Army Acquisition Workforce (AAW):

A Professional Acquisition Workforce Supporting the "Profession of Arms"

U.S. Army Acquisition Support Center (USAASC)

Army Director of Acquisition Career Management (DACM) Office

November 2016

Army Acquisition Workforce (AAW)

Today's goals:

- Provide an overview of the **Army Acquisition** leadership and the Acquisition Workforce composition.
- Understand what the **Army DACM Office** does, and what it can do for you.
- Understand the **resources and tools** available as a member of the Army Acquisition profession.

Army Acquisition Leadership

Office of the Under Secretary of Defense for Acquisition, Technology and Logistics

DACM Offices

UNITED STATES ARMY

DACM

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

Secretary Eric Fanning

Responsible for all matters relating to the U.S. Army, including acquisition.

Secretary of the Army

Ms. Steffanie B. Easter

Army Acquisition Executive (AAE) – Solely responsible for acquisition in HQDA

Army Acquisition Executive

LTG Michael E. Williamson

U.S. Army

DACM Office

Mr. Craig A. Spisak

Director, Army Acquisition Career Management (DACM)

Deputy Director, Army Acquisition Career Management (DDACM)

Army DACM Office

Local Acquisition Leaders

Army Materiel Command (AMC) | Program Executive Offices (PEOs) | U.S. Army Corps of Engineers (USACE) | U.S. Army Test & Evaluation Command (ATEC) | U.S. Army Medical Command (MEDCOM) | U.S. Army Space & Missile Defense Command (SMDC) | Others (Low Density CMDs)

AAW Composition

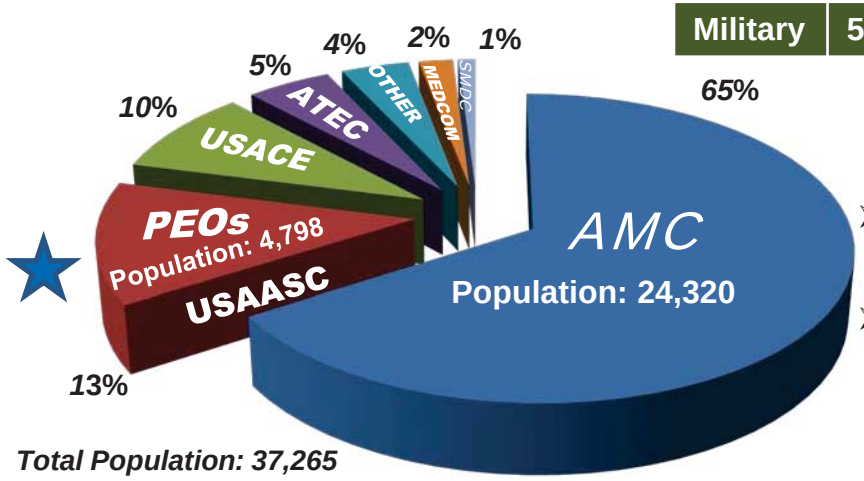
Status of Army Acquisition Workforce:

- **Total Civilians** **35,379**
- **Total Officers** **1,330**
- **Total Non-Commissioned Officers** **556**
- **Total Civilian/Military** **37,265**
  - Army Acquisition Workforce Members 24,571
  - Army Acquisition Corps Members 12,694

- **Total USAR Officers** **156**
- **Total USAR Non-Commissioned Officers** **42**
- **Total ARNG Officers** **170**
- **Total ARNG Non-Commissioned Officers** **129**
- **Total Reserve Component** **497**

12 PEOs; 19 General Officers; 81 SESs

Civilian	**95%**
Military	**5%**



Total Population: 37,265

Acquisition Career Fields (ACFs)	TOTAL	%
Acquisition Attorney	6	0%
Business-Cost Estimating	255	1%
Business-Financial Mgt.	1,722	4%
Contracting (2)	8,012	22%
Engineering (1)	9,147	25%
Facilities Engineering	1,796	5%
Industrial/Contract Property Mgt.	53	0%
Information Technology	1,719	4%
Lifecycle Logistics (3)	7,160	19%
Production, Quality & Manufacturing	1,413	4%
Program Management	3,242	9%
Purchasing	396	1%
Science & Technology Manager	446	1%
Test & Evaluation	1,898	5%
TOTAL	37,265	100%

- **Organizational Commanders** have operational control of their workforce, budget & structure
- **AAE:**
  - Oversight for all AAW training, DAWIA certification & compliance
  - Operational control of 13% of the AAW as the ASA(ALT); 4,798 within PEOs (USAASC); Army DACM Office resides within USAASC

Army DACM Office Focus

VISION: ***A Highly Capable, Agile, Adaptive and Professional Army Acquisition Workforce (AAW)***

