



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
ACQUISITION LOGISTICS AND TECHNOLOGY
103 ARMY PENTAGON
WASHINGTON, DC 20310-0103

SFAE-ASC

4 October 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fiscal Year 2022 Army Acquisition Workforce Standards

1. References: See Enclosure 1.

2. This memorandum is published at the start of every Fiscal Year (FY) and outlines the standards that the Army Acquisition Executive has set for Army Acquisition Workforce (AAW) professionals and their parent organizations to achieve, in order to comply with Defense Acquisition Workforce Improvement Act statutory requirements and Director, Acquisition Career Management (DACM) policies.

3. Enclosure 2 provides data, extracted from the Career Acquisition Management Portal on 30 September 2021, showing how the acquisition community as a whole and each Program Executive Office (PEO)/Command measured against the FY21 AAW standards. Below are some observations on our performance as an acquisition community, with the percentages in () showing what we actually achieved at the end of FY21 and the underlined percentages in [] showing the FY21 standard:

a. We met or exceeded the standard for Key Leadership Position (KLP) certification (100 percent) [100 percent] and AAW (non-Critical Acquisition Position (CAP)) certification and within grace period (99.16 percent) [98 percent].

b. We came close to meeting the standard for Individual Development Plan (IDP) updates within the last six months (90.29 percent) [100 percent] and CAP (non-KLP) certification (98.80 percent) [99 percent]. This IDP score is a significant downturn in performance as compared to the end of the last fiscal year, when we achieved 94.98 percent.

c. Unfortunately, there are two areas where we have once again fallen well short of the mark: (1) 64.52 percent [100 percent] of AAW professionals have achieved 40 or more Continuous Learning Points (CLPs) as of 30 September 2021, which is the halfway point of the current two-year CLP cycle and (2) 76.89 percent [100 percent] of our AAW professionals in the grades GS-12 through GS-15 received a Senior Rater Potential Evaluation (SRPE) by the 31 December 2020 deadline.

1) While the attainment of 40 CLPs by the end of the first year is a recommendation, not a requirement, the DACM Office published a glide path (<https://asc.army.mil/web/clp-glidepath/>) for AAW professionals to use a planning tool during the two-year cycle, which ends 30 September 2022. Following the quarterly

SFAE-ASC

SUBJECT: Fiscal Year 2022 Army Acquisition Workforce Standards

thresholds set in this glide path will allow AAW professionals to accumulate CLPs in a steady, gradual basis, instead of waiting until the last minute to complete training or request credits.

2) The SRPE completion statistic of 76.89 percent is particularly disappointing because it reflects a continued downward trend from the previous years. We have three years in a row where we did not come close in meeting the 100 percent standard established in DACM policy.

4. I ask senior leaders and first line supervisors of AAW professionals to review the FY21 data in Enclosure 2 to see the areas where their PEO/Command did well and should sustain this high level of performance, and also where their PEO/Command fell short and should develop a plan for improvement in FY22. We need to encourage our AAW professionals and their supervisors to view CLPs, IDPs and SRPEs not as unnecessary burdens, but rather as valuable career development tools.

5. Paragraphs 5.a through 5.d below outline FY22 AAW standards. Over the next year, with the implementation the Under Secretary of Defense for Acquisition and Sustainment (USD(A&S))'s "Back to Basics" (BtB) framework (References 1.b and 1.c), the defense acquisition community will be in a state of change as we reorganize into six functional areas, streamline certification processes, and adopt a more flexible and tailored approach towards training and lifelong learning. Even though we will be operating in this transitory environment, we are maintaining the same high standards for FY22 as we did for FY21. While we are concerned that we fell significantly short in meeting the FY21 CLP and SRPE metrics, we are not going to lower the bar for FY22. Instead, we still expect exemplary performance and continue to challenge our workforce to do their best.

a. Certification. While the USD(A&S)'s BtB framework will not affect the AAW's requirement to complete IDPs, SRPEs and CLPs within the prescribed timeframes, it will present a significant change to the amount of experience and training required to achieve DAWIA certification to include a significant increase in the time allotted in which to do so. Rather than mandate a percentage, I urge AAW professionals to continue to work towards achieving their certification.

b. IDP Standard: 100 percent. Supervisors must ensure all of their subordinate IDPs are discussed and updated every six months or more frequently, as needed.

c. CLP Standard (Reference 1.e): 100 percent. Each AAW professional is required to attain at least 80 CLPs by 30 September 2022, the end date of the current two-year cycle.

