

From: acp-plad=PTC WASHINGTON DC//ALARACT//  
[mailto:[DAADMINISTRATOR@PTSC.PENTAGON.MIL](mailto:DAADMINISTRATOR@PTSC.PENTAGON.MIL)]  
Sent: Monday, October 31, 2005 11:04 AM  
To: DCSG3COLLECTIVETRAINING@HQDA-DMS.ARMY.MIL  
Subject: ALARACT 222/2005  
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FROM PLA: acp-plad=PTC WASHINGTON DC//ALARACT// FROM D/N: C:US,O:U.S.  
Government,OU:DoD,OU:ARMY,OU:ORGANIZATIONS,  
L:CONUS,L:WASHINGTON DC,OU:DA PENTAGON  
TELECOMMUNICATIONS(uc),OU:ALARACT RELEASE AUTHORITY(UC)  
SUBJECT: ALARACT 222/2005  
TEXT:  
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THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATIONS  
CENTER ON BEHALF OF DA WASHINGTON DC//DAMO-TRC//

SUBJECT: ARMY ACQUISITION CORPS (FUNCTIONAL AREA 51) INTERMEDIATE  
LEVEL EDUCATION (ILE) AND LEADER DEVELOPMENT PLAN

1. PURPOSE OF THIS MESSAGE IS TO DISSEMINATE THE LEADER  
DEVELOPMENT PLAN TO ALL ARMY ACQUISITION CORPS (AAC) OFFICERS.
2. THE FA51 LEADER DEVELOPMENT PLAN FOR AAC CAPTAINS AND MAJORS  
CONSISTS OF THE FA51 BASIC QUALIFICATION COURSE, REGIONALIZED  
ROTATIONAL ACQUISITION ASSIGNMENTS, THE ILE COMMON CORE, AND THE  
FA51 INTERMEDIATE QUALIFICATION COURSE ON ACQUISITION LEADERSHIP  
(FA51 IQC).
3. ATTENDANCE TO THE FA 51 BASIC QUALIFICATION COURSE WILL BE TDY  
ENROUTE PRIOR TO THE FIRST ACQUISITION ASSIGNMENT. TDY FUNDING WILL  
BE PROVIDED BY SENDING COMMANDS UNDER THE PURVIEW OF THE  
MILITARY TRAINING SPECIFIC ALLOTTMENT (MTSA).
4. FA 51 BASIC QUALIFICATION COURSE (FA51 BQC). THE BQC IS AN  
EXPANSION OF THE EXISTING ARMY ACQUISITION BASIC COURSE TO 13  
WEEKS. FA51 BQC IS CONDUCTED AT THE HUNTSVILLE CAMPUS OF THE ARMY  
LOGISTICS MANAGEMENT COLLEGE. MILITARY STUDENTS WILL ATTEND THE 9-  
WEEK ARMY ACQUISITION BASIC COURSE (AABC) MODULE (COURSE CODE  
ALMC-QA) FOLLOWED BY ONE OF THE FOLLOWING 4-WEEK CONCENTRATIONS:  
ARMY ACQUISITION INTERMEDIATE LOGISTICS COURSE (COURSE CODE ALMC-  
AIL) OR ARMY ACQUISITION INTERMEDIATE CONTRACTING COURSE (COURSE  
CODE ALMC-AIC). IT IS IMPORTANT TO NOTE THAT IAW AR 614-6 (ARMY PCS  
POLICY), PARAGRAPH 1-6F, STUDENTS ATTENDING THE FA51 BQC WHILE IN A

PCS STATUS ENROUTE TO OR FROM HUNTSVILLE / REDSTONE ARSENAL ARE NOT ENTITLED TO PER DIEM WHILE ATTENDING THE COURSE, REGARDLESS OF WHAT THEIR PCS ORDERS OR RFO STATE. FOR QUESTIONS CONCERNING THE BASIC QUALIFICATION COURSE, REFER TO COURSE WEBSITE AT [HTTP://WWW.ALMC.ARMY.MIL/HSV/INDEX.ASP](http://www.almc.army.mil/hsv/index.asp) OR CONTACT THE COURSE DIRECTOR, MR. JOE EAST AT (256) 864-1825, EMAIL: JOE.EAST@US.ARMY.MIL

5. INTERMEDIATE LEVEL EDUCATION. THE ARMY ANNOUNCED IMPLEMENTATION OF INTERMEDIATE LEVEL EDUCATION (ILE) ON 4 FEBRUARY 2003. ILE WILL REPLACE THE EXISTING COMMAND AND GENERAL STAFF OFFICERS COURSE (CGSOC). ILE CONSISTS OF A COMMON CORE CURRICULUM FOLLOWED BY THE REQUIRED CAREER FIELD TRAINING AND SPECIALIZED EDUCATION OR QUALIFICATION COURSE.

6. REGIONALIZED ROTATIONAL ASSIGNMENTS. THE PURPOSE OF REGIONAL ROTATIONAL ASSIGNMENTS IS TO PROVIDE DIVERSITY OF EXPERIENCE AND STABILITY OF ASSIGNMENTS. ACQUISITION OFFICERS IN THE RANK OF CAPTAIN AND MAJOR WILL BE ASSIGNED TO ONE OF SEVERAL ACQUISITION REGIONS FOR A PERIOD OF THREE OR MORE YEARS. WHILE ASSIGNED TO A REGION, THE OFFICER WILL ROTATE (LOCAL MOVE, NO COST) THROUGH SEVERAL ACQUISITION JOBS.

7. FA 51 INTERMEDIATE QUALIFICATION COURSE (FA 51 IQC). FA51 IQC IS THE FA 51 INTERMEDIATE QUALIFICATION COURSE (FA51 IQC) ON ACQUISITION LEADERSHIP . FA51 IQC IS REQUIRED FOR AAC ACTIVE DUTY OFFICERS WHO HAVE NOT COMPLETED CGSOC OR ILE BY JAN 06. AS OF JAN 06, MEL IV FOR AAC OFFICERS WILL CONSIST OF THE CORE ILE PLUS THE FA 51 IQC. THE FA51 IQC WILL BE CONDUCTED AT THE UNIVERSITY OF TEXAS, AUSTIN S INSTITUTE FOR ADVANCED TECHNOLOGY. THE PURPOSE OF THIS COURSE IS TO PREPARE ARMY ACQUISITION OFFICERS AND SELECTED ACQUISITION CIVILIANS FOR ACQUISITION LEADERSHIP POSITIONS AT THE RANK OF SENIOR MAJOR AND LIEUTENANT COLONEL (OR CIVILIAN EQUIVALENT). THE COURSE PROGRAM OF INSTRUCTION INCLUDES CLASS PROJECTS, SITE VISITS TO ACQUISITION AND WARFIGHTING ACTIVITIES, LECTURES ON LEADERSHIP, BUSINESS MANAGEMENT, AND ACQUISITION TOPICS FROM SENIOR WARFIGHTING AND ACQUISITION GUEST SPEAKERS. IDEALLY, THE COURSE SHOULD BE TAKEN IMMEDIATELY AFTER ATTENDANCE AT THE ILE COMMON CORE COURSE (OR SBLM FOR CIVILIANS). HOWEVER, THE COURSE MAY ALSO BE TAKEN PRIOR TO THE ILE COMMON CORE COURSE (OR SBLM FOR CIVILIANS). THE GOAL IS TO SCHEDULE TRAINING BACK TO BACK TO REDUCE TRAVEL COSTS AND REDUCE TIME AWAY FROM HOME STATION.

