

Transcript: Army DACM Office Town Hall “Navigating the Acquisition Career Models” on Facebook

12:30 – 1:30 p.m. ET, April 21, 2015

Hosted on U.S. Army Acquisition Support Center’s Facebook Page

<https://www.facebook.com/usaasc>

U.S. Army Acquisition Support Center: Starting Soon!

We’ll start our virtual discussion in about 10 minutes and get your questions answered about your acquisition career and the 13 new acquisition career field models (ACF)! We have the leading experts in the room or online with us today to answer your questions including Joan Sable, Diane Murtha, Kelly Terry, Wen Lin and Tom Evans, all of whom have a combined 120+ years in Army acquisition. A few admin notes: 1. If the screen seems to freeze, try refreshing your browser. 2. You have to have a FB account to post comments and questions. If you don’t, not to worry--you’re still able to follow today’s conversation. Send your question to usarmy.belvoir.usaasc.mbx.usaasc-events@mail.mil and we’ll post it anonymously. So grab your lunch, tune in and let’s get ready to chat for the next hour. #ArmyDACM

U.S. Army Acquisition Support Center: TIME TO START! Today’s discussion is focused on the Army Acquisition Career Development Model and the 13 new acquisition career field models (ACF) for the civilian workforce listed here <http://asc.army.mil/.../civilian/career-planning-steps/>. These models are tools--they are NOT prescriptive. Their purpose is to provide a guide to manage your career outlining various position, education, training, and competencies for each career field; not necessarily a sequential step-by-step matrix. Just like the path to earning your college degree, everyone’s career will be a little different. There is no right or wrong way to get there. What’s important is that for the first time, all the training, experience and education resources you need to get wherever you’re wanting to go with your career is located on one page. And, they are going to get better with additional features and upgrades planned iteratively. So what are your questions, thoughts or ideas? How can we make these better? Let’s start with a few questions from last week. #ArmyDACM

Q: 100% of AMC employees are REQUIRED to have an IDP, but that isn't happening. Why isn't this requirement being enforced? Also, why are there now two locations for managing your IDPs (CAPPMS and Army Career Tracker (ACT))?

A: Thanks for your question, Angela. In accordance with Army DACM Policy (Memorandum #7 found here: <http://asc.army.mil/web/alt-workforce-policy-procedure/>) Supervisors and AAW members are required to ensure the IDP is current and updated at least every 6 months or more frequently if need. The IDP should be reviewed in conjunction with the normal appraisal cycles (initial review, mid-point review, and final rating period). To further enforce this requirement, the Army DACM, LTG Williamson, ensures that each Commander and PEO is supplied with a compliancy roster for their

AAW which shows Certification, IDP Management, Continuous Learning Policy and AAC Membership.

The Army Career Tracker (ACT) is a system developed by the Career Program Functional Advisors. This system supplements the requirements required by all AAW members, and is managed by your Career Program Manager. Our goal is to make our system and their system seamless to make it easier on you. #ArmyDACM – *Joan, Kelly and Tom*

Q: How can you change career fields?

A: Thanks, Joyce. It depends. Section I (Current Position Data) of your ACRB reflects the career field and level required of your position. If you feel that your Acquisition coding is incorrect, please discuss with your supervisor. Your administrative personnel (ex.,G-1, HR) can make the change at the “Manager” tab within CPOL. Once in the Employee Data section, the change is made in the “Acquisition Update Tool”. If the change was successful, the word “Pending” will appear in the Status column beside the field that was changed. It will take 24-48 hours before the change becomes effective in DCPDS. Once the change is made in DCPDS, your new career field/category will be updated in CAPPMS during the twice monthly data transfer between DCPDS and CAPPMS.

OR

If you would like to change your acquisition career field, you would apply to vacancy positions through USAJobs. However, different acquisition career fields are usually aligned with different position series, and you will need to be deemed qualified for the new position/series.

Check out additional details on our FAQ page: (ACRB-6) <http://asc.army.mil/web/all-faqs/>. #ArmyDACM – *Kelly*

Q. Understanding that we are all competing for the same resources and work in the classes while we are supporting the missions we are assigned: getting bumped from DAU classes continues to be an issue. For some personnel, this affects their ability to achieve certification as they get "caught" in the "refresh cycle" as the requirements seem to change 1 October every year. Any advice on helpful hints to escape getting bumped from class?

A. Thanks for your question, Carolyn! Understanding that we are all competing for the same resources and work in the classes while we are supporting the missions we are assigned: getting bumped from DAU classes continues to be an issue. For some personnel, this affects their ability to achieve certification as they get "caught" in the "refresh cycle" as the requirements seem to change 1 October every year. Any advice on helpful hints to escape getting bumped from class?

You are only bumped by a higher priority if you're not a priority one meaning it's not a requirement for your current position. For example, if you're trying to get level III and your current position requires a level II you are not a priority one for that training. Once you're a priority one you will not be bumped and won't have the refresh problem. Helpful hint: While it's frustrating, continue to apply--once demand for the course declines (that seems to be the current trend), you have a better chance of getting a seat #ArmyDACM -Diane, Joan, Wen and Tom

Reply. Thank you. I think the problem may have been further complicated by the change in some of the PMT classes and the push for existing leaders to meet the suspense for certification. I appreciate your explanation very much.

