

# 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

- 🔗 **AAW R&S CoE SharePoint:** [https://chra.aep.army.mil/sites/ne\\_rdo/aaw/SitePages/Home.aspx](https://chra.aep.army.mil/sites/ne_rdo/aaw/SitePages/Home.aspx)
- 🔗 **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/>