



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY**  
**ACQUISITION LOGISTICS AND TECHNOLOGY**  
**103 ARMY PENTAGON**  
**WASHINGTON, DC 20310-0103**

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**MAR 17 2017**

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Director, Army Acquisition Corps (DAAC) Memorandum - Fiscal Year 2017 (FY17) Army Acquisition Workforce Goals/Standards**

**1. References:**

a. Title 10, United States Code, Chapter 87, Defense Acquisition Workforce, Sections 1723 and 1732-1734, Defense Acquisition Workforce Improvement Act (DAWIA), 5 November 1990.

b. Director of Acquisition Career Management (DACM) Memorandum #8, Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE, 30 Jan 12, subject: Enforcement of Department of the Army Defense Acquisition Workforce Improvement Act (DAWIA) Certification Compliance Policy.

c. Policy, United States Army Acquisition Support Center, SFAE, 8 Jan 14, subject: Department of the Army Continuous Learning Policy and Implementation Guidelines for Acquisition Employees and Their Supervisors.

d. Memorandum, Assistant Secretary of the Army (Acquisition, Logistic and Technology), SFAE-CDD, 21 Mar 14, subject: Army Key Leadership Positions and Qualification Criteria Policy

e. Director of Acquisition Career Management (DACM) Memorandum, Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE, 10 Jul 15, subject: Senior Rater Potential Evaluation (SRPE) Policy.

f. Policy, United States Army Acquisition Support Center, SFAE, 1 Sep 10, subject: Army Supplement to the Department of Defense Desk Guide for Acquisition, Technology and Logistics Workforce Career Management.

g. Policy, Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE, 20 Aug 14. SFAE, subject: Department of the Army Acquisition Career Field Certification Policy.

h. Director of Acquisition Career Management Memorandum (DACM), Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE, 4 Nov 16, subject: Fiscal Year 2016 (FY16) Army Acquisition Workforce Goals/Standards.

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2. The Army Acquisition Workforce (AAW) has had several years of significant progress in meeting the Defense Acquisition Workforce Improvement Act (DAWIA) statutory certification requirements. The FY16 certification or within grace period standard was 96 percent, and we exceeded that goal with a rate of 98.9 percent! This exemplary performance is a direct reflection of devoted acquisition professionals and senior leaders across the entire AAW committed to meeting DAWIA standards and supporting current and future Army needs. AAW professionalism is central to everything we do in Army acquisition and directly enables the Army Chief of Staff's current priorities: readiness; modernization; and taking care of soldiers.

3. It is imperative that we sustain and build on the momentum that we have gained over the years to improve the professionalism of the AAW. I've again set our standards at a challenging level to ensure our AAW continues to lead the Department of Defense in professionalism, relevance, currency, and skills to support the Soldier. We must continue to move forward and set our sights higher in FY17. My FY17 AAW standards are detailed below:

a. Certification and Within Grace Period Standards. Upon assignment to an acquisition position, AAW professionals are required to meet their respective Acquisition Career Field certification level requirements within a 24 month grace period in accordance with reference 1.a., otherwise, a waiver [DD Form 2905 (Acquisition, Technology, and Logistics (AT&L) Workforce Position Requirements or Tenure Waiver)] must be initiated by the command/organization and submitted for approval via the U.S. Army Acquisition Support Center (USAASC), Army DACM Office. An approved waiver extends the grace period for these employees to attain certification, but does not waive the certification requirements. AAW members who fail to achieve their certification requirements within their authorized grace period will be subject to personnel actions as outlined in reference 1.b. Supervisors should ensure all delinquent personnel are monitored and evaluated for performance against their "get well" plan to achieve success. By the end of FY17, I expect the AAW to either achieve or maintain the following certification and within grace period rates:

(1) For the entire AAW: 96 percent.

(2) For Army Acquisition Corps (AAC) members occupying Critical Acquisition Positions (CAP), non-Key Leadership Positions (KLPs): 98 percent.

