

FA 51 Leader Development Initiatives

Expansion of Army Acquisition Basic Course to FA51 Basic Qualification Course & Acquisition Intermediate Level Education



LTG Yakovac briefing to Program Executive Officers

AUG 05

ACQUISITION SUPPORT CENTER

Agenda

- Purpose
- Where the Army is going & what we are trying to accomplish
- FA51 Leader Development Plan Overview
- FA51 Basic Qualification Course
 - Description
 - Background
 - Objectives
- FA51 Intermediate Qualification Course
 - Description
 - Background
 - Objectives
 - Curriculum
- Support Required from PEOs

Purpose of this briefing

- **Inform the Program Executive Officers of the FA 51 Leader Development Plan for captains and majors**
- **Enlist the help of the PEOs and other AAC GOs to support the FA 51 Leader Development plan through guest speaking and mentorship**
- **Solicit feedback on critical skills required for junior and mid-grade acquisition officers**

Where Big Army is going – input from 19 JAN 05 OPMS 3 brief to CSA

Purpose: CSA Update on What You Told Us to Do

Mission

- Review and recommend changes for management and development of the Officer Corps that
 - Develops skills required, today and tomorrow, and groups skills functionally to meet Army requirements
 - Acquires, develops, and retains professionals with a Warrior Ethos and inspired to a lifetime of service
 - Shifts career paths--less command centric, less prescriptive, and less timeline driven
- Institutionalize an adaptive process to manage the change required to maintain the long term health of the Officer Corps

All viewed through a Warrior Ethos lens for a Campaign-quality, Joint and Expeditionary Army at War

What we are trying to accomplish:

- Balance acquisition certification with acquisition leadership and doctrine training
- Prepare new acquisition officers to take positions in ANY acquisition organization
 - Many acquisition officers are currently single-tracked into one AOC
 - CSA guidance is to build “decathletes”; MILDEP guidance is “diversity of experience” i.e. multiple certifications
- Provide certification training in multiple AOCs to new acquisition officers
 - Recent changes to DA Pam 600-3 put emphasis on certifications in multiple AOCs (Level III in one and Level II in others)
 - Historically, expecting officers to do it all on their own time doesn’t work.
- Develop LCMC commanders of the future

FA 51 Leader Development Opportunities

There are two major centralized opportunities to develop junior acquisition officers:

1: Expand Army Acquisition Basic Course (AABC) into FA51 Basic Qualification Course (FA51 BQC)

- AABC is good, but requires augmentation to meet strategic vision of “decathletes”
- Normally attended prior to first acquisition assignment
- In addition to officers, AABC attended by selected acquisition civilians and contracting NCOs; will continue to attend AABC module
- FA 51 BQC targeted primarily to officers

2: Intermediate Level Education (ILE); starting in 2005 to be attended between the 8th and 12th years of commissioned service. For other-than-ops career fields:

- 15-week core ILE held at one of the 4 ILE course locations
- Functional-area specific training as desired by proponent
- FA 51 Intermediate Qualification Course will be an acquisition leadership course targeted to acquisition officers

