



FY23-24 DACM Program Announcements

Dates are subject to change. Please check Army Acquisition Professional Development System (AAPDS) within Career Acquisition Personnel and Position Management Information System ([CAPPMIS](#)) to confirm any program announcement dates.

URL: <https://asc.army.mil/web/career-development/programs/program-timeline/>

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(T) = Tentative

SRPE = Senior Rater Potential Evaluation

<https://asc.army.mil/web/career-development/programs/program-timeline>



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TUITION ASSISTANCE PROGRAMS

Acquisition Tuition Assistance Program (ATAP)

Description: The ATAP provides tuition assistance, including laboratory and technology fees (not to exceed established funding limits), to eligible Army Acquisition Workforce (AAW) members who are pursuing business or acquisition credit towards bachelors' or masters' degrees. ATAP also provide tuition assistance, including laboratory and technology fees (not to exceed established funding limits) to eligible Army Acquisition Workforce (AAW) members who are pursuing business or acquisition credit toward individual courses that are not towards a degree or program completion.

Eligibility: Eligible AAW members must:

1. Be coded as “1 - Permanent -Tenure Group 1” in the Defense Civilian Personnel Data System
2. Meet their certification level required (minimum level Practitioner required) in current functional areas
3. Meet additional criteria based on the type of education applicant is pursuing as outlined on the ATAP website and current posted announcement.

Website: <https://asc.army.mil/web/career-development/programs/acquisition-tuition-assistance-program/>

Timing:

FY23 Announcement (beginning of FY23)

Announcement Opening: June 3, 2022

Announcement Closing: August 12, 2022

Program Start Date: October 1, 2022 (FY23 start)

2nd FY23 Announcement (to be determined)

Announcement Opening: to be determined

Announcement Closing: to be determined

Program Start Date: to be determined

FY24 Announcement

Announcement Opening: June 5, 2023



Announcement Closing: July 14, 2023

Program Start Date: October 1, 2023 (FY24 start)

Naval Postgraduate School Master of Science in Systems and Program Management (NPS-MSSPM) or Systems Engineering (NPS-MSSE)

Description: The **NPS-MSSPM** 2-year program is designed for Department of Defense (DoD) and other federal agencies to obtain an acquisition defense-focused advanced degree in a distance learning format. The NPS-MSSPM is an interdisciplinary program combining systems engineering with program management knowledge and skills. The program is intended to broaden the technical capabilities of the acquisition workforce who may have non-technical backgrounds, so they are able to successfully manage and lead programs/projects in support of the Defense Acquisition System. Students in this program learn the systems engineering process from establishing system requirements through test and evaluation. Simultaneously, students learn how to manage, schedule, and budget programs as well as work with DoD suppliers through contracts to meet program obligations.

Description: The **NPS-MSSE** 2-year program is designed for Department of Defense (DoD) organizations faced with a wide range of systems engineering and integration challenges. NPS educates and trains engineers with tools and technologies relevant to their work, resulting in employees with greater knowledge and expertise to better meet the needs of their customers. Specific program educational objectives (i.e., skills and abilities that graduates can bring to their position after having graduated the from NPS-MSSE and having received three to five more years of on-the-job training and professional development) are:

- **Technical Leadership:** Graduates will apply their engineering knowledge in leadership roles along diverse career paths in government service.
- **Program Management:** Graduates will perform research, design, development, procurement, integration, maintenance, and life-cycle management of systems for defense and national security.
- **Operational Utilization:** Graduates will apply systems engineering in diverse military settings and understand its capabilities and limitations.

Eligibility: Civilian Acquisition Workforce (both programs) GS-11 – GS-15 or equivalent. Additional eligibility and academic requirements are provided on each program's website and current posted announcement.