8. FA51 IQC COURSE ADMINISTRATIVE INFORMATION IS AS FOLLOWS:

A. LOCATION: UNIVERSITY OF TEXAS AT AUSTIN, THE INSTITUTE FOR ADVANCED TECHNOLOGY, 3925 WEST BRAKER LANE, RM 4.504, AUSTIN, TX 78759-5316.

B. LENGTH: 20 TRAINING DAYS. CLASS SCHEDULES TO INCLUDE CLASS REPORT, START AND END DATE WILL BE ANNOTATED IN ATRRS. CLASS RESERVATIONS, INPUT AND CLASS GRADUATION DATA IS REQUIRED WITHIN

ATRRS. REPORT DATE IS ONE DAY PRIOR TO CLASS START DATE. EARLY REPORT TO TRAINING SITE IS NOT AUTHORIZED.

C. COURSE MANAGER: FOR QUESTIONS CONCERNING THE FA 51 INTERMEDIATE QUALIFICATION COURSE, REFER TO THE WEBSITE AT [HTTP://WWW.IAT.UTEXAS.EDU/FA\\_51.HTML](http://www.iat.utexas.edu/fa_51.html) OR CONTACT BOB RIFFLE, EDUCATION COORDINATOR - INSTITUTE FOR ADVANCED TECHNOLOGY (512) 232-4560/4566 OR EMAIL AT [BOB\\_RIFFLE@IAT.UTEXAS.EDU](mailto:BOB_RIFFLE@IAT.UTEXAS.EDU)

D. ATRRS POC: JERRY MCCONNEL, VOICE: (703) 325-3152, DSN PREFIX 221, EMAIL: [JERRY.M.MCCONNEL@US.ARMY.MIL](mailto:JERRY.M.MCCONNEL@US.ARMY.MIL)

E. TDY ORDERS INSTRUCTIONS:

(1) TRAVEL AND PER DIEM: TRAVEL AND PER DIEM TO SUPPORT ATTENDANCE TO THE FA 51 IQC WILL BE CENTRALLY FUNDED BY THE US ARMY ACQUISITION SUPPORT CENTER FOR FY 06 AND FY 07. POC FOR FUND CITE IS SHERRY LOVE, (703) 805-1028 DSN 655-1028, EMAIL: [SHERRY.S.LOVE@US.ARMY.MIL](mailto:SHERRY.S.LOVE@US.ARMY.MIL) OR ANITA TRIPLETT, (703) 805-1031 DSN 655-1031, EMAIL: [ANITA.TRIPLETT@US.ARMY.MIL](mailto:ANITA.TRIPLETT@US.ARMY.MIL)

(2) RENTAL CARS OR IN/AROUND MILEAGE FOR THOSE THAT DRIVE IS NOT AUTHORIZED. SHUTTLE BUS TRANSPORTATION TO AND FROM TRAINING LOCATIONS IS PROVIDED. DINING FACILITIES ARE WITHIN WALKING DISTANCE OF HOTEL AND CLASS LOCATIONS. HOTEL WILL PROVIDE SHUTTLE TO SHOPPING AND FITNESS FACILITIES.

(3) GOVERNMENT CONTRACTED LODGING IS DIRECTED AT NO COST TO SOLDIER AND IS PROVIDED BY AMERISUITES ARBORETUM, 3612 TUDOR BLVD, AUSTIN, TX 78759, 512-213-8491. STUDENTS WILL BE AUTHORIZED MEALS AT THE FULL LOCALITY RATE FOR AUSTIN, TEXAS.

F. UNIFORM: DUTY UNIFORM (AKA BDU OR ACU) FOR MILITARY STUDENTS, BUSINESS CASUAL FOR CIVILIAN STUDENTS (AKA CIVILIAN STUDENTS SHALL WEAR COLLARED SHIRTS, SLACKS OR KHAKIS WITH BELT OR BUSINESS SKIRTS AS APPROPRIATE. JEANS, T-SHIRTS, SHORTS, TENNIS SHOES ARE NOT AUTHORIZED FOR CLASSROOM OR SITE VISITS). MILITARY STUDENTS NEED TO BE PREPARED TO WEAR CIVILIAN BUSINESS CASUAL CLOTHES FOR SITE VISITS TO INDUSTRY AT THE DISCRETION OF THE INSTRUCTOR.

G. FY06 COURSE DATES:

06-1 REPORT 22 JAN 06 GRADUATE 17 FEB 06  
06-2 REPORT 23 APR 06 GRADUATE 19 MAY 06  
06-3 REPORT 9 JUL 06 GRADUATE 4 AUG 06  
06-4 REPORT 10 SEP 06 GRADUATE 6 OCT 06

9. POINT OF CONTACT FOR FA51 PROPONANT IS MAJ AARON BROWN VOICE: 703 805-1236, FAX: 703 805-1256, DSN PREFIX 655, EMAIL: [AARON.M.BROWN@US.ARMY.MIL](mailto:AARON.M.BROWN@US.ARMY.MIL) POINT OF CONTACT IN DAMO-TRL/DAMO-TRI ARE MR. CHARLES WARE, DSN 224-9808, MAJOR KELLY CARTER, DSN 224-9825

AND MRS. MARY ELLEN MCCRILLIS, DSN 224-9706. THE HRC-ALEXANDRIA POC  
IS MAJ MARK EVANS (703) 325-3128 DSN 221-3128.

10. THIS MESSAGE WILL EXPIRE 2 JUNE 2007.

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ORIGINAL TO RECIPIENTS:

C:US,O:U.S.

