



DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

The Army DACM Office is responsible for talent management, career/leader development, Defense Acquisition Workforce Improvement Act certification, policy, and advocating for the professionals who are members of the Army Acquisition Workforce.

HAPPY NEW (FISCAL) YEAR!

BACK TO THE BASICS: Start FY18 on the right foot

By Jack Kendall, Talent Management Branch Chief

FY17 is in the books. As we begin the new fiscal year, here are a few key ideas to kick-start success for FY18:

- Get your counseling in! Whether you are being counseled or you are the counselor, the new fiscal year is a great time to set up expectations and talk about goals for coming months.
- Adjust short-term objectives and validate the long-term ones. The Army DACM Office acquisition career models can assist with that conversation.
- Get those annual appraisals and Senior Rater Potential Evaluations (SRPEs) knocked out.
- This is also a good time to review your Individual Development Plan (IDP) and your Acquisition Career Record Brief; be sure that duty titles are clear, up to date and in line with your resume.
- Wrap up those continuous learning requirements. Aim to have 40 Continuous Learning Points (CLPs) completed so far, or be sure you're on a path to complete 80 CLPs by the end of the fiscal year.
- Check out the FY18 education and development opportunities offered by the Army DACM Office in this newsletter.
- Lastly, give us your feedback. What are the questions you are hearing most often from your acquisition workforce? What questions do you have? Let the Army DACM Office know what your pain points are and how we can help put together a plan to assist.

For more information, take a look at the Acquisition [Career Planning Steps](#).

Jack Kendall serves as chief of the Talent Management/Concept and Policy Development Branch. He holds an MBA from Embry-Riddle Aeronautical University and a B.B.A from McDaniel College. He is a retired Army lieutenant colonel.

COMPLETE AND RECORD YOUR 2017 ETHICS TRAINING REQUIREMENT BY DEC. 31

A new fiscal year means new ethics training. Get that requirement knocked out early so you don't spend New Year's Eve working on it. The annual ethics training requirement for 2017 is due Dec. 31. Army Acquisition Workforce (AAW) members are **required** to complete some form of ethics training every calendar year.

Here are your options:

- Attend any installation or organizational ethics training sponsored by the judge advocate general (ETH 004).
- Complete Defense Acquisition University's (DAU) Overview of Acquisition Ethics Continuous Learning Module (CLM 003).
- Complete DAU's Ethics at Work Continuous Learning Module (HBS 415).
- Watch DAU's 16-minute online **Ethics Video** (ETH 004).

Once the ethics training requirement is complete, be sure to capture it in CAPPIS-IDP, using one of the following titles to receive credit: CLM 003; HBS 415; ETH 004.

INSIDE:

Army DACM Office hosts first Acquisition career summit



Craig Spisak, director of the U.S. Army Acquisition Support Center, left, and Michael Abale, director of the Engineering Directorate within the U.S. Army Edgewood Chemical Biological Center.



CAREER CORNER

This new year, opportunity is knocking

By Scott Greene

Chief, Leader Development Branch

The Army DACM Office FY18 list of centralized military and civilian **education and training opportunities** is now available. Our website has both a strategic command calendar view of all programs mapped across the fiscal year as well as a short, consolidated PDF document listing each program. The consolidated version includes both military and civilian programs and is broken out by tuition assistance programs, leader development programs, military education and broadening opportunities, as well as Centralized Selection List (CSL) and Centralized Selection Board announcements.



Take advantage of training. The Acquisition community is lucky to have multiple avenues for training funding: command training dollars, career program dollars for civilians, the central funding opportunities referenced above and the Defense Acquisition Workforce Development Fund.

For a full listing of program offerings, announcement dates and eligibility, go to <http://asc.army.mil/web/career-development/programs/program-timeline/>.

Please take some time to look through the information to see if you are eligible for any programs that interest you. If you find a program you like, add it to your IDP and discuss it with your supervisor. We cannot emphasize enough that you are your own best career manager: Find something you are interested in and apply.

All civilian applications are submitted through the Army Acquisition Professional Development System at <https://rda.altess.army.mil/camp/>.

