



# PARC Conference



July 13, 2006





# PARC Conference Agenda

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DAU Overview

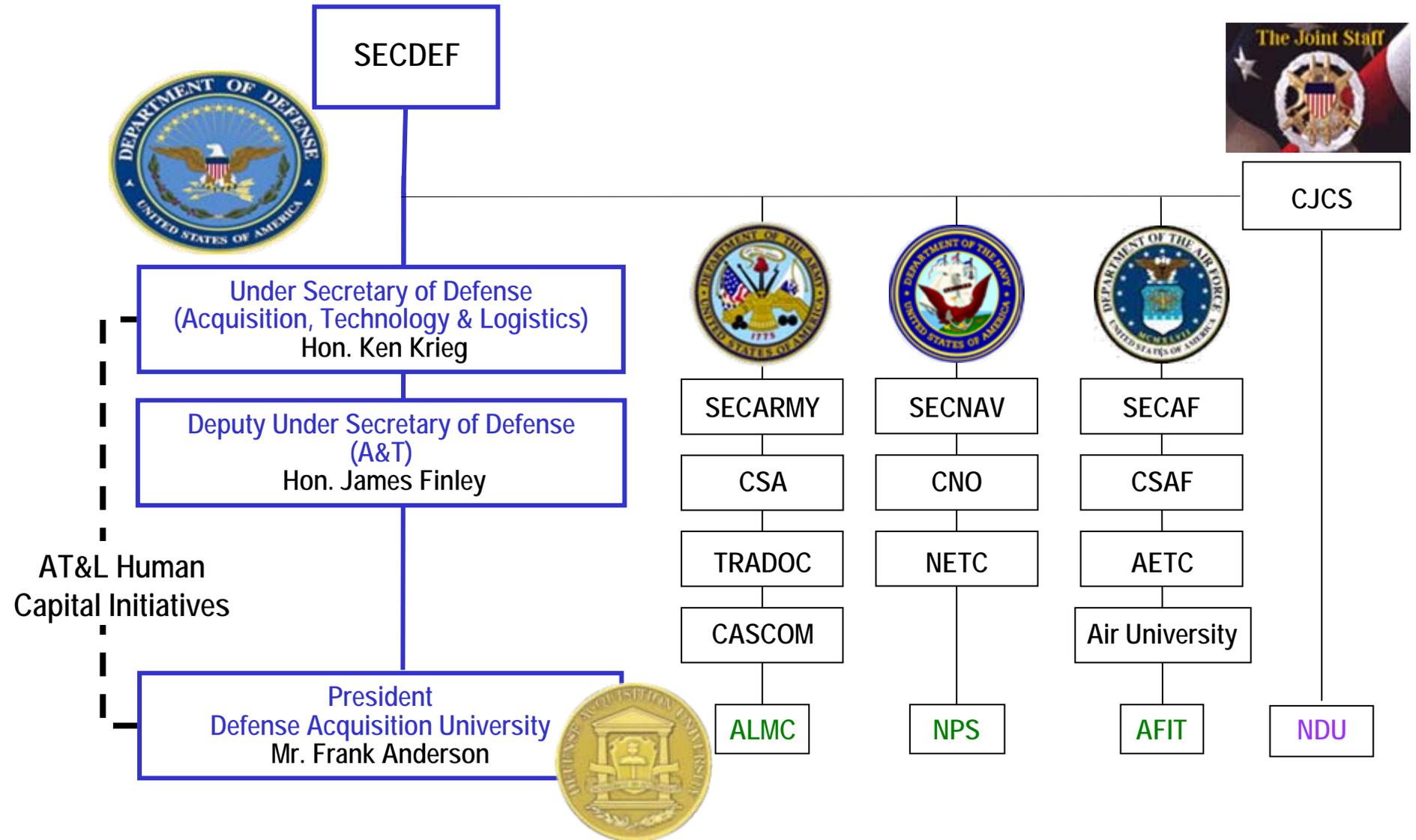
AT&L Performance Learning Model

Contracting Career Human Capital Update

Contracting Learning Assets Update



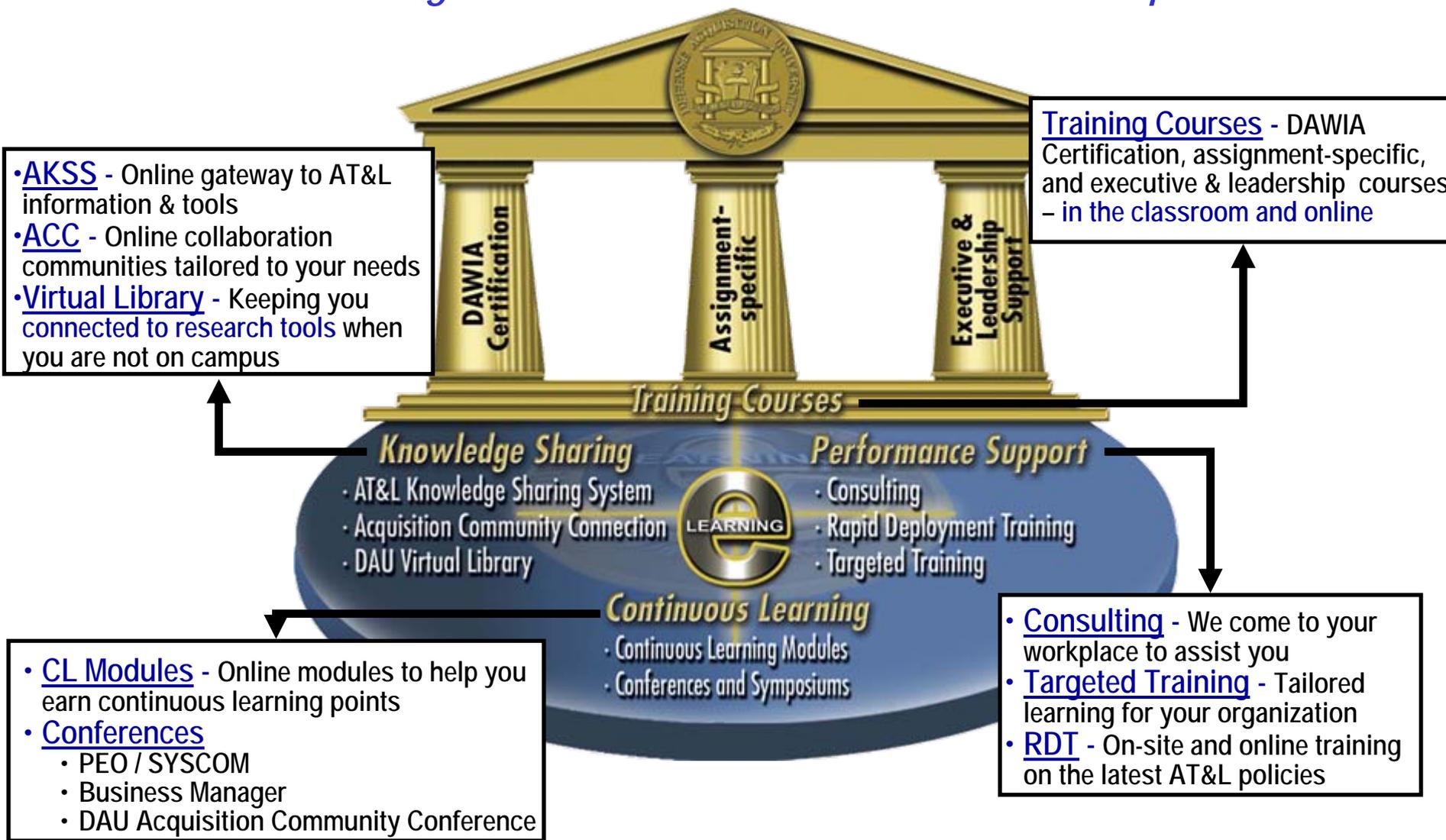
# DAU within DoD





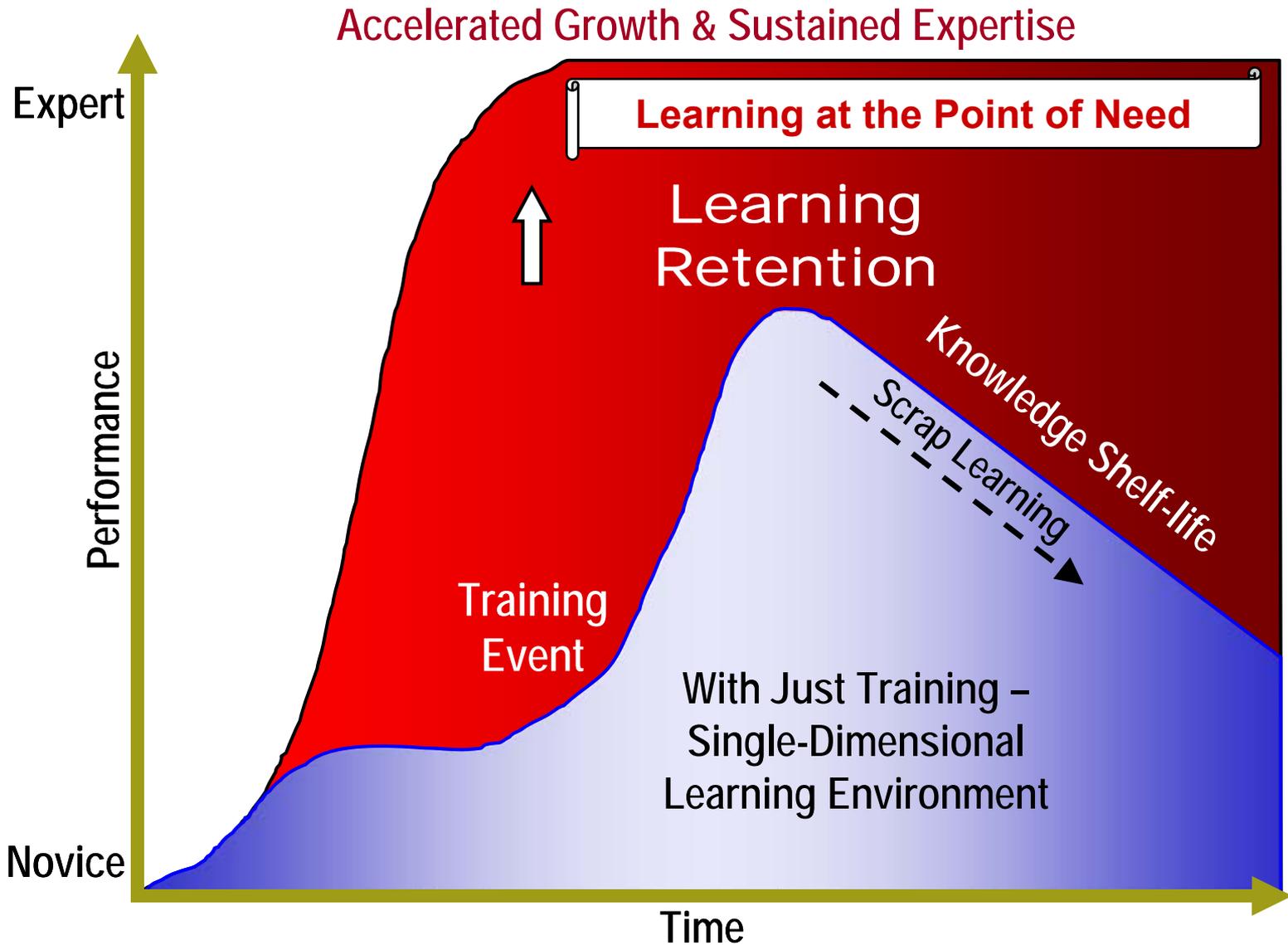
# AT&L Performance Learning Model

*24/7 Learning Assets for the Classroom and the Workplace*





# Benefits of AT&L Performance Learning Model



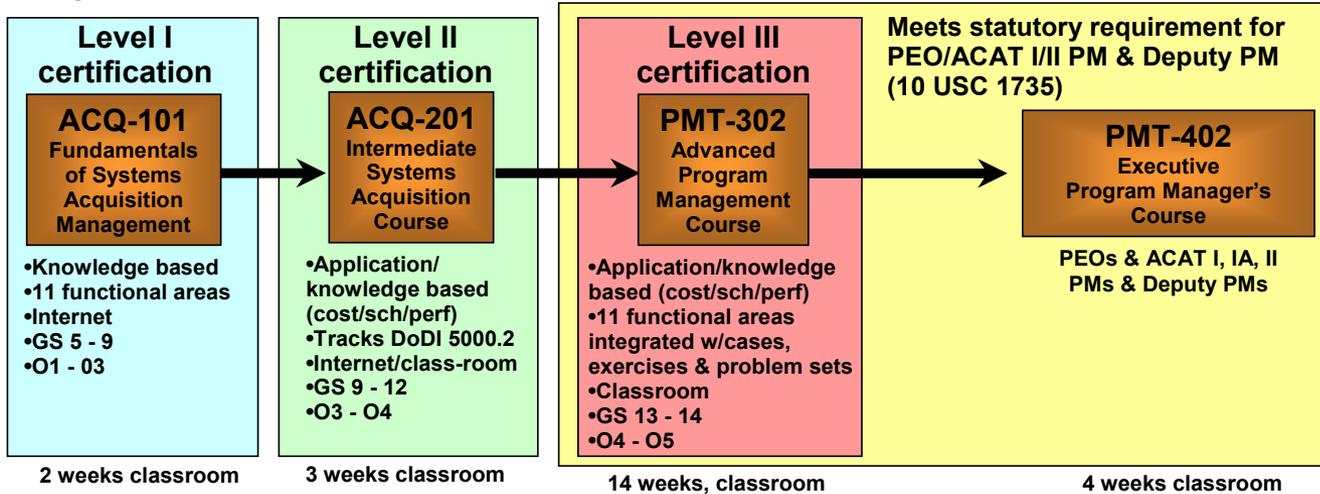


# DAU Curriculum Reengineering

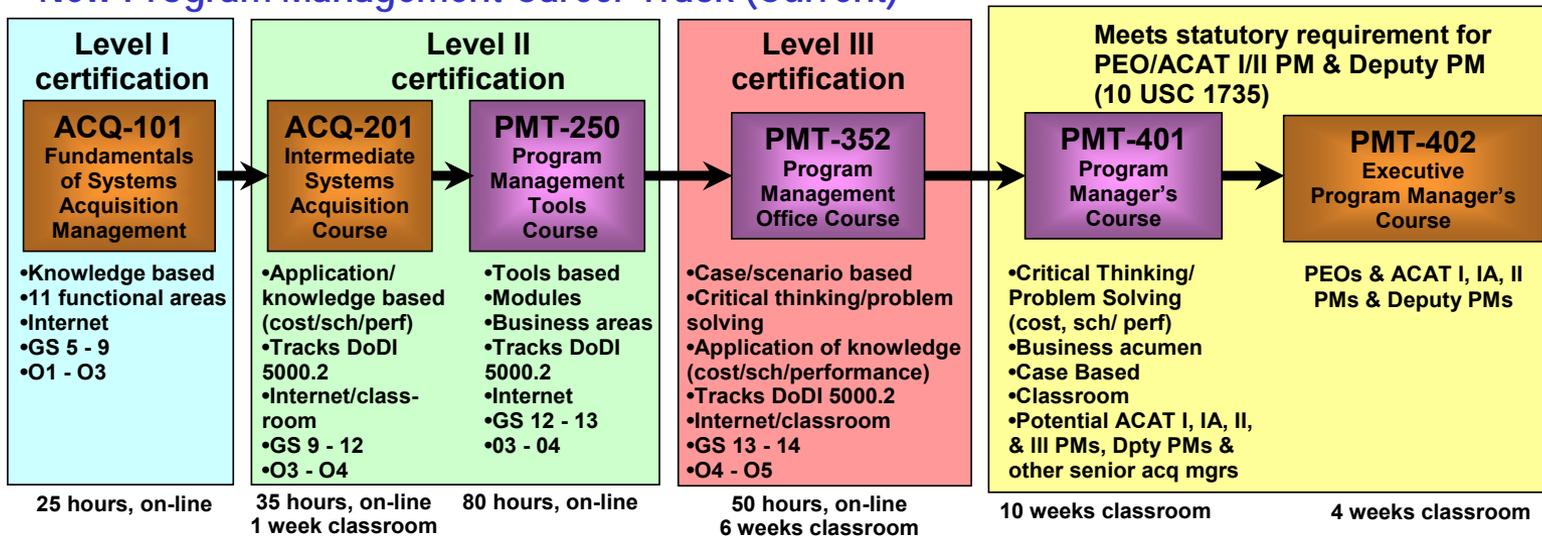
## Program Management Career Track (FY01)

DAU Director, Center for PM,  
15 September 2001

-  current courses
-  new courses
-  Level I Cert
-  Level II Cert
-  Level III Cert
-  Title 10 PEO/PM



## New Program Management Career Track (Current)





# Reaching the Workforce



■ Resident  
■ Web



# Performance Support. . .

DAU faculty come to your workplace

Expands concept of learning beyond the course

– **Onsite consulting** - to help solve workplace issues.

Examples:

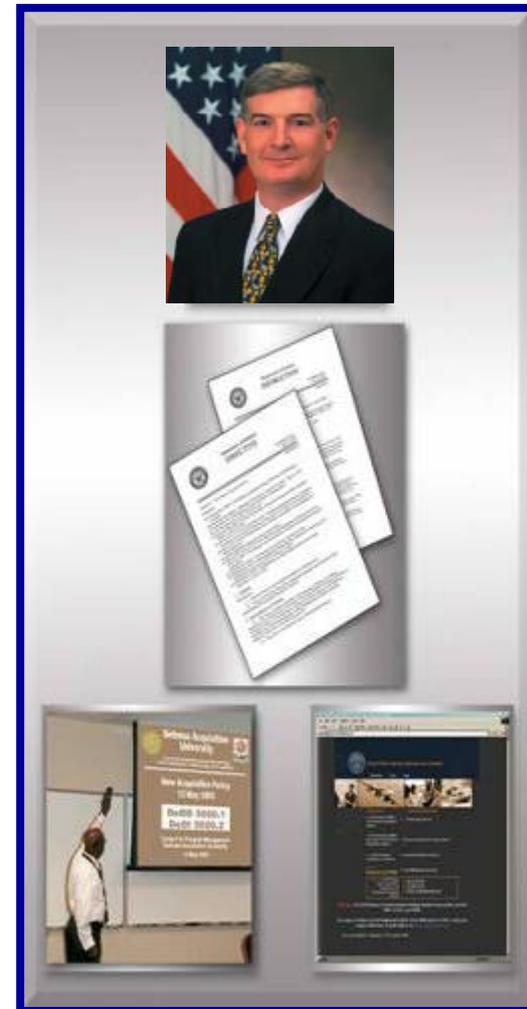
- Measuring a Program Manager's Probability of Program Success
- Performance-based Logistics
- Program Startup Workshop
- **Tanker Lease Study**

– **Targeted training** - customizing DAU learning products to meet organizational needs. Over 49 modules.