MISSION: ***Proactively identify acquisition workforce trends and challenges, and develop policies and programs to address those challenges; Offer leaders workable solutions rooted in analytics and provide indispensable career development support to the AAW***

What We Can Do For You

- **Serve as advocates/proponents for the entire AAW**
- **Process DAWIA certifications & Acquisition Corps membership**
- **Provide Acquisition Career Development tools & resources**
- **Coordinate DAU priority levels, forecasting and registration**
- **Provide policy and guidance to support the AAW**
- **Offer AAW outreach/briefings to leaders and acquisition professionals**
- **Provide additional funding to meet your acquisition career development and other AAW challenges through DAWDF**
- **Provide centralized acquisition education, training and leadership development opportunities**
- **Manage Military Acquisition Position List (MAPL)**

AAW HCSP Key Highlights

http://asc.army.mil/hcsp/

- **Human Capital Strategic Plan (HCSP) launched 20 October 2016**
- **Envisions where the Army Acquisition Workforce (AAW) will be in 5 years; provides framework for building our AAW of the future**
- **Collaborated with acquisition representatives across the Army**
- **Aligned objectives, initiatives and measures to the goals**
- **Implementation of the plan (starting FY17)**

Supporting Army Readiness with a World Class Acquisition Workforce

Army DACM Office Communication

You will receive emails from USAASC (Army DACM Office) sources**:**

- ✓ Welcome
- ✓ Congratulations
- ✓ Training Opportunities
- ✓ Educational Opportunities
- ✓ DACM News

These emails are an important resource for your acquisition career development.

Army DACM Office Online Resources

The U.S. Army DACM Office website is also a great source:

Career Acquisition Management Portal

Apply for DAU Training

AAW Policies

DAWDF Program

DAU iCatalog

Help Desk

Key links and resources for career information

DACM Quarterly Newsletter

Army AL&T Magazine

Mentoring

Hot Topics

Acquisition Career Pyramid/Road Maps

AAW Talent Management

Facebook.com/usaasc

LinkedIn.com/company/usaasc

Twitter.com/usaasc

Youtube.com/user/usaasc

iCatalog

USA Jobs for Acquisition

Direct links to key information on right side navigation

Army Acquisition Workforce Onboarding

- Getting to know the Army Acquisition Workforce
- Managing your career
- DAWIA requirements
- Resources and FAQs

Career Development

- Career planning guidance
- Program information for civilians, officers and NCOs
- Education and training opportunities
- Career Field certifications

Boards and Leadership Opportunities

- 51C NCO Reclassification
- CSL Boards
- Product Director Boards and Positions
- KLPs
- Mentoring Resources

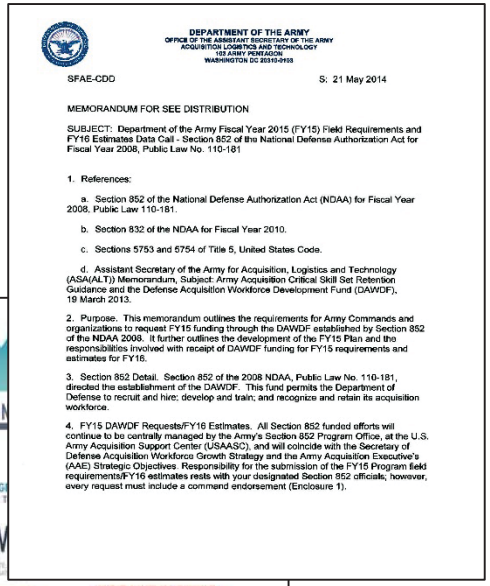
asc.army.mil/web/dacm-office/

Defense Acquisition Workforce Development Fund (DAWDF)

The purpose of the Army's DAWDF Program is to build a professional/highly capable, agile and adaptive AAW by investing in strategic human capital initiatives that address gaps in acquisition functional and leadership competencies, and by attracting and hiring and retaining the best and brightest professionals to serve in mission critical acquisition career fields.

DAWDF Overview:

- **NDAA 2016 made DAWDF Permanent**
  - Up to $500M across the DoD
- **Develop and Train**
  - Strategic training initiatives or innovative pilot programs aimed at filling acquisition or leadership competency gaps
- **Recognize and Retain**
  - Initiatives focus on talent recruitment, recognizing and retaining our best performers with innovative ideas
- **Recruit and Hire**
  - Limited hiring initiatives focused on mission critical acquisition career fields
  - Hire Intern, Entry level, Journeymen and Experts



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
ACQUISITION LOGISTICS AND TECHNOLOGY
103 ARMY PENTAGON
WASHINGTON DC 20310-0103

SFAE-CDD S: 21 May 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Department of the Army Fiscal Year 2015 (FY15) Field Requirements and FY16 Estimates Data Call - Section 852 of the National Defense Authorization Act for Fiscal Year 2008, Public Law No. 110-181

1. References:

a. Section 852 of the National Defense Authorization Act (NDAA) for Fiscal Year 2008, Public Law 110-181.

b. Section 832 of the NDAA for Fiscal Year 2010.

c. Sections 5753 and 5754 of Title 5, United States Code.

d. Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASA(ALT)) Memorandum, Subject: Army Acquisition Critical Skill Set Retention Guidance and the Defense Acquisition Workforce Development Fund (DAWDF), 19 March 2013.

