



DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT

Did Someone Say to Grow the Acquisition Workforce?

Yes, and that's exactly what we have been doing! Governed by Section 852 of the 2008 National Defense Authorization Act, directed by the Secretary of Defense in 2009, and fueled by the Defense Acquisition Workforce Development Fund (DAWDF), the Army is charged with growing and sustaining the acquisition workforce. By FY15, the Army target for new acquisition hires is 1,856, and the Army is currently on track with 1,746 new acquisition professionals.

However, budgetary uncertainty now threatens the continued growth and sustainment of this workforce. It is imperative that we protect our investment! In his 11 September 2012 memorandum subject: Guidance for the Continuation of Defense Acquisition Workforce Improvement Initiative, the Honorable Frank Kendall, Under Secretary of Defense for Acquisition, Technology and Logistics, re-iterates the importance of this investment...*"We must adopt a continuous workforce improvement mindset which includes sustaining and deliberately developing the workforce."* He goes on to say...*"I ask that every senior leader consider building a highly professional acquisition workforce that is stronger, more capable, and better able to support the Warfighter as an*

important part of his or her legacy." In November 2012, HON Kendall launched Better Buying Power (BBP) 2.0. Strengthening the acquisition workforce is a tenet to BBP, and as such, significant advancements in human capital strategic planning, along with education and training, have been initiated with the help of the DAWDF.

Army Acquisition Senior Leaders echo HON Kendall's sentiment. In her 8 October 2012 memorandum, the Honorable Heidi Shyu, Army Acquisition Executive, reiterates the importance of preserving the Defense Acquisition Workforce Improvement Initiative...*"The Department of Defense has provided funding and a focus to grow the acquisition workforce since 2009. We want to ensure the effort that has gone into growing the workforce is not undone by cuts to the newly grown acquisition workforce."*

Importantly, DAWDF-hired personnel have been designated as exempt from the current hiring freeze. In his 27 February 2013 memorandum, subject: Policy Guidance and Clarification for Army-wide Hiring Freeze and Release of Terms and Temporary Civilian Personnel, Mr. Anthony J. Stamilio, Deputy Assistant of the Army (Civilian Personnel/Quality of Life), clarifies that...*"Employees hired/to be hired under Section 852, FY 2008 National*

- ★ NPS-MSPM – Open from 4 March – 13 May
- ★ ATAP – Open from 3 June – 2 July
- ★ EIGF – Open from 13 June – 15 July
- ★ Program Information: <http://asc.army.mil/web/career-development/programs/>
- ★ Please see all available events within AAPDS here: <https://rda.altess.army.mil/camp>

Defense Authorization Act, who are funded by the Defense Acquisition Workforce Development Fund (DAWDF), are approved Army-wide exceptions to the hiring freeze."

HON Kendall emphasized his guidance again in his 13 March 2013 memorandum subject: Continuation of Centrally Funded Defense Acquisition Workforce Development Fund Initiatives, where he states...*"All Components must continue acquisition workforce initiatives centrally funded by and subject to availability of the DAWDF. These initiatives include targeted hiring for mission critical acquisition functions and other ongoing DAWDF initiatives to bolster and sustain the quality of the acquisition workforce."*

A continued commitment to follow senior leader guidance in the growth and sustainment of the acquisition workforce will ensure a world-class, high quality investment into the future.

The FY14 DAU Schedule will be released on Thursday, 16 May 2013. Students may register for classes at <https://atrrs.army.mil/channels/aitas>. If you have questions on any course, please check the DAU iCatalog: <http://icatalog.dau.mil>.



Meeting Statutory Training Requirements Amidst Cuts

Budget cuts. Sequestration. Furlough. Each of these words has tremendous impacts to training. These harsh realities do not take away statutory requirements. Everyone in a coded Acquisition workforce position is required to attain 80 continuous learning (CL) points every two years and has up to 24 months to meet their position certification requirement (if they haven't already done so).

Workforce education and training must continue. The acting president of the Defense Acquisition University (DAU), Mr. James S. McMichael, explains in his 29 January 2013 memorandum that although components are experiencing fiscal challenges, "Defense Acquisition Workforce Improvement Act (DAWIA) and its implementing regulations require coded workforce members to meet training requirements for certification and professional currency within their grace period. Therefore, DAU certification, assignment specific and currency training, centrally funded by DAU funds, is entirely separate from budgetary actions within a Service or agency to mitigate budget execution issues in FY2013." Training required for certification is a mission critical activity

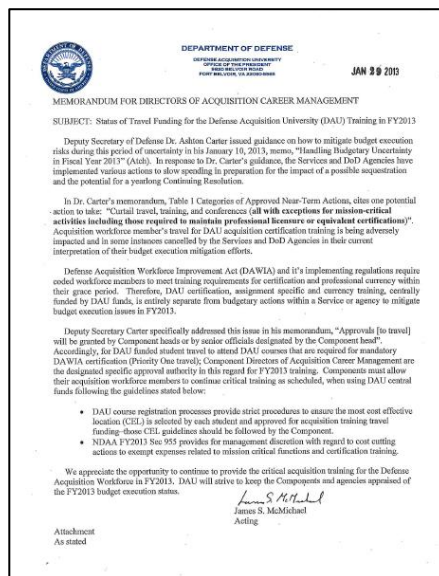
and is exempt from cuts as stated in Deputy Secretary Carter's 10 January 2013 memo, subject "Handling Budgetary Uncertainty in Fiscal Year 2013."

DAU travel for required DAWIA certification courses is centrally funded by DAU through the USAASC and we will continue to fund Priority 1 (required training) and Priority 2 (next

DAU central funds to attend training shall not cancel training due to budget constraints. Cancellation requests (from students approved for central travel funds) less than 30 days from class start or reservation cut-off date (with funding constraint as a reason), will be denied. Students shall be deemed a 'no show' if they do not attend the scheduled training.

