

Experiential and Developmental Opportunities

The AAC continues to emphasize the importance of developmental opportunities and operational experience as a significant component in the AL&T Workforce member's career path.

The most prestigious developmental opportunity is the Competitive Development Group (CDG) Program. This program selects high potential professionals to participate in a three-year program of specialized cross-functional training and advanced developmental assignments in various acquisition fields.

In addition to developmental assignments, the AAC affords professionals the opportunity to participate in a tour of duty at locations such as the National Training Center and Korea. It is of paramount importance to the Army that AL&T Workforce personnel engaged in or responsible for materiel/weapons acquisition acquire knowledge and experience of the environment in which soldiers and their equipment must operate. These operational experiences provide AL&T Workforce members the chance to gain first-hand experience and insight on how the Army fights and the Army's Table of Organizations and Equipment (TO&E) functions and structure.

Competitive Development Group



CDG is a competitive program that offers high potential CE with a Level III certification (who are GS-12/GS-13 or demo broadband converted equivalent and AAC civilian personnel) expanded training, leadership and other career development opportunities.

The CDG program is an intensive effort requiring full commitment to the program and the IDP. During years two and three of the program, CDG members are required to apply to the Army’s PM and Acquisition Command Selection Boards. Failure to apply shall result in removal from the CDG program.

Primary selectees will be assigned to a centrally funded generic training NH-III level position requirements document on the Acquisition Support Center (ASC) Table of Distribution and Allowances (TDA). ASC participates in the DOD Civilian Acquisition Workforce Demonstration Project.

Graduates who have not obtained permanent placement at the close of the three-year program shall be provided two permanent lateral (not promotion) position opportunities. In the event that the CDG member declines both of these positions, no further voluntary position placement will be offered. The program mobility agreement will be invoked and the CDG member will be removed from the AAC.

**SPECIAL REQUIREMENTS/
PREREQUISITES:**

Refer to the CDG policy Web site.

WHO MAY APPLY:

- Must be a current permanent Department of the Army employee in a Career or Career Conditional Status.
- A GS-12/GS-13 or in an equivalent Demonstration Project broadband; AAC Member or CE NLT announcement closing date.
- Be certified at Level III in an ACF.

LENGTH:

Three years

LOCATION:

Program selectees are assigned to a centrally funded generic position description on the Army Acquisition Executive Support Agency (AAESA) TDA during participation in the program. CDG members are detailed to developmental assignment profiles throughout the acquisition community based on individual education, experience and training needs, as well as current or anticipated needs of the Army.

HOW TO APPLY:

Access the ASC Web site at <http://asc.army.mil/programs/cdg/> for the CDG announcement.

PROGRAM DATES:

See announcement

Regional Rotational Developmental Assignment Program

The Regional Rotational Development Assignment Program is a locally managed program with central oversight by the DDACM and ACOM. It is a program established to support the AAC's objective of having a highly skilled and multi-functional workforce. It is structured to allow AL&T Workforce members to gain experience in another career field, another organization and/or another commodity while being maintained on the parent organization's TDA. The members have the opportunity to develop required acquisition/leadership skills, while at the same time, gaining career-enhancing experience. Although a one-for-one swap cannot be guaranteed, every effort will be made to ensure each organization releasing an individual to participate in the Program will benefit from receiving an individual as well.

- SPECIAL REQUIREMENTS/
PREREQUISITES:** AL&T Workforce members who are certified Level III in their position of record are eligible for developmental assignments in all acquisition career fields. AL&T Workforce members who have not met their position of record certification requirements or if position requirement is less than Level III are restricted to developmental assignments only in the same acquisition career field as their current position.
- WHO MAY APPLY:** Civilian members of the AL&T Workforce currently serving in an acquisition position.
- LENGTH:** Most developmental assignments are expected to last one year, although may vary from six months to two years.
- LOCATION:** Local, commuting distance of the applicant's duty station
- CLPS:** Varies with the length of assignment
- HOW TO APPLY:** Please refer to the Procedures Document at http://asc.army.mil/docs/policy/rdap_policy.pdf for the application requirements.
- PROGRAM DATES:** For the most current dates, go to the ASC Web site for the RDAP announcement at <http://asc.army.mil/programs/rda/>.

