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MEMORANDUM FOR COMPONENT ACQUISITION EXECUTIVES DIRECTORS, ACQUISITION CAREER/TALENT MANAGEMENT

SUBJECT: Recommended Continuous Learning Opportunities for the Engineering and Technical Management Functional Area

Reference: (a) DoDI 5000.66, "Defense Acquisition Workforce Education, Training, Experience, and Career Development Program," March 25, 2022
(b) Department of Defense Defense Acquisition Workforce Program Desk Guide, Director, Human Capital Initiatives, August 30, 2022

Reference (a) established policy to create a professional, agile, and motivated military and civilian acquisition workforce and tasked Functional Area Leaders to "establish and publish" continuous learning (CL) activities, as needed, to ensure acquisition workforce (AWF) members remain current in their respective functional area. All defense AWF members are required to earn 80 continuous learning points (CLPs) every 2 years (reference (b)).

This memo contains recommended CL opportunities for the Engineering and Technical Management (ETM) functional area to assist the workforce in identifying meaningful developmental activities beyond mandatory certification. Workforce members should consult with their supervisors to choose CL activities best suited to the position and individual.

ETM workforce members should complete mandated ETM certification requirements first and then consider courses from any higher certification categories and courses from the Core Plus Development Guide (Attachment 1) along with relevant defense acquisition credentials (Attachment 2). To view the current certification requirements, select the ETM Foundational and Practitioner Defense Acquisition Workforce Improvement Act (DAWIA) Certification and Development Guides at <https://icatalog.dau.edu/onlinecatalog/CareerLvl.aspx>.

Although the defense acquisition credentials are not mandatory, I strongly encourage ETM workforce members to complete at least one credential through DAU every 2 years as one of their CL activities. Workforce members should select a credential, with the approval of their supervisor, best aligned with their developmental needs or that fills a gap in functional area learning. Attachment 2 contains a list of available cross-functional credentials relevant to the ETM workforce. View the full list of available credentials at https://icatalog.dau.edu/onlinecatalog/tabnav_credentials.aspx.

In addition to developing in-house training courses, learning modules, and credentials, DAU has partnered with three commercial training providers (i.e., Coursera, LinkedIn Learning, and Skillsoft Percipio) to provide defense AWF members with access to thousands of courses on leading-edge topics. Attachment 3 contains information on how to access these opportunities.

DoD Components (i.e., Military Departments, Defense Agencies, and Field Activities) also sponsor ETM and other functional area training courses and CL activities. ETM workforce members can register for these offerings through their command or field activity learning management systems or the below Component registration system. More information may be found in individual Component CL memos.

- (1) Army Civilian and Military Personnel: <https://www.atrrs.army.mil/channels/aitas>
- (2) Department of the Navy Civilian and Military Personnel:
<https://www.atrrs.army.mil/Channels/navyedacm/Public/Login>
- (3) Department of the Air Force Civilian and Military Personnel:
<https://acqnow.atrrs.army.mil/Home/Dashboard>
- (4) Civilian Personnel employed by Defense Agencies and Field Activities:
<https://www.atrrs.army.mil/datms>
- (5) Military Personnel assigned to other Defense Agencies and Field Activities should consult the website for their Military Department

ETM workforce members may earn CLPs for participating in other learning activities that enable them to stay abreast of policy changes and initiatives in DoD and the defense industry. DAU publishes guidelines for creditable CL training, professional, experiential, and educational activities, along with point values, at <https://www.dau.edu/training/clc>. DoD also provides a guide to assist workforce members seeking to obtain an advanced technical degree: <https://ac.cto.mil/wp-content/uploads/2021/01/TechDegree-Guide-Nov2020.pdf>.

Note that CLPs are awarded only for the year in which a workforce member completes an activity. For DAU courses, CLPs automatically flow to the workforce member's CLP tracking system upon completion; for other activities such as conference attendance, symposiums, workshops, and training completed outside of DAU (to include the commercial training referenced in Attachment 3), workforce members must manually request CLPs in their respective point tracking system. Workforce members should follow Component procedures for obtaining and documenting CLPs.

