



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

SFAE

18 February 2026

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fiscal Year 2026 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 annual standards that I have set for Army Acquisition Workforce (AAW) professionals and their home organizations to achieve, in order to ensure compliance with Defense Acquisition Workforce Improvement Act (DAWIA) statutory requirements and Army Director, Acquisition Career Management (DACM) policies.
3. Enclosure 2 provides workforce data which shows the percentages that the Army acquisition community, as a whole, and each organization achieved at the end of FY25 and how these scores measured against the FY25 AAW standards. I ask senior leaders and first-line supervisors of AAW professionals to review the data and general observations in Enclosure 2. Please take note of the areas where your organization exceeded, met, or fell short of the standards and develop and implement effective strategies for improvement.
4. FY26 AAW standards.
  - a. DAWIA Certification: 100 percent.
    - 1) DAWIA certification is a condition of employment for all AAW professionals. The DAWIA certification grace periods were reset in the Career Acquisition Personnel and Position Management Information System (CAPPMS) on 19 February 2022 when the Back-to-Basics framework was implemented, giving Warfighting Acquisition Workforce employees three, five or four years (depending on the Acquisition Functional Area (AFA) and certification level required for their position) to achieve certification. Starting in February 2026, some AAW professionals who require Advanced level certification for their current position, will reach the end of their four-year grace period.
    - 2) I expect all AAW professionals who are still within their grace period to use the remaining time wisely to plan and pace their training and focus on achieving the certification level required for their current position by the prescribed deadline. These individuals and their first-line supervisors should be working together to ensure that they meet the education, training, and experience standards and apply for certification before their grace period expires. The DACM Office will continue to closely monitor this situation and keep organizations informed of their AAW professionals' progress.

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b. Individual Development Plan (IDP): 100 percent. Supervisors must ensure their AAW professionals' IDPs are updated every six months or more frequently, as needed. The development and approval of an employee's annual contribution plan in the Contribution-based Compensation and Appraisal System (or equivalent employee performance management system) at the start of each new fiscal year, and the subsequent midpoint assessment, are excellent opportunities when supervisors and employees can have this meaningful IDP discussion.

c. Continuous Learning Points (CLPs): 100 percent. Each AAW professional is required to attain at least 80 CLPs by 30 September 2026, the end date of the current two-year Continuous Learning (CL) cycle. Per reference 1.a, failure to meet this CLP standard may be a factor in the selection or non-selection of AAW professionals for advanced acquisition developmental or retention opportunities, assignments and promotions. The DACM Office developed a glide path that identifies a recommended minimum number of CLPs that should be attained by the end of each quarter within the two-year CL cycle. We strongly encourage AAW professionals and their supervisors to follow this glide path, setting a goal to earn at least 10 CLPs each quarter. This way, AAW professionals can make steady, consistent progress towards reaching or exceeding the 80 CLP mark by the end of the two-year CL cycle, instead of waiting until the last quarter of the cycle to complete all the training.

d. Senior Rater Potential Evaluation (SRPE): 100 percent. All AAW professionals in the grades of GS-12 through GS-15 (and broadband 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. Please see reference 1.b and the DACM Office's SRPE webpage (<https://asc.army.mil/web/senior-rater-potential-evaluation/>) for additional resources and information on SRPEs.

e. Acquisition Ethics Training: 100 percent. All AAW professionals are required to complete annual acquisition ethics training by the end of each fiscal year. Please see reference 1.c for more information about this requirement.

5. The successful attainment of these standards is a team effort, which requires dedication, communications and planning from AAW professionals, supervisors and senior leaders across the entire acquisition community. I remain confident that with sufficient command emphasis, supervisory involvement, and employee determination, we can increase the percentages and meet the standards.

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

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

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Encl

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## Fiscal Year 2026 Army Acquisition Workforce Standards=

### Enclosure 1 - References

- a. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Continuous Learning Point Policy and Implementation Guidelines for the Army Acquisition Workforce), 31 October 2022.
- b. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Senior Rater Potential Evaluation Policy), 01 July 2020.
- c. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Mandatory Annual Ethics Training for the Army Acquisition Workforce), 06 December 2024.
- d. Department of War Instruction 5000.66 (Defense Acquisition Workforce Education, Training, Experience, and Career Development Program).
- e. Title 10, United States Code, Chapter 87, Sections 1723 and 1732-1734 (Defense Acquisition Workforce Improvement Act), 5 November 1990, and as subsequently updated.
- f. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Defense Acquisition Workforce Improvement Act Certification Policy for the Army Acquisition Workforce), 07 July 2024.
- g. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Fiscal Year 2025 Army Acquisition Workforce Standards), 06 December 2024 - hereby superseded.