(3) For AAC members occupying KLPs: 100 percent.

b. Individual Development Plan (IDP) Standards. Supervisors and AAW professionals will ensure IDPs are current and updated at least every six months or more frequently, as needed. I expect supervisors to ensure at least 95 percent of subordinate IDPs are discussed and updated every 6 months with a goal of 100 percent. While it appears FY16 IDPs were reviewed in accordance with my FY16

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standard, it is apparent they are not being adequately updated. IDP goals are a critical factor in acquisition career development as well as a tool for planning interim training, education and developmental opportunities and should be taken seriously. I specifically expect an improvement in this area.

c. Continuous Learning Point (CLP) Standard. For the two-year cycle ending in FY16, 96.2 percent of the AAW had met the standard of 80 CLPs. The new two-year cycle for 80 CLPs began on 1 October 2016 and runs through 30 September 2018. The intent of attaining at least 80 CLPs every two years is to ensure acquisition professionals remain current, relevant, and proficient in acquisition expertise. My FY17 CLP goal is that all AAW professionals attain at least 40 CLPs by the end of the first year, 30 September 2017. The CLP glide path for tracking AAW progress this first year of the cycle is as follows:

Quarter FY 2017	CLPs
1 <sup>st</sup>	5
2 <sup>nd</sup>	10
3 <sup>rd</sup>	20
4 <sup>th</sup>	40

I expect supervisors to be actively engaged to ensure their acquisition professionals meet this standard. (Note: Reference 1.c. annotates the two year CLP cycle and Reference 1.d. annotates additional stipulations regarding CLPs for AAW Members in Key Leader Positions.)

d. Talent Management Standards. I strongly encourage the following:

(1) Inclusion of mentorship/coaching as a supervisory performance objective. This year, I leave the specifics to the organizational level.

(2) A one percent increase in higher level degrees (bachelors or higher). Raising the professionalism of the acquisition workforce is one of the Better Buying Power initiatives, and educational degrees are one way to achieve this standard. The USAASC Army DACM Office has numerous fully-funded acquisition, education and training opportunities that acquisition professionals and their supervisors should review in attaining this goal. Currently, 87 percent of the overall AAW has a higher level degree.

(3) SRPE. Ref 1.e. mandates SRPEs in accordance with a phased implementation plan for all civilian AAW members in grades GS-12 and higher (or broadband equivalents). In FY16, all AAW members in the grade of GS-14 and broadband equivalent were mandated an annual SRPE for potential demonstrated in FY15. We did not meet 100% compliance for that population. For FY17, all AAW members in the grade of GS-13 and broadband equivalent are also required an annual SRPE for FY16,

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in addition to a second annual SRPE for our GS-14 and broadband population. I need your help to ensure we meet the goals established within this implementation plan. To ensure accountability, I recommend that all AAW member supervisors of GS-13/14s or broadband equivalents add a SRPE objective on their annual appraisal to indicate understanding and full compliance of the mandated SRPE requirement. In FY18, supervisors of GS-12s should also add a SRPE objective in their annual appraisals.

(4) Commands and organizations should utilize the Defense Acquisition Workforce Development Fund (DAWDF) to target acquisition functional and leadership competency gaps. The USAASC Army DACM Office manages DAWDF for the AAW and sends out a request for DAWDF requirements in February annually with a suspense of May.

4. Teamwork, communication, collaboration and direct senior leader involvement are essential to achieve and maintain these AAW standards. This involvement is why we have been so successful with our certification and my other DACM goals in the past several years. Leaders and acquisition professionals at all levels are also equally accountable to work together to improve our core competencies and ensure we have a highly capable, agile, adaptive and professional AAW.

5. Activities and organizations are reminded to meet all statutory labor relation obligations in the implementation of this policy. All Department of Army acquisition workforce policies and DACM memoranda can be found on the USAASC Army DACM Office website at: <http://asc.army.mil/web/policies-main/alt-workforce-policy-procedure/>.

6. Effective date and implementation. This document is effective immediately and will remain in effect until rescinded.

7. For questions regarding this memorandum, please contact the USAASC Army DACM Office via the Career Acquisition Management Portal: <https://rda.altess.army.mil/camp/index.cfm?fuseaction=support.helpRequest>; or commercial (575) 678-2247.



MICHAEL E. WILLIAMSON  
Lieutenant General, GS  
Director, Army Acquisition Corps

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