



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.

From the DACM: MODERNIZING THE WORKFORCE: REMAINING FLEXIBLE, AGILE AND MOBILE



Craig A. Spisak, Army Director,
Acquisition Career Management (DACM)

If you haven't heard by now, the Army is modernizing its acquisition workforce. Modernizing means upgrading, improving and constantly striving to become better as we serve our most important client, the Soldier. How are we modernizing the workforce? We're changing from a universal training and certification model to more of a custom-tailored, performance-based approach through a spectrum of jobs, rotational assignments and career fields. What else are we doing to improve ourselves? Becoming more agile, less constrained within the boundaries of existing acquisition processes. Our talent

management processes are speeding up to keep pace with modern business practices, and creativity is playing a big role in developing careers and training regimens. Supervisors are also a critical key to enhancing our workforce by identifying the skills, credentials and actively fostering high-performing employees into future leadership roles. If we want to succeed as an Army, we must invest in the value of our employees, our supervisors, and our workforce as a whole. For more details, read "Modernizing the Workforce" in Army AL&T magazine at <https://asc.army.mil/armyalts/Spring2020/html/index.html?page=80&origin=reader>.

DACM Policy 12-month Extension of Grace Period for Meeting Acquisition Position Certification Requirements

The novel coronavirus continues to spread and is a major health concern for individuals throughout DOD. In response, travel to acquisition certification training is currently restricted and many acquisition workforce members may experience difficulty meeting training requirements by their certification due date. Therefore, Defense Acquisition Workforce Improvement Act (DAWIA) certification requirements are extended by 12 months to those who are currently in their 24-month grace period, effective immediately. All acquisition workforce professionals hired within the next 12 months will have 36 months to complete certification requirements. Please review the signed policy here: <https://asc.army.mil/web/usdas-and-dacm-memorandum-12-month-cert-extension-and-faq/>

For all DAWIA certification requests, please contact the DACM Helpdesk or copy and paste:
<https://rda.altess.army.mil/camp/index.cfm?fuseaction=support.helpRequest>.

DAU PUBLIC AFFAIRS OFFICE PROVIDES CORONAVIRUS INFORMATION

Defense Acquisition University (DAU) has set up an external coronavirus-related DAU student information page at <https://www.dau.edu/News/Coronavirus-Information-for-DAU-Students>. For additional information on the disease, visit the Centers for Disease Control and Prevention website at <https://www.cdc.gov/coronavirus/2019-ncov/index.html>. For the latest on a specific DAU location, visit DAU's Operating Status page at <https://www.dau.edu/Pages/OperatingStatus.aspx>.



WHAT'S INSIDE:

TRAINING WITH INDUSTRY: FINDING ANSWERS IN PECULIAR PLACES Page 7



Assessing Our Skills

As part of the DACM Office commitment to implementing the Army Acquisition Workforce (AAW) Human Capital Strategic Plan, a comprehensive AAW competency assessment effort was conducted over the past three years with a twofold purpose: to identify and understand gaps in leadership and technical competencies, and to inform future human capital planning and investments for the acquisition workforce.

The first assessment, conducted in 2017, asked the approximately 40,000 AAW employees to identify important leadership competencies and provide insight into various areas of career development. Results of the survey were published in the January 2018 issue of DACM News . The second wave of the assessment effort, conducted in late 2019, surveyed AAW supervisors to measure where they

perceived leadership and technical competency gaps among their employees. Almost 3,000 acquisition and non-acquisition supervisors responded to the survey.

Based on these results, as depicted below, the three most important leadership competencies were communication, building trust and getting results. Of interest were the results of questions on the identification and importance of technical competency skills. The top three most important skills identified were critical thinking, writing and communication, and decision-making. These results can be applied in valuable ways as we work continuously to better ourselves as an acquisition workforce. [Click HERE](#) to see more information on the competency gap assessment and how the results can inform critical decisions, in this AL&T News article at <https://asc.army.mil/web/news-data-supports-training/>.