GOVERNMENT,OU:DOD,OU:ARMY,OU:ORGANIZATIONS,OU:ADDRESS  
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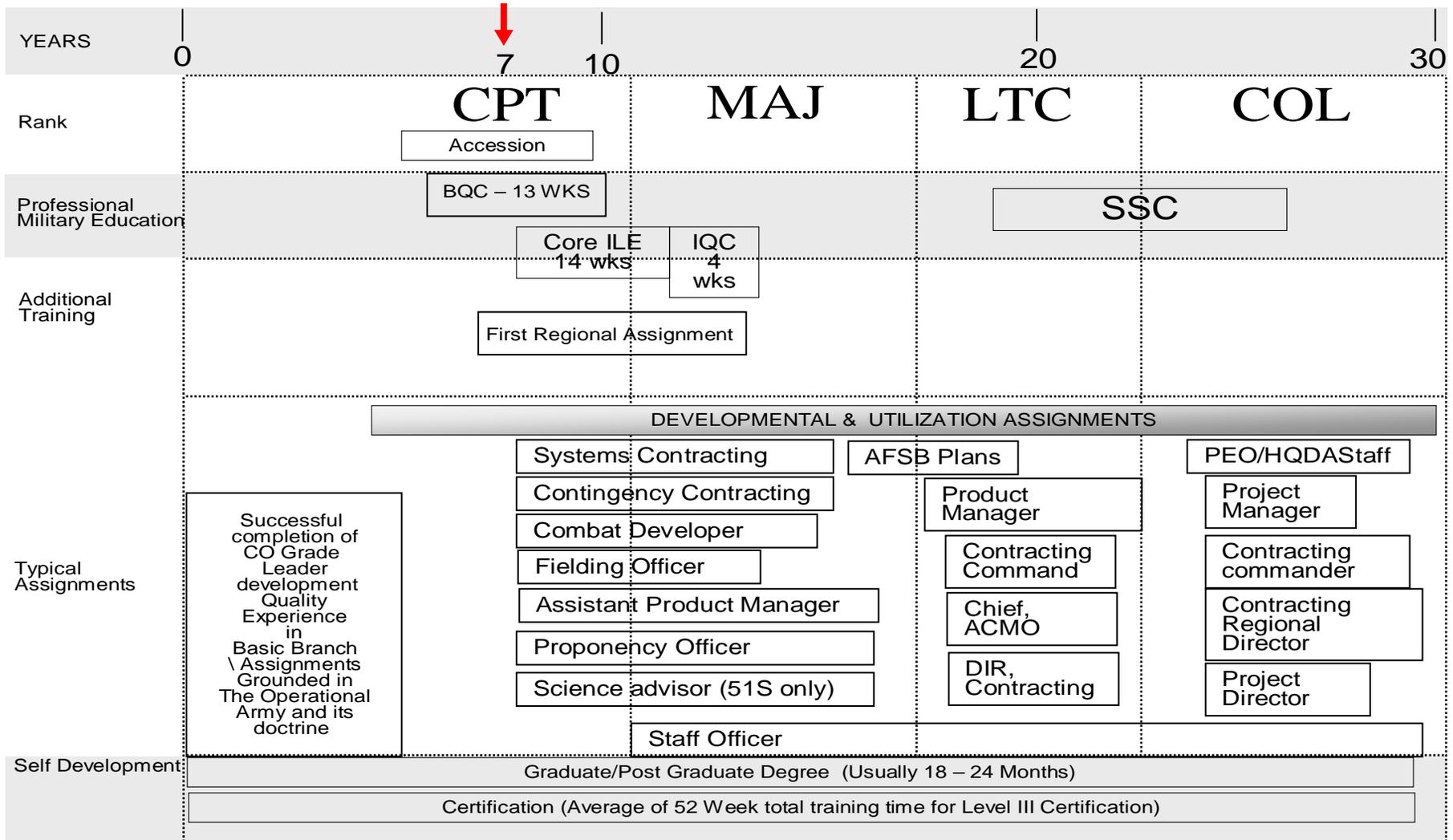
Caveats: NONE

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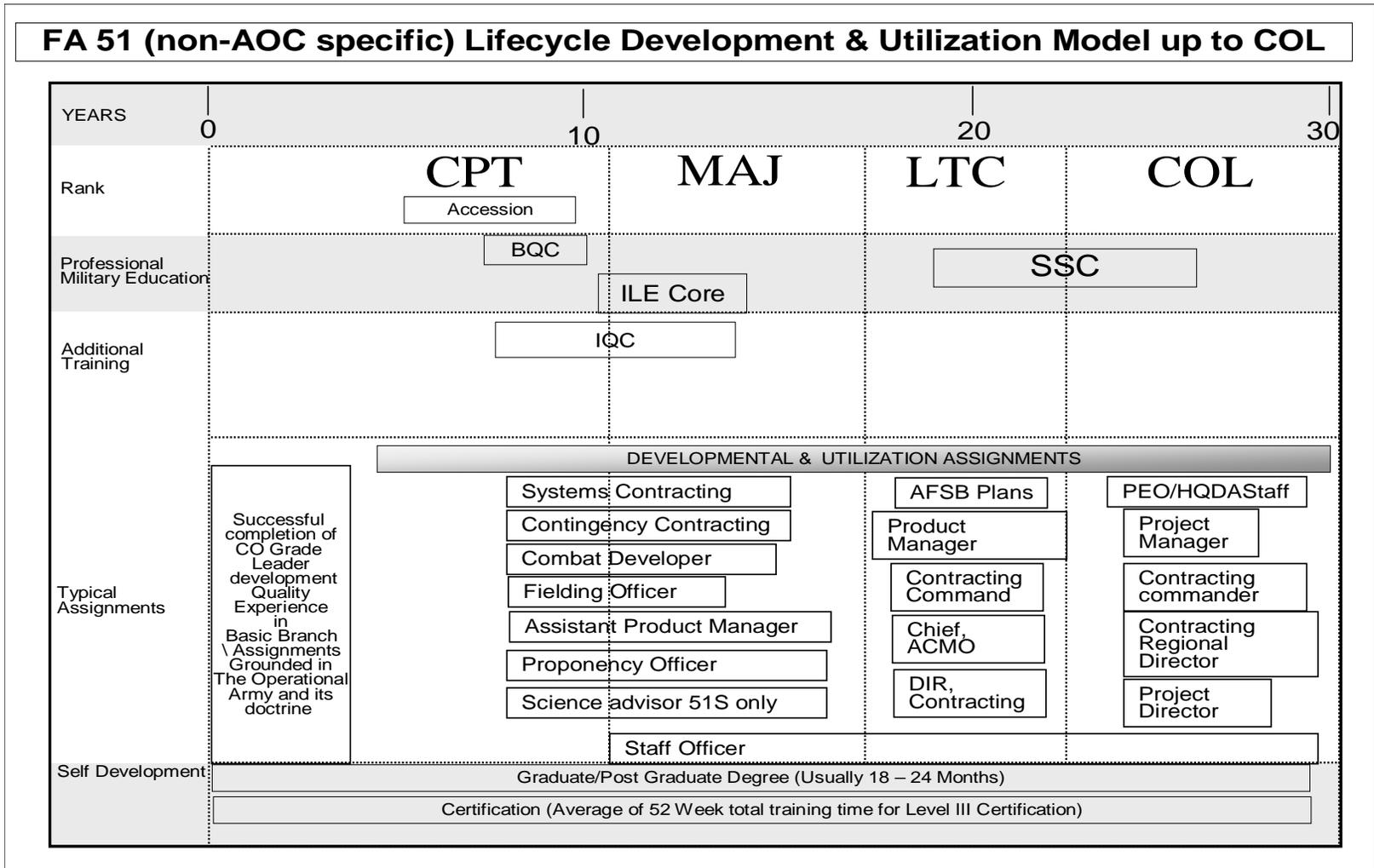
Caveats: NONE

