



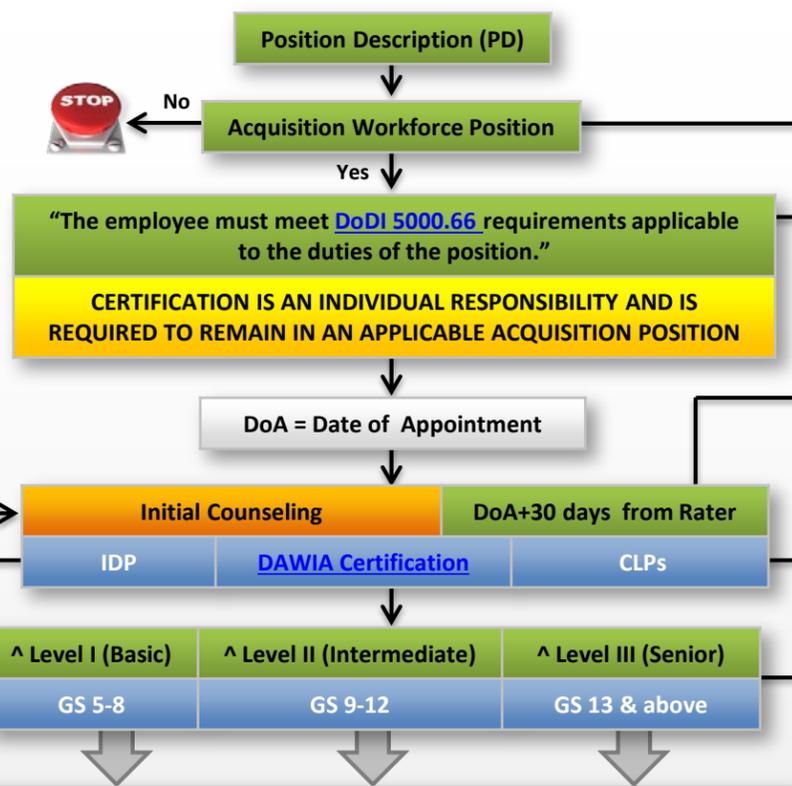
Defense Acquisition Workforce Certification Strategy



Definitions

- Acquisition Career Record Brief (ACRB)
- Career Acquisition Personnel and Position Management Information System (CAPPMIS)
- Total Employee Development (TED)
- Continuous Learning Points (CLP)
- Defense Acquisition Workforce Improvement Act (DAWIA)
- Certification Management System (CMS)

* The Army does not recognize Auditing as an ACF
^ Recommended certification level



Permanent civilian employees and military officers (Functional Area 51A) and enlisted Soldiers (MOS 51C), who occupy acquisition positions, are members of an acquisition corps, or are in acquisition career development programs

Annotated on Position Description (PD)

Initial consultation must include that teammate will receive non-compliance consultation if DAWIA certification and CLP requirements are not met per regulatory guidance. Review at initial consultation + 6 month midpoint consultation

Concurrent requirement. Mandatory 80 CLPs every two year; current CL cycle annotated on CAPPMIS IDP and ACRB. An employee entering the Acquisition Workforce during a CL cycle will have their CLP requirement pro-rated per DoD Continuous Learning Policy

Certification status will be specified on CMS tab of CAPPMIS



CAPPMIS: Short Term Objectives (1-3 yrs) & Long Term Objectives (3-5 yrs)

TED: IDP also required; see Goals / IDP tab

Yes → STOP

A position certification waiver must be executed in order to remain in acquisition position

A position certification waiver does not relieve the requirement to achieve certification; only extends timeline in order to achieve certification

Position waiver is initiated by immediate supervisor using DD Form 2905, AT&L Workforce Waiver

Waiver Requesting Management Official

- Level I: Two tiers above immediate supervisor or SES/GO
- Level II: Two tiers above immediate supervisor or SES/GO
- Level III: SES/GO

*** (14) Fourteen Acquisition Career Fields (ACF)**

Auditing	Business-CE	Business-FM	Contracting	Facilities Engineering
IND	Information Technology	Life Cycle Logistics	PQM	Program Management
Purchasing	SPRDE-PSE	S&TM	SPRDE-SE	Test and Evaluation

Certification within 24 months after being assigned ACF & level

NO	YES
----	-----

Defense Acquisition University (DAU)

Mission: Provide a global learning environment to develop qualified acquisition, requirements and contingency professionals who deliver and sustain effective and affordable warfighting capabilities

Vision: Enabling the Defense Acquisition Workforce to achieve the right acquisition outcomes

Training Focus: ACAT I and ACAT II Programs

Certification can only be achieved by meeting mandatory ACF certification standards (education, training and experience); certification cannot be achieved by waiver.

Minimum Experience Requirement for Certification

Differs by ACF. See <http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx>

NO	YES
----	-----

Apply for Certification See CAPPMIS; CMS tab

Approved → CLP Post-DAWIA Certification

Appeal through CMS

Minimum experience is dependent on ACF:

Level 1: 1- 2 yrs; Level II: 2-4 yrs; Level III: 4-7 yrs

Level 1: Up to one year of academic training or education in the individual's primary acquisition career field may be counted towards meeting the experience standard for certification. However, it may not be substituted for the first year of acquisition experience.

Note: Certification Resident Courses

- First time no show or course failure will require meeting with first SES / GO
- Multiple no show or course failure will require meeting with Commanding General