Consolidated Blueprint

Transition to the Army Acquisition Workforce Recruitment and Sustainment Center of Excellence (AAW R&S COE) continues to unfold. The goal of the center is to implement revolutionary change in the recruitment, hiring and retention of civilian AAW professionals. The transition of human resources activities to the center will occur in three phases in 2020. Phase 1 occurred from February to March for 33 commands; the second phase is occurring from April to May for two commands. Finally, phase 3 will occur from June to July for 11 commands. This transition is happening as a result of a joint partnership formed several years ago between the DACM and the Director of Civilian Human Resources Agency. Consolidating the Army's human resources assets into a single, centralized center of excellence supports a variety of high-priority outcomes, such as:

- Meeting the secretary of the Army's 60-day reduction in time to hire.
- Leveraging direct hiring authority and expedited hiring authority as preferred methods of hiring.
- Maintaining a singular interpretation of the Defense Acquisition Workforce Improvement Act and its implications for acquisition workforce hiring.

To read the signed joint partnership memo and for more information on the AAW R&S COE, visit <https://asc.army.mil/web/dacm-office/aawrs/>.

Reclassification Results – Welcome New 51C Noncommissioned Officers!

Congratulations to the 43 active and Reserve Soldiers competitively selected to join the 51C military occupational specialty career field, contracting noncommissioned officer. As 51C NCOs, individuals absorb a wide array of valuable skills and professional acquisition competencies, all while supporting the Army's mission. Interested applicants can apply to the next 51C NCO selection opportunity now through June 15. Read more and see a list of the selectees in Army AL&T News at <https://asc.army.mil/web/51c-reclass-results-announced>. More details about 51C reclassification programs are on our website at <https://asc.army.mil/web/career-development/military-nco/field51/>.

Senior Enterprise Talent Management (SETM) And Enterprise Talent Management (ETM)

Now open: the SETM and ETM programs! SETM and ETM are Army talent management programs designed to produce senior civilian leaders with an enterprise perspective and the potential to serve in positions of increasing responsibility. Developed under the Civilian Workforce Transformation initiative, they are administered by the Civilian Senior Leader Management Office (CSLMO), Assistant Secretary of the Army (Manpower and Reserve Affairs). A variety of leadership opportunities are available for eligible GS-12 to GS-15 (or pay band equivalent) candidates. This year's SETM and ETM application cycle is March 1 to May 15. For more details, go to <https://asc.army.mil/web/career-development/programs/senior-service-college-program/>.



2019 ARMY ACQUISITION WORKFORCE (AAW) COMPETENCY ASSESSMENT - SUPERVISOR FEEDBACK



YOUR DEVELOPMENT IS IMPORTANT!

The Army DACM Office conducted an assessment in August and September 2019 with supervisors of acquisition professionals to:

- Identify and understand gaps in leadership and technical competencies required for peak job performance.
- Inform future AAW human capital planning and investment.

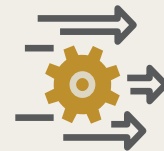
24.8% RESPONSE RATE



2,953 RESPONDENTS ACROSS



ACQUISITION AND NON-ACQUISITION SUPERVISORS



14 ACQUISITION CAREER FIELDS

10 LEADERSHIP COMPETENCIES IN ORDER OF IMPORTANCE



6 NEWLY IDENTIFIED AND MEASURED TECHNICAL COMPETENCIES FROM FOCUS GROUPS AND STAKEHOLDERS IN ORDER OF IMPORTANCE



CRITICAL THINKING



WRITING AND COMMUNICATION



DECISION-MAKING



PLANNING AND ANALYSIS INTEGRATION



RISK MANAGEMENT



ACQUISITION STRATEGY PLANNING AND ANALYSIS

■ A HIGHLY CAPABLE, AGILE, ADAPTIVE AND PROFESSIONAL ARMY ACQUISITION WORKFORCE ■
<https://asc.army.mil/web/dacm-office/>



SPOTLIGHT ON SUCCESS

Meet Nancy Sykes, originally from Louisiana, a contracting officer and team lead with the Joint Test and Evaluation Program, U.S. Army Corps of Engineers in Vicksburg, Mississippi. Sykes recently participated in the DACM Office-sponsored Inspiring and Developing Excellence in Leaders (IDEAL) program. Read below about the positive impacts IDEAL had on the development of her career.

What programs did you participate in? When did you start, and when did you complete it?

