



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY UNDER SECRETARY OF THE ARMY
102 ARMY PENTAGON
WASHINGTON, DC 20310-0102

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MEMORANDUM FOR ACQUISITION WORKFORCE MEMBERS OF THE TEST AND
EVALUATION FUNCTIONAL AREA

SUBJECT: Recommended Credentials and Continuous Learning Points for the Test
and Evaluation Functional Area

1. Reference: Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Continuous Learning Point Policy and Implementation Guidelines for the Army Acquisition Workforce), 11 January 2019.

2. The Army Acquisition Workforce (AAW) is charged with the critical mission of cultivating innovation, designing the impossible, and providing our Warfighters with what they need to be successful. As technology continues to advance at a rapid pace, it is critical that our Test and Evaluation (T&E) workforce maintain currency through self-development and continuous education, including relevant defense acquisition credentials. The annual continuous learning points (CLP) requirement for the AAW is 40 points annually and 80 CLPs in a two-year period per statute. Acquiring CLPs is an important tool for our workforce in keeping an edge and meeting the ever-changing challenges.

3. For the two-year CLP cycle that began on 1 October 2022 and ends on 30 September 2024, I recommend that members of the T&E acquisition workforce focus 25 percent of their required 80 CLPs (i.e., 40 hours) in the emerging technologies or skill areas listed below:

- a. Emerging Technologies
 - (1) Big data
 - (2) Machine learning
 - (3) Cloud and edge computing
 - (4) Block-chain technology
 - (5) Extended reality
 - (6) 4D printing
 - (7) Dark data
 - (8) Robotic sensors and computer vision
 - (9) Augmented analytics
 - (10) Human augmentation
 - (11) Knowledge graphs
 - (12) Business process metrics

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- b. Data Science
- c. Scientific Test and Analysis Techniques
- d. Cybersecurity
- e. Systems Engineering/Digital Engineering
- f. Agile Software Development
- g. Critical Thinking and Problem Solving
- h. T&E/Acquisition Basics
- i. Acquisition Leadership

4. In addition, I recommend specific acquisition workforce credentials and course offerings that provide training in these important acquisition skill areas. These courses can be considered important professional development opportunities to enhance the knowledge and skills of the T&E Functional Area.

| Course/Types of Activities | Number of CLPs | Category / Skill Area |
|---|----------------|-----------------------|
| DAU Resilience Credential (CALD 001) | 16 | I |
| DAU Program Protection Credential (CCYB 001) | 25 | D |
| DAU Digital Engineering for DoD Consumers Credential (CENG 001) | 11 | E |
| DAU Excel Skills for Data Analysis and Visualization (CCON 016) | 50 | B & C |
| DAU Data Analytics for DoD Acquisition Managers Credential (CENG 002) | 32 | B |
| MIT xPRO – Professional Development: https://xpro.mit.edu/ | 1 per hour | A |
| TED Talks: https://www.ted.com | 1 per hour | A thru G |
| Coursera Data Science & Agile Software Development Courses: https://www.coursera.org | 1 per hour | B & F |
| The Data Incubator – Data Science Essentials: https://www.thedataincubator.com | 1 per hour | B |
| Pragmatic Institute – Data Science: https://www.pragmaticinstitute.com | 1 per hour | B |
| edX – Data Science courses on edX: https://www.edx.org/course/subject/data-science | 1 per hour | B |

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5. The Army Director, Acquisition Career Management (DACM) Office, in coordination with Office of the Secretary of Defense for Acquisition and Sustainment Chief Digital Acquisition Office is working to develop course offerings specifically focused on improving the digital literacy of the AAW. The vision/intent would be two courses: one focused on use of data in decision making and another focused more at the user level. The goal is to have these courses available in the second quarter of FY23 and the DACM Office will send out supplemental registration information when available.

6. As emergent needs continue to be assessed, an updated continuous learning memorandum may be issued to maintain and continue to grow a skilled and competent T&E. Please disseminate these recommendations to your T&E workforce.

7. Thank you for the work that you do every day to support the Army Warfighter and to grow the capabilities of the T&E Functional Area.

JAMES C. COOKE
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