverage its capabilities for analysis and drafting, and contribute to the development of repeatable automations that reflect the agency's operating environment.

3. Custom Procurement Automations

Building on this foundation, Slalom develops custom procurement-focused task-specific AI agents that address specific acquisition lifecycle needs. These task-level agents are crafted to generate high-quality acquisition artifacts, identify potential compliance issues, track workflow progress, and support documentation development across pre-award, award, and post-award phases. Because these solutions sit on top of a commercial AI platform rather than inside a rigid acquisition system, they can be iteratively enhanced, tested, and deployed without the multi-year timelines traditionally associated with procurement system modernization.

This modular architecture gives agencies the ability to adopt AI at their own pace, focusing first on high-value workflows and expanding as user proficiency and organizational maturity increase. It also avoids costly system overhauls, instead equipping the workforce with AI capabilities that integrate naturally into their existing tools and daily tasks.

Implementation Approach

Slalom's delivery model is intentionally agile and focused on rapid value realization.

A typical 12-week MVP includes:

- Deployment of agency-selected LLM-based generative AI platforms, such as ChatGPT for Government, Gemini for Government or Claude for Government
- Slalom AI Enablement Package to equip users to engage with the platform
- Design and delivery of platform-hosted custom procurement AI applications and automations (e.g., OpenAI GPTs, Gemini gems etc.)
- Lightweight integration with templates, historical documents, policy repositories, and backlog systems

This timeline is dramatically shorter than multi-year procurement system modernization efforts.

We know that AI will transform roles and work

AI is enhancing work in ways that are impacting many agency roles. As federal agencies continue to modernize operations, it is essential to distinguish which elements of the mission can be effectively automated and which require human expertise. Many operational activities including data consolidation, eligibility checks, case intake triage, financial reconciliations, document classification, and compliance monitoring are highly suitable for automation due to their rule-based, repeatable nature. Automating these workflows increases speed, accuracy, and transparency, enabling agencies to redirect human resources toward complex analytical work, service delivery, and emerging priorities.

At the same time, agencies must safeguard the tasks that require human judgment, empathy, and authoritative decision-making. Activities involving policy interpretation, risk assessment, sensitive beneficiary or stakeholder engagement, cross-agency coordination, and exercise of regulatory authority cannot be delegated to automated systems without compromising mission integrity. Human oversight is essential to ensure fairness, uphold legal and ethical standards, and manage exceptions or edge cases that automated workflows cannot reliably address.

Establishing clear boundaries between automated and human-performed responsibilities—supported by governance, accountability frameworks, and change-management practices—helps agencies mitigate risk while maximizing the value of automation. Explicitly defining automatable tasks within program roadmaps and modernization strategies improves investment decisions, strengthens performance measurement, and ensures alignment with agency missions and federal IT mandates.

Enhance IQ: Aligning Workforce Capabilities to AI Potential

To accelerate AI modernization across an agency, Slalom has created **EnhanceIQ**, an AI-powered tool that takes a job role and breaks into the component tasks. The tool decomposes roles into tasks and evaluates them across 10 key dimensions of work, assessing how much of each task is uniquely human or an opportunity for machine enhancement.

These 10 dimensions are:

Dimension Name	Description
Task Nature	Insights into the inherent characteristics of tasks, helping us assess their suitability for AI augmentation or automation based on their cognitive, emotional, physical, or creative nature.
Work Complexity	Aiding in identifying tasks intricacy that may benefit from AI. Work Complexity encompasses dimensions such as repetitiveness, pattern recognition, variability, adaptability, and novelty.
Collaboration Scope	The extent and nature of collaboration required for tasks help us assess how automation can streamline solo, team-based, customer-facing, cross-departmental, or external collaboration.
Data Profile	The data tasks rely on guiding us to assess processing capabilities, including considerations of data sparsity, structure, unstructured data, dynamics, and historical data usage.
Operational Environment	Evaluating the feasibility of technology within specific environmental contexts, whether they are stable, exhibit controlled variability, are fluid, digital, mixed, or hazardous.
Expertise Requirement	The depth of knowledge or proficiency needed for tasks helps us assess AI's potential. These tasks range from entry level to those demanding pioneering expertise.
Regulatory/Ethical Impact	The regulatory and ethical considerations of ensuring compliance are addressed in automation recommendations. It spans from open environments to tasks with ethical rigidity.
Stakeholder Impact	The broader business implications guide us in weighing the strategic significance of automation, considering aspects like strategic, operational, direct, indirect, financial, and innovation impact.
Risk Profile	The safety and feasibility of tasks across various contexts, including environmental, equipment, operational, change adaptability, safety and compliance, resource, and technology risks.
Resource Demand	The level of resources required, including time, personnel, technology, and material inputs, aids in understanding the task's resource intensity and its implications for increased throughput.

An AI readiness score is then assigned - a reasoned aggregation that evaluates all ten dimension scores (each scaled 0–100) in context and assigns a single 0–100 score that reflects the task's overall potential for AI enablement. Context includes business function, role, organization, and project background. The tool then produces tailored AI use cases alongside skills recommendations to guide targeted upskilling and change management.

Designed for secure deployments, EnhanceIQ operates in a protected environment that safeguards agency data and Slalom IP, with an AWS-based architecture aligned to best-practice endpoint and environment controls. The result is a pragmatic, defensible path to responsible AI adoption that strengthens workforce readiness and accelerates measurable value for public missions.

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Slalom is the world's largest privately owned technology services firm, known for our market-leading digital modernization solutions and our proven record of success serving commercial and public sector clients.

Slalom is not just another government contracting firm or legacy systems integrator. Our federal practice is not a separate entity — the teams that deliver for some of the largest commercial brands in the world are the same teams that deliver for our federal clients.

Slalom brings deep experience in federal and public sector modernization, having supported agencies with mission-critical technology transformations for over 5 years. With over 400 AI coaches, 800 AI engineers, and more than 10,000 cloud and AI certifications, Slalom offers unparalleled expertise in the practical application of AI to complex workflows.

Our partnerships with over 700 of the world's leading technology providers help us fuel innovation and sustainable growth for our customers. We are recognized as a top global partner by leading cloud technology providers with recent awards including:

2025 Google Cloud AI Partner for the Year for Public Sector

2025 Snowflake Global Data Cloud Services AI Partner of the Year

2024 AWS GenAI Consulting Partner of the Year – Global

Learn more at
https://www.slalom.com/us/en/industries/public-social-impact/federal

Authors

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Randy is a senior technology and analytics executive specializing in human–machine teaming, AI risk and security, digital transformation, and the integration of advanced data science into mission operations. Randy brings deep technical expertise shaped by more than two decades across defense, intelligence, and federal civilian missions, including executive leadership roles guiding enterprise AI strategy, governance, and implementation.

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Claire has more than 30 years of experience architecting, delivering, and leading complex technology solutions across the public and private sectors. Known for grounding innovation in practical execution, she oversees delivery quality and technical strategy across Slalom's federal portfolio, ensuring alignment with modernization goals and enterprise-grade engineering standards.

About Slalom

Slalom is a fiercely human business and technology consulting company that leads with outcomes to bring more value, in all ways, always.

From strategy through delivery, our agile teams across 52 offices in 12 countries collaborate with clients to bring powerful customer experiences, innovative ways of working, and new products and services to life. We are trusted by leaders across the Global 1000, many successful enterprise and mid-market companies, and 500+ public sector organizations to improve operations, drive growth, and create value. At Slalom, we believe that together, we can move faster, dream bigger, and build better tomorrows for all.

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