



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

SFAE

6 July 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fiscal Year 2023 Army Defense Acquisition Workforce Development Account Priorities and Guidance

1. References:

a. Section 852 of the 2008 National Defense Authorization Act, Public Law No. 110-181, directed the establishment of the Defense Acquisition Workforce Development Account (DAWDA).

b. Title 10-Armed Forces Subtitle A-General Military Law PART II-Personnel Chapter 87- Section 1705 Defense Acquisition Workforce Subchapter I – General Authorities and Responsibilities.

c. Fiscal Year 2023 (FY23) DAWDA Army Acquisition Workforce (AAW) Requirements for Future Years Defense Program Report to Congress, April 2022.

2. Purpose: This memorandum provides guidance to the AAW Enterprise to focus Command submissions of FY23 DAWDA Career Development program requests for funding.

3. Guidance:

a. Given the significant reductions in DAWDA funding, there is a need to make very tough choices on what to accomplish with these limited resources. Army Acquisition Senior Leadership must first focus on key enterprise career development initiatives that support the entire AAW. We will continue to prioritize enterprise level initiatives while supporting field generated requirements where possible. The following guidance is necessary to help us all ensure the limited resources are focused on the most impactful workforce development initiatives.

b. The AAW's Human Capital Strategic Plan provides the business plan for our workforce development efforts. As such, every DAWDA submission must align to one of its four goals in priority order: Leader Development, Workforce Planning, Professional Development, and Employee Engagement.

c. Organizations should refer to the reference 1.c., and the most current DAWDA Department of the Army Operating Guide to determine the prioritization for FY23 funding. The Report to Congress and Guidebook can be found at

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<https://asc.army.mil/web/career-development/dawda-program/>. It is vital that requiring activities submit their FY23 requests aligned to the approved categories for DAWDA. Program requests will be considered for funding based on their alignment to one or more of the four FY23 AAW Development focus area categories. These are:

(1) Training and Development consisting of but not limited to Leadership Training, Developmental/Rotational/Broadening Assignments, Functional/Technical Training, Advanced Academic Education, Defense Acquisition University Equivalency Training, Training Facility Upgrades, and Conferences/Seminars/Symposiums.

(2) Management Support, Analytics and Tools consisting of but not limited to Workforce Planning Initiatives, Management Support Systems, Studies and Assessments.

(3) Recruiting, Recognition, and Retention consisting of but not limited to Recruitment Incentives, University/Career Fair/Hiring Incentives, Permanent Change of Station Incentives, Relocation Incentives, Retention Incentives, and Recognition Awards; and

(4) Hiring consisting of but not limited to Sustainment Labor Costs, Journeyman Hiring, Highly Qualified Expert Hiring, and Entry-level Hiring.

This prioritization will be updated and reviewed annually by the Principal Military Deputy to the Assistant Secretary of the Army (Acquisition, Logistics and Technology).

d. DAWDA shall not be used to fund requests that have previously been funded from other Army resources. Additionally, the use of DAWDA is not meant to allow organizations to transfer costs from other Army accounts. Nor will DAWDA be used to fund efforts that should be resourced from operational accounts. This includes, but is not limited to, requirements such as operational training and exercises, Command unique training and institutional training.

e. The enclosed FY23 Department of the Army DAWDA Operating Guidebook provides detailed descriptions and instructions on how to appropriately utilize DAWDA for effective acquisition workforce development.

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4. The point of contact for the DAWDA Program is Mr. Marko Nikituk,
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Encl

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