

Acquisition Career Management Advocate VTC with the Director Acquisition Career Management



U.S. ARMY ACQUISITION SUPPORT CENTER

Tom Evans, 703-805-1526

August 30, 2012

Roll Call ACMA 4th Qtr will begin at 1300

Location:

APG-Aberdeen North (Bldg 6002)

APG-Edgwd South (Berger Aud)
 Ft. Belvoir (Bldg 210)

Ft. Bragg
 Ft. Detrick
 Ft. Huachuca (ISEC)
 Huntsville

Huntsville-Redstone
 Korea
 San Antonio
 Scott AFB
 Natick
 Orlando
 Washington, DC
 Picatinny, NJ
 Rock Island
 Warren

WSMR

(NVEDS – Denise Machonis)
 (CECOM TAD – Sharon Colclough)

Red = Not Attending
Green= Attend via Phone
Blue = Pndg RSVP
 () =provided lines are available

ACMAs

ATEC-T. Cao; CECOM Rep;CECOM LRC J Thomas; CERDEC
 (T) J. Smith/ R. Zanzalari; PEOC3T D. Tamilio; RDECOM P. Benedictus
 ECBC - R. Moeller; PEO IEWS P. SanAugustin; JPEO-CBD –D. Ferris; CMA- C. Maggio
 T. Evans, J. Sable, S. Greene; J. Kendall; PEO EIS D. Lee;NGB H.Shank,
 C. Thompson; PEOSOLDIER-M. Swank; USACE, P. Brosch; INSCOM- Col(R)Kiser;
 SOCOM – B. Bowles
 MEDCOM- C. Houck
CECOM ISEC- S. Usry;
 AMCHQ W. Marriott, M. Gray, P Taylor; AMCOM-W. Bruno; ACC ECC B. Samson;
 SMDC-M. Still; ACC HQ (T) A. Holden
 PEOMS-J. Oswell; ACCRS-. M. Dickens; PEO AVN – M. Jeffers;
411CSB M. Cooper; 403rd AFSB-J.Pierce;
 MICC – A. Miller
SDDC – K. Osborn
 NSRDEC- J. Connors
 PEOSTRI- J. Burmester
 ACC NCR S. Carrano USACE P Parsoneaut/D. Miller
 PEOAMMO- J. Shields; **ARDEC- J. Hedderich;**
 ASC- J. Wildermuth; **JMC –P. Huber**
 ACC TACOM H. Hallock; TACOM LCMC- Rep; PEO INT- M Hollingsworth;
 ACC WARREN -R. Liedke; PEO GCS D. Lafleur; PEOGCS –S. Davis
 PEO CS CSS L. Folden, D. Pasqual
 WSMR-P. Romero;

Facilitator:
 Mr. Thomas Evans & Ms Joan Sable
 Notetaker:
 Ms. Randle & Ms. Gibbons

For Official Use Only

Acquisition Career Manager Advocate

Quarterly Acquisition Workforce Review (FY12 4th Qtr)

Mission: Ensure our Army Acquisition Workforce is certified in accordance with the Defense Acquisition Workforce Improvement Act (DAWIA); comply with SECDEF initiative to grow the capacity and capability of the acquisition workforce.

Discussion Topics:

- Army DACM Concerns
- Workforce Support
 - ❖ Continuous Learning Point (CLP) Update
 - ❖ Individual Development Plan (IDP) Update
 - ❖ Certifications
 - ❖ Designation and Coding of AL&T Positions
 - ❖ Waivers (Position, KLP/CAP (AAC Membership))
 - ❖ Automation Improvements (CAPPMIS)
- USAASC Web Page Redesign
- Acquisition Education Training and Experience (AETE)
 - ❖ Automation Improvements (CAPPMIS)
 - ❖ DAU Highlights
- Proponency & Policy Updates
- Summary/Q&A

Army DACM Concerns

Army DACM Concerns

Problem Statement: Functional Integrated Product Teams (FIPTs) have increased training requirements for Acquisition Certifications, but have not increased the associated timeline requirements.

Background:

- Functional Lead curriculum changes not coordinated across the departments.
- No formal avenue to discuss issues associated with curriculum changes.
- Uncoordinated changes caused challenges with completing requirements within current timelines.
- Issue previously voiced by components and future guidance is to utilize WMG.
- Examples: New Course - EVM 263; PMT 257 contains EVM 263; BCEFM split to BCE and BFM, FY11 and FY12 CON curriculum changes; Adding “pick one of xx” option to Certification Requirements (LCL Level III; CON Level III) creates challenges for forecasting seats and determine true need in fulfillment of a core competency gap within the career field/level.

Recommendation: Changes to any DAU curriculum or Functional certification requirements will be brought before the WMG to ensure full coordination across functional, component and agency lines; DAU PRM should develop and complete a “resource impact assessment” on any proposed career field requirement change prior to WMG approval/recommendation back to the FIPTs.

Army DACM Concerns

Problem Statement: Department-wide high failure rate for BCF 203 and BCF 211

Background: BCF 203/211 attritions for FY12 across components

4th Estate – 8%/30%; Army – 11%/31%; AF – 7%/17%; Navy – 33%/26%

- What the Army has done:
 - Analyzed DAU student surveys; brainstormed with DASA-CE and other Business leaders on ideas to improve attrition rates (1Q FY12)
 - Instituted tutoring and pre-test to students (2QFY12)
 - Developed and conducted a comprehensive survey for BCF203/211 student feed back (BCF 203/24 surveys – 16 responses; BCF 211/21 surveys – 15 responses) 3Q FY12
 - Met with DAU Business Course Director to share Army action to improve attrition
 - Requested aggressive review of business course curriculum to access the linkage between FM and CE student needs
 - Personalized emails to students emphasizing the rigors of the course and importance of prep work. Adopted by Navy as a best practice
 - Began analysis to determine effects of personalized emails. (BCF 203 - 176/10 attritions, BCF 211 -154/9 attritions)
 - Currently conducting a comprehensive review of all ACFs, including BUS, to determine appropriately coded positions

Army DACM Concerns

- What the Army has done: **(Cont)**
 - Implemented DACM policy with consequence for failing DAU resident course
 - Ineligibility to participate in certain acquisition training or incentive programs
 - Organizations will fund costs (TDY) for students to retake the resident course
 - Implemented policy which directs students to complete pre-course work within three months of starting class
 - Facilitated sharing of successful completion best practices from one command to commands who have had multiple failures

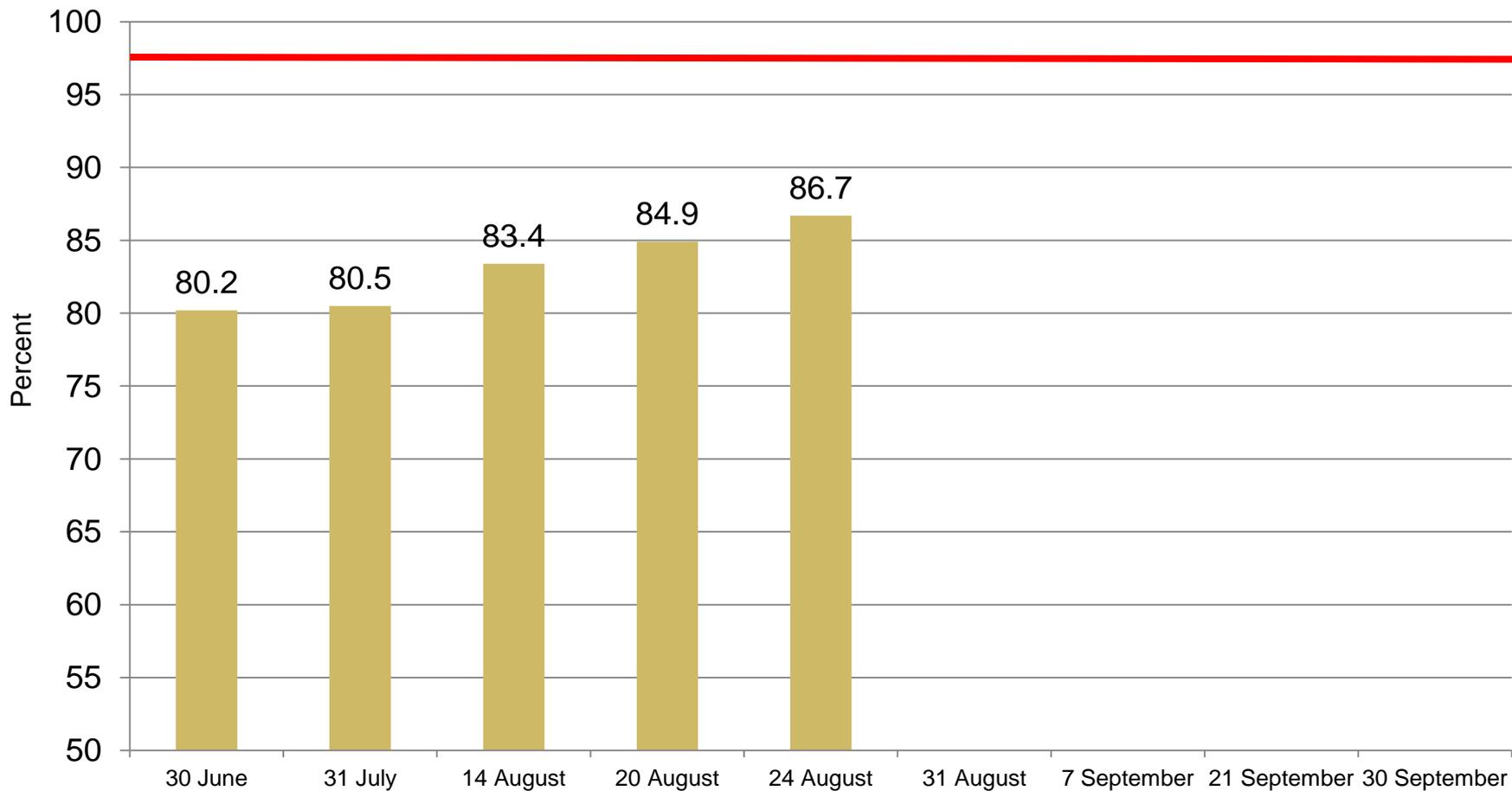
Recommendation:

- Make this a Department priority to meet Secretary of Defense objectives
- DAU analyze and develop preventive measures and post failure alternatives to ensure our human capital investments remain our top priority
- DAU and FIPT re-look business CE and FM tracks to ensure proper linkage with curriculum.

