



# 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.*

## Where do you stand with continuous learning?

We are in the final quarter of the current Army Acquisition Workforce (AAW) continuous learning two-year cycle, which began Oct. 1, 2014, and ends Sept. 30. The Army Director for Acquisition Career Management (DACM) Office reminds the workforce that the requirement to complete 80 continuous learning points (CLPs) within this two-year cycle is the backbone of Army acquisition.

Hopefully, you've been planning and taking training that is meaningful to you and your acquisition position to ensure that you remain current and relevant. If not, there is still time. There's a wealth of training programs to fulfill this requirement, many of which are available at no cost through the Defense Acquisition University (DAU).

And remember that activities such as teaching a course, giving a presentation, participating in a workshop or publishing a paper or article may also count toward CLPs. Be sure to review the **Continuous Learning Policy** for guidance on how to fulfill this requirement, and record these opportunities on your Individual Development Plan (IDP) within the **Career Acquisition Personnel and Position Management Information System (CAPP MIS)** to receive credit.

## ACMA Corner

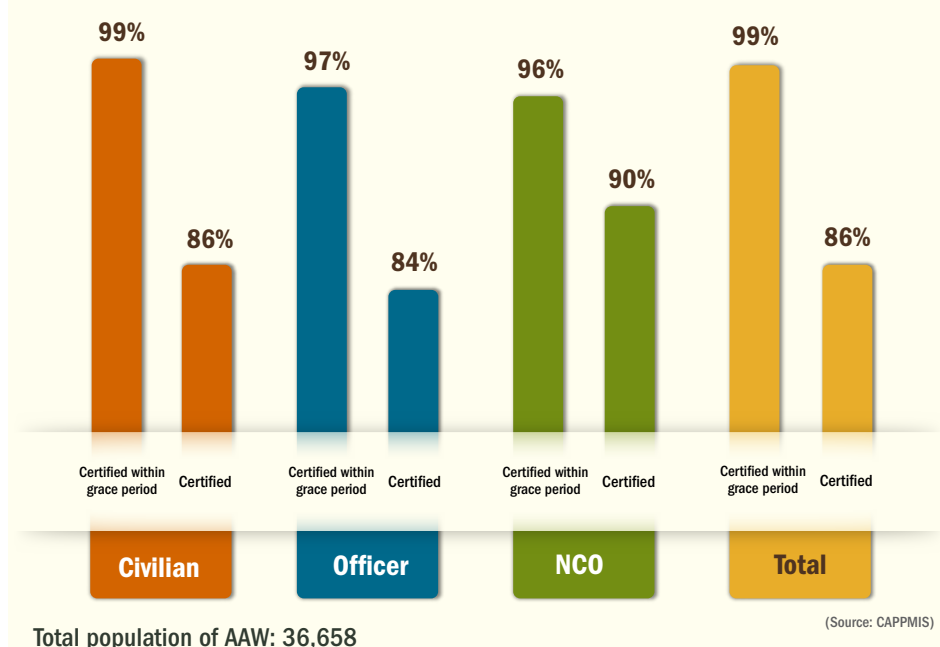
At the Army DACM Office, we are responsible by statute for compliance of AAW requirements. We attend Department of Defense-level meetings where we discuss certification curriculum requirements, Better Buying Power initiatives that relate to the AAW, strategies for recruiting new acquisition workforce talent and congressional inquiries into the defense acquisition workforce. To connect with the entire AAW enterprise, we connect with our Acquisition Career Management Advocates (ACMAs).

ACMAs are the senior-level voice of the AAW within our commands and organizations. The ACMAs facilitate and strengthen the DACM Office's connection with every organization that makes up the AAW. ACMAs are nominated by their organization and are provided an ACMA charter signed by the DACM to support the AAW and be a link between offices in the field and the Army DACM Office.

For example, the Army DACM Office reaches out to ACMAs before attending DOD-level meetings to get an ACMA's insight on a particular acquisition workforce challenge from that command or organization's perspective. In addition, we reach out to the ACMAs to understand best practices from each of the commands and organizations within the AAW when responding to a DOD-level or congressional inquiry. The more we can connect and learn from the ACMAs, the better the AAW will be because of that connection.