Fiscal Year 2026 Army Acquisition Workforce Standards

Enclosure 2 – Fiscal Year 2025 AAW Data

ORGANIZATION	CERTIFIED OR WITHIN GRACE PERIOD			IDP UPDATE WITHIN LAST 6 MONTHS	ATTAINED AT LEAST 40 CLPs	ACQ ETHICS TRAINING COMPLETE
	AAW (NON-CAP)	KLP <sup>1</sup>	CAP			
<b>FY25 STANDARD</b>	<b>98%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
AFC	100%	100%	100%	74.8%	72.6%	92.40%
AMC	100%	100%	100%	84.9%	85.5%	87.60%
AMCOM	100%	100%	100%	98.1%	89.4%	90.80%
ASA(ALT)	100%	100%	99%	88.6%	63.5%	36.20%
ASC	97%	N/A	100%	56.9%	41.2%	55.80%
ATEC	100%	N/A	100%	97.5%	85.4%	79.50%
INSCOM	100%	N/A	100%	52.9%	29.4%	35.30%
JMC	99%	N/A	100%	56.7%	54.8%	92.50%
JPEO A&A	100%	83% <sup>2</sup>	100%	96.6%	94.6%	85.90%
JPEO CBRN DEF	100%	100%	100%	99.2%	98.4%	85.80%
MEDCOM	100%	N/A	100%	91.4%	89.7%	93.90%
NGB	100%	N/A	100%	100.0%	85.7%	96.40%
OTHER <sup>3</sup>	99%	100%	99%	84.8%	61.3 %	50.30%
PEO ACWA	100%	100%	100%	80.0%	50.0%	100.00%
PEO AVIATION	99%	100%	100%	91.9%	79.8%	91.30%
PEO C3N	100%	100%	100%	90.7%	89.0%	93.10%
PEO CS&CSS	100%	100%	100%	62.3%	95.4%	95.90%
PEO ENTERPRISE	100%	92% <sup>2</sup>	100%	99.3%	97.9%	96.50%
PEO GCS	100%	100%	100%	71.5%	98.5%	98.30%
PEO IEWS	100%	100%	100%	94.2%	85.0%	60.90%
PEO M&S	99%	100%	100%	92.7%	91.8%	93.90%
PEO SOLDIER	100%	100%	100%	98.7%	85.3%	95.50%
PEO STRI	100%	100%	100%	96.1%	91.2%	96.00%
RCCTO	100%	100%	100%	75.3%	62.3%	84.60%
SMDC	100%	N/A	100%	99.1%	93.6%	95.90%
SOCOM	98%	N/A	100%	87.6%	68.9%	54.00%
TACOM	100%	N/A	100%	57.2%	81.6%	96.20%
USAASC HQ	100%	100%	100%	77.0%	63.4%	60.40%
USACE	97%	100%	100%	93.4%	87.6%	87.80%
<b>TOTAL</b>	<b>99%</b>	<b>99%</b>	<b>100%</b>	<b>87.1 %</b>	<b>79.9 %</b>	<b>87.43%</b>

(Source: CAPPMS as of 30 September 2025)

## Fiscal Year 2026 Army Acquisition Workforce Standards

### Enclosure 2 – Fiscal Year 2025 AAW Data

#### Notes:

- 1) Those commands/organizations that do not have a KLP population, are marked “N/A” or not applicable for KLP certification.
- 2) JPEO A&A and PEO Enterprise had a KLP certification rate below 100 percent. Their AAW professionals had approved KLP waivers as of 30 September 2025, so we did not highlight their rates in red.
- 3) “Other” in the command column refers to an aggregate of low density AAW organizations.
- 4) AAW professionals who left federal service under the Deferred Resignation Program (DRP#1, DRP#2, or DRP#3) were not included in any of the FY25 AAW standard percentages.
- 5) The DACM Office highlighted those percentages that were below the FY25 AAW Standard, using the following color scheme:
  - KLP Certification: 100 percent > Red (when not on an approved AAE waiver)
  - IDP Update and CLPs: White >= 90 percent  
90 percent > Orange > 70 percent  
70 percent > Red
- 6) Senior raters must complete FY25 SRPE reports for their eligible AAW professionals by 31 January 2026. The DACM Office will not approve any SRPE extension requests. We will report FY25 SRPE completion data in the FY27 AAW Standards Memorandum.

**OBSERVATIONS AND DATA EXTRACTION METHODOLOGY**

**OBSERVATIONS**

Below are some general observations on the performance of the Army acquisition community, comparing the FY25 Army Acquisition Workforce (AAW) standards against the data shown in the Table “FY25 AAW Data” of this enclosure. At the end of this enclosure, the DACM Office outlined the methodology used to extract this data from the Career Acquisition Personnel and Position Management Information System (CAPPMIS).

