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
FA 51 Leader Development Initiatives

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
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
Army acquisition training concept as of JUN05 effective as of JAN06

FA 51 Basic Qualification Course (certification focused)

- 13 wks TDY
- 9 wks TDY
- 4 wks TDY

Location: Huntsville ALMC

AABC
@CON 100
@CON 101
@CON 104
CON 234
LOG 101
SAM 101
IRM 101
TST 101
ACQ 101
ACQ 201
PMT 250
* LOG 102
* Doctrine

LOG Concentration
* STM 201
* LOG 201A
* LOG 201B
* LOG 235A
* LOG 235B
* Doctrine

OR

Contracting Concentration
** CON 202
** CON 204
** CON 210
** Doctrine

Acquisition LCMC assignment

FA 51 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
  - Contracting

Acquisition Contracting assignment

FA 51 MEL-4 Intermediate Q Course (leadership focused)

- 12-15 wks TDY
- 4 wks TDY

**AAC Doctrine & Leadership
Location: UT Austin IAT

Planning assumption:
MEL 4 for FA 51 = Core + AAC LDR

Location: Huntsville ALMC

Logistics Concentration
* STM 201
* LOG 201A
* LOG 201B
* LOG 235A
* LOG 235B
* Doctrine

OR

Contracting Concentration
** CON 202
** CON 204
** CON 210
** Doctrine

Acquisition assignment

FA 51 MEL-4 Intermediate Q Course (leadership focused)

- Core ILE Locations: Belvoir Lee Gordon NPS
- **AAC Doctrine & Leadership Location: UT Austin IAT

Planning assumption:
MEL 4 for FA 51 = Core + AAC LDR

- ** - JAN 06 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

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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 Leader Development Initiatives

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 Leader Development Initiatives

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

• Site visits to Army organizations and activities
  • Ill Corps Transformation, Ill 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
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.

- 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.