



RESEARCH
AND ENGINEERING

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

SUBJECT: Recommended Continuous Learning Opportunities for the Test and Evaluation
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 Test and Evaluation (T&E) functional area to assist the workforce in identifying meaningful development activities beyond mandatory certification. Workforce members should consult with their supervisors to choose CL activities best suited to the position and individual.

T&E workforce members should complete mandated T&E 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 T&E 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 T&E 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 to 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 T&E 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 T&E and other functional area training courses and CL activities. T&E 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 Defense Agencies and Field Activities should consult the website for their Military Department

T&E 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.

Thomas W. Simms
Acting Principal Deputy Director
Systems Engineering and Architecture

Attachments:
As stated

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

ATTACHMENT 1

Test and Evaluation Functional Area Core Plus Development Guide

Core Plus Development Guide		Type of Assignment			
Training		CLPs	HQ & Staff	PM/ Matrix Spt	Range/Lab/ Field Spt Act
CLB 007	Cost Analysis	3	✓	✓	✓
CLC 011	Contracting for the Rest of Us	2	✓	✓	
CLE 002	Introduction to the T&E of Autonomous Systems	4	✓	✓	✓
CLE 003	Technical Reviews	3	✓	✓	✓
CLE 004	Introduction to Lean Enterprise Concepts	3	✓	✓	
CLE 009	System Safety in Systems Engineering	3	✓	✓	✓
CLE 015	Continuous Process Improvement Familiarization	1	✓	✓	✓
CLE 017	Technical Planning	3	✓	✓	✓
CLE 021	Technology Readiness Assessments	3	✓	✓	✓
CLE 023	Modeling and Simulation in T&E	4	✓	✓	✓
CLE 029	Testing in a Joint Environment	3	✓	✓	✓
CLE 030	Integrated Testing	2	✓	✓	✓
CLE 035	Introduction to Probability and Statistics	5	✓	✓	✓
CLE 038	Time-Space-Position Information	6			✓
CLE 039	Environmental Issues in Testing and Evaluation	2	✓	✓	✓
CLE 060	Practical Software and Systems Measurement	5	✓	✓	
CLE 066	Systems Engineering for Systems of Systems	3	✓	✓	✓
CLE 074	Cybersecurity Throughout DoD Acquisition	3	✓	✓	✓
CLE 076	Introduction to Agile Software Acquisition	5	✓	✓	✓
CLE 077	Defense Business Systems (DBS) Acquisition	5	✓	✓	✓
CLE 079	Chemical, Biological, Radiological, Nuclear (CBRN) Survivability	4	✓	✓	✓
CLE 085	Scientific Test and Analysis Techniques in T&E	8	✓	✓	✓
ENG 0850	Reliability and Maintainability (R&M) Engineering Management	13	✓	✓	✓
ENG 0860	Planning for R&M Engineering	7	✓	✓	✓
ENG 0870	Designing for R&M Engineering	5	✓	✓	✓
ENG 0880	Procurement for R&M Engineering	7	✓	✓	✓
ENG 0890	Program and Technical Reviews for R&M Engineering	7	✓	✓	✓
LOG 0120	Supportability Analysis Fundamentals	8	✓	✓	✓
PMT 0130	Work-Breakdown Structure	3	✓	✓	✓
PMT 0170	Risk Management	8	✓	✓	✓
CLV 016	Introduction to Earned Value Management	1	✓	✓	
ISA 1011	Basic Information Systems Acquisition	10	✓	✓	✓

Current as of: 1 December 2022

Core Plus Development Guide		Type of Assignment			
Training		CLPs	HQ & Staff	PM/ Matrix Spt	Range/Lab/ Field Spt Act
LOG 1000	Life Cycle Logistics Fundamentals	7	✓	✓	✓
LOG 104	Reliability, Availability, and Maintainability (RAM)	6	✓	✓	✓
SPS 106	Database Maintenance	4	✓	✓	

ATTACHMENT 2

Recommended Cross-Functional Credentials for Test and Evaluation Workforce

Credential	Title	Length (hrs)
CACQ 001	Services Acq Team Member: Non-Acquisition	37
CACQ 002	Services Acq Team Member: Acq Professional Team Members	44
CACQ 004	Introduction to Risk, Issue, and Opportunity Mgmt	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 016	Excel Skills for Data Analysis & Visualization	50
CCON 017	Pricing Tools and Techniques	45
CCYB 001	Program Protection	26
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 005	Supportability & Design Interface	34
CLCL 008	Product Support Arrangements	37
CLCL 009	Information Technology Life Cycle Support	30
CLCL 010	Technical Data Mgmt	22.5
CLCL 013	Packaging, Handling, Storage & Transportation	34
CLCL 014	Parts & Material Life Cycle Mgmt	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

Current as of: 25 November 2022

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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.