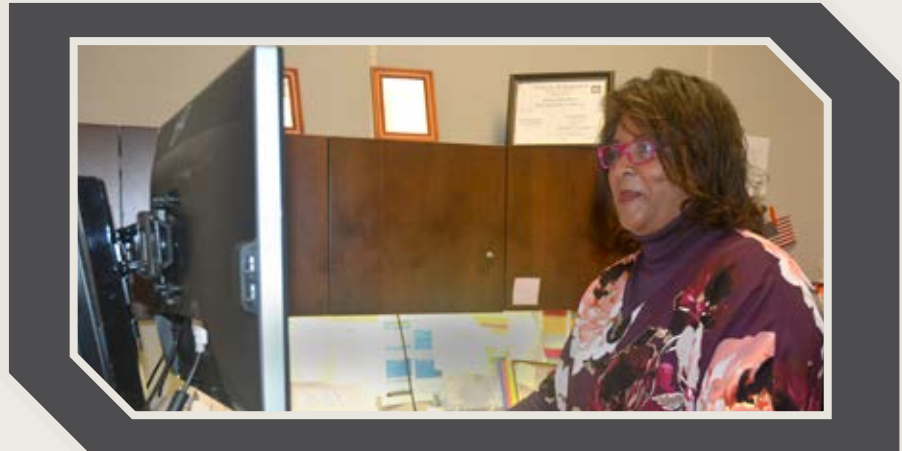
I completed two sessions of the Acquisition Leadership Challenge Program in August 2018 and February 2019. I also completed the Inspiring and Developing Excellence in Acquisition Leaders (IDEAL) program, which ran from April to October 2019. All three programs allowed me the opportunity to see beyond what is happening today and get a glimpse of what the future holds. All three also were very educational; however, the IDEAL course challenged me to get the facts; surround myself with like-minded individuals who are looking to advance in their careers and not listen to the naysaying information; search for understanding and clarity; be honest with what is being revealed; know when to press forward or step back; and take a different perspective of the things going on around me.

What was your primary motivation for taking part in IDEAL?

I wanted to make certain that I was helping others to understand the goals and visions of the agency. I wanted us to be as one unit when we represented our departments. I wanted others to care as much as I do about what we are doing and the customers that we are assisting.

What were your expectations of the program before you started, and how did they change as the course proceeded?

I was not sure what to expect—all I knew about IDEAL was that it was a management course. One of my goals during my career is to become an exceptional leader, and this was the door to that path. I was amazed when I realized that some of the tactics and



“I meet others where they are and I do not try to make them into what I want them to become, and I do my best to facilitate their growth so they can bloom where they are planted.”

strategies that were being taught in the class were things I was already doing on a daily basis.

What were your top three takeaways from the program?

First and foremost, I learned that understanding who I am as a person is imperative. The key to understanding others is to know yourself. Second, I had the opportunity to meet people right where they are without being judgmental—greeting everyone with an open mind and knowing that our thinking process will not be exactly the same. Finally, I learned that when dealing with subordinates, I should keep the communication lines open and be honest about what is being said. If managers stick to the facts and keep a doorway open for compassion, relationships with subordinates grow stronger.

What skills, knowledge or experiences from the program do you apply most, in your job or outside of work?

I have learned to do more active listening and to keep the lines of communication

open. I realized that people want to assist us with our projects or programs, but they must know what we are trying to accomplish. Also, if we keep a closed hand on what we are doing, how can we be a success to ourselves or others who are working with us or coming up behind us in the ranks?

How has this program affected your career?

These programs have helped me understand that even at your best, there is still room for improvement. Projects and agencies are changing and becoming more innovative, and if we wish to stay gainfully employed, we will have to sharpen our skill sets.

Who would you recommend this course to, and why?

I would recommend this course to anyone who wishes to better themselves and grow with the agency they are currently a part of, or anyone who wishes to move on to the next level within their career.

Briefly describe what you do in your position and why it's important to the Army or the warfighter. In addition to having the

Continued on page 5



opportunity to support Soldiers, what's the greatest satisfaction you have in being a part of the Army Acquisition Workforce?

I am a contracting officer and team lead for the Joint Test and Evaluation Program within the U.S. Army Corps of Engineers' Engineer Research and Development Center. With my team, I have an opportunity to process procurements and oversee actions that will allow all servicemen and women to return home safely. It is important to me to know that the team I work with has done all that it can to aid in this area. When you see a warfighter returning from temporary duty assignments and greeting their family members, there is a feeling of connection because you helped in their return. My greatest satisfaction in being part of the Army Acquisition Workforce is knowing that the long hours and the sacrifices were worth it all.

How did you become part of the Army Acquisition Workforce, and why? What was your first acquisition position, and what appealed to you about the work?

I wanted a change in career paths. I left the logistics field in 2005 and applied for a position as a contract specialist. I wanted to understand how the different fields all intertwined with one another. I soon discovered that I could use my logistics skills in contracting because they crossed lines at some point.