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Systems Engineering and Architecture

Attachments:
As stated

cc:
Under Secretary of Defense for Research and Engineering (USD(R&E))
Department of Defense Chief Information Officer (CIO)
President, Defense Acquisition University (DAU)
Director, Human Capital Initiatives (HCI)

ATTACHMENT 1

Engineering and Technical Management Functional Area Core Plus Development Guide

Core Plus Development Guide				Certification Category	
Training		Delivery Mode ¹	CLPs	Foundational	Practitioner
ACQ 160	Program Protection Planning Awareness	OLT	12		✓
ACQ 1700V	Agile for DoD Acquisition Team Members	VILT	14		✓
ACQ 2020	Intermediate Systems Acquisition, Part A	OLT	13	✓	✓
ACQ 2030V	Intermediate Systems Acquisition, Part B	VILT	32	✓	✓
ACQ 3700V	Acquisition Law	VILT	51		✓
BCE 1000	Fundamentals of Cost Estimating	OLT	18	✓	✓
BFM 0020	Program Execution	OLT	2		✓
BFM 0040	Budget Policy	OLT	2		✓
BFM 0050	Planning, Programming, Budgeting & Execution	OLT	3	✓	✓
CLB 007	Cost Analysis	OLT	3	✓	
CLB 025	Total Ownership Cost	OLT	2		✓
CLB 026	Forecasting Techniques	OLT	2	✓	
CLB 029	Rates	OLT	3	✓	
CLB 030	Data Collection and Sources	OLT	2		✓
CLC 006	Contract Terminations	OLT	1	✓	
CLC 008	Indirect Costs	OLT	1	✓	
CLC 011	Contracting for the Rest of Us	OLT	2	✓	
CLC 013	Services Acquisition	OLT	2		✓
CLC 040	Predictive Analysis and Scheduling	OLT	1	✓	✓
CLC 041	Predictive Analysis and Systems Engineering	OLT	1	✓	✓
CLC 042	Predictive Analysis and Quality Assurance	OLT	1	✓	
CLC 047	Contract Negotiation Techniques	OLT	1		✓
CLC 056	Analyzing Contract Costs	OLT	11	✓	
CLC 059	Management of Subcontracting Compliance	OLT	5	✓	
CLC 060	Time and Materials Contracts	OLT	1	✓	✓

¹ Online Training (OLT) | Virtual Instructor-Led Training (VILT)

Core Plus Development Guide				Certification Category	
Training		Delivery Mode ¹	CLPs	Foundational	Practitioner
CLC 063	Sole Source Proposal Technical Evaluations	OLT	3		✓
CLC 106	Contracting Officer's Representative with a Mission Focus	OLT	3		✓
CLC 113	Procedures, Guidance, and Information	OLT	1		✓
CLE 001	Value Engineering	OLT	2	✓	✓
CLE 003	Technical Reviews	OLT	3	✓	✓
CLE 004	Introduction to Lean Enterprise Concepts	OLT	3	✓	
CLE 007	Lean Six Sigma for Manufacturing	OLT	4	✓	✓
CLE 008	Six Sigma: Concepts and Processes	OLT	2	✓	✓
CLE 009	ESOH in Systems Engineering	OLT	3	✓	✓
CLE 015	Continuous Process Improvement Familiarization	OLT	1	✓	
CLE 017	Technical Planning	OLT	3	✓	✓
CLE 019	Modular Open Systems Approach (MOSA)	OLT	4		✓
CLE 021	Technology Readiness Assessments	OLT	3	✓	✓
CLE 022	Program Manager Introduction to Anti-Tamper	OLT	2	✓	
CLE 023	Modeling and Simulation in Test and Evaluation	OLT	4		✓
CLE 026	Trade Studies	OLT	2		✓
CLE 028	Market Research for Engineering and Technical Personnel	OLT	3	✓	
CLE 036	Engineering Change Proposals for Engineers	OLT	6		✓
CLE 041	Software Reuse	OLT	3	✓	
CLE 060	Practical Software and Systems Measurement	OLT	5		✓
CLE 063	Capability Maturity Model-Integration (CMMI)	OLT	2	✓	
CLE 065	Standardization Documents	OLT	5		✓
CLE 066	Systems Engineering for Systems of Systems	OLT	3		✓
CLE 068	Intellectual Property and Data Rights	OLT	4	✓	✓
CLE 069	Technology Transfer	OLT	3		✓
CLE 074	Cybersecurity Throughout DoD Acquisition	OLT	3	✓	✓
CLE 075	Introduction to DoD Cloud Computing	OLT	4		✓
CLE 076	Introduction to Agile Software Acquisition	OLT	5		✓
CLE 077	Defense Business Systems (DBS) Acquisition	OLT	5		✓