SFAE-ASC

SUBJECT: Fiscal Year 2022 Army Acquisition Workforce Standards

d. SRPE (Reference 1.i): 100 percent. All AAW professionals in the grades of GS-12 through GS-15 (and broadband/pay band equivalents) are required to receive an annual SRPE. The Senior Rater should be the rating supervisor's next level or higher supervisor. Senior Raters must treat their matrixed and core employees equitably with respect to SRPE ratings. Ratings should be a fair and accurate assessment of an employee's leadership potential strengths and identify ways to improve his/her weaknesses, with no special consideration or weight given based on his/her parent organization. Please see Reference 1.i and the DACM Office's SRPE webpage (<https://asc.army.mil/web/senior-rater-potential-evaluation/>) for additional resources and information on SRPEs: <https://asc.army.mil/web/senior-rater-potential-evaluation/>.

6. The successful attainment of these standards is a team achievement, which requires dedicated effort from our acquisition professionals, supervisors, and senior leaders across the entire acquisition community. I am confident that with sufficient command emphasis, supervisory involvement, and employee determination, we can increase these percentages and achieve the standards.

7. Activities and organizations are reminded to meet all statutory labor relations obligations in the implementation of this policy.

8. Relevant AAW policies and DACM memoranda can be found on the Army DACM Office website at <https://asc.army.mil/web/alt-workforce-policy-procedure/>.

9. For questions about this memorandum, please email the Army DACM Office's Policy Mailbox at usarmy.belvoir.usaasc.mbx.dacm-policies@mail.mil.

RICHARDSON.RO
NALD.ROBERT.JR.
1090780073

Digitally signed by
RICHARDSON. RONALD. ROBERT
T. JR. 1090780073
Date: 2021.10.04 10:31:09 -04'00'

RONALD R. RICHARDSON JR.
Director
Acquisition Career Management

DISTRIBUTION:

Secretary of the Army
Assistant Secretary of the Army (Acquisition, Logistics, and Technology)
Deputy Chief of Staff, G-1
Deputy Chief of Staff, G-2
Deputy Chief of Staff, G-3/5/7
Deputy Chief of Staff, G-4
Deputy Chief of Staff, G-8
(CONT)

SFAE-ASC

SUBJECT: Fiscal Year 2022 Army Acquisition Workforce Standards

DISTRIBUTION: (CONT)

Commander

U.S. Army Forces Command

U.S. Army Training and Doctrine Command

U.S. Army Materiel Command

U.S. Army Futures Command

U.S. Special Operations Command

U.S. Army Space and Missile Defense Command/Army Strategic Command

U.S. Cyber Command

U.S. Army Medical Command

U.S. Army Intelligence and Security Command

U.S. Army Corps of Engineers

U.S. Army Test and Evaluation Command

U.S. Army Installation Management Command

U.S. Army Human Resources Command

Superintendent, United States Military Academy

Executive Director, Arlington National Cemetery

Executive Director, Office of the Chief Systems Engineer

Program Executive Officer

Assembled Chemical Weapons Alternatives

Aviation

Combat Support and Combat Service Support

Command, Control, and Communications (Tactical)

Enterprise Information Systems

Ground Combat Systems

Intelligence, Electronic Warfare, and Sensors

Missiles and Space

Simulation, Training, and Instrumentation

Soldier

Joint Program Executive Office

Armaments and Ammunition

Chemical, Biological, Radiological and Nuclear Defense

Director, Army National Guard

Director, Rapid Capabilities and Critical Technologies Office

Commander, Eighth Army

ENCLOSURE 1

REFERENCES

- a. Title 10, United States Code, Chapter 87, Sections 1723 and 1732-1734 (Defense Acquisition Workforce Improvement Act), 5 November 1990, and as subsequently updated.
- b. Memorandum, Office of the Under Secretary of Defense (Acquisition and Sustainment), 04 February 2021, subject: Back to Basics Implementation for the Defense Acquisition Workforce.
- c. Memorandum, Office of the Under Secretary of Defense (Acquisition and Sustainment), 02 September 2020, subject: "Back-to-Basics" for the Defense Acquisition Workforce.
- d. Memorandum, Under Secretary of Defense for Acquisition and Sustainment, 01 April 2020, subject: 12-Month Extension of Grace Period for Meeting Acquisition Position Certification Requirements.
- e. Memorandum, Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE, 11 January 2019, subject: Continuous Learning Point Policy and Implementation Guidelines for the Army Acquisition Workforce.
- f. Memorandum, Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE, 2 October 2020, subject: Fiscal Year 2020 Army Acquisition Workforce Standards - hereby superseded.
- g. Memorandum, Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE, 10 October 2019, subject: Department of the Army, Acquisition Career Field Certification Policy.
- h. Memorandum, Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE, 28 June 2021, subject: Interim 12-Month Extension Waiver of Defense Acquisition Workforce Improvement Act Certification Grace Period.
- i. Memorandum, Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE, 1 July 2020, subject: Senior Rater Potential Evaluation Policy.