Websites:

NPS-MSSPM:

<https://asc.army.mil/web/career-development/programs/naval-postgraduate-school-master-of-science-in-program-management/>

NPS-MSSE:

<https://asc.army.mil/web/career-development/programs/naval-postgrad-ms-sys-eng/>

Timing:

Announcement Opening: April 3, 2023

Announcement Closing: May 12, 2023



Program Start Date: September 25, 2023 (cademic Year Fiscal YearY24)

Student Loan Repayment Program (SLRP)

Description: The SLRP is a retention incentive for civilian Army Acquisition Workforce (AAW) members with critical acquisition skills serving in a permanent or term appointment with at least 3 years remaining on the term appointment. The program is designed to repay federally insured student loans of the civilian AAW members and their children (if the AAW member is a co-signer on the federal insured student loan), in exchange to remain within the Department of the Army, Acquisition position for 3 years upon selection.

Eligibility: Civilian Acquisition Workforce (Any GS Level or equivalent), permanent and term eligible with at least 3 years remaining on the term appointment from the time of application submission.

Website: <https://asc.army.mil/web/career-development/programs/student-loan-repayment-program/>

Timing:

Announcement Opening: October 3, 2022

Announcement Closing: November 17, 2022

Applicant Selection Notifications: December 12, 2022

LEADER DEVELOPMENT PROGRAMS

Acquisition Leadership Challenge Program (ALCP)

Description: ALCP is a leadership development seminar, offered at four different levels, designed to establish a foundation of self-awareness and to assist in overall leadership and diversity development within organizations.

ALCP B is targeted to assist new hires to the career civil service into the Federal and Acquisition workforce. The focus is to build a solid foundation for effective and efficient acclimation into the workforce by introducing participants to their behavioral preferences and leadership tendencies, giving them the “big picture” of three consistent challenges faced by professionals serving in the DoD; Mission Requirements versus Available Resources (FYDP/POM/Authorization & Appropriation); Responsibility, Accountability and Authority, where they fit into the system by becoming effective followers and finally providing some basic “rules of engagement” to give the participants an idea of social, cultural and legal expectations the workplace has in place (including perceptions other generations may have about dress, communication, and basic behavior through a series of “mentoring” “do’s and don’ts” and understanding generational perceptions). The goal is to mitigate frustration and misunderstanding.

ALCP I focuses on the individual with emphasis on who they are and their behavioral preferences and leadership tendencies and if those preferences work for them now and can for the long term. A model for understanding the dynamics of leadership is presented with facilitated participant understanding of how a variety of psychological instruments results indicate how an individual approaches leadership challenges in a variety of scenarios. The specific challenges of change, decision making and conflict resolution are addressed. ALCP II focuses on the major challenge for new organizational leaders; to incorporate individual talents into a cohesive work force. To be prepared to do so they need to understand the motivations, needs and interest



of other people. The goal is to bring each participant to a heightened self-awareness for better understanding and appreciation of different cultures and to promote a willingness to build intrinsic and extrinsic value in their organization. Rather than trying to provide prescriptive answers to the management problem of the moment, this seminar will help prepare participants who already have significant challenges in an organization facing change. It focuses on building a shared and executable vision and enhances self-awareness and engagement in continuous self-assessment, development, and fostering a commitment towards life-long learning. The seminar will help prepare individuals for developing and implementing coherent strategies to lead organizational transformation in joint, interagency, multinational, and cross-cultural environments. This program design highlights those competencies applicable for individuals moving into an environment where developing a strategic understanding of the moral, social, and ethical impact of the 21st century on information age organizations for successful Strategic Leadership are essential.

ALCP III is an opportunity for further sequential development of leadership skills in areas not heretofore included in ALCP I or II. The goal is to provide a focus on mentoring, coaching and feedback skill development as well as to measure and assess influence style and work engagement profiles. Much greater participant engagement is employed, including specific goal setting and comparison of improvements made in their leadership style and effectiveness through use of the Campbell Leadership Index (360).