Workforce Support Stats

Goal is 100%, standard is 95% with 80 CLPs by 30 September 2012

Continuous Learning Points (CLPs)



Source: CAPPMS
As of 24 AUGUST 2012

Army 2010 CLP Cycle 79.2%

Acquisition Workforce as of August 24, 2012

Organization	Population	Certified for Position	Not Certified for Position	Not Certified Within Grace Period	Certified or Within Grace Period	Not Certified and Outside of Grace Period	% Certified for Position	% Certified or Within Grace Period	% Not Certified and Outside of Grace Period	No. with 0 CLPs	No. with < 80 CLPs	% with < 80 CLPs	% with No CLPs	No. with Updated IDP < 6 mo	% IDP Updated < 6 Months	No. with No IDP	% With No IDP
PEO Soldier	242	215	27	26	241	1	88.8%	99.6%	0.4%	0	2	0.8%	0.0%	240	99.2%	0	0.0%
PEO Ammo	285	262	23	21	283	2	91.9%	99.3%	0.7%	0	1	0.4%	0.0%	280	98.2%	0	0.0%
PEO Aviation	642	549	93	73	622	20	85.5%	96.9%	3.1%	0	0	0.0%	0.0%	641	99.8%	0	0.0%
PEO C3T	585	324	261	243	567	18	55.4%	96.9%	3.1%	0	7	1.2%	0.0%	579	99.0%	0	0.0%
PEO CS&CSS	487	411	76	55	466	21	84.4%	95.7%	4.3%	0	9	1.8%	0.0%	487	100.0%	0	0.0%
PEO EIS	633	498	135	128	626	7	78.7%	98.9%	1.1%	0	2	0.3%	0.0%	628	99.2%	0	0.0%
PEO GCS	217	175	42	34	209	8	80.6%	96.3%	3.7%	0	15	6.9%	0.0%	217	100.0%	0	0.0%
PEO IEWS	255	180	75	71	251	4	70.6%	98.4%	1.6%	2	12	4.7%	0.8%	255	100.0%	0	0.0%
PEO M&S	416	355	61	52	407	9	85.3%	97.8%	2.2%	2	6	1.4%	0.5%	414	99.5%	0	0.0%
PEO STRI	772	674	98	97	771	1	87.3%	99.9%	0.1%	0	19	2.5%	0.0%	769	99.6%	0	0.0%
SYSTEMS OF SYSTEM INTEGRATION	124	102	22	19	121	3	82.3%	97.6%	2.4%	1	14	11.3%	0.8%	123	99.2%	0	0.0%
JPEO CBD	211	144	67	63	207	4	68.2%	98.1%	1.9%	0	2	0.9%	0.0%	211	100.0%	0	0.0%
HQ USAASC	278	172	106	96	268	10	61.9%	96.4%	3.6%	14	59	21.2%	5.0%	258	92.8%	0	0.0%
PMO ELIM OF CHEM WPNS	46	44	2	1	45	1	95.7%	97.8%	2.2%	0	0	0.0%	0.0%	45	97.8%	0	0.0%
MRMC	910	567	343	269	836	74	62.3%	91.9%	8.1%	59	204	22.4%	6.5%	852	93.6%	10	1.1%
ATEC	2122	1772	350	281	2053	69	83.5%	96.7%	3.3%	5	48	2.3%	0.2%	2120	99.9%	1	0.0%
AMC	28041	19967	8074	5115	25082	2959	71.2%	89.4%	10.6%	586	3999	14.3%	2.1%	27561	98.3%	102	0.4%
USACE	3916	2790	1126	715	3505	411	71.2%	89.5%	10.5%	173	683	17.4%	4.4%	3723	95.1%	48	1.2%
SMDC	355	300	55	37	337	18	84.5%	94.9%	5.1%	2	15	4.2%	0.6%	353	99.4%	0	0.0%
Other*	1476	749	727	640	1389	87	50.7%	94.1%	5.9%	179	480	32.5%	12.1%	1324	89.7%	28	1.9%
Total ALT	42013	30250	11763	8036	38286	3727	72.0%	91.1%	8.9%	1023	5577	13.3%	2.4%	41080	97.8%	189	0.4%

*Includes organizations with low density populations

Breakdown of AMC as August 24, 2012

Organization	Population	Certified for Position	Not Certified for Position	Not Certified Within Grace Period	Certified or Within Grace Period	Not Certified and Outside of Grace Period	% Certified for Position	% Certified or Within Grace Period	% Not Certified and Outside of Grace Period	No. with 0 CLPs	No. with < 80 CLPs	% with < 80 CLPs	% with No CLPs	No. with Updated IDP < 6 mo	% IDP Updated < 6 Months	No. with No IDP	% With No IDP
X1	634	250	384	365	615	19	39.4%	97.0%	3.0%	5	50	7.9%	0.8%	630	99.4%	0	0.0%
X2-HQ AMC	138	97	41	30	127	11	70.3%	92.0%	8.0%	13	56	40.6%	9.4%	138	100.0%	0	0.0%
X4-Training Activities	77	30	47	34	64	13	39.0%	83.1%	16.9%	0	6	7.8%	0.0%	76	98.7%	0	0.0%
X6-AMCOM	3191	2114	1077	649	2763	428	66.2%	86.6%	13.4%	148	478	15.0%	4.6%	3059	95.9%	45	1.4%
X7-TACOM	3417	1903	1514	647	2550	867	55.7%	74.6%	25.4%	41	526	15.4%	1.2%	3390	99.2%	14	0.4%
X8-CECOM	3138	1993	1145	725	2718	420	63.5%	86.6%	13.4%	72	498	15.9%	2.3%	3081	98.2%	13	0.4%
XB-CMS	73	58	15	13	71	2	79.5%	97.3%	2.7%	1	9	12.3%	1.4%	73	100.0%	0	0.0%
XC-ASC	765	332	433	257	589	176	43.4%	77.0%	23.0%	40	235	30.7%	5.2%	729	95.3%	11	1.4%
XD-ACC	4994	4138	856	801	4939	55	82.9%	98.9%	1.1%	28	352	7.0%	0.6%	4974	99.6%	6	0.1%
XK-MAA	87	62	25	16	78	9	71.3%	89.7%	10.3%	13	31	35.6%	14.9%	77	88.5%	1	1.1%
XP-SAC	26	12	14	6	18	8	46.2%	69.2%	30.8%	7	16	61.5%	26.9%	17	65.4%	3	11.5%
XQ-JMC	1092	718	374	176	894	198	65.8%	81.9%	18.1%	4	86	7.9%	0.4%	1083	99.2%	3	0.3%
XR-RDECOM	10087	8082	2005	1326	9408	679	80.1%	93.3%	6.7%	185	1542	15.3%	1.8%	9942	98.6%	4	0.0%
XT-TMDE	26	18	8	3	21	5	69.2%	80.8%	19.2%	3	7	26.9%	11.5%	22	84.6%	1	3.8%
XX-LOGSA	296	160	136	67	227	69	54.1%	76.7%	23.3%	26	107	36.1%	8.8%	270	91.2%	1	0.3%
Total AMC SC ALT	28041	19967	8074	5115	25082	2959	71.2%	89.4%	10.6%	586	3999	14.3%	2.1%	27561	98.3%	102	0.4%

