



DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

FY13 goes out with a win for certification requirements - FY14 brings renewed DACM focus on Acquisition Workforce professionalism

At the Q4 FY13 General Officer/Senior Executive Service (GO/SES) Acquisition Workforce Update meeting on Nov. 1, the Army Director of Acquisition Career Management (DACM), LTG Phillips, and other Army senior leaders reviewed the outstanding achievement made by the Army Acquisition Workforce in meeting Defense Acquisition Workforce Improvement Act (DAWIA) statutory certification requirements in FY13. A whopping 95% of the workforce is certified or within the grace period – the highest rate ever. Additionally, 81% of the workforce is on track to meet the 80 Continuous Learning Points (CLPs) required by 30 September 2014, the end of the 2-year cycle. The chart below summarizes the amazing progress that has been made since the GO/SES meetings began in 2010.

The intent of DAWIA is to ensure acquisition workforce professionalism. LTG Phillips believes continued improvements can be

made in the professionalism of this prestigious, 40,000-strong acquisition workforce. His renewed focus for FY14 is to achieve and maintain a certified/within grace period rate of 96%—with a concerted effort to reduce delinquencies among the “habitually delinquent” workforce members (84-plus months delinquent in their certification). The DACM also intends to pursue delinquencies among Commands and organization with a low density of acquisition personnel – this segment makes up 4% of the workforce.

FY14 DACM Certification Goals are...

- No less than a **96%** certified or within grace period rate.
- Reduce habitual delinquencies (84+ months delinquent) by **50%** (4QFY13 = 349; plan for 4QFY14 = 175).
- **100%** of acquisition personnel attain the 80 CLP requirement by 30 September

The Office of the Army Director for Acquisition Career Management (DACM) is responsible for the career development and the certification (training, education and experience) of the Army Acquisition Workforce.

Upcoming Training Announcements

- ▶ **DAU-Senior Service College Fellowship**
Announcement opens 29 January
- ▶ **Naval Post Graduate School - Masters of Science in Program Management**
Announcement opens 3 February
- ▶ **Acquisition Tuition Assistance Program**
Announcement opens 28 April

2014. The DACM will track progress by command to ensure that goal is reached.

- Achieve and maintain no higher than **1%** for Defense Acquisition University “no shows” and **2%** for class failures (FY13 no-shows = 1.8%; FY13 failures = 2.2%).

The Army Acquisition Workforce relies on a culture of improvement to ensure the needs of the Soldier are continually realized. It takes a combination of teamwork, communication and leadership involvement to make certain that acquisition workforce professionals meet the established standards. FY13 was a significant success for the workforce, and FY14 will raise us to even new heights.

▼ *LTG Bill Phillips addresses the DAU-SSCF during their PMT 401 course on Sept. 18 at Ft. Belvoir.*

DACM Goals	18 December 2010 1st GO/SES Quarterly Acquisition Workforce Update	◀ THEN NOW ▶	1 November 2013 11th GO/SES Quarterly Acquisition Workforce Update
Certified or Within Grace Period	87.4%	+7.6%	95%
Certified	56.7%	+26.1%	82.8%
Delinquent Certification	12.1%	-7.1%	5%
CLP Status (80 CLPs in a two-year cycle)	79.2% (1 OCT 08 – 30 SEP 10)	+17.4%	96.6% (1 OCT 10 – 30 SEP 12)
Individual Development Plan (IDP) Update (employee update & supervisor review every six months)	79.1%	+9.3%	98.4%





Free courses to meet continuous learning point (CLP) requirement

To maintain currency, each workforce member, per DAWIA, must obtain at least 40 CLPs a year and 80 CLPs in a two-year cycle.

Many acquisition workforce members who have already met their certification requirement are unsure where to find relevant and free training, especially in these extreme times of fiscal uncertainty.

Of course, you can take as many online **DAU CL modules** as you like; however, you would

likely need to take more than 15 in order to meet the requirement yearly.

If not already completed, sign up for the appropriate distance learning prerequisites to the **Civilian Education System** resident course required for your position. The foundation, basic, intermediate, and advanced courses offer civilians the opportunity for leadership development through a combination of distributed learning and resident attendance. Students will learn skills in

human and financial management, leadership, program management and systems integration.

Fiscal Law, a now fully online version, is available and serves as an incredibly valuable resource for anyone in acquisition, especially those in contracting, PM, or financial management. Log in to the Judge Advocates General University **website** and then select "Comptrollers Fiscal Law" under "Enrollment."

Officers' experiences with TWI provides industry insight

The Training with Industry (TWI) program provides a unique work experience and knowledge broadening opportunity for Functional Area 51 majors and junior lieutenant colonels by getting a first-hand perspective from the inside of industry and an understanding of the operational challenges faced by industry executives in the modern day.