2. Purpose. This memorandum outlines the requirements for Army Commands and organizations to request FY15 funding through the DAWDF established by Section 852 of the NDAA 2008. It further outlines the development of the FY15 Plan and the responsibilities involved with receipt of DAWDF funding for FY15 requirements and estimates for FY16.

3. Section 852 Detail. Section 852 of the 2008 NDAA, Public Law No. 110-181, directed the establishment of the DAWDF. This fund permits the Department of Defense to recruit and hire; develop and train; and recognize and retain its acquisition workforce.

4. FY15 DAWDF Requests/FY16 Estimates. All Section 852 funded efforts will continue to be centrally managed by the Army's Section 852 Program Office, at the U.S. Army Acquisition Support Center (USAASC), and will coincide with the Secretary of Defense Acquisition Workforce Growth Strategy and the Army Acquisition Executive's (AAE) Strategic Objectives. Responsibility for the submission of the FY15 Program field requirements/FY16 estimates rests with your designated Section 852 officials; however, every request must include a commend endorsement (Enclosure 1).

http://asc.army.mil/web/career-development/dawdf-program/

AAW Videos

- **U.S. Army Acquisition Workforce - https://www.youtube.com/watch?v=XyT3FE58fR4**
- **LTG Williamson (Welcome) - https://www.youtube.com/watch?v=eRPKx1X9-iY**
- **LTG Williamson (Talent Management) - https://www.youtube.com/watch?v=ukCphiEhAJM**
- **MOS 51C Opportunities - https://www.youtube.com/watch?v=QuDkBDG7Jm4**
- **Army Acquisition Center of Excellence (AACoE) - https://www.youtube.com/watch?v=4g0F2tIr6Nc**
- **Centralized Selection List (CSL) Civilian Applications - https://www.youtube.com/watch?v=8PIf7f79HFk**
- **Training with Industry - https://www.youtube.com/watch?v=8eeDLIJGlJs**
- **Civilian Product Director Pilot Program - https://www.youtube.com/watch?v=_Ks6zJ7I8Fs**
- **SRPE - https://youtu.be/xDrGE5jG1-A**

SRPE

Senior Rater Potential Evaluation

- **WHO:** All GS12 and above Army Acquisition Workforce (AAW) civilians
- **WHAT:** The SRPE is a tool to assess the leadership potential of AAW civilian employees in designated grades/broadbands to perform in positions of increased responsibility and for selection into senior leadership positions and programs. It is not a performance evaluation.
- **WHEN:** Phased Implementation commenced ***01 OCT 2015***
- **WHERE:** **https://rda.altess.army.mil/camp**
- **WHY:** The SRPE is also a Talent Management tool enabling Army Acquisition Workforce (AAW) Senior Raters (SRs) to identify the employees' leadership potential, helping employees identify their strengths and under developed areas, and offering suggested positions to enhance their professional development.
- **YouTube:** **https://youtu.be/xDrGE5jG1-A**
- **POC**: Kelly Terry, kelly.l.terry2.civ@mail.mil, 571-329-2053

SRPE: Phased Implementation

- **Policy Release:** 10 July 2015

90 Days
Start - Finish

- **Phased Implementation**
  - ❖October 2015 – Phase 1: GS14s (to include bb equivalents)
  - ❖**November 2016** – Phase 2: Phase 1 plus GS13s (to include payband [1] equivalents)
  - ❖October 2017 – Phase 3: Phase 2 plus GS12s (to include payband equivalents)
  - ❖October 2018 – Phase 4: Phase 3 plus GS15s (to include payband equivalents)

- **Bargaining Units Implications, Civilian Personnel Operational Centers** [2]
  - ❖South Central
  - ❖North Central
  - ❖Southwest
  - ❖West
  - ❖Northeast

Notes:
1. 1 Month Delayed Implementation, for Phase II
2. Mandate does not apply until all local bargaining unit obligations have been met

SRPE: GUIDANCE

- **Army DACM Office Website:**
  - ❖ http://asc.army.mil/web/alt-workforce-policy-procedure/
  - ❖ Policy, Guidance, Blank Form, Comment Guide

- **Army DACM Office Website:**
  - ❖http://asc.army.mil/web/all-faqs/
  - ❖Frequently Asked Questions > under SRPE category

- **CAMP/CAPPMIS**
  - ❖https://rda.altess.army.mil/camp/
  - ❖Policy, Guidance, FAQs, Comment Guide
  - ❖User Manuals: Employee, Rater and Senior Rater

IAW THE AAW HUMAN CAPITAL STRATEGIC PLAN, WE WILL BEGIN TO MIGRATE ALL THINGS "SRPE" INTO A SINGLE SOURCE LOCATION

SRPE: USER MANUALS

GENERAL
- SRPE Overview
- SRPE User Definitions

EMPLOYEES
- New Acquisition Employees
- Reviewing a Completed SRPE
- Uploading a Reclama
- Digitally Signing a SRPE Request

SRPE Policy strengthens rating chain accountability to maintain relationships that provide AAW with leaders who have first-hand knowledge of their responsibilities, performance and potential.