Breakdown of Other Commands as August 24, 2012

Organization Code	Organization	Population	Certified for Position	Not Certified for Position	Not Certified Within Grace Period	Certified or Within Grace Period	Not Certified and Outside of Grace Period	% Certified for Position	% Certified or Within Grace Period	% Not Certified and Outside of Grace Period	No. with 0 CLPs	No. with < 80 CLPs	% with < 80 CLPs	% with No CLPs	No. with Updated IDP < 6 mo	% IDP Updated < 6 Months	No. with No IDP	% With No IDP
2A	UNITED STATES ARMY CYBER COMMAND	3	0	3	3	3	0	0.0%	100.0%	0.0%	1	2	66.7%	33.3%	2	66.7%	1	33.3%
3A	UNITED STATES ARMY CENTRAL	5	2	3	3	5	0	40.0%	100.0%	0.0%	3	4	80.0%	60.0%	4	80.0%	0	0.0%
5A	U.S. Army North	2	2	0	0	2	0	100.0%	100.0%	0.0%	0	1	50.0%	0.0%	2	100.0%	0	0.0%
AJ	US ARMY SPECIAL OPERATIONS COMMAND	80	70	10	3	73	7	87.5%	91.3%	8.8%	5	14	17.5%	6.3%	80	100.0%	0	0.0%
AS	US Army Intelligence and Security Command	87	61	26	25	86	1	70.1%	98.9%	1.1%	6	34	39.1%	6.9%	79	90.8%	1	1.1%
BA	US ARMY INSTALLATION MGT AGY	47	11	36	16	27	20	23.4%	57.4%	42.6%	12	38	80.9%	25.5%	28	59.6%	9	19.1%
CS	Office of the Chief of Staff of the Army	35	23	12	7	30	5	65.7%	85.7%	14.3%	10	17	48.6%	28.6%	29	82.9%	1	2.9%
DF	DOD AGENCY	136	91	45	45	136	0	66.9%	100.0%	0.0%	22	55	40.4%	16.2%	121	89.0%	0	0.0%
DJ	JOINT SOC	26	22	4	4	26	0	84.6%	100.0%	0.0%	4	9	34.6%	15.4%	23	88.5%	0	0.0%
E1	US Army Europe and Seventh Army	12	6	6	4	10	2	50.0%	83.3%	16.7%	1	4	33.3%	8.3%	11	91.7%	0	0.0%
E2	US Army 21st Theater Army Area Command	1	0	1	1	1	0	0.0%	100.0%	0.0%	0	1	100.0%	0.0%	1	100.0%	0	0.0%
EN	US Army 7th Army Training Command	1	1	0	0	1	0	100.0%	100.0%	0.0%	0	0	0.0%	0.0%	1	100.0%	0	0.0%
FC	US Army Forces Command	6	5	1	1	6	0	83.3%	100.0%	0.0%	0	3	50.0%	0.0%	6	100.0%	0	0.0%
G6	NETWORK ENTERPRISE TECHNOLOGY CMD	35	19	16	12	31	4	54.3%	88.6%	11.4%	10	22	62.9%	28.6%	28	80.0%	3	8.6%
GB	US Army National Guard Bureau	39	21	18	16	37	2	53.8%	94.9%	5.1%	1	7	17.9%	2.6%	38	97.4%	0	0.0%
J1	US Army Element SHAPE	16	9	7	3	12	4	56.3%	75.0%	25.0%	14	14	87.5%	87.5%	1	6.3%	2	12.5%
JA	JOINT ACTIVITY	67	36	31	27	63	4	53.7%	94.0%	6.0%	13	30	44.8%	19.4%	56	83.6%	4	6.0%
MA	US Military Academy	6	0	6	5	5	1	0.0%	83.3%	16.7%	1	5	83.3%	16.7%	6	100.0%	0	0.0%
MW	US Army Military District of Washington	3	2	1	1	3	0	66.7%	100.0%	0.0%	0	1	33.3%	0.0%	2	66.7%	0	0.0%
P8	US Army Eighth Army	6	2	4	4	6	0	33.3%	100.0%	0.0%	0	1	16.7%	0.0%	6	100.0%	0	0.0%
SA	Office of the Secretary of the Army	281	170	111	95	265	16	60.5%	94.3%	5.7%	46	102	36.3%	16.4%	254	90.4%	4	1.4%
SB	Field Operating Offices of the Office Sec Army	5	4	1	0	4	1	80.0%	80.0%	20.0%	2	4	80.0%	40.0%	3	60.0%	0	0.0%
SE	Field Operating Agencies of the Army Staff (0A-22)	366	70	296	293	363	3	19.1%	99.2%	0.8%	9	42	11.5%	2.5%	351	95.9%	0	0.0%
SF	Field Operating Agencies of the Army Staff	2	2	0	0	2	0	100.0%	100.0%	0.0%	0	0	0.0%	0.0%	2	100.0%	0	0.0%
SJ	Joint Svcs & DoD Actvs of the Ofc Sec Army	8	6	2	2	8	0	75.0%	100.0%	0.0%	2	7	87.5%	25.0%	5	62.5%	0	0.0%
SP	SPECIAL OPERATIONS COMMAND	75	48	27	21	69	6	64.0%	92.0%	8.0%	4	21	28.0%	5.3%	71	94.7%	1	1.3%
TA	US ARMY RECRUITING CMD	9	4	5	5	9	0	44.4%	100.0%	0.0%	0	1	11.1%	0.0%	9	100.0%	0	0.0%
TC	US Army Training and Doctrine Command	103	56	47	42	98	5	54.4%	95.1%	4.9%	8	30	29.1%	7.8%	94	91.3%	2	1.9%
TM	MEPCOM	14	6	8	2	8	6	42.9%	57.1%	42.9%	5	11	78.6%	35.7%	11	78.6%	0	0.0%
	Total ALT	1476	749	727	640	1389	87	50.7%	94.1%	5.9%	179	480	32.5%	12.1%	1324	89.7%	28	1.9%

ALT Workforce Reminders

- CLP Cycle Ends 30 September 2012
- Certification Update - FY13 Changes forthcoming (CON, FM, T&E, SE and PM)
- Designation and Coding of Acquisition Positions
 - ❖ **DoD Directive 5000.66 dated Dec 2005 (Chapter 6)**
 - ❖ **DoD Desk Guide dated Jan 2006 (Chapter 5, pg 13-14)**
 - ❖ **Army Supplement to DoD Desk Guide dated Jan 2010 (Chapter 5.0)**
- Waivers (KLP/CAP/Position (Tentative Selects w/o ACC membership))
 - ❖ Army Process
 - ❖ Organization Decision

CAPPMIS Improvement Initiatives

- **ACRB** - efforts ongoing to capture Competitive Selection List (CSL)
- **CAPPMIS OAP Reports** - efforts ongoing to tailor reports to meet customer needs

USAASC Web Page Redesign

Advancements in the New USAASC Website Restructure

Feature	Historical	Current
Leaner	<ul style="list-style-type: none"> • ColdFusion server containing various segmented files • Duplication of pages was harder to locate • Manual building: Sitemap, Navigation, Backups, etc. 	<ul style="list-style-type: none"> • WordPress, Content Management System (CMS) supports a central location of all files • Duplication is automatically noted and easily searched • Automatic building: Sitemap, Navigation, Backups, etc
Modular	<ul style="list-style-type: none"> • Months of planning, development, and deployment necessary for site modifications 	<ul style="list-style-type: none"> • Large amount of available themes and plugins; allow for quicker updates, new features and site modifications to be released
Engaging	<ul style="list-style-type: none"> • Informative approach; acted as a hardcopy, document online 	<ul style="list-style-type: none"> • Comments on Access article posts • RSS feed subscriptions via email and reader • Social Media inclusion via plugins to Facebook, Flickr, Twitter, and YouTube
Conclusive	<ul style="list-style-type: none"> • Pulling metrics from multiple sites; using “hits” as the measure; poor data integrity 	<ul style="list-style-type: none"> • Google Analytics become a one-stop shop for metrics involving several measures of data

Actively Engaging the Attention of Online Viewers: New Front Page

1 Main banner for AL&T Magazine July - September 2012. Includes text: "New Issue Now Available", "AL&T Magazine July - September 2012", and "Latest Tweet: Army AL&T Magazine Wins Prestigious APEX, PRSA Awards."

2 "Acquisition Education and Training Corner: April 2012" section. Includes sub-sections: "ACQUISITION CAREER ROAD MAP" and "FROM STOCK CARS TO MRAPS: GLASS LAMINATE COVER ADAPTED TO PROTECT COMBAT VEHICLE WINDOWS".

3 "YOUTUBE" section titled "Army Acquisition Center Of Ex" with a video player and "6 videos" listed.

4 "IMELT WATER NEWS" section. Includes article: "USAOTC to host PEO conference 9 August 2012".

5 Navigation icons: Career Development, Help Desk, Section 852 Program, Policies and Procedures, Acquisition Career Managers, DAU, Cappmsis/Camp, ATRRG, MOS 51C, FAS1, Access AL&T, AL&T Magazine, flickr, twitter, facebook.

6 "USAASC POLL" section. Title: "May 1-31 is Asian Pacific Heritage Month, chosen to commemorate the immigration of the first Japanese to the U.S. on May 7, 1843 and to mark the anniversary of the completion of the transcontinental railroad of which the majority of workers were Chinese immigrants. On what day in history was the transcontinental railroad completed?". Includes "Post Comments" button.

7 "AL&T MAGAZINE" section. Includes "ARCHIVES" list (April 2012 to January 2011) and "PORTFOLIO REVIEW" image.

Footer: "Disclaimer: The information posted on the USAASC website contains links to websites created and maintained by other public and/or private organizations, outside the U.S. Federal Government server. These links are provided for the information and convenience of the user. When users link to an outside website, they are leaving the government server, and as a result, users are subject to the privacy and security policies of the owners/sponsors of the outside website(s)."