Our mission is to ensure the TWI program portfolio provides our best Army Acquisition Corps (AAC) officers with hands-on experience in top defense, information technology, and pioneering commercial companies. The current 10 Army acquisition officers who began their TWI program in FY13 are currently getting exceptional experiences at: Boeing, Cisco, Coca-Cola, CSC, EADS, General Dynamics, Intel, Lockheed Martin and Microsoft. For FY14, we again will have 10 allocations and have added Amazon to the mix of companies.

The program starts between June and September each year and lasts 10-12 months. Throughout the course of the program, each participant, with assistance from the company sponsor, will develop a training plan with set objectives. Participants are required to submit an interim report at the halfway point and a final report summarizing program benefits and obtained objectives upon completion of TWI.

A main goal of the program is to ensure assignments provide significant value and return on investment to the AAC, the individual officer and the industry partner. We want the officer to actively experience industry best practices through this assignment in order to benchmark lessons learned and affect positive change in the AAC.

TWI provides a mutually beneficial relationship between us and industry. Industry gets an employee that is engaged and has a qualified set of skills that he/she can share with others at the company, our best officers get to broaden their experience, and it can ultimately improve industry and Army communication – speak the same language.

A common post-program perspective of those who have participated is that the program is beneficial on both a professional and a personal level. On a personal level, it boosts confidence and provides a great challenge. At the professional level, TWI provides the opportunity to broaden abilities and improve knowledge of best practices essential for defense acquisition professionals.

Through TWI, participants feel they gain an improved ability to interact and conduct business with industry by learning "their" language

and understanding industry priorities. The experience may provide a different perspective of the acquisition process and, in turn, make someone a better informed and more competent acquisition leader.

Shared lessons learned from the program applicable to the Army revolve around problem solving and decision-making, and that a culture of positive leadership is most effective to get through issues and processes. Another popular key lesson is to focus on the basics—lead, plan, know your mission, respect others, listen, and communicate well. These may prevent or resolve most of the problems in programs or business operations.

The use of best practices can reduce costs, avoid mistakes, help find new ideas, and improve performance. The TWI officer must observe and strategize which industry best practices may work in the AAC and the Army.

A few best practices learned by previous program participants include:

- The use of a Project Tracker Tool or Dashboard to track hundreds of ongoing projects and initiatives that identifies the likelihood

(TWI article continues on page 3)



Army Career Tracker (ACT) and GoArmyEd - How do they relate to you?

Our apologies for the lack of information from the Army DACM Office with regard to Army Career Tracker (ACT) and GoArmyEd as it relates to Army Acquisition Workforce requirements. Last year, the Army released ACT in various increments. ACT is an Army portal that provides Army personnel (officer, enlisted, and civilian) a system to manage their professional development and to monitor progress toward training, education, and career goals providing data such as assignment history, training history, education history, and certifications.

While ACT interfaces with more than a dozen current data systems, we have not yet solidified a plan with Army G-3/7 on how to connect the Career Acquisition Personnel and Position Management Information System (CAPP MIS) to ACT. CAPP MIS is the central repository for all acquisition workforce requirements and also houses all education and training applications.

On 30 September 2013, GoArmyEd went live. GoArmyEd is a role-based portal that centralizes and standardizes the management of education benefit policies and funds while coordinating the activities of key stakeholders – for most users, that means it is a place where you submit funding requests (SF-182) for training.

Both systems, ACT and GoArmyEd, are not yet ready/compatible with CAPP MIS. In coordination with the Army G-3/7, they will continue to discuss CAPP MIS and the Total Employee Development System (TEDS) and come to an Army-wide resolution on when and how the acquisition workforce will transition. This will be a transparent process to you, so we highly suggest exploring both the ACT and GoArmyEd websites and familiarizing yourself with what they have to offer and how they work. You will continue to be required to maintain your Acquisition Individual Development Plan (IDP) in CAPP MIS. However, until an IT solution is developed to our acquisition unique requirements, you may be required to also maintain an Individual Development Plan (IDP) in Army Career Tracker which is the system of record for Army IDPs for enlisted, officer and Army civilians.

GUIDANCE:

1. Your continuous learning points, IDP, and certifications must be kept up to date within CAPP MIS/TEDS. Any DACM-sponsored tuition assistance program (Acquisition Tuition Assistance Program (ATAP) or School of Choice (SOC)), which requires an SF-182, must be created and processed within the CAPP MIS Army Acquisition Professional Development System (AAPDS).
2. If you are applying for training, education or other non-DACM training funded by your Career Program (ACTEDS) or your command/organization, you should apply for those courses in GoArmyEd and any document generation (i.e. SF 182) will be done there. Please contact your career program manager or command training manager with any questions.