A goal within our AAW Human Capital Strategic Plan is to continue to strengthen our connection with each ACMA to better understand that particular organization's concerns, challenges, best practices and lessons learned regarding the AAW. The strength of the AAW lies in our collaboration with our command and organizational partners and stakeholders.

### Statistics for the AAW (Data as of July 10, 2016):



**If you are not among those certified, please take steps to be sure you get your 80 CLPs by Sept. 30.**



## AAW Human Capital Strategic Plan update

The Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology and the U.S. Army Acquisition Support Center (USAASC) Army DACM Office continue to make progress on the AAW Human Capital Strategic Plan (HCSP) and its supporting action plan, slated for implementation in FY17.

Lt. Gen. Michael Williamson, Army DACM, recently hosted a general officer/Senior Executive Service forum with senior acquisition leaders. He emphasized the key message that the AAW HCSP helps to build and equip acquisition professionals with the skills, training and experiences to be successful in their jobs and ultimately in our acquisition mission. The HCSP drives how strategic initiatives are shaped to realize that focus, while engaging us all as collective acquisition workforce stakeholders.

Though we have continued to collaborate on the HCSP with stakeholders and experts from across acquisition career fields and organizations, a good

deal of work remains. On July 28, we will meet again in the National Capital Region to finalize the HCSP and the action plan. This session will provide more expert feedback to ensure that our HCSP addresses the needs of the entire Army acquisition community.

Over the next few months, you will hear more about our complementary initiative to conduct strategic-level assessments of acquisition workforce skills. This assessment, based on employee online surveys, also will provide us feedback on your acquisition career preferences and expectations and your perceptions of the utility of the career management resources and tools provided to you by the Army DACM Office, and will help us allocate resources where they are needed most.

Once the HCSP is finalized and approved, we look forward to sharing it with you and continuing on our path for recruiting, developing and retaining the highly skilled, engaged AAW professionals of the future.

## Your help is needed!

Everyone needs a little help now and then, and Ellie, the Army DACM Office's Virtual Acquisition Career Guide, is no exception. As we mentioned in the [April DACM Newsletter](#), a beta version of Ellie is available on the DACM Office Homepage. To access it, just click on the Ellie icon. As we expand her capabilities and prepare for a full production launch, the [Army DACM Office](#) is looking for AAW members to help us "test" her.

We are focusing on her ability to recognize each AAW member when they log in and to identify each member's Defense Acquisition Workforce Improvement Act (DAWIA) compliance on items like certification and CLPs. We need help to test her ability to respond to your individual questions about your acquisition career management needs. At this time, Ellie's portfolio of capability is primarily tied to the Acquisition Career Record Brief, DAU offerings, IDPs, certification and Army Acquisition Corp (AAC) membership.



If you would like to help the Army DACM Office test Ellie, please contact Kelly Terry at [kelly.l.terry2.civ@mail.mil](mailto:kelly.l.terry2.civ@mail.mil). You'll need to provide your EDIPI, the 10-digit code on the back of your Common Access Card, to unlock the secure test site.

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## The CDG/AAF program

Now in its 17th year, the **Competitive Development Group/Army Acquisition Fellowship (CDG/AAF) program** is still going strong and the promotion rate of program selectees has been exceptional. Although a promotion is not guaranteed as part of the program, CDG members often have a competitive edge when competing for vacant AAW positions. To date, 225 people have participated in the program, and 153 have been promoted to GS-14/15 or the Senior Executive Service. If you are looking to grow professionally, enhance your leadership skills and take advantage of a high level of exposure, this program is for you.

An initiative of the AAC, the CDG/AAF program was established as a three-year professional and leader development program. Offering expanded leadership training and experience opportunities for competitively selected personnel at the GS-12/13 levels (or broadband equivalent), the CDG/AAF program is designed to develop civilian acquisition leaders for the Army of the future. In addition to broadening and reinforcing leadership and management skills, this program seeks to develop acquisition leaders representing a broad cross-section of acquisition career fields (ACFs) and to expand acquisition experience in one or more ACFs, organizations or command elements.

There are two distinct tracks for CDG/AAFs: program management (PM) and acquisition leader. The PM track offers fellows an opportunity to participate in developmental assignments as an assistant product manager, DA systems coordinator and other similar developmental assignment PM leader positions. The acquisition leader track offers fellows with further broadening assignments within their ACF and provides opportunities to gain experience in other ACFs.

