

## INFORMATION PAPER

SFAE-CM

December 27, 2005

SUBJECT: The Functional Area 51 Leader Development Plan

1. Purpose. To provide information on FA51 Leader Development Plan, to include the FA51 Basic Qualification Course (BQC) and the FA51 Intermediate Qualification Course (IQC).
2. Facts.
  - a. Background: The FA51 Leader Development Plan is an end-to-end plan designed to prepare newly accessed acquisition officers for assignment to any acquisition organization, and to develop them at the ranks of captain and major for positions of higher responsibility. The FA 51 Leader Development plan was validated by the Army G-3 on 12 SEP 05 and consists of the following elements:
    - i. The FA51 Basic Qualification Course (BQC), intended for acquisition officers to complete prior to their first acquisition assignment. Note that in previous info papers BQC was referred to as the "Qualification Course". The name has been changed to avoid confusion with the Army G-3.
    - ii. Regionalized rotational assignments in multiple acquisition career fields. Regionalization is discussed in a separate information paper.
    - iii. The Army's core Intermediate Level Education (ILE)
    - iv. The FA 51 Intermediate Qualification Course on Acquisition Leadership (FA51 IQC). FA51 IQC is the Army Acquisition Corps' functional-area specific follow-on course to ILE as required by the Army G-3's ILE implementation message. Note that in previous info papers IQC was referred to as "ILE Phase 2" and "FA51 Leadership Course". The name has been changed to avoid confusion with the Army G-3.
  - b. FA51 BQC:
    - i. BQC background and description. BQC is an extension of the existing Army Acquisition Basic Course (AABC). AABC replaced the Materiel Acquisition Management (MAM) course as the entry-level course primarily for newly accessed acquisition officers and selected civilians; while MAM provided 2 DAU equivalencies, AABC provided 10. AABC provided expanded training, but required further expansion to support recent guidance from senior leadership on developing "pentathletes", to develop Life Cycle Management Command commanders of the future, and to support the goal of certification in multiple acquisition Areas of Concentration (AOCs). FA51 BQC is primarily focused on

certification training and preparation for initial assignments under regionalization. FA51 BQC consists of AABC plus either a Logistics module (formally called Army Intermediate Logistics Course) or a Contracting module (formally called Army Intermediate Contracting Course), both of which consist of Level II training. The first Logistics module was conducted in October, 2005 and the first Contracting module will be held in March, 2006 (the start date was delayed from January, 2006 to line up with the end of AABC module 06-002). The intent of FA51 BQC is that every newly accessed acquisition officer will receive Level I training in Contracting; Test; Information Systems Management; Lifecycle Logistics; and Systems, Planning, Research, and Development - Science and Technology Manager; plus Contingency Contracting training and level II training in Program Management. Additionally, ½ of the officers will receive Level II training in Contracting and the other ½ will receive Level II training in Lifecycle Logistics and Systems Planning Research Development and Engineering - Science and Technology Manager. Civilians may attend the FA 51 BQC, although ALMC Huntsville staff expects civilians will only attend the AABC portion due to TDY time constraints. Note that ALMC- Huntsville strives to ensure their course material is up to date to ensure DAU equivalencies, but ALMC is dependent upon DAU for the course learning objectives. There may be temporary periods where one or more courses do not align with DAU while ALMC is waiting for the latest information.

- ii. FA51 BQC Administration and logistics: the Army Logistics Management College (ALMC), Huntsville campus, runs the FA51 BQC, and manages the course in ATRRS. The course code for the AABC module is AABC, the course code for Army Intermediate Contracting is AAICC, and for Army Intermediate Logistics is AAILC. The course location has recently moved from the building leased by DAU in Huntsville to the US Army Corps of Engineers' Tom Bevill Center, located on the campus of the University of Alabama in Huntsville. The Bevill Center provides more classroom and breakout rooms space and is less expensive than the previous facilities, and also has lodging and dining facilities located on the premises. The maximum annual capacity for the course is 290 at its current staffing level.
- iii. Advantages of BQC: Having ALMC create an Army-specific resident course has three major advantages over DAU courses: First, condensed course curriculum and elimination of redundancies saves approximately 50% training time. Second, the courses are taught with an Army perspective and facilitate insertion of Army doctrine, including FM 4-93.41. Third, experience shows that officers often not do take all required DAU courses on their own time due to the daily demands of their positions; the ALMC

courses create a “one-stop” opportunity for officers to take all of the required courses to be Level II certified in multiple AOCs before assuming duties.