As discussions continue and firm acquisition integration is made with ACT and GoArmyEd, we will be sure to keep you informed.

(TWI article continued from page 2)

of success and level of payback. It is an efficient snapshot of the status of a service/item and an online tool used to display various performance, usage, or metrics for an application.

- The use of cloud computing can reduce energy usage around the world and is an effective tool for everyday tasks.
- The use of a collaborative culture and the positive results this produces for an organization. For an officer, this means speaking to others outside of the military industrial complex—direct attention to the innovative companies that surround the Army to learn how they are the best at what they do and most efficient at doing it.

Overall, the TWI program provides participants with the valuable opportunity to compare Army process and procedures against a first-rate level, and to gain a balanced perspective between the government defense acquisition business and the fundamental operating principles and processes of industry. The exposure of seeing that a large organization has some of the same issues as the Army, but still manages to meet or exceed goals in a timely manner, is priceless.

For more information, visit our [TWI website](#).

Career Corner

Interested in having an Acquisition Career Manager personally review your education, training, and experience records and provide you with suggestions? Have a burning training question? The DACM Office is here to help. Please submit a question to our "Ask an ACM" Helpdesk

CAREER ACQUISITION MANAGEMENT PORTAL

ASK AN ACM

• **Problem Area**
 CAREER ADVICE - Career Advice, General FAQ

• **Problem Description** (Max 500 characters)

 Total Character Count: 0

• **Notify Supervisor**
 Yes No

Upload Attachment
 Max upload size allowed: 5 MB

• Designates Required Field Organization Rep



Secrets to a successful PM board submission

This is the second in a series of articles on civilian PMs. While the last **DACM Newsletter** addressed our recent Project/Product (PM) Interest Survey, this article focuses on what constitutes a successful board package.

Perhaps the most important suggestion comes down to three words: “Diversity of success.” Any civilian who strives to obtain a Centrally Selected List (CSL) PM position, needs a submission packet demonstrating successful mobility across key developmental positions. Surveys of past CSL board members and previous PMs have highlighted the significant importance of having a diversified portfolio of positions held throughout differing commands and locations.

LTG Phillips addressed this very topic in his recent DACM Memo dated Oct. 11, **“Guidance for Army Acquisition Corps (AAC) Application Packets for Centralized Selection List (CSL) Command/Key Billet Selection Boards.”** In this memo, he highlights four particular areas to focus on when applying for CSL positions.

1. Diversity of experience/responsibility as well as education. Per the DACM Memo, “Civilian records should demonstrate progression in experience, responsibility and education.” PMs tend to have a similar experiential framework upon examina-

tion—various key developmental positions in multiple career fields while at different locations and organizations. In addition, advanced degrees, dual certifications (multiple acquisition career fields) and completion of Civilian Education System (CES) or the approved equivalent legacy training matches up well to the Professional Military Education of their military counterparts.

2. Solid history of performance. Applicants need to have a solid history of above center of mass Senior Rater Potential Evaluations (SRPE) from varied senior raters. In addition, you must have a documented history of successful performance reviews. The combination of these will show the diversity in your past success while highlighting your future potential.

3. Seek advice on your submission from mentors or previous civilian CSL PMs. LTG Phillips suggests seeking the “advice and counsel of a mentor or former selection board member when preparing their application package.” Having someone who has been where you desire to be review your packet should provide you further insight into making your packet stronger.

4. Know your audience—make your resume and supplemental information clear and concise. When applying to a DA Board, more is not always better. LTG Phillips

suggests making sure your resume is “sufficient, clear, and concise... to effectively demonstrate the requisite skills, responsibilities, potential and experience required for selection.” You also need to ensure that your Acquisition Career Record Brief (ACRB) matches your resume with regard to training, awards, education, assignment history and certifications.

Careful attention should be made when crafting your professional resume – ensure it is not simply a regurgitation of your position description, but a concise synopsis of the key/critical responsibilities of your positions. Your military counterparts have historical experience writing concisely, as evidenced on the designated area on the Officer Evaluation Report for the duty description. Other key elements that you may wish to acquire and/or highlight is experience in joint operations, strategic competence and operational experience. These types of experiences are more prevalent in your military counterpart profiles, and while not required, it may be inferred from historical data on selection rates to be a potential key discriminator.

While the FY15 LTC/GS-14 Board Announcement has already closed, the FY15 COL/GS-15 PM Board Announcement is currently open through 30 November. For additional information, please visit the **Acquisition Management Branch web page**.

Headline Highlights

- ▶ EIGF program graduates prepare to mentor the next generation
- ▶ November Education and Training Corner Column
- ▶ Army AL&T magazine career corner
- ▶ Army honors acquisition and contracting award winners
- ▶ Tobyhanna Depot civilian earns DOD award
- ▶ Faces of the Force

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