

## **PROGRAM INITIATIVES**

### **TRAINING & DEVELOPMENT:**

**Army DACM (Director Acquisition Career Management) Facilities Upgrade:** The Army will be enabled to increase the capabilities and throughput of students at the various training facilities.

**Army Acquisition Basic Course (AABC):** Army Section 852 efforts enable the execution of the AABC. This course is focused on acquisition doctrine, lessons learned, leadership, and DAU equivalent training in support of certification in preparation for newly accessed acquisition officers' and NCO's initial acquisition assignments. These courses are offered at the Army Logistics Management College, Huntsville, AL.

**Army Training Requirements Resource System (ATRRS) Registration Enhancement:** The enhancement of ATRRS will provide the U.S. Army Quota Management Team with the ability to process multiple training applications in a timely manner. The ATRRS enhancement will benefit all levels of the workforce from the intern through senior management.

**Contracting Laboratory – AAICC:** Current workforce (Military – Officers/Non-Commissioned Officers (NCO), and Civilians). By introducing a Contracting Laboratory (Procurement Desktop Defense (PD2) Software) – Army Acquisition Basic Course, the proponent will provide learning and training opportunities for the AL&T workforce to ensure solid leadership skills and career broadening experiences that will prepare our workforce to develop, design, acquire, field, and maintain all Soldier systems that will impact the decisive success of our Soldiers in tactical, strategic, and operational assignments. This two-week lab will be taught by a full-time Contract Specialist (civilian occupational series 1102) who has knowledge and expertise in contracting to effectively tailor an acquisition program to meet the intent of the course.

Expected Outcome/Results: Upon completion of the course, students will achieve Level II contracting training and will be better equipped to perform contracting duties in support of expeditionary operations. The Soldiers will have a basic understanding of the contracting process prior to their next assignment. The Soldiers will gain an overview of the source selection and technical evaluation process followed by hands-on instruction.

**Contracting Lab - PD2 software:** Introduces Procurement Desktop Defense (PD2) software into the Army Intermediate Contracting Laboratory. PD2 software enables the introduction of scenarios into process, allowing an understanding of the requirements generation process and the development of contracting tools.

## **RETAIN:**

**Student Loan Repayment Program:** A centrally managed and funded loan repayment program available to Army AL&T Workforce members. The Student Loan Repayment Program (SLRP) is a program available to Acquisition Workforce members to repay part or all of their student loans.

The applicants can be granted up to \$10,000 per calendar year not to exceed \$60,000 in their lifetime. After the application is submitted, it goes through a scoring matrix to determine whether or not the person will be funded. The event is offered once a year via an online application through the Army Acquisition Professional Development System (AAPDS) located in the Career Acquisition Management Portal/Career Acquisition Personnel and Position Management Information System (CAMP/CAPPMIS).

**School of Choice:** Increases the Army's ability to offer full-time participation in Undergraduate and Graduate degree programs.

**Active Duty for Special Work (ADSW):** Enables National Guard and US Army Reserve teams to gain contracting experience prior to deployment, via 1 year assignments in DOC/AcqCenter/USPFO teams.

**Naval Post Graduate School:** Enable increased throughput for the Advanced Acquisition Program (AAP).

**Darden Commercial Business Environment Course:** Specialized training geared towards commercial business, change management and acquisition excellence.

**Harvard's Senior Executive Fellows:** This senior-level course promotes business and leadership skills at a strategic level.

**Mission Airmen Course:** Enables the increase of Army quotas in the Lackland Air Force Base course, providing Non-Commissioned Officers training in latest software, hardware and contract formation prior to being assigned to contracting positions.

**Operational Experience – Global:** This two day visit will educate AL&T workforce members and give them the opportunity to gain first-hand experience of how the Army operates in a field environment. The National Training Center (NTC) offers realistic and demanding training for acquisition personnel who will be provided unfiltered insight into the support of Army systems and equipment. During this experience, participants will be embedded with Brigade Combat Teams (BCTs). Available for five to seven personnel in a group, four times per year; this experience provides an opportunity to observe war fighting exercises up close.

**Local Operational Experience Program:** It is designed to familiarize Acquisition workforce civilian interns with the life of the Soldier, as well as operations, weapons systems, strategy, and tactics in a field environment. It also provides interns with the basic understanding of the U.S. Army through informal classroom instruction and actual Soldier experience.

**Intern Orientation Program:** It is intended to educate new interns regarding the mission of Army Team C4ISR, as well as to motivate team building and foster a positive attitude as they begin their new careers. In addition to the week-long orientation program, additional courses in Ethics, Fiscal Law, and a Professional Skills Program for interns were made available to the intern population in order to fulfill mission requirements or develop/enhance their skills.

