



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

SFAE-CDD

JUL 8 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Director, Army Acquisition Corps Guidance Memorandum #6

1. Section 852 of the 2008 National Defense Authorization Act, Public Law No. 110-181, directed the establishment of the Defense Acquisition Workforce Development Fund (DAWDF). This fund enables the Department of Defense to recruit and hire; develop and train, and recognize and retain its acquisition workforce.
2. The DAWDF provides the Army an unprecedented opportunity to invest in the health and growth of the Army Acquisition workforce. There are three categories for acquisition workforce initiatives: Training and Development; Retention Programs; and Recruitment Programs.
 - a. Training and development initiatives support training facility upgrades and acquisition proponent course enhancements which include new curriculum and acquisition workforce tracking technology.
 - b. Retention incentives often utilize a service commitment to retain civilian Government employees for a specific length of time as well as support training and education programs. These types of programs are a direct investment in our acquisition workforce career development.
 - c. Recruitment programs allow the Army to hire in order to close the capability gap in shortage acquisition career fields by hiring at each level—Intern, Journeyman, and Highly Qualified Expert (HQE). Other recruitment initiatives include civilian incentive programs and opportunities for recruitment fairs.
3. The Secretary of Defense, on 6 April 2009, announced an initiative to grow the defense acquisition workforce by ~20,000 positions by Fiscal Year 2015 (FY15). This growth consists of in-sourcing ~10,000 positions and hiring ~ 10,000 new acquisition workforce members Service-wide. As a result, by FY15, the Army will have in-sourced over 3,200 positions and hired 1,885 new Government acquisition civilian personnel to meet the Secretary of Defense goal.
4. An Army Acquisition Workforce Growth Taskforce was established in January 2010 to capture specific organization input and acquisition career field designation with regard to the new hires for FY11-15. The taskforce findings

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directly address the Secretary of Defense new hire initiative for Army acquisition workforce growth and provide the strategy, by Army command/acquisition organization, acquisition career field, and FY for hire.

5. The DAWDF became the funding mechanism to "prime the pump" with regard to the new hire initiative. The taskforce-approved requirements for Intern and Journeyman level new hires will receive Section 852 funding for at least two-years of salary dollars, and HQE hires will receive one-year of salary dollars. Sustainment of these new hires will be addressed in an overall acquisition workforce growth concept plan.

6. I serve as the Principal Agent of the Section 852 DAWDF. I have delegated authority for management and execution of the DAWDF to the Deputy Director for Acquisition Career Management (DDACM). The DDACM has developed an operating guide that provides details for every Army Acquisition, Logistics and Technology organization for use of the DAWDF.

7. Currently, all requests for DAWDF funds are in response to a data call from the DDACM. Organizations must submit requirements following the operating guidance. Accurate spend plans are key to executing Section 852 funding in a timely manner. The DDACM will conduct monthly reviews of submitted and approved spend plans to review the status of expenditures. Senior level quarterly reviews (at ASA(ALT) and other organizations) will be held to identify and, if necessary, re-distribute under-executed funds. It is crucial that organizations receiving Section 852 funds immediately obligate and disburse funding in accordance with approved spend plans.

8. Details regarding Section 852 can be found at the following website:
<http://asc.army.mil/career/programs/852/default.cfm>.

9. The point of contact is Ms. Joan L. Sable, commercial (703) 805-1243, DSN 655-1243, or e-mail: joan.l.sable@us.army.mil.

*Learn,
this is an important
program and key to our
grow the acquisition workforce
initiatives. I expect that
we will take full advantage
of these resources!
vlf
Bill*

William N. Phillips
WILLIAM N. PHILLIPS
Lieutenant General, GS
Director, Army Acquisition Corps

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