



A joint message from the Director of Civilian Human Resources Agency (CHRA) and Director, Acquisition Career Management (DACM) announcing the establishment of the new Army Acquisition Workforce Recruitment & Sustainment Center of Excellence (AAW R&S CoE):

Recognizing the hiring challenges across the Army acquisition community, our organizations have partnered to stand up the Army Acquisition Workforce Recruitment & Sustainment Center of Excellence (AAW R&S CoE). This center of excellence supports an integrated strategy to recruit, hire, sustain and retain our best and brightest talent to meet current and future Army Acquisition Workforce (AAW) requirements. Leveraging the synergy between our two organizations will allow us to overcome hiring challenges by streamlining acquisition recruiting resources and activities across the Army acquisition community. These efforts will enable a professional AAW ensuring readiness for the Army.

The AAW R&S CoE is a result of a rigorous pilot program. In October 2016, we initiated the pilot to test this new, centralized recruiting strategy across a limited acquisition customer base. Our initiative focused on supporting more than 3,000 General Schedule (GS) and Acquisition Demonstration (AcqDemo) Project positions. The pilot allowed us the ability to leverage various direct and expedited hiring authorities enabled by Congress in the Fiscal Years 2016-2018 National Defense Authorization Acts and test ways to streamline the recruitment life-cycle. Ultimately, the pilot was a resounding success recruiting quality candidates with a reduction in the time to hire by 34 percent.

On October 1, 2019, most organizations with acquisition positions will begin a phased transition to the consolidated AAW R&S CoE. By the end of FY20, our goal is that the majority of acquisition positions (including GS, AcqDemo, and Science & Technology Reinvention Laboratory (STRL) positions) will be hired and sustained through the CoE. With this integrated partnership, we will achieve these priority outcomes:

- Support Army civilian hiring reform goals;
- Meet the Secretary of the Army's 60-day reduction in time to hire;
- Leverage Direct Hiring Authority and Expedited Hiring Authority as the preferred methods for hiring;
- Maintain a singular interpretation of the Defense Acquisition Workforce Improvement Act (DAWIA) and its implications on acquisition workforce hiring;
- Oversee the ability to shape, hire and retain a highly qualified and professional AAW.

The CHRA/DACM team will work seamlessly during this transition to ensure minimal disruption of service to our acquisition civilian workforce and to the offices and leaders who support them. Additional information will be communicated as this initiative progresses.

Thank you for your hard work and dedication to Army acquisition and our soldiers.

Ms. Carol G. Burton
Director, Civilian Human Resources Agency

23 Aug 19
DATE

Mr. Craig A. Spisak
Director, Acquisition Career Management

23 AUG 2019
DATE

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