



DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

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.

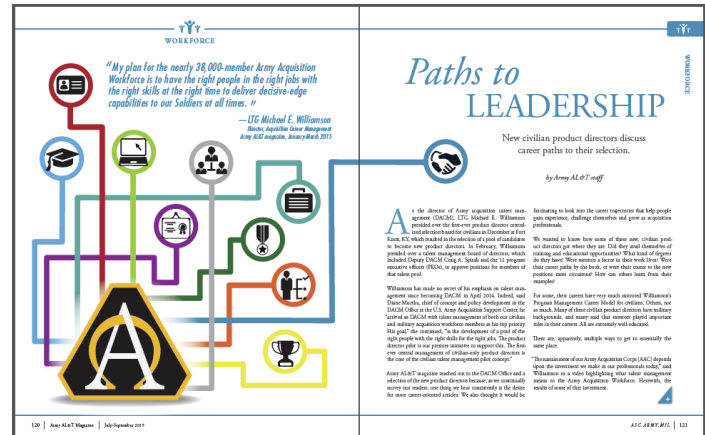
Centralized Product Director (PD) Board slated for January 2016

In FY15, Lt. Gen. Michael Williamson, the Army Director, Acquisition Career Management (DACM), initiated a civilian-only centralized PD selection board as a talent management initiative to identify high performers (GS-14 or broadband equivalent) with leadership potential and key program management skills to lead many of our acquisition programs. Today, 11 centrally-selected civilians hold those positions, and an estimated 12 positions are slated to be filled in FY16.

PDs are equivalent to Centralized Select List (CSL) product managers (PMs) in level of cost, schedule and performance responsibilities, differing by position in the life cycle. Positions are identified by the program executive offices (PEOs) and validated through the annual Military Acquisition Position List/CSL review process. Approximately 40 positions have been identified as meeting the requirements for a PD and will be centrally selected over the next three years. PD Board application requirements mirror those for the CSL PM Board. More information, such as overarching policy guidance, can be found on the [Army DACM Office website](#).

The initial PD Board was conducted in December 2014. Fourteen principals and 14 alternates were selected from among 47 highly qualified applicants. The **"Paths to Leadership"** article featured in the July-September 2015 issue of Army AL&T magazine outlines the career paths of those selected. After the PD assignments are completed, a post-utilization plan, developed jointly by the DACM Office Talent Management team, the appropriate PEO and the individual, will identify follow-on positions or opportunities.

The next PD Centralized Selection Board (CSB) will be conducted **Jan. 14-15, 2016**. It will immediately follow the FY17 O-5/GS-14 CSL PM Board and utilize the same board membership. Applicants will be selected and



slated by this board to fill PD positions beginning in the summer of 2016. The Army DACM Office announcement for this opportunity will be published in October, with the application window scheduled to open on **Oct. 26, 2015** and close on **Dec. 17, 2015**.

Talent management of both our civilian and military Army Acquisition Workforce (AAW) is a high priority for the Army DACM and the Army acquisition executive. Developing a pool of the right people in the right jobs with the right skills and at the right time to deliver decisive-edge capabilities to our Soldiers at all times is the DACM's goal. The PD CSB is just one of the initiatives in support of this effort.

Additional information can be found on the Army DACM office website at <http://asc.army.mil/web/career-development/prod-dir/>

Have you "met" Ellie?

Ellie is the virtual character prototype being developed by the U.S. Army Acquisition Support Center (USAASC) Army DACM Office to respond to the 24/7 acquisition career management needs of our 37,000-plus AAW members. She's scheduled to be deployed in late fall 2015.



Essentially, Ellie will be your virtual acquisition career guide. While she is by no means intended to replace personal, face-to-face relationships with supervisors, mentors or Organizational Acquisition Points of Contact, she has proven to be capable of providing a consistent message at any time, at any location, to any AAW member.

The first release of Ellie will focus on her virtual career management assistance abilities, allowing our AAW to receive instant answers to day-to-day workforce development questions or issues. Ellie's portfolio of capability is primarily tied to the Acquisition Career Record Brief, offerings of the Defense Acquisition University (DAU), individual development plans (IDPs), Defense Acquisition Workforce Improvement Act (DAWIA) certification and Army Acquisition Corps membership. She can also check on current certification and IDP status and compliance under the Army's Continuous Learning Policy. In the future, Ellie will be able to provide personalized career management guidance relative to your position within the recently released **Acquisition Career Road Maps**.

Learn more about Ellie via this YouTube video.