Additionally, I wanted to make sure that other families were somewhat at ease knowing that there were civilians on the outside fighting hard

to bring their loved ones back home. It was personal for me because I was the wife of a Vietnam vet, not knowing if our two small children or I would see him again.

My first acquisition position was with the 90th Regional Readiness Command at Camp Robinson in North Little Rock, Arkansas. I was trained by coworkers who explained to me the importance of the work that we were doing and how it could impact a Soldier. I knew then that this was my niche, and I wanted to get it right or as close to right as I could the first time around.

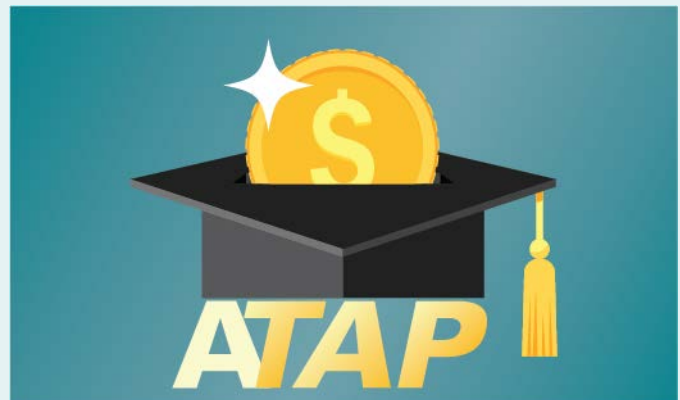
Read more in Army AL&T magazine about how the insight Sykes gained has powerfully influenced her professional relationships, leadership style and visions of a better tomorrow. Speaking of positive influences, read an article featuring **Remo Dela Cruz**, contracting officer with the 413th Contracting Support Brigade, U.S. Army Contracting Command, who shares lessons from the IDEAL program that made a mark on his workplace and communication practices.

IDEAL is a leadership development program for Army Acquisition Workforce civilians with identified leadership and supervisory potential who are GS-12/13 or the broadband equivalent. IDEAL prepares midcareer professionals for positions in which they will lead people, teams and other work groups. Click here to find out more about the IDEAL program.

SPOTLIGHT ON SUCCESS: The Spotlight feature is your chance to highlight the interesting work you or your AAW teammates are doing in support of the warfighter. Don't be shy—tell us what you're working on. Fill out a nomination form and we'll help get the word out. Details are at <https://asc.army.mil/web/publications/army-alt-submissions/>.

Army Acquisition Tuition Assistance Program: Fiscal 3rd Quarter Opportunity

Now through May 22, applications are being accepted for the Acquisition Tuition Assistance Program (ATAP). ATAP provides tuition assistance at a university of your choice to eligible Army Acquisition Workforce civilians and Military Occupational Specialty 51 contracting (51C) noncommissioned officers (NCOs). ATAP is not only a chance to receive funding toward an academic degree; it also funds courses needed to fulfill the requirements of membership in the elite Army Acquisition Corps. This is the third of four quarterly opportunities within the fiscal year to submit an application for funding. For more information, including eligibility requirements, visit the ATAP webpage at <https://asc.army.mil/web/career-development/programs/acquisition-tuition-assistance-program/>.





Acquisition Education, Training and Leader Development Opportunities

Civilian Army DACM Office Student Loan Repayment Program (SLRP)

The hugely popular SLRP is back! The SLRP application window is open through May 20. SLRP is a retention incentive for civilian Army Acquisition Workforce (AAW) members with critical acquisition skills who are serving in a permanent appointment, or a term appointment with at least three years remaining. The program is designed to repay federally insured student loans of the civilian AAW members and their children (if the AAW member is a co-signer on the federally insured student loan), in exchange for remaining within the Department of the Army acquisition position for three years upon selection. For additional program details and application information, visit the SLRP webpage at <https://asc.army.mil/web/career-development/programs/student-loan-repayment-program/>.

Deadline Extended: Defense Civilian Emerging Leader Program (DCELP)

The application deadline for the 2021 DCELP cohort has been extended to April 28. DCELP is the DOD leader development program for acquisition personnel at GS-07 through GS-12 or the equivalent pay band. The program aims to help early- and midcareer civilians develop a full range of competencies for leading themselves, teams and projects. It focuses on leadership assessment, team development, effective writing and conflict resolution. Find out more about DCELP at <https://asc.army.mil/web/career-development/programs/dcelp/>.

