Army Acquisition Workforce Human Capital Strategic Plan (AAW HCSP)

During FY16, the Army DACM Office, in conjunction with leaders and representatives from all Army commands and organizations that house AAW members, developed a five-year AAW HCSP. Strategically, the direction for this effort has been toward institutionalizing an enduring human capital planning process that will help sustain the highest-quality AAW. In a word, it's about readiness: The AAW must remain ready to provide the equipment and services that Soldiers need to win across multiple missions, conditions and geographies—now and in the future.

The HCSP is an investment in our people and a reflection of our commitment to the AAW. People are the reason we accomplish anything: Our mission to equip Soldiers is a human endeavor, and it requires a human capital planning process to ensure that we're able to train and retain a professional workforce. The purpose of this plan is to support every acquisition professional's career, from recruitment to retention to retirement. Finally, this is a team initiative. This plan was developed by leaders from across the AAW representing multiple commands, organizations and generations, and it is directly aligned with the DOD Strategic Human Capital Plan.

*For more information on AAW HCSP, go to **http://asc.army.mil/web/hcsp/**.*

Join Lt. Gen. Williamson for virtual town hall Oct. 20

The Army DACM Office launched the AAW HCSP on Oct. 13. Lt. Gen. Michael E. Williamson, the Army director for acquisition career management (DACM) and the principal military deputy to the assistant secretary of the Army for acquisition, logistics and technology, will host a virtual, live town hall on Oct. 20 at 1 p.m. EST to share more information on the plan and to answer questions from the AAW.

The event will be hosted via milSuite; please be sure to sign up for your account today at **https://www.milsuite.mil/**. Questions for the general can be submitted in advance at **https://www.milsuite.mil/book/hcsptownhall**.

Deadline nearing for Training with Industry program

The application deadline for the Army acquisition **Training with Industry (TWI)** program is just one month away. This program, for military personnel only (grades O3-O5 and noncommissioned officers (NCOs)), provides extensive exposure to managerial techniques and industrial procedures in corporate settings across the United States.

This year, the program offers 10 allocations for Army acquisition officers and two slots for NCOs. For the FY17-02 cycle, a new company has been selected to participate in the program: Ford Motor Co., headquartered in Dearborn, Michigan. See the chart for the complete list of participating companies and their locations. Good luck to all TWI applicants.

Key dates for Army Acquisition officers:
- Application deadline: **Nov. 3**.
- Board results released: no later than **Jan. 31, 2017**.

Please watch for an upcoming MILPER message with key dates for NCOs.

Information and guidance on the program can be found on the **Army DACM Office web page**. For specific questions, contact the Army Acquisition TWI Program Manager, **Lt. Col. Alex Babington**, at **alexander.c.babington.mil@mail.mil** or 703-805-2491.

FY17-02 TWI Portfolio	
COMPANY	**LOCATION**
Amazon.com Inc.	Seattle, Wash.
Amazon Web Services (NCO)	Herndon, Va.
Boeing Co.	Huntsville, Ala.
Cisco Systems Inc.	Herndon, Va.
CSRA Inc.	Falls Church, Va.
General Dynamics Land Systems	Sterling Heights, Mich.
Ford Motor Co.	Dearborn, Mich.
Intel Corp.	Hillsboro, Ore.
Lockheed Martin Global Training and Logistics	Orlando, Fla.
Microsoft Corp.	Reston, Va.
Microsoft (NCO)	Redmond, Wash.
Motorola Solutions	Chicago, Ill.

FY17 Civilian Product Director Centralized Selection Board

The FY17 Product Director Centralized Selection Board will convene Nov. 30-Dec. 1 at the U.S. Army Human Resources Command at Fort Knox, Kentucky. The goal of this board is to select strong candidates who show high potential in the Army acquisition civilian program management profession at the GS-14 and broadband equivalent level to serve in product director positions within the Army's program executive office (PEO) structure.

Key dates:
- The Army DACM Office announcement was published **Sept. 19**.
- The application window will be open until **Nov. 10**.

Eleven positions will be slated for assignments beginning in the summer of 2017. For more information, go to **http://asc.army.mil/web/career-development/prod-dir/**.

