



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

SFAE-ASC

21 October 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fiscal Year 2023 Army Acquisition Workforce Standards

1. References: See Enclosure 1.
2. This memorandum is published at the start of every Fiscal Year (FY) and outlines the standards that the Army Acquisition Executive has set for Army Acquisition Workforce (AAW) professionals and their parent organizations to achieve, in order to comply with Defense Acquisition Workforce Improvement Act (DAWIA) statutory requirements and Director, Acquisition Career Management (DACM) policies.
3. Enclosure 2 provides workforce data, extracted from the Career Acquisition Management Portal on 30 September 2022, showing how the acquisition community as a whole and each Program Executive Office (PEO)/Command measured against the FY22 AAW standards. Below are some observations on our performance as an acquisition community, with the percentages underlined and/or in parenthesis ( ) showing what score we actually achieved at the end of FY22 and the percentages in brackets [S: ] showing the FY22 standard:
  - a. We achieved 100 percent for DAWIA certification in all three acquisition position categories: Key Leadership Position (KLP) [S: 100 percent], Critical Acquisition Position (CAP)(non-KLP) [S: 100 percent], and AAW (non-CAP) [S: 100 percent]. We also had 100 percent of our AAW professionals certified within their grace period [S: 98 percent]. These results are exemplary, but it is important to recognize that the acquisition community received some help: with the implementation of the Under Secretary of Defense for Acquisition and Sustainment (USD(A&S))'s "Back-to-Basics" (BtB) framework (References 1.c and 1.d), the DAWIA certification grace periods reset on 01 February 2022. Starting on this date, all defense acquisition employees were given 3, 5, or 4 years, (depending on the Functional Area and certification level required for their positions) to achieve certification. As a result of BtB, all AAW professionals are currently either certified or fall within their grace period window.
  - b. We came slightly closer in FY22 to meeting the standard for Individual Development Plan (IDP) updates within the last six months (95.71 percent) [S: 100 percent]. This IDP score reflects a solid improvement from last fiscal year, when we achieved 90.29 percent.
  - c. Unfortunately, there are two critical areas where we have once again fallen short of their marks: (1) 94.71 percent [S: 100 percent] of AAW professionals achieved 80 or

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more Continuous Learning Points (CLPs) as of 30 September 2022, which is the end date of the current two-year CLP cycle and (2) 87.41 percent [S: 100 percent] of our AAW professionals in the grades GS-12 through GS-15 received a Senior Rater Potential Evaluation (SRPE) by the 31 December 2021 annual deadline.

1) The attainment of at least 80 CLPs by the end of the two-year cycle is not only a DACM policy requirement for all AAW professionals, but it is also codified in Reference 1.b (Department of Defense Instruction (DoDI) 5000.66). The DACM Office has published a CLP glide path (<https://asc.army.mil/web/clp-glidepath/>) for AAW professionals to use as a planning tool throughout the two-year cycle. Following the quarterly thresholds set in this glide path allows AAW professionals to accumulate CLPs in a steady, gradual basis. For the upcoming two-year Continuous Learning Point cycle, we ask supervisors to include this CLP metric in their AAW professionals' annual performance objectives and evaluations. Supervisors should have a discussion with any AAW professional who failed to achieve the minimum 80 CLP requirement by the end of the two-year cycle. This failure not only violates DoDI 5000.66 and DACM policy, but it could also preclude AAW professionals from applying or participating in DACM-sponsored training, education, or career development programs.

2) This SRPE score of 87.41 percent, while still below the FY22 standard of 100 percent, shows an improvement from last year when we only hit 76.89 percent. It is our first upturn in the past four years where our statistics were steadily declining.

4. Request senior leaders and first line supervisors of AAW professionals review Enclosure 2 to see the areas where their organization met the standards and also where they may have fallen short. We need to encourage our AAW professionals and their supervisors to view CLPs, IDPs and SRPEs not as unnecessary burdens, but rather as valuable career development tools.