Live Site: asc.army.mil
Development Site: usaascinfo.info/web

Acquisition Education, Training and Experience (AETE)

CDG/AAF Program Details

- **Implemented in 1997 as a three-Year Leadership Developmental Program**
- **Intent of Program**
 - ❖ Produces CDG/AAF Graduate Leaders Capable of Assuming the Most Senior Army Acquisition Corps Leadership Positions
- **Criteria**
 - ❖ Current Department of the Army Civilian GS-12/13 or Equivalent
 - ❖ Certified level III in any career field
- **Requirements**
 - ❖ Complete mandatory training
 - ❖ Complete developmental assignments
 - ❖ Apply for the Product/Project Manager board
 - ❖ Complete six months developmental assignment at HQ ASA(ALT) or HQ AMC
- **Website:** <http://asc.army.mil/web/career-development/programs/competitive-development-group-army-acquisition-fellowship/>
- **Announcement Period: Open 6 September – 8 November**

AETE Board Updates

AETE Opportunity	Update
Defense Civilian Emerging Leaders Program (DCELP) <i>11 month part-time program</i>	Army Acquisition received 18 quotas; Approval from DOD and HCI pending.
Naval Post Graduate School – Master of Science in Program Management <i>24 month part-time program</i>	16 applicants were approved (129 applications received). All applicants have been notified.
Acquisition Tuition Assistance Program (ATAP) <i>12/24 business hour program</i>	Pending DDACM Approval – notifications will go out to applicants week of 3 September
Excellence in Government Fellowship (EIGF) <i>21 day TDY commitment</i>	Pending DDACM Approval – notifications will go out to applicants week of 3 September
Executive Leadership Program <i>1-week program</i>	Event date: October 2012 Selection criteria: By PMILDEP invitation only Selectees: SES, General Officers, promotable Colonels and select GS-15s (broadband/pay band equivalent)

For additional information: <http://asc.army.mil/web/career-development/programs/>

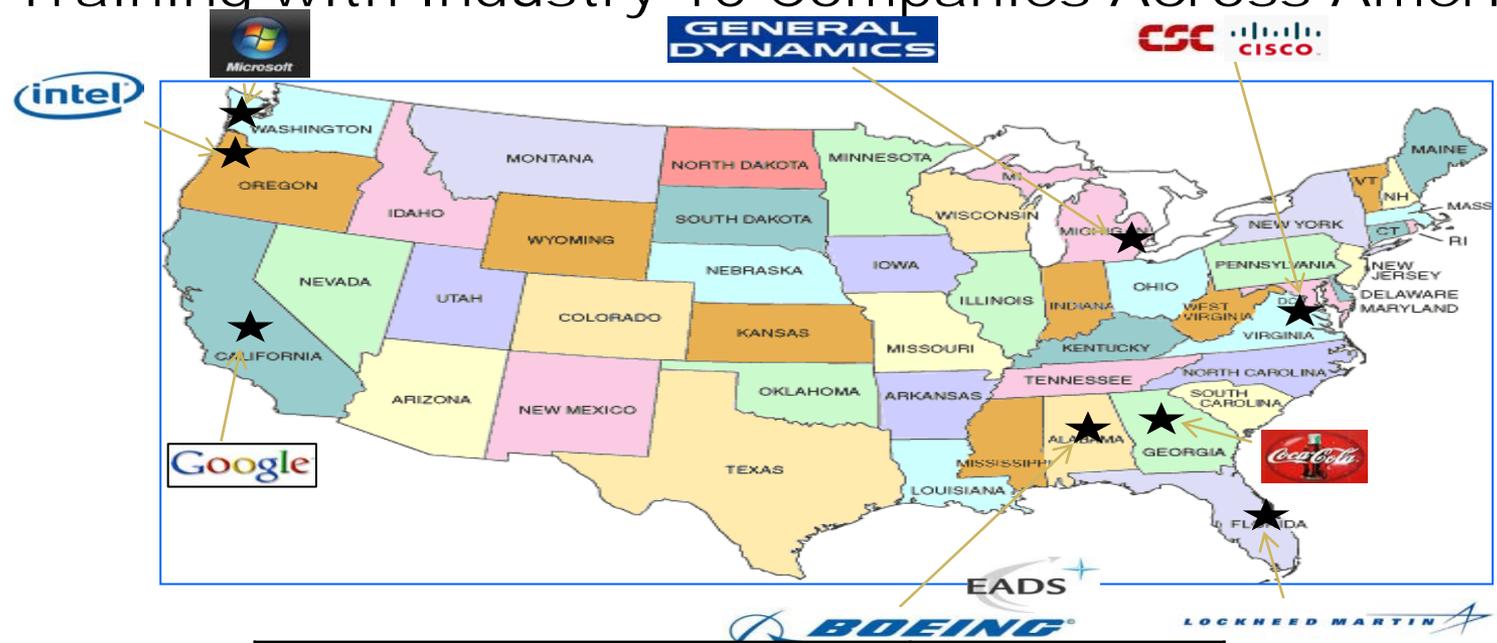
Entire FY13 AETE Schedule will be live in AAPDS by 7 September

Acquisition Leadership Challenge Program

- **Intent of 2.5 Day Leadership Development Program**
 - ❖ Supplement required functional acquisition training with leadership and self awareness skills
 - ❖ Enhance managerial and leadership styles of civilian workforce
 - ❖ Create a leadership corps more capable of critical thinking/problem solving, teamwork/collaboration, and creativity/innovation
- **Criteria**
 - ❖ **ALCP I** - Current civilian AL&T workforce members GS-12/13 or equivalent who are certified
 - ❖ **ALCP II** - Current civilian AL&T workforce members GS-14/15 or equivalent who are certified
- **Website:** <http://asc.army.mil/web/career-development/programs/acquisition-leadership-challenge-program/>
- **FY13 Plan**

DATES	Course Type	Location	Notes	Application Information
29 OCT-2 NOV 12	ALCP I & II	Atlanta, GA		Open through 30 August
5-9 NOV 12	ALCP I & II	Alexandria, VA	Local offering – No TDY	Open through 30 August
3 - 7 DEC 12	ALCP I & II	Huntsville, AL	Local offering – No TDY	Open through 30 August
14-18 JAN 13	ALCP I & II	Atlanta, GA		More information to follow
25 FEB-1 MAR 13	ALCP I & I (2 BTB Lvl I)	Huntsville, AL	Local offering – No TDY	More information to follow
11-15 MAR 13	ALCP I & II	Huntsville, AL	Local offering – No TDY	More information to follow
29 APR-3 MAY 13	ALCP I & II	Aberdeen, MD	Local offering – No TDY	More information to follow
20-24 MAY 13	ALCP I & II	Atlanta, GA		More information to follow
10-14 JUN 13	ALCP I & I (2 BTB Lvl I)	Warren, MI	Local offering – No TDY	More information to follow
29 JUL-2 AUG 13	ALCP I & II	Huntsville, AL	Local offering – No TDY	More information to follow
19-23 AUG 13	ALCP I & I (2 BTB Lvl I)	Aberdeen, MD	Local offering – No TDY	More information to follow

Training with Industry 10 Companies Across America!



Boeing	Huntsville, AL
Cisco (NEW in FY12)	Herndon, VA
Computer Sciences Corporation	Falls Church, VA
Coca-Cola (NEW in FY12)	Atlanta, GA
EADS North America	Huntsville, AL
General Dynamics Land Systems	Sterling Heights, MI
Google (NEW in FY12)	Mountain View, CA
Intel (NEW in FY12)	Hillsboro, OR
Lockheed Martin Global Training and Logistics	Orlando, FL
Microsoft (NEW in FY12)	Seattle, WA

TWI – Coast to Coast

TWI – Coast to Coast

Training with Industry

- 12 month developmental opportunity for our 03-05 officer population
- Career broadening program strongly endorsed by LTG Phillips
- Contact Acquisition Management Branch if interested: <http://asc.army.mil/web/career-development/programs/aac-training-with-industry/>
- Within next two weeks, all 03-05 officers eligible for 13-02 assignment cycle rotation will receive direct email solicitation
- Assignment Preference Sheets due NLT 1 October. Information on how to apply is on AMB's websites: <https://www.hrc.army.mil/Officer/Advanced%20Education%20Programs%20AEP>



Training With Industry

Take your Army Acquisition Corps career to the next level by learning industry best practices. Ten months of your career will last a lifetime!

Training With Industry (TWI) develops Army Acquisition Officers (Majors/O4s) using higher level managerial techniques through industry best practices. Participants then directly apply these practices to improve their follow-on acquisition programs.



"I participated in TWI as a Captain, and it has certainly helped me throughout my career. I see TWI as an incredibly powerful broadening assignment. The experience a young officer gains from going out and working with industry up front and early is invaluable."

- LTG William N. Phillips
 Principal Military Deputy to the ASA(ALT)/
 Director, Acquisition Career Management

PARTICIPATING FY12 COMPANIES



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Upcoming DACM Initiatives

ASC.ARMY.MIL
UNITED STATES ARMY ACQUISITION SUPPORT CENTER (USAASC)

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Acquisition Education and Training Corner

POSTED IN GENERAL AUG 21, 2012 NO COMMENTS YET

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CATEGORIES

- Acquisition
- Best Practices
- Career Development
- Commentary
- Conference Call
- Contracting
- Events
- General
- Logistics
- Science and Technology

UPCOMING EVENTS

October 15, 2012 - October 18, 2012 (All)

Education and Training Opportunities

The Competitive Development Group – Army Acquisition Fellows (CDGAAF) announcement will be open from Aug. 27 to Nov. 15 to all eligible personnel in grades GS-12 through GS-13 or broadband/entry equivalent positions who are Level III certified in any career field. The CDGAAF Program is a three-year developmental program that offers assignments in program executive offices and offices of the Assistant Secretary of the Army for Acquisition, Logistics, and Technology, Headquarters, U.S. Army Materiel Command, and functional organizations. In addition, the program provides expanded training, leadership, experiential, and other career development opportunities. For more information, visit <http://asc.army.mil/web/career-development/programs/competitive-development-group-army-acquisition-fellowship/announcements>.