FY17 Civilian Project Director Centralized Selection Board

The FY17 Project Director Centralized Selection Board will convene Dec. 13 at the U.S. Army Human Resources Command at Fort Knox. The goal of this board is to select high-performing and high-potential Army acquisition civilian program management professionals at the GS-15 and broadband equivalent level to serve in project director positions within the Army's PEO structure.

Key dates:
- The Army DACM Office announcement was published **Oct. 3**.
- The application window will be open until **Nov. 21**.

One position is available; the assignment will begin in the summer of 2017. For more information, go to **http://asc.army.mil/web/career-development/prod-dir/**.

New class selected for the Defense Civilian Emerging Leader Program

Two dozen acquisition professionals have been selected to represent the AAW in the 2017 Defense Civilian Emerging Leader Program. The program, which is designed to develop the next generation of innovative leaders with the technical competence to meet the future leadership needs of DOD, begins early next year. It consists of four one-week seminars conducted over six months at the DOD Executive Management Training Center in Southbridge, Massachusetts. The chart below provides the names and affiliations of the new participants.

NAME	ORGANIZATION
Paul E. Batrony	U.S. Army Materiel Command – Army Contracting Command (AMC-ACC)
Heather M. Blumhardt	U.S. Army Test and Evaluation Command
Matthew A. Chase	AMC-ACC
Marcus A. Clemons	AMC-TACOM Life Cycle Management Command
Stephanie M. Craig	U.S. Army Corps of Engineers (USACE)
Scott L. Follen	AMC-ACC
Tiffany A. Gutowski	AMC – Materiel Acquisition Activity
Tara E. Henderson	AMC - ACC
Megan L. Hoey	AMC-Research, Development and Engineering Command (RDECOM)
Jason W. House	AMC-ACC
April C. Judd	USACE
Dana N. Justice	AMC-ACC

NAME	ORGANIZATION
Teresa L. Kelly	USACE
David M. Kelso	AMC-CECOM Life Cycle Management Command
Yolanda D. King	AMC-Army Aviation and Missile Life Cycle Management Command (AMCOM)
Keith M. Klochack	AMC-ACC
Caitrin L. McCullough	AMC-TACOM Life Cycle Management Command
Erik M. Robertson	AMC-ACC
Lourdes R. Roman	USACE
Kyle M. Swisher	AMC-RDECOM
Tormarcla H. Tillmon	AMC-AMCOM
Sean P. Walsh	AMC-ACC
Darnell Whitney, Jr.	AMC-RDECOM

Senior Rater Potential Evaluation: AAW reminder

THE SENIOR RATER POTENTIAL EVALUATION (SRPE) PHASE II IMPLEMENTATION IS NOW UNDERWAY.

Lt. Gen. Williamson, Army DACM, signed an AAW policy on July 10, 2015, mandating the completion of an SRPE for AAW civilian professionals at GS-12 and above, including broadband and payband equivalents.

The SRPE is a tool to evaluate the potential of AAW civilian professionals to perform in positions of increased leadership responsibility and for selection into senior leadership positions and opportunities. This annual mandate is being phased in, and Phase II begins Nov. 1, affecting all GS-13s and GS-14s and their broadband equivalents. The SRPE evaluation period should address potential demonstrated from Oct. 1, 2015, through Sep. 30, 2016, and senior leaders have until Jan. 31, 2017, to complete this requirement.

You can access the automated Individual Development Plan and SRPE modules via the Career Acquisition Management Portal/Career Acquisition Personnel and Position Management Information System at **https://rda.altess.army.mil/camp**.

SRPE ROLES AND RESPONSIBILITIES:
AAW professional:
AAW members should review content with their rating chain and provide a digital signature once the SRPE evaluation is completed. If applicable, AAW members can submit a formal request to revise a complete SRPE evaluation. Finally, view and/or print the completed SRPE evaluation.

First-line supervisor:
When the SRPE is pushed annually, it is initiated through the "Supervisor" link of the SRPE tab. The immediate supervisor provides input for Parts 3 and 4 of the AAC Form I SRPE (using the SRPE Supervisor

module). The supervisor is also required to provide a digital signature on the completed SRPE and may view and/or print the completed evaluation.

