



DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

Introducing Army Acquisition Civilian Career Field Models

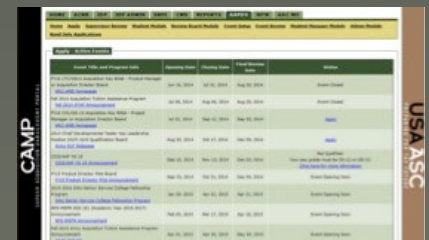
The Office of the Army Director for Acquisition Career Management (DACM) is responsible for the career development and the certification (training, education and experience) of the Army Acquisition Workforce.

FY15 Acquisition Education and Training (AET) Opportunities

The centrally offered USAASC Army DACM Office acquisition and education programs for FY15 are as follows:

- ▶ **Defense Acquisition University – Senior Service College Fellowship (DAU-SSCF):** Jan. 29 – April 10, 2015
- ▶ **Naval Post Graduate School – Masters of Science in Program Management (NPS-MSPM):** Feb. 3 – March 16, 2015
- ▶ **Acquisition Tuition Assistance Program (ATAP):** April 1 – 30, 2015
- ▶ **Defense Civilian Emerging Leaders Program (DCELP):** Tentative dates of May 11 – June 12, 2015.
Final dates depend on DOD timelines, which have not yet been published.
- ▶ **Competitive Development Group (CDG):** Sept. 6 – Nov. 13, 2015

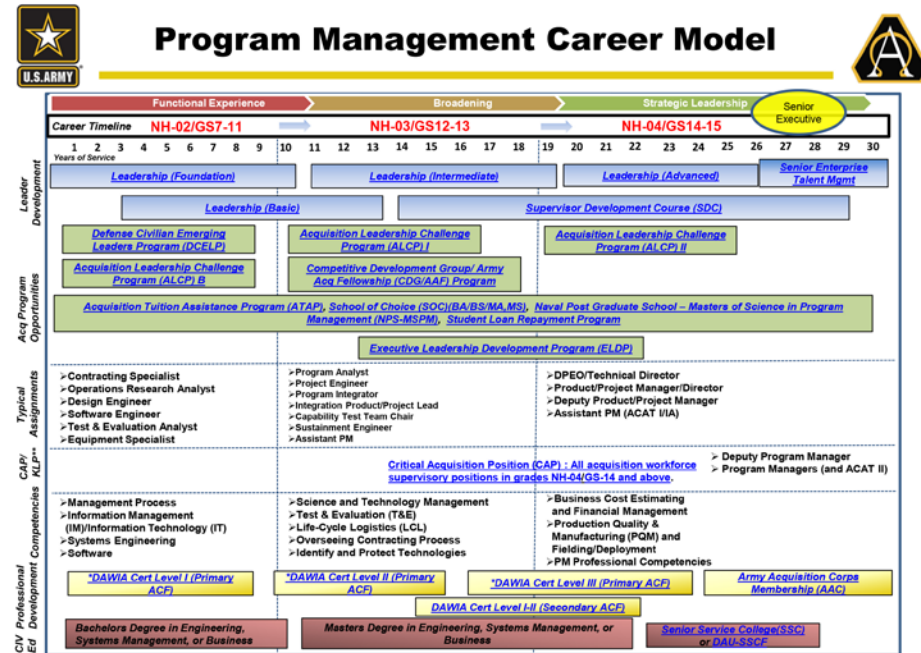
All AET announcements are listed in **CAPPMIS** and located within the Army Acquisition Professional Development System on-line application tool.



Notes:

- **School of Choice:** No formal announcement this fiscal year. Should a command have an urgent need to send a high-performing acquisition workforce member to obtain his or her bachelor's or master's degree during duty time, please contact AET Branch **Chief Scott Greene** to discuss options.
- **Acquisition Leadership Challenge Program:** This 2.5-day leadership opportunity is announced outside of CAPPMIS. Each command's OAP is responsible for nominating their command's high performing acquisition workforce personnel to fill allotted quotas. For a listing of OAPs in AKO, please **click here**.

Program Management Career Model



The Army DACM Office is pleased to introduce the first civilian Acquisition Career Field (ACF) models. Similar to the career models for the military acquisition workforce, these civilian ACF models cover key areas for balanced career development and are intended as notional guides for professional growth and a well-rounded ACF experience. Look for an email to all Army Acquisition Workforce members announcing these models in the coming weeks. You may also have seen the **DACM's Workforce Minute video**, in which Army DACM Lt. Gen. Michael E. Williamson highlights their value.

