



2019 Defense Acquisition Workforce Development Innovation Award

Background: A high-quality, innovative acquisition workforce is vital to rebuilding the military, supporting the warfighter, and smartly using taxpayer dollars. Throughout the Department of Defense (DOD), acquisition leadership and managers demonstrate outstanding commitment to strengthening and responsibly sustaining the acquisition workforce. The Defense Acquisition Workforce Development Innovation Award recognizes excellence by acquisition organizations in developing unique and innovative solutions to ensure that their workforce is well-equipped to deliver world-class warfighting capabilities. The award highlights demonstrated, exceptional outside-the-box thinking and progress in tackling workforce development challenges. The Fiscal Year 2019 nomination process provides acquisition leaders a great opportunity to recognize this excellence.

At an enterprise level, nominations should highlight the exceptional contributions and innovations in support of the 2018 National Defense Strategy and its strategic efforts to cultivate workforce talent. This includes creating a leadership culture that:

- 1) Prepares for the next generation workforce.
- 2) Engages the early career workforce.
- 3) Develops leaders.
- 4) Implements modern talent management platforms and techniques.

Nomination accomplishments must demonstrate focus on quality improvements, not quantity. Describe the organization's efforts to analyze the need and opportunity and efforts to ensure an effective case for the initiative, and focus on results, including measures of success. Quantifiable descriptions of achievements are particularly desired.

Winning organizations and their teams will be honored at an awards ceremony at the Pentagon, will receive a group monetary award, and will have their contributions featured in the Pentagon's Defense Acquisition Workforce recognition display. Not more than five civilian team members shall be eligible to receive the group monetary award.

Eligibility: All component and DOD acquisition organizations, except Human Capital Initiatives (HCI), Defense Acquisition University and the component offices for Acquisition Career Management, are eligible to compete for the 2019 Defense Acquisition Workforce Development Innovation Award. All individuals submitted as team members must be certified in the acquisition career field designated for their position. A maximum of five key team members should be listed.

Evaluation Criteria: The three areas in which the package will be scored are as follows:

- 1) A specific achievement or innovation (50 points) within the organization. Demonstrated and exceptional outside-the-box thinking and progress in tackling workforce development challenges. Describe your organization's exemplary innovations or initiatives that support the strategic efforts and accomplishment areas. Examples include, but are not limited to,

introducing modern talent management platforms; leadership development through work experiences, mentoring, and knowledge transfer; using branding and digital communication and outreach strategies; and ensuring that the workforce has skillsets to achieve technical excellence.

- 2) Value of the nominee's contribution (30 points) to the mission of one's organization in strengthening and responsibly sustaining the acquisition workforce. The contribution should demonstrate direct impact in achieving organization or component priorities. Examples include, but are not limited to, workforce policy, programs, process improvements, productivity gains, and organizational reform for greater performance and affordability.
- 3) Support and alignment to DOD acquisition improvement priorities (20 points). Workforce development investments and best practice sharing that enhance the success of one's team, organization, component and the greater acquisition community in achieving acquisition outcomes. Examples include, but are not limited to, addressing critical skill gaps and leveraging incentives and flexibilities in recruiting and retaining top talent.

Evaluation Details: Nominations must be written for a specific initiative or innovation in support of the goals listed in the evaluation criteria paragraph above. The period of performance for this award is **July 1, 2018 through June 30, 2019**. Given that many accomplishments result from an organization's efforts and contributions cumulatively over time, initiatives over more than the 12-month window may be reported, but the culmination of the accomplishment must be within the window noted above. Quantifiable descriptions of achievements are desired.

Award Categories: Each award application will be evaluated in one of two categories: (1) Small Organization – organizations with fewer than 500 employees; and (2) Large Organization – organizations with 500 employees or more. The application procedures are the same for both categories.

Selection Process: The awards process is managed on behalf of the Under Secretary of Defense (USD(A&S)) by the Director, HCI. The Director, HCI will identify the Development Innovation Award Selection Panel, which comprises senior leaders and professionals in workforce training, development and talent management.

