



FY25 DACM Program Announcements

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

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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 bachelor's and master's degrees or credit toward individual courses that are not towards a degree or program completion.

Eligibility:

Applicants pursuing individual college courses not towards a degree must:

- Be coded as "1-Permanent – Tenure Group 1" in the Defense Civilian Personnel Data System
- Meet certification level required for current position or be within their certification grace period

Applicants pursuing courses towards a bachelor's degree must:

- Be coded as "1- Permanent -Tenure Group 1" in the Defense Civilian Personnel Data System
- Meet certification level required for current position or be within their certification grace period
- Not have a bachelor's degree in a technical, acquisition or business discipline
- Be fully accepted into a business, technical or acquisition bachelor's degree discipline with a declared major at a nationally or regionally accredited university or college

Applicants pursuing courses towards a master's degree must:

- Be coded as "1- Permanent -Tenure Group 1" in the Defense Civilian Personnel Data System
- Meet certification level required for current position or be within their certification grace period
- Be fully accepted into a business, technical or acquisition master's degree discipline with a declared major at a nationally or regionally accredited university or college
- May currently possess a master's degree in a technical, acquisition, or business discipline if pursuing a second acquisition-related master's degree

Military Occupational Specialty (MOS) 51 Contracting (51C) Noncommissioned Officers (NCOs) must:

- Not have a bachelor's degree in an acquisition, technical or business discipline if pursuing a bachelor's degree (required certification level met not required)
- Meet certification level required for their current position or be within their certification grace period
- Be fully accepted into a bachelor's or master's degree discipline with a declared major at a nationally or regionally accredited university or college of choice

DOD laboratories applicants designated as STRL pursuing individual college courses, a bachelor's or master's degree in an acquisition or business discipline must: (Note: Term employees not appointed under Section 1109, FY16 NDAA are not eligible to apply to the ATAP):

- Be a permanent (non-temporary/non-term) civilian member of the Army Acquisition Workforce, Exception: Per the Section 1109, FY16 National Defense Authorization Act (NDAA) and Section

11.A.3.f, 82 Federal Register 43339

- Meet certification level required for the current position or be within their certification grace period
- Be flexible length or renewable term technical appointment employees in the Department of Defense laboratories designated as STRLs
- Not have a bachelor's degree in an acquisition or business discipline if pursuing a bachelor's degree
- Be fully accepted into an acquisition, technical or business bachelor's or master's degree discipline with a declared major at a nationally or regionally accredited university or college

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

Timing:

- Announcement Opening: June 3, 2025
- Announcement Closing: July 15, 2025
- Board/Participant Start Date: September 30, 2025
- Program Start Date: October 1, 2025 (FY26 start)

Naval Postgraduate School (NPS) Systems and Program Management (MSSPM) Non-Resident Master's Degree Program

Description: The NPS-MSSPM is a two-year program 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 intends 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.

Eligibility:

NPS Academic Requirements:

- Any undergraduate degree (BA, BS, other)
- Minimum undergraduate quality point rating of 2.2 or better

Army DACM Office Eligibility Requirements:

- AAW civilian must be coded as "1 -Permanent – Tenure Group 1" in the Defense Civilian Personnel Data System at the time of submitting their application in CAPPMS
- Must be a GS-12 through GS-15, or broadband/pay band equivalent
- Must meet certification level required in current acquisition position in any Functional Area
- Must have a Conditional Letter of Acceptance from NPS for the Cohort

specified in the announcement

- Must not currently have a master's degree in an acquisition or business discipline

Department of Defense laboratories designated as Science and Technology Reinvention Laboratories who meet the following eligibility requirements may apply to the NPS-MSSPM program:

- Must be a permanent (non-temporary/non-term) civilian member of the AAW
 - Exception: Per the Section 1109, FY16 National Defense Authorization Act (NDAA) and Section 11.A.3.f, 82 Federal Register 43339, eligibility to participate in the NPS-MSSPM Program is extended to flexible length and renewable term technical appointment employees in the DoD laboratories designated as Science and Technology Reinvention Laboratories (STRs)
- Term employees not appointed under Section 1109, FY16 NDAA are not eligible for the NPS-MSSPM Program
- All other eligibility requirements must be met

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

Timing:

- Announcement Opening: March 11, 2025
- Announcement Closing: May 13, 2025
- Board/Participant Notification: August 30, 2025
- Program Start Date: September 2025

Naval Postgraduate School (NPS) Systems Engineering Non-Resident Master's Degree Program (MSSE)

Description: The NPS-MSSE is a two-year program designed for 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:**NPS Academic Requirements:**

- Baccalaureate degree in engineering or related science or technical field
- GPA of 2.2 or better
- Successful completion of a college calculus sequence (3 quarter or 2 quarter semester classes)