The Acquisition Leadership Challenge Program (ALCP) is the newest program in the Army's Acquisition Education and Training Portfolio. Based upon the huge success that our sister service, the U.S. Air Force, has had with ALCP, we piloted multiple offerings of the 2-5-day course in FY12. For FY13, we are bringing the course to you. ALCP teaches that self-awareness is the key to both leadership and diversity development, and helps people to create an innovative culture through understanding each individual's preferences and behaviors, paying close attention not only to how they interact with co-workers, but also to how others view them. This approach includes addressing people's unconscious biases to help them discover new approaches to doing things, and emphasizes the strength and power in accepting individual differences to produce a stronger "whole." The ALCP training will ensure that people can communicate with their supervisors through a common language and will help develop leaders who value individual styles and behaviors, creating a workforce corps that is more capable of critical thinking, problem solving, teamwork, collaboration, creativity, and innovation.

September 2012, Issue 1

DIRECTOR, ACQUISITION CAREER MANAGEMENT

Competency and Proficiency of Army Acquisition Workforce a Top Priority for Senior Leaders

Fiscal Year	Percentage
FY08	78.4%
FY09	83.7%
FY10	87.4%
FY11	89.7%
FY12	90.9%

Army Certified or Within Grace Period

Source: CAPPMS as of 31 July 2012

UPCOMING ANNOUNCEMENTS

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- (style – Announcements)

the Workforce is certified or within the allowable grace period, up a significant 12% since FY08 (78.4%). 97% have an updated IDP, and 81% of the Workforce is on track to complete 80 CLPs by the end of the current cycle - 30 September 2012. The DACM challenges the Workforce to meet 100% compliance on the CLP metric by the 30 September deadline.

The outstanding and continued performance on these standards reinforces the fact that the Army Acquisition Workforce is an exceptionally trained and relevant population dedicated to providing Soldiers a decisive advantage to win our Nation's wars.

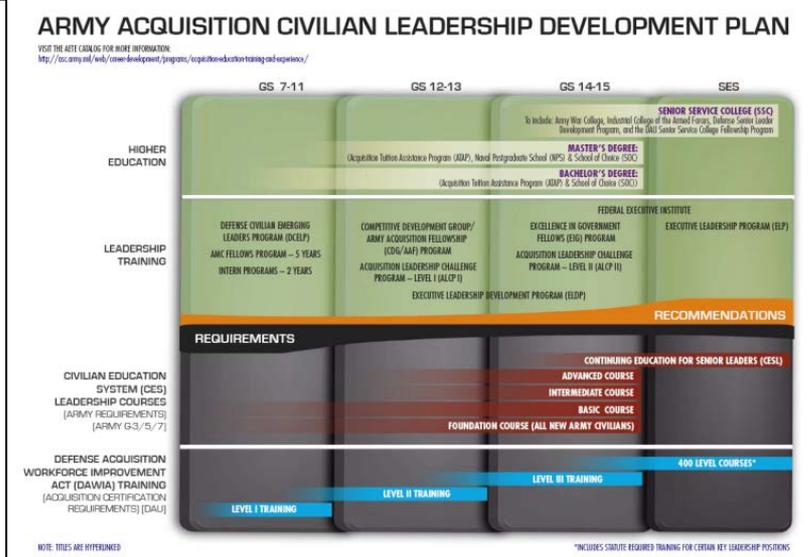
Improvement Act (DAWIA) which was enacted by Public Law 101-510 on 5 November 1990. Congress intended that DAWIA would "improve the effectiveness of the personnel who manage and implement defense acquisition programs." The Army DACM (Director, Acquisition Career Management) is the focal point for the management, development and sustainment of the Army Acquisition Workforce.

With DACM guidance and senior leadership involvement, the Army Acquisition Workforce is excelling at meeting the requirements. 91% of

This skilled Workforce adheres to requirements set forth in the Defense Acquisition Workforce

POLICY AND PROPENSITY HIGHLIGHTS

DACM policies address current issues [Workforce Standards, 27 Jan 2012 - The](#) non-certification related training will be provided.



Defense Acquisition University Training Highlights

DAU Highlights

- DAU course cancellation policy – 30 days from class start date of the training class or the reservation cut-off date, whichever is earlier
 - ❖ Update on 30 day reminder notification to employee and supervisor (ref Resident Course)
 - ❖ Training Coordinator notification

- Visibility of employee course registration status:
 - ❖ ATRRS Data on Demand – DAU Registration Report overview
 - ❖ Training Coordinator notification

DAU Reminder Emails

- Current notification:
 - ❖ A reservation confirmation email from ATRRS AITAS sent immediately upon student receiving a reservation or wait from USAASC Course Manager.
 - ❖ DAU Welcome letter (in email format) with class details 60 days prior to class start date.
 - ❖ A shorten DAU Welcome email sent two-weeks prior to start date of class start date.

- **Additional future notifications (in addition to the above):**
 - ❖ 30 day reminder email from ATRRS AITAS, mid September release.
 - ❖ Training Coordinator email block on ATRRS AITAS student profile, mid September release.

DAU Course Status

- **ATRRS Data on Demand Reports:**
 - ❖ Army DAU Registration Report (see follow on screen shots)
 - ❖ Army DAU CL Registration Report

- **Training Coordinator email field in ATRRS AITAS:**
 - ❖ Email field is optional and not mandatory in the student profile
 - ❖ Up to Command to designate a dedicated person or central email box to receive all employee DAU course notifications
 - ❖ Up to Command to notify their employees to populate this field
 - ❖ Dedicated person will receive all notifications from ATRRS AITAS, with regard to student's course status (reservation, waits, disapprovals, cancellations)



Predefined Reports
Click [here](#) for report descriptions.



Data-On-Demand



[Subscription Options](#)

[Privacy and Security Notice](#)

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Click on the Army DAU Registration Link.



Data-On-Demand

[Back to the Data On Demand Home Page](#)

Army DAU Registration Status Report

Select the values you would like to use to generate Registration Status Report.

Step One

The first step is to select the Fiscal Year for which you wish to generate the report. To limit your search, you may also select a quarter or month from the second drop down

Fiscal Year: 2012 ▾

Month/Quarter: Entire Fiscal Year ▾

Step Two

Select the organization for which you would like to view applications

- ACQUISITION INTERNS
- ANNISTON ARMY DEPOT
- ARCENT
- ARMY ACQUISITION SUPPORT CENTER (ASC)
- ARMY AUDIT AGENCY
- ARMY COMBAT READINESS CENTER (USACRC)

Note: To select more than one organization, select one and hold down the "Ctrl" key or the "Shift" key on your keyboard as you select other organizations

Step Three

If you wish to limit your selection to a specific Course, select it by first clicking on the down-arrow and then clicking on one of the listed Course Numbers. Leave blank to include all Courses

Course Number: All ▾

Step Four

You must select AT LEAST one of the following search criteria. Selecting "ALL" will include all of the other criteria

- All
 Reservation
 Pending
 Waits
 Cancelled
 Disapproved
 No Shows
 Graduated

Step Five

Press the Submit button to generate your report

Submit



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Make your criteria selection for the DAU Report and click the "Submit" Button.



Data-On-Demand

Return to the DAU Registration Report Criteria Page
 Click here for Status Code Interpretation
 Open as Excel Spreadsheet

DAU Registration Report			Page(s): 1
FY	Applicant Name	Organization	Email
12	AMBER BLAKE T	ACQUISITION INTERNS	amber.t.blake.civ@mail.mil
12	ANDREW MORLEY M	ACQUISITION INTERNS	andrew.morley1@us.army.mil
12	BRIAN HOLMAN J	ACQUISITION INTERNS	brian.holman@us.army.mil
12	CHRISTIAN FREIRE S	ACQUISITION INTERNS	christian.freireacosta@us.army.mil
12	CHRISTOPHER HOFFMAN M	ACQUISITION INTERNS	chris.m.hoffman@us.army.mil
12	DARREL DIPASCALE R	ACQUISITION INTERNS	darrel.r.dipascale.civ@mail.mil
12	DEDSY HENRY L	ACQUISITION INTERNS	dedsy.l.henry.civ@mail.mil
12	EBONIE MORTON K	ACQUISITION INTERNS	ebonie.morton@us.army.mil
12	FRED ROBINSON H	ACQUISITION INTERNS	fred.h.robinson@us.army.mil
12	JAMES CARLSON R	ACQUISITION INTERNS	james.carlson@ccm.osd.mil
12	KEITH GREGORY B	ACQUISITION INTERNS	keith.gregory2@us.army.mil
12	KEITH GREGORY B	ACQUISITION INTERNS	keith.gregory2@us.army.mil
12	LATONYA MURRELL S	ACQUISITION INTERNS	latonya.s.murrell.civ@mail.mil
12	LATONYA MURRELL S	ACQUISITION INTERNS	latonya.s.murrell.civ@mail.mil
12	MARYANN WENTWORTH M	ACQUISITION INTERNS	maryann.wentworth@us.army.mil
12	REBECCA ROGERS A	ACQUISITION INTERNS	rebecca.rogers8.civ@mail.mil
12	REBECCA ROGERS A	ACQUISITION INTERNS	rebecca.rogers8.civ@mail.mil
12	ROSEMARIE SEIGER	ACQUISITION INTERNS	rose.seiger@us.army.mil
12	STEPHANIE MARCOTT A	ACQUISITION INTERNS	stephanie.marcott@natick.army.mil