If you have any questions, please contact the USAASC Army DACM Office leads for this effort: Kelly Terry, kelly.l.terry2.civ@mail.mil, and Scott Greene, scott.m.greene14.civ@mail.mil.



Get Your Training with Industry application ready!

It's that time of year again: If you're looking for a once-in-a-lifetime experience, apply for Training with Industry (TWI). The career-broadening program gives participants exposure to the best business practices of top U.S. companies, and provides the opportunity to learn from the leaders at those organizations. The chart to the right outlines the companies that participated in the most recent round of the program.

The Army Acquisition Corps offers this assignment to highly motivated and skilled officers in the grades of O4 and O5 as well as 51C Non-Commissioned Officers. The announcement for the 2016 TWI program is scheduled to be released by the publication date of this newsletter. The closing date is scheduled for **Nov. 3, 2015**, and applicants will be notified no later than **Dec. 31, 2015**.

For more information, please visit the program page at <http://asc.army.mil/web/career-development/programs/aac-training-with-industry/> or contact the Army Acquisition TWI Program Manager, Maj. Joel Leflore, at joel.k.leflore@mail.mil or (703) 805-1246.

FY15-02 TWI Portfolio*

COMPANY	LOCATION
Airbus	Huntsville, AL
Amazon	Seattle, WA
Boeing	Huntsville, AL
Cisco	Herndon, VA
Computer Sciences Corporation	Falls Church, VA
General Dynamics Land Systems	Sterling Heights, MI
Intel	Hillsboro, OR
Lockheed Martin Global Training and Logistics	Orlando, FL
Microsoft	Reston, VA
Amazon Web Services (NCOs Only)	Herndon, VA

* Please note that the company list may slightly differ for the class scheduled for 2016. The final list can be accessed through the program link listed in the article.

Army DACM initiates Army Acquisition Workforce Advisory Board (AAWAB)

The AAWAB was recently created by the Army DACM as a forum to discuss career development initiatives and receive feedback regarding acquisition career issues. Through quarterly meetings, this board offers an opportunity for open and honest input directly from AAW members.

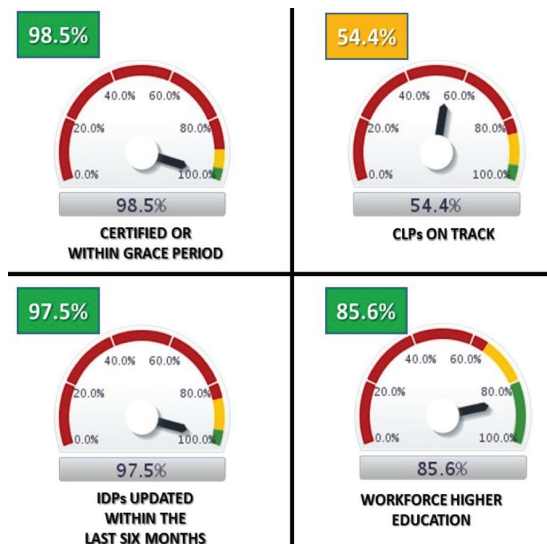
The Army DACM Office heard from more than 400 volunteers interested in serving on this board. Currently, the board consists of 20 AAW members selected from that group, representing the demographics of the entire AAW, including various acquisition career fields, organizations, grades, locations, gender and national origin. To accommodate as many of the volunteers as possible and to ensure fresh perspectives and new ideas, the board will rotate AAW members on a periodic basis. The first meeting was held in April, and the latest meeting was held in mid-June. At the latest meeting, participants identified several ideas to be pursued in the areas of mentoring and leadership training.

Keep an eye out in future newsletters to hear how the AAWAB is progressing and what is being implemented to address the challenges faced by the AAW. If you have any questions or would like more information, please contact Stephanie Watson at stephanie.l.watson.civ@mail.mil or (703) 805-9431.

HEALTH OF THE ARMY ACQUISITION WORKFORCE

Key Performance Indicators (KPI) Status – Overall, the current health of the AAW meets or exceeds KPI expectations for certification status, IDPs and education level. With less than a quarter remaining in the first year of the current two-year cycle, the Army DACM Office re-emphasizes the requirement to complete 80 Continuous Learning Points (CLPs) within the two-year cycle. The goal is to complete 40 CLPs yearly.

Population Data
Total Workforce Population: 36,694
Source Information
Current Data as of: 06 JUL 2015
Source: CAPPMIS





FY15/16 DAWIA certification and course name changes announced

DOD's acquisition, technology and logistics acquisition career field (ACF) certification standards are normally implemented on Oct. 1 of each fiscal year. The consolidated DAWIA certification and course changes for FY15 are outlined in the table below. For ACFs not listed in the table, there are no approved changes to date.

