



# Civilian Army Acquisition Workforce Recruitment & Sustainment

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## Center of Excellence (AAW R&S COE) Town Hall

2019



# Background



## CHALLENGE:

- Decentralized CPACs with no formal expertise in hiring unique AAW
- Lengthy AAW PRD classification
- Insufficient understanding and use of hiring authorities
- Extremely long time-to-hire

## PARTNERSHIP:

- Civilian Human Resource Agency (CHRA) & the Army Director, Acquisition Career Management (DACM) Office

## PURPOSE:

- Implement revolutionary change in the recruitment, hiring and sustainment of civilian AAW professionals

**2016 Hiring Cell pilot resulted in a decrease in time-to-hire**





# AAW R&S CoE



## Successful Hiring Cell pilot is proof of concept for the AAW R&S CoE

- Fall of 2019, headquartered in Fort Sam Houston, TX with representation in Aberdeen Proving Ground, MD and satellite offices

## Centralized centers of excellence will result in:

### CHRA

- Supports Army Civilian Hiring Reform goals
- Meets the Sec Army's 60-day reduction in TTH
- Meets M&RA's direction to leverage DHA and EHA (i.e., easier to target and track recruitment trends)
- Leverages Army Best HR Practices and Lessons Learned to include those of the other Components
- Shared costs

### DACM

- One COE: one interpretation of DAWIA statute/regulations/policy with HR partnership
- Focused & precise hiring of AAW; greater span of control of the enterprise
- Opportunity to shape, plan for, recruit, hire and retain a highly qualified, agile, adaptive and professional AAW
- Standardization of Position Descriptions
- Centralized focus for the AAW in a decentralized environment