HON Frank Kendall, Under Secretary of Defense, in his memorandum on 13 March 2013 states we "must continue acquisition workforce initiatives centrally funded by...the DAWDF [Defense Acquisition Workforce Development Fund]. These initiatives include...DAWDF initiatives to bolster and sustain the quality of the acquisition workforce. Quality initiatives include training, development, recruitment, and retention initiatives." You may have noticed that the Army DACM is still offering many leadership programs, tuition assistance, and senior service college opportunities. We must continue to identify, mentor, train, and develop our future acquisition senior leaders. Therefore, we will continue to offer some of our programs for the rest

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level training required) students who select a cost effective location. Army Acquisition Students approved to use

DACM Policy and Proprietary Workforce Updates

Regionalization Program

A new Regionalization Policy was signed by the Director, Acquisition Career Management (DACM) on 20 February 2013. This new policy assures Regional Acquisition Officials (RAO) will provide officers opportunities for diverse experience while becoming an expert in their primary Acquisition Career Field prior to Lieutenant Colonel promotion. The Regionalization Program also directly influences an officer's career progression with proper

positioning in Key Developmental assignments, IAW DA Pam 600-3. The Regionalization Program synchronizes officer assignments with mentorship to optimize training, education, and experience opportunities. Regionalization is intended to expand an individual's acquisition knowledge and experience while providing broadening opportunities to build and develop acquisition leaders. The Regionalization Policy is located here: [\[content/uploads/2013/03/Regionalization_Policy_2013.pdf\]\(http://content/uploads/2013/03/Regionalization_Policy_2013.pdf\).](http://asc.army.mil/web/wp-</p></div>
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Mandatory Training Requirements Directive

REMINDER!!!! The Mandatory Training Requirements Directive for Deputy Program Executive Officers (DPEOs) and Deputy Project/Product Managers (DPMs), dated 18 January 2012, states that every DPM of a major defense acquisition program or a significant

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of the FY. Current open announcements include the Naval Post Graduate School – Masters of Science in Program Management. Other programs such as the Acquisition Tuition Assistance Program (ATAP) and the Excellence in Government Fellows Program (EIGF) are scheduled to open soon. Please log into the Army Acquisition Professional Development System (AAPDS) to view the current announcements: <https://rda.altess.army.mil/camp/>.

Meeting the required CL points may also be a challenge in our new budget-

constrained environment. While those still working on their position certification requirement have a set path towards CL compliance, members who already meet their DAWIA certification might want to take an extra look at online/distance learning. 40 hours a year is obtainable especially if you break it into 1-2 hour pieces throughout the year. DAU offers hundreds of 1-5 hour online CL modules:

<http://icatalog.dau.mil/onlinecatalog/tabnavcl.aspx>.

In addition, Army G-3/5/7 is responsible for the Civilian Education

System and other “free” Army training: <http://www.civiliantraining.army.mil/Pages/Homepage.aspx>.

LTG William N. Phillips, the Army DACM, has set a CL glide path, and he fully expects each acquisition workforce member to meet the following number of CL points (CLP):

FY13

1Q = 5 CLPs; 2Q = 10 CLPs; 3Q = 20 CLPs; 4Q = 40 CLPs

FY14

1Q = 45 CLPs; 2Q = 50 CLPs; 3Q = 60 CLPs; 4Q = 80 CLPs

Congratulations to Recent Competitive Development Group/Army Acquisition Fellows (CDG/AAF) Graduates

Congratulations to this year’s CDG/AAF graduates. The CDG/AAF Program is a three-year leadership program that offers competitively selected GS-12/13s (or broad/pay band equivalent) expanded leadership training and experience opportunities.

The program was established to attract the most elite acquisition professionals with leadership potential who wanted to advance their careers in program management and senior staff

positions. Fellows are board-selected to maintain the program’s integrity and protect its reputation for producing successful leaders. The end goal of the program is to transform the potential these members already possess into well-defined skills that will advance them into senior leadership positions.

The program has excelled at determining these steps and has incorporated them into the program while continually evolving to meet the

Army’s needs.

The class of 2010-13 graduates are: Carl Blake Anderson, Huntsville, AL; Carlos Correia, Natick, MA; Stephen Holland, Huntsville, AL; Toniya King, Warren, MI; Thomas Manhart, Huntsville, AL; Clifton Officer, Huntsville, AL; Bonita Sheard, Warren, MI; Chad Stocker, Warren, MI; Sherman Spencer, Huntsville, AL; Michael Trzeciak, Aberdeen, MD; and Carol Woods, Huntsville, AL.

Policy and Proponency Updates

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non-major defense acquisition program must complete the program management course (PMT 401 & PMT 402) at the Defense Systems Management College. PEOs are directed to ensure that their DPEOs and DPMS of ACAT I, IA, and II programs meet the course prerequisites within 36 months of assuming the position. A link to the Mandatory Training Requirements Directive is located here: http://asc.army.mil/docs/policy/Mandatory_Training_Requirements_Directive_for_DPEOs_and_DPMS.pdf.

Acquisition Qualification Standards

The Acquisition Qualification Standards (AQS) Program is a tool intended to provide a measurable standard for individual acquisition workforce member’s qualifications and provides a means to document a candidate’s demonstrated knowledge, skills, and experience. The concept of AQS was piloted in 2012 with PEO Soldier’s Military Officers in PM coded acquisition positions. Additional pilots at PEOs M&S and Aviation will incorporate civilians. Details on full implementation will follow.

Contact Information:

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Fort Belvoir, VA 22060-5567

Please email any questions or suggestions to:

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