Senior rater (SR):
The SR completes SRPEs for his or her AAW professionals at the request of the AAW professional's immediate supervisor or annually, as mandated by policy. The SR provides input for Part 5 of the AAC Form I SRPE (using the SRPE Senior Rater module). The SR is also required to provide a digital signature on the completed SRPE and may view and/or print a completed form.

If you have any questions regarding the SRPE policy or Phase II implementation of the mandate, contact **Kelly L. Terry**, Army DACM Office, at **kelly.l.terry2.civ@mail.mil**.

New directive for Army Acquisition Leader Preparation Course

Lt. Gen. Williamson has directed all Centralized Selection List (CSL) product managers, contracting commanders, acquisition directors and board-selected product directors to attend his Army Acquisition Leader Preparation Course (AALPC) prior to assuming command. The AALPC serves as an Army Acquisition Corps "pre-command course," and is designed to equip newly selected leaders with the knowledge and skills necessary to effectively address the leadership challenges they are likely to experience in their new roles. The five-day course includes discussions and presentations on leadership, communication, talent and organizational management, budget, and risk identification and management.
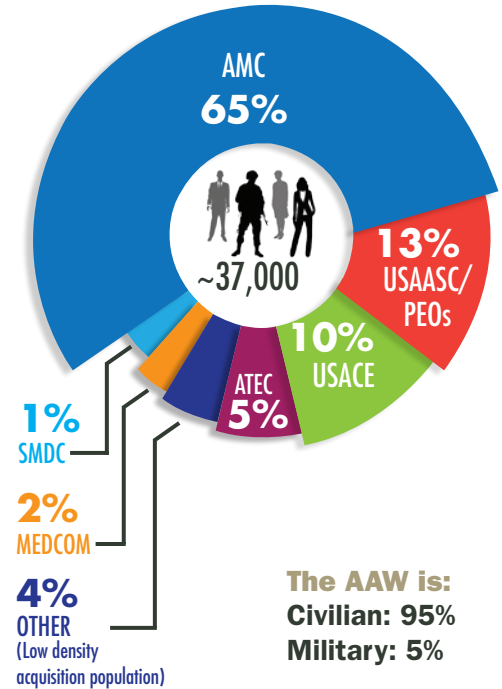
The course is offered biannually in November and April. The next session will be held the week of Nov. 13 in the Washington, D.C., metro area, and will include a wide range of speakers from industry, academia, government and the military. Participants for the November session have already been selected and notified.

Approximately 90 percent of the November participants are CSL- and board-selected product director designees slated to assume command in FY17, while the remaining 10 percent of the class comprises recent CSL incumbents who assumed command in FY16.

AALPC will help participants better understand the dynamics of the environment in which they will operate, outline their roles and the roles of subordinates and provide lessons learned and an understanding of what it takes to run an organization as an Army acquisition leader. Sitting CSL-selected O-5 and O-6 project and product managers and contracting commanders also attend some of the sessions, along with their deputies and sergeants major, and class participants have the opportunity to meet one on one with these leaders and address any questions or concerns they may have as they assume their next level of responsibility as acquisition leaders.

WHERE DO YOU FIT?

You are a member of the Army Acquisition Workforce, one of approximately 37,000 professionals.

AMC **65%**

13% USAASC/ PEOs

10% USACE

ATEC **5%**

~37,000

1% SMDC

2% MEDCOM

4% OTHER (Low density acquisition population)

The AAW is:
Civilian: 95%
Military: 5%

Williamson presents MAPL brief

In August, the DACM Office hosted Lt. Gen. Williamson's FY17 Military Acquisition Position List (MAPL) brief. Acquisition leaders from PEOs, the Army National Guard Bureau and the U.S. Army Human Resources Command's Acquisition Management Branch attended the review, which serves as a process to validate, prioritize and document all Functional Area 51 active component and Army National Guard acquisition positions from captain through colonel. Williamson's brief discussed the results of the FY17 Spring MAPL Review and provided a forum for leadership to discuss current and future force structure concerns and strategies.

