



MAJ Charlotte Rhee, U.S. Army Corps of Engineers, receives a Secretary of the Army Excellence in Contracting Award for Outstanding Contracting Officer, Installation Level Contracting Center. The awards are just one of the initiatives that the Career Program Support Team helps to execute. (U.S. Army photo by McArthur Newell II, BRTRC.)

Functional Integrated Process Teams (FIPTs) and Career Program Support

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The U.S. Army Acquisition Support Center's (USAASC's) Acquisition Career Development Division (ACDD) proponent officers serve as the Director, Acquisition Career Management (DACM) functional area representatives for FIPTs. In addition, proponent officers manage the Army Contracting and Acquisition Career Program (CP-14) mission and provide a comprehensive career management framework for contracting and acquisition professionals, as well as serve as the

Military Proponency Cell for Functional Area (FA) 51. ACDD is responsible for managing and executing the CP-14 functions on behalf of the Functional Chief and the Functional Chief Representative for our contracting and acquisition civilians, as well as managing the military proponent mission for FA51 acquisition officers and Career Management Field 51 noncommissioned officers. These responsibilities support the overall mission to improve the capacity and capability of the acquisition workforce.

FIPT representation is organized according to the following structure. A Functional Leader (FL) supports the Under Secretary of Defense for Acquisition, Technology, and Logistics (AT&L) in establishing these career development policies and procedures for civilian and military personnel who occupy AT&L positions. The FIPT assists the FL. Each functional area has an FIPT, which includes an FL, a DACM representative from each service, a functional expert from each service selected by the Component Acquisition Executive in conjunction with the service DACM, functional experts from the 4th Estate (DOD agencies) as determined by the FL, and the Defense Acquisition University (DAU) Program Director for the functional area as determined by the DAU President.

The career program mission provides a proponency office for the civilian workforce members in the contracting, purchasing, and industrial/contract property management acquisition career fields (ACFs). Acquisition proponency officers provide advice to workforce members on all aspects of professional career development in their ACF. Proponency officers also plan, develop, and execute career management programs and policy.

ACDD's career program team provides insight regarding contracting and acquisition career development and workforce issues to the Deputy Assistant Secretary of the Army for Procurement (DASA(P)), supporting, managing, and executing programs and initiatives for the CP-14 workforce. The DASA(P) is responsible for the management, measurement, and continuous improvement of the Army's procurement mission. The DASA(P) acts as the Army's interface on procurement with the Office of the Secretary of Defense, defense agencies, small business, Congress, Army staff, Heads of Contracting Activities, and

The CPD Program is used to train and educate personnel in the latest business analysis and management techniques through formal degree-granting university programs and executive education.

Principal Assistants Responsible for Contracting. In direct support of the Assistant Secretary of the Army for Acquisition, Logistics, and Technology, the DASA(P) creates the policies, processes, and tools that allow the contracting workforce to execute, manage, and measure its full range of duties.

Competitive Professional Development (CPD) Program

The Army Civilian Training, Education, and Development System (ACTEDS) CPD Program is a primary tool used to train and educate CP-14 careerists. As the contracting and acquisition mission continues to expand, the workforce at all levels must be equipped with the knowledge-based tools and experiences necessary to fulfill their greater responsibilities. The CPD Program is used to train and educate personnel in the latest business analysis and management techniques through formal degree-granting university programs and executive education. CPD Program opportunities include short-term training, such as leadership seminars and courses to enhance management and leadership skills. In addition, the CPD Program provides high-potential individuals with experiential and developmental assignments to broaden perspectives and participate in policy-making, program execution functions, and career management.

The CPD Program within CP-14 emphasizes distribution of funds across a wide spectrum of training, education, and developmental activities to prepare the contracting workforce for future contracting and acquisition challenges. This mix of

training, education, and developmental activities supports the Army Leader Development model, the U.S. Army Acquisition Corps (AAC) model, and policies for continuing education, acquisition excellence, leadership, and management education established by DOD for contracting personnel. The target audience for the CPD Program-funded training is the CP-14 professionals who have attained at least Level II certification in their ACF, are GS-11 or above (or equivalent broad/pay band), and who could benefit from advanced professional training. Selection for CPD Program-funded opportunities is competitive.

The Army Acquisition Professional Development System (AAPDS) is used to apply for CPD Program-funded opportunities. AAPDS can be accessed through the Career Acquisition Management Portal Web site at <https://rda.altess.army.mil/camp>.

Additional information on the CPD Program can be found in the ACTEDS Training Catalog on the Civilian Personnel On-Line Web site at <http://cpol.army.mil/library/train/catalog>.

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