Status Code Definitions - Windows Internet Explorer provided by AS...

http://192.168.35.211/channels/dataondemand/Report/StatusCode.asp

STATUS CODE DEFINITIONS

Priority Code Definitions

1. POSITION/PROGRAM REQUIREMENTS - Training required to meet Position Certification or Program requirements.
2. CAREER DEVELOPMENT - Training to become eligible for the next higher Certification Level above the Certification Level required for their position. Individuals should meet position certification requirements before requesting training at the next higher level.
3. CROSS FUNCTIONAL TRAINING - Personnel who occupy an Acquisition Position in one Acquisition Career Field, but desire training in a different Acquisition Career Field. Individuals should complete all Mandatory Training required for their position before attending any Cross Functional Training.
4. PREVIOUSLY TAKEN OR CERTIFIED -
 - Individuals who previously completed the DAU course **or**
 - Individuals who have received Equivalency **or**
 - Individuals who are already certified at the Career Level and have not previously taken the course
5. NON-ACQUISITION WORKFORCE - Individuals who are not in a designated Acquisition Workforce Position. Individuals will be on a **space available bases**. If selected Individual's command will be required to fund the Travel and Per Diem. The instructional training (classroom/web) will be at no cost to the student.

Status Code Definitions

- P - Pending ATO
- Y - Reservation/Enrolled
- D - Disapproved by ATO
- SD - Disapproved by Student's Supervisor
- O - System Disapproval because of other Class Enrollment
- W - Waitlisted
- C - Cancelled

Input Status Code Definitions

- I - Successfully Inputted into Class
- N - Did not report to class as scheduled; No Show

Output Status Code Definitions

- G - Successfully graduated Class
- Z - Did not graduate from class

Internet | Protected Mode: Off

Start Date	End Date	Completion Date	Class Location	Status	Input Status	Output Status
12/28/2011	12/9/2011		COLUMBUS	P		
12/23/2012	8/3/2012		PICATINNY	P		
10/17/2011	10/28/2011		SAN DIEGO	P		
12/23/2012	2/3/2012		HUNTSVILLE	P		
1/1/2011	9/27/2012			P		
12/21/2012	5/25/2012		STERLING HEIGHTS	P		
12/9/2012	4/20/2012		KETTERING	P		
12/9/2012	1/13/2012		ROCK ISLAND ARSENAL	P		
12/16/2012	7/27/2012		HUNTSVILLE	P		
12/5/2012	3/9/2012		KETTERING	P		
12/9/2012	4/20/2012		HUNTSVILLE	P		
12/9/2012	7/20/2012		CALIFORNIA	P		
12/23/2012	8/3/2012		PHILADELPHIA	P		
12/1/2012	5/25/2012		HUNTSVILLE	P		
12/26/2012	3/30/2012		HUNTSVILLE	P		
12/14/2012	5/25/2012		STERLING HEIGHTS	P		
12/23/2012	5/4/2012		STERLING HEIGHTS	P		
12/28/2011	12/9/2011		STERLING HEIGHTS	P		
12/8/14/2012	8/17/2012		ABERDEEN PROVING	P		

Results of Report. Click on the Status Code Interpretation Link to open the Status Code Definitions Page.

Proponency & Policy

Policy Updates

- DACM Memorandum, Subject: Mandatory Training Requirements Directive for Deputy Program Executive Officers (DPEOs) and Deputy Project/Product Managers (DPMs), signed by LTG Phillips, 18 Jan 2012
- DACM Memorandum #9, Army Acquisition Corps (AAC) Officer “Re-greening”, providing opportunity for AAC officers to refresh their exposure to current tactics, techniques, procedures, and weapon systems in operationally current and relevant environments, signed by LTG Phillips, 30 Mar 2012
- DDACM Memorandum, Subject: Fulfillment of Defense Acquisition University (DAU) Courses through Completion of the Naval Postgraduate School (NPS) Masters of Acquisition and Contracting Management, signed by Mr. Spisak, 10 Aug 2012
- DDACM Memorandum, Subject: Department of the Army Foreign Local National Policy and Procedures for Contracting Validation and Certification, is suspended pending further review, signed by Mr. Spisak, 18 Jul 2012
- Memorandum: Dedicated Industrial College of the Armed Forces (ICAF) Quotas for Reserve Component Acquisition Officers. Currently staffed at HQs, USARC for concurrence/approval. Expected to be signed by LTG Phillips by the end of September.

Policy Updates

Test & Evaluation:

- Effective 01 October 2012, T&E certification education degree requirement
 - ❖ Degree in a technical or scientific field
 - ❖ Not applicable to acquisition workforce members who are currently T&E certificated or those encumbering a T&E position on or before 20 September 2012

SPRDE SE/PSE:

- FY 13, Level 1 - Risk Management (CLM 017) added to training requirement
 - Proposed SPRDE SE/PSE changes for FY13 certification standards
 - ❖ **Agreed revisions**
 - Add C - Add Typical Assignment category to cover "Technical Support" workforce members
 (OCC series 0802)
 LM 017 Risk Management module
 - ❖ **Proposed revision**
 - Recommend implementation of increased years of experience requirement be referred until FY14
 - SPRDE Level 3 Core Plus Development Guide proposed career enhancement courses
 - Student test pilot SYS 350A (Technical Leadership Course)
 - Discussion ongoing reference SYS 350B and SYS 350C courses
- NOTE: Not part of the SPRDE certification requirements

Policy Updates

Business Cost Estimating and Financial Management (BCEFM):

- Email Notification Reminders sent to registered BCF 211 students and their supervisors reiterating the importance for students to thoroughly prepare and study for this course.

- BCEFM level 1 & 2 courses will implement name changes, course content remains the same. Changes will be published in the DAU iCatalog
 - ❖ BCF 102 – name changed to EVM 101 – *Date TBD in FY13*
 - ❖ BCF 203 – name changed to EVM 201 – *Date TBD in FY13*
 - ❖ BCF 211 will transition to BCF 220 (Web) and BCF 225 (Classroom) – *Date TBD in FY13*
pre-course work will become a pre-requisite – *Date TBD in FY13*

Logistics:

Director, Acquisition Logistic Policy is conducting a final review of the Continuity Of Operations (CONOPS) Strategic Plan for the implementation of the Product Support Managers (PSMs) in Logistics. outlines the duties, roles and responsibilities of a PSM outlines relationship with PEOs/PMs and other organizations in support of a ACAT I/II programs

Contracting

The Army's waiver of CON 170 will end after 30 September 2012

CON 090 – Federal Acquisition Regulation (FAR) Fundamentals required for all Contracting coded positions

Policy Updates

Program Management (PM):

- Mandatory training requirements Directive for DPEOs and DPMs, dated: 18 Jan 20102
 - ❖ Program Management Course, Defense Systems Management College
 - ❖ ACAT I, IA, and II programs
 - ❖ Priority of attendance at the DAU PMT401 and PMT402 for DPEOs and DPMs
 - ✓ DPEO
 - ✓ DPM(ACAT I and IA programs)
 - ✓ DPMs (ACAT II programs)
 - ❖ Confirmed class reservation may not be cancel or reschedule without written approval by the DACM
 - ❖ DACM Directive, DPEOs and DPMs meet course prerequisite within 36 months from 18 Jan 2012

- FY14: PM Course changes:
 - ❖ Adding EVM 263
 - ❖ moving EVM 101 to Level 2
 - ❖ Re-look CON 115 Test questions

Industrial/Contract Property Management, Level 2

- IND 200 replaced by IND 205 Intermediate Contract Property Administration and Disposition
- IND 200 valid predecessor for IND 205 until 30 Sept 2014

SUMMARY/Q&A

- ❑ Engage workforce to comply with Continuous Learning Point requirements
- ❑ Encourage workforce to apply for certification in primary career field prior to seeking secondary certifications
- ❑ Educate hiring officials on DAWIA and Acquisition workforce position coding and career field certification requirements
- ❑ Assist command/organization with waiver request (KLP/CAP /Position) process and requirements
- ❑ Continue to promote AETE opportunities at command level
- ❑ DAU training requirements, policies and program execution are continuously being updated to meet Acquisition community needs
- ❑ 4th Qtr minutes will be distributed via email – the next VTC Meeting is scheduled for early Dec (Date TBD)
- ❑ Q & A

ACQUISITION SUPPORT CENTER

Tom Evans, 703-805-1526



BACK-UP SLIDES

Workforce Breakout (Back Up)