DOD outlines revised ACF certification standards for FY17

DOD's acquisition, technology and logistics acquisition career field (ACF) certification standards are normally implemented on Oct. 1 of each fiscal year. The consolidated changes are outlined in the following table. For ACFs not listed in the table, there are no approved changes to date. To view the most current ACF certification standards required for your current acquisition position, go to **http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx.**

Acquisition Career Field	Level	Added	Deleted
Engineering (S) **Change effective Oct. 1, 2016**	3	**Experience requirements:** • Four years of technical experience in ENG or S&TM position. • Similar experience gained from other government positions or industry is acceptable as long as it meets the above standard.	Four years of technical experience in an acquisition position with: • At least three years in an ENG or S&TM position. • Remainder may come from IT, T&E, PQM, PM or LCL. Similar experience gained from other government positions or industry is acceptable as long as it meets the above standard.
Program Management (A) **Change effective Oct. 1, 2016**	3	**Experience requirements:** • Four years in program management with cost, schedule and performance responsibilities. • At least two years in a program office for system development and acquisition or similar organization (dedicated matrix support to a PM, PEO, DCMA program integrator or supervisor of shipbuilding). These two years may run concurrent with the preceding four-year requirement. **OR** • Level III DAWIA certification in another acquisition functional area. • Two years in program management with cost, schedule and performance responsibilities. • Two years in a program office for system development and acquisition or similar organization (dedicated matrix support to a PM, PEO, DCMA program integrator or supervisor of shipbuilding). These two years may run concurrent with the preceding Level III or two-year requirements.	• Four years in program management with cost, schedule and performance responsibilities. • At least two years in a program office or similar organization (dedicated matrix support to a PM, PEO, DCMA program integrator or supervisor of shipbuilding). These two years may run concurrent with the preceding four-year requirement. **OR** • Level III DAWIA certification in another acquisition functional area. • Two years in program management with cost, schedule and performance responsibilities. • Two years in a program office or similar organization (dedicated matrix support to a PM, PEO, DCMA program integrator or supervisor of shipbuilding). These two years may run concurrent with the preceding Level III or two-year requirements.
Science & Technology Manager (I) **Change effective Jan. 6, 2016**	1	STM 101 - Introduction to Science and Technology Management (DL)	CLE 045 - Introduction to DOD Science and Technology Management

FY16/17 Defense Acquisition University (DAU) new courses and name changes

DAU course names change due to updates to the course content. Predecessor courses to the new courses are not always indefinite and may have end dates. To view details of the new course and valid dates of the predecessor courses, please see the **DAU iCatalog** or view the **DAU consolidated predecessor listing**.