Not every opportunity presented in the ACF models is required, nor is each opportunity suited for everyone. The models include leader development, acquisition program opportunities, typical ACF assignments, some key competencies, DAWIA professional development and civilian education requirements.

In planning one's acquisition career, civilian acquisition workforce members should work with their supervisors to develop and apply an

individual yet overarching career concept based on evolving mission, vision and goals. These overarching career concepts include the following:

- **Mentoring** is an important element in professional development and should occur throughout your entire acquisition career.
- **Developmental opportunities** exist at every grade and at all command and organizational levels. Speak to your supervisor or mentor about these developmental opportunities, which are truly too numerous to mention.
- **ACF-specific professional certifications** are an additional level of professional recognition regarding a specific body of knowledge—Business Finance Certified Defense Financial Manager certification, for example, or the DOD Financial Managers certification program.

The career model for Acquisition Program Management is shown above. You may access all ACF models by visiting the Army DACM Office website and locating **Civilian Career Planning Steps under Career Development**.

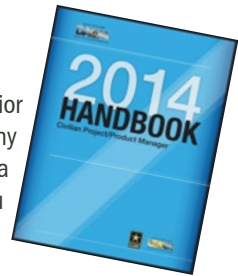
Find your way with the DAWIA Certification Strategy Map

The Defense Acquisition Workforce Improvement Act (DAWIA) requires that acquisition personnel meet the acquisition certification requirements (education, training and experience) associated with the acquisition position they encumber within 24 months of assignment. It is important to understand the process of DAWIA certification and the steps involved, starting with the identification of your position as acquisition in your position description; how and where to find information on certification specific to your acquisition career field; the certification level required for your acquisition position; applying for a waiver if necessary; and the consequences of not achieving certification.

To lay out this statutory requirement in a useful format, Phillip L. Burton, who heads the Knowledge Management Office at TACOM Life Cycle Management Command, developed the Defense Acquisition Workforce Certification Strategy Map. This tool helps supervisors and acquisition workforce members walk through and understand each step of the certification process and the ramifications of not meeting the requirements. Be sure to check out the **Defense Acquisition Workforce Certification Strategy Map** on the Army DACM Office website.



Available Now: Program Management Handbook



Is your goal to hold a senior leader position in the Army acquisition workforce; a position that allows you to directly affect the Army Acquisition Corps mission? If your answer is “yes,” set your sights on an assignment as a Centrally Selected Product/Project Manager (PM) or Product Director (PD) and take a look at the new **Program Management Career Handbook**.

The Army DACM Office developed the handbook to provide aspiring PMs with a set of tools and critical career management information to assist in achieving the goal of becoming a PM/PD. The handbook begins with outlining important basic career development information intended to put you on the right path from day one of your acquisition career; and then guides you through the application and selection process. It also outlines various post-selection activities, such as required training and preparation for your new assignment, and follows up with post-utilization options.

Individuals selected for a PM/PD position are recognized as being members of an elite professional group that’s vital to our work to develop the critical systems and services that enable our Army to succeed in any mission. Competition for these positions is keen, and only the best-qualified candidates are selected.

PM/PD positions are among the most challenging in the acquisition workforce and require hard work and personal sacrifices on the part of those who occupy them. However, former PMs testify that the sacrifices are mitigated by the challenging work, the feeling of accomplishment, the ability to make a difference and the career-enhancing opportunities. A successful tour as a PM/PD brands you as a proven leader ready for additional senior acquisition leadership positions.

Annual DOD Ethics Reminder

Per the Under Secretary of Defense for Acquisition, Technology and Logistics, the Hon. Frank Kendall, every acquisition workforce member must complete and document annual ethics training by the end of this calendar year. An Army DACM memorandum dated July 23, 2014 indicates that 100 percent compliance is required, and provides details on which ethics courses meet this requirement. Please be sure you complete this requirement as soon as possible. Although you have until Dec. 31, 2014, the USAASC Army DACM Office appreciates every effort to complete the training early.