Developmental Educational Opportunities

The Army's TWI Program is a one-year work experience training program designed to take selected officers out of the military environment and expose them to the latest civilian business practices, organizational structures and cultures, technology development processes and corporate management techniques. The companies that participate with the Army in this training program are developers of innovative, cutting-edge technologies and/or established business leaders in their respective fields.

HOW TO APPLY: Procedures for AAC officers are available at <https://www.perscom.army.mil/Opfam51/milTraining.htm>.

Operational Experience Opportunity

Operational Experience assignments at various locations are being offered to AL&T Workforce members. This assignment provides participants an opportunity to gain first-hand, foxhole-level experience by permitting them to live, eat and work alongside soldiers in an active army unit of the U.S. Army engaged in a field training exercise (FTE). This training exercise offers a real-life soldier experience at the company, battalion or brigade level. Participants are advised that they may spend up to the entire duration of the FTE deployed in the field.

LENGTH: 10 days

LOCATION: Varies

CLPS: One CLP per hour of interaction/observation in the field setting

PREREQUISITE: Major emphasis is placed on an individual's knowledge and experience of the operational Army. For example, participants must have a level of understanding that provides the member with the basic insights into the Army, roles and basic tactical doctrines. Participant must have appropriate security clearance; pass the Army Physical Fitness Test, administered and scored to the same standard applied to soldiers and pass a standard military physical examination.

WHO MAY APPLY: Civilian and military members of the AL&T Workforce currently serving in an acquisition position and meet the certification requirements of that position and interns who are working/training in the Acquisition Workforce and have at least 24 months experience.

HOW TO APPLY: ACMs will provide guidance to participants of their respective region regarding this training opportunity. A list of ACMs is located at <http://asc.army.mil/contact/acms.cfm>.

PROGRAM DATES: Varies

FOR MORE INFORMATION: Contact your ACM

Contract Administration Branch

Seoul, Korea

Operational Experience assignment at the U.S. Army Contracting Command, Korea is offered to AL&T Workforce members. This assignment provides participants an opportunity to work with the Contract Administration Branch on problem contracts. Problems include numerous contractors going into insolvency and many more into reorganization. Workforce members selected for this operational experience are assigned to the Army's most forward deployed command. Participants are deployed to different locations within the command's theater of operations, based on mission requirements.

**SPECIAL REQUIREMENTS/
PREREQUISITES:**

This assignment is open to all AL&T Workforce members; however, knowledge of contracting, simplified purchasing and administrative experience will be beneficial to participants. Participants must receive a Status Of Forces Agreement visa from the Korean Consulate with their TDY orders for this assignment. Participants in this assignment must be able to sustain wearing Mission Oriented Protective Posture (MOPP) IV gear (gas mask, protective clothing, etc.) for short periods of time.

WHO MAY APPLY:

Civilian and military members of the AL&T Workforce who currently serve in an acquisition position and meet the certification requirements of that position.

LENGTH: Four months

LOCATION: Seoul, Korea

CLPS: 28 (7 CLP per month of developmental assignment)

HOW TO APPLY:

ACMs will provide guidance to participants of their respective region regarding this training opportunity. A list of ACMs is located at <http://asc.army.mil/contact/acms.cfm>.

PROGRAM DATES:

Scheduled at preference of AL&T Workforce member in coordination with the Contract Administration Branch.

National Training Center Orientation Visits

Operational Experience Opportunity

Orientation visits are being offered to AL&T Workforce members at the National Training Center, Fort Irwin, CA. The program is designed to introduce the participant to Army field operations. The orientation includes Command and Opposing (enemy) Force (OPFOR) briefings, tour of the Operations Center, instrumentation orientation and ride with the OPFOR to a training engagement.

