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MEMORANDUM FOR ACQUISITION WORKFORCE MEMBERS OF THE TEST AND EVALUATION FUNCTIONAL AREA

SUBJECT: Recommended Credentials and Continuous Learning Points for the Test and Evaluation Functional Area

1. References:

    a. 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.

    b. Deputy Under Secretary of the Army – Test and Evaluation memorandum (Recommended Credentials and Continuous Learning Points for the Test and Evaluation Functional Area), 25 October 2022.

2. The Army Acquisition Workforce (AAW) is charged with the critical mission of cultivating innovation, designing the impossible, and providing our Warfighters with what they need to be successful. As technology continues to advance at a rapid pace, it is critical that our Test and Evaluation (T&E) workforce maintain currency through self-development and continuous education, including relevant defense acquisition credentials. The annual continuous learning points (CLP) requirement for the AAW is 40 points annually and 80 CLPs in a two-year period per statute. Acquiring CLPs is an important tool for our workforce in keeping an edge and meeting the ever-changing challenges.

3. For the two-year CLP cycle that began on 1 October 2022 and ends on 30 September 2024, I recommend that members of the T&E acquisition workforce focus 25 percent of their required 80 CLPs (i.e., 20 hours) in the emerging technologies or skill areas listed below:

    a. Emerging Technologies
       (1) Big data
       (2) Machine learning
       (3) Cloud and edge computing
       (4) Block-chain technology
       (5) Extended reality
       (6) 4D printing
       (7) Dark data

        (8)   Robotic sensors and computer vision
        (9)   Augmented analytics
        (10) Human augmentation
        (11) Knowledge graphs
        (12) Business process metrics

   b. Digital Transformation

   c. Data Science

   d. Scientific Test and Analysis Techniques

   e. Cybersecurity

   f. Systems Engineering/Digital Engineering

   g. Agile Software Development

   h. Critical Thinking and Problem Solving

   i. T&E/Acquisition Basics

   j. Acquisition Leadership

4. In addition, I recommend specific acquisition workforce credentials and course offerings that provide training in these important acquisition skill areas. These courses can be considered important professional development opportunities to enhance the knowledge and skills of the T&E Functional Area.

Course/Types of Activities	Number of CLPs	Category / Skill Area
DAU Resilience Credential (CALD 001)	16	J
DAU Program Protection Credential (CCYB 001)	25	E
DAU Digital Engineering for DoD Consumers Credential (CENG 001)	11	F
DAU Excel Skills for Data Analysis and Visualization (CCON 016)	50	C & D
DAU Data Analytics for DoD Acquisition Managers Credential (CENG 002)	32	C
Udemy Digital Foundations Learning Pathway	1 per hour	B
MIT xPRO – Professional Development: https://xpro.mit.edu/	1 per hour	A
TED Talks: https://www.ted.com	1 per hour	A thru H
Coursera Data Science & Agile Software Development Courses: https://www.coursera.org	1 per hour	C & G
The Data Incubator – Data Science Essentials: https://www.thedataincubator.com	1 per hour	C

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Pragmatic Institute – Data Science: https://www.pragmaticinstitute.com	1 per hour	C
edX – Data Science courses on edX: https://www.edx.org/course/subject/data-science	1 per hour	C

5. In March 2023, the Army Director, Acquisition Career Management (DACM) Office, in concert with the Deputy Assistant Secretary of the Army for Data Engineering and Software, and the Army Civilian Career Management Activity, launched a new Digital Foundations learning pathway in Udemy, and online digital learning platform, to offer the AAW the curated, Digital Foundations learning pathway intended to minimize digital competency gaps and expand abilities to help grow the workforce now and into the future. I recommend the following Udemy training within the Digital Foundations pathway:

    a. Digital Transformation Masterclass 2023

    b. The Agile Samurai Bootcamp

    c. Product Management for Artificial Intelligence and Data Science

6. As emergent needs continue to be assessed, an updated continuous learning memorandum may be issued to maintain and continue to grow a skilled and competent T&E. Please disseminate these recommendations to your T&E workforce.

7. Thank you for the work that you do every day to support the Army Warfighter and to grow the capabilities of the T&E Functional Area.

                        JAMES C. COOKE
                        Director, Army Test and Evaluation
                          Deputy Under Secretary of the Army