– **Rapid Deployment Training of AT&L Initiatives.**

Examples:

- DoD 5000, CJCS 3170, PPBE, UID, Corrosion Control

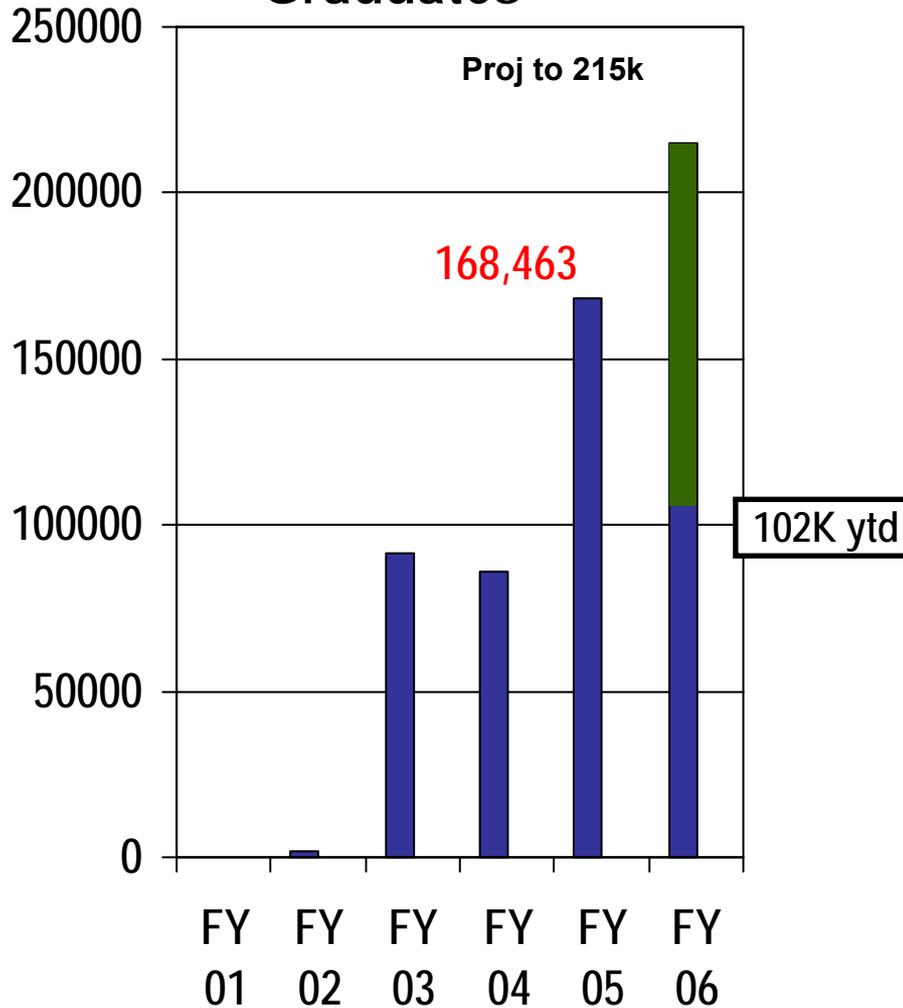


*Experience Immediate Training On New Policy Initiatives*

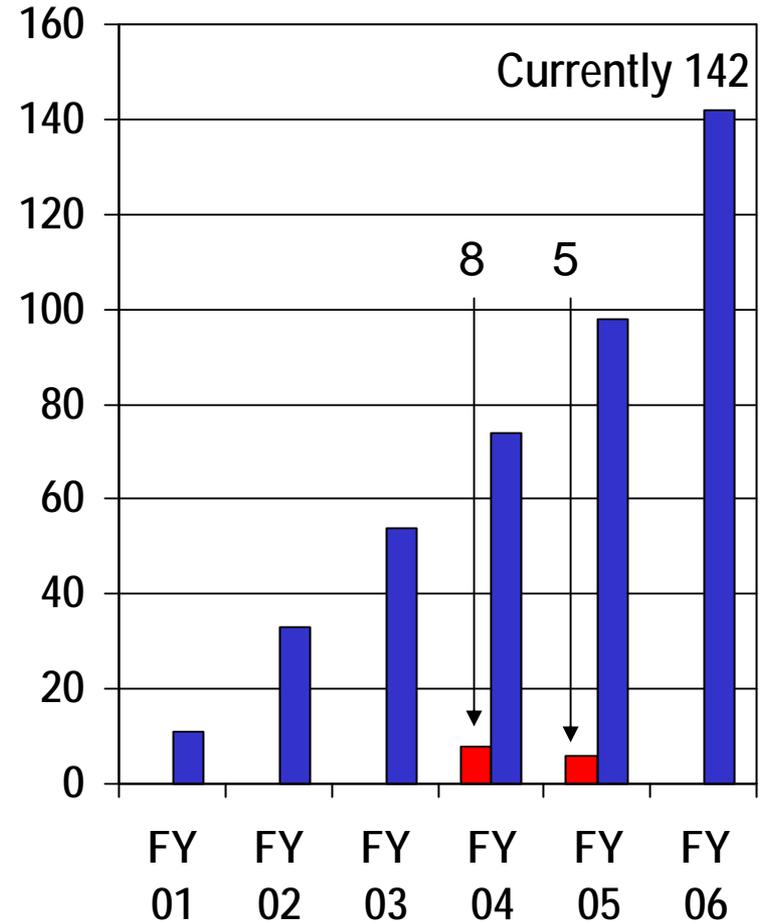


# Continuous Learning Growth

## Continuous Learning Center Graduates



## Continuous Learning Center Modules



Note: Modules have been turned off as they become obsolete.



# DoD AT&L Knowledge Sharing System - AKSS

## FAR/DFARS

## New AT&L Policy



Acquisition Resource Center with 5000 and JCIDS

Integrated Framework Chart



## Guidance and Experts



Defense Acquisition Guidebook



Career Field and Business Process Online Knowledge Communities

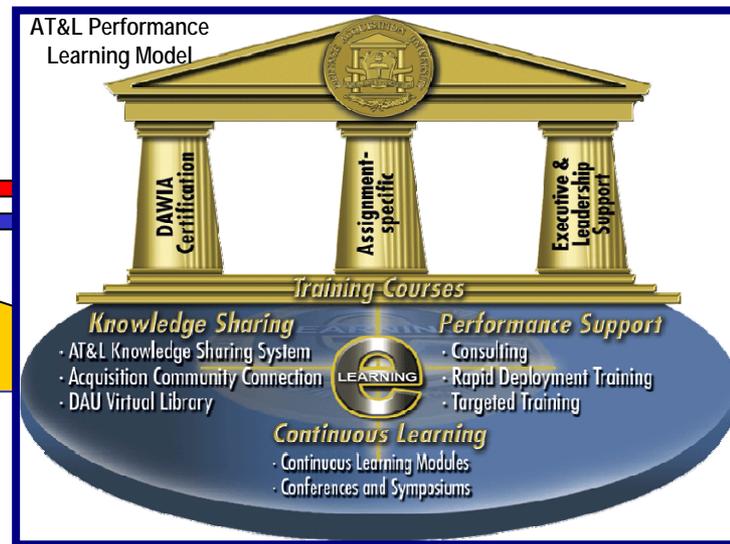
Ask a Professor

# Gateway to Policy, Processes, Tools and Experts



# FY 05 Knowledge Sharing

AT&L Performance  
Learning Model



## Knowledge Sharing System:

- **19,700** people per week visited online AKSS
- Over **420,000** contact hours on AKSS
- **2,350,800** page views per month AKSS
- Ask A Professor: 1,335 answered - 94% Response Rate
- Defense Acquisition Guidebook **450,000 visitors** in first year

## Communities of Practice:

- **13,935** registered members of the ACC
- Over **355,654** contact hours on ACC
- Over **46,130 knowledge contributions** to ACC
- Over **377** collaborative **workspaces**
- Restructured 3 major communities, added 8 new Special Interest Areas, advanced EVM to CoP status
- New FY 05 Workspaces (Unique Sample Only)
  - Competitive Sourcing, Contingency Contracting, Contractors Accompanying the Force, Competitive Sourcing, Hurricane Katrina, Joint Rapid Acq., Naval Enterprise Open Architecture, Strategic Sourcing
- Over **10 Million** page views on ACC for FY05

**Access the ACQUIRE search engine and User's Guide**

- DAU Homepage
- Training Courses
- Continuous Learning
- Knowledge Sharing
- Performance Support
- ACQUIRE Home
- Search
- Topic Search
- About
- Other Knowledge Gateways
- Search Help
- Suggest A Site

**The enterprise search engine for DAU assets**

ACQUIRE Menu

Select Site(s) to search

Most Popular Searches Terms

# ACQUIRE

Search [Topic Search](#)

Search

Search Titles Only

## Search Selected Sites

- DAU Homepage
- AT&L Knowledge Sharing System (AKSS)
- Acquisition Community Connection (ACC)
- Defense Acquisition Guidebook (DAG)
- Ask A Professor (AAP)
- Browsible Courseware (CL&DL)

## Other Search Engines

- [OSD ACQWeb](#)
- [Alta Vista](#)
- [Defense Link](#)
- [YAHOO](#)
- [FastSearch.com](#)
- [Google](#)
- [Google \(.mil only\)](#)

The appearance of these hyperlinks does not constitute endorsement by the Defense Acquisition University of these web sites or the information, products or services contained therein. These links are provided consistent with the stated purpose of this DoD web site.

Topic Search via DAU Taxonomy

Search by Title

Federated Searches with Other Search Engines

- Top 5 Searches**
- [Acquisition Training](#)
  - [Analysis of Alternatives](#)
  - [Training Modules](#)
  - [Joint Mission Areas](#)
  - [Cost Benefit Analysis](#)

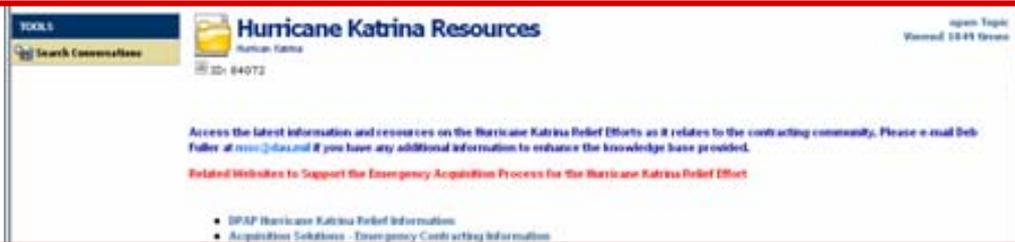


# Real-time Performance Support and Access at the Point of Need

Performance  
concept of le  
the course...  
Special File

**“Federal agencies still were doing Hurricane Katrina damage assessment when the Defense Acquisition University set up its Hurricane Katrina Community of Practice”**

**Katrina  
Contingency  
Support**



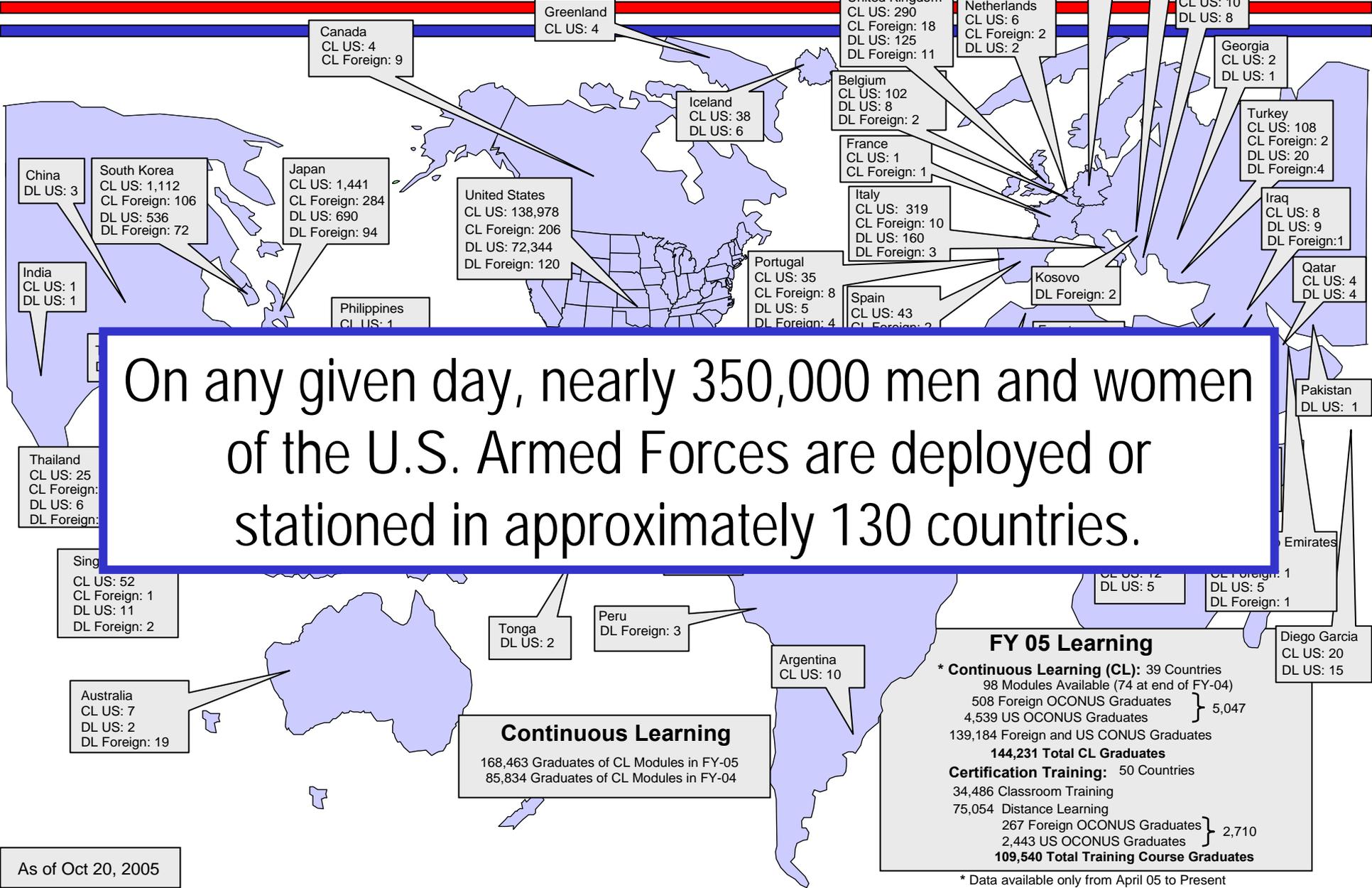
**“Its goal is to connect procurement staffers across government and industry and speed transmission of knowledge and successful techniques”**

*Government Executive Magazine Oct 05*





# Reach



On any given day, nearly 350,000 men and women of the U.S. Armed Forces are deployed or stationed in approximately 130 countries.

**Continuous Learning**  
 168,463 Graduates of CL Modules in FY-05  
 85,834 Graduates of CL Modules in FY-04

**FY 05 Learning**

- \* **Continuous Learning (CL):** 39 Countries  
 98 Modules Available (74 at end of FY-04)  
 508 Foreign OCONUS Graduates  
 4,539 US OCONUS Graduates } 5,047  
 139,184 Foreign and US CONUS Graduates
- 144,231 Total CL Graduates**
- Certification Training:** 50 Countries  
 34,486 Classroom Training  
 75,054 Distance Learning  
 267 Foreign OCONUS Graduates } 2,710  
 2,443 US OCONUS Graduates
- 109,540 Total Training Course Graduates**

As of Oct 20, 2005

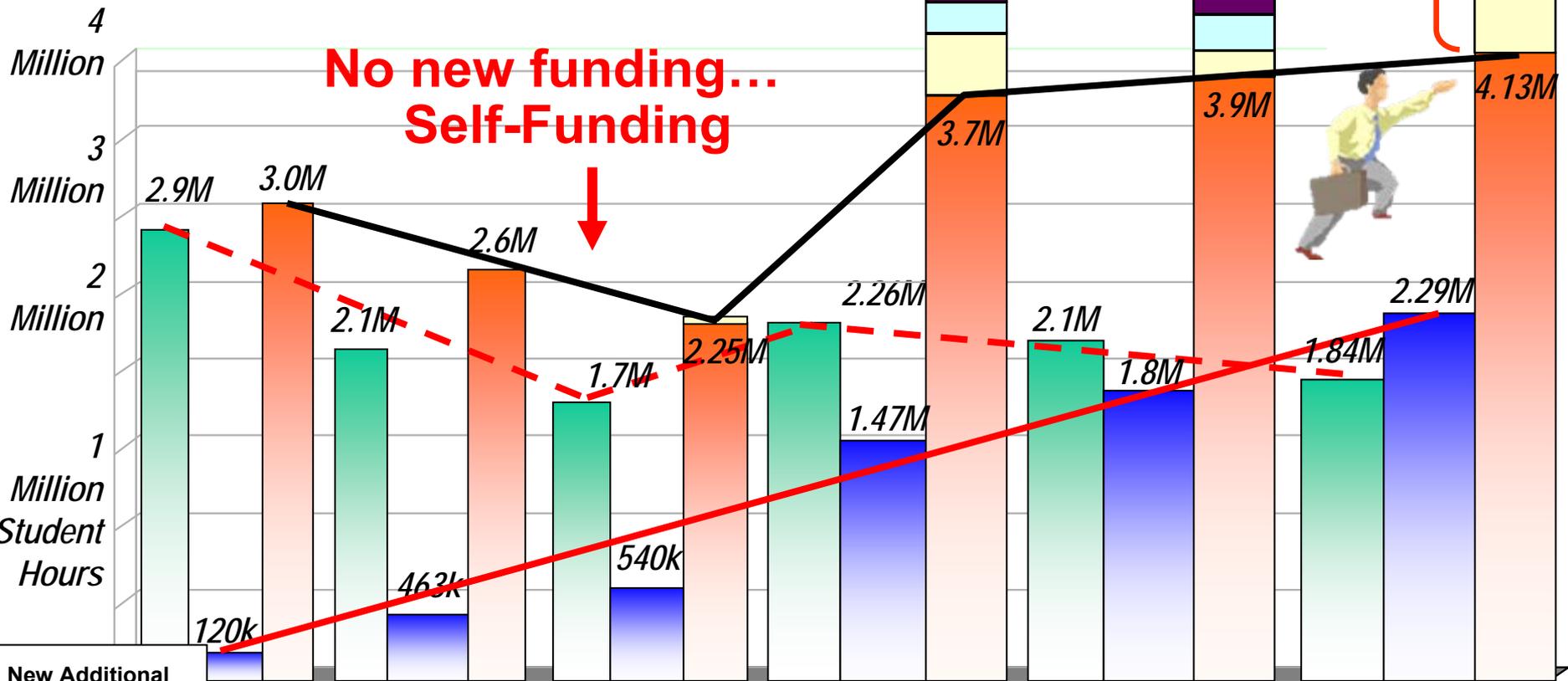
\* Data available only from April 05 to Present



# Network-Centric Transformation

Learning Asset Availability

Certification Training Student Hours (Millions)



- New Additional Hours**
- Perf Spt Hours
  - RDT Hours
  - ACC Site Hours
  - AKSS Site Hours
  - CL Module Hours

**Students**      ➔ Classroom      ➔ Online      ➔ Total

**Total Learning & Development Hours**

FY 00	FY 01	FY 02	FY 03	FY 04	FY 05
3,020,000	2,563,331	2,260,382	4,600,223	4,724,900	5,725,219

**150% Growth 02 -05**



# Strategic Partnerships

Enhancing learner opportunities by establishing partnerships with institutions of higher learning, industry, professional associations, and other agencies.



