



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

SFAE

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Director, Acquisition Career Management (DACM) Memorandum – Fiscal Year 2019 Army Acquisition Workforce Standards

1. References:

- a. Title 10, United States Code, Chapter 87, Sections 1723 and 1732-1734 (Defense Acquisition Workforce Improvement Act), 5 November 1990, and as subsequently updated.
- b. Army Acquisition Workforce 2017-2021 Human Capital Strategic Plan (HCSP).
- c. Director, Army Acquisition Corps (DAAC) Memorandum, Assistant Secretary of the Army (Acquisition, Logistics and Technology), SFAE, 30 October 2017, subject: Fiscal Year 2018 Army Acquisition Workforce Goals/Standards.

2. The Army Acquisition Workforce (AAW), composed of approximately 40,000 acquisition civilians, officers, and non-commissioned officers, has been extremely successful in meeting the high performance standards outlined for acquisition professionals in the Defense Acquisition Workforce Improvement Act (DAWIA) statutory requirements (Reference 1a). These exemplary achievements are a direct result of the dedicated effort of acquisition professionals and senior leaders across the entire AAW.

3. Paragraphs 3a through 3d below outline my Fiscal Year (FY) 2019 standards for the AAW, which complement the ones established by the DAAC in the previous fiscal year (Reference 1c). The attainment of these standards should not be viewed or undertaken as an individual effort, but rather it should involve an employee/supervisor/Command team approach – it is critical that employees work closely and communicate regularly with their supervisors, in order to discuss objectives, develop a mutually agreeable and practical plan, and achieve the desired results.

- a. Certification and Within Grace Period Standards. Upon assignment to an acquisition position, I expect AAW members to meet their respective Acquisition Career Field (ACF) certification level requirements within a 24-month grace period; if they cannot attain ACF certification within the timeframe, they must submit a waiver to the Army DACM Office for approval. Approved waivers will be inclusive within the standards set below.

(1) For the entire AAW: 98 percent.

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(2) For AAC members occupying Critical Acquisition Positions, non-Key Leadership Positions (KLPs): 99 percent.

(3) For Army Acquisition Corps (AAC) members occupying KLPs: 100 percent.

b. Individual Development Plan (IDP) Standard: 100 percent. Supervisors must ensure all of their subordinate IDPs are discussed and updated every six months or more frequently, as needed.

c. Continuous Learning Point (CLP) Standard: 100 percent. Each AAW member is required to attain at least 80 CLPs by 30 September 2020, the end date of the two-year cycle. I recommend AAW professionals follow the guide path on the US Army Acquisition Support Center (USAASC) Army DACM Office website (<https://asc.army.mil/web/faqs-clp-01/>) for accumulating CLPs, instead of waiting until the last minute to complete training or request credits.

d. Senior Rater Potential Evaluation (SRPE) Standard: 100 percent. Effective 01 October 2018, Commands will ensure all AAW members in the grade of GS-12 through GS-15 (and broadband/pay band equivalents) receive annual SRPEs. Starting in calendar year 2019, the Army DACM Office will report SRPE completion compliancy to Commanders and Program Executive Offices (PEOs) and the following year, I will publicize AAW compliancy results. The Senior Rater should be the rating supervisor's next level or higher supervisor. Senior Raters must treat their matrixed and core employees equitably with respect to SRPE ratings. Ratings should be a fair and accurate assessment of an employee's strengths, current skill levels, and promotion potential, with no special consideration or weight given based on his/her parent organization.

e. Talent Management Objectives. The below subparagraphs outline my FY19 talent management objectives to support AAC efforts to identify, grow, and develop AAW leaders for current and future requirements.

(1) Commands/PEOs should ensure that mentorship and/or coaching are included as a supervisory performance objective, although I leave the specific implementation to the organizational level. The Army DACM Office has a mentorship toolkit at (<https://asc.army.mil/web/career-development/mentoring-resources/>).

(2) AAW members should review their IDPs regularly with their supervisors, in order to discuss the available opportunities and determine if/when Army DACM Office centralized programs/opportunities could fit into their career timelines and in accordance with established objectives. The Army DACM Office's portfolio of fully-funded, centralized tuition assistance and leader development programs/opportunities to

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support AAW education and training/leader development can be found on the USAASC Army DACM Office website (<https://asc.army.mil/web/>).

(3) I encourage Commands/PEOs to be proactive and innovative in identifying training courses, developmental assignments, and other opportunities to mitigate critical acquisition functional and leadership competency gaps, as well as support the goals and objectives outlined in Reference 1b by utilizing the Defense Acquisition Workforce Development Fund (DAWDF). During the FY18 DAWDF, the Army DACM Office experienced challenges with units not obligating their requested funding within the established timelines. To avoid a similar situation in the future, I ask that Commands/PEOs make every effort to obligate and execute funds as soon as possible and work with the Army DACM Office to develop contingency plans to spend money within a reasonable time.

4. Activities and organizations are reminded to meet all statutory labor relations obligations in the implementation of this policy.

5. All AAW policies and DACM memoranda can be found on the USAASC Army DACM Office website at (<https://asc.army.mil/web/alt-workforce-policy-procedure/>).

6. This document is effective immediately and will remain in effect until rescinded.

7. For questions about this memorandum, please contact the USAASC Army DACM Office via the Career Acquisition Management Portal Help Desk at <https://rda.altess.army.mil/camp/index.cfm?fuseaction=support.helpRequest>.

CRAIG A. SPISAK
Director
Acquisition Career Management

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