Army DACM Office Eligibility Requirements:

- AAW civilian must be coded as “1 -Permanent – Tenure Group 1” in the Defense Civilian Personnel Data System at the time of submitting their application in CAPPMS
- Must be a GS-12 through GS-15, or broadband/pay band equivalent
- Must meet certification level required in current acquisition position in one of the following Functional Areas:
 - Test & Evaluation
 - Engineering & Technical Management
- Must have a Conditional Letter of Acceptance from NPS
- Must not currently have a master’s degree in an acquisition or business discipline

Department of Defense laboratories designated as Science and Technology Reinvention Laboratories who meet the following eligibility requirements may apply to the NPS-MSSE Program:

- Must be a permanent (non-temporary/non-term) civilian member of the AAW
 - Exception: Per the Section 1109, FY16 National Defense Authorization Act (NDAA) and Section 11.A.3.f, 82 Federal Register 43339, eligibility to participate in the NPS-MSSE Program is extended to flexible length and renewable term technical appointment employees in the DoD laboratories designated as Science and Technology Reinvention Laboratories (STRs)
- Term employees not appointed under Section 1109, FY16 NDAA are not eligible for the NPS-MSSE program
- All other eligibility requirements must be met

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

Timing:

- Announcement Opening: March 11, 2025
- Announcement Closing: May 13, 2025
- Board/Participant Notification: August 30, 2025
- Program Start Date: September 2025

Student Loan Repayment Program (SLRP)

Description: The SLRP is a retention incentive for civilian AAW members with critical acquisition skills serving in a permanent or term appointment with at least three years remaining on the term appointment. The program is designed to repay federally insured student loans of the civilian AAW member and their child(ren) (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 three years upon selection.

Eligibility:

- Civilian acquisition workforce member (any GS Level or equivalent)
- Permanent and term eligible with at least three 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 1, 2024
- Announcement Closing: November 15, 2024
- Applicant Selection Notifications: December 20, 2024
- Program Start: January 2025

LEADER DEVELOPMENT PROGRAMS

Acquisition Leadership Challenge Program (ALCP)

Description: The 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.

The four program levels are:

- ALCP B (Beginnings)
- ALCP I
- ALCP II
- ALCP III

ALCP B (Beginnings)

ALCP B is targeted to assist new hires to the career civil service integrate 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 (Future Year Defense Program (FYDP) / Program Objective Memorandum (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.

ALCP I

ALCP I focuses on the individual; who they are and their leadership and behavioral preferences. A model for understanding the dynamics of leadership is presented alongside a variety of psychological instrument results. The results indicate how an individual approaches leadership challenges in different scenarios. Specific challenges of change, decision making, and conflict resolution are addressed.

ALCP II

ALCP II focuses on a challenge new organizational leaders may face, incorporating individual talents into a cohesive work force. Leaders need to understand the motivations, needs and interest of other people. The goal is to heighten participants’ self-awareness while improving culture appreciation and building value to the organization. This seminar helps prepare participants for potential organizational changes and creating a shared and executable vision. ALCP II helps students develop and implement strategies to lead organizational transformation in joint, interagency, multinational, and cross-cultural environments. Focus areas include strengthening skills, where developing a firm grasp on the moral, social, and ethical impact of modern-day organizations are essential to success.

ALCP III

ALCP III provides participants an opportunity for further development of leadership skills in areas not included in ALCP I or II. The goal is to provide a focus on mentoring, coaching, feedback, and measuring and assessing influential styles and work engagement profiles. Increased participant engagement is employed in ALCP III through exploration of goal setting, and analysis of leadership styles’ effectiveness and impact through use of the Campbell Leadership Index (360).

Eligibility:

- Civilian/Military Acquisition Workforce
- ALCPB = GS-07 – GS-11 or equivalent
- ALCP I = GS-12/13 or equivalent, Captains, Majors, Staff Sergeants and Sergeants First Class
- ALCP II = 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 ALCP I or II

***Note:** ALCP applicants are nomination-based and must go through the applicant’s lead Organization Acquisition Point of Contact (Lead OAP).

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

Timing:

2nd Quarter FY25 Announcement

- Announcement Opening: Oct. 1, 2024
- Announcement Closing: Oct. 31, 2024

3rd Quarter FY25 Announcement

- Announcement Opening: Jan. 2, 2025
- Announcement Closing: Jan. 31, 2025

4th Quarter FY25 Announcement

- Announcement Opening: April 1, 2025
- Announcement Closing: April 30, 2025

Carnegie Mellon University –Data Driven Leadership (DDL) Course

Description: The Data Driven Leadership (DDL) Course is available through partnership with Carnegie Mellon University's (CMU) Heinz College of Information Systems and Public Policy. This in-person, five-day digital transformation training course offers a Certificate in Data Driven Leadership which covers key areas – data management, data science, decision making, emerging technology, change management, data privacy and security – to assist U.S. Army leadership in the development of a robust enterprise data management and data science capability to improve decision-making to better support the mission of the U.S Army. A two-day condensed executive offering is available for GO/SESs only.

