INVOKE PUBLIC SECTOR

DAFITC 2026

Building AI-First Warriors

Lessons from a 10-Day Agentic AI Bootcamp

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WHO WE ARE

From commercial RPA to a government-wide vehicle

Invoke Public Sector is a non-traditional small business delivering intelligent automation and agentic AI for federal missions. We are the AI and RPA Partner to the USAF Center of Excellence, and we build the government capability to sustain what we field.

THE PATH

01
Commercial RPA
Founded in 2019 automating the highest-burden processes for commercial clients.

→

02
Invited into the Air Force
An Air Force office asked us to bring the same practice to government workflows.

→

03
SBIR Phase I
Open topic award in robotic process automation. Concept proven against real mission work.

→

04
SBIR Phase II
Scaled the prototype into fielded capability in the hands of operational users.

→

05
Phase III and IDIQ
A government-wide single-award vehicle for Intelligent Automation-as-a-Service.

FA877124D0003
Contract number

$47M
Ceiling value

Sep 2024 to 2029
Period of performance

Federal Government Wide
Sole-source task orders to any federal agency, no new competition.

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CUSTOMERS

Who We Work With

Seven years of continuous federal delivery, concentrated in the Department of the Air Force and extending across the wider federal mission space.

- AF Business & Enterprise Systems
- AF Office of Special Investigations
- Air Force Audit Agency
- 448th Supply Chain Mgmt Wing
- AF Security Forces Center
- Air University

ALSO SUPPORTING

United States Space Force · Department of Education · Social Security Administration · U.S. Citizenship and Immigration Services · Defense Health Agency

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TRACK RECORD

Proven Delivery Across the Air Force

Citizen Developer Program

USAF & USSF

6,000+ personnel trained and 1,000+ automations supported across the DAF.

Agentic Code Modernization

AF LIFE CYCLE MANAGEMENT CENTER

Multi-agent platform refactoring COBOL, C, and JCL. 10M+ SLOC modernized.

Bouncer Bot

USAF SECURITY FORCES

Automated CJIS visitor vetting, roughly 70% faster, deployed at 12+ installations.

Transcript Automation

COMMUNITY COLLEGE OF THE AIR FORCE

10,000+ records processed in under 60 minutes into SAP ERP.

Criminal Justice Information Management

AF OFFICE OF SPECIAL INVESTIGATIONS

NICS case management with full business rules applied, roughly 90% faster case routing.

Agentic Cyber Suite

IRAD/SOCOM

OCO, DCO, operator training, and CI/CD review pipelines.

PARTNERS AND PLATFORMS

UiPath PLATINUM Partner · UiPath Fast Track Partner · Ideagen DevonWay · databricks · Power Automate · appian

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THE NEED

Automation already worked. The next tier is harder.

The Air Force spent years building an automation workforce, and it paid. Rule-based automation cleared enormous volumes of structured work. What is left is the judgment work, and the question is who inside the Air Force builds it.

THE PRECEDENT · CITIZEN DEVELOPER PROGRAM ACROSS 100+ INSTALLATIONS

6,000+
Airmen and Guardians trained

1,000+
Automations deployed

3M+
Labor hours repurposed

$30M+
Saved against manual effort

THE CEILING

WHERE RULE-BASED AUTOMATION STOPS

- Structured inputs only: fixed screens, known forms, predictable files.
- It breaks when the interface moves. Maintenance grows with the estate.
- Every exception becomes a ticket, and exceptions are the real work.

WHERE AGENTIC AI PICKS UP

- Unstructured input: free text, documents, transcripts, mixed formats.
- Judgment work with exceptions, not one deterministic path.
- Describe the intent instead of diagramming every branch in advance.

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THE PIVOT

We planned one course. We found two rooms.

We built the curriculum for a developer audience. On day one it was clear the room was much wider than that, so we reorganised around what was actually in front of us.

WHO WAS IN THE ROOM

Program and project managers who own requirements, alongside developers ranging from first-week to a cybersecurity degree. Everyone had a reason to be there. Not everyone needed the same ten days.

HOW WE ADAPTED

We split lectures from labs, ran the functional group on its own design work, gave fast finishers supplemental builds, and by week two had the room in three teams pairing functional with technical.

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THE AGENDA

Ten days, forty sessions, three teams

Days 1 to 7 ran as a single room with breakouts by level. On day 8 the cohort split into three teams, each taking a real pain point its functional members had named back on day one.

WEEK ONE · FOUNDATIONS AND CORE SKILLS

01	**Foundations, repo, first calls**	Tokens, context windows, truncation, cost
02	**Prompt engineering mastery**	Rubrics, chaining, JSON schemas, logging
03	**AI-assisted development**	Where AI shines and fails, tests keep AI honest
04	**Working with AI APIs**	Reliability, retries, caching, code-review bot
05	**RAG and tool calling**	Chunking, hybrid search, three-call agent lab
06	**Agents in real workflows**	Scoping, guardrails, red-team, approval gates
07	**Frameworks and vibe coding**	LangChain, LlamaIndex, AutoGen, Continue.dev

WEEK TWO · BUILD

08	Kickoff, scoping, architecture, first working slice
09	Sprint, peer review, evaluation harness, demo script
10	Final polish, dry runs, presentations, debrief

Demo Day was a ten minute demonstration and five minutes of questions per team, scored on problem clarity, impact, grounding, safety, and telemetry.