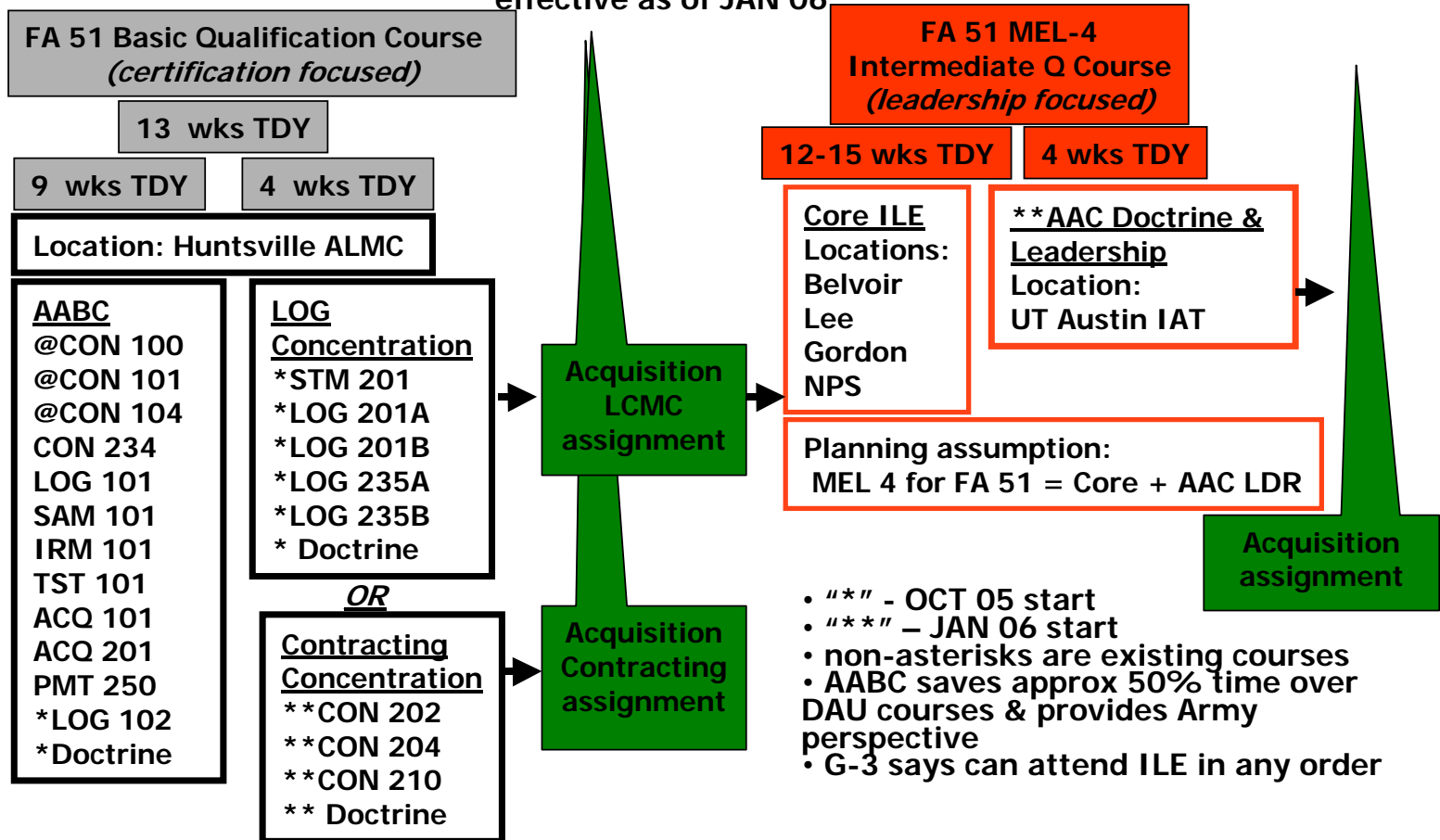
FA 51 Leader Development Plan Overview

- End-to-end plan from officer accession into acquisition corps as captain until selection to lieutenant colonel
- Initial entry training (FA51 Basic Q Course) prepares officer for first regionalized acquisition assignment and rotation through assignments at any acquisition organization
- Intermediate training in conjunction with the Army's core ILE prepares officer to assume positions of greater responsibility
- Plan consists of FA51 Basic Qualification Course + Acquisition Assignments + Core ILE + FA51 Intermediate Qualification Course
- Depicted graphically on next slide

FA 51 Leader Development Initiatives

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Army acquisition training concept as of JUN05
effective as of JAN 06



- "*" - OCT 05 start
- "***" - JAN 06 start
- non-asterisks are existing courses
- AABC saves approx 50% time over DAU courses & provides Army perspective
- G-3 says can attend ILE in any order

FA51 Basic Q Course

Provides Level 1 training for all students in:

- Lifecycle Logistics
- Contracting (plus Contingency Contracting)

Provides Level 2 training for all students in Program Management

Provides Level 2 training for ½ of each class in one of the following:

- Life Cycle Logistics and Systems Planning, Research, Development, and Engineering

or

- Contracting

FA51 Basic Qualification Course (BQC) Description

Faculty and materials:

- **Taught by the Army Logistics Management College, Huntsville Campus (ALMC-HSV), part of TRADOC**
- **Uses Defense Acquisition University (DAU) course material for DAU equivalencies but teaches using a demanding, time-concentrated teaching model; saves 50% time**
- **Adds emerging Army Acquisition doctrine and lessons learned**

Throughput: up to 320 students per year; 5 onsite and up to 4 offsite classes

FA51 Basic Qualification Course (BQC) Description cont.