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Core Plus Development Guide				Certification Category	
Training		Delivery Mode ¹	CLPs	Foundational	Practitioner
CLE 078	Software Acquisition for the Program Office Workforce (SAPOW)	OLT	4		✓
CLE 080	SCRM for Information and Communications Technology (ICT)	OLT	3		✓
CLE 081	Software Assurance (SwA) Awareness	OLT	3		✓
CLE 083	Information Technology Service Management (ITSM)	OLT	2		✓
CLE 084	Models, Simulations, and Digital Engineering	OLT	5		✓
CLE 301	Reliability and Maintainability	OLT	3	✓	✓
CLM 005	Industry Proposals and Communication	OLT	2		✓
CLM 025	Commercial-Off-The-Shelf (COTS) Acquisition for Program Managers	OLT	2	✓	
CLM 031	Improved Statement of Work	OLT	3		✓
CLM 071	Introduction to Data Management	OLT	1	✓	
CLM 072	Data Management Strategy Development	OLT	2		✓
CLM 073	Data Management Planning System	OLT	2		✓
CLM 077	Data Management Protection and Storage	OLT	3		✓
CLR 151	Analysis of Alternatives	OLT	4		✓
CLR 250	Capabilities-Based Assessment	OLT	3		✓
CLV 016	Introduction to Earned Value Management	OLT	1	✓	✓
CLV 017	Performance Measurement Baseline	OLT	4	✓	✓
CON 0072	Source Selection	OLT	8	✓	
CYB 5630V	Cyber Table Top	VILT	14		✓
CYB 5640V	Cyber Training Range	VILT	20	✓	
ENG 0620	Human Systems Integration	OLT	2	✓	✓
ENG 0720	ISO 9000	OLT	2	✓	
ENG 0850	Reliability and Maintainability (R&M) Engineering Management	OLT	13	✓	✓
ENG 0860	Planning for R&M Engineering	OLT	7	✓	✓
ENG 0870	Designing for R&M Engineering	OLT	5	✓	✓
ENG 0880	Procurement for R&M Engineering	OLT	7	✓	✓
ENG 0890	Program and Technical Reviews for R&M Engineering	OLT	7	✓	✓
ENG 101	Fundamentals of Systems Engineering	OLT	14	✓	
ENG 201	Applied Systems Engineering in Defense Acquisition, Part I	OLT	9	✓	✓

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Core Plus Development Guide				Certification Category	
Training		Delivery Mode ¹	CLPs	Foundational	Practitioner
ENG 260	Program Protection for Practitioners	OLT	13		✓
EVM 101	Fundamentals of Earned Value Management	OLT	13	✓	✓
GRT 201V	Grants and Agreements Management	VILT	25		✓
HBS 406	Coaching	OLT	2		✓
HBS 409	Decision Making	OLT	2		✓
HBS 427	Meeting Management	OLT	2		✓
HBS 434	Process Improvement	OLT	2	✓	
HBS 437	Strategic Thinking	OLT	2	✓	
HBS 441	Team Management	OLT	3		✓
ISA 1011	Basic Information Systems Acquisition	OLT	10	✓	
ISA 220	Risk Management Framework (RMF) for the Practitioner	OLT	10		✓
LOG 0080	Designing for Supportability in DoD Systems	OLT	3		✓
LOG 0110	Introduction to Performance-Based Logistics (PBL)	OLT	3	✓	
LOG 0120	Supportability Analysis Fundamentals	OLT	8		✓
LOG 0150	Product Support Business Case Analysis (BCA)	OLT	2		✓
LOG 0220	Title 10 Depot Maintenance Statute Overview	OLT	1		✓
LOG 0230	Title 10 U.S.C. 2464 Core Statute Implementation	OLT	2		✓
LOG 0240	Title 10 Limitations on the Performance of Depot-Level Maintenance (50/50)	OLT	1		✓
LOG 0250	Depot Maintenance Interservice Support Agreements (DMISA)	OLT	3		✓
LOG 0270	Introduction to DoD Software Lifecycle Management	OLT	4		✓
LOG 0320	Preventing Counterfeit Electronic Parts from Entering the DoD Supply System	OLT	1	✓	
LOG 0620	Counterfeit Prevention Awareness	OLT	2	✓	
LOG 0670	Diminishing Manufacturing Sources and Material Shortages (DMSMS) Basic Component Research	OLT	2		✓
LOG 1000	Life Cycle Logistics Fundamentals	OLT	7	✓	✓
LOG 104	Reliability, Availability, and Maintainability (RAM)	OLT	6	✓	✓
LOG 105	Fundamentals of System Sustainment Management	OLT	6	✓	