Eligibility: Civilian/Military Acquisition Workforce

ALCPB = GS-07 – GS-11 or equivalent

ALCPI = GS-12/13 or equivalent, Captains, Majors, Staff Sergeants and Sergeants First Class

ALCPII = GS-14/15 or equivalent, Colonels, Lieutenant Colonels, First Sergeants and Master Sergeants

ALCP III = GS-14/15 or equivalent and SES, General Officers, Colonels, Lieutenant Colonels, Command Sergeants Major, Sergeants Major, First Sergeants and Master Sergeants that have taken ALCPI or II

Website: <https://asc.army.mil/web/career-development/programs/acquisition-leadership-challenge-program/>

Timing:

1st Quarter FY23

Announcement Opening: July 1, 2022

Announcement Closing: July 31, 2022

2nd Quarter FY23

Announcement Opening: October 1, 2022

Announcement Closing: October 31, 2022

3rd Quarter FY23

Announcement Opening: January 1, 2023

Announcement Closing: January 31, 2023

4th Quarter FY23

Announcement Opening: April 1, 2023

Announcement Closing: April 30, 2023

Leadership Excellence Acquisition Development (LEAD)

Description: The LEAD program is the premier 24-month leadership development program offering



expanded training through a series of education, leader development and broadening assignments to build skills required for positions of greater responsibility.

Eligibility: GS-13, high performing GS-12, or broadband equivalent; DAWIA certified IAW their current acquisition career field requirements, AND DAWIA certified Practitioner in Program Management.

Website: <https://asc.army.mil/web/career-development/programs/lead/>

Timing:

Announcement Opening: October 17, 2022

Announcement Closing: December 2, 2022

Program Start: March/April 2023 (T)

SRPE Required

Defense Acquisition University-Senior Service College Fellowship (DAU-SSCF)

Description: DAU-SSCF is a 10-month leadership/educational opportunity conducted at Huntsville, AL; Picatinny Arsenal, NJ; and a virtual seminar. The program prepares senior level civilians for key leadership roles.

Eligibility: GS-14/15 or broadband equivalent; DAWIA certified in current position; CES Advanced; Secret clearance.

Website: <https://asc.army.mil/web/career-development/programs/defense-acquisition-university-senior-service-college/>

Timing:

Announcement Opening: November 1, 2022

Announcement Closing: January 20, 2023

Program Start: Late July 2023

SRPE Required

Defense Civilian Emerging Leader Program (DCELP)

Description: The DCELP is a developmental program during which participants are immersed in a variety of experiential activities that promote self-awareness, enhance communication skills, utilize proven team building strategies, and strengthen overall leadership capabilities. The program consists of four, one-week sessions over a period of approximately four months.

Eligibility: GS-07 through GS-12 or broadband equivalent. Must have served 3 years in Department of the Army Civilian Permanent position(s). Defense Acquisition Workforce Improvement Act (DAWIA) certified in current acquisition position or within the certification grace period. Completion of CES course, Basic or Intermediate, depending on grade.

Website: <https://asc.army.mil/web/career-development/dcelp>

Timing:

Announcement Opening: March 1, 2023 (T)

Announcement Closing: May 10, 2023 (T)

Program Start: March 2024 (T)

Inspiring and Developing Excellence in Acquisition Leaders (IDEAL)

Description: IDEAL is a development program for mid-career AAW members who are preparing themselves for leadership and supervisory positions. The program consists of three, one-week sessions over a period of approximately five months.



Eligibility: GS-12 or GS-13 or broadband equivalent. Department of the Army Civilian Acquisition Workforce member. Permanent employee (career or career-conditional appointment). Defense Acquisition Workforce Improvement Act (DAWIA) certified in current acquisition position or within the certification grace period. For FY24, Acquisition Leadership Challenge Program-1 (ALCP-1) prerequisite.

Website: <https://asc.army.mil/web/career-development/programs/inspiring-and-developing-excellence-in-acquisition-leaders-ideal/>

Timing:

Announcement Opening: May 24, 2023 (T)

Announcement Closing: August 2, 2023 (T)

Program Start: TBD

SRPE Required

MILITARY EDUCATION/BROADENING OPPORTUNITIES

Training with Industry (TWI)

Description: TWI is a one-year work experience program that provides extensive exposure to managerial techniques and industrial procedures within corporate America to competitively selected officers.