FA51 BQC is the current AABC plus doctrine, lessons learned, and either a “Log Concentration” or a “Contracting Concentration”

Army Acquisition Basic Course

- **Catalog Number: ALMC-QA**
- **Length: 9 weeks (664 Instructor Contact Hours)**
- **Status: operating**

Army Acquisition Intermediate Logistics Course (also called “Logistics Concentration”)

- **Catalog Number: ALMC-AIL**
- **Length: 4 weeks (200 Instructor Contact Hours)**
- **Status: October 2005 start-up planned**

Army Acquisition Intermediate Contracting Course (also called “contracting concentration”)

- **Catalog Number: ALMC-AIC**
- **Length: 4 weeks (250 Instructor Contact Hours)**
- **Status: January 2006 start-up planned**

FA51 BQC Civilians and Reservists

- **Civilians attend AABC module when funding and seats available**
- **AABC module can be offered in 4 onsite training classes per year if command willing to pay TDY for instructors**
- **Most civilian attendees are currently contracting interns**
- **AABC not yet in ACTEDS; should be added when plan approved to provide local authority to change ACTEDS content**
- **FA51 BQC is entry level training for active and AGR RC officers; IMA and TPU reservist may not have resources to attend and should seek appropriate acquisition certification training from DAU.**

New Facilities for Huntsville ALMC & FA 51 BQC as of 25JUL05

- USACE's Bevill Center on UAH campus
- More classroom space
- Best Value
- Cooperative education potential with UAH
- "Grand opening" ribbon cutting ceremony 23 SEP 05



FA51 Intermediate Qualification Course (IQC) Description

- **The FA51 IQC is the Army Acquisition Corps' training supplementary to the Army's Core ILE**
- **The FA51 IQC course focuses solely on acquisition leadership and doctrine (FA51 BQC addresses certification training)**
- **The course length is 20 training days (4 weeks)**
- **Starts JAN 06**
- **Annual student load: 120 in 4 classes per year of 30 students; equates to approximate annual number of FA51 officers eligible for ILE (scaleable)**
- **AAC MEL 4 for YGs 94 and subsequent who have not attended CGSC or ILE by JAN 06 = Army Core ILE + FA51 IQC**
- **Conducted at University of Texas (UT) Austin, co-located with Senior Service College fellowship**

FA 51 IQC Background

My guidance to ASC:

- **balance certification training with leadership and doctrine In the FA51 Leader Development Plan**
- **Conduct “ILE follow-on” with warfighters and have warfighter guest speakers; not necessarily co-located with FA 51 BQC Course**
- **Leverage existing programs including Senior Service College Fellowship guest speaker program**
- **Mentorship from resident Senior Service College Fellowship acquisition officers**
- **PEO/PM guest speakers/instructors**

FA51 IQC Rationale

- **Field grade acquisition officers must operate in two arenas**
 - **Operational arena**
 - **Business and industrial base arena**
- **IQC provides training in acquisition-related leadership topics not found in the Core ILE**
- **Varied timeframe and large scope of some acquisition missions requires that acquisition officers are exposed to senior and strategic leadership issues (as defined by AR 600-100) at a relatively junior grade**

FA 51 IQC Objectives

- **Develop Acquisition Leaders capable of leading/commanding in any acquisition organization**
- **Develop a pool of future senior officers trained in innovative leadership & acquisition topics**
- **Expose students to real-world customer needs and PEO/PM Operations through a series of speakers and staff rides**
- **Leverages Senior Service College Fellowship instructors and expertise; leverages Fellows mentorship**
- **Develop an enhanced understanding of the customer and his support needs; industrial operations and its defense interface; and the civilian workforce**
- **Expose students to the knowledge base of a “world class,” Tier 1 university for practical application tools that have proven successful**

FA 51 Leadership Course curriculum topics (pg 1 of 2)

- **Classes and seminars from same faculty that speaks/instructs the War College fellows:**
 - **Team building seminar**
 - **Guest speakers**
 - **PPBES seminar**
 - **Leadership and ethics seminar**
 - **Art of negotiation seminar**
 - **Lean/six sigma (if necessary)**
- **Updates on latest acquisition doctrine**
- **Mentorship from Acquisition Senior Service College resident Fellows**
- **PEO and PM guest speakers & instructors**