The Army acquisition community provides six-month to one-year developmental assignment opportunities for the CDG/AAF fellows representing various program executive offices (PEOs), PM offices and senior acquisition staff offices (i.e., policy, headquarters or department level). Fellows, along with their mentors, are responsible for preparing their three-year plan. They also have the opportunity to attend a variety of mid- to senior-level leadership courses as approved by the CDG/AAF program manager.

"A common trait among most successful leaders is their ability to synthesize information from a variety of sources and experiences and apply that to a real-time, strategic decision-making challenge," said Craig Spisak, deputy DACM. "This skill typically comes from having had the exposure to a broad range of complex contexts in multiple positions. The CDG/AAF program provides exactly that kind of opportunity: to serve in challenging environments with great leaders and mentors."

Williamson and Spisak are fully committed to the growth and success of the CDG/AAF program. As such, future adjustments may be made to ensure the continual selection of high-quality acquisition personnel. Selection to this program is an outstanding opportunity, and supervisors and senior raters should encourage their eligible subordinates to compete for and take advantage of it. It is intended to benefit not only those selected, but also the AAC and the Army.

## Annual ethics training requirement for the AAW

**Did you know that every AAW member must complete and track ethics training every year?**

This annual requirement is mandated for the Defense Acquisition Workforce. In a **July 23, 2014, memo**, Lt. Gen Williamson indicated that he expects 100 percent compliance with this requirement.

There are a few ways to complete this training:

1. Take one of the two online courses available through the **iCatalog**. The available courses are CLM 003 (Overview of Acquisition Ethics) and HBS 415 (Ethics at Work). Important note: You can get credit for CLM 003 only once in a two-year CLP cycle (Oct. 1, 2014, to Sept. 30, 2016).
2. Take the course in person when your command or garrison offers it locally. Contact your training coordinator or your ethics officer if you are unsure when your local training will be offered.

Once your annual ethics training is complete, you must properly list the course as completed on your IDP within **CAPPMIS** and obtain supervisor concurrence.

**NOTE:** AAW 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 is responsible for tracking and reporting compliance to the Office of the Undersecretary of Defense for Acquisition, Technology and Logistics. Your command representatives (ACMAs and organizational acquisition points of contact) will be responsible for ensuring command and PEO compliance.*

## Where is that AAW policy?

The USAASC Army DACM Office invites you to check out our **policy page website** for the latest policies and guidance on a host of topics, including AAW certifications, AAC membership, DACM fiscal year goals, Key Leadership Positions and Critical Acquisition Positions.

We are committed to providing the workforce with timely and relevant AAW policies. Stay informed, stay in tune, and stay in touch: Visit the USAASC Army DACM Office policy page website today. For any questions, concerns or recommendations on how we can improve the policy webpage, please contact Norm Hilton at **norman.a.hilton.civ@mail.mil** or 703-805-3778.



# Acquisition leaders complete DAU SSCF Program



DAU-SSCF fellows gather in Gettysburg, Pennsylvania, at the High-Water Mark—the farthest point reached by Confederate forces during the 1863 battle. The Gettysburg visit was the capstone learning experience of the 10-month program. (Photo courtesy of DAU)

On May 24, the DAU **Senior Service College Fellowship (SSCF) Program** graduated 24 GS-14/15 equivalent fellows from the rigorous 10-month program that prepares senior-level civilians for key acquisition leadership roles. Graduation ceremonies took place at each of the three locations where DAU offers the annual program: Aberdeen Proving Ground, Maryland; Huntsville, Alabama; and Warren, Michigan. The 2016 graduation also marked the **10th anniversary of the DAU-SSCF program**.

Throughout the program, fellows participated in numerous learning activities designed to develop their critical thinking, communication, decision-making and analytical skills. The combination of activities prepared and equipped the fellows to lead and strategically guide at the highest levels in DOD.

Research and analysis was a constant theme throughout the DAU-SSCF program and was reinforced as each fellow undertook a major research project and explored an area of personal and professional interest pertaining to defense acquisition. After months of research, the fellows presented their research papers along with their methodology, findings and challenges to their DAU-SSCF colleagues and faculty.

