



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.

Army Acquisition Workforce Human Capital Strategic Plan

Developing a high-performing acquisition workforce to meet the mission needs of the Army today and in the future

The Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASA(ALT)) and the U.S. Army Acquisition Support Center (USAASC) Army DACM Office are continuing efforts to develop and staff an Army Acquisition Workforce (AAW) Human Capital Strategic Plan (HCSP).

Human capital planning is our systematic and collaborative process for anticipating workforce gaps and providing solutions to recruit, develop and retain a highly skilled, engaged AAW over the next five years. The AAW HCSP and its implementation will engage us as collective acquisition stakeholders to anticipate and meet future human capital challenges.

Since this initiative began in September 2015, the Army Acquisition Human Capital Planning Team has met with ASA(ALT) deputy assistant secretaries of the Army, Army acquisition career management advocates, Army acquisition functional advisors and other subject-matter experts to get leader insight on workforce challenges and imperatives to incorporate into the AAW HCSP. An AAW HCSP workshop held in early December provided an opportunity to engage with a cross section of acquisition stakeholders and experts. This session gave us additional insight on AAW strengths, weaknesses, opportunities and threats, and helped us shape human capital goals and objectives to address them. In a second workshop in early January with these same leaders, we continued to refine goals and objectives and drafted enabling initiatives and metrics for measuring our progress and success.

Ongoing efforts include the final design of the HCSP for staffing and approval in April, and drafting the corresponding action plan for implementation in 2017. Concurrently, we are again engaging acquisition leaders to support institutionalization and implementation of the plan, and are preparing to communicate the HCSP to the AAW when approved.

Defense Acquisition Workforce Development Fund (DAWDF)

Great News! DAWDF became permanent as a result of the 2016 National Defense Authorization Act. DAWDF requirements for the AAW are captured during the annual data call from commands and organizations. The Army DACM Office is currently accepting funding requests for the FY17 DAWDF program and will do so until the data call closes on May 18. DAWDF funds help develop, train, recruit and retain the AAW. Please contact your command or organization DAWDF manager to coordinate submissions.

The Army DACM Office encourages organizations to look at opportunities to optimize AAW members' skills and performance in support of organization mission and objectives by providing developmental assignment opportunities. A developmental assignment is an opportunity for an AAW member to serve in a different on-the-job experience for 120-179 days. The intent is for the employee to gain knowledge, develop skill sets and build breadth and depth of acquisition expertise. Requests for FY17 DAWDF funding for developmental assignments must be submitted by May 18.

For additional information on DAWDF, see the **January DACM newsletter** or the **DAWDF program website**.



Don't forget to visit the **Army DACM Office website** for a monthly breakdown of news, important dates and updates affecting the AAW. Hot Topics are published on the first Tuesday of every month.





ACMA Corner

As mentioned in our **last DACM newsletter**, we will share best practices that we learn from our acquisition career management advocates (ACMAs). We will continue to collect leadership's best practices at our next ACMA quarterly meeting, which will be held after this newsletter is published, but we have recently been given some great ideas to share AAW initiatives within your organization:

- In your organization's town hall meetings, invite the ACMA and the organization acquisition point of contact (OAP) to talk to the attendees. Topics can include acquisition career or leader development opportunities that are opening soon (see the Army DACM Office's monthly **Hot Topics**), and keeping your acquisition career record brief, continuous learning policy, DAU course updates, etc., up to date. Most of this information can be found in this **quarterly newsletter** or on the **Army DACM Office website**.
- Since most information is disseminated electronically these days, ensure that leadership in your organization has direct meetings to discuss acquisition topics. One of our acquisition organizations pulls all of their OAPs together every two weeks over the phone or VTC to discuss issues and information, and the OAPs then send the information to their workforce.
- Hold panels, chaired by GS-15s, focusing on a specific grade level and acquisition career field. Then, disseminate the information to the workforce and discuss best practices and challenges.
- Use SharePoint for sharing documents.
- Create your own monthly or quarterly newsletter, and definitely share ours!