Credit for DAU courses toward degrees

New Initiative with Webster University:  
Individuals with **Level II DAWIA Certification** in the Contracting Career Field are awarded **9 semester hours of graduate credit** toward MBA or MA in Procurement and Acquisition Management or MA in Management



# Contracting Career Field Human Capital Update





# The Top Strategic Goal -- People

*"A High-performing, Agile, Motivated, Ethical Workforce"*



**The # 1 Goal  
of the Under Secretary of Defense  
for Acquisition, Technology, and Logistics  
is  
PEOPLE**

**Specifically an  
Integrated, Strategic Approach to Human Capital  
Management.**



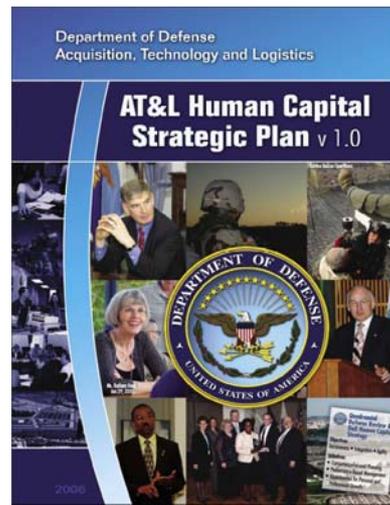
# AT&L Workforce Human Capital Strategic Plan

## Five AT&L Human Capital Goals

1. Aligned and integrated workforce efforts -- with DoD Human Capital Initiatives
2. Decentralized "force" planning and workforce management
3. Data-driven workforce analysis and decision-making
4. Mission-responsive workforce strategies and workforce development
5. Communicate on "People" Initiatives -- workforce-wide

## Tasks/Initiatives – Examples

- Improve workforce data, gap-analysis and transparency to improve strategic human capital decision-making
- Performance Management
- AT&L workforce competencies validation
- Improve workforce certification framework (Core Plus)
- Improve workforce development and job performance resources
- Share and migrate workforce best practice initiatives across components





# DoD AT&L Workforce

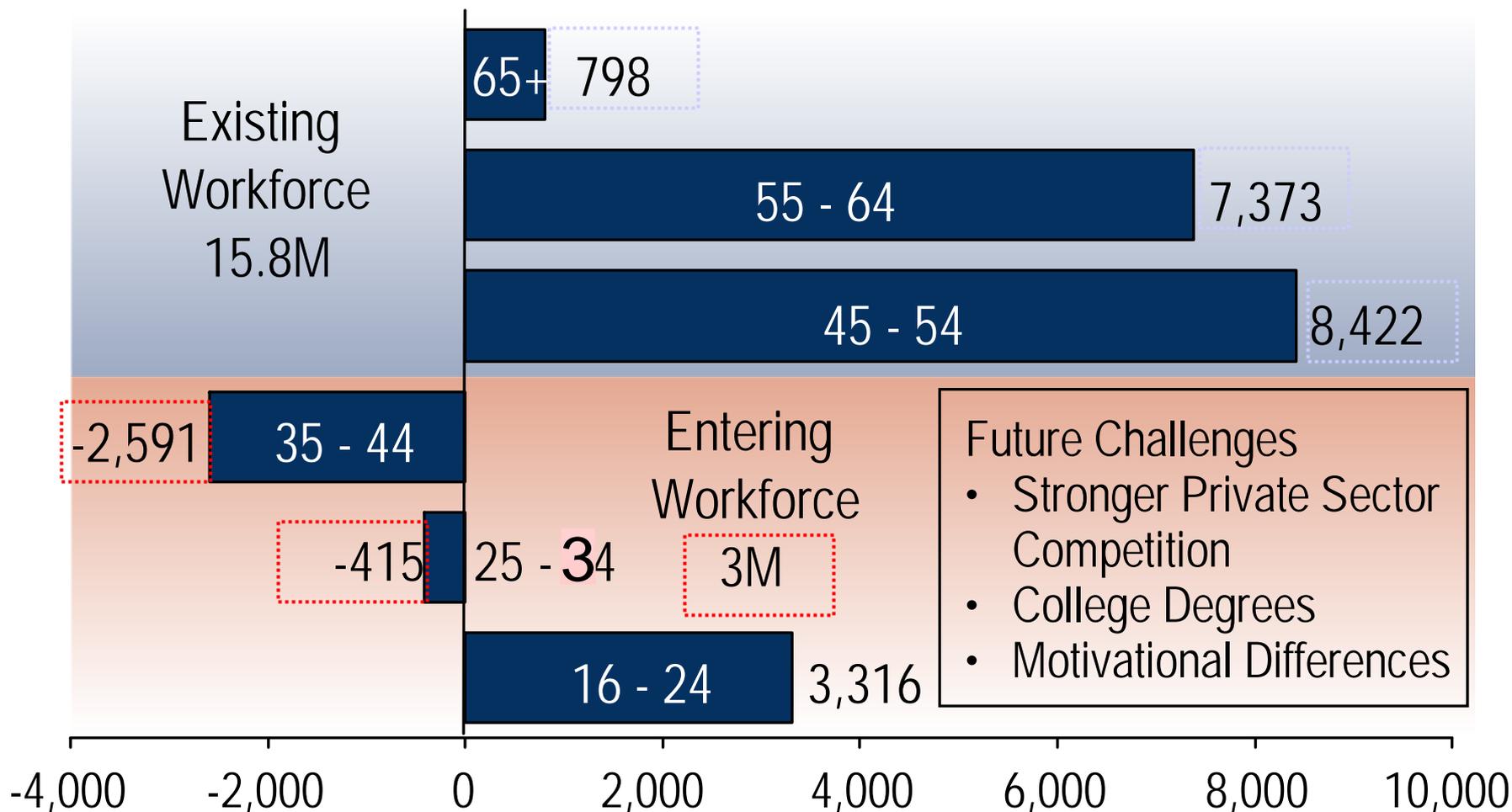
<b>Career Fields (13)</b>	Other Defense Agencies FY04	Army FY05	Navy FY05	Air Force FY05	Total
Program Management	560	3,804	3,551	4,510	12,425
<b>Contracting</b>	<b>5,282</b>	<b>8,092</b>	<b>5,079</b>	<b>7,430</b>	<b>25,883</b>
Industrial/Contract Property Management	352	155	61	36	604
Purchasing	1,021	348	584	627	2,580
Facilities Engineering	0	4,922	3,505	0	8,427
Production Quality & Management	4,414	2,295	2,033	407	9,149
Business, Cost Estimating & Financial Management	111	4,384	1,840	1,826	8,161
Life Cycle Logistics	76	6,143	4,206	2,081	12,506
Information Technology	277	3,023	760	1,551	5,611
SPRDE –Systems Engineering	483	11,259	16,887	6,505	35,134
SPRDE – S&T Manager	0	132	127	57	316
Test & Evaluation	80	2,500	2,453	2,417	7,450
Auditing	3,508	0	0	0	3,508
Unknown/Other	860	2,089	29	498	3,476
<b>Total</b>	<b>17,024</b>	<b>49,146</b>	<b>41,115</b>	<b>27,945</b>	<b>135,230</b>

**Industrial Property = 821**  
**Purchasing = 6,184**  
**Pricing = ?**



# Talent Pool Force Change: 1998 - 2008

(Population Change in Thousands)



- Future Challenges
- Stronger Private Sector Competition
  - College Degrees
  - Motivational Differences

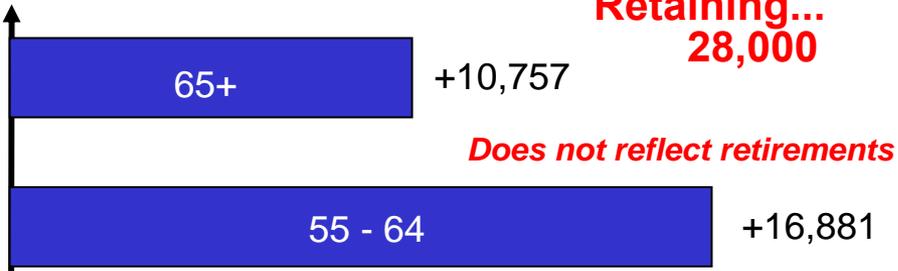


# AT&L Civilian Workforce Change: 2005 - 2011

2005 Baseline Count (118,354) Held Constant

**Strategies for Retaining...**  
**28,000**

Existing Workforce



*Does not reflect retirements*

Existing Workforce

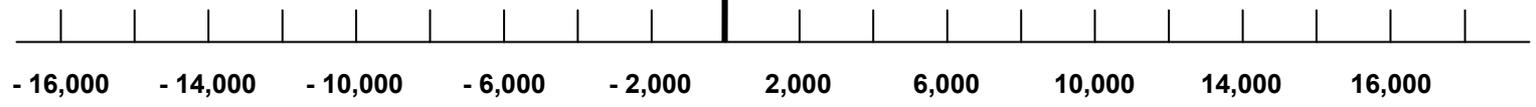


**29,000**

**Strategies for Hiring...**

*Does not reflect hires/losses*

**Need Integrated Coherent Strategies**

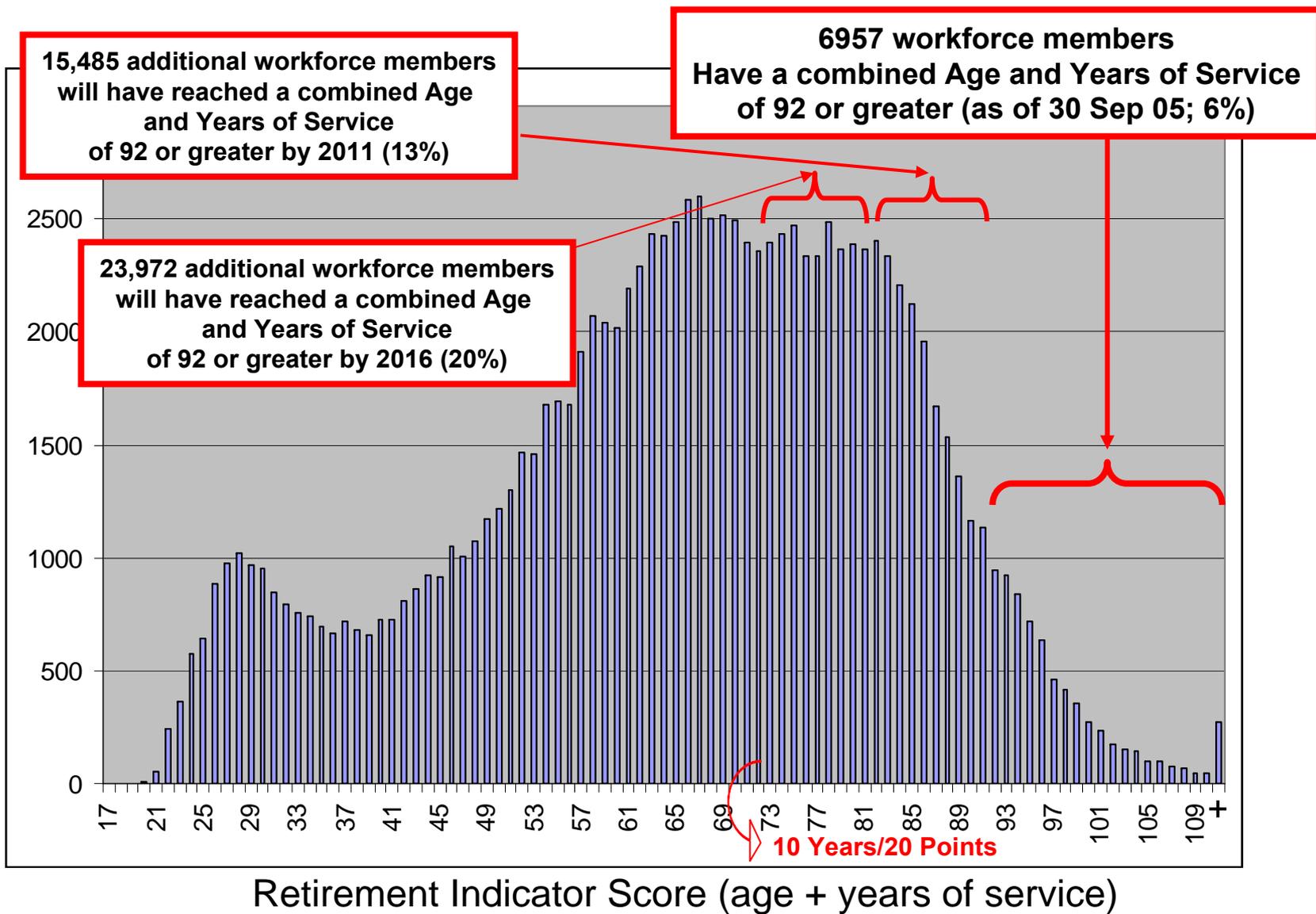


Source: DMDC 2005 Data; approx 1,700 records with age unknown



# Workforce Rule of "92" - Retirement Indicator (RI)

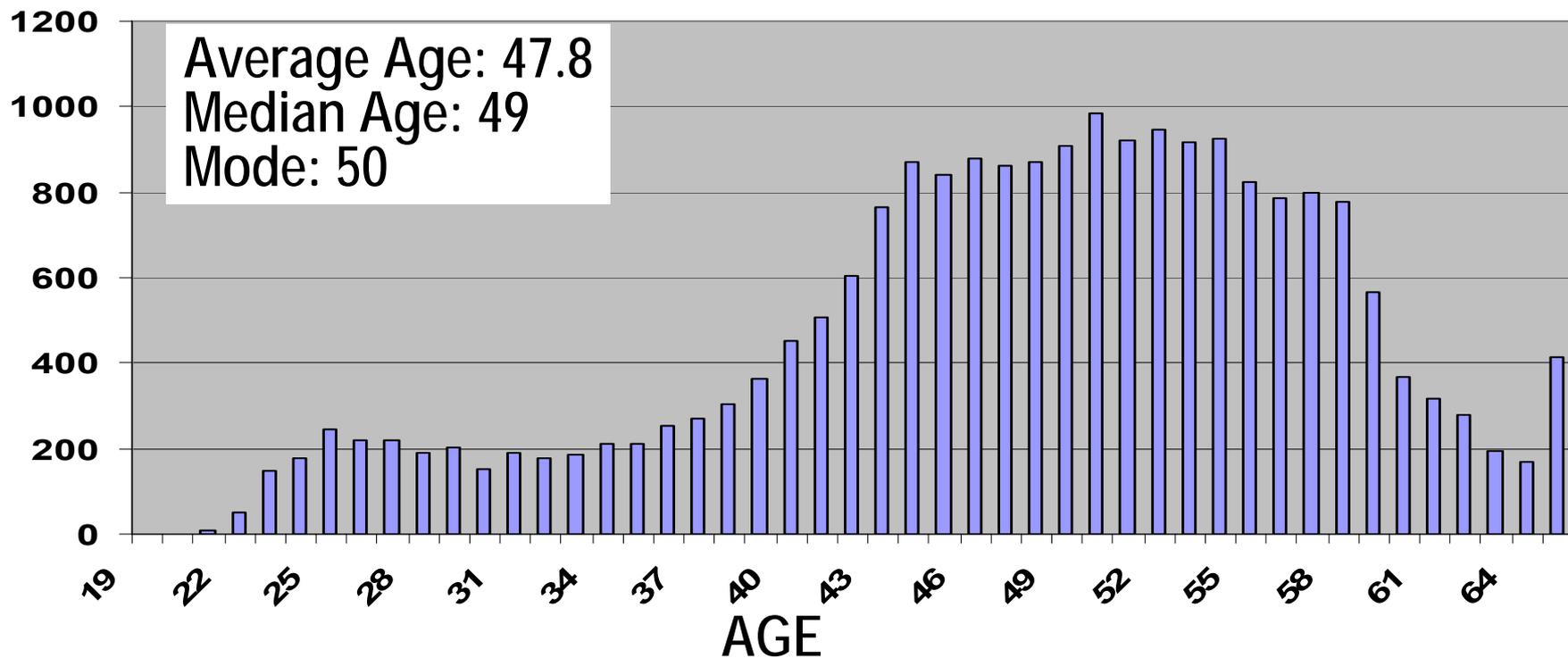
Number AT&L Workforce Members





# AT&L Civilian Workforce – Contracting Number members by Age (30 Sep 2005)

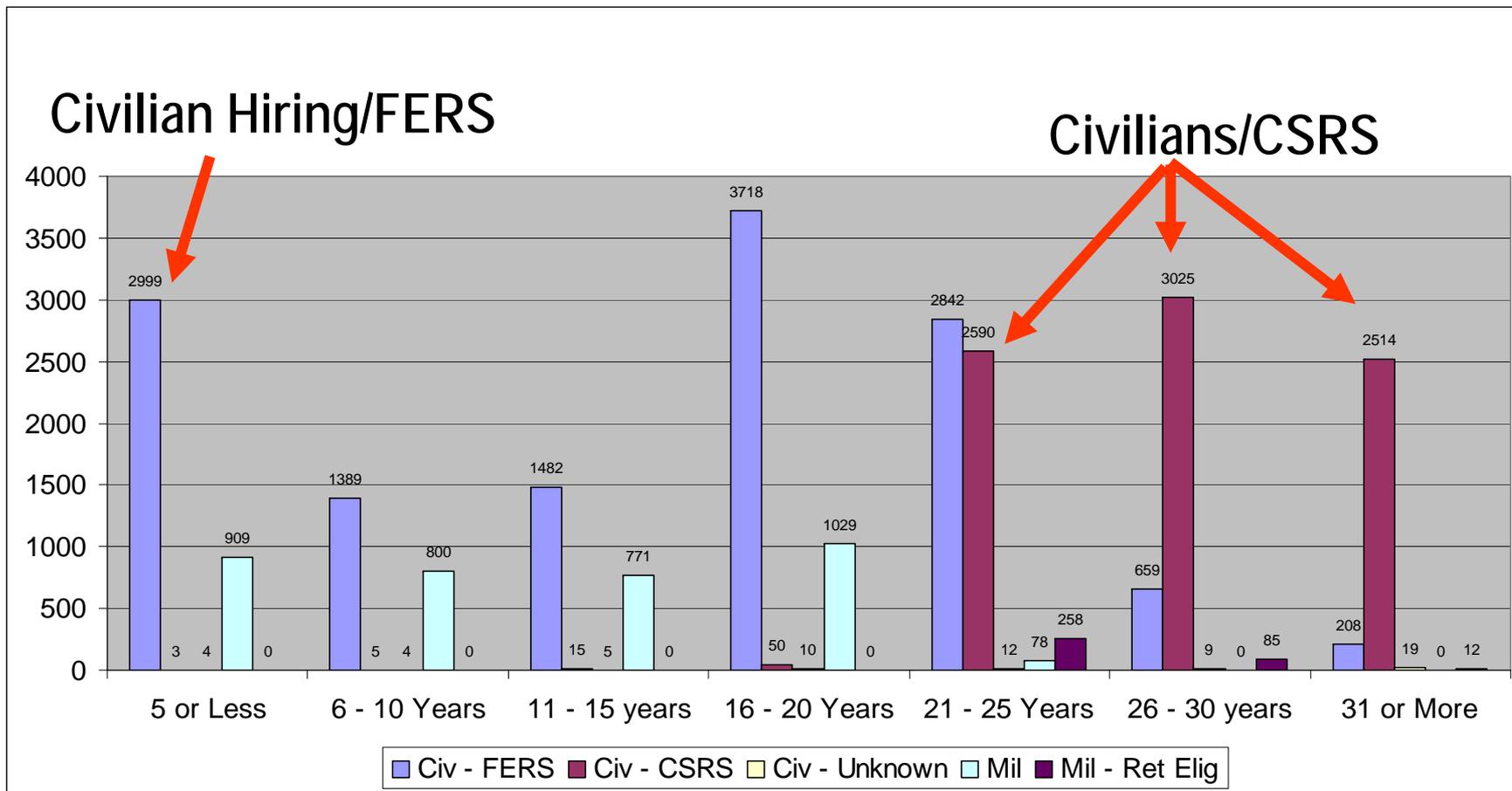
Number of Workforce Members



Culture	Age	Count	%	Cumm	Cumm
Milennium	18-24	384	2%	2%	100%
Gen Y	25-34	2001	9%	11%	98%
Gen X	35-44	4596	21%	32%	89%
Boomer	45-54	9055	41%	73%	68%
Boomer	55-64	5072	23%	97%	27%
Pre-Boomer	65+	729	3%	100%	3%