5. Paragraphs 5.a through 5.d below outline FY23 AAW standards. We will continue to maintain the same high standards in FY23. With successful BtB implementation across the acquisition enterprise, we expect AAW professionals to concentrate on achieving the required DAWIA certification.

a. Certification Standard: 100 percent. While the BtB framework does not affect the AAW's requirement to complete IDPs, SRPEs and CLPs within the prescribed timeframes, it presents a significant change to the amount of experience and training required to achieve DAWIA certification. The 3, 5, and 4 year grace periods will still be in effect for AAW professionals through FY23, so we should be 100 percent in this category by the end of the fiscal year. However, I urge AAW professionals to continue to work during their grace period towards achieving the certification level required for their position.

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b. IDP Standard: 100 percent. Supervisors must ensure all of their subordinate IDPs are discussed and updated every six months or more frequently, as needed.

c. CLP Standard: 100 percent. Each AAW professional is required to attain at least 80 CLPs by 30 September 2024, the end date of the current two-year cycle.

d. SRPE: 100 percent. All AAW professionals in the grades of GS-12 through GS-15 (and broadband/pay band equivalents), unless exempted by the Director, Army Acquisition Corps, are required to receive an annual SRPE. The Senior Rater should be the rating supervisor's next level or higher supervisor. Senior Raters must treat their matrixed and core employees equitably with respect to SRPE ratings. Ratings should be a fair and accurate assessment of an employee's leadership potential strengths, with no special consideration or weight given based on his/her parent organization. Please see Reference 1.h and the DACM Office's SRPE webpage (<https://asc.army.mil/web/senior-rater-potential-evaluation/>) for additional resources and information on SRPEs.

e. Ethics: 100 percent. This is a new metric that we will report regularly to the acquisition community and include in the FY AAW Standards memorandums, starting in FY23. All AAW professionals are required to complete annual ethics training by the end of each fiscal year. Please see Reference 1.f for more information about the annual ethics training requirement.

6. The successful attainment of these standards is a team achievement, which requires dedicated effort from our acquisition professionals, supervisors, and senior leaders across the entire acquisition community. I am confident that with sufficient command emphasis, supervisory involvement, and employee determination, we can increase these percentages and achieve all the standards.

7. Activities and organizations are reminded to meet all statutory labor relations obligations in the implementation of this policy.

8. Relevant AAW policies and DACM memoranda can be found on the Army DACM Office website at <https://asc.army.mil/web/alt-workforce-policy-procedure/>.

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9. For questions about this memorandum, please email the Army DACM Office Policy Mailbox at [usarmy.belvoir.usaasc.mbx.dacm-policies@army.mil](mailto:usarmy.belvoir.usaasc.mbx.dacm-policies@army.mil).



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## ENCLOSURE 1

### REFERENCES

- a. Title 10, United States Code, Chapter 87, Sections 1723 and 1732-1734 (Defense Acquisition Workforce Improvement Act), 5 November 1990, and as subsequently updated.
- b. Department of Defense Instruction 5000.66 (Defense Acquisition Workforce Education, Training, Experience, and Career Development Program).
- c. Under Secretary of Defense (Acquisition and Sustainment) memorandum (Back to Basics Implementation for the Defense Acquisition Workforce), 04 February 2021.
- d. Under Secretary of Defense (Acquisition and Sustainment) memorandum ("Back-to-Basics" for the Defense Acquisition Workforce), 02 September 2020.
- e. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Defense Acquisition Workforce Improvement Act Certification Policy for the Army Acquisition Workforce), 26 August 2022.
- f. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Mandatory Annual Ethics Training for the Army Acquisition Workforce), 11 October 2022.
- g. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Fiscal Year 2021 Army Acquisition Workforce Standards), 04 October 2021 - hereby superseded.
- h. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Senior Rater Potential Evaluation Policy), 01 July 2020.
- i. 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.