DAU-SSCF Participants Get A Unique Opportunity To Hear From Senior Acquisition Leaders

On March 11, the FY19 Defense Acquisition University Senior Service College Fellowship (DAU-SSCF) program hosted an event at the Pentagon with senior acquisition leaders. Dr. Bruce D. Jette, the Army acquisition executive and assistant secretary of the Army for acquisition, logistics and technology (ASA(ALT)), focused his discussion with the students on leadership and the importance of understanding how to leverage your team’s capabilities to help you do your job better, how to be comfortable with changing your mind, and developing a culture of communication and interaction. Another highlight was hearing from Jeffrey S. White, principal deputy ASA(ALT), on improving and streamlining the overall acquisition process, with topics such as building readiness, modernizing for the future, delivering products faster, other-transaction authority agreements and advanced manufacturing.

This premier 10-month fellowship, sponsored by the Army Director, Acquisition Career Management (DACM) Office, provides leadership and acquisition training to prepare high-potential senior civilians for roles such as product and project manager, program executive officer, and other key acquisition leadership positions. See program details at <https://asc.army.mil/web/career-development/programs/defense-acquisition-university-senior-service-college/>.





Training with Industry: FINDING ANSWERS IN PECULIAR PLACES



The TWI cohort at Amazon headquarters in Seattle.

Where do we go to find answers? Do we talk to friends, family or co-workers, or consult the all-powerful internet?

Yes, to all of the above. But when searching for solutions in the acquisition world, it is our obligation as good stewards of taxpayer funds to consider a wide variety of sensible options. The pool of those options is about to get larger than ever with the latest developments from the Training With Industry (TWI) program. TWI is a yearlong work experience program giving top-performing officers extended exposure to industry management techniques, best practices and technological innovations, as well as a view from the “other side of the fence.” The program is growing dramatically for a good reason—to broaden and strengthen the modern Soldier’s array of solutions. We checked in with the TWI program manager, Maj. Saleem Khan, proponent officer with the Army DACM Office. Khan attended a TWI midpoint assessment at the Seattle headquarters of Amazon.com Inc., on Feb. 5-6.

On Jan. 28, the Army acquisition executive, Dr. Bruce D. Jette, signed a memo addressing focal points, such as military talent management, for Functional Area 51 personnel. The intent, Jette stated, “is for every Officer to have completed a TWI tour sometime during their career, prior to assuming their colonel level CSL [Centralized Selection List] position. Assignments following TWI should provide significant value and return

on investment to the Army, the Army Acquisition Workforce and the Army Acquisition Corps.” The midpoint review event is an opportunity to touch base with TWI fellows, provide officers with continuity and discuss the progress of their acquisition training and career development.

From 2019 to 2020, the TWI program grew from 12 industry partners to 30. Even more impressive is the year 2021 program’s goal of having 50 companies hosting TWI fellows.

What’s the goal of expanding TWI? As Khan explained, “We’re reaching out to small businesses, nontraditional defense contractor companies, and technology startup companies to provide solutions for the warfighter.” It’s all about how the Army can take a peek behind industry’s curtain and bring valuable insights back to our acquisition programs and practices.

For example, one simple yet fruitful practice that Amazon exercises is how the company conducts daily business meetings. You won’t find the familiar PowerPoint slides, and you may not even have someone “lecturing” at the head of the table. Instead, meetings become a two-way conversation. A typical Amazon meeting can start off with the first 10 minutes intentionally silent. There’s a logical reason for that silence; everyone present is busy reading a handout they received when they entered the room. This 10 minutes of quiet familiarization and reflection serves to get everyone on the same page so that they can

spend the remainder of the meeting generating and sharing ideas effectively. Each person attending—management and employees alike—has an equal voice in an open environment. This method encourages stronger ideas, better communication and faster solutions.

Real-time solutions are exactly what Jette emphasizes in his Functional Area 51 memo. “The Army Acquisition Corps (AAC) will continue to seek real-time solutions to immediate and future battlefield requirements amidst strategic competition with near-peer rivals and rapid technological advancement,” he stated. Amazon’s simple approach to meetings is something TWI officers can use and incorporate into their programs while developing solutions for the warfighter.