SUPERVISORS (Rater)
- Established Supervisors
- Initiating a SRPE Request
- Ensure correct Senior Rater attached to Employee
- Completing the "Rater" portion of a SRPE Request
- Digitally Signing a SRPE Request
- New Acquisition Supervisors
- Non-Acquisition Supervisors

SENIOR RATERS (SR)
- Established Senior Raters
- Creating the Senior Rater Worksheet
- Completing the "Senior Rater" portion of a SRPE Request
- Digitally Signing a SRPE Request
- Non-Acquisition Senior Raters

Hot Topics - FAQs

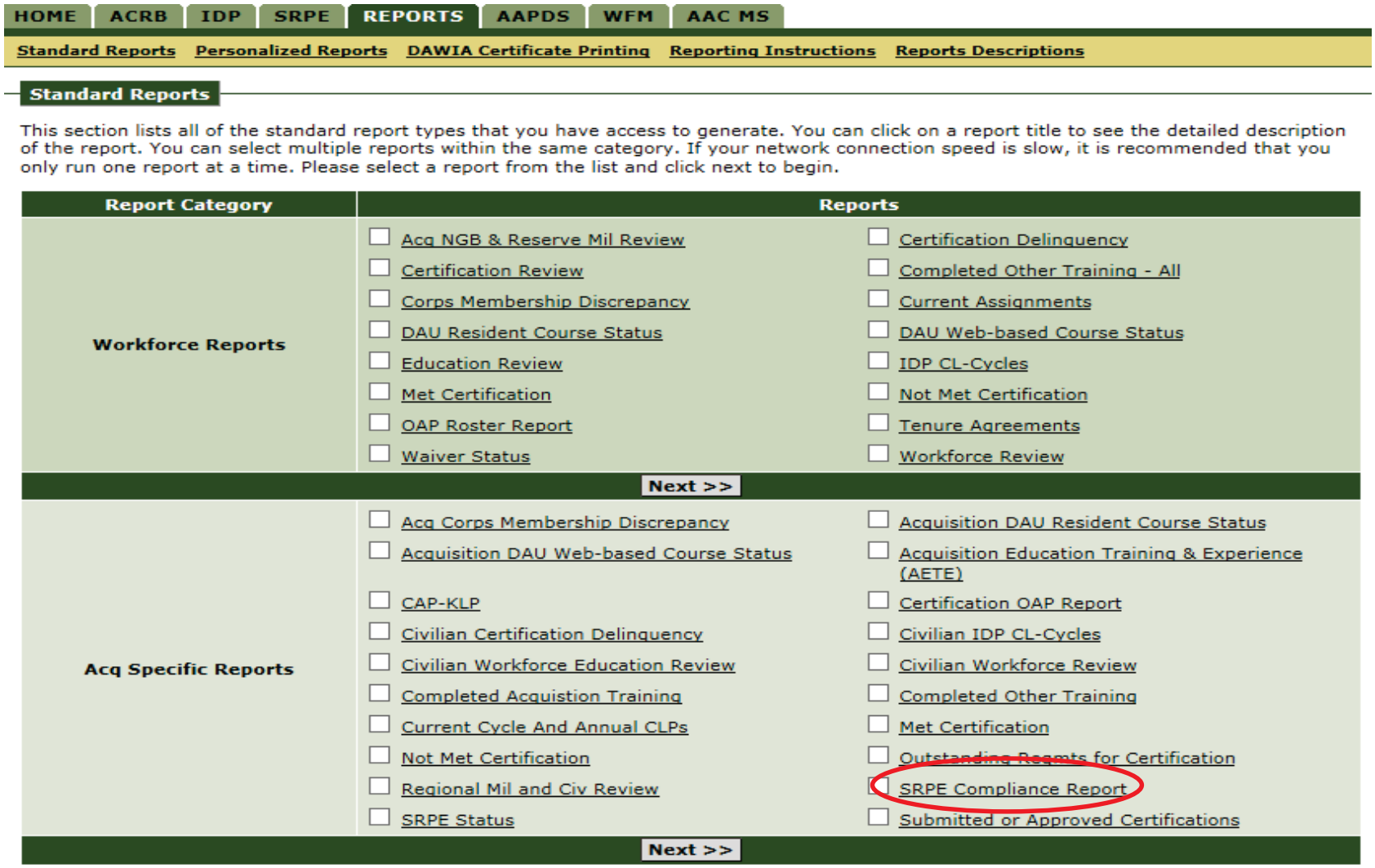
- **Incomplete Phase I SRPEs**
  - ❖No action is necessary or required. Incomplete SRPEs from prior cycles will simply remain in the SRPE system, for historical purposes. This will not impede your completion of current SRPE cycle requirements.
- **Changing the Senior Rater**
  - ❖The System has been established where the SR will automatically be populated as the Rater's Rater. Same coincides with the Performance Appraisal Systems
  - ❖If extenuating circumstances exist (i.e. 90/120 rule), the Rater and/or Senior Rater may identify an alternate SR. This will not effect the IDP Rating Chain.
- **SRPE Compliancy Reports**
  - ❖As of 01OCT2016, OAPs have the ability to pull Compliancy Reports
  - ❖Phase II Command/PEO-Level Compliancy will be reported to the Army DACM, along with Certification, CLP, etc.
- **SRPE Push Received, but not eligible.**
  - ❖The SRPE system does not differentiate between start dates. It simply identifies your current AAW status and GS Equivalency. To be rated, the employee must have been in the AAW position a minimum of 120 days and under the Rater and Senior Rater for a minimum of 90 days. If you believe that you do not meet the 90/120 rule and your ACRB verifies same, please ensure your Rater notifies your Organizational Acquisition Point of Contact who will keep an internal Command/PEO response and coordinate same with the Army DACM Office. This action will ensure the Army DACM's compliancy reports are updated and reflect the corresponding status by AAW name.