**Executive Leadership Program (ELP):** Defense Acquisition University/Defense Systems Management College led Senior Executive Service/General Officer level training geared towards emerging initiatives and concerns of the Service.

**Council for Excellence in Government:** Geared towards current leadership ideologies and strategies for organizational success. Five executive-level students annually.

**Congressional Operations:** This five-day course provides a comprehensive look at congressional processes and procedures in how Congress affects the daily operations of every department and agency in the executive branch. Acquisition, Logistics & Technology (AL&T) workforce will receive first-hand understanding of congressional processes and procedures, as well as the “culture” that is the United States Congress. Over the course of the week, participants will hear from, and be afforded; the opportunity to ask questions of members of Congress, congressional committee and personal staff, political scientists, lobbyists, and news media representatives. Participants will also be given the opportunity to attend congressional committee hearings and/or observe floor action when Congress is in session.

## **RECRUIT & HIRE:**

**Student Career Experience Program Expansion:** The Army offers a variety of exciting opportunities to gain important career-related work experience prior to graduation. Students interested in the challenging and rewarding field of government service are provided opportunities to develop specialized skills that will prepare them for advancement in chosen career fields. Completion of the SCEP Program occurs when the student has successfully completed all collegiate degree requirements from an accredited academic institution and has completed, at a minimum, 640 work hours in the SCEP Program. SCEP students may be non-competitively converted into either a centrally funded Department of Army (DA) or locally funded Intern slot within 120 days of graduation. Details of program expansion are under development.

**Intern Program Expansion:** The Army’s Intern Programs are competitive training programs designed to prepare employees in various occupations for subsequent advancement in professional, administrative, and technological career fields with the Army Civilian Corps. Intern graduates build the bench for future leaders in Army’s professional occupations. Details of program expansion are under development.

**Journeyman Hiring:** Journeyman positions are the “full performance” level at which jobs are established. Journeyman is the first level at which semiskilled and skilled work is performed independently by the employee. This funding line will be used to incentivize, hire and train

journey-level employees to Army APC coded positions. The priority for consideration is hiring Journeymen, in which a Table of Distribution Allowance (TDA) will be created. USAASC is currently accepting field requirements.

**Highly Qualified Experts (HQEs):** An individual who possesses uncommon and recognized knowledge, skills, and experience in an occupational field, and judgment that is accorded authority and status by peers or the public. An HQE has substantive experience and/or education, is generally credentialed, and has proven ability in a particular field or fields.

Additionally, HQE authorizations require review and approval of the Secretary of the Army, Civilian Senior Leaders Management Office (CSLMO) prior to approval for the use of Section 852 funding. USAASC is currently accepting requirements from the Field relative to HQEs.

Governing policy may be found at

[http://www.cpol.army.mil/library/nonarmy/dod\\_062706.html](http://www.cpol.army.mil/library/nonarmy/dod_062706.html).

### **Civilian Incentive Program (CIP):**

**Recruitment/Retention Incentive:** For positions difficult to fill, a recruitment/retention incentive of up to 25% of basic pay (includes a special or locality rate) may be offered to a newly-appointed employee. Normally, a recruitment/retention incentive is approved on a case-by-case basis. Organizations can, however, target groups of positions; however, a group retention incentive over 10% must be approved by the Office of Personnel Management.

Employees who accept a recruitment/retention incentive must sign a written service agreement. The minimum period of service is 6 months, the maximum is 4 years. Recruitment and relocation incentives are paid in a lump-sum at the beginning of the service period. Failure to complete the service agreement may require the employee to repay the incentive on a pro rata basis.

The incentive is paid on a pay period basis and must be reviewed at least every 12 months. For more information, please contact your Sec 852 Project Manager or supporting Human Resource Activity for criteria or requirements.

### **Recruitment of Employees to Federal Service.**

There are numerous appointment authorities that may be used to appoint someone to Federal Service while using section 852 funding as long as the organization adheres to Merit Principles (5 U.S.C.). They are:

- Expedited Hiring Authority
- Reemployed Annuitant
- Temporary and Term Appointment
- Permanent and/or Part-time Appointment
- For more information, please contact your Sec 852 Program Manager or supporting Human Resource Activity for criteria or requirements.

**Recruitment Sources:** There are multiple sources that may be used to find appropriate candidates for employment in the Federal Service. As long as the candidate meets the requirements of the NDAA for section 852, and adhere to Merit Systems Principles, the organization may consider:

- Retired military and veterans with acquisition experience
- Contractors
- Highly qualified applicants from the federal and private sector
- Re-employed annuitants
- Social networking and employment website (Monster.com)
- Industry partners that have similar experience and training
- Retiring private sector employees with directly related skills
- University Graduate Students