Eligibility: Majors and Lieutenant Colonels.

Website: <https://asc.army.mil/web/career-development/programs/aac-training-with-industry/>

Announcement Opening: June 2023

Announcement Closing: August 2023

Program Start: May-August 2024

Advanced Civil Schooling (ACS)

Description: ACS provides an opportunity to pursue advanced degree at a civilian university on a full-time, fully-funded basis.

Eligibility: Army Acquisition Officers and NCOs.

Website: <https://asc.army.mil/web/career-development/programs/advanced-civil-schooling/>

Timing:

ACS 23-01 Panel (Winter Moving Cycle)

Announcement Opening: December 2022

Announcement Closing: February 2023

Program Start: October 1, 2023 to March 30, 2024

ACS 23-02 Officers (Summer Moving Cycle)

Announcement Opening: June 2023

Announcement Closing: Aug 2023

Program Start: April 1, 2024 to Sep. 30, 2024

CENTRAL SELECT LIST/CENTRALIZED SELECTION BOARD



ANNOUNCEMENTS

FY25 Acquisition Key Billet – Project/AugProduct Manager or Acquisition Director

Description: The Centralized Selection List process selects the best-qualified individuals (COL/GS-15 and LTC/GS-14) for specifically identified acquisition command and acquisition key billet positions.

Eligibility:

For COL/GS-15 – Eligible for promotion/lateral to GS-15 or equivalent broadband; Be DAWIA Advanced certified in Acquisition Functional Area (AFA) Program Management or Professional certified in AFA Contracting, at the time of application; Bachelor's degree from an accredited institution. Relevant supervisory experience is preferred.

For LTC/GS-14 – Eligible for promotion/lateral to GS-14 or equivalent broadband; Be DAWIA Practitioner certified in Acquisition Functional Area (AFA) A (Program Management) or Professional certified in ACF C (Contracting), at time of application; Complete Defense Acquisition University (DAU) Courses: PMT3600/V, PMT 0120, PMT 3500, PMT 0130, ACQ 315/V, PMT 0170 and PMT 3400, prior to entry into the position; Must possess two years of cost, schedule, and performance responsibilities in a program office or similar organization), at time of application; Possess a bachelor's degree from an accredited institution, at time of application. Prior supervisory experience is preferred.

Website: <https://asc.army.mil/web/centralized-selection-list>

Timing:

FY25 Project Manager | FY25 Product Manager

Announcement Opening: February 22, 2023

Announcement Closing: April 20, 2023

Board Date: June 5-9, 2023

SRPE Required

FY25 Project Director Centralized Selection Board

Description: Opportunity to compete for a centrally selected Product Director position within one of the Army's Program Executive Offices.

Eligibility:

Be a permanent Army acquisition civilian in a career/career conditional appointment in the grade of GS15/broadband equivalent

Be DAWIA Advanced certified in Functional Area Program Management at the time of application.

Certification status must be reflected in Section X of the Acquisition Career Records Brief (ACRB).

Website: <https://asc.army.mil/web/career-development/prod-dir>

Timing:

Announcement Opening: February 20, 2023

Announcement Closing: April 21, 2023

Board Date: June 5-9, 2023

SRPE Required

FY24 Product Director Centralized Selection Board

Description: Opportunity to compete for a centrally selected Project Director position within one of the Army's Program Executive Offices.

**Eligibility:**

Be a permanent Army acquisition civilian in a career/career conditional appointment in the grade of GS14/broadband equivalent

Be DAWIA Practitioner certified in Functional Area Program Management at the time of application. Certification status must be reflected in Section X of the Acquisition Career Records Brief (ACRB).

Website: <https://asc.army.mil/web/career-development/prod-dir>

Timing:

Announcement Opening: February 20, 2023

Announcement Closing: April 21, 2023

Board Dates: June 5-9, 2023

SRPE Required

WORKFORCE DEVELOPMENT AND TRAINING FUNDS

Defense Acquisition Workforce Development Account (DAWDA)

Description: This fund allows Army to recruit and hire, develop and train, and retain its Acquisition Workforce.