These Topics Will Transition Into FAQs

SRPE: Role of the OAP

- Keep AAW and Rating officials informed of upcoming evaluations
- Provide training to AAW members and Rating Officials
- Provide Career Management and System Guidance to SRPE System Users – reducing WMIs
- Provide Compliancy Reports to Chain of Command

SRPE: Compliancy Tools



SRPE: Role of the Rater

- Ensure rating schemes are published and understood
- Advocate AAW member to the SR
- Recommend future Operational and Broadening Assignments on SRPE form
- Focus on narrative comments
- Anticipate and project future SRPE evaluations (i.e. Annual, Early)
- Keep SR officials informed of upcoming evaluations

SRPE: Role of the Senior Rater

- **The SR is the "owner" of the Evaluation and is responsible for timely completion**

- **Mentor/Develop your subordinates**
  - ❖Support Form – tool available to aid in defining/guiding goals and objectives throughout rating period; provides feedback to rated individual – not a lot of space but should be catalyst of conversation

- **Understand how SRPE Systems works**
  - ❖Fairly and accurately assess the potential of subordinates
  - ❖Senior Rater Narrative is key: Exclusive vs. Strong Narrative
  - ❖Quantify potential…identify your best
  - ❖Be Careful… What you don't say is just as damaging as what you do say

- **Understand how to manage your SR profile – develop your rating philosophy**

- **Anticipate and project "next" Evaluation**
  - ❖Annual SRPE Cycle
  - ❖When the Rating Chain will change prior to the annual cycle

SRPE LOGIC

- DEVELOPING A SRPE PHILOSOPHY
- MANAGING YOUR SENIOR RATER PROFILE
- EVALUATION NARRATIVE
- COMMENTS GUIDE

Developing a SRPE Philosophy

- Mission: Identify your best
- Counseling – ensure counseling is accomplished. Those that can improve, will.
- Decide how to assess (particularly) Exceptional Potential/High Potential
- Write well – quantify and qualify in narrative; correspond comments with box check. Use the narrative to paint the picture
- Plan ahead, think series of reports (number of times you will rate an AAW member)

SRPE: Maintaining A Profile

	2016	2017	2018	Total	%
EP	4	2	6	12	40%
HP	4	8	3	15	50%
P	2	0	0	2	6.7%
MP	0	0	1	1	3.3%
Total	10	10	10	30	100%

	2016	2017	2018	2019	Total	%
EP	1*	0	0	2	3	37.5%
HP	1	2	2	0	5	62.5%
P	0	0	0	0	0	0
MP	0	0	0	0	0	0
Total	2	2	2	2	8	100%

*Silver Bullet

SRPE Ratings

POTENTIAL: Defined as existing in possibility, capable of development into actuality

Exceptional (EP): Results far surpass expectations. Readily (fluently/naturally/effortlessly) demonstrates a high level of the all attributes and competencies. Recognizes and exploits new resources; creates opportunities. Demonstrates initiative and adaptability even in highly unusual or difficult situations. Emulated; sought after as expert with influence outside organization. Actions have significant, enduring, and positive impact on mission, the organization and beyond. Innovative approaches to problems produce significant gains in quality and efficiency. **Employee's assessed potential for success, in positions of increasing responsibility, exceeds 50% of his peers**