# AT&L Workforce – Contracting Demographic – Years of Service





# AT&L Workforce – Contracting

## Members with 1 Year of Service (30 Sep 2005)

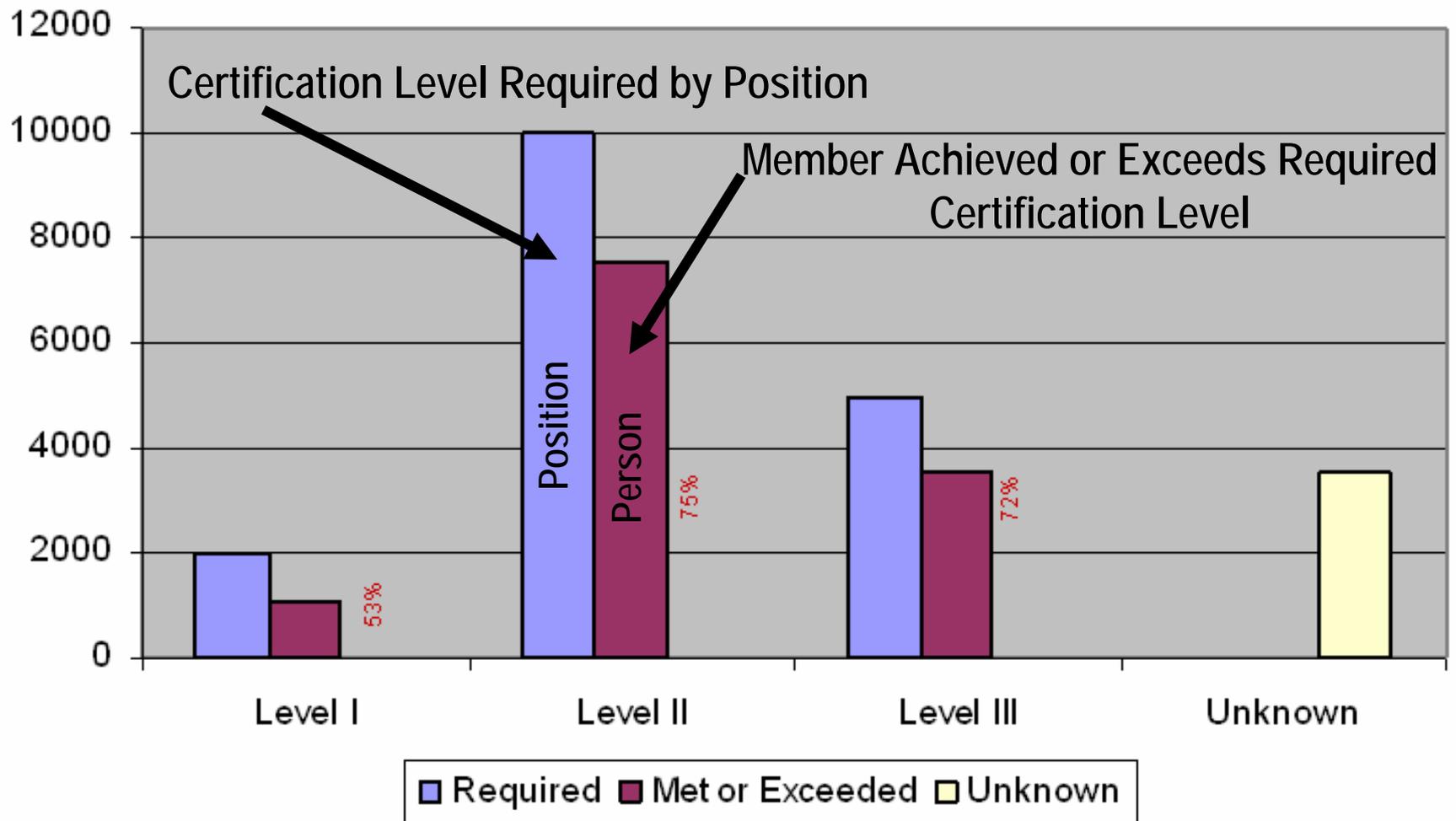
Number of Workforce Members





# AT&L Contracting Workforce

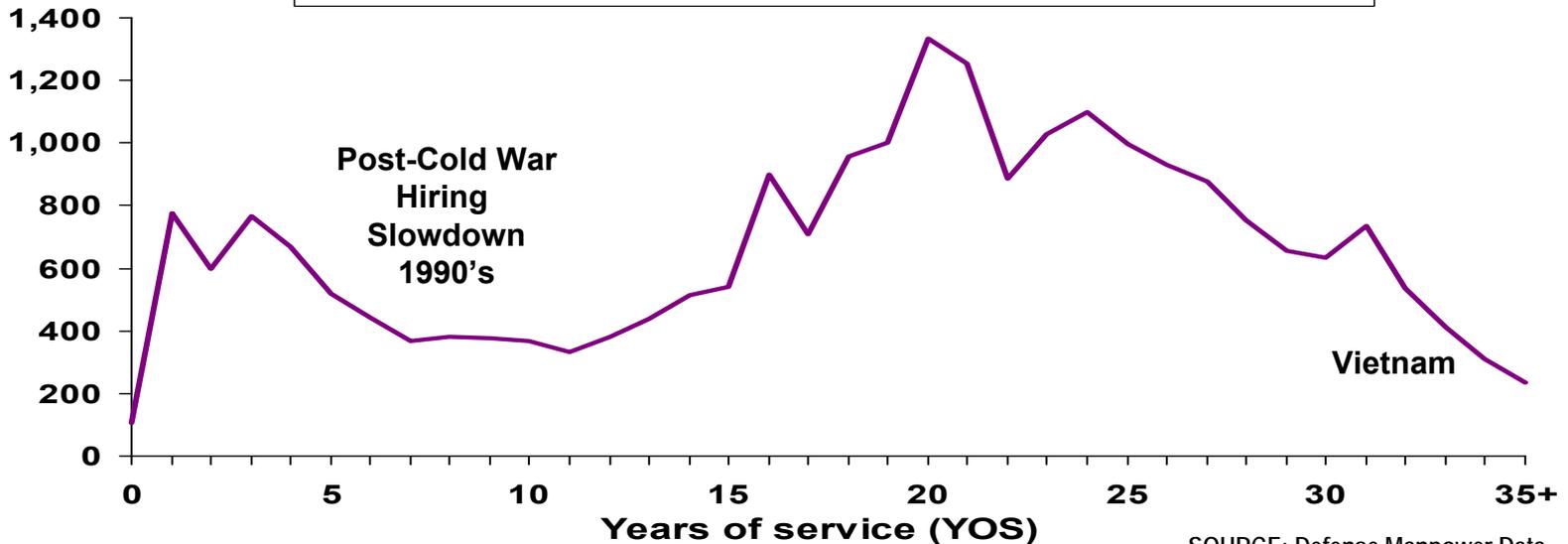
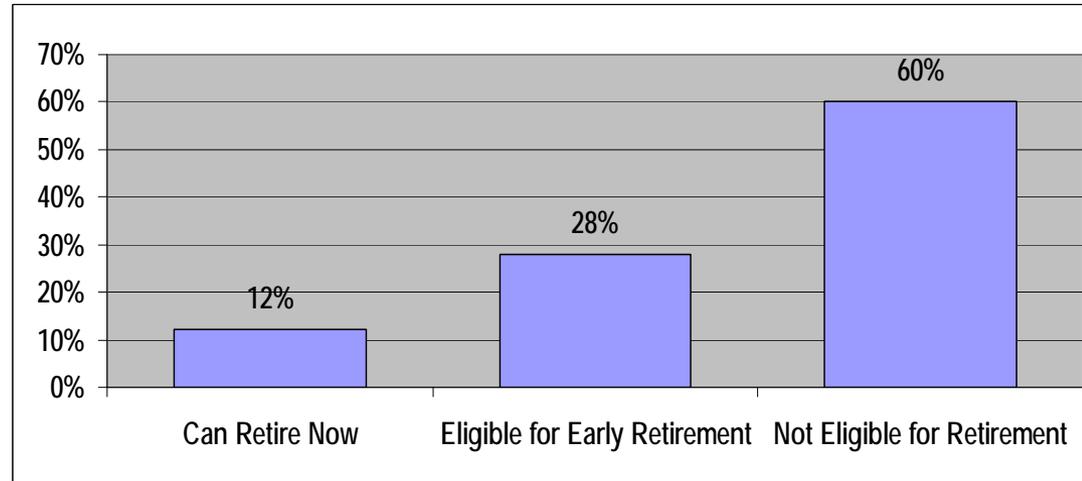
## Certification Level Required/Achieved





# AT&L Contracting Workforce Retirement Profile

DoD Civilian AT&L Contracting Workforce  
Retirement Eligibility (as of 2004)



SOURCE: Defense Manpower Data Center (Refined Packard Count) 30 September 2004

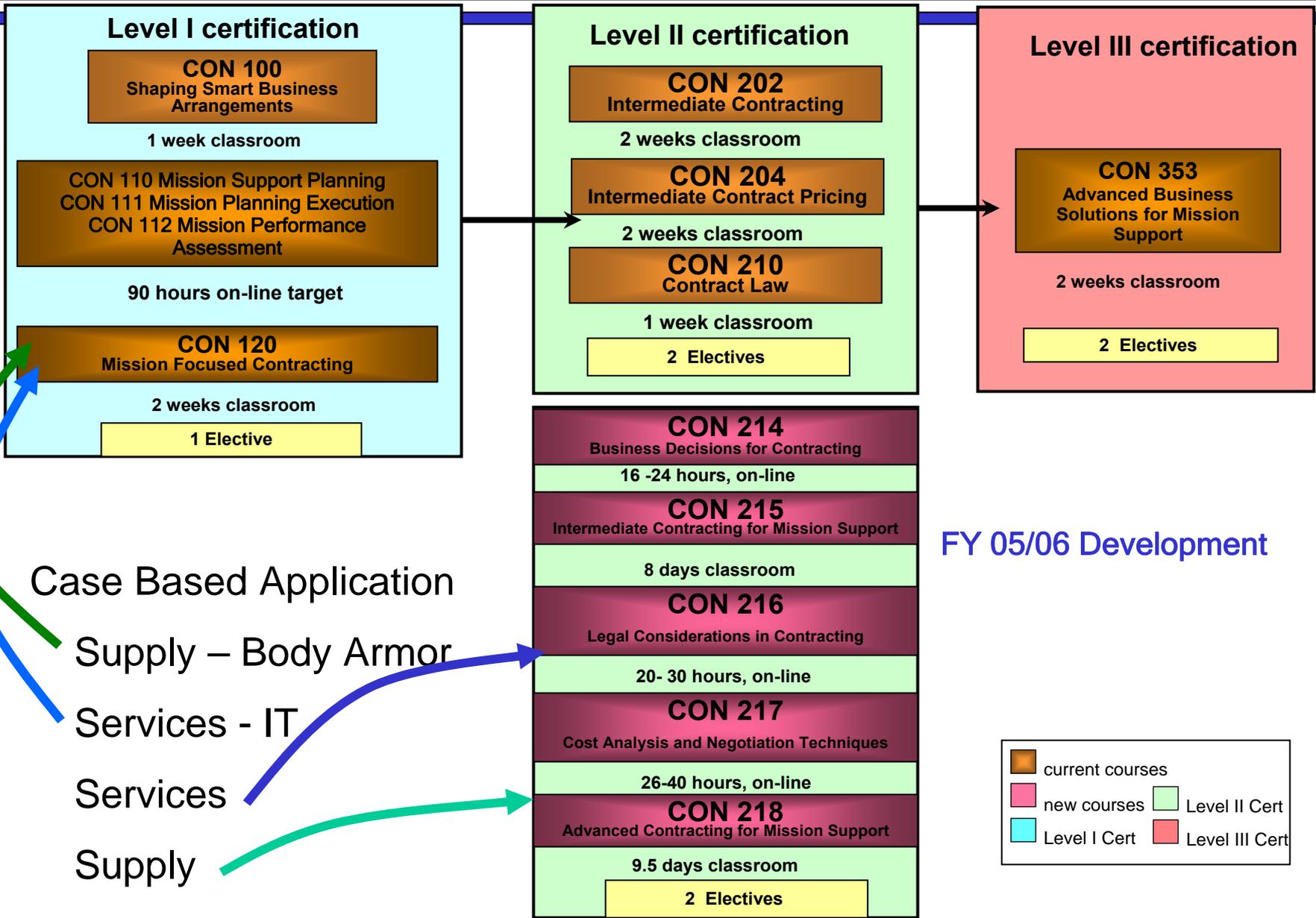


# Contracting Career Field Learning Assets Update





# Competency Based Contracting Certification Training Track





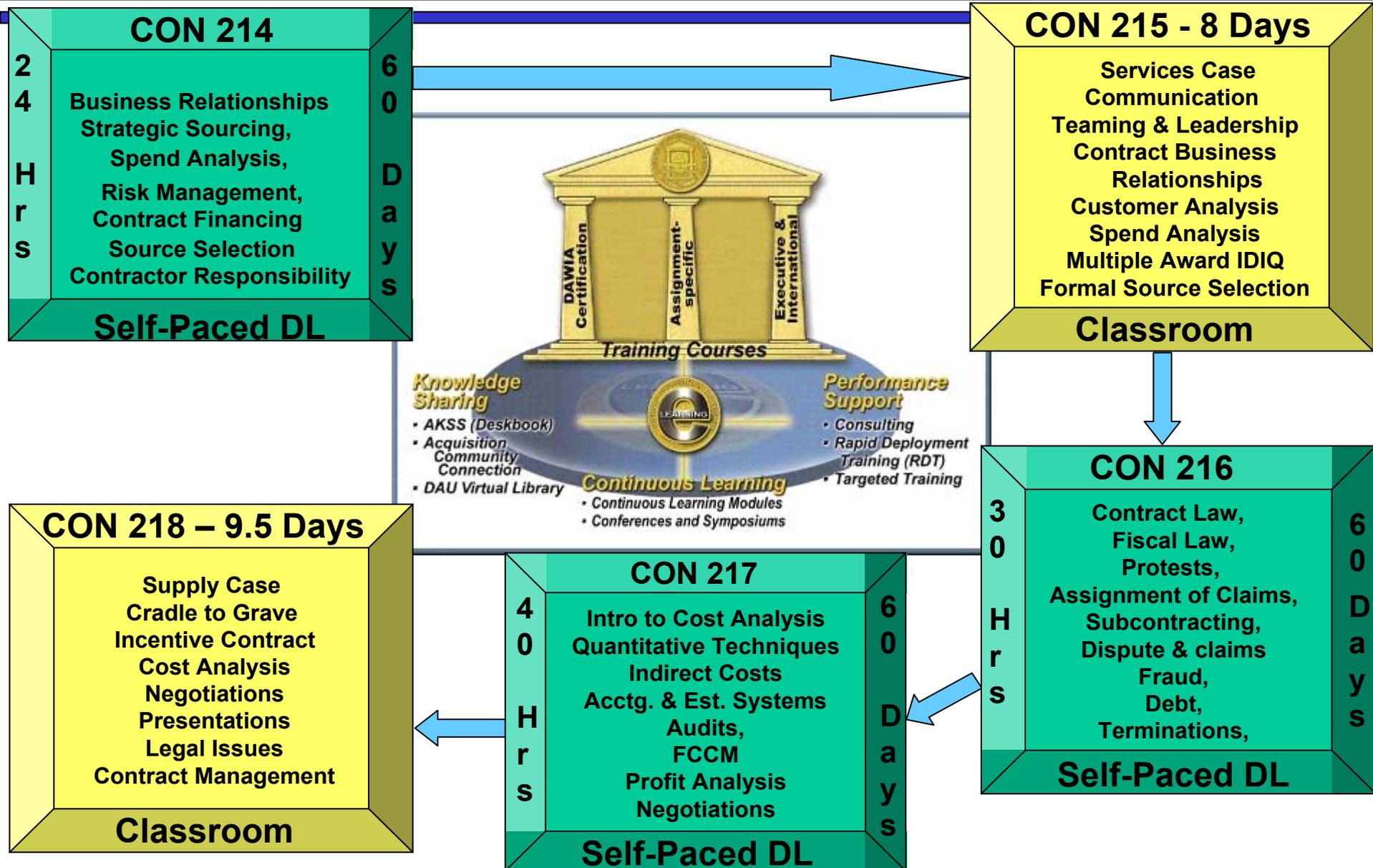
# CON Level I

- **Incorporate DFARS PGI into Level I curriculum**
- **P. L. 109-163 – Training for the Defense Acquisition Workforce on the requirements of the Berry Amendment**
- **FAR Part 45, Government Property Rewrite**
- **“Core Plus Evolution”**

**Additional Initiative on Berry Amendment to Create Blended Learning CLM**

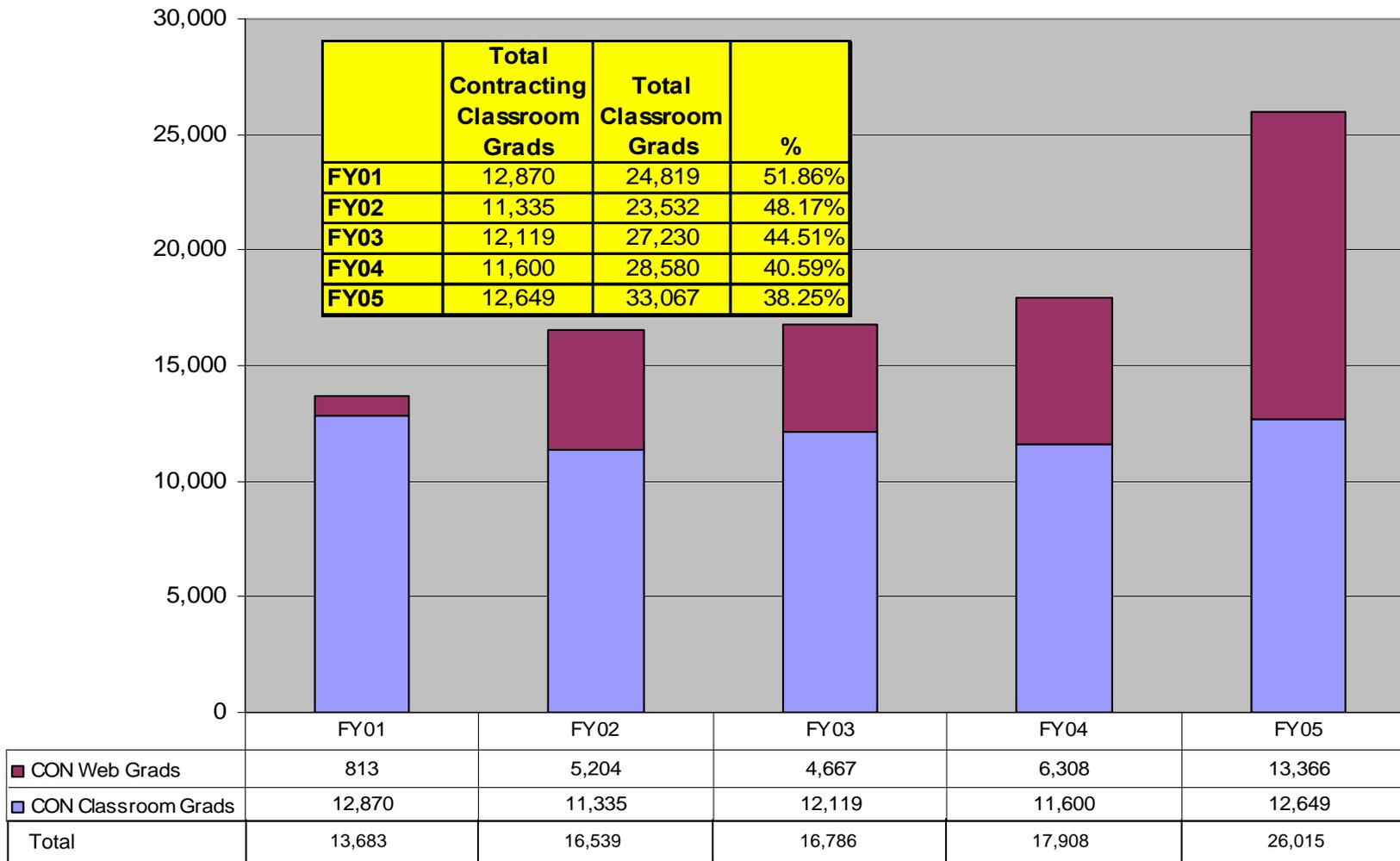


# CON Level II Course Layout





# FY01-05 Total Contracting Grads



Contracting career field = 20% of AT&L workforce



# MTM CON vs DAU Report Card FY 2006 (1st and 2nd Qtrs)

Category	All DAU	CON Courses
Instructor	6.54	<i>n</i> =5,227 6.49
Environment	5.98	<i>n</i> =5,139 6.01
Courseware	5.87	<i>n</i> =10,150 5.94
Online Delivery	5.61	<i>n</i> =4,909 5.58
Learning Effectiveness	5.95	<i>n</i> =9,996 6.05
Job Impact	5.49	<i>n</i> =10,057 5.76