Did you know that the TWI concept began in the 1970s in response to the Army’s critical need for officers with state-of-the-art skills in industrial practices and procedures not normally available through military or civilian education programs? Today, TWI has evolved to include training programs that support marketing, public affairs, artificial intelligence, machine learning, physical security, finance, autonomous vehicles and more. To discover more about the program, including participating companies, eligibility and contact information, visit <https://asc.army.mil/web/career-development/programs/aac-training-with-industry/>.



Four Army Acquisition Leaders Graduate From The Director's Development Program In Leadership (DDPL)



The DDPL Cohort 2 graduation ceremony took place March 11 at DCAA headquarters, Fort Belvoir, Virginia. Pictured are the four senior Army acquisition DDPL graduates: from left, Dr. Tom Cao, U.S. Army Test and Evaluation Command, Aberdeen Proving Ground, Maryland; Michael Codega, U.S. Army Combat Capabilities Development Command, Natick, Massachusetts; and Josh Masden and Cory Goetz, Program Executive Office for Combat Support and Combat Service Support, Detroit Arsenal, Michigan. (Photo courtesy of DCAA)

a competency-based leadership course that strengthens participants' organizational and strategic leadership skills for long-term success. Designed specifically for senior and executive leaders throughout DOD using the DOD Civilian Leadership Development Continuum and Framework guidelines, the program's activities include off-site seminars, organizational visits, classroom lectures and discussions, simulation activities, real-world case studies and synthesizing applicable concepts in current and future leadership roles.

After a rigorous curriculum that began in fall 2018, four Army acquisition professionals graduated from the DDPL program on March 11. Hosted by the Defense Contracting Audit Agency (DCAA), the DDPL was created as

DDPL classes are taught in a seminar format at premier institutions by expert faculty. The program draws from a variety of academic institutions such as Harvard University, Northwestern University, the University of North Carolina,

Penn State University, the University of Pennsylvania's Wharton School, University of Virginia Darden School of Business, University of Texas at Austin McCombs School of Business and three senior service colleges: the U.S. Army War College, Air War College and Naval Postgraduate School.

Representing nine commands from across DOD, the 32 members of Cohort 2 were expected to complete the program while continuing to occupy their permanent positions and perform their executive-level duties and responsibilities. The elite educational institutions provided DDPL participants with competency-based leadership knowledge in specialized areas such as entrepreneurship, external awareness, partnering, global perspective, strategic thinking, political savviness, vision, national security environment, national security strategy and national defense integration.

By design, the DDPL program is a challenging and intellectually demanding experience requiring considerable self-sacrifice, persistence, dedication, discipline, desire and time. The academic instruction is intended for leaders who are self-motivated and can set priorities to accomplish required learning assignments. Students also engage in two capstone events, putting leadership concepts to work in the complex environment of a major command. The leadership lessons these students learned and the networks they built over their course of study will serve them well as they carry out their commands' missions in support of Soldiers.

The Army DACM Office facilitates participation in DDPL for Army acquisition professionals. Find out more about the program by contacting Joyce Junior at joyce.b.junior.civ@mail.mil or 703-664-5684.

Naval Postgraduate School: New Offering For Noncommissioned Officers

The DACM Office is pleased to announce that NCOs in the ranks of staff sergeant through master sergeant are now eligible to participate in the Naval Postgraduate School (NPS) 815 Curriculum through the Advanced Civil Schooling program. The NPS 815 Curriculum is an interdisciplinary program geared toward earning a Master of Business Administration degree with a focus on acquisition and contract management. The curriculum satisfies mandatory Defense Acquisition University contracting courses required by the Defense Acquisition Workforce Improvement Act. By participating in the NPS 815 Curriculum, high-performing NCOs can enhance both their careers and the Army acquisition profession.

The application period begins in July and ends in December. The DACM Office will notify the field by email when the application period opens. This 18-month program is expected to begin in June 2021 in residence at NPS in Monterey, California. The DACM Office funds all course fees and textbooks. To learn more about the program, including eligibility requirements, visit the NPS program webpage: <https://asc.army.mil/web/career-development/programs/nco-advanced-civil-schooling/>.



College Student Interns To Join The Acquisition Workforce

Twenty-five college sophomore and junior student interns will join the acquisition workforce at four Army organizations in FY20 as part of the Defense College Acquisition Internship Program (DCAIP). DCAIP, a paid, 10-week summer hire opportunity, will introduce students to the DOD acquisition culture and give them real-world experience in various acquisition career fields.