# FA 51 (non-AOC specific) Lifecycle Development & Utilization

## (ACTIVE COMPONENT)



# FA 51 Life Cycle Development & Utilization Model (RESERVE COMPONENT)





# FA 51 Leader Development Initiatives

Expansion of Army Acquisition Basic Course to FA51 Basic Qualification Course & Acquisition Intermediate Level Education



**LTG Yakovac briefing to Program Executive Officers**

AUG 05

ACQUISITION SUPPORT CENTER

# Agenda

- **Purpose**
- **Where the Army is going & what we are trying to accomplish**
- **FA51 Leader Development Plan Overview**
- **FA51 Basic Qualification Course**
  - **Description**
  - **Background**
  - **Objectives**
- **FA51 Intermediate Qualification Course**
  - **Description**
  - **Background**
  - **Objectives**
  - **Curriculum**
- **Support Required from PEOs**

## Purpose of this briefing

- **Inform the Program Executive Officers of the FA 51 Leader Development Plan for captains and majors**
- **Enlist the help of the PEOs and other AAC GOs to support the FA 51 Leader Development plan through guest speaking and mentorship**
- **Solicit feedback on critical skills required for junior and mid-grade acquisition officers**

Where Big Army is going – input from 19 JAN 05 OPMS 3 brief to CSA

## Purpose: CSA Update on What You Told Us to Do

### Mission

- Review and recommend changes for management and development of the Officer Corps that
  - Develops skills required, today and tomorrow, and groups skills functionally to meet Army requirements
  - Acquires, develops, and retains professionals with a Warrior Ethos and inspired to a lifetime of service
  - Shifts career paths--less command centric, less prescriptive, and less timeline driven
- Institutionalize an adaptive process to manage the change required to maintain the long term health of the Officer Corps

**All viewed through a Warrior Ethos lens for a Campaign-quality, Joint and Expeditionary Army at War**

## What we are trying to accomplish:

- **Balance acquisition certification with acquisition leadership and doctrine training**
- **Prepare new acquisition officers to take positions in ANY acquisition organization**
  - **Many acquisition officers are currently single-tracked into one AOC**
  - **CSA guidance is to build “decatletes”; MILDEP guidance is “diversity of experience” i.e. multiple certifications**
- **Provide certification training in multiple AOCs to new acquisition officers**
  - **Recent changes to DA Pam 600-3 put emphasis on certifications in multiple AOCs (Level III in one and Level II in others)**
  - **Historically, expecting officers to do it all on their own time doesn't work.**
- **Develop LCMC commanders of the future**

## FA 51 Leader Development Opportunities

There are two major centralized opportunities to develop junior acquisition officers:

### 1: Expand Army Acquisition Basic Course (AABC) into FA51 Basic Qualification Course (FA51 BQC)

- AABC is good, but requires augmentation to meet strategic vision of “decahletes”
- Normally attended prior to first acquisition assignment
- In addition to officers, AABC attended by selected acquisition civilians and contracting NCOs; will continue to attend AABC module
- FA 51 BQC targeted primarily to officers

### 2: Intermediate Level Education (ILE); starting in 2005 to be attended between the 8<sup>th</sup> and 12<sup>th</sup> years of commissioned service. For other-than-ops career fields:

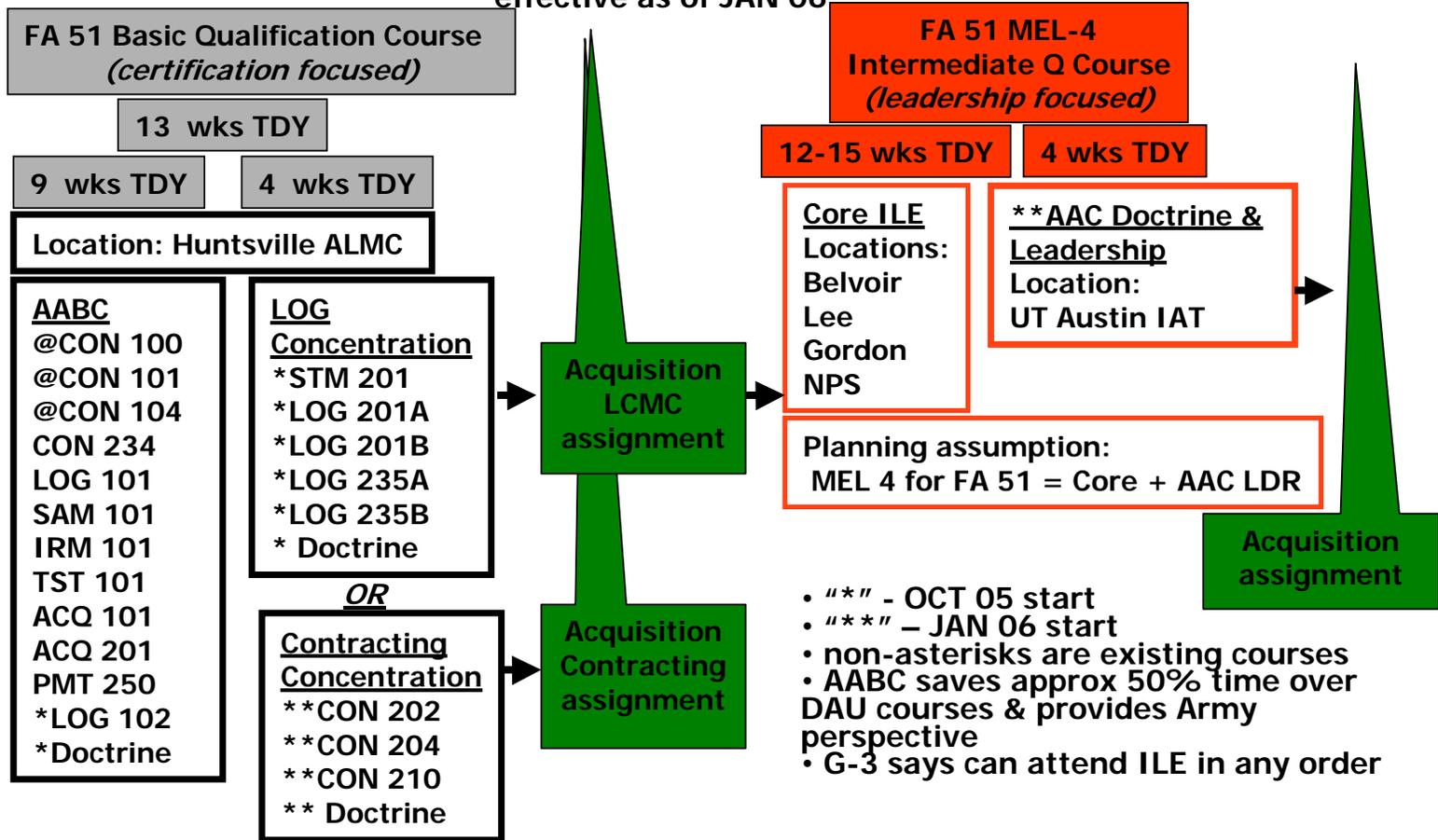
- 15-week core ILE held at one of the 4 ILE course locations
- Functional-area specific training as desired by proponent
- FA 51 Intermediate Qualification Course will be an acquisition leadership course targeted to acquisition officers