Instructor Category Scale: **≤5.24**; **5.25-5.99**; **≥6.00**

Categories 2-6 Scale: **≤5.24**; **5.25-5.59**; **≥5.60**

Cat 2-Environ; Cat 3-Courseware; Cat 4-Online Delivery; Cat 5-Lrng Effectiveness; Cat 6-Job Impact



# CON FY05 Summary

Certification Courses=

CON MTM FY05 RECAP	CON						ARMY	NAVY	AIR FORCE	DOD	FED GOVT	INDUSTRY	TOTAL
	FY05: Instructor	FY05: Environment	FY05: Courseware	FY05: Online Delivery	FY05: Learning Eff	FY05: Job Impact							
CON 100	G	G	G	-	G	G	538	391	702	451	64	15	2,161
CON 110	-	-	G	G	G	G	879	691	765	786	539	318	3,978
CON 111	-	-	G	Y	G	Y	652	480	567	607	357	151	2,814
CON 112	-	-	G	G	G	G	534	383	445	521	281	92	2,256
CON 120	G	G	G	-	G	G	205	177	213	160	18	3	776
CON 202	G	G	G	-	G	G	483	393	491	232	120	1	1,720
CON 204	G	G	G	-	G	Y	479	361	481	196	144	2	1,663
CON 210	G	G	G	-	G	G	477	371	495	194	142	7	1,688
CON 232	G	G	G	-	G	G	47	35	37	35	2	1	157
CON 234	G	G	G	-	G	G	128	69	262	7	4	1	471
CON 235	G	G	G	-	G	Y	17	2	27	3	0	0	49
CON 236	G	G	G	-	G	G	3	4	24	2	0	0	33
CON 237	-	-	G	G	G	G	467	846	539	128	711	98	2,789
CON 243	G	G	G	-	G	G	66	80	184	5	28	0	363
CON 244	G	G	G	-	G	G	149	142	255	9	46	0	601
CON 250	G	G	G	-	G	G	9	6	14	65	2	0	96
CON 251	G	G	G	-	G	G	4	2	10	90	3	2	111
CON 260A	-	-	G	G	G	G	89	47	177	56	46	32	447
CON 260B	G	G	G	-	G	G	44	7	50	9	3	2	115
CON 353	G	G	G	-	G	G	281	180	291	178	130	7	1,067
GRT 201	G	G	G	-	G	G	115	52	29	47	2	1	246
IND 100	G	G	G	-	G	G	15	12	14	28	1	18	88
IND 103	G	-	G	R	G	G	10	7	10	22	1	3	53
IND 200	G	G	G	-	G	G	6	2	3	24	0	1	36
LAW 801	G	G	G	-	G	G	61	15	27	24	1	3	131
TOTAL							6,227	5,111	6,925	4,084	2,842	826	26,015

	FY
G	115
Y	4
R	1

	FY
G	96%
Y	3%
R	1%



# Assignment Specific Training

- CON 232 - Overhead Management of Defense Contracts
- CON 234 - Contingency Contracting
- CON 235 - Advanced Contract Pricing
- CON 236 - Contractual Aspects of Value Engineering
- *CON 237 - Simplified Acquisition Procedures*
- CON 243 - Architect-Engineer Contracting

- CON 244 – Construction Contracting
- CON 250 & 251 – Fundamentals of Cost Accounting Standards
- *CON 260 – The Small Business Program*
- A-76 Course Offerings
  - *Overview*
  - Preliminary Plan
  - Agency To
  - Ac FY04 - 12 Offerings
  - Cost FY05 – 26 Offerings
  - Post Co FY06 – 42 Offerings
  - Post Co n Accountability

Almost 1000 Graduates



# Current Contracting Continuous Learning Modules

Module	Title	CLPs	Graduates
CLC 001	Defense Subcontract Management	4	753
CLC 003	Sealed Bidding	2	669
CLC 004	Market Research	3	1835
CLC 005	Simplified Acquisition Procedures Overview	2	2176
CLC 006	Contract Terminations	2	1603
CLC 007	Contract Source Selection	1	1533
CLC 008	Indirect Costs	1	874
CLC 009	Service-Disabled Veteran-Owned Small Business Program	1	696
CLC 010	Proper Use of Non-DoD Contracts	1	569
CLC 011	Contracting for the Rest of Us	2	1581
CLC 012	Contracting Officers Representative (COR) Overview (HCAA)	4	1059
CLC 013	Performance-Based Services Acquisition	6	5875
CLC 014	Acquisition of Services	0	1004
CLC 015	Commercial Acquisition	0	709
CLC 016	Implementing Price-Based Acquisition	0	123
CLC 017	Section 803 Competition Requirements	1	192
CLC 018	Contractual Incentives	3	1309
CLC 019	Leveraging DCMA for Program Success	2	519
CLC 020	Commercial Item Determination	3.5	1131
CLC 022	Profit Policy Revisions	1	109
CLC 023	Commercial Item Determination: Executive Overview	.5	1960



# Current Contracting Continuous Learning Modules

Module	Title	CLPs	Graduates
CLC 024	Basic Math Tutorial	0	760
CLC 026	Performance Based Payments Overview	.5	869
CLC 027	Buy American Act	3	1620
CLC 031	Reverse Auctioning	1	407
CLC 032	Understanding and Utilizing Performance Based Payments ??????	3	906
CLC 034	Provisional Award Fee	1	414
CLC 035	Other Transactions Authority (OTA) for Prototype Projects: Comprehensive Coverage	3	77
CLC 036	Other Transactions Authority for Prototype Projects Overview	.5	414
CLC 037	A-76 Competitive Sourcing Overview	1.5	1075
CLC 040	Predictive Analysis and Scheduling	1	168
CLC 041	Predictive Analysis and Systems Engineering	1	145
CLC 042	Predictive Analysis and Quality Assurance	1	180
CLC 102	Administration of Other Transactions	1.5	297
CLC 103	Facilities Capital Cost of Money	1.5	206
CLC 104	Analyzing Profit or Fee	1	434
CLC 105	DCMA Intern Training	2	287
CLC 106	Contracting Officer Representative (COR)	8	868
CLC 107	OPSEC Contract Requirements	1	107
CLC 108	Strategic Sourcing Overview	4.5	80
CLC 110	Spend Analysis Strategies	2.5	63



Welcome Guest. [Sign In...](#)

Find Knowledge

You are here: [ACC Practice Center](#)

**Community Explorer**



- ACC Practice Center
  - + Contingency Contracting
  - + Contracting
  - + Data Management
  - + DoD Wireless KM CoP
  - + EVM (Earned Value Management)
  - + Facilities Engineering
  - + IT CoP

**Participate**

- [Sign In](#)
- [Request an Account](#)
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**ACC Practice Center**

# Knowledge Sharing

Main View

## Participate in a Community

- [Contingency Contracting](#)
- [Contracting](#)
- [Data Management](#)
- [DoD Wireless](#)
- [Earned Value Management](#)
- [Facilities Engineering](#)
- [Information Technology](#)
- [Logistics Management](#)
- [Production Quality & Manufacturing](#)
- [Program Management](#)
- [Risk Management](#)
- [Systems Engineering](#)

## Special Interest Areas

- [A 70-Source Bid Sourcing Process](#)
- [ACC User Services](#)
- [Acquisition Search](#)
- [Alternative Dispute Resolution](#)
- [Business Cost Estimation & Financial Management](#)
- [Contracting Office Representative](#)
- [Contractors Accompanying the Force](#)
- [DoD Packaging, Handling, Storage & Transportation \(PHS&T\)](#)
- [Environmental, Safety & Occupational Health](#)
- [Financial Management](#)
- [Government Property](#)
- [Hurricane Katrina Resources](#)
- [International Systems Design](#)
- [International Program Management](#)
- [Joint Rapid Acquisition](#)
- [Naval Open Architecture](#)
- [Operational Research & Systems Analysis](#)
- [Performance-Based Acquisition](#)
- [Reliability & Maintainability](#)
- [Science & Technology](#)
- [Software Acquisition Management](#)
- [Spectrum & E3 Compliance](#)
- [Test & Evaluation](#)
- [TRMC - T&E/S&T](#)
- [Unique Identification](#)

## In the Spotlight

**Welcome to the enterprise edition of ACC**  
The ACC was successfully migrated to the new enterprise platform (Ecco) over the weekend of 17 June. This new platform greatly increases overall system performance (speed), improves the search capability, and streamlines the look and feel of ACC. To get you acquainted with the new functionality of the ACC, please visit our [online tutorials](#). Over the next several weeks we will be adding additional tutorials. [19 Jun 2006]

**Highlights**

### Community Explorer

- Contracting
  - Process and Mission Areas
    - A/E & Construction
    - Award and Incentive Fee Contracts
    - COII Career Management
    - Contract Closeout
    - Government Purchase Ca
    - Insurance and Pension

### Participate

- View my Profile
- Contribute...
- Modify this Topic
- Subscribe to this Topic
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## Process and Mission Areas

Topic

- Main View
- Knowledge
- Discussions
- Members
- Activity

Process and Mission Areas provide specific topics within or related to the contracting operation. New topics are included to support the acquisition workforce with successfully executing new polices and procedures. We encourage your participation to expand the existing knowledge base. If you are interested in supporting or developing a specific area, please contact us at [msc@dau.mil](mailto:msc@dau.mil).

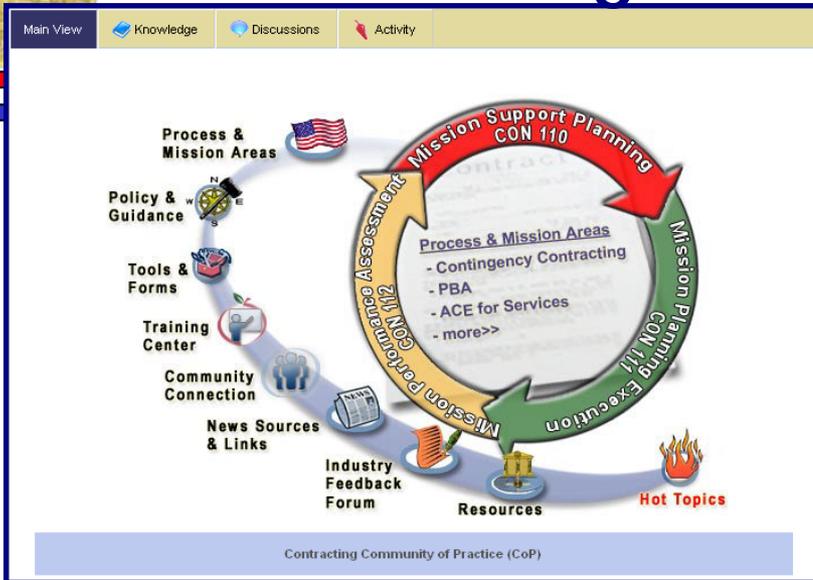
- [A-76, Competitive Sourcing Process](#)
- [ACE for Services](#)
- [ADR](#)
- [A/E & Construction Contracting](#)
- [Award & Incentive Fee Contracts](#)
- [COII Career Management](#)
- [Contingency Contracting](#)
- [Contract Closeout](#)
- [Contracting Officers Representative](#)
- [Contractors Accompanying the Force](#)
- [Government Property](#)
- [Government Purchase Card](#)
- [Hurricane Katrina Resources](#)
- [Insurance and Pension Costs](#)
- [Leasing](#)
- [Market Research](#)
- [Performance-Based Acquisitions](#)
- [Pricing & Negotiations](#)
- [Proper Use of Non-DoD Contracts](#)
- [Small Business](#)
- [Source Selection](#)
- [Standard Procurement System \(SPS\)](#)

***In Development***

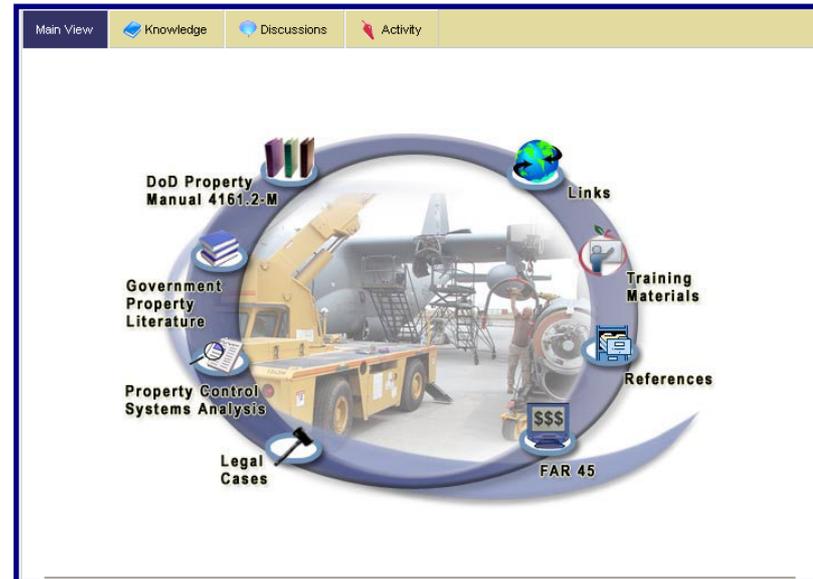
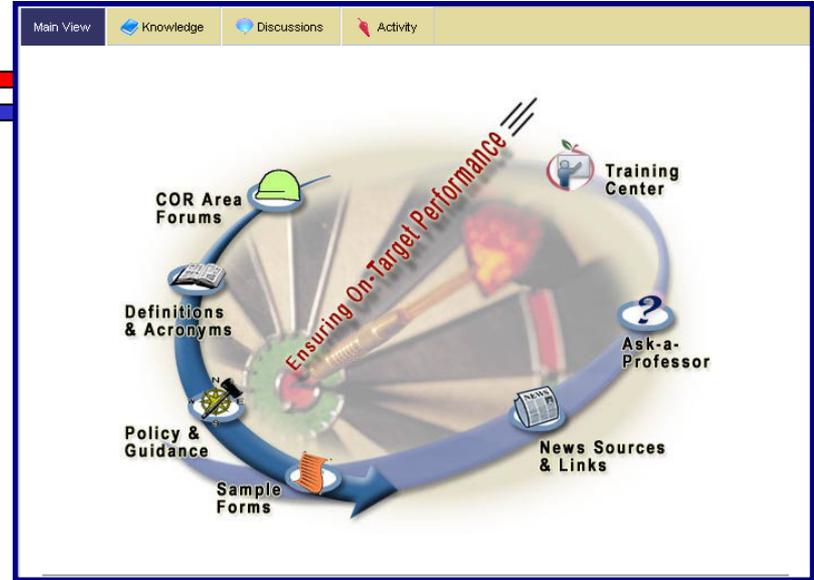
- ***Legal***
- ***Strategic Sourcing***
- ***Emergency Response and Recovery***



# Contracting



# COR



# Government Property



# Contingency Contracting



# Contracting Knowledge Sharing Activity



## Contracting CoP

- 23 OCT 2001 launch
- 3958 members
- 20807 page views (Jan - Jun)



## Contingency Contracting CoP

- Oct 2005 launch
- 946 members
- 12723 page views (Jan - Jun)



## A76, Competitive Sourcing Process

- FEB 2006 launch
- 3710 page views (Jan - Jun)



## ACE for Services

- NOV 2004 launch
- 28429 page views (Jan - Jun)



## Alternative Disputes Resolution

- SEP 2004 launch
- 1759 page views (Jan - Jun)



## Contractors Accompanying the Force

- FEB 2005 launch
- 5953 page views (Jan - Jun)



## Contractors Officers Representative

- OCT 2005 launch
- 5637 page views (Jan - Jun)



## Government Property

- MAR 2005 launch
- 2535 page views (Jan - Jun)



## Hurricane Katrina Resources

- SEP 2005 launch
- 5253 page views (Jan - Jun)



## Performance-Based Acquisition

- APR 2005 launch
- 5636 page views (Jan - Jun)



## Award and Incentive Fees Contracts

- MAR 2006 launch
- 3218 page views (Jan - Jun)



**Community of Practice**



**Special Interest Area**



**Hot Topic Area**



# Defense Acquisition University

www.dau.mil



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Links

- DAU Homepage
- Training Courses
- Continuous Learning
- Knowledge Sharing
- Performance Support

-Pricing Support Tool Menu-

- Pricing Support Tool Home
- Decision Trees

Quick Picks

- Price Competition
- Comm Item Exception
- Cost Analysis
- Cost or Pricing Data
- Incentive Calculation
- Improvement Curves
- Net Present Value
- Price Analysis
- Simple Regression
- Statistical Analysis
- FAQ



## Pricing Support Tool

The objective of the Pricing Support Tool is to provide technical assistance, policy guidance and refresher information primarily focused on assisting the contracting community in conducting cost or price analysis. This tool also describes analytical tools and techniques used in deriving fair and reasonable pricing. The target audience is contracting professionals who have completed DAU's basic and intermediate pricing courses.

The Pricing Support Tool includes decision tree technology for three types of pricing:

- [Commercial](#)
- [Modified Commercial](#)
- [Non-Commercial](#)

The Pricing Support Tool also includes descriptive text and special considerations about the [Commercial Pricing model](#), the [Modified Commercial Pricing model](#), and the [Non-Commercial Pricing model](#).

The Pricing Support Tool is not intended as a standalone distance learning course, but as a readily accessible reference tool used to provide assistance and training for guiding users through the analysis process leading to a determination that a price is fair and reasonable.