As always, the Army DACM Office would like to thank the ACMAs for their continued support and assistance in making the AAW the best workforce around.

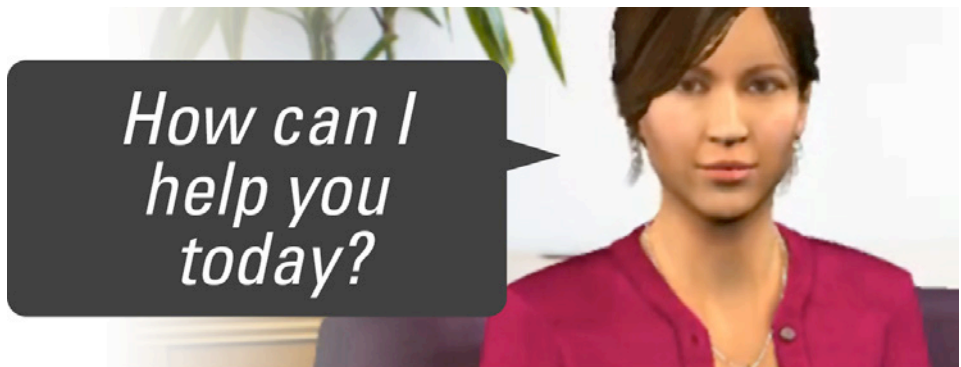
Is your ACRB up to date?

For AAW civilians, your acquisition career record brief (ACRB) is a one-page display of your acquisition career information. It also contains training, education and experience used for certification.

ACRB accuracy is important for certification but also for Army DACM Office acquisition, education and training boards, central selection boards and Acquisition Corps membership. The ACRB tab in **CAPPMIS** provides an edit link and a section that provides helpful tools for editing (including descriptions of where data comes from to populate each section). The Army DACM Office is continually looking at ways to improve the user experience in CAPPMIS, as well as to provide the necessary tools to manage your acquisition career.

The ACRB is primarily designed for civilian members of the AAW. Army Reserve and National Guard Bureau acquisition workforce members use the ACRB to reflect their acquisition qualifications. Active-duty Army acquisition officers' official record is the officer record brief, and active-duty Army enlisted personnel's official record is the enlisted record brief.

Ellie's here to help



We hope you've all taken the time to "meet" Ellie, the Army DACM Office's virtual character prototype being developed to respond to the 24/7 acquisition career management needs of our 38,000-plus AAW members.

If not, now is your chance. The Army DACM Office is pleased to announce the release of a beta version of Ellie, and she's ready to help you immediately, via the Army DACM Office web page.

Right now, Ellie will focus on virtual helpdesk abilities—allowing you to receive instant answers to day-to-day workforce development questions or issues. Ellie's portfolio of capability is primarily the acquisition career record brief, course offerings of the Defense Acquisition University, individual development plans, Defense Acquisition Workforce Improvement Act certification and Army Acquisition Corps membership. Please let us know how we are doing with Ellie by completing the online survey following your interaction.

Later this spring, Ellie will be able to provide personalized checks of your certification status, individual development plan currency and compliancy under the Army's continuous learning policy, and offer personalized career management guidance relative to your position within our recently released Acquisition Career Field road maps.

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



FY16 Product and Project Director Board results

Lt. Gen. Michael Williamson, the Army DACM, adjourned the FY16 Product and Project Director central selection boards on Jan. 14 and Feb. 3, respectively. The same board members presided on the FY16 LTC/GS-14 and FY16 COL/GS-15 Project Manager Centralized Selection List boards. Each board considered 48 civilian applicants.

An acquisition talent management board of directors consisting of the program executive officers (PEOs), the deputy PEOs, the DACM and the deputy DACM met on Feb. 24 to consider and approve the FY16 slate. Principal selectees were designated to product and project director positions according to their geographical preferences.