For DAWIA certification considerations in compliance with the FY15 standards, AAW members must submit their certification application by midnight on Sept. 30, 2015. To view the most current ACF certification standards required for your current acquisition position and level, please visit <http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx>.

ACF	Level	Added	Deleted
Business – Financial Management (K) (change effective April 21, 2015)	2	Select from one of the following five course options listed below: <ul style="list-style-type: none"> • EVM 201 - Intermediate Earned Value Management (Resident (R)) • EVM 263 - Principles of Schedule Management (R) • CLC 222 - Contracting Officers Representative (COR) Online Training (Distance Learning (DL)) • CON 252 - Fundamentals of Cost Accounting Standards (R) • CON 121 - Contract Planning and CON 124 - Contract Execution (DL) 	EVM 201 – Intermediate Earned Value Management (<i>no longer mandatory for certification</i>) Approved in Functional Lead (FL) memo dated April 21, 2015.
Production, Quality and Manufacturing (H) (change effective May 13, 2015)	1, 2 & 3	None	Under experience, removed bullet, “Similar experiences gained from other government or industry positions are acceptable as long as they meet the above standards.” Approved in FL memo dated May 13, 2015.
Program Management (A) (change effective Oct. 1, 2015)	3	Approved in FL memo dated May 22, 2014. <ul style="list-style-type: none"> • ACQ 315 - Understanding Industry, Business Acumen (R) • EVM 263 – Principles of Schedule Management (R) 	None
Program Management (A) (change effective Oct. 1, 2015)	2	EVM 101 – Fundamentals of Earned Value Management (DL) – new prerequisite for PMT 257	None
Program Management (A) (change effective Oct. 1, 2015)	3	IRM 101 – Basic Information Systems Acquisition (DL) – new prerequisite for PMT 352A	None
Test & Evaluation (T) (change effective May 14, 2015)	1	CLE 074 - Cybersecurity Throughout DoD Acquisition (DL)	CLE 025 - Information Assurance (IA) for Acquisition Professionals

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FY15/16 Course Name Changes

Course name changes occur due to modifications to the ACF name or updates to course content. Predecessor courses to the new courses are not always indefinite and may have acceptable end dates. To view details of the new course and valid dates of the predecessor course, please see the [DAU iCatalog](#) or view the [DAU consolidated predecessor listing](#).

New Course	Replaces	Notes
ACQ 340 (R) - Advanced International Management Workshop http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2035	PMT 304 (R) - Advanced International Management Workshop	ACQ 340 deploys in FY16.
ACQ 350 (R) - Advanced Technology Security/Control Workshop http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2036	PMT 313 (R) - Advanced Technology Security/Control Workshop	ACQ 350 deploys in FY16.
ENG 101 (DL) - Fundamentals of Systems Engineering http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2005	SYS 101 (DL) - Fundamentals of Systems Engineering	ENG 101 deployed April 21, 2015.
ENG 201 (DL) - Intermediate Systems Engineering Part I http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2006	SYS 202 (DL) - Intermediate Systems Engineering Part I	ENG 201 deploys September 2015. SYS 202 will continue to be offered until ENG 201 is deployed.
ENG 202 (R) - Intermediate Systems Engineering Part II http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2007	SYS 203 (R) - Intermediate Systems Planning, Research, Development, and Engineering, Part II	ENG 202 deploys July 2015. SYS 203 will continue to be offered until ENG 202 is deployed.
ENG 301 (R) - Leadership in the Engineering of Defense Systems http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=1996	SYS 302 (R) - Technical Leadership in Systems Engineering	ENG 301 deployed second quarter of FY15.
FE 302 (R) - Advanced Facilities Engineering http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2046	FE 301 (R) - Advanced Facilities Engineering	FE 302 deploys in FY16
ISA 101 (DL) http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2042	IRM 101	ISA 101 deploys in FY16.
ISA 201 (R) http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2043	IRM 202	ISA 201 deploys in FY16.
ISA 301 (R) http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2044	IRM 304	ISA 301 deploys in FY16.
ISA 320 (R) http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2045	SAM 301	ISA 320 deploys in FY16.
STM 101 (DL)	None	New web course. Projected to deploy December 2015.
STM 203 (R)	STM 202	STM 203 deploys third quarter of FY16. STM 202 will continue to be offered until first and second quarters of FY16.
STM 304 (R) http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2052	STM 303	STM 304 deploys in FY16.

