



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

AUG 3 2010

SFAE-CDD

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Section 852 of the National Defense Authorization Act for Fiscal Year 2008, Public Law No. 110-181–Department of the Army’s Fiscal Year 2011 (FY11) Plan**

**1. References:**

- a. Section 852 of National Defense Authorization Act for Fiscal Year 2008, Public Law 110-181.
- b. Section 832 of National Defense Authorization Act for Fiscal Year 2010.
- c. Sections 5753 and 5754 of Title 5 United States Code.
- d. Section 852 of the National Defense Authorization Act for Fiscal Year 2008, Public Law No. 110-181–Field Requirements Data call for the Department of the Army's Fiscal Year 2011 (FY11) Plan Memorandum, 12 May 2010.
- e. Memorandum, SFAE-CDD, 8 July 2010, Subject: Results – Data Call: Army Implementation to Grow the Acquisition Workforce Memorandum.

2. Section 852 Detail. Section 852 of the National Defense Authorization Act for Fiscal Year 2008, Public Law No. 110-181, directed the establishment of the Defense Acquisition Workforce Development Fund (DAWDF). This fund permits the Department of Defense to recruit and hire, develop and train, and retain its Acquisition workforce.

3. DAWDF Categories. There are 3 Categories under the Section 852 DAWDF: Training and Development; Retention; and Recruitment; further stratified by eleven line items. The Summary of the Army’s FY11 Program Request follows:

<b>Line Item #</b>	<b>Line Item Description</b>	<b># of Initiatives</b>	<b>\$</b>
1	Training Enhancement and Capacity Expansion	2	\$6,009,522.00
2	Comprehensive Acquisition Workforce & Student Information System	1	\$209,850.00
3	Competency Management & Assessments	N/A	N/A

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Table continued:

<b>Line Item #</b>	<b>Line Item Description</b>	<b># of Initiatives</b>	<b>\$</b>
4	Workforce Planning – Pilot	N/A	N/A
5	Retention and Recognition Incentives	3	\$13,115,408.00
6	Career Broadening and Academic Programs	6	\$13,197,939.40
7	Intern Programs	1	\$69,365,924.00
8	Recruiting Programs	3	\$4,948,895.28
9	Outreach Programs	N/A	N/A
10	Journeymen Program	1	\$27,554,211.00
11	HQE Program	1	\$5,210,181.00
<b>Totals</b>			<b>\$139,611,930.68</b>

a. Line Item 1: Initiatives in this line item will provide additional throughput, curriculum development and other learning support to meet previously unmet demand. Under this Line Item, the Army has two distinct initiatives:

(1) Catalog 304 - Defense Acquisition Workforce Improvement Act (DAWIA) Certification Equivalency Throughput: There is a gap between the Components' demand for certification and assignment-specific training and the capacity of the Defense Acquisition University (DAU) to provide training.

(2) Catalog 175 - Director for Acquisition Career Management (DACM) Facilities Upgrades: To ensure Army Acquisition, Logistics and Technology (AL&T) workforce members are enabled by state of the art mission training facilities delivering critical training opportunities.

b. Line Item 2: The success of the Army Acquisition, Logistics and Technology Workforce (ALTWF) is directly related to the quality of acquisition career management tools and programs available to individual ALTWF members and the overall Army management capability to quickly analyze, report and react to rapidly changing environments and requirements. To this end, two automation enhancements are enabled under Catalog 103:

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(1) Career Acquisition Management Portal (CAMP) - The U.S. Army Acquisition Support Center (USAASC) maintains multiple ALTWF career management and reporting capabilities through the CAMP and its components such as the Career Acquisition Personnel and Position Management Information System (CAPPMIS). CAPPMIS is a central acquisition workforce repository maintaining enterprise-level programs addressing individual development training, tuition assistance, senior rater evaluations and other tools to benefit all levels of the ALTWF from the intern and employee perspective through senior management. Increasing the effectiveness, responsiveness and overall capabilities of CAMP and CAPPMIS directly benefits the entire ALTWF. CAMP lessons-learned to date, may enable export to an enterprise solution in ALTWF information management (IM).

(2) Virtual Contracting Enterprise (VCE): This online capability will take the U.S. Army Corps of Engineers into the next generation of contracting management and acquisition workforce skills.

c. Line Item 5: Initiatives in this line item will retain high performers with critical skills and in key leadership positions and improve retention in positions that are in short supply through incentives and programs designed to make a career in DoD acquisition more attractive. The forecasted loss of corporate knowledge and expertise has the potential to significantly impact the ability of the acquisition workforce to carry out its mission of achieving successful acquisition outcomes. Line item 5 initiatives will include:

(1) Catalog 50 - Student Loan Repayment Program (SLRP).