[Skip Navigation](#)

- [FAR](#)
- [DFARS](#)
- [Contract Pricing Reference Guides](#)
- [GAO](#)
- [ACC Mission Support Contracting](#)
- [ACC](#)
- [AKSS](#)
- [DAU Virtual Campus](#)
- [Commercial Items PDF](#)
- [Modified Commercial Items PDF](#)
- [Non-Commercial Items PDF](#)





# Learning Assets for PBA

## • ACC –

Online collaboration communities tailored to your needs:

- ACE for Services CoP
- PBA CoP
- COR CoP

## • DAWIA Training Courses –

Acquisition of Services/PBA process is imbedded into CON 120, CON 202, CON 353 and CON 215 (Services Focused-deploying FY07)

## • Assignment Specific-

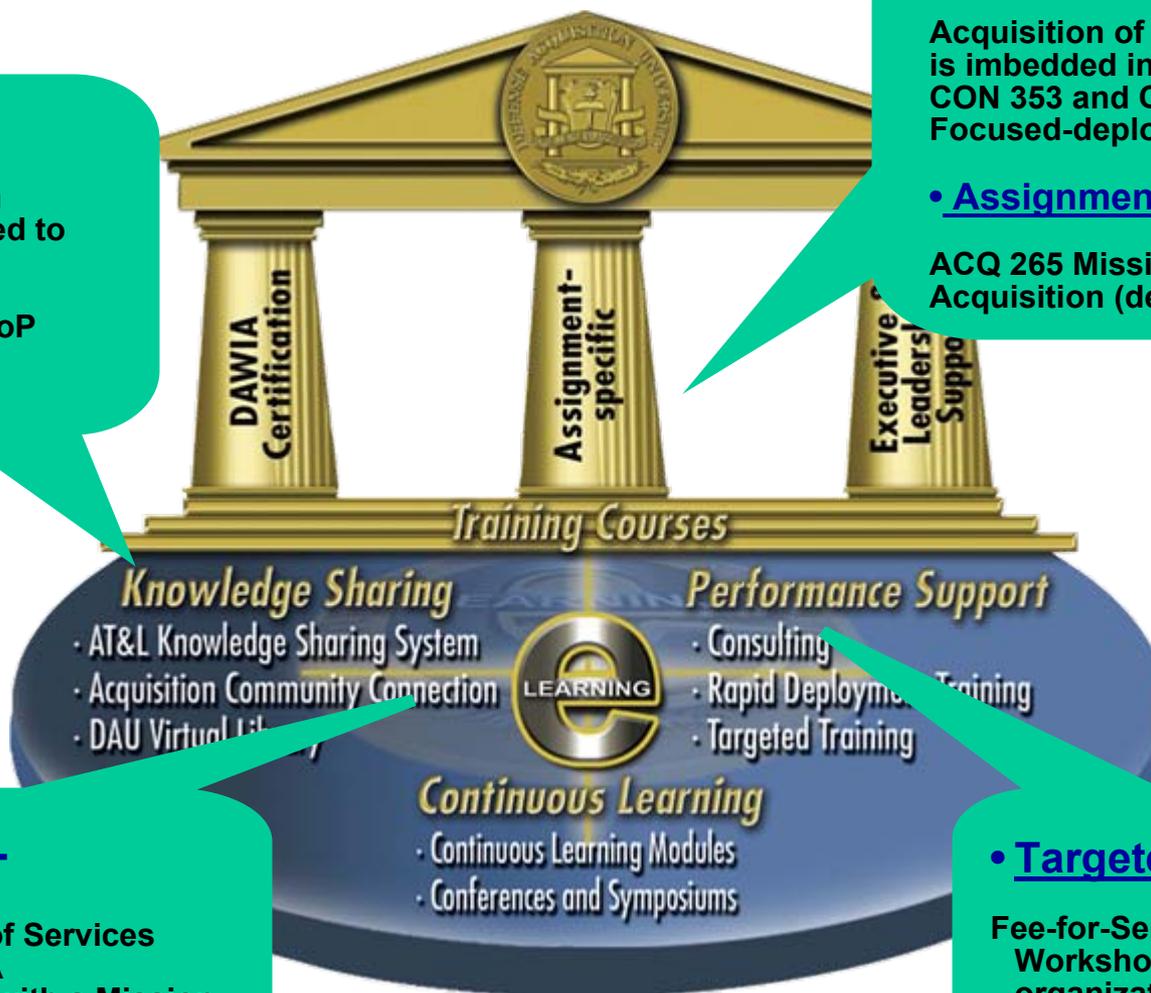
ACQ 265 Mission Focused Services Acquisition (deploying FY07)

## • CL Modules –

- CLC 014 Acq of Services
- CLC 013 PBSA
- CLC 106 COR with a Mission Focus

## • Targeted Training –

Fee-for-Service PBSA Workshops tailored to the organization's learning needs



# - Hands-on Classroom Instruction -

- Online CLM Pre-work
- Day 1: PB SOW Overview
- Day 2: Quality Assurance Surveillance Program (QASP)
- Day 3: Technical evaluation plus



## Performance-Based Contracting (PBC) Workshop

West Region  
22 March 2006



Headquarters  
NORAD and USNORTHCOM



capstone scenario

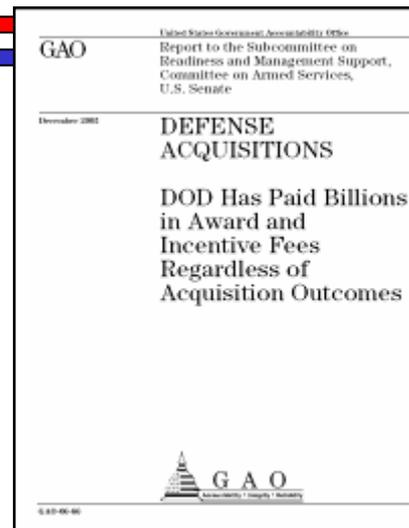
**"I really liked the fact that actual task orders were worked on during the workshop."**



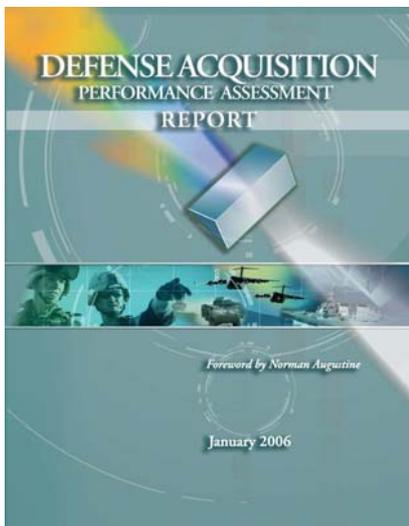
# Changes from All Sides



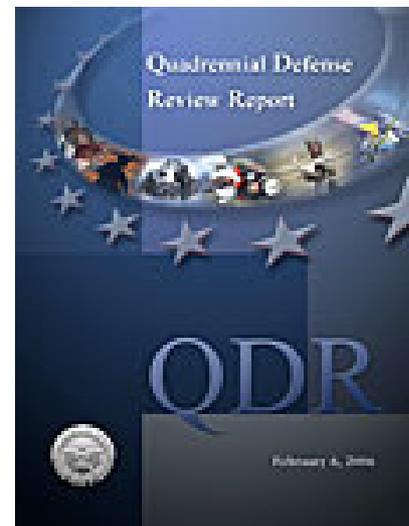
SARA  
Panel



GAO



DAPA



QDR



# How to Deal with the Rate of Change?

- **We have to get ahead and stay ahead of training requirements**
  - Joint efforts with other organizations
  - Policy and training need to be developed in parallel
- **Flexibility of learning assets must be used to the maximum**
- **Working with the Contracting FIPT to prioritize requirements**

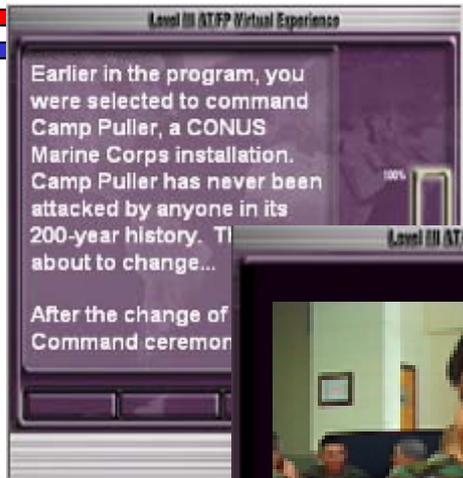
**Collaboration is Key !**

# Contingency Contracting

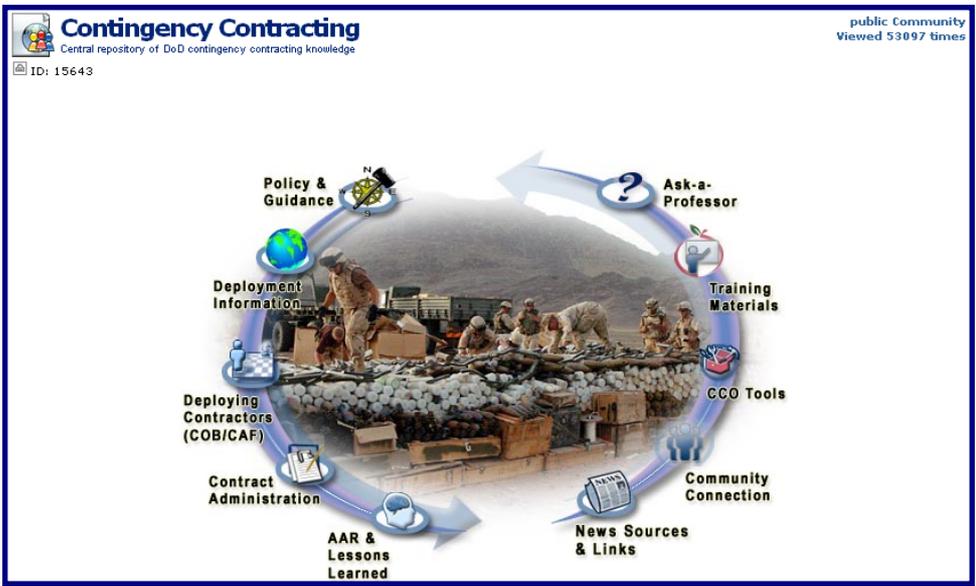
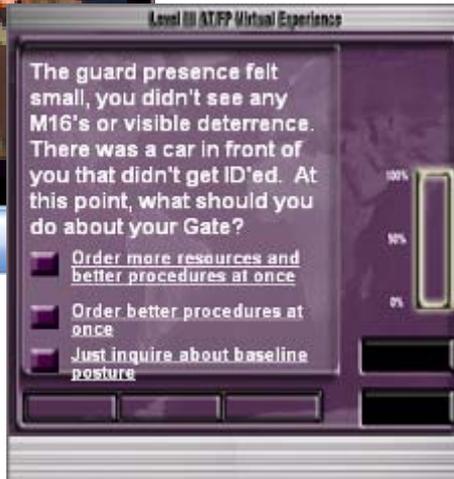
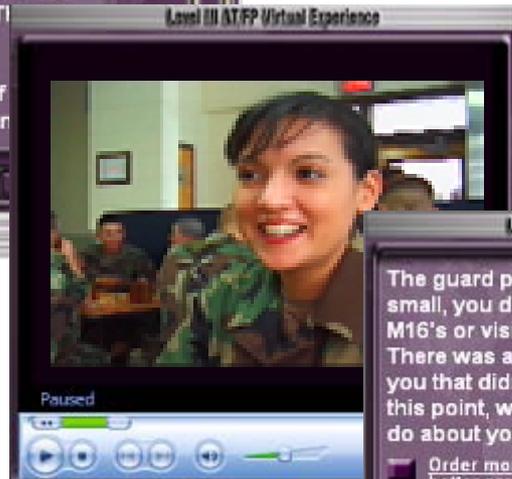


**CON 234**  
**Contingency Contracting**

Contingency Contracting develops skills for contracting support provided to Joint Forces across the full spectrum of military operations. Exercises focus on unique aspects of contingency operations, critical thinking skills, and the execution of appropriate contractual instruments.



Interactive Video CLM

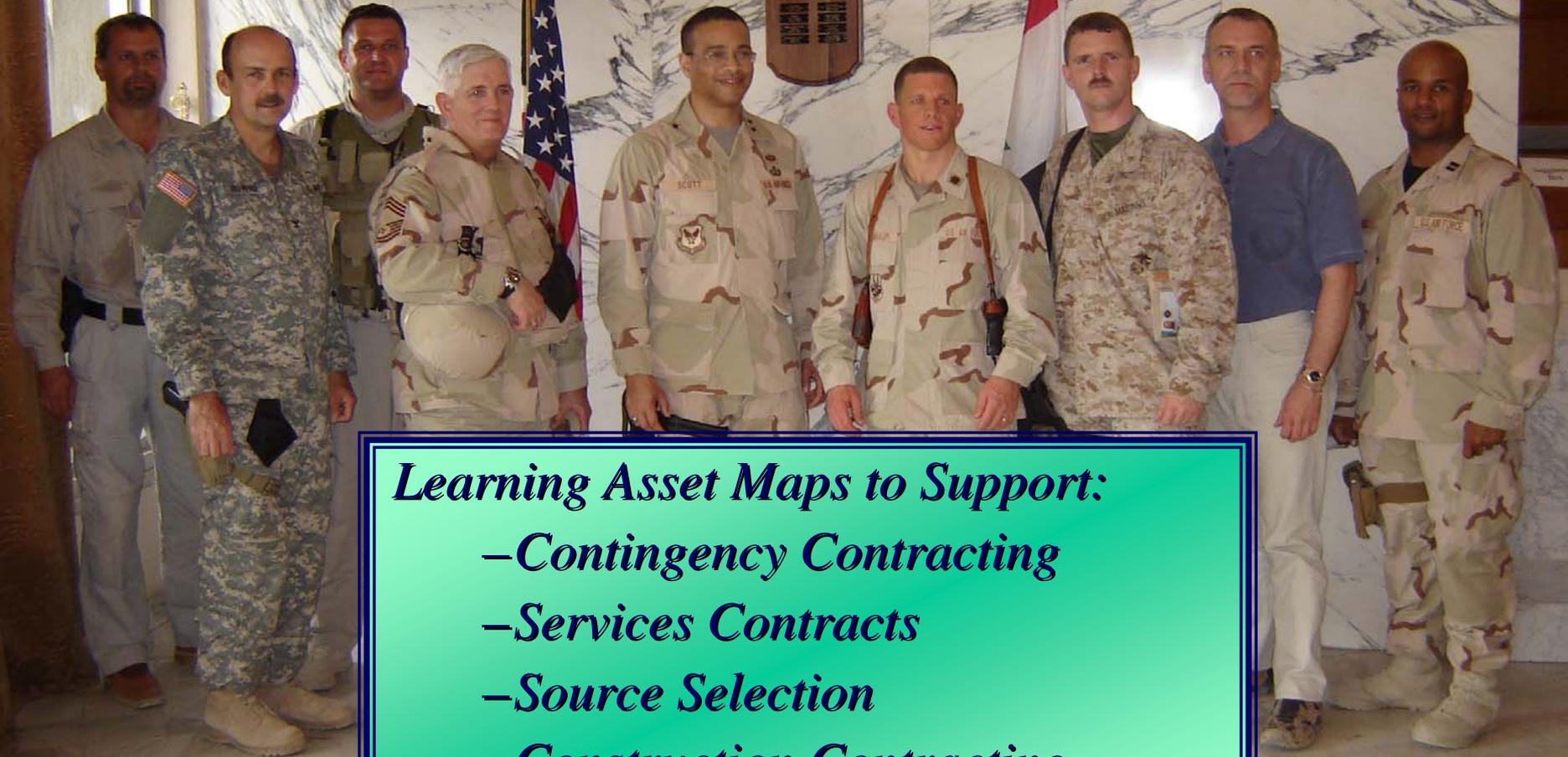


•New CLMs

*Contractor Personnel Authorized to Accompany US Forces COR for Contingency*



# Joint Contracting Command – Iraq/Afghanistan



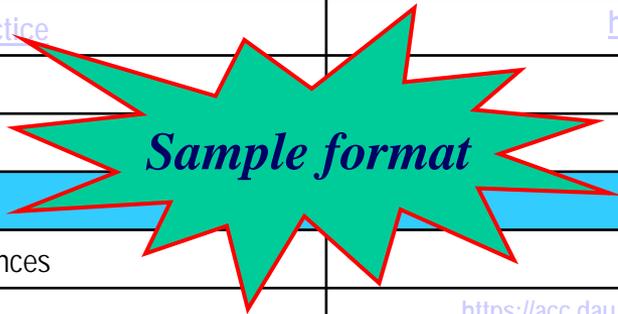
## *Learning Asset Maps to Support:*

- Contingency Contracting*
- Services Contracts*
- Source Selection*
- Construction Contracting*
- Contract Administration*



# Contingency Contracting Learning Assets

Continuous Learning Modules – <a href="http://clc.dau.mil">http://clc.dau.mil</a>		
Course No.	Title	CLP
<i>CLC ###</i>	<i>Contingency Contracting Refresher Course (Est. Development Date – August 2006)</i>	2
<i>CLC ###</i>	<i>Contractors Accompanying the Force (Est. Development Date – August 2006)</i>	1
Acquisition Community Connection (ACC) – <a href="https://acc.dau.mil">https://acc.dau.mil</a>		
Community of Practice/Special Interest Area		URL
<a href="#">Contingency Contracting Community of Practice</a>		<a href="https://acc.dau.mil/contingency">https://acc.dau.mil/contingency</a>
<a href="#">Contractors Accompanying the Force</a>		<a href="https://acc.dau.mil/caf">https://acc.dau.mil/caf</a>
<a href="#">Hurricane Katrina</a>		<a href="https://acc.dau.mil/Katrina">https://acc.dau.mil/Katrina</a>
Course Materials and References		
Course Materials / References		URL
<a href="#">CON 234 – Contingency Contracting</a>		<a href="https://acc.dau.mil/simplify/ev.php?ID=87766_201&amp;ID2=DO_TOPIC">https://acc.dau.mil/simplify/ev.php?ID=87766_201&amp;ID2=DO_TOPIC</a>
<a href="#">USMC Contingency Contracting</a>		<a href="https://acc.dau.mil/simplify/ev.php?ID=87861_201&amp;ID2=DO_TOPIC">https://acc.dau.mil/simplify/ev.php?ID=87861_201&amp;ID2=DO_TOPIC</a>
<a href="#">After Action Reports</a> (registration/approval required)		<a href="https://acc.dau.mil/simplify/ev.php?ID=85269_201&amp;ID2=DO_TOPIC">https://acc.dau.mil/simplify/ev.php?ID=85269_201&amp;ID2=DO_TOPIC</a>
Targeted Links		
Source		URL
<a href="#">U.S Army Contracting Agency – Contingency Contracting</a>		<a href="http://aca.saalt.army.mil/ACA/Programs/Contingency/contingencycontract.htm">http://aca.saalt.army.mil/ACA/Programs/Contingency/contingencycontract.htm</a>
<a href="#">AFFARS Library - Appendix CC - Contingency Contracting</a>		<a href="https://www.safaq.hq.af.mil/contracting/affars/appendix-cc/library-appendix-cc.html">https://www.safaq.hq.af.mil/contracting/affars/appendix-cc/library-appendix-cc.html</a>



**\*\* Available in the Contingency Contracting Community of Practice**

### Community Explorer



#### Emergency Response and Recovery

- Emergency Incidents
- Policy and Procedures
- Interagency Contracts
- Training Resources
- Human Resources
- e-Tools and Links
- Agency Information

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## Emergency Response and Recovery

