

Army Acquisition Workforce Recruitment & Sustainment Center of Excellence (AAW R&S CoE) Overview

Transition Information: February - July 2020

PURPOSE

The Army Acquisition Workforce Recruitment & Sustainment Center of Excellence (AAW R&S COE) is now open for business! In partnership between Army Civilian Human Resources Agency (CHRA) and Army Director, Acquisition Career Management (DACM) the AAW R&S COE (or Center) is CHRA's largest, centralized Civilian Human Resources Center focusing solely on Army's civilian Acquisition workforce members.

BACKGROUND

- Successful CHRA/DACM Pilot Program October 2016 to November 2019
- Formal partnership in Aug 2019 between Civilian Human Resource Agency (CHRA) & the Army Director, Acquisition Career Management (DACM).
- Implement revolutionary change in the recruitment, hiring and sustainment of civilian AAW professionals.

PILOT HIGHLIGHTS

Processes

- Routine Classification reduced from 8 days to 2
- Non-routine Classification reduced from 31 days to 15
- Time to Hire (TTH) 132 days reduced to 72 days full-HR life cycle.
- Developed & implemented a 60 day TTH goal model

Policies

- DHA/EHA will be the first consideration as the recruitment authority
- Use standardized PD/PRDs and Position Analysis where practical

AAW R&S COE FEATURES

- 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.
- Leverages Army Best HR Practices and Lessons Learned.
- Shared costs with the DACM.
- Focused & precise hiring of AAW: greater span of control of the enterprise
- Drives consistency and efficiency through centralization.

TEAM INTRODUCTION

AAW R&S COE Leadership

- Director, Ms. Leslie Lovick
- Deputy Director, Ms. Tamla (Tammy) Knox

Division Managers

- General Schedule Division 1, Mr. Dean Tom
- General Schedule Division 2, Ms. Corinne Matteson
- General Schedule Division 3, Ms. Charlotte Buchanan
- STRL (Lab Demo) Division, Ms. Salonge Gee
- Acquisition (AcqDemo) Division, Ms. Rosalind (Tina) Kenion

AAW R&S COE Principle Support

- CHRA-NE Regional Director, Mr. Stephen Thomas-Orsino
- CHRA-NE Regional Deputy Director, Mr. David Crouch
- CHRA-NE Regional Executive Officer, Mr. Keith Hunt
- CHRA-NE Regional Liaison to AAW R&S COE, Mr. Tim Zeitler
- Army DACM, Mr. Scott Greene

TRANSITION ACCOMPLISHMENTS

- Phased in approach for CHRA personnel and AAW by Command Codes
- Brought together 264 HR support personnel from across the Army into one Center of Excellence.
- Centralized the servicing of more than 31K Civilian AAW positions GS-15 (or equivalent) and below for General Schedule, STRL Laboratory Demonstration Project and Defense Civilian Acquisition Workforce Demonstration (AcqDemo) pay systems

AAW R&S COE WAY FORWARD

Training;
Acquisition-101
for HR support
personnel

Strategic
Recruitment
Discussion (SRD)
Reservation
System

Job Analysis Repository
link to management
approval

Extension of referral
request (management
request)

Selection/
on-boarding
reservation system

Command view
Dashboard

RESOURCES

[HR Service Portal \(Service Now\) website:](#)

https://service.chra.army.mil/hr_internal/

[Email questions to:](#)

usarmy.apg.chra-hqs.mbx.aaw-partnership@mail.mil

[Army DACM Office Website:](#)

<https://asc.army.mil/web/dacm-office/aawrs/>

[Acquisition Policy Library for HR website:](#)

<https://asc.army.mil/web/alt-workforce-policy-procedure/>