Product and project director slating results were released April 7. The selectees are:

FY16 (NH04/GS14) Product Director Centralized Selection Board Results

PRINCIPAL SELECTEES

Cathy Atherton, System of Systems Engineering Directorate – Warren, Michigan

Alvin Bing III, PEO Combat Support and Combat Service Support (CS&CSS)

Regina Bublitz, PEO Soldier

***Jimmy Earl Downs**, PEO Aviation

Raymond Folden, PEO CS&CSS

John Geddes, PEO Soldier

Edward Gozdur, PEO Aviation

***Daniel Kitts**, PEO Soldier

John McFassel, PEO Intelligence, Electronic Warfare and Sensors (IEW&S)

William Papich, U.S. Army Research, Development and Engineering Command (RDECOM)

Kim Reid, PEO Enterprise Information Systems (EIS)

***Steven Rienstra**, PEO CS&CSS

Stephen Roberts, RDECOM

Thomas Svisco, PEO CS&CSS

Oral Walker, PEO CS&CSS

Michael Willoughby, PEO Simulation, Training and Instrumentation (STRI)

ALTERNATE SELECTEES

Christopher Addison, PEO IEW&S

Bernard Goodly, RDECOM

Timothy Hale, ASA(ALT)

Richard Kendig, PEO Aviation

Devin Lyders, PEO STRI

Noel Lyn-Kew, Senior Service College: Dwight D. Eisenhower School for National Security and Resource Strategy (SSC Eisenhower)

Kathleen Lytle, PEO CS&CSS

Diane McCarthy, U.S. Army Tank Automotive Research, Development and Engineering Center

Michael McGarvey, PEO EIS

Craig Riedel, PEO CS&CSS

Carl Roller, PEO Ammunition

Mark Donald Rooney, PEO CS&CSS

Michael Sawyers, PEO CS&CSS

Anthony Sclafani, SSC Eisenhower

Chad Stocker, PEO Ground Combat Systems (GCS)

FY16 (NH04/GS15) Project Director Centralized Selection Board Results

PRINCIPAL SELECTEES

John Howell, PEO EIS

Thomas Neff, PEO EIS

***Brian Raftery**, PEO IEW&S

ALTERNATE SELECTEES

Brendan Burke, PEO EIS

Michael Receniello, PEO GCS

***Deferred**

Latest issue of Army AL&T magazine now available

The don't-miss April – June 2016 sustainment-themed issue of Army AL&T magazine: It's two magazines in one. On one side, it features its customary stellar, award-winning content, and on the other, a special section on Army acquisition's role in NATO's Resolute Support Mission in Afghanistan. This section, with its focus on the role of the Combined Security Transition Command – Afghanistan's efforts, is so special that it's nearly a whole magazine in itself.

This issue is **available online** and contains a host of articles, as well as new perspectives from acquisition, logistics and sustainment leaders. The Hon. Katrina McFarland, acting assistant secretary of the Army for acquisition, logistics and technology and the Army acquisition executive, shares her vision for acquisition. USAASC Director Craig A. Spisak breaks down the ways that DAWDF is helping commands sustain the Army Acquisition Workforce AAW, and Lt. Gen. Michael E. Williamson, Army DACM, explains the tools he uses to ensure that the AAW's legacy of support for the warfighter continues despite a challenging future.

Other features include:

- **“Partnering Up,”** a look at the 82nd Airborne's solid partnership with the 900th Contracting Battalion and the role it played in a recent deployment.
- **“Better to Best,”** where senior leaders from the Army Enterprise Systems Integration Program and the Computer Hardware, Enterprise Software and Services program office discuss how enterprise-resource planning can turn better buying power into best buying power.
- The magazine's **Critical Thinking** section features a Q&A with Cindy Sanborn, COO of CSX. Find out why she likes working on the railroad.

