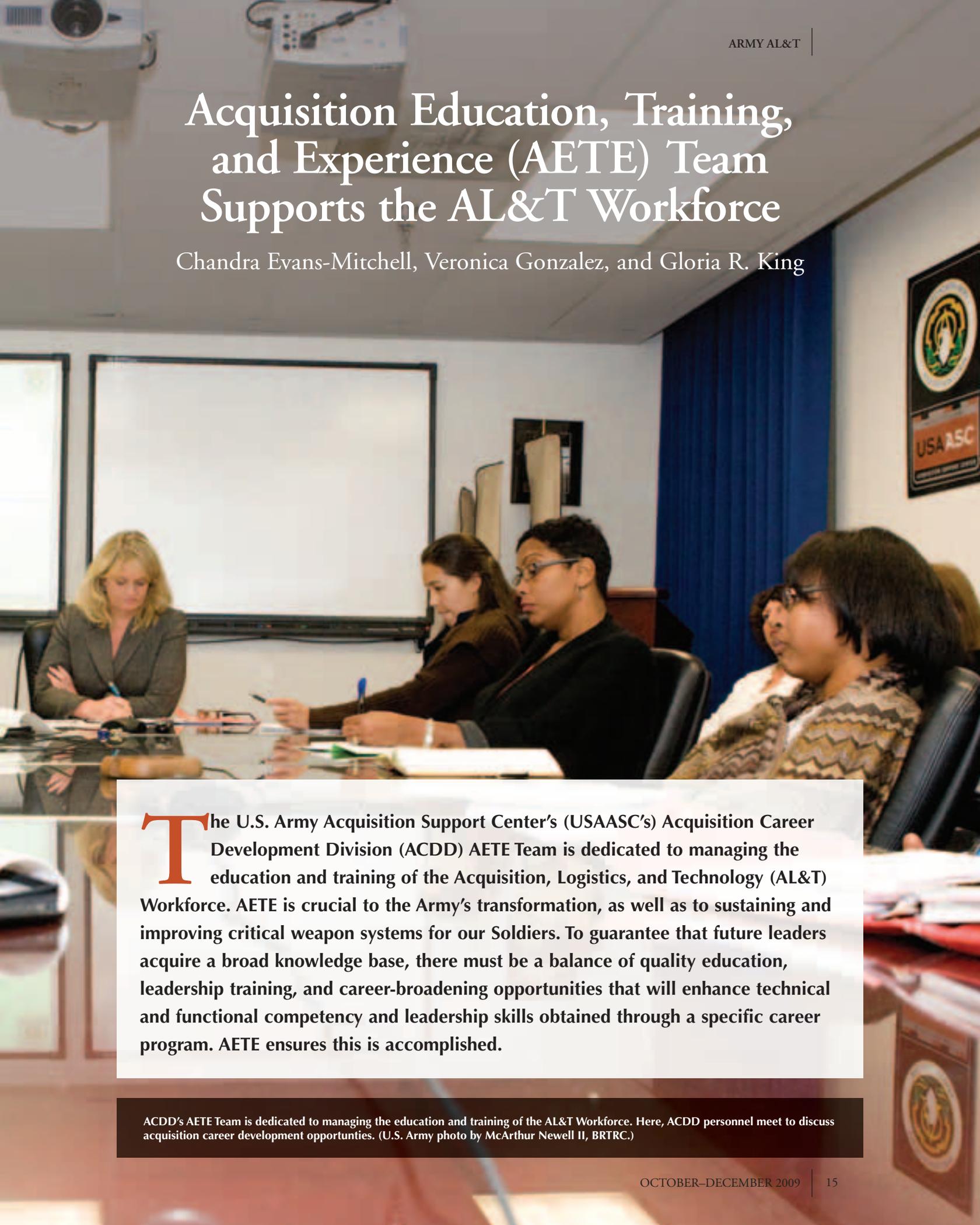


Acquisition Education, Training, and Experience (AETE) Team Supports the AL&T Workforce

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The U.S. Army Acquisition Support Center's (USAASC's) Acquisition Career Development Division (ACDD) AETE Team is dedicated to managing the education and training of the Acquisition, Logistics, and Technology (AL&T) Workforce. AETE is crucial to the Army's transformation, as well as to sustaining and improving critical weapon systems for our Soldiers. To guarantee that future leaders acquire a broad knowledge base, there must be a balance of quality education, leadership training, and career-broadening opportunities that will enhance technical and functional competency and leadership skills obtained through a specific career program. AETE ensures this is accomplished.