There are two ways to complete this training:

1. Take the online version through the **Office of the Judge Advocate General website**.
2. Take the course in person when your command or garrison offers it. Contact your Training Coordinator or your Ethics Officer if you are unsure when your local training will

be offered. At this point in time, in person courses may have already occurred. As this will be an annual requirement, please plan accordingly for 2015.

Once your annual ethics training is complete, you must be sure to properly list the course as complete on your Individual Development Plan (IDP) within our Career Acquisition Personnel and Position Management Information System (**CAPPMIS**) and obtain supervisor concurrence. NOTE: Acquisition workforce members who use TEDS must follow the **Ethics Training Implementation Guidelines** (page 4 on the signed DACM Memo) to determine how to list your training properly to ensure that it flows into the CAPPMIS IDP.

The Army DACM Office will be responsible for tracking and reporting compliance to Under Secretary Kendall’s office. Your command representatives (Acquisition Career Management Advocates and Organizational Acquisition Points of Contact) will be responsible for ensuring command and program executive office compliance. The Army DACM Office provides quarterly updates to the DACM and the Under Secretary’s office.

Making cents of travel funding for Defense Acquisition University (DAU) courses

The U.S. Army Acquisition Support Center (USAASC) Army DACM Office will centrally fund travel for DAU courses for Army acquisition workforce students attending a resident course located at a cost-effective location for anyone in training priority 1 to 3 (see table below for priority definitions). This new direction expands upon our FY15 funding guidance to allow central travel funding to ensure current position requirements are met while preparing professionals for the next level, and also provides cross-functional training opportunities.

In addition, this strategy will enable military and civilian workforce members to obtain required continuous learning points and increase their functional knowledge across acquisition career fields.

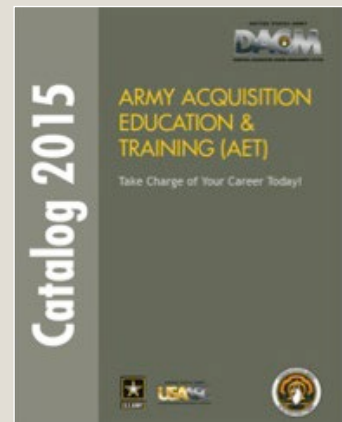
Priority	Definition
P1	Position Requirement Training; to meet position certification or program requirements
P2	Career Development Training; to become eligible for the next higher certification level above the required certification level; individual has met their position certification requirement
P3	Cross Functional Training; for personnel who occupy an acquisition position in one Acquisition Career Field (ACF), but desire training in a different ACF; individuals should complete all mandatory training required for their position before attending any Cross-Functional Training
P4	Previously Taken Training or Already Certified; an individual who previously completed the DAU course (or equivalent) or an individual who is already certified at the career level and desires to complete a course that was subsequently added as a new requirement
P5	Non-Acquisition Workforce; an individual who is not in a designated acquisition position. Individuals selected on a space-available basis and if selected, individual's command is required to fund the travel and per diem. The instructional training (classroom/web) is at no cost to the student.

Please note that the USAASC Army DACM Office does not centrally fund local travel. Any local mileage incurred must be funded by your command or organization.

Helpful hints

- Please read the **DAU Training Policy and Procedures** to answer most of your questions about DAU training. If you still have unanswered questions, take a look at the Frequently Asked Questions regarding DAU training, located **here** under the DAU/AITAS Training section.
- Most courses have prerequisites, and courses must be taken in order. Please be sure that all prerequisites are complete before applying for the resident course. The USAASC Army DACM Office allows you to plan and register for a follow-on resident course if you have a firm reservation in the resident prerequisite, as long as the prerequisite will be completed prior to the start of the follow-on course. If you have any questions about course requirements or for a listing of available training, please review the **DAU iCatalog**.
- All Army students must apply for DAU training through the **ATRRS Internet Training Application System**. Be sure you select the location(s) denoted with the letter "C," which identifies your most cost-effective location.

New: 2015 Acquisition Education and Training (AET) Catalog



The USAASC Army DACM Office proudly releases the **2015 Acquisition Education and Training (AET) Catalog**. The updated version has a new look and feel, and contains the most current listing of centrally offered education and training opportunities available to civilian and military acquisition workforce personnel.

