
Army Director, Acquisition Career Management (DACM)



Acquisition, Education, Training (AET) Opportunity

Call for Nominations

FY25 Acquisition Leadership Challenge Program (ALCP)

Offerings in July, August, and September 2025

Announcement Opening Date: 1 April 2025

Announcement Closing Date: 30 April 2025

The Army DACM Office is pleased to announce the 4th Quarter FY25 offerings of the ALCP. Information about the program, the eligibility requirements and how to apply are listed below. Additional program details can be viewed on the website, <https://asc.army.mil/web/career-development/programs/acquisition-leadership-challenge-program/>.

Who May be Nominated

Applicants must:

- Be officially assigned to an acquisition-coded position
- Be certified, or within their certification grace period, in the Acquisition Functional Area (AFA) at the level required of his or her current acquisition position
- Have a demonstrated record of high performance
- Be a civilian Army Acquisition Workforce (AAW) member at the GS 07-11 (or broadband/payband equivalent) level for ALCP Level B

- Be a civilian AAW GS 12/13 (or broadband/payband equivalent), military AAW Captains, Majors, Staff Sergeant, and Sergeant First Class for ALCP Level I
- Be a civilian AAW GS 14/15 (or broadband/payband equivalent), military AAW Colonels, Lieutenant Colonels, First Sergeant, and Master Sergeant for ALCP Level II
- Be a civilian AAW GS 14/15 and above (or broadband/payband equivalent), military AAW General Officers, Colonels, Lieutenant Colonels, Command Sergeant Majors, Sergeant Majors, First Sergeants, and Master Sergeants that have taken ALCP I or II (optional) for ALCP III

Class Information*

- ALCP Level I, 14-16 July 25, Virtual –Central Standard Time.
- ALCP Level I, 16-18 July 25, Virtual – Central Standard Time.
- ALCP Level I, 21-23 July 25, Virtual – Eastern Standard Time.
- ALCP Level B, 24-25 July 25, Virtual – Eastern Standard Time.
- ALCP Level I, 11-13 August 25, Virtual – Eastern Standard Time.
- ALCP Level II, 13-15 August 25, Virtual – Eastern Standard Time.

* The time zone identified will be the clock used for class time.

How to Apply

The Army DACM Office ALCP Program Manager (PM) will coordinate directly with Organization Acquisition POCs (OAPs) to fill quotas.

The Lead OAP for each command/organization must nominate all participants. Interested workforce members must contact their OAP to request nomination. Quotas are allocated to commands/organizations based on command/organization size. Organization allocations for each offering are shown in the attached nomination Excel workbook.

Once eligibility is confirmed by the DACM Office, candidates will be registered for the course. Once registered, fund cite letters and special instructions for preparing travel orders and voucher settlements will be provided to each student via email from the ALCP PM. Pre-course assessments will be provided by the course vendor. Nominated students are expected to lock in their plans to attend and perform their pre-course work on time. If selected individuals have registration questions, they may contact Mr. Darrell Whitehurst, ALCP PM, at 520-671-0145. Any cancellations within 20 days of the course start date will result in the student/command being required to reimburse the Army DACM Office for course materials and tuition costs. All cancellations must be endorsed

by the first General Officer (GO) or Senior Service Executive (SES) workforce member within the student's chain of command and approved by the ALCP PM. Please see below for more details on all ALCP course withdrawals/ substitutions/ changes.

Note: Any unused command/organization quotas will be released to eligible waitlisted nominees on 7 May 2025.

Course Withdrawals and No-Shows

If the withdrawal occurs at least 21 days prior to the course start date, the student will inform the OAP and the OAP will communicate the change to the ALCP PM. The Army DACM Office ALCP PM will then activate someone from the alternate list. No GO or SES approval memorandum is required if the request is made more than 20 days prior to the class start date.

All student withdrawals that are past the required withdrawal deadline, as identified in Table 1, must be reviewed and endorsed in writing by the student's first General Officer or Senior Executive Service (SES) in their chain of command. The student must then forward the signed memorandum to their OAP. The OAP is responsible to inform the DACM Office ALCP PM of the withdrawal and provide a copy of the signed memorandum. The ALCP PM will forward the memorandum to the DACM for approval/disapproval. If the DACM disapproves the withdrawal, the DACM Office will determine the appropriate course of action (penalty or no penalty), based on the timeframe and justification for the withdrawal. For students who are from organizations without OAPs, they must forward the signed memorandum directly to ALCP PM.