Breakdown of Military as August 24, 2012

Organization	Population	Certified for Position	Not Certified for Position	Not Certified Within Grace Period	Certified or Within Grace Period	Not Certified and Outside of Grace Period	% Certified for Position	% Certified or Within Grace Period	% Not Certified and Outside of Grace Period	No. with 0 CLPs	No. with < 80 CLPs	% with < 80 CLPs	% with No CLPs	No. with Updated IDP < 6 mo	% IDP Updated < 6 Months	No. with No IDP	% With No IDP
PEO Soldier	44	39	5	5	44		88.6%	100.0%	0.0%	0	0	0.0%	0.0%	44	100.0%	0	0.0%
PEO Ammo	25	22	3	3	25		88.0%	100.0%	0.0%	0	1	4.0%	0.0%	24	96.0%	0	0.0%
PEO Aviation	67	58	9	9	67		86.6%	100.0%	0.0%	0	0	0.0%	0.0%	66	98.5%	0	0.0%
PEO C3T	47	37	10	10	47		78.7%	100.0%	0.0%	0	2	4.3%	0.0%	45	95.7%	0	0.0%
PEO CS&CSS	42	35	7	7	42		83.3%	100.0%	0.0%	0	1	2.4%	0.0%	42	100.0%	0	0.0%
PEO EIS	33	26	7	7	33		78.8%	100.0%	0.0%	0	1	3.0%	0.0%	32	97.0%	0	0.0%
PEO GCS	37	27	10	10	37		73.0%	100.0%	0.0%	0	2	5.4%	0.0%	37	100.0%	0	0.0%
PEO IEWS	54	42	12	12	54		77.8%	100.0%	0.0%	1	4	7.4%	1.9%	54	100.0%	0	0.0%
PEO M&S	47	45	2	2	47		95.7%	100.0%	0.0%	1	1	2.1%	2.1%	47	100.0%	0	0.0%
PEO STRI	33	26	7	7	33		78.8%	100.0%	0.0%	0	0	0.0%	0.0%	31	93.9%	0	0.0%
SYSTEMS OF SYSTEM INTEGRATION	28	20	8	8	28		71.4%	100.0%	0.0%	0	3	10.7%	0.0%	27	96.4%	0	0.0%
JPEO CBD	25	19	6	6	25		76.0%	100.0%	0.0%	0	1	4.0%	0.0%	25	100.0%	0	0.0%
HQ USAASC	54	43	11	11	54		79.6%	100.0%	0.0%	3	10	18.5%	5.6%	50	92.6%	0	0.0%
PMO ELIM OF CHEM WPNS	1	1	0	0	1		100.0%	100.0%	0.0%	0	0	0.0%	0.0%	1	100.0%	0	0.0%
ATEC	86	32	54	54	86		37.2%	100.0%	0.0%	1	2	2.3%	1.2%	85	98.8%	0	0.0%
AMC	746	290	456	456	746		38.9%	100.0%	0.0%	15	75	10.1%	2.0%	735	98.5%	0	0.0%
COE	40	22	18	18	40		55.0%	100.0%	0.0%	1	2	5.0%	2.5%	37	92.5%	0	0.0%
SMDC	9	8	1	1	9		88.9%	100.0%	0.0%	1	2	22.2%	11.1%	8	88.9%	0	0.0%
Other*	404	277	127	127	404		68.6%	100.0%	0.0%	54	132	32.7%	13.4%	366	90.6%	0	0.0%
Total Mil ALT Pop	1822	1069	753	753	1822	0	58.7%	100.0%	0.0%	77	239	13.1%	4.2%	1756	96.4%	0	0.0%

*Includes organizations with low density populations

Acquisition Designation and Coding

- **DoD Desk Guide dated Jan 2006 (Chapter 5, pg 13-14)**

“**Certification Levels** A required certification level must be assigned to each AT&L position. There are three certification levels: Level I (Basic or Entry Level); Level II (Intermediate Level); or Level III (Advanced Level). The level designated should correspond to the level of responsibility and expertise required by the position, and therefore **TYPICALLY** corresponds to the grade of the position as indicated below:

- For Civilian Positions:

For all positions except those positions in the Purchasing Position Category:
 GS-5 through 8 (and equivalent) **TYPICALLY** require Level I certification
 GS-9 through 8 (and equivalent) **TYPICALLY** require Level II certification
 GS-13 and above (and equivalent) **TYPICALLY** require Level III certification

- For positions in the Purchasing Position Category:

GS-5 (and equivalent) **TYPICALLY** require Level I certification
 GS6 through 8 (and equivalent) **TYPICALLY** require Level II certification
 GS-9 (and equivalent) **TYPICALLY** require Level III certification

DoD Directive 5000.66 Dec 2005

This Instruction: 1.1. Implements reference (a) and provides uniform guidance for managing positions and career development of the Acquisition, Technology, and Logistics (AT&L) Workforce. This includes the designation and identification of AT&L positions; specification of position requirements; attainment and maintenance of AT&L competencies through education, training and experience; AT&L Performance Learning Model; management of the Defense Acquisition Corps; selection and placement of personnel in AT&L positions; and workforce metrics.

Chapter 6. AT&L Position Requirements

- A. AT&L Career Field Certification
- B. Acquisition Corps Membership
- C. Tenure Agreements for CAPs and KLPs
- D. Special Statutory Requirements
- E. Assignment Specific Training
- F. Continuous Learning Requirement

<http://www.dtic.mil/whs/directives/corres/pdf/500066p.pdf>

DoD AT&L Desk Guide Jan 2006

This guide complements the DoD Directive 5000.52 (Jan 12, 2005) and DoD Instruction 5000.66 (Dec 21, 2005). The guide is not policy and if there is a conflict, the Directive and Instruction take precedence.

Chapter 5. Designation and Coding of AT&L Positions

- A. Step 1: Acquisition Definition
- B. Step 2: Position Category Descriptions
- C. Step 3: AT&L Career Field Certification Requirement
- D. Step 4: Critical Acquisition Position
- E. Step 5: Key Leadership Position
- F. Step 6: Determine Special Statutory Requirements
- G. Step 7: Code the Position

http://asc.army.mil/docs/dawia/ATL_Workforce_Desk_Guide.pdf

Army Supplement to DoD AT&L Desk Guide

...Commanders and managers at all levels must possess a clear understanding of their roles and responsibilities in the AL&T Workforce members' education, training, and career development. These activities for AL&T Workforce members must become a part of the organization's stated mission. Organizations are expected to plan for and release AL&T workforce members for mandatory and other training, education, and developmental opportunities which will enable them to better accomplish the Army's mission.

- Chapter 5.0 Designating and Coding AL&T Positions
- 5.1 Steps for Designating and Coding AL&T Positions
 - 5.1.1 Step 1: Acquisition Definition
 - 5.1.2 Step 2: Position Category Descriptions
 - 5.1.3 Step 3: AL&T Career Field Certification Requirement
 - 5.1.4 Step 4: Critical Acquisition Position (CAP)
 - 5.1.5 Step 5: Key Leadership Position (KLP)
 - 5.1.6 Step 6: Determine Special Statutory Requirements
 - 5.1.7 Step 7: Code the Position

[http://asc.army.mil/docs/pubs/Army Supplement DoD Desk Guide ALT.pdf](http://asc.army.mil/docs/pubs/Army_Supplement_DoD_Desk_Guide_ALT.pdf)

Helpful Links

Workforce HELP REQUEST FOR HELP Click URL or select HELP REQUEST tab when logged into CAPP MIS
<https://rda.altess.army.mil/camp/index.cfm?fuseaction=support.helpRequest> or call 575-678-2247

USAASC Home Page <http://asc.army.mil>

DoD Dir 5000.52 Jan 2005 <http://www.dtic.mil/whs/directives/corres/pdf/500052p.pdf>

DoD Dir 5000.66 Dec 2005: <http://www.dtic.mil/whs/directives/corres/pdf/500066p.pdf>

POSITION CODING Description <http://www.dau.mil/workforce/pages/pcds.aspx>

Waivers (Position) <http://asc.army.mil/web/wp-content/uploads/2012/06/Position-Requirement-Extension-Waiver.pdf>

AAC Membership (Tentative Select): <http://asc.army.mil/web/wp-content/uploads/2012/06/AAC-Membership-Request-Tentative-Select.pdf>

Waiver: (KLP/CAP) : <http://asc.army.mil/web/wp-content/uploads/2012/06/CAP-Waiver-Instructions.pdf>

WFM Contact Info - <http://asc.army.mil/organization/workforce/default.cfm>

CAPP MIS: <https://rda.altess.army.mil/camp/>

DOD Desk Guide: http://asc.army.mil/docs/dawia/ATL_Workforce_Desk_Guide.pdf

Army Supplement: http://asc.army.mil/docs/pubs/Army_Supplement_DOD_Desk_Guide_ALT.pdf

Defense Acquisition University (DAU)
FY13 & **Planned FY14**
Course & Certification Requirement
Changes
as of: 2 August 2012

FY13 – Contracting (C), Level 1

- Contracting level 1 will be require to complete the following course toward certification:
 - CON 090 – Federal Acquisition Regulation (FAR) Fundamentals required for all Contracting coded position.
 - The exception, CON 090 only required for Contracting, Level 1 certification only if assigned to a Contracting position 1 Oct 2010 and thereafter expires on 30 Sep 2012.

FY13 – Industrial/Contract Property Management (D), Level 2

- IND 200 replaced by IND 205 Intermediate Contract Property Administration and Disposition:
 - IND 200 valid predecessor for IND 205 until 30 Sept 2014.