Engineering nomenclatures modified

The engineering curriculum was designed to bring an enhanced depth of knowledge to the acquisition workforce at the appropriate level, be it entry level, journeyman or advanced. In FY14, Stephen Welby, deputy assistant secretary of defense for systems engineering and functional leader, restructured the systems planning, research, development and engineering (SPRDE) ACF by merging it with the SPRDE program systems engineer ACF, thus creating a single ACF and renaming the combined populations as the engineering ACF. In keeping with the restructuring, Welby reclassified the DAU courses from SYS to ENG, and adjusted the course numbers as well.

DAU began the SYS to ENG conversion in January 2015, with ENG 301 being deployed as the new SYS 302. All SYS courses will eventually be converted to the ENG nomenclature, but not all of the changes will be reflected in the FY16 DAU course schedule. For instance, students with a SYS 203 reservation will automatically be converted to the new ENG 202 offering and notified of this change. Students can now apply to ENG 202 in AITAS. Until Oct. 1, 2016, SYS 203 is an acceptable predecessor to ENG 202. The course description can be found in the [iCatalog on DAU's website](#).



What makes a good civilian application submission?

Each year, thousands of AAW members apply for one of the many centralized acquisition education and training opportunities offered by the Army DACM Office, ranging from tuition assistance to leadership development to the Senior Service College. All applications are submitted electronically through the **Army Acquisition Professional Development System (AAPDS)**. While our system can check whether a person meets the minimum program requirements (such as grade, certification or education levels), AAPDS cannot ensure that each applicant follows all of the very detailed and specific instructions for each program. In fact, many applicants submit packages with missing information, grammatical errors, poorly worded personal statements or other issues. All of these potential problems could and should be caught by the applicant before the application is submitted.

Below are some suggestions for making your application package the very best it can be:

- Read the entire announcement. Then, read it again. Everything you need to know about eligibility, how to apply, what documents are required and what each document should contain is in that announcement.
- Take your time. Once you believe you have all of your application documents in order, put your application aside for a day or two. Come back to it and do a final proofread. Then, have a friend or coworker give it one more check. Make sure you spell-check your documents. You'd be surprised how many applications include resumes or statements of interest with spelling or grammatical errors.
- Apply early. Most announcements are open for at least 30 days and sometimes for 45-60 days. Do NOT wait until the last one or two days to apply. Waiting until the last minute does not allow much, if any, time to correct submission errors or pull together all the details required for an application. Plan accordingly so your best application goes to the review board. Remember, the review board does not know you—they only know what you submit in your application. Their review time of your package is very limited, so you want to ensure you submit the best representation of yourself and your career.
- Many applications require a Supervisor Endorsement. Make sure your supervisors are available to approve your applications in AAPDS before the application closing date. Make sure your Acquisition Career Record Brief (ACRB) is up to date. Are all of your degrees listed in the Education Section? Are your email address and phone number correct in the Personal Section? Have you listed all of the major awards you have received in the Awards Section? Are all of your acquisition assignments fully and accurately recorded in the Assignment History Section? If not, follow the instructions in the announcement on how to update those sections or get help from your Acquisition Career Manager if necessary.
- Resumes should be succinct and not copied and pasted from listings in USAJOBS or other web sites. As we have written in past DACM Newsletter articles, those reviewing your application need to understand your experiences and accomplishments before they move on to your performance and potential, so please be clear and concise. In the past, board members have suggested the use of bullets for job experiences instead of lengthy paragraphs detailing job functions.
- The Command or Senior Rater Potential Evaluation is important. While the exact wording on either of these documents is out of your control, the best applications have very strongly endorsed and well-written text. The most impressive ones are written much like military Officer Evaluation Reports, in which the senior rater quantifies and qualifies your potential in relation to others within your grade and organization.
- Command Endorsements also take time to staff. Again, plan early. If your application requires a Command Endorsement, obtain that document as early in the application process as possible. There is nothing worse than having your application ready to submit, only to find that you do not have a well-written command endorsement ready to include as part of your complete application.
- If a personal statement is required, make sure it addresses the return on investment of participating in the program: what you will gain, how it will make you better and how that will benefit the acquisition community.
- If you have any questions on the application or process, contact the program manager for that announcement as early in the process as possible.

For information on any of our central programs, please visit our **Army DACM website** or the **2015 Acquisition Education and Training (AET) Catalog**.

Army DACM Office Highlights

- ▶ Army plans to consolidate educational offerings
- ▶ Army DACM Office announces training, leadership and educational opportunities for FY16
- ▶ USAASC announces MOS 51C June reclassification board results



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or suggestions.

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