During the program, fellows also embarked on the following:

- **Program Manager's Course, PMT 401:** During this course, fellows honed their leadership skills by studying and discussing contemporary acquisition issues and analyzing case studies representing real-world challenges and dilemmas encountered by program managers in the field.
- **A Capitol Hill workshop:** This is a special segment of PMT 401 dedicated to developing an understanding of Congress and the legislative process. The workshop provided an in-depth analysis of congressional politics and decision-making and the implications for DOD and the nation.

- **The U.S. Army War College:** Here, program participants analyzed defense acquisition issues from a strategic viewpoint and considered the impact on warfighters' current and future requirements.
- **A gathering in Gettysburg, Pennsylvania:** The fellows met here for a capstone leadership exercise. They walked the battlefields at Gettysburg National Military Park, studying leadership and management issues that were critical to leaders during the Civil War battle. Fellows pondered the meaning of the Army values—loyalty, duty, respect, selfless service, honor, integrity and personal courage—and considered their own place as future leaders of the Army acquisition enterprise.
- **Installation and site visits:** These experiences provided high-level briefings from government, military and industry officials.

At the graduation ceremonies, friends, family, supervisors, co-workers, professors and other guests celebrated the fellows' completion of the demanding program. Senior leaders provided keynote addresses encouraging the graduates as they take the next steps in their careers.

The DAU-SSCF graduating fellows are:

**Aberdeen:** Willie Jackson, Melanie Loncarich, Patrick Morse, Benjamin Pryor, Nicholas Saacks, Daniel Schwartz, Shauna Williams and Wing Young.

**Huntsville:** Stephen Case, Bernard Goodly, Curtis Gross, Terry Hice, Ansel Hodges, Christopher Hodges, Cheryl Jones, Craig Maurice and John Schocke.

**Warren:** Sudhakar Arepally, Craig Coger, Aaron Hart, Sebastian Iovanitti, Patrick Macheske, Gregory Outland and Leland Shea.

**Congratulations to all of the graduates!**



## Product and project director centralized selection board update

The Army DACM approved a centralized product and project director (PD) selection process in FY15 to identify high-performing acquisition civilians with leadership potential. The annual centralized selection board mirrors and immediately follows the centralized PM board.

The initial product director board (GS-14 level) was in December 2014 and again in January 2016; the initial project director board (GS-15 level) was conducted in February 2016. Over the past two years, 26 acquisition civilians have been selected to fill positions throughout our PEOs. The next PD boards will convene in December 2016 and will select product and project directors for the summer of FY17. For more information, go to <http://asc.army.mil/web/career-development/prod-dir/>.

## Update on ACS, TWI policies

The **military acquisition Advanced Civilian Schooling (ACS) and Training with Industry (TWI) policies** were updated May 23 to improve the overall process, clarify confusing sections and remove language that's no longer relevant.

Key changes include:

1. An update of the TWI application process and corrected procedures for determining the applicant's desired company and location. Applicants are now required to list company preferences only in the number of spaces provided. (The TWI application may not be modified.)
2. Addition of ACS language concerning officers without master's degrees. The preference is given to officers without an acquisition-related master's degree.
3. New updated TWI company profiles to reflect the companies currently participating.

For questions related to ACS, please contact Maj. Isaac Torres at 703-805-1249 or [isaac.m.torres.mil@mail.mil](mailto:isaac.m.torres.mil@mail.mil). For questions related to TWI, please contact Maj. Alex Babington at 703-805-2491 or [alexander.c.babington.mil@mail.mil](mailto:alexander.c.babington.mil@mail.mil).

## PROGRAM ANNOUNCEMENTS:

- ATAP is open until **July 21**.
- NCO Advanced Civil Schooling FY17 opened on **June 27**.
- NCO Degree Completion Program for Spring and Fall 2017 opened on **June 20**.
- Year Group 2016 CDG/AAF Program is open until **Sept. 28**.
- FY18 GS-14 Acquisition Key Billet Product Manager opens on **Aug. 1**.
- FY18 GS-15 Acquisition Key Billet Project Manager opens on **Aug. 15**.



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.

## Army DACM Office Highlights

- ▶ July 2016 Hot Topics
- ▶ Competitive Development Group/Army Acquisition Fellowship program announcement is open until Sept. 28, 2016
- ▶ USAASC announces Senior Service College Fellowship selectees



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