HOW EACH DAY RAN

Four sessions a day
I do, we do, you do. The third step is where a mixed room separates.

Paired by role
Functional Lead owns the problem, Technical Lead owns the build.

A deliverable every session
A scorecard, a tool-call trace, a parse rate. Never a lecture alone.

Breakouts by level
Prefilled Colab kept the floor low, an advanced track kept fast finishers busy.

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DEMO DAY

What they actually shipped

Three teams, three days of build time, one working demonstration each. The functional members brought the problems, the technical members brought the build, and the AI carried the volume.

TEAM 01

CAC-driven inventory

Replaced a manual property accountability step. Scan a CAC, record what goes in and what goes out, and the transaction binds to the cardholder automatically instead of being reconciled by hand afterward.

TEAM 02

Cross-platform ATAK fork

Forked the repository and built clients in Kotlin for both Android and iOS, with improved GPS pinning and Air Force specific integrations. Features were split across the team, branched, and merged over three afternoons.

HOW THREE DAYS WAS ENOUGH

- Teams ran their own mini-sprints, one feature per person, each on a branch.
- AI coding assistants including Codex carried the volume; humans carried the integration.
- A technical lead circulated full time to unblock and debug rather than build.
- Scope was set on day one from a real pain point, not invented on day eight.

People who could not open a terminal on day one were merging branches on day nine. Every one of these builds stayed with the Air Force, owned by the Airmen who wrote it. That is organic capability, not another contractor dependency.

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THE FEEDBACK

What they said, and what stuck

Anonymous exit survey on the final afternoon. Scores on the left, and on the right what people named when asked, unprompted, what they learned.

THE SCORES

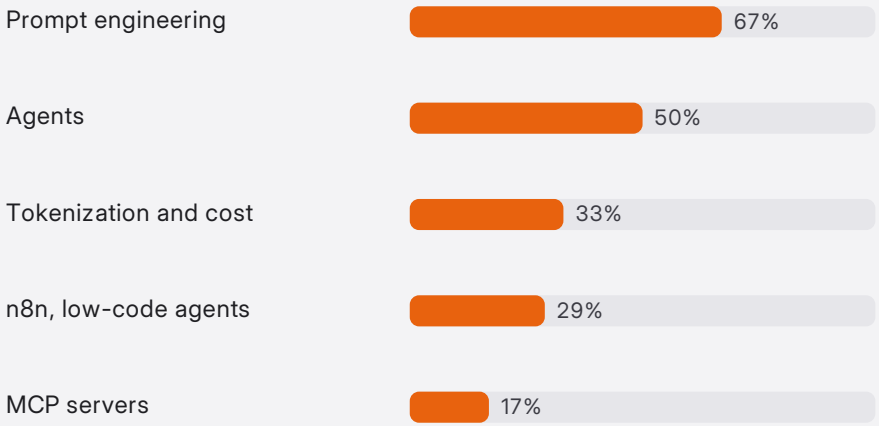
62%
learned practical uses of AI

71%
would recommend it

67%
expect to use the skills

54%
want the next level

WHAT STUCK, UNPROMPTED



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TAKEAWAYS

Shaping the Curriculum

Neither of these is an AI problem. They are the classroom fundamentals that decide whether any technical training lands.

01

Do not mix the audiences

38% said the skill spread broke the labs

- Newer developers lost the thread in week one. Labs assumed Python fluency a third of the room did not have.
- Experienced engineers wanted harder use cases and a requirement to build, not optional exposure.
- Program managers needed the concepts tied to requirements, not to a notebook.

02

The environment is curriculum

46% raised setup, access, or approvals

- Tools that would not run on GFE or NIPR without a developer machine most attendees did not have.
- Labs written against the open internet behaved differently on AFNET, and got debugged live in front of the class.
- Time spent troubleshooting on day one is time not spent learning.

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TAKEAWAYS

Shaping the Delivery

Both are delivery decisions rather than curriculum decisions, and both are cheap to get right the second time.

03

Hybrid splits the room

33% raised it

- Explanations given to the virtual bridge did not reach the conference room, and the reverse happened just as often.
- Room audio and shared screens made lectures hard to follow for both groups.
- Mixed teams could not collaborate on the build without shared version control.

04

Publish the plan and hold it

29% raised it

- We adapted the schedule mid-course, including a pivot toward a hackathon format around day five.
- Participants went with it, but several said the churn cost them more than the flexibility gained.
- Adapt inside the day. Do not move the arc once the room has seen it.