## FA 51 Leader Development Plan Overview

- End-to-end plan from officer accession into acquisition corps as captain until selection to lieutenant colonel
- Initial entry training (FA51 Basic Q Course) prepares officer for first regionalized acquisition assignment and rotation through assignments at any acquisition organization
- Intermediate training in conjunction with the Army's core ILE prepares officer to assume positions of greater responsibility
- Plan consists of FA51 Basic Qualification Course + Acquisition Assignments + Core ILE + FA51 Intermediate Qualification Course
- Depicted graphically on next slide

# FA 51 Leader Development Initiatives

Army acquisition training concept as of JUN05  
effective as of JAN 06



- "\*" - OCT 05 start
- "\*\*\*" - JAN 06 start
- non-asterisks are existing courses
- AABC saves approx 50% time over DAU courses & provides Army perspective
- G-3 says can attend ILE in any order

**FA51 Basic Q Course**

Provides Level 1 training for all students in:

- Lifecycle Logistics
- Contracting (plus Contingency Contracting)

Provides Level 2 training for all students in Program Management

Provides Level 2 training for 1/2 of each class in one of the following:

- Life Cycle Logistics and Systems Planning, Research, Development, and Engineering

or

- Contracting

## FA51 Basic Qualification Course (BQC) Description

### Faculty and materials:

- Taught by the Army Logistics Management College, Huntsville Campus (ALMC-HSV), part of TRADOC
- Uses Defense Acquisition University (DAU) course material for DAU equivalencies but teaches using a demanding, time-concentrated teaching model; saves 50% time
- Adds emerging Army Acquisition doctrine and lessons learned

**Throughput: up to 320 students per year; 5 onsite and up to 4 offsite classes**

## FA51 Basic Qualification Course (BQC) Description cont.

**FA51 BQC is the current AABC plus doctrine, lessons learned, and either a “Log Concentration” or a “Contracting Concentration”**

### **Army Acquisition Basic Course**

- **Catalog Number: ALMC-QA**
- **Length: 9 weeks (664 Instructor Contact Hours)**
- **Status: operating**

### **Army Acquisition Intermediate Logistics Course (also called “Logistics Concentration”)**

- **Catalog Number: ALMC-AIL**
- **Length: 4 weeks (200 Instructor Contact Hours)**
- **Status: October 2005 start-up planned**

### **Army Acquisition Intermediate Contracting Course (also called “contracting concentration”)**

- **Catalog Number: ALMC-AIC**
- **Length: 4 weeks (250 Instructor Contact Hours)**
- **Status: January 2006 start-up planned**

## FA51 BQC Civilians and Reservists

- **Civilians attend AABC module when funding and seats available**
- **AABC module can be offered in 4 onsite training classes per year if command willing to pay TDY for instructors**
- **Most civilian attendees are currently contracting interns**
- **AABC not yet in ACTEDS; should be added when plan approved to provide local authority to change ACTEDS content**
- **FA51 BQC is entry level training for active and AGR RC officers; IMA and TPU reservist may not have resources to attend and should seek appropriate acquisition certification training from DAU.**

## New Facilities for Huntsville ALMC & FA 51 BQC as of 25JUL05



- USACE's Bevill Center on UAH campus
- More classroom space
- Best Value
- Cooperative education potential with UAH
- "Grand opening" ribbon cutting ceremony 23 SEP 05



## **FA51 Intermediate Qualification Course (IQC) Description**

- **The FA51 IQC is the Army Acquisition Corps' training supplementary to the Army's Core ILE**
- **The FA51 IQC course focuses solely on acquisition leadership and doctrine (FA51 BQC addresses certification training)**
- **The course length is 20 training days (4 weeks)**
- **Starts JAN 06**
- **Annual student load: 120 in 4 classes per year of 30 students; equates to approximate annual number of FA51 officers eligible for ILE (scaleable)**
- **AAC MEL 4 for YGs 94 and subsequent who have not attended CGSC or ILE by JAN 06 = Army Core ILE + FA51 IQC**
- **Conducted at University of Texas (UT) Austin, co-located with Senior Service College fellowship**

## FA 51 IQC Background

### My guidance to ASC:

- **balance certification training with leadership and doctrine In the FA51 Leader Development Plan**
- **Conduct “ILE follow-on” with warfighters and have warfighter guest speakers; not necessarily co-located with FA 51 BQC Course**
- **Leverage existing programs including Senior Service College Fellowship guest speaker program**
- **Mentorship from resident Senior Service College Fellowship acquisition officers**
- **PEO/PM guest speakers/instructors**

## FA51 IQC Rationale

- **Field grade acquisition officers must operate in two arenas**
  - **Operational arena**
  - **Business and industrial base arena**
- **IQC provides training in acquisition-related leadership topics not found in the Core ILE**
- **Varied timeframe and large scope of some acquisition missions requires that acquisition officers are exposed to senior and strategic leadership issues (as defined by AR 600-100) at a relatively junior grade**

## FA 51 IQC Objectives

- **Develop Acquisition Leaders capable of leading/commanding in any acquisition organization**
- **Develop a pool of future senior officers trained in innovative leadership & acquisition topics**
- **Expose students to real-world customer needs and PEO/PM Operations through a series of speakers and staff rides**
- **Leverages Senior Service College Fellowship instructors and expertise; leverages Fellows mentorship**
- **Develop an enhanced understanding of the customer and his support needs; industrial operations and its defense interface; and the civilian workforce**
- **Expose students to the knowledge base of a “world class,” Tier 1 university for practical application tools that have proven successful**

**FA 51 Leadership Course curriculum topics (pg 1 of 2)**

- **Classes and seminars from same faculty that speaks/instructs the War College fellows:**
  - **Team building seminar**
  - **Guest speakers**
  - **PPBES seminar**
  - **Leadership and ethics seminar**
  - **Art of negotiation seminar**
  - **Lean/six sigma (if necessary)**
- **Updates on latest acquisition doctrine**
- **Mentorship from Acquisition Senior Service College resident Fellows**
- **PEO and PM guest speakers & instructors**

