



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

SFAE

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fiscal Year 2024 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.

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) Defense Acquisition Workforce Development Account (DAWDA) Army Acquisition Workforce (AAW) Requirements for Future Years Defense Program Report to Congress, April 2022.

2. Purpose: This memorandum provides guidance for Command submissions of FY24 DAWDA Career Development program funding requests.

3. Guidance:

a. The Army continues to receive more requirements than funding in support of career development requirements. Given DAWDA funding constraints, we must make tough choices on what to accomplish with these limited resources. Our primary focus shall be for key enterprise career development initiatives that support the entire AAW. Additionally, per guidance from the Army Acquisition Executive, we are prioritizing digital and data transformation training and tools to re-skill and up-skill the civilian and military workforce. We will continue to prioritize enterprise-level initiatives while supporting field-generated requirements, where possible, with a focus on digital and data transformation requirements. The following guidance will ensure our 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 reference 1.c., and the most current DAWDA Department of the Army Operating Guide to determine the prioritization for FY24

SFAE

SUBJECT: Fiscal Year 2024 Army Defense Acquisition Workforce Development
Account Priorities and Guidance

funding. The Annual Report to Congress and Guidebook may be found at:
<https://asc.army.mil/web/career-development/dawda-program/>. Program requests will
only be considered for funding based on their alignment to one or more of the four FY24
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, Digital Transformation Training, and Training
Facility Upgrades.

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

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

d. DAWDA should 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.

4. The point of contact is Mr. Marko Nikituk, 703-402-1545 or
marko.j.nikituk.civ@army.mil.

Encl

ROBERT L. MARION
Lieutenant General
Director, Army Acquisition Corps

DISTRIBUTION:
(see next page)

SFAE

SUBJECT: Fiscal Year 2024 Army Defense Acquisition Workforce Development
Account Priorities and Guidance

DISTRIBUTION:

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-6

Deputy Chief of Staff, G-8

Deputy Chief of Staff, G-9

Director, Army National Guard

Chief of Army Reserve

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. Army Special Operations Command

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

U.S. Army 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 Human Resources Command

Superintendent, U.S. Military Academy

Superintendent, Arlington National Cemetery

Program Executive Officer

Assembled Chemical Weapons Alternatives

Aviation

Combat Support and Combat Service Support

Command, Control, Communications-Tactical

Enterprise Information Systems

Ground Combat Systems

Intelligence, Electronic Warfare and Sensors

Missiles and Space

Simulation, Training and Instrumentation

Soldier

Joint Program Executive Officer

Armaments and Ammunition

Chemical, Biological, Radiological and Nuclear Defense

Director, U.S. Army Rapid Capabilities and Critical Technologies Office