Mr. Greene serves as the chief of the Leader Development Branch within the Army DACM Office. He is an Army Acquisition Corps member and Level III certified in program management. He holds an M.S. in leadership from Marymount University and a bachelor's in American politics from the University of Virginia.

Here's a list of programs you may be eligible for:

PROGRAM	PROGRAM TYPE	ELIGIBLE POPULATION	ANNOUNCEMENT DATES
Acquisition Tuition Assistance Program	Education/Tuition Assistance	All certified civilians and MOS 51C NCOs	May 7 - June 13, 2018
Advanced Civil Schooling - NCOs	Education/Tuition Assistance	Acquisition NCOs	June 7, 2017 - Jan. 15, 2018
Advanced Civil Schooling - Officers	Education/Tuition Assistance	Acquisition captains and majors	18-02 Cycle: Aug. 7 - Nov. 17, 2017 19-01 (T) March 15 - May 2, 2018
Degree Completion Program	Education/Tuition Assistance	Active Component 51C NCOs	Spring: June 27 - Sept. 12, 2018 Fall: Jan. 27 - May 1, 2018
Naval Postgraduate School Master of Science in Program Management or Systems Engineering	Education/Tuition Assistance	GS-11 to 15 civilians	Feb. 22 - April 11, 2018
Student Loan Repayment Program	Education/Tuition Assistance	Civilian Acquisition Workforce	There will be no announcement for FY18
Acquisition Leader Challenge Program (ALCP)	Leader Development	ALCP B - GS-7 to 11 ALCP 1 - GS-12/13 ALCP 2 - GS-14/15 ALCP 3 - GS-14 and 15; SES	Quarterly announcements. Refer to FY18 Army DACM Office program announcement timelines.
Competitive Development Group/ Army Acquisition Fellowship	Leader Development	GS-12/13 and civilians	July 1 - Dec. 1, 2017

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PROGRAM	PROGRAM TYPE	ELIGIBLE POPULATION	ANNOUNCEMENT DATES
Defense Acquisition University/ Senior Service College Fellowship	Leader Development	GS-14/15 civilians	Dec. 1, 2017 – March 30, 2018
Defense Civilian Emerging Leaders Program	Leader Development	GS-7 to 12 civilians	March 1 – April 30, 2018
Inspiring and Developing Excellence in Acquisition Leaders	Leader Development	GS-12/13 civilians	January 2018 – April 2018
Training with Industry	Leader Development	Acquisition majors and lieutenant colonels	August 3 – Nov. 3, 2017
FY19 Product Director	Program Management Central Application	GS-14 civilians at least Level II certified in program management (PM)	July 30 – Sept. 28, 2018
FY19 Project Director	Program Management Central Application	GS-15 civilians Level III certified in PM	May 7 – July 5, 2018
FY20 Product Manager CSL	Program Management Central Application	GS-13/14/15 civilians at least Level II certified in PM or contracting	July 3 – Sept. 14, 2018
FY20 Project Manager CSL	Program Management Central Application	GS-14/15 civilians Level III certified in PM or contracting	April 23 – June 21, 2018

Applicants must meet applicable position certification requirements. Applicants in applicable broadbands are eligible. Announcement dates subject to change.

Flex Your DAWDF

By Jason Pitts,
Acquisition Functional Integration Branch Chief

The **Defense Acquisition Workforce Development Fund (DAWDF)** allows acquisition commands and organizations to submit requirements to recruit and hire, train and develop, and recognize and retain their acquisition workforce. Requests for funding should target human capital initiatives that address gaps in our acquisition functional and leadership competencies. All funding should support the Army acquisition executive’s strategic objectives and the Army Acquisition Workforce Human Capital Strategic Plan.

DAWDF has allowed the Army to create world-class partnerships with universities and institutions and train more than 10,000 people annually. To date, the Army has used DAWDF to hire over 2,500 personnel in mission-critical acquisition career fields. Innovative pilot programs such as the Acquisition Leadership Challenge Program, the Operational

Contract Support Joint Exercise and the Virtual Acquisition Career Guide started as DAWDF initiatives, but commands can also use DAWDF for events like critical thinking, source selection training, education initiatives, developmental assignments, or recognizing the best and brightest of the Army acquisition workforce.