ENCLOSURE 2

FISCAL YEAR 2021 AAW DATA

**Table 1: FY21 Certification, IDP and CLP
(as of 30 September 2021)**

COMMAND	AAW CERTIFICATION (NON CAP)	KLP CERTIFICATION	CAP CERTIFICATION	IDP	CLP
FY21 STANDARD	98%	100%	99%	100%	100%
AMC	99.63%	100.00%	98.97%	97.43%	75.24%
USAFC	99.70%	100.00%	99.28%	97.68%	65.07%
USACE	97.76%	NA	96.83%	67.77%	32.60%
ATEC	99.76%	NA	100.00%	90.88%	72.78%
OTHER	96.90%	100.00%	96.28%	79.84%	58.48%
PEO AVN	100.00%	100.00%	98.81%	98.61%	81.17%
PEO EIS	99.52%	100.00%	100.00%	97.39%	98.61%
PEO C3T	99.72%	100.00%	98.96%	96.15%	82.26%
PEO STRI	100.00%	100.00%	100.00%	99.13%	92.62%
PEO IEW&S	100.00%	100.00%	100.00%	95.58%	83.63%
PEO CS&CSS	100.00%	100.00%	100.00%	100.00%	99.78%
PEO MSL & SPACE	99.67%	100.00%	100.00%	98.59%	94.60%
PEO GCS	100.00%	100.00%	100.00%	100.00%	96.93%
OSA	95.85%	100.00%	99.38%	83.46%	54.33%
JPEO CBRN DEF	100.00%	100.00%	100.00%	98.03%	76.72%
SMDC	99.60%	NA	100.00%	99.00%	98.34%
JPEO A&A	100.00%	100.00%	100.00%	93.98%	86.09%
MEDCOM	99.57%	NA	100.00%	96.88%	91.80%
PEO SOLDIER	100.00%	100.00%	98.28%	99.18%	88.16%
INTERNAL USAASC	100.00%	NA	96.88%	94.59%	75.68%
RCCTO	100.00%	100.00%	100.00%	96.00%	46.67%
PEO ACWA	100.00%	NA	100.00%	100.00%	56.86%
OCSE	95.24%	NA	88.89%	100.00%	63.33%
TOTAL	99.16%	100.00%	98.80%	90.29%	64.52%

Source: Career Acquisition Personnel and Position Management Information System
(CAPP MIS)

Notes:

(1) KLP, CAP, and AAW (non-CAP/KLP) certification data shows AAW professionals who were certified or within grace period.

(2) Those commands/organizations that do not have a KLP population, are marked "NA" or not applicable for certification.

ENCLOSURE 2

FISCAL YEAR 2021 AAW DATA

**Table 2: FY21 SRPE
(as of 30 September 2021)**

COMMAND	TOTAL REQUIRED SRPE	TOTAL COMPLETED SRPE	% COMPLETED
FY21 AAW STANDARD			100%
AMC	9503	7865	82.76%
USAFC	8953	8538	95.36%
USACE	6840	2302	33.65%
ATEC	1497	1386	92.59%
OTHER	355	126	35.49%
PEO AVN	500	397	79.40%
PEO EIS	472	443	93.86%
PEO C3T	362	341	94.20%
PEO STRI	377	361	95.76%
PEO CS&CSS	396	386	97.47%
PEO IEW&S	329	303	92.10%
PEO MSL & SPACE	330	322	97.58%
PEO GCS	337	335	99.41%
OSA	266	134	50.38%
SMDC	227	211	92.95%
JPEO CBRN DEF	230	230	100.00%
JPEO A&A	219	218	99.54%
MEDCOM	179	167	93.30%
PEO SOLDIER	190	187	98.42%
INTERNAL USAASC	64	64	100.00%
RCCTO	41	36	87.80%
PEO ACWA	46	44	95.65%
OCSE	26	15	57.69%
TOTAL	31746	24404	76.89%

Source: CAPP MIS

Notes:

- 1) The above SRPE data reflects AAW professionals who were required to have a SRPE report on 30 September 2020 and received the automated notification from CAPP MIS on 1 October 2020.
- 2) The SRPE data does not reflect AAW professionals who received close out/early-annual SRPEs between 01 January and 01 October 2021.