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Core Plus Development Guide				Certification Category	
Training		Delivery Mode ¹	CLPs	Foundational	Practitioner
LOG 200	Product Support Strategy Development, Part A	OLT	9	✓	✓
LOG 2010V	Product Support Strategy Development, Part B	OLT	28		✓
LOG 2040	Configuration Management	OLT	7	✓	✓
LOG 2060	Intermediate Systems Sustainment Management	OLT	7		✓
LOG 211V	Supportability Analysis	VILT	30		✓
LOG 2350	Performance-Based Logistics (PBL)	OLT	8	✓	✓
LOG 3500V	Enterprise Life Cycle Logistics Management	VILT	56		✓
PMT 0120	Program Scheduling	OLT	4	✓	✓
PMT 0130	Work-Breakdown Structure	OLT	3	✓	✓
PMT 0140	Team Management and Leadership	OLT	6	✓	✓
PMT 0160	Cost Estimating	OLT	4	✓	✓
PMT 0170	Risk Management	OLT	8	✓	✓
PMT 2570V	Program Management Tools Course	VILT	33	✓	✓
PMT 3400	Leadership and Organization	OLT	3		✓
PMT 3500	Business Aspects	OLT	2		✓
PMT 3600	Program Management Office Course	VILT	68		✓
PMT 4010V	Program Management Course	VILT	193		✓
STM 0010	Prototyping and Experimentation	OLT	4		✓
STM 1010	Introduction to DoD Science and Technology Management	OLT	3	✓	
TST 102	Fundamentals of Test and Evaluation	OLT	15	✓	
TST 2040V	Test and Evaluation for Practitioners	VILT	72		✓

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ATTACHMENT 2

Recommended Cross-Functional Credentials for Engineering and Technical Management Workforce

Credential	Title	Length (hrs)
CACQ 002	Services Acq Team Member: Acq Professional Team Members	44
CACQ 004	Introduction to Risk, Issue, and Opportunity Management	4
CACQ 005	Foundational Earned Value Management	3
CACQ 008	Foundational Intellectual Property	21
CACQ 010	Foundational Acquisition Intelligence	35
CACQ 013	Functional Services Manager	41
CALD 001	Resilience	16
CCON 011	Construction Contracting	65
CCON 016	Excel Skills for Data Analysis & Visualization	50
CCON 017	Pricing Tools and Techniques	45
CCON 023	Other Transaction Authority	20
CCYB 001	Program Protection	26
CCYB 002	Cybersecurity for Program Managers	7
CENG 001	Digital Engineering for DoD Consumers	11
CENG 002	Data Analytics for DoD Acq Managers	32
CENG 004	Agile DoD Team Member	20
CLCL 001	Product Support Management Fundamentals	31
CLCL 002	Integrated Product Support	31
CLCL 003A	Supply Chain Integration	35
CLCL 004	Maintenance Planning and Management	17
CLCL 005	Supportability & Design Interface	34
CLCL 006	Designing Supportable Systems	32
CLCL 007	Product Support Analysis	39
CLCL 008	Product Support Arrangements	37
CLCL 009	Information Technology Life Cycle Support	30
CLCL 010	Technical Data Management	22.5
CLCL 013	Packaging, Handling, Storage & Transportation	34
CLCL 014	Parts & Material Life Cycle Management	32
CLCL 015	Product Support Infrastructure	18

Owning Functional Areas/Organizations	
CACQ	Program Management
CALD	Defense Systems Management College
CCON	Contracting
CCYB	Engineering & Technical Management
CENG	Engineering & Technical Management
CLCL	Life Cycle Logistics

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ATTACHMENT 3

Commercial Training

DAU has contracted with three commercial training providers (i.e., Coursera, LinkedIn Learning, and Skillsoft Percipio) to provide defense acquisition workforce members (i.e., military and civilian) access to thousands of courses on leading edge topics. Individual courses can be taken at any time and this access comes at no cost to the students or their organizations. Completions are documented in a student's DAU transcript.

Coursera offers individual courses, topical specializations, and professional credentials from top colleges and corporations. LinkedIn Learning and Skillsoft Percipio grant access to over 40,000 learning assets in a variety of formats, lengths, and topics. Examples of offerings are listed in the table below.

Course/Program	Provider
Cloud Computing Foundations	Coursera – Duke University
Introduction to Containers w/ Docker, Kubernetes & OpenShift	Coursera – IBM
Continuous Delivery and DevOps	Coursera – University of Virginia
Engineering Project Management	Coursera – Rice University
Executive Data Science	Coursera – Johns Hopkins University
Applied Data Science with Python	Coursera – University of Michigan
Developing a Critical Thinking Mindset	LinkedIn Learning
Building Your Team	LinkedIn Learning
UX DesignOps: Overview	LinkedIn Learning
Software Design: Human-centered Software Design	Skillsoft Percipio
Artificial Intelligence: Introduction to Artificial Intelligence	Skillsoft Percipio
Leading Innovation	Skillsoft Percipio

These commercial offerings are accessed through the DAU Virtual Campus (<https://dau.csod.com/>), which requires an account and login, by using filters or the search function.