The Army DACM Office just started execution of the FY18 DAWDF plan, and is already planning for the FY19 DAWDF data call. The FY19 data call will open on Feb. 1, 2018, and remain open until May 15 to give commands and leaders plenty of time to develop DAWDF requirements to help sustain the professionalism of the AAW to meet current and future mission requirements and improve overall readiness.

Jason Pitts serves as chief of the Acquisition Functional Integration Branch within the Army DACM Office. He holds a bachelor’s degree in business management from Colorado Technical University. He is Level III certified in contracting and Level II certified in program management, and is a member of the Army Acquisition Corps.



Army DACM Office hosts first acquisition career summit

By Tara Clements,
U.S. Army Acquisition Support Center,
Communications Outreach

The Army DACM Office took to the road Sept. 6-7 to break down the basics of career management to the nearly 2,000 Army acquisition professionals at Aberdeen Proving Ground (APG), Maryland.

“We are a business of people,” said Gary Martin, program executive officer for Command, Control and Communications – Tactical, during the opening session. “Today’s session is about you and the business of acquisition workforce development.”

The Army Acquisition Workforce Summit: Back to Basics included two general sessions and eight breakouts over two days at APG-North and APG-South. “This is an opportunity to refresh or in many instances start the dialogue on what it means to be an Army Acquisition Workforce member,” said Kelly Terry, the Army DACM Office’s lead planner for the event.



The summit is a pilot program aligned with the **AAW Human Capital Strategic Plan**, launched in October 2016. One of the plan’s goals is to improve communication and collaboration across the AAW. “While automation and technology are wonderful tools, we also know that it helps to hear directly from the experts—so we came here to do just that,” added Terry.

The event was open to everyone, from interns to leaders, from 10 commands in the APG area that are a part of the AAW, which totals more than 38,000 professionals worldwide.

The summit marked the first time in years that the Army DACM Office coordinated an event on this scale to increase communication with individual workforce members. The team that coordinated the event is in the process of determining whether similar events will be held in the future.

You can watch the recap **video**, or access the briefings from the summit, including the general session and breakouts, on **AKO**. (A Common Access Card is required to log in.)



Stephanie Watson, acquisition career manager with the Army DACM Office, hosted a breakout session on career planning tools, including the Career Acquisition Personnel and Position Management Information System, the Acquisition Career Record Brief, the IDP and the SRPE.

Tara Clements is the U.S. Army Acquisition Support Center’s communications outreach specialist and the Army AL&T News editor. She holds a B.A. in public relations from Radford University and has 14 years of Army public affairs experience.

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Military Acquisition Corner

By Maj. Sheila L. Howell,
Army DACM Office
Proponency Officer

Happy New (Fiscal) Year! As we start the fiscal year off fresh, we are looking for a fresh way to get you the information you need to know. Here are some quick nuggets from your proponent to you:

DA PAM 600-3 Update: In an effort to ensure our regulatory guidance is current and relevant, we have updated DA PAM 600-3 to include language that coincides with the Army's overall construct of career development assignments. All assignments are now considered developmental and are further binned into the categories of key developmental and broadening. This update also includes a revamped career model. Please see the update to DA PAM 600-3 on the **Army Publishing Directorate Website** and the Army Acquisition functional area information on **milSuite**.

Changes to Corps Membership Guidelines: With the July 2017 update of DODI 5000.66, the following change has occurred regarding Defense Acquisition Corps membership: Up to 12 months of time spent pur-

suing a program of training or education, as outlined in the AWF Program Desk Guide, may be substituted for one year of the four-year experience requirement for Corps membership.

CLP Reminder: We are halfway through the two-year period for achieving 80 CLPs. Hopefully, you are well on track for the requirement with at least 40 CLPs in your IDP already. Use this handy guide to be sure you'll meet the **CLP requirements**.