ACDD's AETE Team is dedicated to managing the education and training of the AL&T Workforce. Here, ACDD personnel meet to discuss acquisition career development opportunities. (U.S. Army photo by McArthur Newell II, BRTRC.)

AETE Team Functions

Each year, the AETE Team announces and conducts selection boards for many of its programs. AL&T Workforce members in entry-level to key leadership positions are encouraged to apply for AETE opportunities. They can also review the 2009 AETE catalog (<http://asc.army.mil/career/pubs/aete/default.cfm>), which provides the AETE opportunities that will assist them in establishing training and educational goals. The catalog serves as an important reference for career development information and outlines all AETE opportunities available for military and civilian personnel.

Most AETE opportunities are sponsored and funded by USAASC with selections made by nomination and selection board processes using the Army Acquisition Professional Development System (AAPDS), an automated application system that can be accessed via the Career Acquisition Management Portal (CAMP) and then, more specifically, through the Career Acquisition Personnel and Position Management Information System (CAPPMS) Web site at <https://rda.altess.army.mil/camp>. CAMP stores all of the USAASC applications in one convenient location.

As applicable, all AL&T Workforce members must submit their online

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applications for AETE opportunities through AAPDS. Most AETE opportunities are advertised annually, based upon funding availability, with specific application instructions. Furthermore, applicants must adhere to the specific requirements of the announcement for consideration. Eligible AL&T Workforce members are notified of these opportunities by e-mail blasts, USAASC Web site postings, *Army AL&T Magazine*, newsletters, and regional career days. Individuals can check and apply for these opportunities using AAPDS.

Additionally, the AETE Team has expert individuals responsible for assisting Army acquisition employees with Defense Acquisition University (DAU) course registration using the Army Training Requirements and Resources System Internet Training Application System. Details regarding Army acquisition registration procedures are highlighted in the “Defense Acquisition University Course Registration for Army Acquisition Students” article on Page 30.

Degree-Assistance AETE Opportunities

The following opportunities are available to all levels of the AL&T Workforce.

- Acquisition Tuition Assistance Program (ATAP).** ATAP is a part-time tuition assistance program that helps civilian AL&T Workforce members wishing to complete an undergraduate or graduate degree, or fulfill the business hour requirement for a specific acquisition career field (ACF) certification, from an accredited college or university. Individuals may attend an institution of their choice, during non-duty hours, either online or within their local commuting area. The ATAP application is announced twice each fiscal year and will accept students as the budget allows. Additional policy and procedure information is available at <http://asc.army.mil/career/programs/atap/default.cfm>.
- School of Choice Program (SOC).** SOC is a full-time tuition assistance program designed to assist entry- to senior-level civilian AL&T Workforce members and those who are certified in their current acquisition position with completing a bachelor's or master's degree in an acquisition-related discipline during duty hours. The degree must be obtained within 18–24 months from an accredited college or university within the individual's local commuting area. For further information on this opportunity, view the annual announcement each January at <http://asc.army.mil>. USAASC sponsors up to 12 individuals each year depending on budget.

NPS Master's Degree Programs are just some of the graduate degree programs available to the AL&T Workforce. Hermann Hall, shown here, is located on the NPS campus in Monterey. (Photo courtesy of NPS.)



The following opportunities are available to mid- to senior-level AL&T Workforce members.

- **Naval Postgraduate School (NPS) Master's Degree Programs.** NPS, in Monterey, CA, offers graduate-level degree programs to qualified DOD uniformed officers, federal employees, and a limited number of defense contractors. USAASC board-selects and sponsors up to 30 AL&T Workforce members annually to participate in the M.S. in program management (MSPM) and M.S. in contracting management (MSCM) programs. These graduate degree programs provide an opportunity for AL&T Workforce members to complete a graduate degree by distributed learning. The graduate degrees are part-time and require students to complete eight quarters over 24 months. These programs prepare acquisition personnel for key leadership positions.

The degree programs are delivered exclusively over the Internet using Elluminate, an Internet Web-conferencing tool, in two 3-hour sessions per week. Each program requires students to take two courses per quarter for eight consecutive quarters over a 24-month period. Students who complete the program are awarded a master's degree and various equivalent DAU Continuing Education Units. The graduate degree programs are highlighted below.