Detailed Instructions:

Submission deadline. All awards must be completed using the award application form herein and submitted, in MS Word format (not as a PDF), through the online portal at <https://asc.army.mil/web/acquisition-awards/> by close of business **June 14, 2019**. Due to schedule constraints, late submissions cannot be considered. You will receive an email acknowledging your nomination submission. If the point of contact has not received a confirmation e-mail within two business days after submission, please contact Vicky DeGuzman, award coordinator, at 703-664-5691 or victoria.l.deguzman.civ@mail.mil. An award application will not be considered complete until the applicant or submitter has received a confirmation e-mail.

Nomination approval. The Army Director, Acquisition Career Management (DACM) Office of the U.S. Army Acquisition Support Center (USAASC) is the official collection point for U.S. Army nominations. The Army DACM Office will coordinate nomination packages for Army Acquisition

Executive approval and endorsement to the USD(A&S). Each organization may submit one nomination in each category identified above.

Nomination format, content and logo. The nomination package must be submitted with a signed endorsement letter from the organization commander. The package must include the completed nomination contact form (attached); a three-page (maximum) narrative supporting the evaluation criteria, as described above; and a brief one-page award citation. A high-resolution organizational logo (at least 2 inches by 2 inches at 300 dots per inch) in either JPG or TIFF format must be included with the submission. The submitted nomination package must be Unclassified.

Recognition Ceremony. Winning organizations will be recognized at an awards ceremony at the Pentagon tentatively planned for late October 2019. Winning contributions will be featured in the Pentagon's Defense Acquisition Workforce recognition display. The Office of the USD(A&S) will ensure the winning organizations are announced via various communication media. Because of limited space at the awards ceremony, winning organizations are limited to five team members at the ceremony.

Monetary Award. The monetary award may be funded by component or organization funds or with the Defense Acquisition Workforce Development Fund (DAWDF). Monetary awards must be made consistent with policies of the Office of Management and Budget (OMB), the Office of Personnel Management (OPM) and the Office of the Secretary of Defense (OSD). Note that the OSD Personnel and Readiness memo, "Guidance on Award Limitations..." dated Oct. 16, 2018, references the OMB/OPM memo, dated Nov. 18, 2016, which removes group monetary awards from any cap constraints.

Travel Costs. All travel costs associated with the awards presentation will be borne by the nominating organization. Component acquisition leadership and winners will be notified several weeks in advance in order to facilitate travel reservations. Travel costs for each awardee may be funded with an approved DAWDF request. Components should contact their component DAWDF manager to facilitate this process.

Questions. Please address all questions regarding this award or application procedure to Vicky DeGuzman, award coordinator, at 703-664-5691 or victoria.l.deguzman.civ@mail.mil. Additional information and templates can be found on the award website at <https://asc.army.mil/web/acquisition-awards/>.

**2019 Defense Acquisition Workforce Development Innovation Award
Contact Information**

Award Category: (Large or Small Organization):

Organization Nominee Information

Name of Organization:

(Note: The selected organization's name will be printed on all materials and trophies as listed above.)

Name of Organization Acquisition Executive/Senior Acquisition Leader:

Title:

Submission Point of Contact (POC):

(Note: Person to be contacted if there are any questions regarding the submission.)

Name:

Title:

Mailing Address:

Address (continued):

City: State: Zip code:

Telephone:

E-mail:

Organization number of employees:

Organization number of acquisition workforce members:

Organization Mission Statement (100 words or less):

List up to five (5) names and position titles of key individuals responsible for acquisition workforce/talent management (often those managing initiatives cited in narrative):

Director, Acquisition Career Management Staff Point of Contact

Name: Victoria DeGuzman

Title: Chief, Communications & Support

Telephone: 703-664-5691

E-mail: victoria.l.deguzman.civ@mail.mil

NOMINATION NARRATIVE TEMPLATE

Not to exceed three (3) pages; 12-point, Times New Roman font

- 1) A Specific Achievement or Innovation (50 points):
- 2) Value of the Nominee's Contribution (30 points):
- 3) Support and Alignment to DoD Priorities (20 points):

AWARD CITATION

One page; not to exceed 200 words; 12-point, Times New Roman font