DCAIP was established as a pilot in 2019 by the Office of Human Capital Initiatives (HCI) of the Office of the Undersecretary of Defense for Acquisition and Sustainment. FY20 is the Army's pilot year of participation in the program; the Army DACM Office coordinated with targeted Army organizations to be intern hosts. DCAIP is part of HCI's talent management strategy to centrally recruit and retain full-time students who are currently enrolled in institutions of higher learning. It's an effort to "build the bench" of talent with degrees that are in high demand across the acquisition community.

The four Army organizations that will bring DCAIP interns on board this year are the U.S. Army Aviation and Missile Command (seven interns), U.S. Army Test and Evaluation Command (five), Program Executive Office for Soldier (four), and Joint Program Executive Office for Armaments and Ammunition (nine).

The 25 selected interns come from a number of schools across the country, including Alabama A&M University, the University of Pittsburgh, Texas A&M University, James Madison University, Penn State University and Lawrence Technological University. Among the interns' academic disciplines are logistics and supply chain management; business finance and administration; computer information systems; computer science; game design and development; as well as electrical, chemical, biomedical, mechanical, nuclear, aeronautical, computer and environmental resources engineering. The interns are academically accomplished; many of them are on their schools' dean's list or are members of academic honor societies. Notably, the students are also highly involved in their communities through volunteer and leadership activities.

HCI will centrally fund term acquisition positions for the students as they work during their summer and possibly winter breaks. Upon successful completion of the internship program, students may be offered noncompetitive conversion into permanent positions. For more information about DCAIP, go to <https://www.hci.mil/dodcareers/internship.html>. The Army DACM Office will continue to coordinate DCAIP internships for Army acquisition organizations.

Library website page at <https://asc.army.mil/web/51c-nco-attendance/>. All Army DACM Office policies and memorandums can be found in the **Army DACM Office Policy Library**.

2019 'HACQer' Program: Hacking Acquisition

How did one of our acquisition workforce professionals hear about a rotational opportunity located in California, work in a no-cubicle, open-office floor plan, receive a DOD Common Access Card within 30 minutes of arrival, and get to use a MacBook Air? In late 2018, the DACM Office Outreach team advertised a four-month, competitive career-broadening opportunity for the Defense Innovation Unit's (DIU) Hacking Acquisition Program, otherwise known as "HACQer," located in Mountain View, California. HACQer was available to acquisition professionals across DOD, offering a unique chance to lead a project from problem statement through prototype contract award.

One of the eight selectees for the 2019 HACQer cohort, Rajal K. Ganatra, assistant product manager at the U.S. Army Medical Materiel Development Activity, Fort Detrick, Maryland, shared with us her enriching experiences, lessons learned and professional success stories, including how she stepped out of her comfort zone—all while providing better medical products and services to Soldiers. Read all about her HACQer journey in the Spring 2020 edition of Army AL&T magazine at <https://asc.army.mil/armyalt/Spring2020/html/index.html?page=86&origin=reader>.





Honoring Maj. Gen. Harold J. Greene In A Wreath-Laying Ceremony

On March 3, a wreath-laying event at Arlington National Cemetery honored Maj. Gen. Harold J. “Harry” Greene, who made the ultimate sacrifice when he was killed by an Afghan soldier on Aug. 5, 2014, while on a visit to Marshal Fahim National Defense University in Kabul, Afghanistan. During his 34-year career, he had served in the Office of the ASA(ALT) as the deputy for acquisition and systems management. **View more photos of the ceremony on Flickr at <https://www.flickr.com/photos/arlingtonnatl/albums/72157713423138033>.**



Attending a commemorative wreath-laying ceremony honoring Maj. Gen. Harold J. “Harry” Greene on March 3 at Arlington National Cemetery, was Army Acquisition Corps member Col. Ralph Borja, deputy director of the U.S. Army Acquisition Support Center.



Lt. Col. Leon Rogers places a wreath at the gravesite of Maj. Gen. Harold J. “Harry” Greene, who was serving as the deputy commanding general of the Combined Security Transition Command – Afghanistan when he was killed by an Afghan soldier on Aug. 5, 2014.

