



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

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WASHINGTON, DC 20301-3030

MISSION CAPABILITIES

MEMORANDUM FOR COMPONENT ACQUISITION EXECUTIVES DIRECTORS, ACQUISITION CAREER/TALENT MANAGEMENT

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

Reference: (a) DoDI 5000.66, "Defense Acquisition Workforce Education, Training, Experience, and Career Development Program," March 25, 2022
(b) DoD Defense Acquisition Workforce Program Desk Guide, August 30, 2022
(c) Defense Acquisition Workforce Professional Currency, November 14, 2024

Reference (a) established policy to create a professional, agile, and motivated military and civilian defense acquisition workforce (AWF) and tasked Functional Area Leaders to "establish and publish" continuous learning (CL) activities, as needed, to ensure AWF members remain current in their respective functional area. All AWF members are required to earn 80 continuous learning points (CLPs) every 2 years (reference b), and a minimum of 20 CLPs should be met by formal training and education (reference c). AWF members are encouraged to set a goal of achieving 40 CLPs annually. While not mandated Department-wide, to improve AWF skills and focus CLP requirements, I strongly urge each T&E AWF member to complete at least one defense acquisition credential through DAU every 2 years with the approval of their supervisor, appropriately suited to the majority of work performed.

AWF members should consult with their supervisors to choose CL activities best suited to their position and individual development plan, ensuring completion of primary certification training requirements of their encumbered position within the allotted grace period. To view the current certification requirements, select the Test and Evaluation (T&E) Foundational and Practitioner Defense Acquisition Workforce Improvement Act (DAWIA) Certification and Development Guides at <https://icatalog.dau.edu/onlinecatalog/CareerLvl.aspx>. Attachment 1, Test and Evaluation (T&E) Functional/Interdisciplinary Development Guide, of this memorandum contains recommended DAU CL opportunities for the T&E functional area to assist AWF members and supervisors in identifying meaningful developmental activities beyond mandatory certification.

In addition to developing in-house learning assets, DAU has partnered with three commercial training providers (i.e., Coursera, LinkedIn Learning, and Skillsoft Percipio) to offer AWF members access to thousands of courses on leading-edge topics. Attachment 2, Commercial Training, contains information on how to access these opportunities.

DAU publishes a table of creditable CL activities by category (i.e., formal training and education, informal learning, professional activities, and experiential activities), along with point values, at <https://www.dau.edu/continuous-learning-center/point-credit>. In addition to the formal training recommendations provided in Attachments I and 2, AWF members seeking formal

education can use the DoD Advanced Technical Degree Guidebook for assistance obtaining an advanced technical degree: <https://www.cto.mil/wp-content/uploads/2023/06/Advanced-Tech-Degree-Guide-2020.pdf>. Participation in informal, professional, or experiential learning activities is also meaningful for AWF members to stay abreast of policy changes and initiatives in DoD and the defense industry.

DoD Components (i.e., Military Departments, Defense Agencies, and Field Activities) also sponsor functional area training courses and other CL activities. AWF members can register for these offerings through their command or field activity processes. Links to Component acquisition management systems can be found below, and more information may be found in individual Component CL memos.

- (1) Army Civilian and Military Personnel: <https://www.atrrs.army.mil/aitas/>
- (2) Department of the Navy Civilian and Military Personnel: <https://www.atrrs.army.mil/Channels/navyedacm/>
- (3) Department of the Air Force Civilian and Military Personnel: <https://acqnow.atrrs.army.mil/>
- (4) Civilian Personnel employed by Defense Agencies and Field Activities: <https://www.atrrs.army.mil/datms>
- (5) Military Personnel assigned to Defense Agencies and Field Activities should consult the website for their Military Department

Note that CLPs are awarded only for the year in which an AWF member completes an activity. For DAU courses, CLPs automatically flow to the AWF member's CLP tracking system upon completion; for other activities such as conference attendance, symposiums, workshops, and training completed outside of DAU (to include the commercial training referenced in Attachment 2), AWF members must manually request CLPs in their respective Component acquisition management system. AWF members should follow Component procedures for obtaining and documenting CLPs.