Eligibility: GO/SES/COL/GS15/LTC/GS14 leaders in an acquisition-coded position

Website: <https://asc.army.mil/web/digital-transformation/#training>

Timing:

*All classes held at CMU in Pittsburgh, PA:

- Class 001: Nov. 12-15, 2024 (only 4 days due to Veteran's Day holiday)
- Class 002: Dec. 9-13, 2024
- Class 003: Jan. 27-31, 2025
- Class 004: Feb. 24-28, 2025
- Class 005: March 24-28, 2025
- Class 006: April 14-18, 2025
- Class 007: April 28 – May 2, 2025
- Class 008: June 9-13, 2025
- Class 009: Aug. 18-22, 2025
- Class 010: Sept. 8-12, 2025

- Class 011: Sept. 22-26, 2025

DDL Executive Course Schedule (GO/SES ONLY):

- Class 001: Feb. 3-4, 2025
- Class 002: Aug. 14-15, 2025

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

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

Eligibility:

- GS-14/15 or broadband equivalent
- DAWIA certified or are within the DAWIA grace period for current position
- CES Advanced; Secret clearance
- SRPE Required

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

Timing:

- Announcement Opening: November 4, 2024
- Announcement Closing: January 24, 2025
- Board/Participant Notification: February 2025
- Program Start: July 21, 2025

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

- SRPE Required

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

Timing:

- Announcement Opening: May 21, 2025
- Announcement Closing: July 30, 2025
- Participant Notification: September 2025
- Program Start: November 2025

Leadership Excellence and 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 within the Program Management Functional Area.

Eligibility:

- Be a current Department of the Army Acquisition Workforce (AAW) member serving in a Career or Career Conditional appointment, as documented on ACRB, Section III
- Be a GS-13 (or high performing GS-12) or broadband equivalent
- DAWIA certified IAW their current acquisition functional area requirements, AND DAWIA certified Practitioner in Program Management. Certifications must be documented on ACRB, Section X
- Applicants must have completed Civilian Education System (CES) Advanced – Distance Learning Module. Completion must be documented on ACRB, Section VI
- SRPE Required

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

Timing:

- Announcement Opening: November 4, 2024
- Announcement Closing: December 20, 2024
- Board Participant/Notification: February 2025
- Program Start: April 2025 (T)

Public Private Talent Experience (PPTE)

Description: The PPTE program provides selected DOD acquisition workforce employees the opportunity

to complete a professional assignment with industry by serving for six months with a private sector organization. PTE promotes increased communication between government and industry, enables participants to gain a better understanding of industry's business operations and challenges, and facilitates the sharing of innovative best practices.

Eligibility:

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

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

Timing:

- Announcement Opening: October 15, 2024
- Announcement Closing: November 15, 2024
- Participant Notification: November 2024
- Program Start: March 2025

Enterprise Civilian Talent Development Programs (ECTDP)

The Enterprise Civilian Talent Development Programs (ECTDP) are Army talent management programs created for GS-07 through GS-15 (and equivalent paybands) to produce senior civilian leaders with an enterprise perspective who could serve in increasing levels of responsibility. Senior Level and Entry or Mid-Level Programs consists of multiple modules, and leadership development courses, and applicants may apply for one or more module/courses for which they are qualified. ECTDP is administered by the Civilian Human Resources Agency (CHRA) Army Civilian Career Management Activity (ACCMA).

ECTDP prepares participants for positions of greater responsibility in the Department of Army through advanced senior-level educational and experiential learning opportunities. ECTDP consists of multiple modules, and leadership development courses, and applicants may apply for one or more modules/courses for which they are qualified. Army civilians can log into the ACCMA Talent Development Application Portal at <https://secure.civilians.army.mil/TalentDev> (CAC enabled) to apply for these great opportunities. The ECTDP application cycle is open from March 1, 2025, through April 30, 2025.

FY25 ECTDP Application Timeline:

- March 1, 2025: Senior and Entry/Mid-Level Programs open for applications
- April 30, 2025: Deadline for Applicant and Rater/Endorser Assessment
- May 1 – May 30, 2025: Command Board meets
- June 1 – June 30, 2025: Functional Chief Representative (FCR) Board meets
- September 15, 2025: Final selections published for all programs except DSLDP/SSC
- December 2025/January 2026: Final selections published for DSLDP/SSC

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. Applicant backgrounds are matched up against desired and required skills of the specific companies. Training received is normally not available either through the military school system or civilian university system.