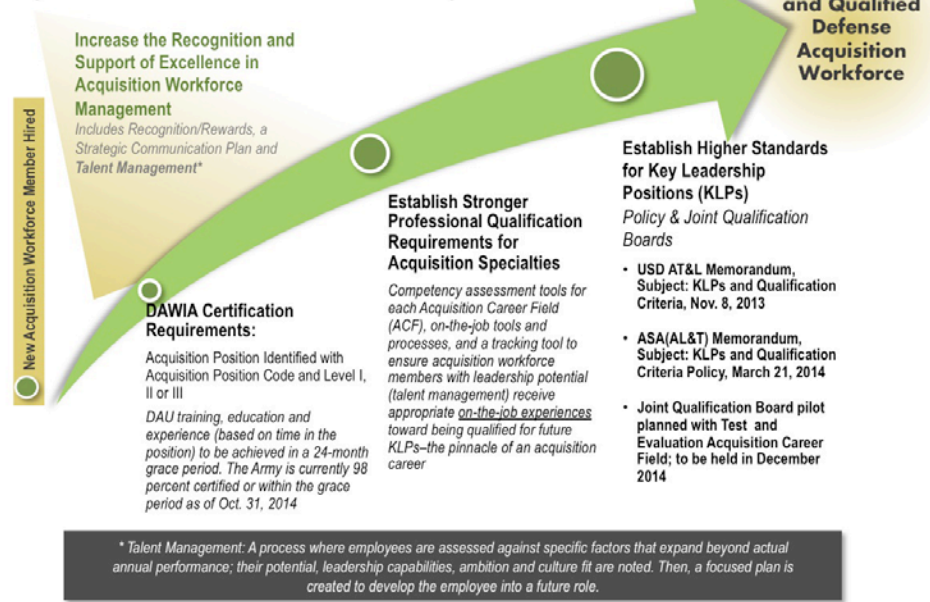
The catalog is broken out into sections that include educational and academic opportunities (Senior Service College, Degree/Tuition Assistance Programs, DAU Training), leadership and developmental opportunities (Training with Industry, Competitive Development Group, Defense Civilian Emerging Leader Program) and the Civilian Education System.

Take a look at the many opportunities available to our acquisition workforce members.

Better Buying Power and the Army DACM Office

Better Buying Power 2.0

Improve the Professionalism of the Total Acquisition Workforce



Hon. Frank Kendall, Under Secretary of Defense for Acquisition, Technology, and Logistics, believes that what really matters in the acquisition workforce is the professionalism and leadership of its people. Better Buying Power (BBP) 2.0 Focus Area 7 highlights the importance of increasing the professionalism of the defense acquisition workforce. In support of that initiative, the Army DACM Office is participating in a number of OSD-level working groups focused on the realization of these ideals. Recently introduced, BBP 3.0 continues its focus on the tenets of BBP 2.0 while adding new initiatives that encourage innovation and promote technical excellence. One of the new initiatives that the Army DACM Office is supporting is ensuring that program leadership is technically qualified to manage research and development activities.

** Talent Management: A process where employees are assessed against specific factors that expand beyond actual annual performance; their potential, leadership capabilities, ambition and culture fit are noted. Then, a focused plan is created to develop the employee into a future role.*

DAWIA Standards and What They Mean for You

Certification: According to DACM requirements, no fewer than 96 percent of the Army acquisition workforce must be DAWIA certified (or be within the 24-month grace period). As of Oct. 31, 2014, 98.1 percent of the workforce is certified or within the grace period! This is a great accomplishment and

supervisors and employees MUST continue to focus on the certification requirement to maintain this performance.

Continuous Learning Points (CLPs): Effective Oct. 1, 2014, a new two-year CLP cycle began. Acquisition workforce personnel are

required to attain 80 CLPs by the end of the cycle, which is Sept. 30, 2016. The DACM stresses attaining 40 within the first year. Review the [Continuous Learning Policy](#) for guidance on what counts toward fulfilling CLPs.

Headline Highlights

- ▶ November DACM Office Hot Topics
- ▶ Time for Talent
- ▶ October DACM Office Hot Topics
- ▶ Faces of the Force: Donna VanGilder
- ▶ Army acquisition officers: Get your advanced degree!

Contact Information:

U.S. Army Acquisition Support Center,
Army DACM Office
9900 Belvoir Road
Fort Belvoir, VA 22060-5567

Please **email** us any questions or suggestions.