**FA 51 Leadership Course curriculum topics (pg 2 of 2)**

- **Site visits to Army organizations and activities**
  - **III Corps Transformation, III Corps Warfighter panel**
  - **Reset & reconstitution**
  - **Consolidated Test Support Facility (CTSF)**
  - **21st CAV BDE and Apache Materiel Fielding Team**
  - **Corpus Christie Army Depot (CCAD) and/or Red River Army Depot (RRAD)**
  
- **Visits to industry, such as Stewart & Stevenson**
  
- **Group/team research project**

## FA 51 IQC Schedule

- **Class 1 Report Sun 22 JAN 06 Graduate Fri 17 FEB 06**
- **Class 2 Report Sun 23 APR 06 Graduate Fri 19 MAY 06**
- **Class 3 Report Sun 9 JUL 06 Graduate Fri 4 AUG 06**
- **Class 4 Report Sun 10 SEP 06 Graduate Fri 6 OCT 06**

## **What we need from the PEOs, Program Manager, and AAC GOs**

- **Guest speakers for every BQC and IQC class;**
  - **At least one acquisition GO to speak at every class**
    - **PM UA and/or RDECOM every IQC class**
    - **IQC speaking events will coordinated with SSCF schedule**
  - **COL/LTC PMs to speak at every class**
  - **Prefer participation in person but may participate by VTC**
  - **Policy letter & schedule TBP**
- **Occasionally augment instructors for BQC when faculty is short handed (instructors must be Level III certified in subject being taught)**
- **Mentors for our future acquisition senior leaders**
- **Participation and constructive feedback for course skills surveys to help us continually improve BQC and IQC**

## Summary and Conclusion

- **The FA51 Leader Development Plan is an end-to-end plan to develop acquisition captains and majors**
- **Supports goals of certification in multiple AOCs and building “decaathletes”**
- **BQC saves 50% time compared to DAU and provides latest acquisition doctrine**
- **IQC exposes officers to world-class leadership training and mentorship**
- **We need the PEOs’ support to help build tomorrow’s PEOs**

## Backup Slides

## **FA 51 IQC course admin support**

- **Fully furnished, leased housing provided**
- **Physical fitness facilities provided**
- **Each student provided access to desk-top on-line services**
- **Official telephone service provided**
- **Common copier & fax machine provided**
- **Welcome packets provided in advance**
- **Weekly training schedules provided**
- **Transportation provided from lodging to class location, including staff rides**
- **Administrative supplies provided**
- **Course administrative & clerical support**

## **FA 51 Leadership course - military support**

- **Military support requirements (transportation, medical, exchange, ID cards, etc) coordinated through Camp Mabry, Ft. Hood, and Ft. Sam Houston.**
- **Dental support coordinated through Delta Dental or Ft. Hood or Ft. Sam Houston.**

## UT Austin Background

- Thirteen years of experience operating the Army's model Senior Service College Fellowship.
- The UT Director of Army Programs is a retired Army LTG with extensive operational, combat & weapon systems experience, currently serving on the Army Science Board.
- UT programs include cutting edge technology in electric armaments, high speed computing, robotics, WMD's, counter terrorism & digitized support to III Corps units.
- A-Team of university faculty, local businessmen, and senior active / retired officers dedicated to the program
- Close proximity to current operational activities... Ft. Hood and Ft. Sam Houston.(75 min).
- Two University Affiliated Research Centers (UARCs) located at UT.
- UT hosts USMA cadets annually for R&D enrichment training.
- Located in Austin, TX, the state capitol and a national leading center for high-tech industry & innovation.
- Approximately 25 Army officers attend various UT advanced degree programs each year; as well as similar numbers from the other sister services.

## UT Austin Background cont.

- **Rated 15th best university in the world (London Times, 11/5/04).**
- **6th largest library in the nation (2005).**
- **Distinguished international faculty includes Nobel Laureates, numerous National Academy of Science & Engineering professors, and former Government / Defense leaders.**
- **Engineering & Business colleges ranked nationally in the top 15.**
- **Over 70 major business, engineering, & technical centers & labs.**
- **UT has an extremely strong cadre of retired, senior military leaders.**
- **ROTC programs in all services.**

## INFORMATION PAPER

SFAE-CM

December 27, 2005

SUBJECT: The Functional Area 51 Leader Development Plan

1. Purpose. To provide information on FA51 Leader Development Plan, to include the FA51 Basic Qualification Course (BQC) and the FA51 Intermediate Qualification Course (IQC).
2. Facts.
  - a. Background: The FA51 Leader Development Plan is an end-to-end plan designed to prepare newly accessed acquisition officers for assignment to any acquisition organization, and to develop them at the ranks of captain and major for positions of higher responsibility. The FA 51 Leader Development plan was validated by the Army G-3 on 12 SEP 05 and consists of the following elements:
    - i. The FA51 Basic Qualification Course (BQC), intended for acquisition officers to complete prior to their first acquisition assignment. Note that in previous info papers BQC was referred to as the "Qualification Course". The name has been changed to avoid confusion with the Army G-3.
    - ii. Regionalized rotational assignments in multiple acquisition career fields. Regionalization is discussed in a separate information paper.
    - iii. The Army's core Intermediate Level Education (ILE)
    - iv. The FA 51 Intermediate Qualification Course on Acquisition Leadership (FA51 IQC). FA51 IQC is the Army Acquisition Corps' functional-area specific follow-on course to ILE as required by the Army G-3's ILE implementation message. Note that in previous info papers IQC was referred to as "ILE Phase 2" and "FA51 Leadership Course". The name has been changed to avoid confusion with the Army G-3.
  - b. FA51 BQC:
    - i. BQC background and description. BQC is an extension of the existing Army Acquisition Basic Course (AABC). AABC replaced the Materiel Acquisition Management (MAM) course as the entry-level course primarily for newly accessed acquisition officers and selected civilians; while MAM provided 2 DAU equivalencies, AABC provided 10. AABC provided expanded training, but required further expansion to support recent guidance from senior leadership on developing "pentathletes", to develop Life Cycle Management Command commanders of the future, and to support the goal of certification in multiple acquisition Areas of Concentration (AOCs). FA51 BQC is primarily focused on

certification training and preparation for initial assignments under regionalization. FA51 BQC consists of AABC plus either a Logistics module (formally called Army Intermediate Logistics Course) or a Contracting module (formally called Army Intermediate Contracting Course), both of which consist of Level II training. The first Logistics module was conducted in October, 2005 and the first Contracting module will be held in March, 2006 (the start date was delayed from January, 2006 to line up with the end of AABC module 06-002). The intent of FA51 BQC is that every newly accessed acquisition officer will receive Level I training in Contracting; Test; Information Systems Management; Lifecycle Logistics; and Systems, Planning, Research, and Development - Science and Technology Manager; plus Contingency Contracting training and level II training in Program Management. Additionally, ½ of the officers will receive Level II training in Contracting and the other ½ will receive Level II training in Lifecycle Logistics and Systems Planning Research Development and Engineering - Science and Technology Manager. Civilians may attend the FA 51 BQC, although ALMC Huntsville staff expects civilians will only attend the AABC portion due to TDY time constraints. Note that ALMC- Huntsville strives to ensure their course material is up to date to ensure DAU equivalencies, but ALMC is dependent upon DAU for the course learning objectives. There may be temporary periods where one or more courses do not align with DAU while ALMC is waiting for the latest information.