Community

Main View

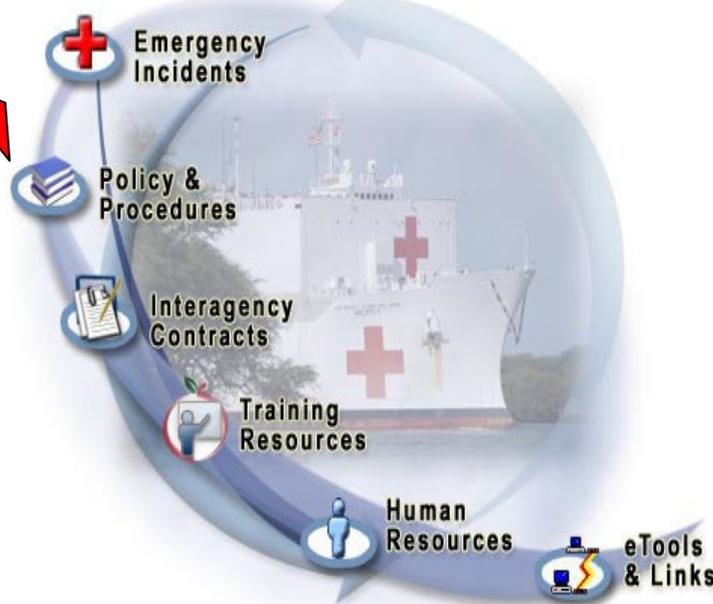
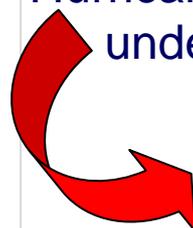
Knowledge

Discussions

Members

Activity

## Hurricane Katrina Resources listed under "Emergency Incident"



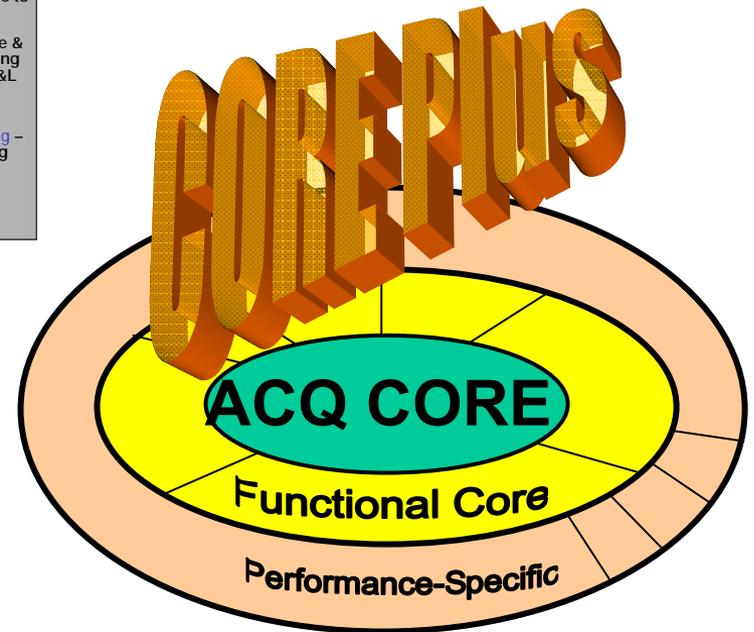
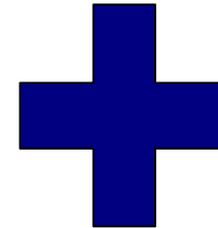
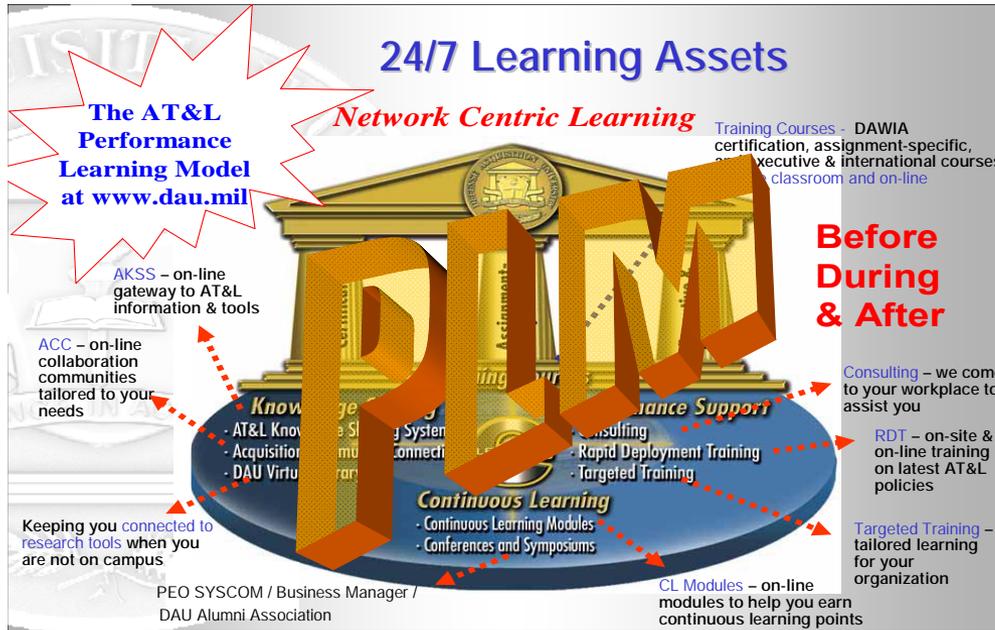


# “Regulations Now”

- **News program to inform AT&L Workforce of FAR and DFARS/PGI Changes**
- **Monthly webcast to consolidate updates and prevent over-saturation**
  - **16 Federal Acquisition Circulars (FACs) issued since January 2005**
  - **19 Defense Federal Acquisition Circulars (DFACs) issued since January 2005**
- **Work with DAR Council and DAU Video Services to develop capability**
- **First Issue – July 2006**



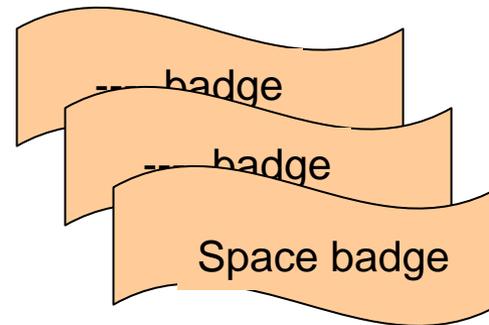
# CORE PLUS Concept



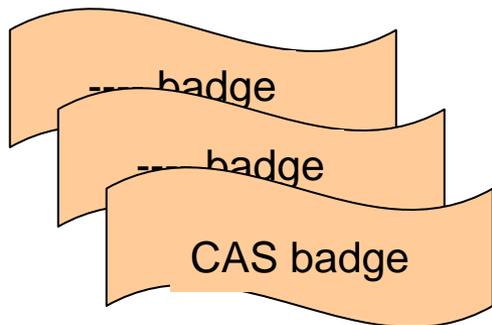


# Core + Certification Construct

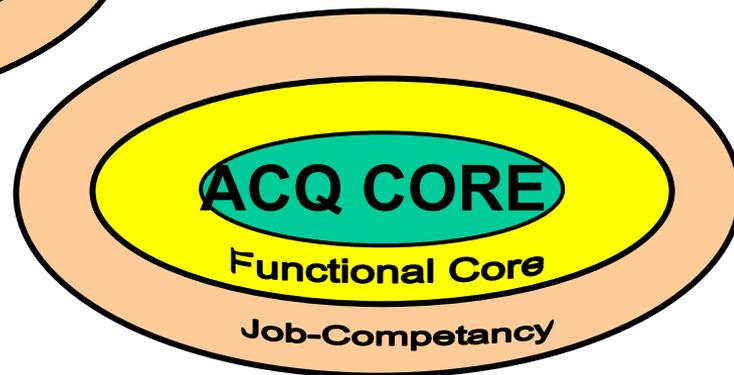
Level 1: Entry



Level 2: Journeyman



Level 3: Master



Working with Functional Advisors (SYS, LOG, and International) to design CORE Plus framework



# If We Had Not Transformed . . .

- ✓ 2/3 of our students would not receive training
- ✓ Defense Acquisition Guidebook would not support 450,000 visitors
- ✓ Acquisition Knowledge Sharing System would not be there for 19,700 users a week
- ✓ Expertise on call or on line, such as Ask-a-Professor, would not be available
- ✓ There would not be the Communities of Practice now providing to the workforce 355,654 contact hours, 46,130 knowledge contributions, 377 collaborative workspaces, and 10 million page views in 2005
- ✓ Performance Support and Rapid Deployment training would not be available to the work place to support fast breaking policy changes and real-world training needs (to include the Army's Program Success Metrics)
- ✓ DAU could not reach the workforce with learning assets in 116 countries world-wide

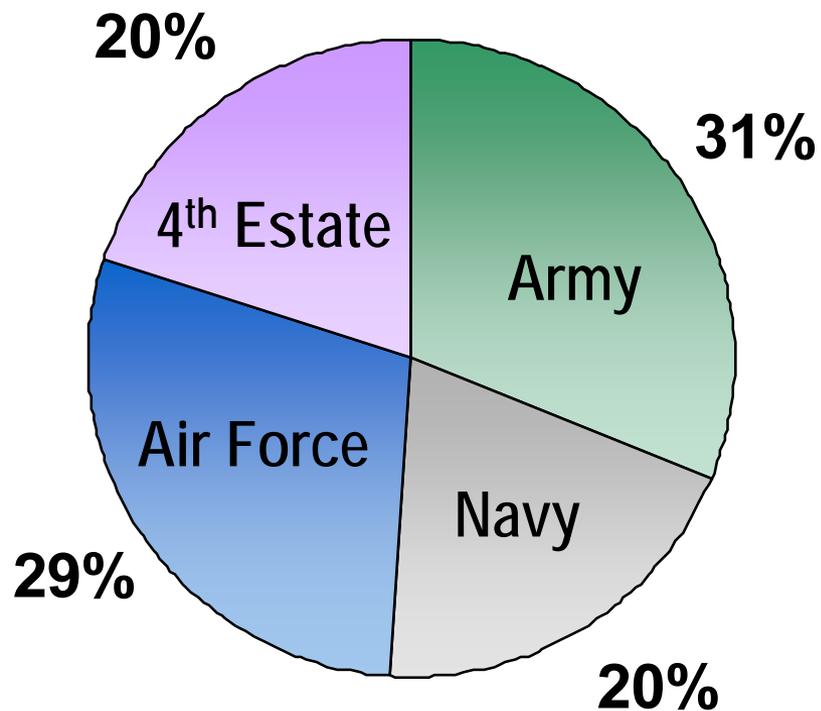


# BACK-UP



# AT&L Civilian Contracting Workforce

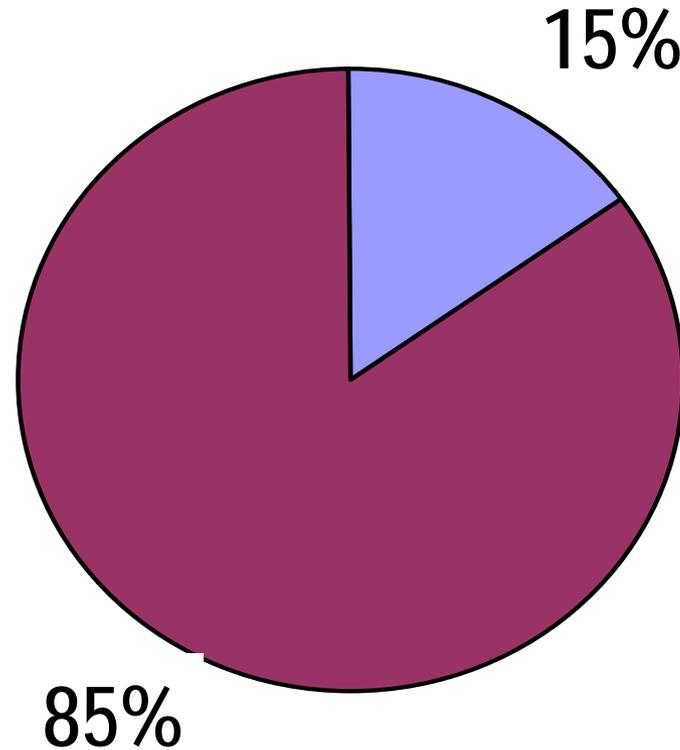
Distribution of Contracting Workforce





# AT&L Contracting Workforce

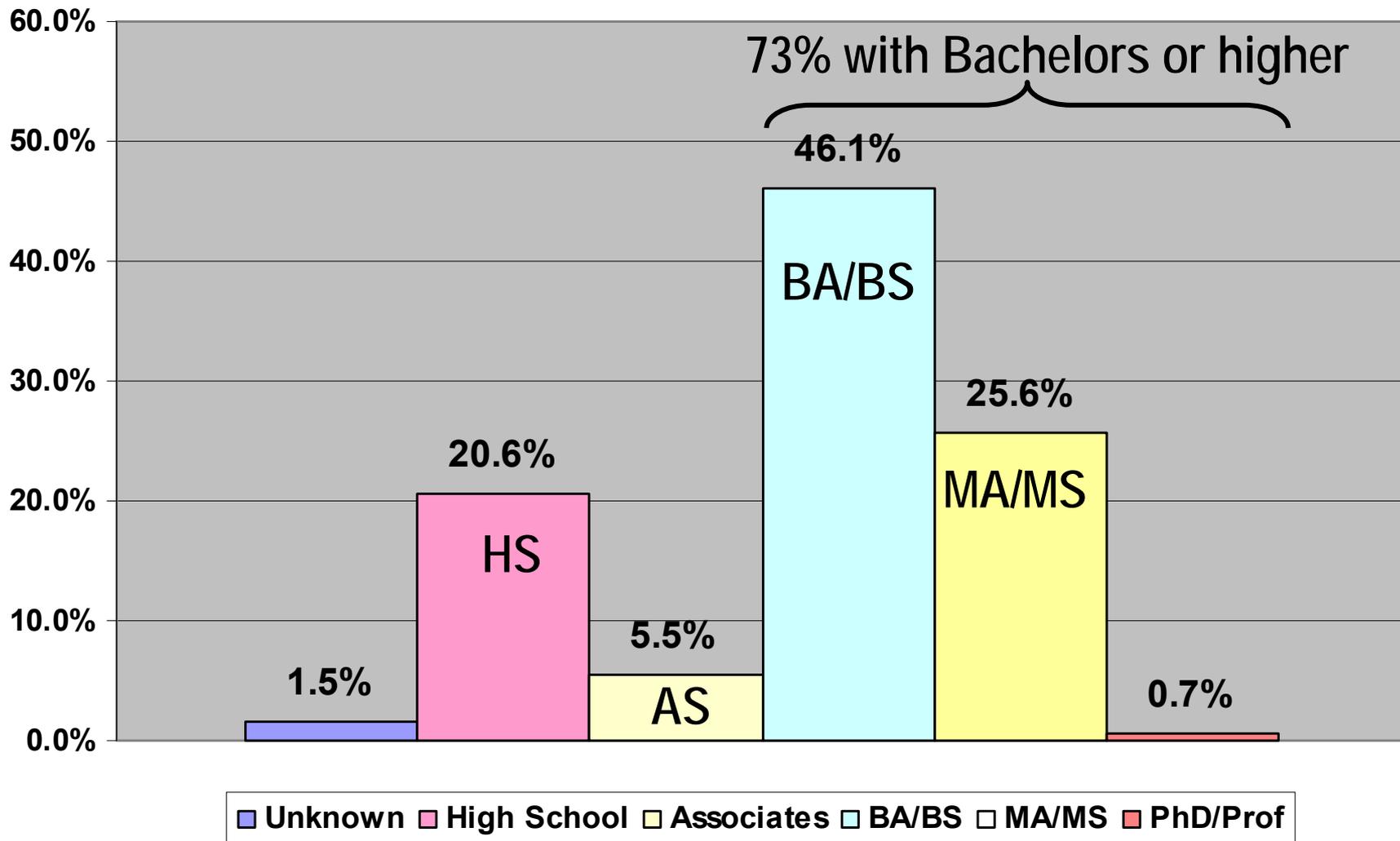
## Military / Civilian Composition





# AT&L Contracting Workforce

## Academic Degree Level Achieved



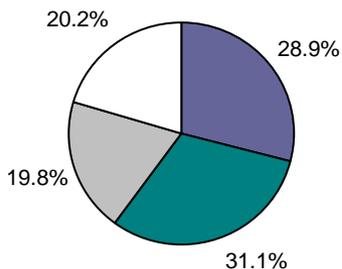


# AT&L Workforce Count

## Contracting, Purchasing, Property

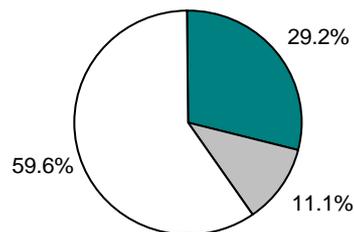
Functional Career Field	Distribution		AT&L Workforce Count				Total
	Military	Civilian	Air Force	Army	Navy	4th Estate	
Auditing	0%	100%	-	-	-	3,367	3,367
BCEFM	4%	96%	1,826	4,386	1,840	155	8,207
<b>Contracting</b>	16%	84%	7,430	8,006	5,080	5,191	25,707
Facilities Engineering	0%	100%	-	4,950	3,506	4	8,460
Industrial Property Contract Management	0%	100%	-	160	61	327	548
Information Technology	12%	88%	1,550	2,950	760	205	5,465
Life Cycle Logistics	9%	91%	2,081	6,115	4,208	85	12,489
Production / Quality Assurance / Manufacturing	7%	93%	407	2,285	2,033	4,207	8,932
Program Management	40%	60%	4,510	4,035	3,552	564	12,661
<b>Purchasing</b>	1%	99%	627	362	586	893	2,468
SPRDE - S/E	6%	94%	6,505	11,243	16,888	413	35,049
Test & Evaluation	21%	79%	2,417	2,494	2,454	83	7,448
Misc. / Unknown	0%	100%	592	1,952	160	539	3,243
			27,945	48,938	41,128	16,032	134,043

**Contracting**  
Distribution Across Components



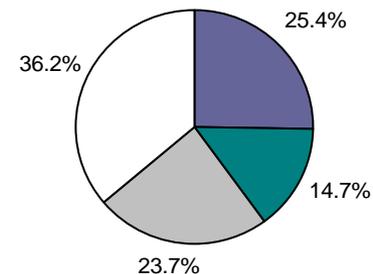
■ Air Force ■ Army ■ Navy ■ 4th Estate

**Industrial Property and Contract Management**



■ Air Force ■ Army ■ Navy ■ 4th Estate

**Purchasing**



■ Air Force ■ Army ■ Navy ■ 4th Estate



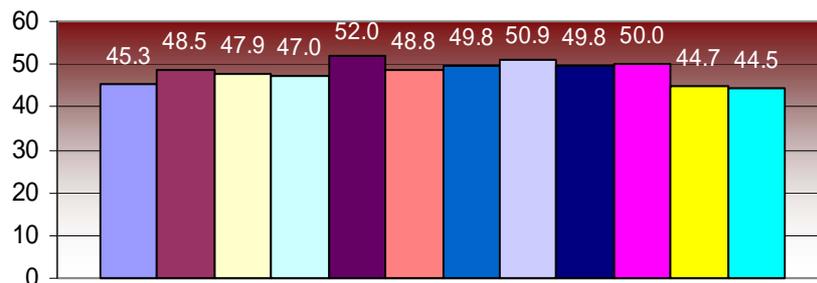
# AT&L Workforce Age

## Contracting, Purchasing, Property

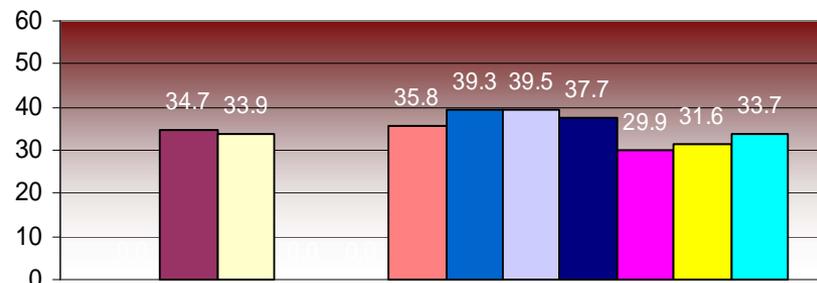
Component	Average Age					
	Contracting		Industrial Property Contract Management		Purchasing	
	Civilian Average Age	Military Average Age	Civilian Average Age	Military Average Age	Civilian Average Age	Military Average Age
Air Force	47.90	32.40			49.20	29.90
Army	48.51	39.40	52.90		49.50	
Navy	46.50	35.50	53.60		49.80	
DCMA	51.34		51.34		51.34	
DLA	45.00		48.80		50.40	
MDA	46.00				43.00	
DeCA	48.00					
DTRA	44.20				54.00	
DISA	46.60				46.00	
DAU	52.00					