## ENCLOSURE 2

### FISCAL YEAR 2022 AAW DATA

**Table 1: FY22 Certification, IDP and CLP Data  
(as of 30 September 2022)**

COMMAND	CERTIFICATION			IDP	CLP
	AAW (NON-CAP)	KLP	CAP		
<b>FY22 STANDARD</b>	<b>98%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
AMC	100.00%	100.00%	100.00%	97.81%	94.90%
USAFC	100.00%	100.00%	100.00%	97.16%	97.90%
USACE	100.00%	NA	100.00%	91.83%	86.13%
ATEC	100.00%	NA	100.00%	92.04%	94.95%
OTHER	100.00%	NA	100.00%	78.54%	74.23%
PEO AVN	100.00%	100.00%	100.00%	96.92%	96.92%
PEO EIS	100.00%	100.00%	100.00%	97.15%	99.24%
PEO STRI	100.00%	NA	100.00%	91.79%	96.98%
PEO C3T	100.00%	NA	100.00%	95.40%	99.78%
PEO MSL & SPACE	100.00%	100.00%	100.00%	98.88%	99.33%
PEO CS&CSS	100.00%	100.00%	100.00%	99.77%	99.55%
PEO IEW&S	100.00%	100.00%	100.00%	87.27%	96.99%
PEO GCS	100.00%	100.00%	100.00%	99.50%	99.75%
JPEO CBRN DEF	100.00%	NA	100.00%	99.32%	99.32%
ASA(ALT)	100.00%	NA	100.00%	84.88%	78.69%
JPEO A&A	100.00%	NA	100.00%	90.00%	98.28%
PEO SOLDIER	100.00%	NA	100.00%	97.55%	97.96%
MEDCOM	100.00%	NA	100.00%	97.42%	97.00%
SMDC	100.00%	NA	100.00%	99.13%	99.13%
HQ USAASC	100.00%	NA	100.00%	90.48%	89.52%
RCCTO	100.00%	NA	100.00%	89.23%	87.69%
OCSE	100.00%	NA	100.00%	78.05%	58.54%
PEO ACWA	100.00%	NA	100.00%	100.00%	94.44%
<b>TOTAL</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>95.71%</b>	<b>94.71%</b>

Source: Career Acquisition Personnel and Position Management Information System (CAPPMIS)

**Notes:**

(1) KLP, CAP, and AAW (non-CAP/KLP) certification data shows AAW professionals who were certified or within grace period.

(2) Those commands/organizations that do not have a KLP population, are marked "NA" or not applicable for certification.

## ENCLOSURE 2

### FISCAL YEAR 2022 AAW DATA

**Table 2: FY22 SRPE Data  
(as of 31 December 2021)**

COMMAND	TOTAL REQUIRED SRPE	TOTAL COMPLETED SRPE	% COMPLETED
<b>FY22 AAW STANDARD</b>			<b>100%</b>
AMC	7503	6043	80.54%
USAFC	7789	7380	94.75%
USACE	1708	1142	66.86%
ATEC	1406	1330	94.59%
OTHER	308	70	22.73%
PEO AVN	493	484	98.17%
PEO EIS	442	441	99.77%
PEO STRI	346	341	98.55%
PEO C3T	348	343	98.56%
PEO MSL & SPACE	324	320	98.77%
PEO CS&CSS	354	349	98.59%
PEO IEW&S	304	292	96.05%
PEO GCS	279	276	98.92%
JPEO CBRN DEF	200	200	100.00%
ASA(ALT)	178	129	72.47%
JPEO A&A	224	223	99.55%
PEO SOLDIER	163	161	98.77%
MEDCOM	154	144	93.51%
SMDC	182	168	92.31%
HQ USAASC	72	68	94.44%
RCCTO	34	33	97.06%
OCSE	32	30	93.75%
PEO ACWA	33	29	87.88%
<b>TOTAL</b>	<b>22877</b>	<b>19997</b>	<b>87.41%</b>

Source: CAPP MIS

**Notes:**

- 1) The above SRPE data reflects AAW professionals who were required to have a SRPE report on 30 September 2021 and received the automated notification from CAPP MIS on 1 October 2021.
- 2) The SRPE data does not reflect AAW professionals who received close out/early-annual SRPEs between 01 January 2022 and 01 October 2022.