Find it online at <http://usaasc.armyalt.com/>.





Defense Civilian Emerging Leader Program

Are you in a GS-7 to -12 (or broadband equivalent) AAW position and believe you have what it takes to be a future leader? Perhaps the **Defense Civilian Emerging Leader Program (DCELP)** is for you.

DCELP is designed to develop the next generation of innovative leaders with the technical competence to meet the future leadership needs of DOD.

The **USAASC Army DACM Office** will open our announcement for the program on May 2.

The program combines classroom learning, guest speakers, group projects, mentoring and simulations to build your executive core competencies. DCELP uses a competency-based approach in the development of emerging leaders with an

emphasis on leading one's self and leading teams and projects. The DCELP cohort experience develops a supportive environment that enhances participants' self-awareness, substantive knowledge and skills; promotes continuous learning, reflection and personal change; and encourages participants' networking and team building abilities. Also, your command will not have any additional financial obligations other than your salary—the Army DACM Office will centrally fund your TDY costs, while DOD will fund your lodging and tuition. In addition, this program does not require you to be away from your office for months at a time. Students go TDY for one week, then return to the office. After 4-6 weeks, students go back on TDY for another week of training and so forth.

Still need some convincing that this is a great opportunity? **Read these testimonials from previous students:**

"I gained confidence in my leadership skills and abilities by strengthening and advancing my knowledge in team-building, conflict resolution, project management, effective writing and research, and emotional intelligence. DCELP provided me with the leadership tools needed for success in the DOD.

I am able to use the skills acquired from DCELP when working with folks in and outside of my organization. As a contract specialist at the U.S. Army Contacting Command – Rock Island (ACC-RI), I work with many requiring activities and contractor personnel. My leadership training and experiences allow me to influence change in my organization, successfully collaborate with acquisition stakeholders, and mentor new ACC-RI interns and Soldiers."

—Corbin De La Cruz, contract specialist, ACC-RI

"My participation in DCELP really changed the way that I viewed my career, myself and others. The program brought a heightened level of self-awareness of my role in my life and my career. This newfound self-awareness has helped me better organize my time, energy and resources on a path of effectiveness. It has provided an alternate approach and has helped to improve my communication skills in both a professional and a personal setting. I have gained a wealth of friends and contacts throughout the DOD system that has proven invaluable when needing technical insight on a broader scale. The program also brought a better understanding of how the different branches of the military correlate. It was very helpful to be able to talk with others from similar fields but different agencies all across the United States. DCELP is a valuable asset to the DOD. I have recommended this program to others and I will continue to do so."

—Amberly Jones, contract cost/price analyst, CCAM-PR-D,
ACC – Redstone Arsenal

"My experience with DCELP was fantastic. The training provided by the Carney/Covey Institute was educational and memorable. The things I learned from the DCELP course helped me grow professionally as well as personally.

One of the things I personally took [away from the course] was how to manage my workload better: knowing how to separate what is important from what is urgent. This helped me become more efficient at my work and helped me feel less stressed. In addition, I learned techniques on how to run more effective meetings, which my customer truly appreciates. Lastly, although I am not in a position of leadership, the DCELP course taught and prepared me for future leadership positions. The principle that stuck to me was this: Lead myself first and then others will follow. I highly recommend that upcoming leaders take this course. The things I learned in this program will boost your current leadership abilities and prepare you for any future roles. The networking aspect is also another benefit of this program. You get to learn from people who work in different agencies across the country, allowing you to learn different perspectives on the field you currently work in. Not to mention that you will meet people who are the subject-matter experts in their respective career field, so you can always get some advice."

—Giancarlo Rubio, logistics management specialist, U.S. Army Aviation and Missile Life Cycle Management Command



Competitive Development Group/Army Acquisition Fellowship (CDG/AAF) Program

In an effort to re-evaluate and rebrand the CDG/AAF program, the Army DACM Office has moved the release of the program announcement to June. The new announcement will be posted on the Army DACM Office's [CDG/AAF](#) page by early June.