DACM POLICY

- Effective Jan. 28, 2020, the Army Acquisition Executive, Dr. Bruce D. Jette, signed a memorandum titled “Functional Area 51 Recruitment, Education, and Career Management Strategy,” which prioritizes the education of Functional Area 51 (FA51) Acquisition Corps officers. This memo outlines strategies for the recruitment, education and talent management of FA51 officers. It can be viewed in our Policy Library at <https://asc.army.mil/web/aae-strategic-plan-officer/>.
- Effective Jan. 16, 2020, the name for Career Program 14, also known as CP-14, changed from “Contracting and Acquisition” to “Contracting and Procurement.” The acquisition career fields (ACFs) affected include contracting; purchasing; and industrial contract property management. The use of “Contracting and Acquisition” as the name of CP-14 gives an inaccurate perception that CP-14 covers all 14 ACFs. This misperception has caused confusion within the Army about the exact size of the Army Acquisition Workforce. “Contracting and Procurement” more accurately describes the primary functions of CP-14, and the term “Acquisition,” once separated from CP-14, will be more appropriately used to refer broadly to the entire Army Acquisition Workforce. For more information, view the policy at <https://asc.army.mil/web/cp14-administrative-name-change/>. For any questions, please email the Army DACM policy team at usarmy.belvoir.usaasc.mbx.dacm-policies@mail.mil.
- Effective Feb. 25, 2020, the Army Director, Acquisition Career Management signed a memorandum titled “Department of the Army Defense Acquisition University Senior Service College Fellowship Program (DAU-SSCF) Policy and Procedures.” The memo outlines the policy on application, selection and assignment procedures, eligibility criteria, funding and participant obligations. The memo can be viewed at <https://asc.army.mil/web/sscf-policy/>.
- The Army Director, Acquisition Career Management recently signed a memorandum titled “Removal of 24 Months of Experience Requirement for the Army Intermediate Contracting Course.” Effective Feb. 10, 2020, all Functional Area 51 (FA 51) officers and 51C noncommissioned officers are no longer required to have 24 months of operational contracting experience, nor are they required to obtain a waiver for this experience in order to attend the Army Intermediate Contracting Course (AICC). Before attending AICC however, FA 51 officers and 51C NCOs are required to have their Level I Contracting Defense Acquisition Workforce Improvement Act certification. This memorandum also addresses the training requirements of newly accessed FA 51 officers entering the Advanced Civil Schooling Program. The complete memo can be viewed at <https://asc.army.mil/web/24-month-aicc-policy/>.

All Army DACM Office policies and memorandums can be found in the Army DACM Office Policy Library.



DO YOU LIKE CROSSWORD PUZZLES?

As promised in the January 2020 edition of Quarterly Army DACM News, here are the answers to the acquisition crossword puzzle.

		D	E	G	R	E	E	C	O	M	P	L	E	T	I	O	N	P	R	O	G	R	A	M		
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DAU NEWS

DAU FY21 Course Schedule Opens August 27

The new, FY21 Defense Acquisition University (DAU) training course schedule will open for enrollment on August 27. DAU resident and online courses fill up quickly, so the earlier you apply, the better your chances are to obtain a reservation. Browse DAU's online catalog at <https://icatalog.dau.edu/onlinecatalog/tabnav.aspx>. Remember to check your acquisition certification standards on the Defense Acquisition Workforce Improvement Act certification page at <https://icatalog.dau.edu/onlinecatalog/CareerLvl.aspx>.

New DAU Training Course: FAC 070 GSA Alliant 2 GWAC

A new continuous learning module is now available from Defense Acquisition University (DAU). Introducing "FAC 070 GSA Alliant 2 GWAC," a one-hour online course in federal acquisition contracting, focusing on the next-generation governmentwide acquisition contract vehicle known as Alliant 2. FAC 070 offers comprehensive information technology solutions through customizable hardware, software and services solutions purchased as a

total package. This new course builds on the success of Alliant and creates contract vehicles that provide a total solution to agencies' requirements while maximizing opportunities for small businesses. For more details, go to https://icatalog.dau.edu/onlinecatalog/courses.aspx?crs_id=12334.

Four Courses Retiring In FY21

Effective Oct. 1, the following DAU courses will no longer be available:

- ACQ 450, Leading in the Acquisition Environment.
- ACQ 451, Integrated Acquisition for Decision Makers.
- ACQ 452, Forging Stakeholder Relationships.
- ACQ 453, Leader as Coach.

To browse the DAU online catalog, go to <https://icatalog.dau.edu/onlinecatalog/tabnav.aspx>.

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Army DACM Office Highlights

- ▶ April DACM Hot Topics
- ▶ Army Advancing despite COVID-19 crisis, Jette, Murray say
- ▶ Executing the Leadership Mindset
- ▶ Shifting Focus on the Fly
- ▶ March DACM Hot Topics



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