Highly (HP): Consistently produces quality results with measurable and lasting improvement in unit performance. Consistently demonstrates a high level of performance for each attribute and competency. Proactive in challenging situations. Habitually makes effective use of time and resources; improves position procedures and products. Positive impact extends beyond position expectations. **Employee's potential for success, in positions of increasing responsibility, exceeds his peers**

Potential (P): Meets requirements of position and additional duties. Actively learning to apply them at a higher level or in more situations. Aptitude, commitment, competence meets expectations. Actions have a positive impact on unit or mission but may be limited in scope of impact or duration. **Employee's assessed potential for success, in positions of increasing responsibility, equals his peers**

Minimal Potential (MP): Employee's assessed potential for success, in positions of increasing responsibility, requires development

SRPE: COMMENTS GUIDE

It is recommended that raters and SRs address the following elements in the comments section of the SRPE. While failure to comment on one or more of the elements is not derogatory, it may convey the message that the employee is weak in this element. Historically, employees who consistently received constructive comments on all elements do better on boards.

- **Enumeration:** Standing among other employees in the same grade/broadband population (x number out of 100 other GS x rated by this SR)

- **Potential or Promotion Potential:** Potential to serve in a position of increased responsibility (ready now; ready in the future with development)

- **Schooling/Leadership Developmental Opportunities:** Potential for selection to competitive premier schools and other acquisition leadership opportunities

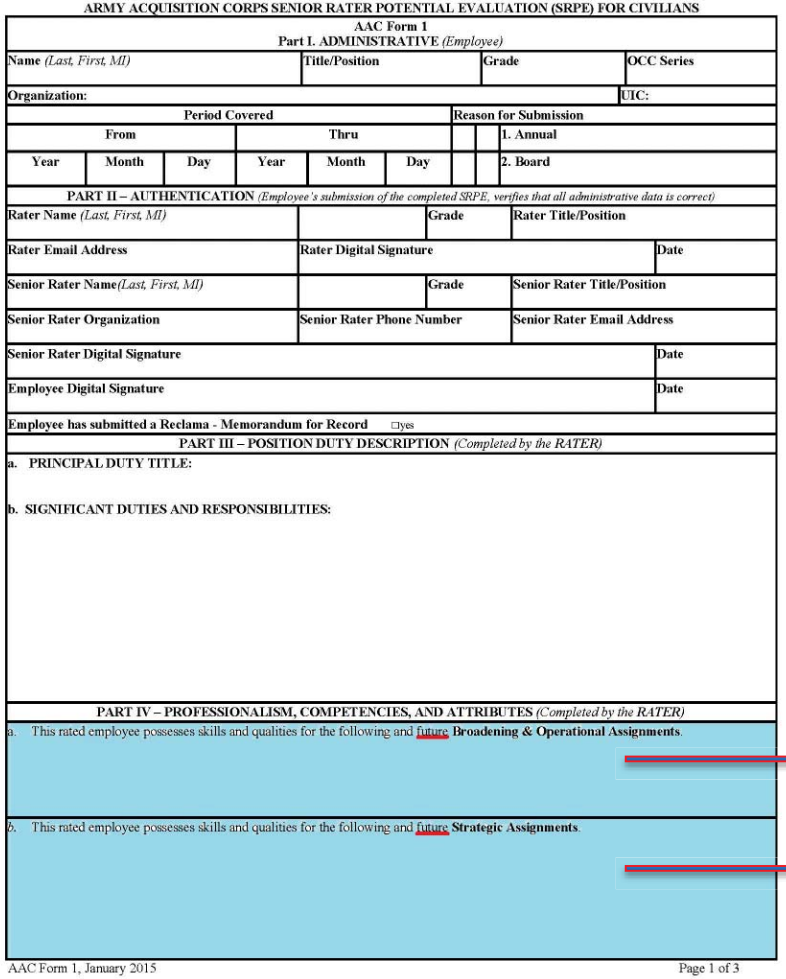
- **Leadership Positions:** Potential to serve in a significant leadership position within the Army Acquisition Workforce (i.e. Key Leadership Positions (KLPs), Centralized Selection List (CSL) Project/Product Manager (PM)/Acquisition Director and/or Project/Product Director (PD) positions, etc.)