Announcement opening: **June 28**

Announcement closing: **Sept. 28**

Applicant selection notification date: Early December 2016 for program that will start in early March 2017.

Testimonials from previous CDG/AAF participants:

“The CDG program expanded my experience with all phases of the acquisition life cycle and tiers of U.S. Army and joint acquisition management, by exposing me to multiple programs with different ACAT [acquisition category] levels, phases of acquisition and management constructs.

Life after CDG—I left the CDG program and accepted a GS-14 position within Joint PM Guardian, JPEO CBD [Joint Project Manager Guardian, Joint Program Executive Office for Chemical and Biological Defense] as the director for engineering and acquisition. This challenging position included a mixture of Army and joint programs of record as well as urgent capability requirements. Approximately three years later, I was offered and accepted the position as deputy program manager for the direct reporting Program Manager for Positioning, Navigation and Timing [PM PNT].”

—Michael Trzeciak, deputy program manager, PNT

“The CDG program provided me an opportunity to really ‘see’ the Army. The required DA headquarters developmental assignment allowed me to engage with senior leaders one on one—there was perhaps no better way to learn about leadership and how the Army runs. The ability to go into almost any area, assignment or organization to fill in my knowledge gaps was truly a plus!

Just before graduating from the CDG program, I began interviewing for promotion opportunities. I successfully obtained multiple opportunities shortly before finishing my tenure as a CDG, and ended up transitioning into an assistant product manager position at the next level (NH-04). I have continued to leverage my experiences and leadership training along with the network of mentors I obtained throughout the years of rotating through the different PEOs and PM organizations. This has been very beneficial in carrying out my day-to-day duties as a program integrator/officer, allowing me to bring a broader view to the table from the many different areas I was exposed to during my tenure as a CDG.”

—Alvin Bing, program officer, Program Executive Office for Combat Support and Combat Service Support

You're a newly assessed Functional Area 51 acquisition officer. Now what?

An officer's ultimate goal is to be selected for and successfully serve in one of the acquisition Centralized Selection List (CSL) positions. To be competitive for this selection, an officer should achieve Defense Acquisition Workforce Improvement Act (DAWIA) Level III certification in their primary acquisition career field (ACF) before promotion to lieutenant colonel. To do this, officers should serve in key developmental positions and developmental and broadening assignments as their career progresses.

Upon completing the Functional Area (FA) 51 basic qualification training at the Army Acquisition Center of Excellence, newly assessed captains and majors will first be assigned to a key developmental position. This type of position is determined by the officer's first assignment to either a program management or contracting position. Key development positions are those deemed fundamental to the development of an officer's FA 51 competencies to serve in a CSL position at the grade of lieutenant colonel. Acquisition captains and majors should have a goal to serve at least 24 months in a key developmental position. Examples of these assignments include contracting team leader, contingency contracting officer or assistant program manager.

Following a successful key developmental position, an officer's next goal is serve in a developmental position. Developmental positions expose an acquisition officer to the full spectrum of experiences within their primary career field, allowing them to develop acquisition skills and achieve progress in DAWIA Level III certification. Developmental assignments can be found in organizations such as the U.S. Army Materiel Command, TRADOC, the U.S. Army Contracting Command, the U.S. Army Test and Evaluation Command, the U.S. Army Corps of Engineers, special operations forces and other joint and defense agencies.

Lastly, officers with highly competitive files and the ability to represent the very best of the Acquisition Corps can seek nominative positions or **Advanced Civil Schooling** and **Training with Industry** opportunities. For the nominative positions, officers must compete for and gain general officer or Senior Executive Service-level approval. FA 51 officers may serve in a variety of nominative assignments at the Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology, joint commands, DA staff, the Acquisition Management Branch or the Army DACM Office.