- ii. FA51 BQC Administration and logistics: the Army Logistics Management College (ALMC), Huntsville campus, runs the FA51 BQC, and manages the course in ATRRS. The course code for the AABC module is AABC, the course code for Army Intermediate Contracting is AAICC, and for Army Intermediate Logistics is AAILC . The course location has recently moved from the building leased by DAU in Huntsville to the US Army Corps of Engineers' Tom Bevill Center, located on the campus of the University of Alabama in Huntsville. The Bevill Center provides more classroom and breakout rooms space and is less expensive than the previous facilities, and also has lodging and dining facilities located on the premises. The maximum annual capacity for the course is 290 at its current staffing level.
- iii. Advantages of BQC: Having ALMC create an Army-specific resident course has three major advantages over DAU courses: First, condensed course curriculum and elimination of redundancies saves approximately 50% training time. Second, the courses are taught with an Army perspective and facilitate insertion of Army doctrine, including FM 4-93.41. Third, experience shows that officers often not do take all required DAU courses on their own time due to the daily demands of their positions; the ALMC

courses create a “one-stop” opportunity for officers to take all of the required courses to be Level II certified in multiple AOCs before assuming duties.

c. ILE and the FA51 IQC:

- i. ILE background: Traditional Command and General Staff College (CGSC) at Fort Leavenworth has been replaced with ILE in order to provide 100% of mid-career officers the opportunity to attend residence MEL 4 schooling. The implementation date was AUG 05 and ILE attendance is mandatory for YG94 and subsequent year groups between their 8<sup>th</sup> and 12<sup>th</sup> year of commissioned service. YG93 CGSC selectees and current deferred officers who have not yet completed CGSC will have to either complete the non-resident course or complete the same ILE courses as YG94 and subsequent year groups. ILE consists of two pieces: a 15-week core ILE and a branch, career field, or Functional Area Course. Nearly all Operational Career Field (OCF) officers will attend core ILE at Ft Leavenworth, followed by their follow-on portion, the Advanced Operators Warfighters Course (AOWC). Due to the doubling of the Fort Leavenworth ILE class size, attendance at Fort Leavenworth will be reserved for primarily OCF and most other-than-operators (OTOs) will attend the core ILE at one of four regional locations (Fort Belvoir, Fort Lee, Fort Gordon, or the Naval Post Graduate School). OTOs will also attend their functional area (FA) qualifying coursework at a location determined by their functional area.
- ii. FA51 IQC Background: Guidance from the Military Deputy to the Army Acquisition Executive was to concentrate our functional-area specific ILE-follow-on course on leadership training, not certification training. Additional guidance was to leverage existing acquisition investments in leader development, and to co-locate leadership training with warfighters. Additionally, the Civilian Competitive Development Group (CDG) program manager recently decided to leverage IQC to provide acquisition leadership to CDG candidates in lieu of more expensive leadership programs such as Darden. IQC can support the CDG program with no degradation in training to the target officer population.
- iii. FA51 IQC course description and administration: the FA 51 IQC is 4 weeks in length (20 training days) and is conducted by the University of Texas in Austin’s Institute for Advanced Technology. IQC is co-located with the Senior Service College Fellowship. The intent is for IQC is to be attended after an officer attends the Core ILE (or Sustaining Base Leadership and Management course (SBLM) for CDGs), although it can be taken prior to attending the Core ILE on a case-by-case basis. There will be four classes in calendar year 2006. Each class can accommodate up to 35 students. IQC is in ATRRS and ATRRS class rosters are updated

by HRC, ASC, and eventually the UT Austin course manager.  
Priority for attendance at IQC is:

1. Acquisition officers who require ILE for MEL IV as per the G-3 ILE implementation message (YGs 94 and subsequent). Attendance for these officers will be funded by ASC in FY 2006.
  2. CDG candidates who have SBLM and who need IQC for CDG graduation. Attendance for these civilians will be funded by the CDG program.
  3. Acquisition officers who do not require ILE for MEL IV but who desire attendance at IQC for professional development. ASC will not fund these officers; their commands may fund at their discretion.
- iv. The IQC curriculum includes:
1. Classes and seminars from same faculty that speaks/instructs the War College fellows:
    - a. Team building seminar
    - b. Guest speakers
    - c. PPBES seminar
    - d. Leadership and ethics seminar
    - e. Art of negotiation seminar
  2. PEO and PM guest speakers & instructors to provide acquisition operational lessons learned
  3. Site Visits to warfighters and Army activities with relevance to acquisition
    - a. III Corps Transformation, III Corps Warfighter panel
    - b. Reset
    - c. Consolidated Test Support Facility (CTSF)
    - d. 21st Cav BDE and Apache Materiel Fielding Team
    - e. Corpus Christie Army Depot (CCAD)
  4. Visits to industry with relevance to the ongoing Global War on Terrorism, including Stewart & Stevenson

MAJ Aaron Brown/703-805-1236



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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum - Guidance for Officers of the U.S. Army Acquisition Support Center Attending FA51 Leader Development Plan Courses

1. References:

- a. Message, HQDA, DAMO-TRC, 311554Z Oct 05, subject: Army Acquisition Corps (Functional Area 51) Intermediate Level Education (ILE) and Leader Development Plan.
- b. Message, HQDA, DAMO-TRC, 021642Z Jun 05, subject: MACOM/Army Activities/Agencies Intermediate Level Education (ILE) Common Core Course Location (CL) Campus Quota Allocations.
- c. Message, HQDA, DAMO-TRC, 071808Z Oct 04, subject: Implementation of Intermediate Level Education (ILE): Army Intermediate Staff College (ISC) Attendance Policy.
- d. Message, HQDA, DAMO-TRC, 021500Z June 04, subject: Implementation of Intermediate Level Education (ILE).
- e. Message, HQDA, DAMO-TRC, 081451Z Jul 05, subject: Implementation of the Intermediate Level Education Common Core (ILE-CC) and Advanced Operations Warfighting Course (AOWC) Via Advanced Distributed Learning.

