

Career Development of the Army Reserve Component

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The U.S. Army Reserve (USAR) and Army National Guard (ARNG) are crucial components in completing the Army's mission, and, like the Active Component, must remain trained, educated, and prepared. This article details acquisition career development of the Army Reserve Component.

LTG Jack Stultz, USAR Chief, visits with Multi-National Division-Baghdad Soldiers and other USAR Soldiers at al-Faw Palace, Iraq, July 26, 2009. Stultz said a recent poll on the most admired profession in the United States indicated that the most admired by far was the military. (U.S. Army photo.)

USAR

The USAR maintains an Acquisition Personnel Management Division (APMD) at the U.S. Army Human Resources Command, St. Louis, MO; and a USAR Chief, Acquisition Management Office (CAMO) at the U.S. Army Acquisition Support Center (USAA-SC), Fort Belvoir, VA. The APMD's responsibility is to validate or revalidate and access qualified or potential USAR Acquisition Workforce/Corps (UAW/C) Soldiers based on position requirements and the overall needs of the service. To be considered, Soldiers are requested to complete a "data call" packet, even if they have previously been provided AW/C membership. This process allows information to be loaded into the Army Reserve Acquisition Corps Management Information System database and the Soldier's status updated.

If accessed, the APMD Career Manager will determine training required to continue development as a UAW/C professional. Active Guard and Reserve officers will be identified for rotation into various acquisition positions within the USAR, and since UAW/C Soldiers can dual track, those accessed will be eligible for basic branch or other functional area assignments. USAR Medical Service Corps officers selected will be single tracked within

the functional area, 70K (Medical Logistics), and awarded a U.S. Army Acquisition Corps (AAC) Additional Skill Identifier.

CAMO's responsibility is to assist the Director, Acquisition Career Management, by acting as the USAR's Army Acquisition, Logistics, and Technology (AL&T) Workforce proponent and single point of contact on all matters pertaining to implementing the *Defense Acquisition Workforce Improvement Act (DAWIA)* for USAR Soldiers. In this capacity, CAMO is on point to ensure AAC transformation initiatives are supportable, advise USAR Soldiers on career progression and promotion opportunities, maintain/review documentation and revision of new and current unit positions, monitor accessions, approve reclassifications of positions, and represent USAR interests on Central Selection List Boards.

The *DAWIA Title XII of Public Law 101-510* and *10 U.S. Code 1732* set the statutory standards for AAC membership and career management. The AAC's mission is to create a corps of dedicated military and civilian acquisition leaders that capitalizes on the operational experience of military officers and the technical skills of civilians. Since most Reserve Component AAC officers acquire qualifying acquisition

experience in their civilian careers, they bring a mix of both attributes to their acquisition assignment.

ARNG Contingency Contracting Teams (CCTs)

As part of the 2004–2006 AL&T transformation, ARNG CCTs were established. Originally, the number of CCTs was associated with the number of ARNG divisions and brigades; however, in reviewing that number, then-ARNG Director LTG Roger Schultz ordered that there be a minimum of one team per state, territory, and the District of Columbia to ensure support for state as well as federal missions. The result was 64 ARNG CCTs, with the mission of supporting both state and federal contingency contracting missions. In addition, ARNG was authorized two Contingency Contracting Battalions (CCBNs) in Alabama and Texas.

The 54 states and territories began filling the CCT positions in 2007. To date, ARNG has filled more than 215 of the 272 CCT positions. Soldiers are engaged in becoming qualified in their new Military Occupational Specialty (51C), becoming certified under *DAWIA* requirements, and obtaining quality on-the-job-training by working in the Purchasing and Contracting Offices of the 54 U.S. Property and Fiscal Offices (USPFOs) that are responsible for contracting with federal funds in each state.

DAWIA certification requirements are extensive. In addition to the courses required for certification from the Defense Acquisition University (DAU), ARNG requires its contingency contracting officers (CCOs) and noncommissioned officers (NCOs) to complete courses in construction contracting and use of the automated contracting system, the Standard Procurement System.

As an alternative to completing DAU training courses, limited seats for ARNG Soldiers are available at the



Pictured are CCOs from the Alabama ARNG's 279th Army Field Support Brigade and 1169th CCBns on location in Kandahar, Afghanistan. From left to right are MAJ David Bunt, MAJ Ken Arnold, BG William Phillips, MAJ Rosemary LaQua, and MAJ Allen Cheek. (U.S. Army photo.)



SSG Elizabeth Carroll, an OIF veteran with the 203rd Military Intelligence Bn, studies before being called before the selection board during the USAR Command NCO and Soldier of the Year "Best Warrior" Competition. (U.S. Army photo.)

8-week Army Acquisition Basic Course taught by the Army Logistics Management College (ALMC) in Huntsville, AL; the Army Intermediate Contracting Course taught by ALMC in Huntsville; and the Mission Ready Airman Course taught by the U.S. Air Force at Lackland Air Force Base, TX. Since most ARNG Soldiers have jobs in their civilian communities, the training method of choice is the completion of DAU courses, most of which are online.

In the Army Force Generation (ARFORGEN) Model, ARNG has committed to supplying nine teams per year to support the Active Component around the world. At the present time, a CCT from Minnesota, as well as an officer from the 56th Stryker Brigade Combat Team, are assigned to Joint Contracting Command-Iraq/Afghanistan (JCC-I/A), supporting *Operation Iraqi Freedom (OIF)*. A team from California is supporting peacekeeping operations in Kosovo with a team from Utah scheduled to replace them this fall. Team members work alongside Active Component Soldiers and civilians, performing all contracting functions associated with the environment where they are located. In FY10 and the out-years, additional teams are planning to mobilize to meet ARFORGEN commitments.

ARNG CCT members bring a wealth of knowledge to the contracting arena. One team member has more than 29 years of contracting experience and others have 10–20 years of contracting experience gained from their civilian jobs. New CCT members benefit by having these mentors and by enthusiastically embracing their new positions. Several ARNG CCT members have applied and been hired for full-time contracting positions, either in ARNG purchasing and contracting offices or in other Army, DOD, or federal agency contracting offices. One ARNG warrant officer (WO), working in JCC-I/A with more than 35 years of experience as a contracting officer, found that the command did not want to see him return home because of the experience that he brought to the warfight. ARNG has other WOs with similar experience who are looking forward to a WO specialty in contracting.

ARNG CCTs are engaged and working hard to lead the way in supporting the Army's contingency contracting efforts. As time continues, and with projected growth of the CCTs, contracting support to the warfight will continue to be first-rate.

Active Duty Special Work (ADSW)

The ADSW measure is designed to activate nine ARNG teams with 4–5 Soldiers (beginning in FY09) and three USAR teams with 4–5 Soldiers (beginning in FY10) and provides the Soldiers an opportunity to gain the needed experience, thus reducing risk to the contracting process. ADSW provides opportunities for the AL&T Workforce to ensure solid leadership skills and career-broadening experiences that will prepare our workforce to develop, design, deploy, acquire, field, and maintain systems that will impact the decisive success of our Soldiers in tactical, strategic, and operational environments. Teams will be activated through

ADSW and gain 1 year of contracting experience prior to deploying. The teams work in a Director of Contracting/Acquisition Center/USPFO for 1 year before mobilizing to current operations. The intent is to cover man-days (i.e., basic allowance for subsistence, basic allowance housing, health care benefits, and retirement) centrally through USAASC. ADSW will not cover travel and/or per diem expenses. This program is for ARNG and USAR Soldiers only. For additional information about ADSW, call (703) 805-2879/DSN 665-2879.

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