As a newly assessed FA officer, it's critical to understand the breadth of the Acquisition Corps and the various position types. Understanding this approach allows FA 51 officers to develop the right skills and experiences to provide acquisition excellence to the Army.



Defense Acquisition University (DAU) course updates

FY17 DAU COURSE REGISTRATION:

The FY17 DAU course schedule opens on May 17. Students should plan their training schedule before registering for a course and should view the [DAU iCatalog](#) for course name changes and check the required prerequisite(s) prior to applying to a DAU course. AAW members and their supervisors should plan their training to ensure they have adequate time to complete prerequisite training before attending a follow-on course. Doing so will ensure timely completion of certification requirements and allow students to obtain a reservation in their desired time frame. Eligible students should apply immediately to their most cost-effective location, indicated by a "C" icon next to the class location, to receive DAU central funding. Planning and applying early will give students a better opportunity to obtain a class in the time frame requested. Additionally, students should encourage their supervisors to approve training requests as soon as they apply. Supervisors must approve the training request in [Army Training Requirements \(ATRRS\)](#) and Resources Internet Training Application System (AITAS) before an application can be processed by the Army DACM office registrar.

UPCOMING NEW COURSES AND CHANGES TO EXISTING ONES

Students interested in the following available student pilots may apply in [ATRRS AITAS](#).

- » **ACQ 160 Program Protection Planning Awareness.** This is a new distance learning/rolling admission Web course. This online student pilot is projected for June. Students for this pilot will be pre-selected.
- » **ACQ 165 Defense Acquisition of Services.** This is a new distance learning/rolling admission Web course. The pilot is projected for May 5-18 and will be conducted online. Students for this pilot will be pre-selected.
- **ACQ 165 course description:** This course is designed to improve tradecraft in the acquisition of services. It's based on DOD Instruction 5000.74, Defense Acquisition of Services, and includes service acquisition roles and responsibilities; oversight and approval of contracted services portfolios; requirements development, validation and oversight; data collection,

reporting and inventory of contracted services; and acquisition considerations for information technology (IT) services (including IT as a service). ACQ 165 is designed for individuals who need to improve their knowledge of developing and defining service requirements, supporting business strategies, coordinating review and approval of services contracts, and effectively managing the resulting contractor performance. This course also may serve as an opportunity for experienced acquisition personnel to improve their understanding of the service acquisition process, approval levels and reporting requirements.

- **ACQ 165 target attendees:** This course is intended for all members of a service acquisition team who are interested in learning more about acquiring services for the government, as well as contracting officer representatives, quality assurance reviewers, contracting specialists and those involved in developing and executing performance requirements and business strategies and assessing contractor-provided services.
- » **BCF 107 Applied Cost Analysis.** This course is being updated. The pilot is projected for October/November 2016. The location has not yet been identified.
- » **LOG 204 Configuration Management.** This course is being updated. The online pilot is projected for April 18-22. To obtain commitment from the students in participating in this pilot class, students who register between March 28 and April 17 will be waitlisted. Students who do not wish to participate in the pilot will need to reapply after April 18 to register for a regular section of LOG 204.
- » **LOG 235 Performance-Based Logistics.** This course is being updated. The online pilot is projected for May 9-13. To obtain commitment from the students in participating in this pilot class, students who register between April 18 and May 9 will be waitlisted. Students who do not wish to participate in the pilot will need to reapply after May 9 to register for a regular section of LOG 235.
- » **SBP 110 Fundamentals of the FAR for Small Business Professionals.** This is a new distance learning/rolling admission Web course under the new small business career field. The online pilot is projected for May/June 2016. Students for this pilot will be pre-selected.

Army DACM Office Highlights

- ▶ Army AL&T magazine, April - June 2016 issue, Sustainment and Resolute Support
- ▶ April 2016 Hot Topics
- ▶ FY16 MOS 51C reclassification board results; USAASC Army DACM Office announces changes for future boards



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Please email us any questions or suggestions.

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