Q: Who can help you navigate this path for training? It's become so complicated and difficult to even obtain short term training to stay current I've about given up in frustration.

A: George, Every Acquisition Organization has Organizational Acquisition Points of Contact (OAPs) and Acquisition Career Management Advocates (ACMAs) that are available to assist with acquisition career management. However, your first stop for acquisition career management guidance should be your Supervisor. Collectively, you can develop Individual Development Plan (IDP). A current list of OAPs can be accessed here <http://asc.army.mil/web/workforce-management/> (Note: requires AKO access). #ArmyDACM – Tom

USAASC: Appreciate all the questions! Keep them coming--this one came into us via email.

Q: If you have executed Operations Research functions in the past and have the requisite collegiate coursework, is there a process for getting recoded as 1515, other than applying for a 1515 position?

A: No. Your current position series is tied directly to the requirements and duties of the Position Requirements Document (PRD), or your position description. However, if you feel that your Position Series is incorrect based on the duties you currently perform, please discuss with your supervisor. Your administrative personnel (ex., G-1, HR) may deem it appropriate to place you on an alternate PRD. #ArmyDACM – Tom and Joan

Q. From discussions with peers, it seems that perhaps people have an IDP and the “box is being checked” but the actual one on one discussions with supervisors are not always up to par. So maybe people are creating their IDPs in the system, but few discussions and analysis of the IDPs are occurring. What can be done to encourage a more interactive experience with regard to IDP conversations?

Another great one, Angela. One of the Talent Management principles is accountability of both the individual and supervisors to have this conversation. In a perfect world all supervisors would take the initiative to have these conversations, but, you are your best career manager! It's O.K. and in fact, encouraged to take the initiative to schedule time to talk to your supervisor about your acquisition career goals and objectives. #ArmyDACM – Diane and Joan

USAASC: Here's another one that came in through email:

Q: The current DACM guidance for Program Management shows that APMs falling under ACAT1/1A should be at the NH-04 level; however PEOs are currently hiring APMs under ACAT1/1A programs at a NH-03 level. Where is the disconnect?

Building on this question, how is an ACAT 1/1A APM at an NH-03 level going to be able to apply for Deputy Product/Project Manager positions when most of the time the requirement is for previous GS-14 experience to apply for DPM? This also applies for Senior Service College eligibility.

A. Thanks for pointing this out. The Army DACM (Lt. Gen. Williamson) recently tasked his DACM Office staff to create a more standardized structure, with quantifying factors and criteria for the identification of PM and PM support positions that will be applied consistently across the Army Acquisition Enterprise. This effort is presently in concept design, but will ultimately lead to Army Acquisition Policy and Standardized Position Requirements Documents as well as consistent position titles and grades. #ArmyDACM – Kelly

Q. To build off the question - given new regulations that list monumental tasks for PSMs, will you please include the PSM in your analysis?

A. Carolyn, Thanks! The Army DACM office has worked very closely with the DASA for Policy and Logistics with regard to PSMs and will continue to do so. The DASA Policy and Logistics have already created a standardized construct for PSMs with specified Position Requirements Descriptions. Should our work on consistent PM titles affect the current PSM construct we will coordinate with the DASA for any necessary changes. #ArmyDACM – Joan

Q. Last one, I promise! Are we supposed to be updating CAPPMS and ACT? I'm still unclear on what the requirement/standard is for what tool we need to use for updating our IDPs...

A. We're working to synchronize the two, but it won't be done in the near-term. For now, you may need to use both. For your acquisition workforce details, CAPPMS is your tool.

ACT is a career program tool, so if you have unique non-acquisition training to your career program you would use ACT. #ArmyDACM – *Diane and Kelly*

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Great discussion, all!—We're out of time (and a bit over). We didn't have any questions on the model, BUT if you have any, leave your question and we'll get to it this week. This has been a valuable session for us and we'll be able to leverage the feedback you've provided to make the career maps even better tools for you to use. We really appreciate you taking the time to join us today and hope this was helpful for you as well--and we'll look into doing this again soon. We'll provide a transcript of today's discussion on Access AL&T later this week. Get it delivered to your inbox and subscribe (it's free, of course) by providing your email address here: <http://asc.army.mil/web/access>. The Army DACM Office is here for you—to provide a one-stop shop of any and everything related to your Army acquisition career. Make sure you're a frequent visitor to our website as we're always updating it with new career information, tools and resources at <http://asc.army.mil>. #ArmyDACM #HOOAH

If you require additional assistance, you can ask a question any time by submitting a Workforce Management Inquiry--get a response within 24-48 hours at the latest! <https://rda.altess.army.mil/camp/index.cfm?fuseaction=support.helpRequest>.

Finally, a big thank you to each one of you and what you do to support our Soldiers every day. – *Joan, Diane, Kelly and Tom*. #ArmyDACM

Big thanks to the [U.S. Army Acquisition Support Center](#) and DACM Office members for answering my many questions today!

Hooah! Thanks for making it a great session--we'll certainly do it again!

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