- ▲ **MSPM** provides DOD acquisition professionals with a defense-focused degree. The curriculum offers acquisition professionals the knowledge, skills, and abilities to lead and manage effectively. Students study concepts, methodologies, and analytical techniques necessary for successful leadership of programs/projects within complex organizations. The curriculum focuses on
- ▲ **MSCM**, an NPS distance-learning program, provides DOD and other federal government agency civilians with an advanced education in the concepts, methodologies, and analytical techniques necessary for successful management of acquisition and contracting within complex organizations. The curriculum focuses on problem solving and decision making within the acquisition environment using



Each year, ACDD's AETE Team announces and conducts selection boards for many of its programs. Here, ACDD personnel discuss AL&T Workforce career development issues. (U.S. Army photo by McArthur Newell II, BRTRC.)

problem solving and decision making within the acquisition environment using case studies, teaming exercises, hands-on applications, active participation, research, and integrative exercises. Students receive an MSPM and *Defense Acquisition Workforce Improvement Act (DAWIA)* training requirements for program management (PMT 352), life-cycle logistics (LOG 304), software acquisition (SAM 201), systems engineering (SYS 201), contracting (CON 100, 101, 110, 111, and 112), production and quality management (PQM 101 and 201), and test and evaluation (TST 202). In addition, the program meets the requirements for 24 hours of business subjects and mandatory continuous learning points (CLPs).

case studies, teaming exercises, hands-on applications, active participation, and other similar activities. Lecture and laboratory tasks require the application of critical thinking to problem solving within actual situations. This program is not offered to individuals outside of the federal government and applicants must work with their Army Civilian Training, Education, and Development System manager. The curriculum is designed to provide federal civilian employees with the knowledge, skills, and abilities to manage and lead effectively in hardware systems buying offices, field contracting offices, contract administration offices, and contracting policy offices.

Applicants must meet the NPS prerequisites for the MSPM and MSCM programs. Those interested in applying to these programs must have a bachelor's degree, certification at Level II or higher in a career field, completed a college algebra or pre-calculus course, and have a grade point average of 2.20. Additional USAASC requirements include a grade of GS-11 or higher or broad/pay band equivalent and an acceptance letter from NPS. Applicants should refer to the current announcement for the specific program. The programs may be restricted to specific

grades or levels based on funding constraints and the needs of the Army.

If you are interested in these career opportunities, be sure to add them to your Individual Development Plan (IDP) and discuss your career goals with your supervisor. Once listed on your IDP and approved by your supervisor, look for the open dates of the announcements located in the CAMP and CAPPMS Web site (<https://rda.altess.army.mil/camp>). The applications are available online to provide you quick access for achieving your career development goals.

AETE Leadership Opportunities

USAASC also offers numerous short- and long-term AETE leadership opportunities. Individuals interested in applying for these opportunities should check details and apply for them using the AAPDS through the CAMP and CAPPMS Web site (<https://rda.altess.army.mil/camp>).

The following *short-term* leadership AETE opportunity is available to *mid-* to *senior-level* members of the AL&T Workforce.

- **Congressional Operations Seminar.** This training seminar opportunity is offered to mid- to senior-level civilian AL&T Workforce members who are certified in their current

position. It is an opportunity to attend a 5-day course on Capitol Hill with a comprehensive look at congressional processes and procedures, as well as the “culture” that is the U.S. Congress. Participants will have an extended opportunity to hear from members of Congress, congressional committees, personnel staff, political scientists, lobbyists, and news media representatives when in session. The announcement for this opportunity can be viewed on the USAASC Web site (<http://asc.army.mil>) in April of each year. At the conclusion of the seminar, students may request a certificate of completion.

The following *short-term* leadership AETE opportunity is available to *senior-level* members of the AL&T Workforce.

- **Executive Leadership Program (ELP).** The ELP is a “by invitation” senior-level 5-day team learning event held at the Airlie Center in Warrenton, VA, for U.S. Army Acquisition Corps (AAC) General Officers, Senior Executive Service (SES) members, promotable colonels, and high-performing grade GS-15 or broad/pay band equivalent civilians. These executives review, analyze, and discuss major issues impacting the AL&T Workforce, including Life Cycle Management Command structure, leadership challenges, and capital working funds. Event participants are invited by the Assistant Secretary of the Army for AL&T (ASAALT), Principal Military Deputy to the ASAALT, the U.S. Army Materiel Command (AMC), and USAASC. The event is centrally funded, excluding TDY costs, by USAASC and AMC and is held approximately three times during the year (February, June, and November). There are no more than 22 applicants accepted per offering.

The following *long-term* leadership AETE opportunities are available to *mid-* to *senior-level* AL&T Workforce members.