FY13 – Business Financial Management (K), Level 1 & 2

- BCEFM level 1 & 2 courses will implement name changes, course content remains the same:
 - BCF 102 – name changed to EVM 101
 - BCF 203 – name changed to EVM 201

- BCF 211 will transition to BCF 220 (Web) and BCF 225 (Classroom) – *Date TBD in FY13*

FY13 – Test and Evaluation (T), Level 1 to 3

- T&E level 1, 2 & 3 Education requirements will change to the following:
 - Baccalaureate or graduate degree in a technical or scientific field such as engineering, physics, chemistry, biology, mathematics, operations research, engineering management, or computer science.

FY13 – Test and Evaluation (T), Level 1

- T&E level 1 will also require completion of the following courses toward certification:
 - CLE 035 – Introduction to Probability and Statistics.
 - CLE 025 – Information Assurance (IA).

FY13 – Test & Evaluation (T), Level 2

- T&E level 2 will also require completion of the following courses toward certification:
 - CLE 003 – Technical Reviews
 - CLE 301 – Reliability and Maintainability
 - CLR 101 – Introduction to the Joint Capabilities Integration & Development System

FY13 – Test & Evaluation (T), Level 3

- T&E level 3 will also require completion of the following courses toward certification:
 - CLB 009 – Planning, Programming, Budgeting, and Execution and Budget Exhibits.
 - CLM 015 – Product Support Business Case Analysis (BCA).
 - CLM 014 – IPT Management and Leadership.
 - CLM 031 – Improved Statement of Work.

FY13 –SPRDE Program Systems Engineer (W), Level 1

- SPRDE PSE level 1 will require the complete the following additional course towards certification.
 - CLM 017 – Risk Management.

- **Education:** Civilians serving as an OCC Series 0802 or 0856 must meet the Office of personnel Management (OPM) education requirements in lieu of this education standard.

FY14 – Program Management (A)

- PM level 2 will also require completion of the following course:
 - EVM 101- Fundamentals of Earned Value Management

- *PM level XX will also require completion of the following course toward certification (TBD):*
 - Adding EVM 263 – Principles of Schedule Management

Helpful Links

- DAU Interactive Catalog (iCatalog): View latest and greatest certification requirements <http://icatalog.dau.mil/>
- Army DAU Registration System: View available classes and apply for DAU training <https://www.atrrs.army.mil/channels/aitas/>
- Certification Management System (CMS): Apply for DAWIA certification once you have met all the Certification requirements:
<https://rda.altess.army.mil/camp/>
- Helpdesk:
 - **CAMP/CAPPMIS account holders** use <https://rda.altess.army.mil/camp/>
NOTE: After logging in click the “**Help Request**” button at the top right corner of the CAMP home page.
 - **Non CAMP/CAPPMIS account holders (non-Acquisition Army)** use <https://rda.altess.army.mil/camp/index.cfm?fuseaction=support.helpRequest>
NOTE: When completing the “Help Request” please use a valid .mil email address and contact number.

GO SES FY12 2nd & 3rd Qtr Sr Leader Action Items

(Back Up)

GO/SES Senior Leader Action Item FY12 3rd Qtr Qtr

- #1. **ACTION: BCF 203 & 211** -Identify best practices within organizations that have low failures among staff taking the BCF classes and benchmark from ACC, recently instituted internal pre-test and tutoring program.
STATUS: PEO/Commands have the lead.

- #2. **ACTION: SCEP Policy** -Continue to vet the SCEP policy through ACMAs and consolidate feedback for presentation at 4th Qtr GO/SES review.
STATUS: WORKING -USAASC ACDD, Program Execution has the lead.

- #3. **ACTION: BUS-CE**Continue efforts to incorporate more BUS-CE personnel into contracting.
STATUS: WORKING -USAASC ACDD has to lead to reach out to TRADOC.

- #4. **ACTION: CLPs** - Continue PEO/Command by name breakout for CLPs and IDP delinquencies, get on target to meet required 80 CLPS by 30 September 2012. .
STATUS: WORKING - USAASC WMD has lead on command follow up for CLPs and IDPs

GO/SES Senior Leader Action Item FY12 3rd Qtr

- #5. ACTION:** USD AT&L Project 3 Initiative – Elevate the Status, Prestige, and Professional Standards of Acquisition Personnel.
STATUS: WORKING - USAASC Project 3 Team has the lead.
- #6. ACTION:** PEO STRI Acquisition Academy Pilot Program
STATUS: WORKING -PEO STRI has the lead

GO/SES Senior Leader Action Item FY12 2nd Qtr

- #1. **ACTION:** Present information on Military Occupational Specialty (MOS) 51C Non-Commissioned Officers (NCO) and their path forward at the next quarterly meeting.
STATUS: USAASC 51C NCO Proponency Officer has the lead.

- #2. **ACTION:** Review acquisition workforce standards delinquencies by Command/organization and supervisor. Determine how to address the 10% delinquencies in order to reach the 100% goal for certification
STATUS: USAASC Workforce Management Division has the lead.

- #3. **ACTION:** Identify the fiscal realities of the student attrition in Defense Acquisition University.
STATUS: **WORKING** with DASA PPR to provide update for next quarterly update.

- #4. **ACTION:** Finalize details and analysis of student attrition in Defense Acquisition University (DAU) Business Courses BCF 203 and 211.
STATUS: **WORKING** to facilitate a meeting between LTG Phillips and Mrs. Katrina McFarland to discuss DAU's role in the migration of attrition in BCF 203 and 211. Identify close failure rates – within .5 to 1 points of passing? Follow –up with DAU on the BCF curriculum review and competency study.

GO/SES Senior Leader Action Item FY12 2nd Qtr

- #5. **ACTION:** Identify the specific definition for interns as “recent graduates” in the new Pathways Program.
STATUS: WORKING

- #6. **ACTION:** Identify the exact unit of measure for acquisition experience as it relates to Student Career Experience Program (SCEP) training experience and provide draft policy to attendees
STATUS: WORKING Policy being drafted, for review and feedback

- #7. **ACTION:** Submit Section 852 Defense Acquisition Workforce Development Fund (DAWDF) Army FY13 requirements to HQ, USAASC NLT 18 may 2012
STATUS: WORKING –Commands and organizations action to identify requirements and submit.

AETE (Back Up)

Registering for an ATRRS Account

Instructions to register for an ATRRS account can be found at

<https://www.atrrs.army.mil/online.aspx#second>

- Complete the form and fax to:

ATRRS Help Desk Attn: User Access

Email: atrrslid@asmr.com

Comm: (703) 645-0432

DSN: 224-6300

- You should receive a user id and password via e-mail in 2-3 weeks. You will receive your user id and passwords in separate e-mails. When you receive your user id you will need to log into ATRRS. Use Access Code “REVIEW” to view reports in ATRRS portals or Restricted reports from Data on Demand

Proponency & Policy Back Up

Policy Updates

- ✓ DDACM Memorandum Concurrence, Subject: Request for Exception to Policy from Selected Portion of Memorandum, Designation of Critical Acquisition Position and Key Leadership Position signed by Mr. Spisak on 17 May 2012
- ✓ DACM Memorandum, Subject: Appointment as the Acquisition Functional Advisor for Military Personnel Serving in Program Management , Reference BG (P) H. J. Greene signed by LTG Phillips on 29 May 2012
- ✓ DACM Memorandum Request for Consideration and Granting Joint Credit for Army Contingency Contracting Position and Other Area Functional (FA51) Acquisition Assignments by LTG Phillips on 3 June 2012
- ✓ DACM Memorandum #10, Director of Acquisition Career Management Guidance Memorandum #10 – Army Acquisition Corps Officer Assignment Flexibility signed by LTG Phillips on 4 June 2012

Policy Updates

Test & Evaluation:

- Effective 01 October 2012, T&E certification education degree requirement
 - degree in a technical or scientific field
- Not applicable to acquisition workforce members who are currently T&E certificate or those encumbering a T&E position on or before 20 September 2012

SPRDE SE/PSE:

- Proposed SPRDE SE/PSE changes for FY13 certification standards.
 - **Agreed revisions**
 - Add Typical Assignment category to cover "Technical Support" workforce members (OCC series 0802)
 - Add CLM 017 Risk Management module
 - **Proposed revision**
 - Recommend implementation of increased years of experience requirement be referred until FY14
- SPRDE Level 3 Core Plus Development Guide proposed career enhancement courses
 - Student test pilot SYS 350A (Technical Leadership Course)
 - Discussion ongoing reference SYS 350B and SYS 350C courses

NOTE: Not part of the SPRDE certification requirements

Policy Updates

Business Cost Estimating and Financial Management (BCEFM):

- Email Notification Reminders
 - sent to registered BCF 211 students and their supervisors reiterating the importance for students to thoroughly prepare and study for this course
- FY13 pre-course work for BCF 211 will become a pre-requisite. Changes will be published in the DAU iCatalog

Logistics:

- An official tasker will go out to Services for a final review of the Continuity Of Operations (CONSOPS) Strategic Plan for the implementation of the Product Support Managers (PSMs) in Logistics. The CONOPS outlines the duties, roles and responsibilities of a PSM and the relationship with PEOs/PMs and other organizations in support of a ACAT I/II programs mission effort. The tasker will be widely disseminated to get a broader perspective for PEOs and others who were not included in the original foundation review.

Contracting

- The Army's waiver of CON 170 will end after 30 September 2012