Thomas W. Simms
Principal Deputy Executive Director
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Attachments:
As stated

cc:
President, Defense Acquisition University (DAU)
Director, Human Capital Initiatives (HCI)

ATTACHMENT 1
Test and Evaluation (T&E)
Functional/Interdisciplinary Development Guide

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Note: The CL opportunities contained in this attachment may also be part of DAU Playlists. Playlists are a collection of curated training resources on specific topics, available at <https://www.dau.edu/playlists>.

A1.1 T&E Functional Development Credential Guide

Defense acquisition credentials are an important CL resource for job-specific training. Credentials are not mandatory but provide workforce members a means to gain new skills and keep existing ones fresh throughout their career. The table below contains T&E credentials in development. Section A1.2 includes a list of interdisciplinary credentials recommended for the T&E workforce. The full catalog of available credentials is accessible at https://icatalog.dau.edu/onlinecatalog/tabnav_credentials.aspx.

Courses for credentials are deployed as they are completed so the workforce may start working toward the credential. Credentials deploy once all their constituent courses and capstone have deployed. Section A1.3 contains courses that are available for credentials in development. A direct mapping of which course belongs to which credential can be found in the Resources section of the SE&A Workforce webpage at <https://www.cto.mil/sea/workforce/>.

Functional Development Credentials		
Credential		Estimated Deployment
CTST 001 ¹	Applying Scientific Test & Analysis Techniques	FY 2025
CTST 002 ¹	Cyber T&E Fundamentals	TBD
CTST 003 ¹	Cyber T&E Intermediate	TBD
CTST 004	Evaluation Frameworks & Identifying Integrated Testing Opportunities	TBD
CTST 005 ¹	T&E of Artificial Intelligence	FY 2025
CTST 006	T&E and Tracking Reliability	FY 2027
CTST 007	T&E of Software	FY 2027
CTST 008	Evaluating Data	FY 2026

¹ Course(s) available for this T&E credential in development

A1.2 T&E Interdisciplinary Development Credential Guide

The table below contains available interdisciplinary credentials that are relevant to the T&E workforce. The full catalog of available credentials is accessible at https://icatalog.dau.edu/onlinecatalog/tabnav_credentials.aspx.

Owning Functional Area/Organization			
CACQ	Program Management	CENG	Engineering & Technical Management
CCON	Contracting	CLCL	Life Cycle Logistics
CCYB	Engineering & Technical Management		

Interdisciplinary Development Credentials			
Credential		CLPs	Date Deployed
CACQ 001	Services Acquisition Team Member: Non-Acquisition	39	October 2019
CACQ 002	Services Acquisition Team Member: Acq. Professional Team Members	52	October 2019
CACQ 004	Introduction to Risk, Issue, and Opportunity Management	6	September 2020
CACQ 005	Foundational Earned Value Management	3	July 2022
CACQ 008	Foundational Intellectual Property	23	September 2020
CACQ 010	Foundational Acquisition Intelligence	43	July 2022
CACQ 011	Foundational Software Acquisition Management	30	December 2022
CACQ 013	Functional Services Manager	47	June 2022
CCON 016	Excel Skills for Data Analysis & Visualization	55	May 2022
CCON 017	Pricing Tools and Techniques	41	August 2022
CCON 019	Negotiations	33	July 2024
CCYB 001	Program Protection	33	April 2020
CCYB 003	Fundamentals of Secure Cyber Resilient Engineering	17	September 2024
CENG 001	Digital Engineering for DoD Consumers	29	October 2019
CENG 002A	Data Analytics for DoD Acquisition Managers	43	August 2020
CENG 003	Artificial Intelligence Foundations for the DoD	13	February 2024
CENG 004A	Agile DoD Team Member	26	October 2019
CENG 016	Intermediate Systems Engineering Requirements & Architecture	32	June 2025
CENG 031	Basics of DoD Software Modernization	31	December 2024
CENG 038	R&M Engineering Technical Activities	18	December 2024
CENG 039	Life Cycle R&M Engineering Programmatic Activities	18	December 2024
CLCL 001	Product Support Management Fundamentals	39	July 2021
CLCL 002A	Integrated Product Support	33	February 2023
CLCL 003A	Supply Chain Integration	30	November 2022
CLCL 005	Supportability & Design Interface	39	July 2021
CLCL 008	Product Support Arrangements	40	August 2022
CLCL 009	Information Technology Life Cycle Support	33	March 2021
CLCL 010	Technical Data Management	44	February 2022
CLCL 013	Packaging, Handling, Storage & Transportation	26	November 2022
CLCL 014A	Parts & Material Life Cycle Management	43	January 2023
CLCL 015	Product Support Infrastructure	23	September 2022
CLCL 016	Digital Product Support	28	February 2024
CLCL 018	Product Support Data Requirements	52	June 2024