AT&L Composite Average Age	Civilian	Military
Contracting	47.9	33.9
Industrial Property	52.0	n/a
Purchasing	50.0	29.9

### Civilian Average Age by Career Field



### Military Average Age by Career Field



- Auditing
- BCEFM
- Contracting
- Facilities Engineering
- Industrial Property Contract Management
- Information Technology
- Life Cycle Logistics
- Production / Quality Assurance / Manufacturing
- Program Management
- Purchasing
- SPRDE - S/E
- Test & Evaluation

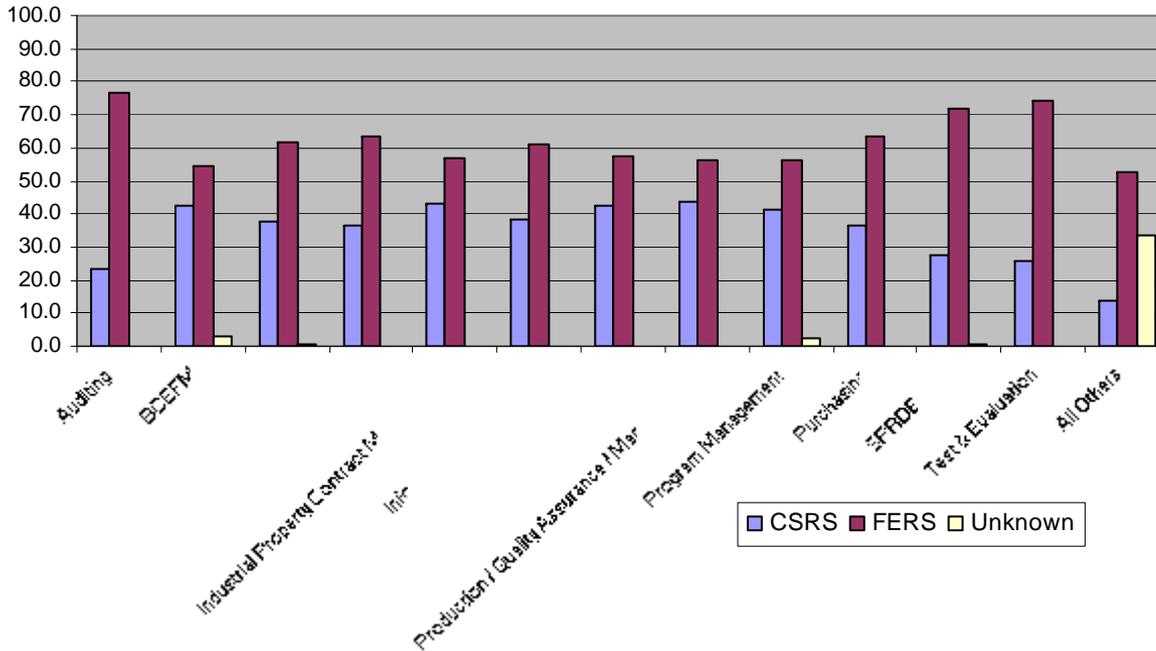


# AT&L Workforce Retirement Program

## Contracting, Purchasing, Property

Civilian Retirement Program Distribution - Percentage Split FERS vs. CSRS						
Component	Contracting		Industrial Property Contract Management		Purchasing	
	FERS	CSRS	FERS	CSRS	FERS	CSRS
Air Force	66.80	32.20			64.80	35.20
Army	57.10	42.10	53.80	46.30	58.00	40.10
Navy	62.00	38.00	56.00	44.00	71.00	29.00
DCMA	59.00	41.00	59.00	41.00	59.00	41.00
DLA	67.00	33.00	50.00	50.00	60.70	39.30
MDA	71.70	28.30			50.00	50.00
DeCA	54.90	45.10				
DTRA	67.00	33.00			100.00	0.00
DAU	67.10	32.90				
WHS - A&PO	49.00	51.00				

CSRS vs. FERS by Career Field





# AT&L Workforce Certification Status Contracting, Purchasing, Property

AT&L Workforce (Army, Navy, & Air Force) Certification Levels vs. Achievements										
	Total Required by Level				Meets/ Exceeds			Does Not Meet		
	Level 1	Level 2	Level 3	None/ Unknown	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
<b>Contracting</b>	9.3%	47.5%	26.0%	17.2%	50.8%	74.8%	73.8%	49.2%	25.2%	26.2%
<b>Purchasing</b>	24.0%	31.1%	16.0%	28.9%	33.3%	38.0%	77.8%	66.7%	62.0%	22.2%
<b>Industrial Property</b>	10.4%	51.6%	10.9%	27.1%	4.3%	41.2%	12.5%	95.7%	58.8%	87.5%

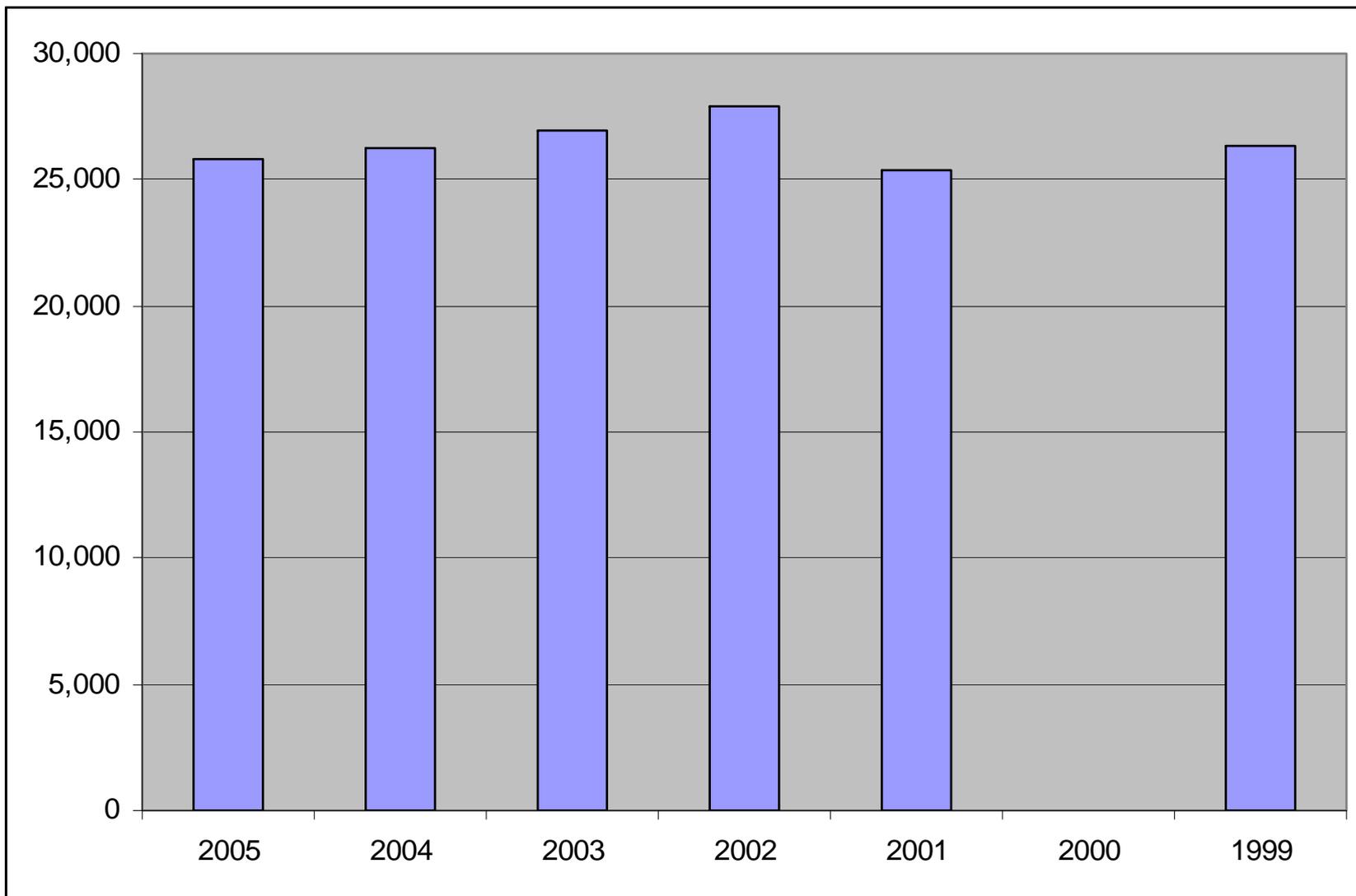
47.5% of AT&L Positions coded "Contracting" require Level 2 Contracting Certification

25.2% of 1102s on Level 2 Positions are not certified or certified at Level 1

74.8% of 1102s on Level 2 Positions are certified at Level 2 or 3



# DoD AT&L Contracting Workforce FY99 – FY05 (Workforce members in Contracting Career Field)



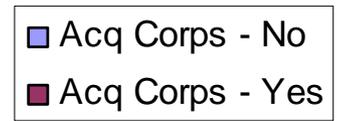
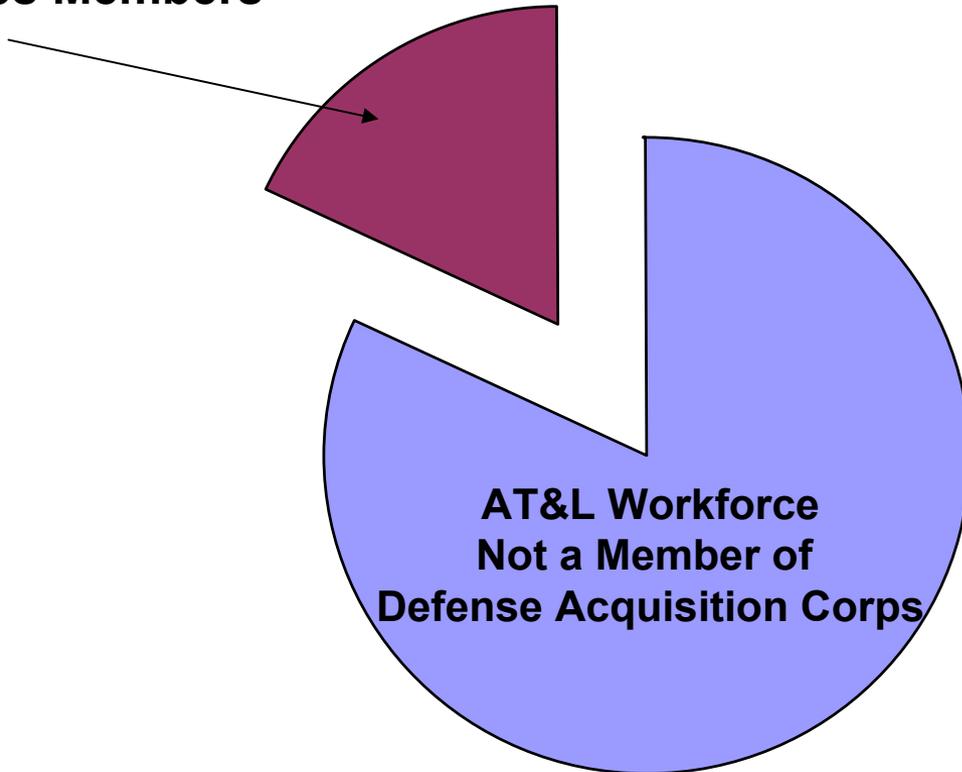
Source: FY99 – FY04: DoD Refined Packard Count/Jefferson Solutions Annual Reports (excluding FY00)  
FY05: Defense Manpower Data Center & Component Data



# DoD AT&L Acquisition Corps

[15% of AT&L Workforce are Members of the Acquisition Corps]

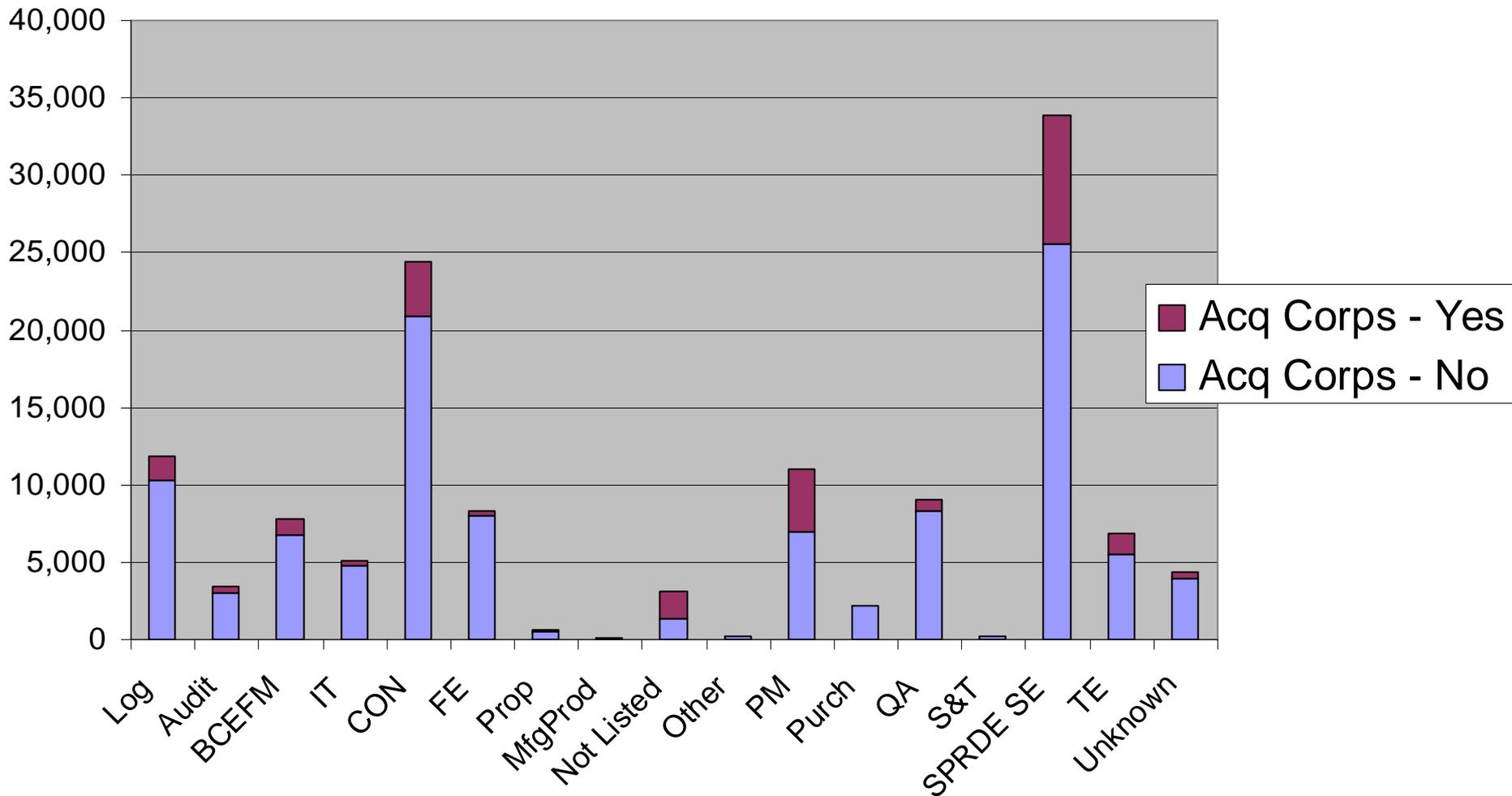
**Corps Members**





# DoD AT&L Acquisition Corps by Career Field

[15% of AT&L Workforce are Members of the Acquisition Corps]

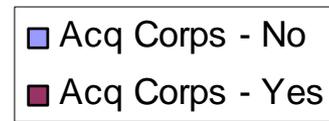
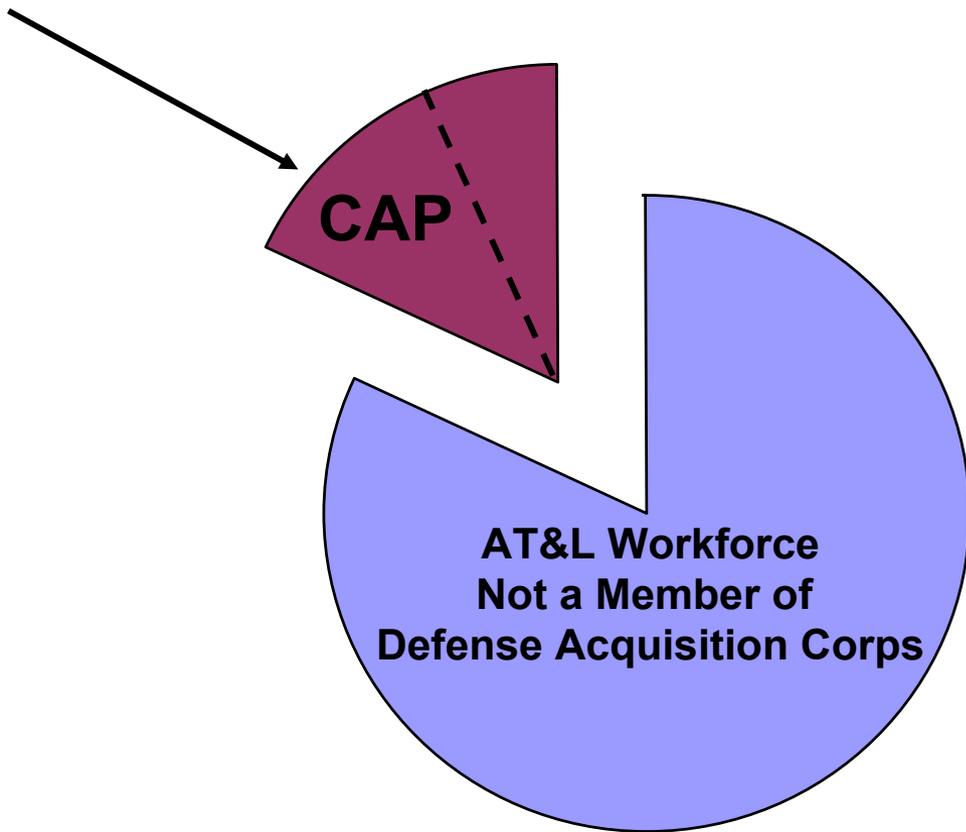




# DoD AT&L Acquisition Corps

[15% of AT&L Workforce are Members of the Acquisition Corps]

Corps Members on  
Critical Acquisition Positions





# DoD AT&L Acquisition Corps by Career Field

[65% of the Acquisition Corps are on Critical Acquisition Positions]