(2) Catalog 306 - Retention Incentives.

(3) Catalog 305 - Student Career Experience Program (SCEP) Tuition Assistance.

d. Line Item 6: Initiatives in this line item will provide developmental assignments, rotations, programs at academic institutions, training outside one's current specialization, and opportunities to acquire joint and interagency experience. The legacy career structure for civilian employees has emphasized depth over breadth, which results in a "silo" framework that inhibits the broader perspective needed to manage complex acquisition programs. A more attractive career structure, which will improve retention in the acquisition workforce, is one that provides breadth of experience, training and education. Retain high performers with critical skills and in key leadership positions. To improve retention in positions that are in short supply through incentives and programs designed to make a career in DoD acquisition more attractive. The forecasted loss of corporate knowledge and expertise has the potential to significantly impact the ability of the acquisition workforce to carry out its mission of achieving successful acquisition outcomes. Initiatives will include:

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- (1) Catalog 308 - Functional Skill Set Development.
- (2) Catalog 99 - Intern Orientation Programs.
- (3) Catalog 172 - Operational "Greening" Experience Programs.
- (4) Catalog 301 - Symposium and Conference Participation.
- (5) Catalog 309 - Rotational Assignments Programs.

e. Line Item 7: This line item addresses the number of accessions (new hires to federal service) required to grow the civilian workforce by 1885 personnel over a 3-year period. This hiring initiative will reduce a portion of the declining workforce by hiring or accessing new interns into the workforce. These interns will later advance to journeyman and senior level positions and will assume greater responsibility and perform more complex actions. The new hire projections represent newly hired individuals to civil service above and beyond gains projected from other routinely occurring sources, and represent an aggregation across the grade distribution. The reference to "continued," represents the cost for continued salary requirement to fund interns, over the two year period of their internship. (New Hires = 218; and Continued Hires = 463).

f. Line Item 8: Initiatives in this line item seek to attract qualified applicants in such critically needed areas as Science, Technology, Engineering, and Mathematics (STEM), minority applicants, and recent college graduates. This complements other hiring initiatives by enabling DoD to more effectively hire high demand talent in an increasingly competitive labor market. Initiatives include:

(1) Catalog 60 - Student Career Experience Program (SCEP) programs.

(2) Catalog 177 - Recruitment Incentive Program: Successfully improve the Army's Recruitment and Retention capability for the Civilian ALTWF. USD Memorandum dated 21 September 2006 provided implementing amendments to sections 5753 and 5754 of title 5, United States Code, expanding the flexibilities DoD can use to recruit and retain employees more effectively.

(3) Catalog 310 - Job Fairs.

g. Line Item 10: Catalog 111: Funds journeyman-level new hires in a two-year professional development program as a means to replenish the projected loss of experienced personnel, funded in the first and second years by DAWDF, with intent for parent/host organization to convert and fund term/perm conversion of the new Journeymen Hires. By hiring workforce personnel at the journeyman level, the workforce members have already gained the hands-on operational experience and are acquiring multi-specialty, career-broadening experiences which will support the Army's needs and mission. (New Hires = 131; and Continued Hires = 297).

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h. Line Item 11: Catalog 112 – Highly Qualified Experts (HQEs): Enables the recruitment and hiring of annuitants that are subject matter experts, possessing the desired acquisition skills. HQE hires will possess the knowledge and skills necessary to perform the mission and functions of the current and any future operations. (New Hires = 33; Continued Hires = 33).

4. Programs that were submitted, but do not appear in the aforementioned requirements for the Department, were held in abeyance to enable the Army's ALTWF to compete equitably across the enterprise, via existing centrally managed/funded programs. Opportunities meeting this criterion included locally sought tuition assistance programs, student loan repayment programs, DAWIA certification coursework, etc.

5. Resources. Upon receipt of the Army's Section 852 Allocation for FY11 Execution, USAASC will commence the dissemination of Funding Authorization Documents (FADs) to Army Commands, Army Service Component Commands, Direct Reporting Units and acquisition organizations, commensurate with approved Hiring and Non-Hiring Plans.

6. Implementation Guidance. All instruction and guidance for the implementation of the FY11 Section 852 plan may be found in the Army's Operational Guide, found at: [http://asc.army.mil/docs/programs/852/Section\\_852\\_Operating\\_Guide.pdf](http://asc.army.mil/docs/programs/852/Section_852_Operating_Guide.pdf)

7. Point of Contact: My point of contact for the FY11 Program Plan development is: Ms. Kelly Terry, Commercial (732) 414-1431, e-mail: [kelly.terry@us.army.mil](mailto:kelly.terry@us.army.mil).



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