FA 51 Leadership Course curriculum topics (pg 2 of 2)

- **Site visits to Army organizations and activities**
 - **III Corps Transformation, III Corps Warfighter panel**
 - **Reset & reconstitution**
 - **Consolidated Test Support Facility (CTSF)**
 - **21st CAV BDE and Apache Materiel Fielding Team**
 - **Corpus Christie Army Depot (CCAD) and/or Red River Army Depot (RRAD)**
- **Visits to industry, such as Stewart & Stevenson**
- **Group/team research project**

FA 51 IQC Schedule

- **Class 1 Report Sun 22 JAN 06 Graduate Fri 17 FEB 06**
- **Class 2 Report Sun 23 APR 06 Graduate Fri 19 MAY 06**
- **Class 3 Report Sun 9 JUL 06 Graduate Fri 4 AUG 06**
- **Class 4 Report Sun 10 SEP 06 Graduate Fri 6 OCT 06**

What we need from the PEOs, Program Manager, and AAC GOs

- **Guest speakers for every BQC and IQC class;**
 - **At least one acquisition GO to speak at every class**
 - **PM UA and/or RDECOM every IQC class**
 - **IQC speaking events will coordinated with SSCF schedule**
 - **COL/LTC PMs to speak at every class**
 - **Prefer participation in person but may participate by VTC**
 - **Policy letter & schedule TBP**
- **Occasionally augment instructors for BQC when faculty is short handed (instructors must be Level III certified in subject being taught)**
- **Mentors for our future acquisition senior leaders**
- **Participation and constructive feedback for course skills surveys to help us continually improve BQC and IQC**

Summary and Conclusion

- The FA51 Leader Development Plan is an end-to-end plan to develop acquisition captains and majors
- Supports goals of certification in multiple AOCs and building “decathletes”
- BQC saves 50% time compared to DAU and provides latest acquisition doctrine
- IQC exposes officers to world-class leadership training and mentorship
- We need the PEOs’ support to help build tomorrow’s PEOs

Backup Slides

FA 51 IQC course admin support

- Fully furnished, leased housing provided
- Physical fitness facilities provided
- Each student provided access to desk-top on-line services
- Official telephone service provided
- Common copier & fax machine provided
- Welcome packets provided in advance
- Weekly training schedules provided
- Transportation provided from lodging to class location, including staff rides
- Administrative supplies provided
- Course administrative & clerical support

FA 51 Leadership course - military support

- **Military support requirements (transportation, medical, exchange, ID cards, etc) coordinated through Camp Mabry, Ft. Hood, and Ft. Sam Houston.**
- **Dental support coordinated through Delta Dental or Ft. Hood or Ft. Sam Houston.**

UT Austin Background

- Thirteen years of experience operating the Army's model Senior Service College Fellowship.
- The UT Director of Army Programs is a retired Army LTG with extensive operational, combat & weapon systems experience, currently serving on the Army Science Board.
- UT programs include cutting edge technology in electric armaments, high speed computing, robotics, WMD's, counter terrorism & digitized support to III Corps units.
- A-Team of university faculty, local businessmen, and senior active / retired officers dedicated to the program
- Close proximity to current operational activities... Ft. Hood and Ft. Sam Houston.(75 min).
- Two University Affiliated Research Centers (UARCs) located at UT.
- UT hosts USMA cadets annually for R&D enrichment training.
- Located in Austin, TX, the state capitol and a national leading center for high-tech industry & innovation.
- Approximately 25 Army officers attend various UT advanced degree programs each year; as well as similar numbers from the other sister services.

UT Austin Background cont.

- **Rated 15th best university in the world (London Times, 11/5/04).**
- **6th largest library in the nation (2005).**
- **Distinguished international faculty includes Nobel Laureates, numerous National Academy of Science & Engineering professors, and former Government / Defense leaders.**
- **Engineering & Business colleges ranked nationally in the top 15.**
- **Over 70 major business, engineering, & technical centers & labs.**
- **UT has an extremely strong cadre of retired, senior military leaders.**
- **ROTC programs in all services.**