TWI/ACS: Two great broadening opportunities for career development have an upcoming deadline: Packets for Advanced Civil Schooling (ACS) and Training with Industry (TWI) must be submitted to HRC no later than Nov. 3 to be considered for next year's assignments.

ACS for NCOs: NCOs also have great opportunities for ACS. The ACS board for NCOs meets Jan. 22-25. Packets are due Jan. 15. Questions? Contact Sgt. 1st Class Diana McInnis at **diana.p.mcinnis.mil@mail.mil**.

DAU Course Change Reminder: Remember that effective May 1, 2017, PMT 352B was replaced by PMT 360, Program Management Office Course,

Part B. PMT 360 is available in AITAS/ATTRS for students to register. Additionally, PMT 352A was replaced by PMT 355, Program Management Office Course, Part A. PMT 355 is also available for students to register. Please pay special attention to the complete listing of DAU changes later in the newsletter.

USAASC Army DACM Office Location Visits: The USAASC Army DACM office is coming to a location near you! If you would like to schedule a proponent brief to get information about the new career model, certification or any other topic, please contact me at **sheila.l.howell2.mil@mail.mil**.

Visit Schedule:
Special Missions Unit: **Oct. 19**
Army Acquisition Center of Excellence: **Nov. 14-15**
Joint Base San Antonio: **Dec. 4-7**

Maj. Sheila Howell serves as the FA51 Proponency Officer for the Army DACM Office. She holds an MBA and a bachelor's degree in special education from Georgia Southern University. She is Level III certified in program management and a member of the Army Acquisition Corps.

Raise Your Voice

By Joan Sable,
Human Capital Initiatives Division Chief

Have you ever wondered how your acquisition career and leader development programs are prioritized and integrated? Would you like an opportunity to influence the process? Your Army Acquisition leaders are hard at work and you are their priority!

As a result of the implementation of the AAW HCSP, two governing bodies of senior Army leaders launched in FY17 to monitor strategic initiatives of the plan all focused on AAW professionals. The Executive Steering Committee (ESC), consisting of two- and three-star

equivalent leaders from across the Army and the acquisition community, is charged with ensuring prioritization and accountability. The Army Acquisition Executive has made the ESC one of her main priorities. Additionally, the AAW HCSP Council, consisting of GS-15, one- and two-star equivalent leaders, is responsible for developing and tracking progress of strategic initiatives.

These two governing bodies are focused on the AAW professionals from the perspectives of workforce planning, professional and leader development, employee engagement, and communication and collaboration perspective. Their focus on acquisition career and leader

development is aimed at ensuring readiness for our Soldiers on the battlefield. So let us hear from you: We welcome your feedback, thoughts and comments regarding the AAW HCSP process at **usarmy.belvoir.usaac.mbx.usaac-aaw-hcsp@mail.mil**.

Joan Sable is chief of the Human Capital Initiatives Division in the Army DACM Office. She holds an MBA from Strayer University and a B.S. in education from Longwood University, and has worked in the Army acquisition community for more than 17 years. She is Level III certified in program management and a member of the Army Acquisition Corps.



FY18 Certification Changes

DOD acquisition, technology and logistics (AT&L) career field certification standards are normally implemented on Oct. 1 of each fiscal year. The following table outlines several certification and course changes. For career fields not listed in the table, there are no approved changes to date. Certification applications submitted by midnight, Sept. 30, 2017, are considered under FY17 standards. Applications submitted after that date will be held to FY18 standards. To view the most current career field certification standards required for your current acquisition position, please view [Certification and Core Plus Development Guides](#).