**Oversight to shape a highly qualified AAW**





# What Is Not Changing for HR



Basic  
Recruitment  
Procedures

Majority of HR  
Servicing  
Assignments will  
Remain in Place

Technology and  
HR Systems

Continued  
DACM Office  
Support

**All remain  
the same!**

Management's  
Responsibilities  
for Activity  
Recruitment





# What Is Changing for HR



**Acquisition Intro  
Training for HR  
Support  
Personnel**

**Tighter  
Operational  
Controls**

**Centralized  
Recruitment and  
Sustainment**

**Active Support  
Towards  
Standardized  
PDs/PRDs and  
Job Analysis**

**Centralized  
Communication**

**Positive change  
Transparent to the  
employee**

**Security &  
Suitability**

**HR Support to  
DAWIA  
Exclusively**

**Consistent and  
Effective Delivery  
of HR Acquisition  
Procedures,  
Policies and  
Processes**

**Improved  
Quality of HR  
Products and  
Services**

**HR Management  
POC**





## Overview

# What Is Not Changing for the Employee

**Benefits,  
retirement, health,  
life, and other  
benefits**

**Leave**

**Work Schedules**

**Allowances  
& travel/  
subsistence  
expenses**

**Veterans'  
preference**

**All remain the  
same!**

**Prohibited  
personnel  
practices**

**Merit system  
principles**

**Fundamental due  
process**

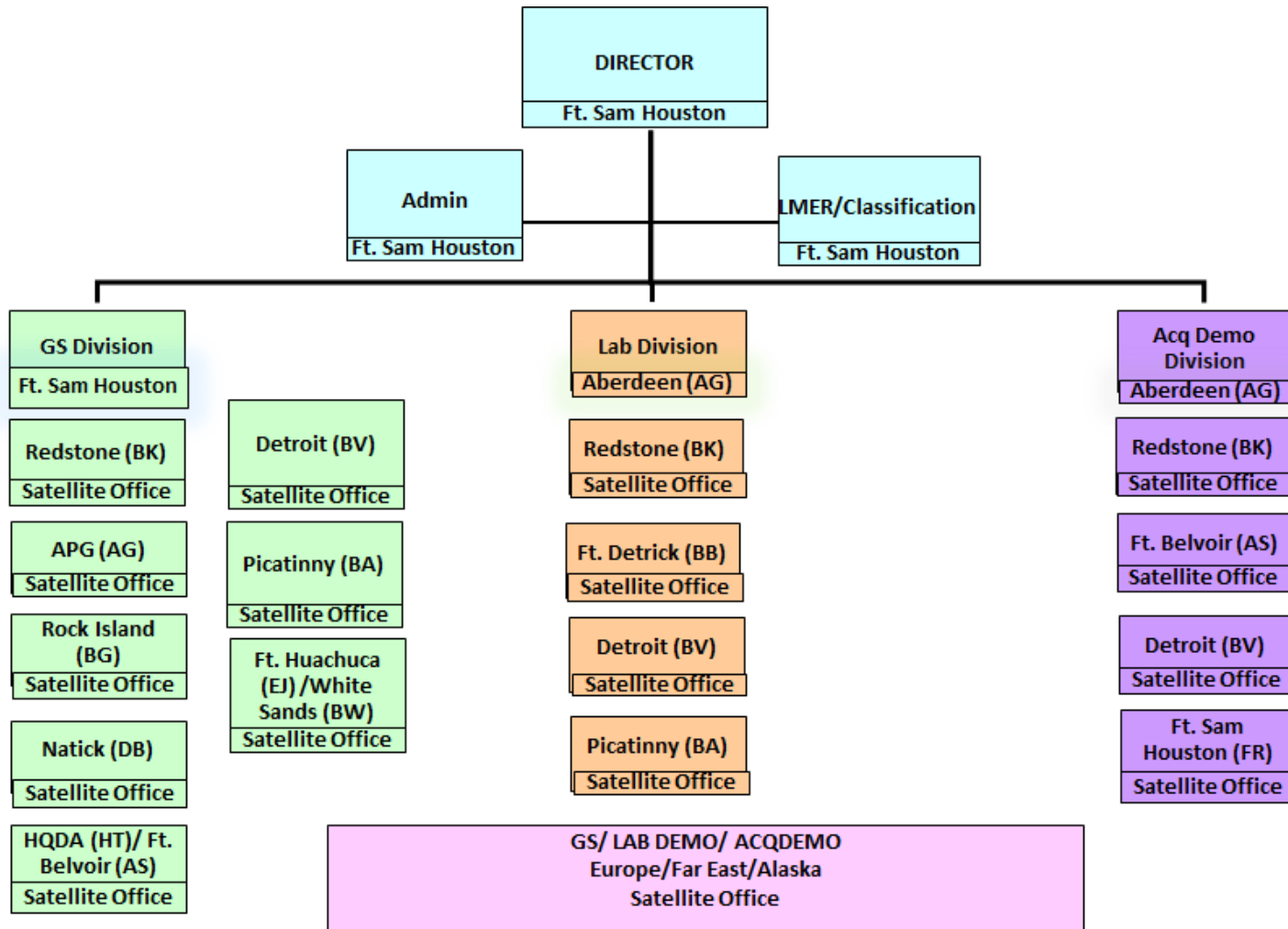
**Whistleblower  
protection**

**Anti-  
discrimination  
laws**



# AAW R&S COE

## Divisions & Satellite Locations





# AAW R&S COE Transition Schedule



## Initial Phase AAW Cell Pilot And Others 15 Nov 2019

## Phase 1 1 Feb to 31 Mar 2020 Command Codes

## Phase 2 1 Apr to 31 May 2020 Command Codes

## Phase 3 1 Jun - 31 Jul 2020 Command Codes

### Pilot Participants

JPEO Arm & Ammo  
JPEO CBRNE  
PEO C3T  
PEO IEW&S  
PEO EIS  
PEO Soldier  
\*PEO CS&CSS  
(\*Ft. Belvoir Only)  
PEO STRI  
USAASC

### Others

ATEC HQ  
ACC-APG (\*All Locs)

\*AE FC SC  
AN GB SE  
AP HC SJ  
\*AT HR SP  
B2 J1 TA  
BA JA TC  
CB MC X1  
CS MW X2  
DJ P1 \*XD  
E1 SA XT  
E2 SB XX

\*AF  
XQ

2A  
3A  
5A  
A1  
AJ  
X6  
X7  
X8  
XC  
XK  
XP

(\*Minus Initial Phase)

(\*Minus AFC HQ)







# AAW R&S COE Resources



## CHRA:

HR Service Portal (Service Now) website: [https://service.chra.army.mil/hr\\_internal/](https://service.chra.army.mil/hr_internal/)

AAW R&S COE Q&A Helpdesk: [usarmy.apg.chra-hqs.mbx.aaw-partnership@mail.mil](mailto:usarmy.apg.chra-hqs.mbx.aaw-partnership@mail.mil)



Quick Links: *Army Acquisition Workforce COE*

- FAQ
- AAW R&S COE Repository (SOPs, Job-Aids, FRNs, New POCs, Tools, References, etc.)
- Resources

## DACM:

Army DACM Office website: <https://asc.army.mil/web/dacm-office/aawrs/>

Acquisition Policy Library for HR website (Filter tag COE):  
<https://asc.army.mil/web/alt-workforce-policy-procedure/>

**DACM/CHRA will schedule virtual Q&A sessions prior to each transition Phase.**