Eligibility: Majors and Lieutenant Colonels

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

Timing:

- Announcement Opening: June 2025
- Announcement Closing: August 2025
- Program Start: May-August 2026

Advanced Civil Schooling (ACS)

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

Officers – Advanced Civil Schooling (ACS) allows Army acquisition officers a chance to pursue advanced degrees in STEM, acquisition, or business-related disciplines at civilian universities on a full-time, fully funded basis. The primary focus of education must be an acquisition relevant Master of Science in a Science, Technology, Engineering, and Math (STEM) field, Master of Business Administration (MBA), Master of Studies in Law (MSL), or a Master of Science in Systems Engineering Management.

NCOs – Advanced Civil Schooling (ACS) gives Army noncommissioned officers (NCOs) a chance to pursue advanced degrees in acquisition or business-related disciplines at civilian universities on a full-time, fully funded basis. NCO 51Cs are eligible to participate in the Naval Postgraduate (NPS) 815 Program as part of ACS. NPS 815 is a resident, 18-month, defense-focused program whose students graduate with an M.B.A. in acquisition and contract management. The program provides students an advanced education with an interdisciplinary approach to solving problems and analyzing

policy by applying advanced quantitative, financial, economics, information technology and other state-of-the-art management techniques.

Eligibility: Army Acquisition Officers and NCOs

Website:

- Officers – <https://asc.army.mil/web/career-development/programs/advanced-civil-schooling/>
- NCOs – <https://asc.army.mil/web/career-development/programs/nco-advanced-civil-schooling/>

Timing:

Officers

ACS 26-01 Panel (Winter Moving Cycle)

- Announcement Opening: December 2024
- Announcement Closing: March 2025
- Program Start: October 1, 2025, to March 30, 2026

ACS 26-02 Officers (Summer Moving Cycle)

- Announcement Opening: June 2025
- Announcement Closing: August 2025
- Program Start: April 1 to September 30, 2026

NCOs

- FY25 Application Window: June 3, 2024, to January 10, 2025
- Program Start: Summer 2025

CENTRALIZED SELECTION LIST/CENTRALIZED SELECTION BOARD ANNOUNCEMENTS

FY26 Acquisition Key Billet – Project/Product 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. The CSL is the Chief of Staff's process, and the board members select the acquisition officers and civilians they believe are best qualified to run major contract efforts and

lead Acquisition Category (ACAT) I, II, and III weapon systems programs. Slating of CSL principals into CSL positions is an Army Acquisition Executive responsibility.

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 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
- SRPE Required

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

Timing:

FY26 Project Manager | FY26 Product Manager

- Announcement Opening: February 17, 2025
- Announcement Closing: April 18, 2025
- Board Date: June 23 – 27, 2025

FY26 Product 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 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)
- SRPE Required

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

Timing:

- Announcement Opening: February 17, 2025
- Announcement Closing: April 18, 2025
- Board Dates: June 23-27, 2025

ADDITIONAL TRAINING OPPORTUNITIES

Defense Acquisition University (DAU)

Description: DAU provides mandatory, assignment-specific and continuing education courses for military and civilian acquisition personnel within the Department of Defense (DoD).

The Defense Acquisition Credential Program provides a responsive and timely learning experience that allows acquisition workforce professionals to tailor job-related skills by offering job-centric credentials.

Eligibility: All Army personnel may apply for DAU training. However, students are prioritized based on the requirements of their position. Those in the acquisition workforce are higher priority than non-acquisition personnel. Student priorities are assigned as follows:

- Priority 1 – Army Acquisition Workforce (AAW) professionals who need the class for certification in the primary Functional Area level assigned to their current position.
- Priority 2 – AAW professionals who need the class for their primary Functional Area, but the class is for a certification level above their current position’s Acquisition Certification Level (ACL).
- Priority 3 – AAW professionals who are requesting a course that is not in their primary Functional Area.
- Priority 4 – AAW professionals who have already completed the course (or its approved predecessor) or are already certified at the highest level in that Functional Area.
- Priority 5 – Non-AAW professionals.

Websites:

- DAU's Home page: <https://www.dau.edu/>
- To Apply: <https://www.atrs.army.mil/Aitas/>
- DAU Credentials Program: <https://www.dau.edu/credentials>
- Army DACM's DAU Training page:
<https://asc.army.mil/web/career-development/programs/defense-acquisition-university-training/>

Timing:

3rd and 4th quarters will open for registration on Jan. 16, 2025