2. Purpose: The following policy provides the priorities for implementing the FA51 Leader Development Plan to provide required training to develop Army Acquisition Corps captains and majors, and civilians in the Competitive Development Group (CDG) program.

3. Background:

- a. Definition of the FA51 Leader Development Plan. The Leader Development Plan consists of the FA51 Basic Qualification Course (FA51 BQC), regionalized rotational assignments, the Army's Core Intermediate Level Education (ILE), and the FA51 Intermediate Qualification Course on Acquisition Leadership (FA51 IQC). Note that separate from the FA51 Leader Development Plan, the civilian CDG program now requires FA51 IQC attendance for graduation.

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b. Funding issues: The Army G-3 provides a funding allotment called Military Support to Training Agencies (MTSA) to each major command (MACOM) to fund G-3 directed and approved training Temporary Duty (TDY) costs. The U.S. Army Acquisition Support Center's (ASC) MTSA account has not been fully funded by the Army G-3 to cover MTSA TDY costs for directed and approved training.

4. FA51 BQC attendance guidance.

a. BQC is required for newly assessed active duty acquisition officers.

b. BQC attended in a TDY-enroute status is funded from the losing command's MTSA account. ASC directed U.S. Army Human Resources Command (HRC) assignment officers to schedule officer attendance at BQC in a TDY-enroute status prior to their first acquisition assignment.

c. ASC will not fund officers attending BQC TDY-enroute when ASC is the losing MACOM. ASC will not fund officers attending BQC in a TDY-and-return status. Other MACOMs, and Major Subordinate Commands (MSCs) within ASC, may fund officer attendance in a TDY-and-return status at their discretion.

d. In accordance with AR 614-6, paragraph 1-6f, officers may not be TDY to a permanent change of station (PCS) location. Therefore, officers inbound to the Huntsville/Redstone Arsenal area who are scheduled to attend BQC must sign in prior to attending BQC and attend in a local TDY status. Officers outbound from Huntsville/Redstone scheduled to attend BQC must attend BQC prior to signing out and attend in a local TDY status.

e. Civilian interns and contracting noncommissioned officers (NCOs) may continue to attend the Army Acquisition Basic Course (AABC) module at the Huntsville Army Logistics Management College (ALMC) if their command pays applicable TDY costs. Alternatively, commands may fund mobile training teams to travel from Huntsville to provide training at the command site when coordinated with the Huntsville ALMC course director.

5. ILE implementation guidance.

a. ILE Requirement: The Army G-3 ILE implementation message (reference c) directed that the Core ILE replace the Command and General Staff Officer Course (CGSOC). All Army Competitive Category (ACC) majors in Year Groups (YGs) 94 and subsequent will be afforded the opportunity to attend the Core ILE in residence during a four-year window that spans their ninth, tenth, eleventh, and twelfth years of

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commissioned service (reference d). ACC officers in YGs 94 and subsequent who cannot attend the resident ILE due to operational considerations may request to take the Advanced Distributed Learning (ADL) Courses through the DA G-3/5/7 (reference e). HRC is working with DA G-3 to change policy to allow ACC officers in YGs 94 and subsequent to attend ILE via ADL as a matter of choice, but this is not yet approved. Officers who have completed phase 1 of the legacy non-resident CGSOC (S format) by September 30, 2005, will be allowed to complete it (reference e). Alternatively, ACC officers in YGs 93 and earlier YGs may enroll in the ADL version of the Core ILE as of October 1, 2005 (reference e). Acquisition officers currently are not eligible to attend the resident Core ILE at Fort Leavenworth, but may attend resident Core ILE at one of the four course locations: Fort Belvoir, Fort Gordon, Fort Lee, or the Naval Postgraduate School (NPS).

b. ILE TDY Funding: TDY attendance at ILE is funded by the losing command's MTSA account (reference b). However, ASC's MTSA account is under-funded in Fiscal Year 2006 (FY 06) and FY 07 by the Army G-3, Operations. Military Training Service Support (MTSS) is a means to reduce TDY costs. Under MTSS, the installation pays for government lodging for the duration of the TDY training and provides meals in a dining facility on training days at no cost to the TDY member. In most cases, MTSS installations also provide shuttle bus service for transportation from lodging to class. Two of the four Core ILE course locations utilize MTSS as outlined below:

- Fort Belvoir - MTSA
- Fort Gordon - MTSS
- Fort Lee - MTSS
- Monterey/Naval Post Graduate School – MTSA

Note that G-3 is working to get Fort Belvoir designated as an MTSS site, but has not published an expected completion date.

c. ILE attendance by officers under the ASC MACOM: Commands sending officers TDY to attend ILE should strive to send the officers to Fort Gordon and Fort Lee to reduce TDY costs. Ideally, only officers stationed in the Military District of Washington or NPS should attend ILE at Fort Belvoir or Monterey, respectively, to avoid TDY costs entirely for these locations. ASC will not pay TDY expenses for officers attending ILE at Fort Belvoir or NPS. Other MACOMs, and MSCs within ASC, may fund officer TDY attendance to Fort Belvoir or NPS at their discretion.

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6. FA51 IQC Guidance.

a. Reference c above requires attendance at both the Core ILE and FA-specific intermediate courses to be credentialed Military Education Level (MEL) IV and Joint Professional Military Education (JPME) 1 for YGs 94 and subsequent. The FA51 IQC is the Army Acquisition Corps' functional-area specific supplementary to the Core ILE and is required for Army Acquisition Corps (AAC) officers who require ILE per the G-3 ILE message. Ideally, officers should attend IQC as soon as possible after completing the Core ILE; however, officers may attend IQC prior to ILE on a case-by-case basis if circumstances warrant.

b. For specific information on IQC see reference a.

c. Priority for attendance at IQC:

(1) Officers in YGs 94 and subsequent between their 8<sup>th</sup> and 12<sup>th</sup> years of commissioned service who require IQC to be credentialed ILE-complete. The TDY will be funded by ASC Resource Management Division (RM).

(2) Civilian Competitive Development Group (CDG) candidates requiring IQC for graduation from the CDG program. CDG candidates ideally should have completed the Sustainment Base Leadership Management (SBLM) course prior to attendance at IQC. The TDY will be funded by the ASC RM from the CDG budget.

(3) Officers who have achieved MEL IV by January 2006 are not required to attend IQC. If an officer in this category wishes to take IQC for professional development, he or she may attend if seats are available, after personnel from paragraphs (1) and (2) above have been accommodated, if the officer's command will provide funding. ASC will not pay the TDY costs for officers in this category.

7. This memorandum will be updated if ASC's MTSA funding status changes or additional ILE locations are designated for MTSS.

8. My point of contact for this policy is Major Aaron Brown, (703) 805-1236, DSN 655-1236, or e-mail: aaron.m.brown@us.army.mil.



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