New Course	Replaces	Notes
ACQ 160 (DL) – Program Protection Planning Awareness http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2082	None	ACQ 160 deployed in August 2016.
ACQ 165 (DL) - Defense Acquisition of Services http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2085	None	ACQ 165 deployed in July 2016.
ACQ 202 (DL) - Intermediate Systems Acquisition, Part A http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=1998	ACQ 201A (DL) - Intermediate Systems Acquisition, Part A	ACQ 202 deployed in FY15. ACQ 201A predecessor expires Oct. 1, 2016.
ACQ 203 (R) - Intermediate Systems Acquisition, Part B http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=1999	ACQ 201B (R) - Intermediate Systems Acquisition, Part B	ACQ 203 deployed in FY15. ACQ 201A predecessor expires Oct. 1, 2016.
BCF 131 (R) – Applied Cost Analysis http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2091	BCF 107 (R) – Applied Cost Analysis	BCF 131 deploys in FY17. BCF 107 valid predecessor course until Oct. 1, 2018.
CLE 080 (DL) – Software Assurance	None	CLE 080 deploys second quarter of FY17.
CLC 135 (DL) – Using Incentives and Other Contract Types http://icatalog.dau.mil/onlinecatalog/tabnavcl.aspx?tab=CLC	None	CLC 135 deploys in FY17.
CLC 137 (DL) – Advanced Issues in Incentive Contracting http://icatalog.dau.mil/onlinecatalog/tabnavcl.aspx?tab=CLC	None	CLC 137 deploys in FY17.
CLE 165 (DL) – Supply Chain Risk Management	None	CLE 165 deploys second quarter of FY17.
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 second quarter of FY17. SYS 202 will continue to be offered until ENG 201 is deployed.
ISA 220 (DL) – Risk Management Framework for Practitioners	None	ISA 220 deploys March 2017.
STM 101 (DL) - Introduction to Science and Technology Management http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2050	CLE 045 (DL) - Introduction to DOD Science and Technology Management	STM 101 deployed January 2016. Effective April 1, 2017.
PMT 355 & PMT 360 Program Management Office Course	PMT 352A and B: Course number change only	
TLR 350 (R) - Advanced Technical Leadership http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2031	None	TLR 350 added to core plus resident course in engineering and technology career fields (STM, ENG, T&E, PQM) effective FY17.
SBP 101 (DL) - Introduction to Small Business Programs, Part A http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2073	CON 260A (DL) - The Small Business Program, Part A and CON 260B (R) - The Small Business Program, Part B	SBP 101 deployed May 2016.
SBP 102 (R) - Introduction to Small Business Programs, Part B http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2074	None	SBP 102 deploys first quarter of FY17.
SBP 110 (DL) - Fundamentals of the FAR for SBP http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2088	None	SBP 110 deploys second quarter of FY17.
SBP 120 (DL) – Contract Lifecycle for SBPs	None	SBP 120 deploys second quarter of FY17.
SBP 201 (DL) – Intermediate Small Business Programs, Part A	None	SBP 201 deploys second quarter of FY17.
SBP 202 (R) – Small Business Programs, Part B	None	SBP 202 deploys second quarter of FY17.
SBP 210 (R) – Subcontracting	None	SBP 210 deploys second quarter of FY17.
SBP 220 (DL) – Business Decisions for Small Business	None	SBP 220 deploys second quarter of FY17.
SBP 301 (R) – Small Business Decision Makers	None	SBP 301 deploys second quarter of FY17.

Check out the on-boarding welcome website

Are you brand new to the Army Acquisition Workforce? Maybe you were recently hired but still have questions about acquisition career development or the training and education resources that are available to you?

The Army DACM Office has created a new website to assist AAW new hires—or any acquisition workforce personnel—to get started with everything you need to know about your acquisition career.

Welcome to the Army Acquisition Workforce!

We're making it easy for you to stay on top of your acquisition career news, career development opportunities, and other basic career information. Be sure to subscribe to **Army AL&T News** and connect with us on **Facebook**, **Twitter** and **LinkedIn**.

CHECK OUT THESE RESOURCES:

| DACM Newsletter | DACM Office | Army AL&T Magazine | Mentoring | DAU/iCatalog | Education |

What's going on?

Want to know the latest news and greatest opportunities in the Army acquisition community? Visit the **Hot Topics page** on the Army DACM Office website.

You'll find information on talent management initiatives, current and upcoming acquisition training and leader development opportunities, relevant stories from AL&T News and DAU course updates—in short, anything acquisition career-related. Hot Topics are posted on the first Tuesday of each month, with the next update slated for Nov. 1.

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Complete and record your ethics training requirement for 2016

As an AAW professional, you're no doubt aware that all AAW members are required to complete some form of ethics training every calendar year. There are several options:

- Attend any installation or organizational judge advocate general-sponsored ethics training
- Complete the DAU Online Ethics Course, CLM 003

Once you've completed the require-ment, be sure to capture it in CAPPMIS using one of the following titles preferred by the Army DACM Office:

- MAN-ETH16
- 2016 Ethics Awareness Training
- ETH 002 - 2016 ACQUISITION ETHICS TRAINING
- CLM 003

If you have any questions, please contact your **Organizational Acquisition Point of Contact**.

Army DACM Office Highlights

▶ October 2016 Hot Topics

▶ October - December 2016 Army AL&T magazine

▶ Advocate for Innovation

▶ One 'Peculiar' Fellowship

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Please email us any questions or suggestions.

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