	JUSTIFICATION FOR THE WITHDRAWAL		
SITUATION	DUE TO MISSION REQUIREMENTS, WITH AN APPROVED WITHDRAWAL MEMORANDUM	DUE TO A MEDICAL EMERGENCY OR EMERGENCY LEAVE, WITH A NOTE FROM A PHYSICIAN OR OFFICIAL EMERGENCY LEAVE DOCUMENTATION	VOLUNTARY DROP FROM THE COURSE, WITH AN APPROVED WITHDRAWAL MEMORANDUM
WITHDRAWAL AT LEAST 21 DAYS PRIOR TO THE COURSE START DATE	Individual must inform the OAP who will communicate the change to the DACM Office ALCP PM. The ALCP PM will activate a selectee from the alternate list.	Individual must inform the OAP who will communicate the change to the DACM Office ALCP PM. The ALCP PM will activate a selectee from the alternate list.	Individual must inform the OAP who will communicate the change to the DACM Office ALCP PM. The ALCP PM will activate a selectee from the alternate list.
WITHDRAWAL WITHIN 20 DAYS OF ALCP COURSE START DATE	(1) Command must find an appropriate alternate who meets course qualifications to fill seat, or (2) Command will be required to reimburse the Army DACM Office for course materials and tuition costs (approximately \$1,000 per student)	Command should find an appropriate alternate who meets course qualifications to fill seat. If the command cannot find an appropriate alternate to fill the seat, there is no penalty.	(1) Command must find an appropriate alternate who meets course qualifications to fill seat, or (2) Individual will be required to reimburse the DACM Office for course materials and tuition costs (approximately \$1,000 per student).
WITHDRAWAL WITHIN 7 DAYS OF ALCP COURSE START DATE	Command will be required to reimburse the Army DACM Office for course materials and tuition costs (approximately \$1,000 per student)	No penalty	Individual will be required to reimburse the DACM Office for course materials and tuition costs (approximately \$1,000 per student)

Table 1 (Consequences of Student Withdrawals)

Table 2 below outlines the consequences for students who are counted as a "no-show" for their assigned ALCP course.

JUSTIFICATION FOR NO-SHOW		
DUE TO MISSION REQUIREMENTS, WITH AN APPROVED WITHDRAWAL MEMORANDUM	DUE TO A MEDICAL EMERGENCY OR EMERGENCY LEAVE, WITH A NOTE FROM A PHYSICIAN OR OFFICIAL EMERGENCY LEAVE DOCUMENTATION	VOLUNTARY NO-SHOW (FAILING TO COMPLETE THE PRE-COURSE ASSESSMENT OR DROPPING FROM THE COURSE) FOR REASONS OTHER THAN A MISSION REQUIREMENT OR MEDICAL EMERGENCY AND THERE IS NO APPROVED WITHDRAWAL MEMORANDUM FROM THE DACM OFFICE
(1) Command will be required to reimburse the Army DACM Office for course materials and tuition costs (approximately \$1,000 per student) (2) Commands may lose future quotas, if one or more of their employees is a no-show.	No penalty	(1) Individuals are required to reimburse the DACM Office for course materials and tuition costs (approximately \$1,000 per student), and (2) Individual will remain ineligible to apply for ALCP for a period of three years, starting on the last day of the scheduled resident course for which they failed to appear, and (3) Commands may lose future quotas, if one or more of their employees is a no-show.

Table 2 (Student No-Show Consequences)

Additional ALCP Program Information and Requirements

- Individuals will be notified via email from the ALCP PM of their selection for participation in the Program.
- Students must complete their assigned pre-course assessment materials by the deadline; students who do not complete the assessments by the deadline cannot attend the class and will be reported as a No Show.
- Tuition, course materials, (travel and per diem/Atlanta location) will be funded by the Army DACM Office.
- Continuous Learning Points (CLPs): students will receive 20 CLPs upon completion of either Level I, II or III and 16 CLPs for completion of Level B.
- To obtain ALCP course completion CLPs: Login to CAPPMIS/AAPDS, click IDP tab, Click Planning link, Under Other Training Plan, Click "Add Non-DAU Training, Under the Search by Title dialog box enter the ALCP course level attended: ALCP B,1, 2 or 3, then click Search button. Follow the on-screen instructions and send to your supervisor to approve/award the entered CLPs.

For additional information, you may contact Mr. Darrell Whitehurst,
darrell.e.whitehurst.civ@army.mil.