Eligibility: Army acquisition organizations with a requirement that meets the intent of DAWDA may request funds by submitting a Program Request Form through their organizational POC. To determine organization POC, contact:

- AMC and AFC: Rosalyn Hilary (rosalyn.y.hillary.civ@mail.mil)
- All other organizations: Ron Roberts (ronald.d.roberts24.civ@mail.mil)

Website: <https://asc.army.mil/web/career-development/dawdf-program/>

Timing:**FY23 DAWDA Program**

Program Execution subject to availability of Funding: October 1, 2022 - September 30, 2023

Q1 Program Execution Review: Mid to End of January 2023

Mid-Year Program Execution Review: Mid to End of April 2023

FY23 Q3 Program Execution Review: Mid to End of July 2023

FY24 DAWDA Program

Release FY24 DAWDA Planning Memo and Guidance document: Before end of Q1 FY23

DAWDA Requirement submission window available: Mid January, 2023 - Mid March 2023

DAWDA Requirements Review: Mid-March 2023 - Mid May 2023

Acquisition Senior Leader Review and Approval: Mid May 2023 - Mid June 2023

DAWDA Plan notification and Reclama period: Mid June 2023 - End of June 2023

DAWDA Spend Plan Review and Submission: Mid July 2023 - Mid August 2023

System Preparation and Prepare for Execution: Mid August 2023 - End of September 2023

Program Execution subject to availability of Funding: October, 1 2023 – September, 30 2024



Defense Acquisition University (DAU)

Timing

Scheduling Data Call: None planned due to COVID-19 and Back-to-Basics

Course Schedule Released: FY23 released in two parts; 1st and 2nd quarters were released in July 2022 and 3rd and 4th quarters will be released in January 2023

WORKFORCE STRUCTURE

Winter MAPL Review

Command Input: October 17 to November 18, 2022

Analyst Review: November 21 to December 16, 2022

DACM Review: December 19, 2022 to January 13, 2023

Director, AAC Approval: February 13-17, 2023

Field Notification: February 28, 2023

Spring MAPL Review

Command Input: March 1-31, 2023



Analyst Review: April 3-28, 2023
Board Prep: May 1-12, 2023
Board Review: May 15-19, 2023
Director, AAC Approval: June 12-16, 2023
MILDEP Brief with PEOs: July 17-21, 2023
Field Notification: August 31, 2023

DOD PROGRAMS

Public Private Talent Exchange (PPTE)

Description: PPTE provides selected AAW members the opportunity to complete a professional assignment with industry by serving for six months with a private sector organization.

Eligibility: GS-13 through GS-15 or broadband equivalent. Must be subject matter expert and possess high leadership potential.

Website: <https://asc.army.mil/web/career-development/programs/dod-ppte/>

Timing:

Announcement Opening: September 18, 2023 (T)

Announcement Closing: TBD

Program Start: May 3, 2024 (T)

SRPE Required

Senior Enterprise Talent Management/Enterprise Talent Management

Description: The Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM) are Army talent management programs created to produce senior civilian leaders with an enterprise perspective who could serve in increasing levels of responsibility. SETM/ETM consists of eight modules, and applicants may apply for one or more modules for which they are qualified. SETM/ETM is administered by the Civilian Senior Leader Management Office (CSLMO), Assistant Secretary of the Army (Manpower and Reserve Affairs)

Eligibility: GS-12 through GS-15 and equivalent employees; bachelor's degree; CES Advanced; Secret clearance.

Website: <https://asc.army.mil/web/career-development/programs/setm-etm/>

Timing:

Announcement Opening: March 1, 2023

Announcement Closing: May 15, 2023

Program Start: Dependent on SETM/ETM program – Senior Service College starts late July 2024

SRPE Required for the National Defense University's Eisenhower School

(T) = Tentative

SRPE = Senior Rater Potential Evaluation

<https://asc.army.mil/web/career-development/programs/program-timeline>