<b>DAWIA CERTIFICATION OR WITHIN GRACE PERIOD</b>	<b>FY25 STANDARD</b>	<b>FY25 SCORE</b>	<b>FY24 SCORE</b>	<b>FY23 SCORE</b>
Key Leadership Positions (KLP)	100 %	99 %	100 %	100 %
Critical Acquisition Positions (CAP) (non-KLP)	100 %	100 %	100 %	100 %
AAW (non-CAP)	98 %	99 %	100 %	100 %

For the most part, these results continue to be exemplary. In February 2025, the three-year certification grace period started to expire for some AAW professionals at the Foundational or Professional level since the 2022 Back to Basics grace period reset. As a result, some organizations saw their certification rates fall below 100 percent. To address this issue, the DACM Office launched the “DAWIA Dash” campaign. As part of the campaign, we worked with the Army Acquisition Functional Leaders (AAFLs) and Acquisition Career Management Advocates (ACMAs) to identify AAW professionals whose certification was nearing expiration, send targeted email reminders to these individuals and their first line supervisors and list what courses still need to be completed. The campaign was instrumental in raising AAW awareness of grace period expirations, bringing more command emphasis to certification compliance and keeping the certification rate within the standard. Without all this teamwork and effort, it is very likely that our certification rates would be even lower.

Starting in February 2026, the four-year certification grace period will start to expire for some AAW professionals at the Advanced level. Without continued command emphasis and proactive supervisor involvement, we will see our certification rates dip below the FY26 standards. The DACM Office will expand our focus on certification compliance by expanding our aperture and track certification course completion from one year out to three years out. We will continue to partner with our key stakeholder network, including the ACMAs, Organization Acquisition Points of Contact (OAPs) and Warfighting Acquisition University, to push AAW professionals to take certification courses before their grace period expires. This way, we can also reduce course bottlenecks as much as possible. We will continue to monitor AAW professionals’ progress towards attaining certification and keep senior leaders, supervisors and AAW professionals informed as needed.

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Enclosure 2 – Fiscal Year 2025 AAW Data

<b>INDIVIDUAL DEVELOPMENT PLAN (IDP)</b>	<b>FY25 STANDARD</b>	<b>FY25 SCORE</b>	<b>FY24 SCORE</b>	<b>FY23 SCORE</b>
Updated IDP within the last six months	100 %	87.1 %	91.5 %	96.6 %

The FY25 IDP score dropped by five percent from the previous year, which is concerning because it is part of a consistent, three-year downward trend. For FY26, the DACM Office will tackle this issue by providing quarterly status reports to the OAPs and ACMAs, identifying areas of concern and requesting their support as needed. We will also use our communications and social media platforms to increase AAW awareness of the IDP update standard.

<b>CONTINUOUS LEARNING POINTS (CLP)</b>	<b>FY25 STANDARD</b>	<b>FY25 SCORE MIDWAY THRU CL CYCLE</b>	<b>FY24 SCORE AT THE END OF CL CYCLE</b>	<b>FY23 SCORE MIDWAY THRU CL CYCLE</b>	<b>FY22 SCORE AT THE END OF CL CYCLE</b>
Earned at least 40 CLPs by the end of FY25	100%	79.9 %	94.8 %	59.8 %	94.7 %

Attaining at least 40 CLPs halfway through a two-year Continuous Learning (CL) cycle is a DACM Office glide path recommendation, not a requirement for all AAW professionals. A comparison of the CLP accumulation between FY25 (79.9 percent) and FY23 (59.8 percent) shows a significant improvement, but it is the FY26 score at the end of two-year CL cycle that will be the most important metric. The DACM Office will continue to monitor CLP completions throughout FY26 and keep the organizations apprised of their AAW professionals' progress. Failure to earn at least 80 CLPs by the end of FY26 not only violates the Department of War Instruction 5000.66 (reference 1.d) and DACM policy and it could also preclude AAW professionals from applying or participating in DACM-sponsored training, education, or career development programs in the future.

Fiscal Year 2026 Army Acquisition Workforce Standards

Enclosure 2 – Fiscal Year 2025 AAW Data

<b>ANNUAL ACQUISITION ETHICS TRAINING</b>	<b>FY25 STANDARD</b>	<b>FY25 SCORE</b>	<b>FY24 SCORE</b>	<b>FY23 SCORE</b>
Completed annual acquisition ethics training	100 %	87.4%	80.0 %	72.6 %

The FY25 score (87.4 percent) shows a very good improvement from the previous year, although it is still below standard. Similar to FY24, we believe the majority of AAW professionals are completing the annual acquisition ethics training as mandated by DACM policy, but several issues continue to cause this data not to be recorded properly. These issues may include but are not limited to:

- AAW professionals record training completion in a different system (outside of CAPP MIS or the Total Employee Development (TED)) or complete non-standard ethics training, but they forget to complete an additional step: mark “Ethics 2025” as complete on their CAPP MIS IDP under non-standard Warfighting Acquisition University training and submit it for supervisor approval.
- TED administrators set up or TED users enter a different course title in TED, rather than use “MAN-ETH25” which the DACM Office prescribed in the FY25 Ethics Training policy. To cast a wider net and give AAW professional as much credit as possible, the DACM Office pulled training completion data for any course or training activity that had “ETH” or “Ethics” in the title.
- Some AAW professionals are not aware that completion of annual acquisition ethics training is required by the end of the fiscal year.

