DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
ACQUISITION LOGISTICS AND TECHNOLOGY
103 ARMY PENTAGON
WASHINGTON DC 20310-0103

12 OCT 2006

SFAE-CM

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Enforcement of Mandatory Certification Requirements Relating to Acquisition Workforce and Corps Members

Professional development is critical to maintaining acquisition competencies in a rapidly changing environment. Congress recognized this with the establishment of the Defense Acquisition Workforce Improvement Act (DAWIA) in 1990, and subsequent amendments. Acquisition Workforce Members are required to be certified in their positions within 24 months of assignment to the position; this can only be achieved by meeting mandatory certification standards. Proper certification for the position encumbered by a workforce member recognizes and measures the workforce member's functional and core acquisition competency.

The Senior Steering Board (SSB) has been established to oversee the Defense Acquisition, Technology and Logistics Workforce Education, Training, and Career Development Program. The SSB is chaired by the Under Secretary of Defense for Acquisition, Technology and Logistics, and membership consists of each Service Acquisition Executive and the Functional Advisors. The SSB reviews metrics relating to adherence to the requirements of the program, including metrics on certifications for each Service.

Recent data indicates that only 36 percent of the Army Acquisition, Logistics and Technology (ALT) Workforce are certified at the level required for their current position. This statistic includes all acquisition workforce positions. This level of compliance is the lowest of all the services, and is simply unacceptable.

My goal is to achieve incremental milestones leading to at least 75 percent certification compliance within 36 months from the date of this memorandum. To achieve this, I request that commanders and directors of all organizations that employ members of the Army ALT workforce take ownership of the issue by ensuring compliance with position certification requirements. One way to improve certification compliance is for Senior Leaders to treat certification as a mission of co-equal importance to the daily duties performed by ALT Workforce members. In order to demonstrate this commitment, I request that supervisors review, discuss, and update the Individual Development Plan of each assigned Acquisition Workforce member at counseling milestones. I request that supervisors approve training requests for certification-related training. Finally, I request that supervisors consider attainment of certification requirements as a criterion in your subordinates' performance evaluations.

In order to demonstrate the seriousness of this issue, I am directing that the Army Acquisition Education, Training, and Experience program no longer fund developmental assignments or noncertification-related training for any Army ALT Workforce member who is not properly certified as required under DAWIA in accordance with the position certification requirements recorded in the Career Acquisition Personnel and Position Management Information System database. I have directed the Deputy Director, Acquisition Career Management, to make all possible efforts to ensure Defense Acquisition University-required training is resourced to meet requirements.

Compliance with certification requirements is not separate from an organization's mission; rather, it is an integral part of an organization's mission. Enforcing certification education, training, and career development is a leadership responsibility. I request your assistance in giving this issue the emphasis it deserves.

The United States Army Acquisition Support Center point of contact is Ms. Carlyn Diamond, (703) 805-1239, or e-mail: carlyn.diamond@us.army.mil.

JOSEPH L. YAKOVAC
Lieutenant General, GS
Director
Acquisition Career Management

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