



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

AUG 18 2010

SFAE-CDD

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Enforcement of Mandatory Acquisition Certification Requirements

1. On 31 October 2007, my predecessor issued guidance to improve the certification rates within Army. Since October 2007, the Army's certification rate has increased from 41.4 to 55.4 percent. As much progress as we have made, we are still 20 percent below our certification standard. I recognize that a significant portion of our acquisition workforce is within the 24-month grace period to obtain a certification. However, our ultimate goal is to be certified upon entry into an acquisition position and utilize the 24-month window by exception. I need your support in improving the Army's overall certification rate.

2. All leaders must understand my goals, and I challenge you to take an active role in meeting our standards. To improve the skills and certification, I have outlined the standards for your organizations below:

- a. Increase the acquisition certification rates in your organization to a minimum objective of 75 percent.
- b. Ensure 100 percent of subordinates' Individual Development Plans are discussed and updated during each rating cycle.
- c. Meet the terms of the Continuous Learning Points policy by achieving a compliance rate of 95 percent for the cycle ending 30 September 2010.

3. This is a leadership challenge and can only be accomplished by leaders following the standards I have outlined.

*Team,
 I ask for your full support and the best efforts from your leaders to enable our certification. I will continue to move our state and engage with organizations failing to meet.*

William N. Phillips
 WILLIAM N. PHILLIPS
 Lieutenant General, GS
 Director, Acquisition Career Management

Bill

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