The DACM Office plans to make some CAPP MIS enhancements in FY26, which will make it easier and quicker for AAW professionals to record their annual acquisition ethics training completion and receive credit. We will also improve our partnership and coordination with TED administrators to ensure proper data linkages. These enhancements should help to eliminate the above issues and lead to higher acquisition ethics training completion percentages.

## DATA EXTRACTION METHODOLOGY

### **(1) Continuous Learning Points (CLPs).**

(a) In accordance with DACM Office’s “Continuous Learning Policy and Implementation Guidelines for the Army Acquisition Workforce,” AAW professionals will only be awarded CLPs during the two-year cycle in which the course or activity was completed or published.

(b) To calculate the CLP percentages, the DACM Office pulled end of FY25 data from CAPPMIS on 30 November 2025. In certain cases, it can take up to a week for course completion data to flow from an external training provider, such as Udemy or Warfighting Acquisition University, into CAPPMIS and record CLPs on an AAW professional’s Acquisition Career Record Brief. This data flow is automatic. It was possible for CAPPMIS to receive updates for actions taken before or during the government furlough. Since we waited two weeks after the end of the government furlough to pull data and ensure there would be no issues with data transfer delays.

(c) The extra two weeks allowed us to mitigate other impacts for the government furlough that were outside of an AAW professional’s control. As an example, an AAW professional completes a non-standard course or activity on 30 September (where there is no automated transfer of data into CAPPMIS) and immediately requests CLPs from their supervisor through CAPPMIS. On 01 October, the government shut down due to a lapse of federal appropriations. During this time, most (but not all) supervisors were unable to approve CLP requests. The DACM Office pulled the CLP data on 30 November to give supervisors additional time to approve any outstanding CLP requests. If the supervisor approved their employee’s FY25 CLP request anytime between 01 October through 30 November, the DACM Office added the CLPs to the employee’s balance and reflected the credit in the command/organization’s percentage.

(d) Data from TED flows into CAPPMIS hourly. However, if the “Army Acquisition Workforce” box is not checked, CAPPMIS will not pick up the data, even if the employee is sitting in an acquisition-coded position. CAMP administrators noticed this particular scenario affecting several organizations.

**(2) IDP Updates:** The DACM Office pulled the end of FY25 IDP data from CAPPMIS to show the workforce percentages right before midnight on 30 September 2025. There is no time lag when an AAW professional or their supervisor takes one of the many actions that triggers an IDP update in CAPPMIS, such as adding, deleting, modifying, or completing a course; requesting approval to take a course; requesting CLPs; or approving a course. CAPPMIS records this update immediately.

## Fiscal Year 2026 Army Acquisition Workforce Standards

### Enclosure 2 – Fiscal Year 2025 AAW Data

#### (3) Annual Acquisition Ethics Training.

(a) To calculate the acquisition ethics training percentages, the DACM Office pulled data from CAPPMIS on 30 November 2025, showing the command/organization percentages as of 30 September. Similar to how we collected the CLP data, we waited this time after the end of the government furlough to allow data for any course completed by or before the end of the fiscal year to automatically transfer from external training databases into CAPPMIS. Below are two examples where AAW professionals would benefit from this delayed collection:

- If an AAW professional completed an online acquisition ethics training course through Udemy on 30 September, it may have taken a week for this completion data to flow into CAPPMIS and record the CLPs on their Acquisition Career Record Brief.
- If an AAW professional took a non-standard acquisition ethics training (such as completed a non-Warfighting Acquisition University ethics training course, attended a command-mandated acquisition ethics training session, or watched a video) on 30 September, they may not have received a completion certificate. To receive credit, they were required to annotate completion on their Individual Development Plan (IDP) in CAPPMIS in accordance with the FY25 Ethics Policy and then submit it for supervisor approval. The supervisor might not approve the request until several days later. As long as the supervisor approved the training completion request in CAPPMIS between 01 October and 30 November, the DACM Office gave credit for ethics training completion and included this number in the command/organization's percentage.

(b) Data from TED flows into CAPPMIS hourly. However, if the “Army Acquisition Workforce” box is not checked, CAPPMIS will not pick up the data, even if the employee is sitting in an acquisition-coded position. The DACM Office's CAMP administrators noticed this particular scenario affecting a handful of commands.