SRPE On Line Tools

Broadening/Operational/Strategic Ops

- Acquisition Education and Training (AET) Catalog
- Acquisition Career Development Model
- Acquisition Career Field Model/Road Maps

SRPE: Mandate And Talent Management



ARMY ACQUISITION CORPS SENIOR RATER POTENTIAL EVALUATION (SRPE) FOR CIVILIANS

AAC Form 1

Part I. ADMINISTRATIVE *(Employee)*

Name *(Last, First, MI)*	Title/Position	Grade	OCC Series
Organization:			UIC:

Period Covered						Reason for Submission	
From			Thru				1. Annual
Year	Month	Day	Year	Month	Day		2. Board

PART II – AUTHENTICATION *(Employee's submission of the completed SRPE, verifies that all administrative data is correct)*

Rater Name *(Last, First, MI)*		Grade	Rater Title/Position
Rater Email Address	Rater Digital Signature		Date
Senior Rater Name*(Last, First, MI)*		Grade	Senior Rater Title/Position
Senior Rater Organization	Senior Rater Phone Number		Senior Rater Email Address
Senior Rater Digital Signature			Date
Employee Digital Signature			Date

Employee has submitted a Reclama - Memorandum for Record ☐yes

PART III – POSITION DUTY DESCRIPTION *(Completed by the RATER)*

a. PRINCIPAL DUTY TITLE:

b. SIGNIFICANT DUTIES AND RESPONSIBILITIES:

PART IV – PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES *(Completed by the RATER)*

a. This rated employee possesses skills and qualities for the following and future **Broadening & Operational Assignments**.

b. This rated employee possesses skills and qualities for the following and future **Strategic Assignments**.

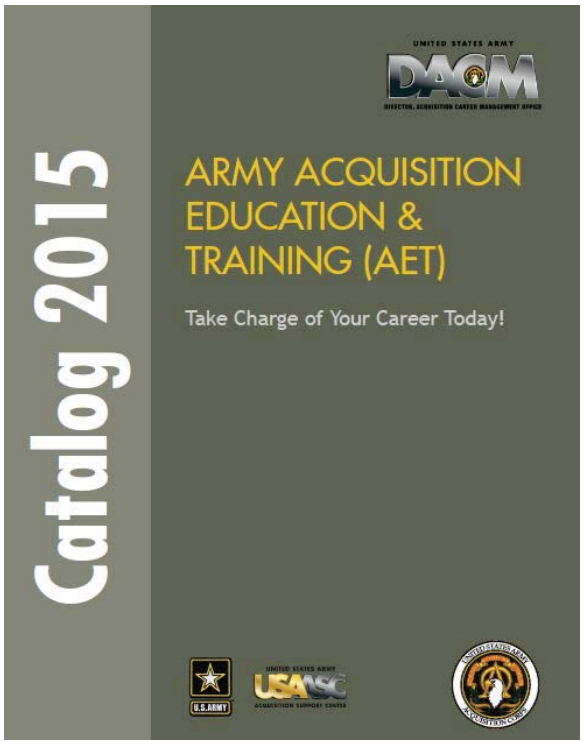
AAC Form 1, January 2015 Page 1 of 3

- The SRPE paints a picture of promotion potential or the potential to participate in higher level leader opportunities.
- The SRPE is as a Talent Management Tool to be used during Individual Development Plan (IDP) Development and Maintenance