Acquisition Career Field	Level	Added	Removed
Business – Cost Estimating (P) Change effective March 1, 2017	1	BCF 131 – Applied Cost Analysis (R)	BCF 107 retired Feb. 27; valid predecessor course until Oct.1, 2018.
Business – Cost Estimating Change effective 1QTR 18	1	BCF 110 - Fundamentals of Business Financial Management (DL)	BCF 103 retires 1QTR 18; valid predecessor course until Oct. 1, 2018.
Business – Cost Estimating Change effective 4QTR17	1	BCF 130 - Fundamentals of Cost Analysis (DL)	BCF 106 retires 4QTR 17; valid predecessor course until Oct. 1, 2018.
Business – Cost Estimating (P) Change effective March 1, 2017	2	BCF 230 – Intermediate Cost Analysis (R)	BCF 204 retired Feb. 28; valid predecessor course until Oct. 1, 2018.
Estimating (P) Change effective Oct. 1, 2017	2	BCF 250 - Applied Software Cost Estimating (R)	None
Business – Cost Estimating (P) Change effective Oct. 1, 2017	3	Experience Requirement: 6 years of acquisition experience with 5 of the 6 in cost estimating	7 years of acquisition experience in cost estimating.
Business – Cost Estimating (P) Change effective March 1, 2017	3	BCF 330 – Advanced Concepts in Cost Analysis (R)	BCF 302 retired Feb. 28; valid predecessor course until Oct. 1, 2018.
Business – Financial Management Change effective 1QTR 18	1	BCF 110 - Fundamentals of Business Financial Management (DL)	BCF 103 retires 1QTR 18; valid predecessor course until Oct. 1, 2018.
Business – Financial Management Change effective 4QTR 17	1	BCF 130 - Fundamentals of Cost Analysis (DL)	BCF 106 retires 4QTR 17; valid predecessor course until Oct. 1, 2018.
Business – Financial Management Change effective 4QTR 17	2	BCF 130 - Fundamentals of Cost Analysis (DL)	BCF 106 retires 4QTR 17; valid predecessor course until Oct. 1, 2018.
Business – Financial Management (K) Change effective Jan. 1, 2017	2	EVM 202 – Intermediate Earned Value Management (R)	EVM 201/BCF 203 retired; valid predecessor courses until Oct. 1, 2018.
Contracting (C) Change effective Oct. 1, 2017	1	CLM 059 - Small Business Program for Contracting Officers (DL)	CLC 025 retires Oct. 1, 2017; valid predecessor course until Oct. 1, 2019.
Contracting (C) Change effective Oct. 1, 2017	3	CON 320 - Advanced Indirect Cost Analysis (R)	CON 232 retires Oct. 1, 2017; valid predecessor course until Oct.1, 2019.
Engineering (S) Change effective 1 QTR FY18	2	ENG 201 – Applied Systems Engineering in Defense Acquisition, Part I (DL)	SYS 202 retires 1QTR FY18; valid predecessor course until Dec. 31, 2018.

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Acquisition Career Field	Level	Added	Removed
Life Cycle Logistics (L) Change effective Oct. 1, 2017	1	LOG 100 - Life Cycle Logistics Fundamentals (DL)	LOG 101 retires Sept. 30, 2017; valid predecessor course until Oct. 1, 2019.
Program Management (A) Change effective Oct. 1, 2017	2	PMT 252 - Program Management Tools Course, Part I (DL)	PMT 251 retires Sept. 30, 2017; valid predecessor course until Oct. 1, 2018.
Program Management (A) Change effective May 1, 2017	3	PMT 355 - Program Management Office Course, Part A (DL) PMT 360 - Program Management Office Course, Part B (R)	PMT 352A and PMT 352B retired April 30, 2017; valid predecessor course until Oct. 1, 2019.
Program Management Change effective 1QTR 18	3	BCF 110 - Fundamentals of Business Financial Management (DL)	BCF 103 retires 1QTR 18; valid predecessor course until Oct.1, 2018.
Program Management Change effective 1QTR 18	3	ENG 201 - Applied Systems Engineering in Defense Acquisition, Part I (DL)	SYS 202 retires 1QTR 18; valid predecessor until Dec. 31, 2018.
Purchasing (E) Change effective Oct. 1, 2017	1	CLM 059 - Small Business Program for Contracting Officers (DL)	CLC 025 retires Oct. 1, 2017; valid predecessor course until Oct. 1, 2019.
Test and Evaluation (T) Change effective Oct. 1, 2017	2	None	CLM 013 - Work-Breakdown Structure
Test and Evaluation Change effective 1QTR 18	2	ENG 201 - Applied Systems Engineering in Defense Acquisition, Part I (DL)	SYS 202 retires 1QTR 18; valid predecessor until Dec. 31, 2018.
Science and Technology Manager (I) Change effective Oct. 1, 2017	2	CLE 082 - Prototyping and Experimentation in Acquisition (DL)	None



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FY18 New Course and Name Changes

Course name changes occur due to updates to the course content. Predecessor courses are not always valid indefinitely and may have acceptance end dates. To view details of the new course and valid dates of the predecessor course, please see the **DAU iCatalog** or the **DAU consolidated predecessor listing**.