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WHERE IT IS NOW

The course is no longer a two-week event

Those four takeaways went into the product rather than into a report. Four cohorts have run on the redesigned model since, inside and outside the Air Force.

TWO TRACKS, RUN SEPARATELY

AI Engineering Technical

Developers and technical staff. Beginner and advanced stream separately inside it.

Generative AI Functional

Program and project managers, analysts, executives. Concepts tied to requirements.

Only three or four hours genuinely overlaps, so we no longer share a foundations block.

AND IT KEEPS RUNNING AFTER THE LAST DAY

A live platform, not a slide pack

Every cohort keeps a curated library of lessons, plus video, podcast, and deck versions of each topic for however they learn best.

An assistant that knows the course

An AI tutor scoped to that cohort's own material, so questions get answered against what they were actually taught.

Questions people will not ask aloud

Live polling and anonymous questions during lecture, tied to the slide that was on screen when the question came in.

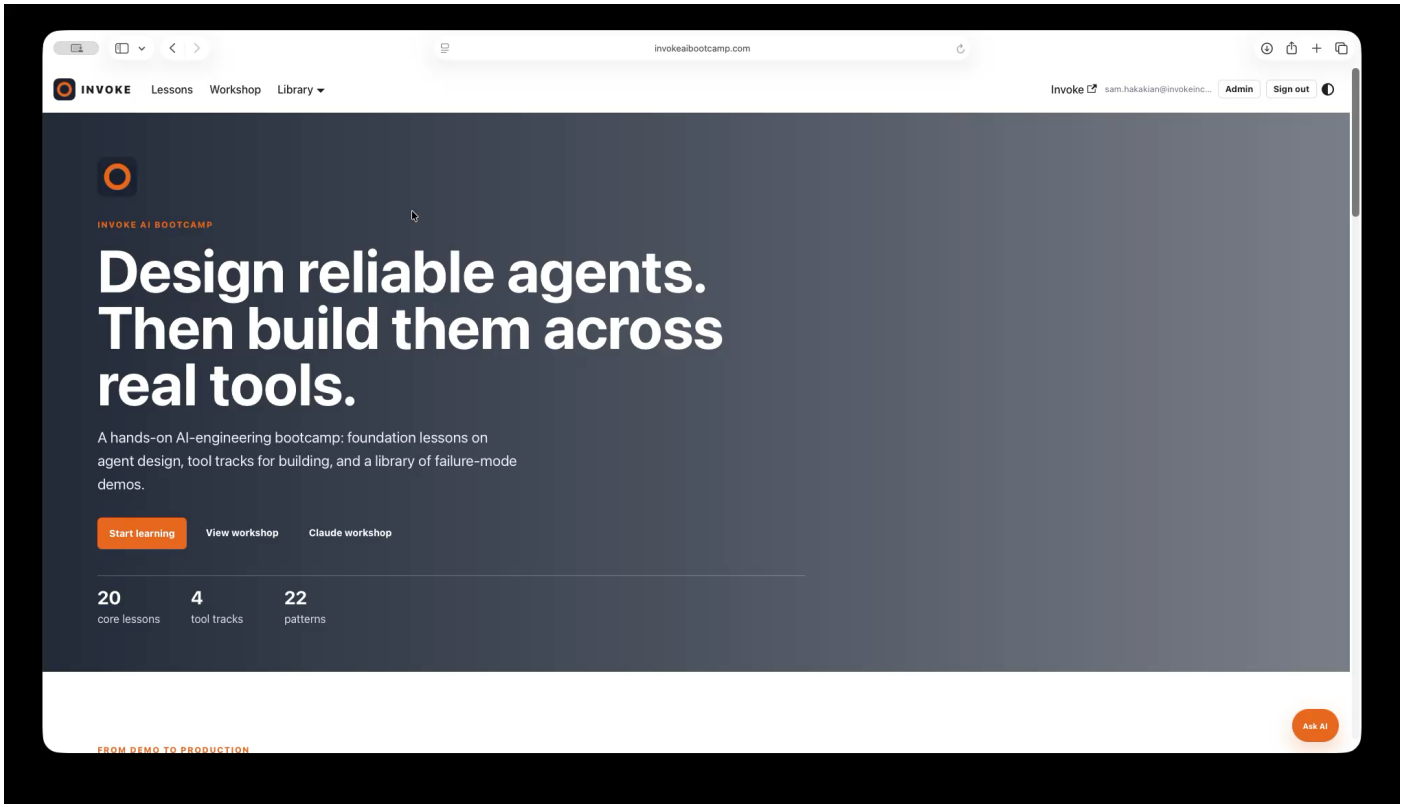
It does not go stale

A background agent checks pages against current model behavior and flags what has drifted, so the curriculum keeps pace with the tooling.

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ONGOING TRAINING

Invoke AI Bootcamp Virtual Classroom



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Thank You

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Capability Brief

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