Broadening & Operational Assignments

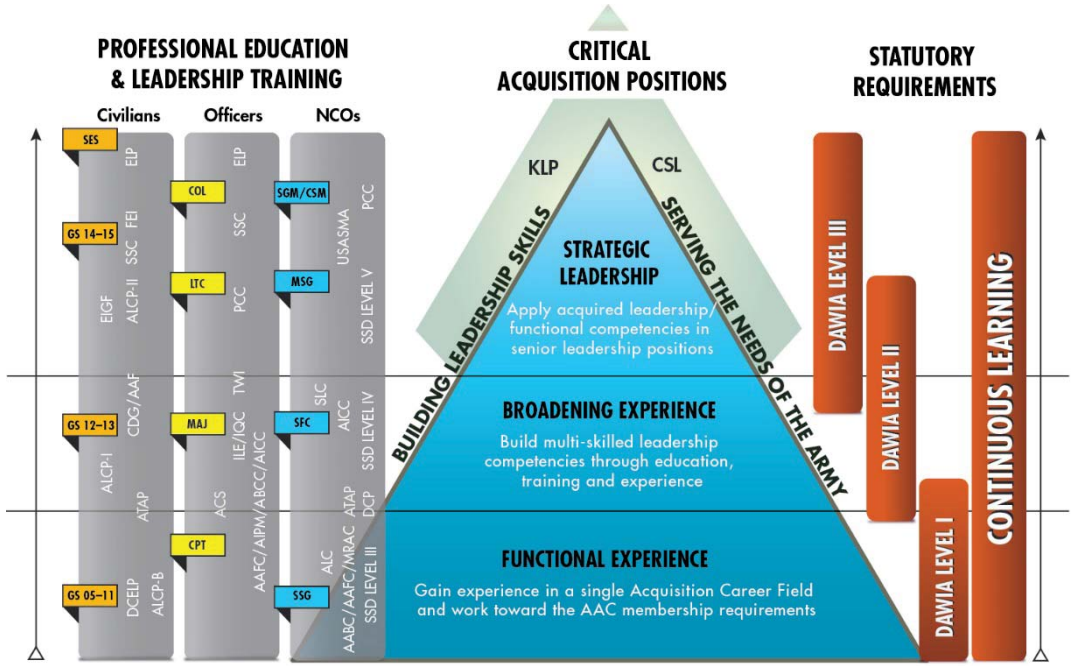
Strategic Assignments

AET Catalog



http://asc.army.mil/web/wp-content/uploads/2014/10/102014-AET-Catalog2015.pdf

Acquisition Career Development Model

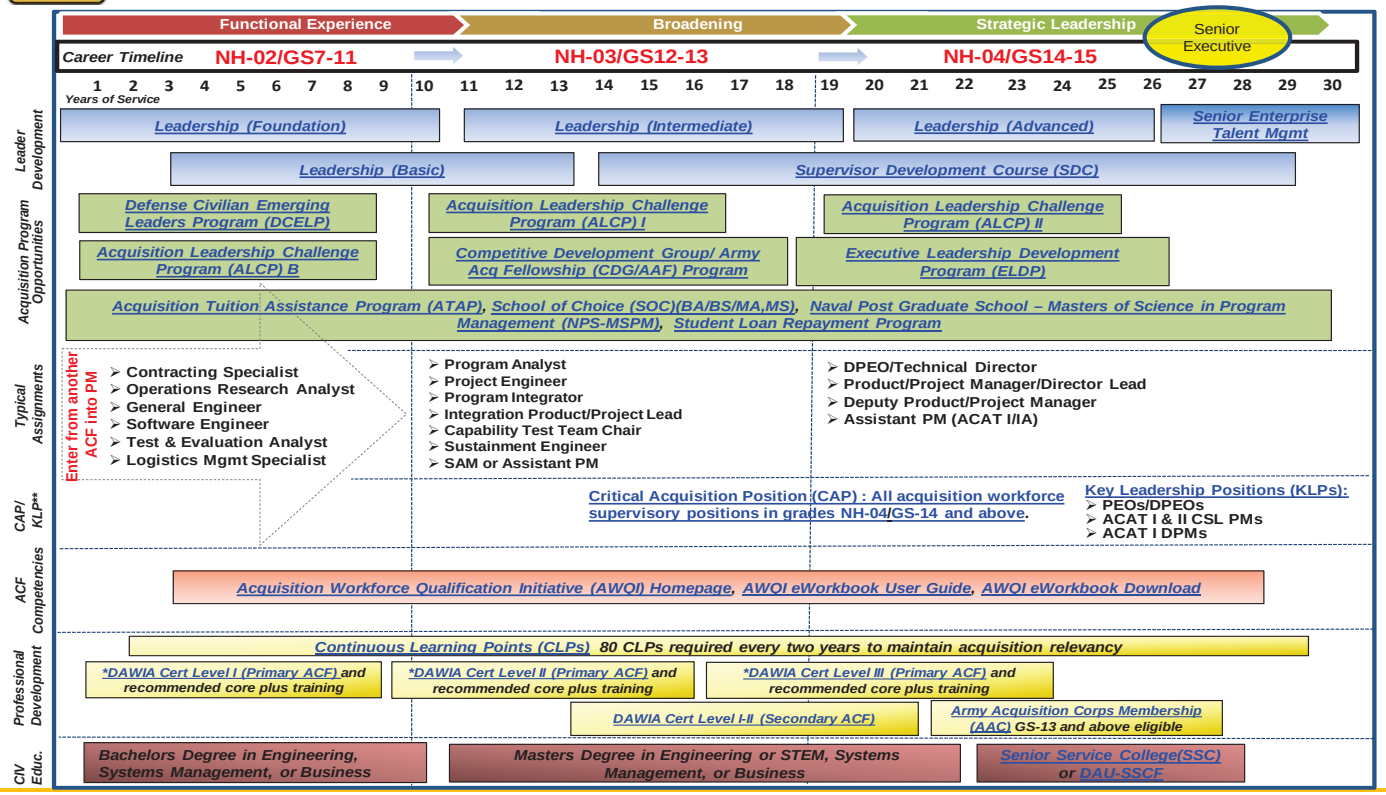


ARMY ACQUISITION CAREER DEVELOPMENT MODEL

http://asc.army.mil/web/career-development/civilian/career-planning-steps/

Acquisition Career Field Models

Civilian Program Management Career Model



America's Force of Decisive Action

*Indicates Mandatory Requirement
** ACAT I/IA

For more information, visit Army DACM Office

http://asc.army.mil/web/career-development/civilian/career-planning-steps/acf-model-program-management/

USAASC, Army DACM Office
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http://asc.army.mil