- SPECIAL REQUIREMENTS/
PREREQUISITES:** General knowledge and experience of the operational Army. Participants should have a level of understanding of the Army, its roles and basic tactical doctrines.
- WHO MAY APPLY:** Civilian and military members or teams of the AL&T Workforce who currently serve in an acquisition position and meet the certification requirements of that position and interns who are working/training in the Acquisition Workforce and have at least 24 months experience.
- LENGTH:** Two days
- LOCATION:** National Training Center
- CLPS:** One CLP per hour of interaction/observation in the field setting
- HOW TO APPLY:** ACMs will provide guidance to participants of their respective region regarding this training opportunity. A list of ACMs is located at <http://asc.army.mil/contact/acms.cfm>.
- PROGRAM DATES:** Varies

Science Advisor Assignments

National Training Center, Fort Irwin, California

This assignment provides participants an opportunity to gain first-hand experience of how the Army operates in a field environment. The National Training Center (NTC) offers realistic and demanding training for acquisition personnel who are provided unfiltered insight into the employment and support of Army systems and equipment. Science advisor assignments are two to four months in duration. This assignment offers acquisition personnel the opportunity to rotate through the Army Materiel Command's Science Advisor Office. Individual's primary role focuses on serving as a vital communications link between the soldier and the research and development community.

- SPECIAL REQUIREMENTS/
PREREQUISITES:** Major emphasis is placed on an individual's knowledge and experience of the operational Army. For example, participants must have a level of understanding that provides the member with the basic insights into the Army, its roles and basic tactical doctrines. Another determining factor includes an understanding of real-world sustainment and how the Army fights as a joint/combined team.
- WHO MAY APPLY:** Civilian and military members of the AL&T Workforce who currently serve in an acquisition position and meet the certification requirements of that position.
- LENGTH:** Two to four months
- LOCATION:** National Training Center
- CLPS:** 14 to 28 (7 CLPs per month of developmental assignment)
- HOW TO APPLY:** ACMs will provide guidance to participants of their respective region regarding this training opportunity. A list of ACMs is located at <http://asc.army.mil/contact/acms.cfm>.
- PROGRAM DATES:** Military training rotations occur throughout the year. AL&T Workforce members wanting to participate in this program will be scheduled in accordance with the rotations.

Airborne Operations

Soldier Biological-Chemical Command (SBCCOM) Greening Program

Operational Experience assignment at Fort Polk, LA, is offered to AL&T Workforce members. This assignment provides participants an opportunity to gain first-hand experience of what goes on during the planning and execution of mass tactical ground operations. Some of the events individuals will observe/participate in may include: manifesting and preparing for deployment at Company and Battalion level, tactical and weapons training at the unit level and redeployment operations. This program is designed to familiarize participants with the primary facets of Army tactical operations. Orientation visits are arranged for groups ranging in size from 1-10 individuals. Interested personnel may apply either as a group or as an individual. Groups that apply must include the names and required information for each member of the group in the application. Individuals who apply and who are not part of a group will be assigned and/or formed into a group.

- SPECIAL REQUIREMENTS/
PREREQUISITES:** Major emphasis is placed on an individual's knowledge and experience of the operational Army. For example, participants must have a level of understanding that provides the member with the basic insights into the Army, roles and basic tactical doctrines. Participants should have a general understanding of real-world logistics and sustainment and how the Army fights as a joint/combined team.
- WHO MAY APPLY:** Civilian and military members of the AL&T Workforce who currently serve in an acquisition position and meet the certification requirements of that position and interns who are working/training in the acquisition workforce and have at least 24 months experience.
- LENGTH:** Five days
- LOCATION:** Joint Readiness Training Center (JRTC), Fort Polk, LA
- CLPS:** One CLP per hour of interaction/observation in the field setting
- HOW TO APPLY:** ACMs will provide guidance to participants of their respective region regarding this training opportunity. A list of ACMs is located at <http://asc.army.mil/contact/acms.cfm>.
- PROGRAM DATES:** Individuals/groups must identify which fiscal quarter they would prefer to attend.