- **Excellence in Government (EIG) Acquisition Concentration Program.** Conducted by Partnership for Public Service, Washington, DC, EIG is a hands-on leadership development program specifically designed for federal and state government professionals. EIG provides fellows with a hands-on, results-based leadership development program and a transformational experience concentrating on leadership and management challenges specific to government. It meets the interagency training requirements for Office of Personnel Management (OPM)-approved candidate development programs and complements the core qualifications for SES members. Each EIG fellow devotes approximately 21 contact days during the program year. The program helps participants develop their leadership/management abilities while creating strategies and achieving results for their agencies. The EIG program transforms managers into leaders. AL&T Workforce members grades GS-13 and above or broad/pay band equivalent are eligible. USAASC sponsors up to 20 fellows each year.
- **Competitive Development Group/Army Acquisition Fellowship (CDG/AAF) Program.** The CDG/AAF program is a 3-year leadership developmental program that offers developmental assignments, expanded training, leadership, experiential, and other career enhancement opportunities for up to 24 competitively selected acquisition workforce members. To be eligible, an applicant must be a current Department of the Army AL&T Workforce member in grade GS-13 or broad/pay band equivalent and Level III certified in any ACF. Applications are submitted through AAPDS and selection is a 2-phase process. During Phase I,



The ELP is one of the AETE opportunities available to senior-level AL&T Workforce members. The “by invitation” 5-day team learning event is held at the Airlie Center, pictured here. (Photo courtesy of Airlie Center.)



LDS is a long-term AETE opportunity available to senior-level AL&T Workforce members. The program is conducted at the FEI in Charlottesville, shown here. (Photo courtesy of FEI.)

all eligible applicants are reviewed by a board, resulting in a Relative Standing List (RSL) of the best-qualified candidates. In Phase II, candidates on the RSL are required to appear before the board for an interview at a designated location.

The following *long-term* leadership AETE opportunities are available to *senior-level* AL&T Workforce members.

- **Senior Service College Fellowship Program (SSCFP).** SSCFP offers a unique opportunity for AAC members to gain advanced leadership training and experience specifically designed for senior leadership positions. SSCFP is for high-performing grades GS-14 and above or broad/pay band equivalent AAC members in the AL&T Workforce. SSCFP provides leadership and acquisition training and an excellent mentoring program. Graduates are awarded equivalency for the Program Manager's Course (PMT 401) and have the option to pursue a master's degree at a local university. SSCFP emphasizes leadership in acquisition with core elements in leadership, research, program management, and mentoring. The program prepares AL&T Workforce members for critical senior leadership positions such as project/product managers and program executive officers, among others. Graduates are placed in key

positions by their organizations at the time of application for the program. The 10-month program is conducted by DAU at Huntsville, AL; Warren, MI; and Aberdeen Proving Ground, MD, in July of each year. Up to eight applicants are accepted per location.

- **Leadership for a Democratic Society (LDS).** LDS is a program conducted at the Federal Executive Institute (FEI) in Charlottesville, VA, and is reserved for AAC members who are grades GS-15/colonels and above or broad/pay band equivalent. To be considered, individuals must first ensure that the course is annotated on their IDP. FEI uses the U.S. Constitution as the overarching theme in understanding the diverse talents, needs, and goals of your organization and the citizens you serve. FEI fosters executives who excel in a 21st-century world while remaining connected to the constitutional principles forged in the 18th century. The themes of FEI's LDS program reflect and enhance the constitutional underpinning of federal government work and the common culture of senior federal executives. At FEI, students will build their skills in personal leadership and gain insights into organizational theory, the policy framework in which government leadership occurs, and the broad global trends and events that shape government agendas. FEI's approach builds a learning community where federal executives and faculty are both teachers and participants. The LDS program is customized to fit students' particular interests through individual feedback, small- and large-group sessions, one-on-one coaching from a faculty facilitator, and assistance from program colleagues in a small Leadership Development Team. USAASC is normally allocated two places a year in the program from OPM.

Most AETE opportunities are announced and offered annually. With

a few exceptions, AL&T Workforce members must apply to AAPDS and be certified in their current acquisition position to be considered for selection. To view many of these opportunities, visit CAMP at <https://rda.altess.army.mil/camp>.

Be sure to add these leadership AETE opportunities to your IDP as you plan your career and discuss your career progression details with your supervisor. AL&T Workforce members certified in their current position are required to attain 40 CLPs, and the above short-term opportunities provide an excellent conduit toward meeting that requirement. In addition, the long-term opportunities provide you a packaged product of education, training, and developmental assignment experiences as you look ahead to your leadership future.

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