c. ILE and the FA51 IQC:

- i. ILE background: Traditional Command and General Staff College (CGSC) at Fort Leavenworth has been replaced with ILE in order to provide 100% of mid-career officers the opportunity to attend residence MEL 4 schooling. The implementation date was AUG 05 and ILE attendance is mandatory for YG94 and subsequent year groups between their 8<sup>th</sup> and 12<sup>th</sup> year of commissioned service. YG93 CGSC selectees and current deferred officers who have not yet completed CGSC will have to either complete the non-resident course or complete the same ILE courses as YG94 and subsequent year groups. ILE consists of two pieces: a 15-week core ILE and a branch, career field, or Functional Area Course. Nearly all Operational Career Field (OCF) officers will attend core ILE at Ft Leavenworth, followed by their follow-on portion, the Advanced Operators Warfighters Course (AOWC). Due to the doubling of the Fort Leavenworth ILE class size, attendance at Fort Leavenworth will be reserved for primarily OCF and most other-than-operators (OTOs) will attend the core ILE at one of four regional locations (Fort Belvoir, Fort Lee, Fort Gordon, or the Naval Post Graduate School). OTOs will also attend their functional area (FA) qualifying coursework at a location determined by their functional area.
- ii. FA51 IQC Background: Guidance from the Military Deputy to the Army Acquisition Executive was to concentrate our functional-area specific ILE-follow-on course on leadership training, not certification training. Additional guidance was to leverage existing acquisition investments in leader development, and to co-locate leadership training with warfighters. Additionally, the Civilian Competitive Development Group (CDG) program manager recently decided to leverage IQC to provide acquisition leadership to CDG candidates in lieu of more expensive leadership programs such as Darden. IQC can support the CDG program with no degradation in training to the target officer population.
- iii. FA51 IQC course description and administration: the FA 51 IQC is 4 weeks in length (20 training days) and is conducted by the University of Texas in Austin’s Institute for Advanced Technology. IQC is co-located with the Senior Service College Fellowship. The intent is for IQC is to be attended after an officer attends the Core ILE (or Sustaining Base Leadership and Management course (SBLM) for CDGs), although it can be taken prior to attending the Core ILE on a case-by-case basis. There will be four classes in calendar year 2006. Each class can accommodate up to 35 students. IQC is in ATRRS and ATRRS class rosters are updated

by HRC, ASC, and eventually the UT Austin course manager.  
Priority for attendance at IQC is:

1. Acquisition officers who require ILE for MEL IV as per the G-3 ILE implementation message (YGs 94 and subsequent). Attendance for these officers will be funded by ASC in FY 2006.
  2. CDG candidates who have SBLM and who need IQC for CDG graduation. Attendance for these civilians will be funded by the CDG program.
  3. Acquisition officers who do not require ILE for MEL IV but who desire attendance at IQC for professional development. ASC will not fund these officers; their commands may fund at their discretion.
- iv. The IQC curriculum includes:
1. Classes and seminars from same faculty that speaks/instructs the War College fellows:
    - a. Team building seminar
    - b. Guest speakers
    - c. PPBES seminar
    - d. Leadership and ethics seminar
    - e. Art of negotiation seminar
  2. PEO and PM guest speakers & instructors to provide acquisition operational lessons learned
  3. Site Visits to warfighters and Army activities with relevance to acquisition
    - a. III Corps Transformation, III Corps Warfighter panel
    - b. Reset
    - c. Consolidated Test Support Facility (CTSF)
    - d. 21st Cav BDE and Apache Materiel Fielding Team
    - e. Corpus Christie Army Depot (CCAD)
  4. Visits to industry with relevance to the ongoing Global War on Terrorism, including Stewart & Stevenson

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