New Course	Replaces	Notes
ACQ 255 (DL) – Services Acquisition Management Tools Course http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=12179	None	ACQ 255 deploys Oct. 1, 2017.
BCF 110 (DL) – Fundamentals of Business Financial Management http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=10	BCF 103 - Fundamentals of Business Financial Management	BCF 110 deploys 1QTR FY18. BCF 103 valid predecessor course until Oct. 1, 2018.
BCF 130 (DL) – Fundamentals of Cost Analysis http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2090	BCF 106 - Fundamentals of Cost Analysis	BCF 130 deploys Oct. 1, 2017. BCF 106 valid predecessor course until Oct. 1, 2018.
BCF 131 (R) - Applied Cost Analysis http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2091	BCF 107 – Applied Cost Analysis	BCF 131 deployed Feb. 27, 2017. BCF 107 valid predecessor course until Oct. 1, 2018.
BCF 230 (R) - Intermediate Cost Analysis http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2133	BCF 204 - Intermediate Cost Analysis	BCF 230 deployed March 1, 2017. BCF 204 valid predecessor course until Oct. 1, 2018.
BCF 250 (R) – Applied Software Cost Estimating http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2106	None	New BUS-CE, Level 2 certification course.
BCF 330 (R) – Advanced Concepts in Cost Analysis http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2134	BCF 302 - Advanced Concepts in Cost Analysis	BCF 330 deployed March 1, 2017. BCF 302 valid predecessor course until Oct. 1, 2018.
CMA 241 (R) – Government Flight and Ground Representative (GRF/GGR) http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2156	CMA 211 - Government Flight Representative and CMA 221 - Joint Ground Government Flight Representative	CMA 241 replaces both CMA 211 and CMA 221.
CON 320 – Advanced Indirect Cost Analysis http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=12177	CON 232 – Overhead Management of Defense Contracts	CON 320 deploys Oct. 1, 2017. CON 232 valid predecessor course until Oct. 1, 2019.
ENG 201 (DL) – Applied Systems Engineering in Defense Acquisition, Part I http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2006	SYS 202 - Intermediate Systems Planning, Research, Development, and Engineering, Part I	ENG 201 deploys 1QTR FY18. SYS 202 valid predecessor course until Dec. 31, 2018
LOG 100 (DL) – Life Cycle Logistics Fundamentals http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=12164	LOG 101 - Acquisition Logistics Fundamentals	LOG 100 deploys Oct. 1, 2017. LOG 101 valid predecessor course until Oct. 1, 2019.
PMT 252 (DL) – Program Management Tools Course, Part I http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2118	PMT 251 - Program Management Tools Course, Part I	PMT 252 deploys Oct. 1, 2017. PMT 251 valid predecessor course until Oct. 1, 2018.
PMT 355 (DL) - Program Management Office Course, Part A http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2110	PMT 352A - Program Management Office Course, Part A	PMT 355 deployed May 1, 2017. PMT 352A valid predecessor course until Oct. 1, 2019.
PMT 360 (R) – Program Management Office Course, Part B http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2111	PMT 352B - Program Management Office Course, Part B	PMT 360 deployed May 1, 2017. PMT 352B valid predecessor course until Oct. 1, 2019.

Army DACM Office Highlights

- ▶ October Hot Topics
- ▶ Army DACM Office hosts first career summit
- ▶ AAW Human Capital Strategic Plan: Year one
- ▶ Are you ready? New issue of Army AL&T magazine focuses on readiness



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Please email us any questions or suggestions.

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