A1.3 T&E Functional/Interdisciplinary Development Course Guide

DAU has a substantial catalog of in-house training courses addressing a wide variety of acquisition-related topics in a DoD environment. The T&E workforce will find the most relevant subset of courses in the table that follows. Courses that are part of the deployed functional/interdisciplinary credentials listed in sections A1.1 and A1.2 are not repeated here. These courses are accessible through DAU's full course catalog at <https://icatalog.dau.edu/onlinecatalog/tabnavlas.aspx>.

Course Designator					
ACQ	Acquisition Management	CYB	Cybersecurity	PMT	Program Management
CLC	Contract	ENG	Engineering	SPS	Standard Procurement System
CLE	Engineering & Technology	HOS	Hosted (3 rd Party Offering)	STM	Science & Technology Management
CME	Contract Management – Engineering & Analysis	ISA	Information Systems Acquisition	SWE	Software Engineering
CMQ	Contract Management – Quality	LOG	Logistics	TST	Test & Evaluation

Functional/Interdisciplinary Development Courses		Delivery Mode ¹	CLPs	Certification Tier	
				Foundational	Practitioner
ACQ 3110	Defense Industry Landscape	OLT	1	✓	✓
ACQ 3120	Defense Industry Strategy	OLT	2	✓	✓
ACQ 3130	Defense Industry Financials	OLT	2	✓	✓
ACQ 3140	Supplier and Supply Chain Management	OLT	1	✓	✓
ACQ 3150	Defense Industry Incentives	OLT	1	✓	✓
ACQ 3160	Negotiation	OLT	2	✓	✓
ACQ 3170/V	Business Development and Capture Management	VILT	8	✓	✓
CLC 043	Defense Priorities and Allocations System	OLT	3	✓	✓
CLE 002	Introduction to the T&E of Autonomous Systems	OLT	5		✓
CLE 003	Technical Reviews	OLT	2	✓	✓
CLE 004	Introduction to Lean Enterprise Concepts	OLT	2	✓	
CLE 009	System Safety in Systems Engineering	OLT	3	✓	✓
CLE 017	Technical Planning	OLT	3	✓	✓
CLE 023	Modeling and Simulation in T&E	OLT	3	✓	✓
CLE 030	Integrated Testing	OLT	2	✓	✓
CLE 035⁵	Introduction to Probability and Statistics	OLT	5	✓	✓
CLE 064	Standardization in the Acquisition Life Cycle	OLT	3		✓
CLE 065	Standardization Documents	OLT	4		✓

¹ Classroom (CLRM) | Online Training (OLT) | Virtual Instructor-Led Training (VILT)

² No CLPs are automatically awarded for third party-hosted (HOS) offerings or micro-learning assets under 1 hour in length; however, CLPs may be manually requested following Component procedures.

³ HOS offerings are accessed through the DAU Virtual Campus (<https://dau.csod.com/>).

⁴ New course; CLPs yet to be determined

⁵ Course available for a T&E credential in development

Functional/Interdisciplinary Development Courses		Delivery Mode ¹	CLPs	Certification Tier	
				Foundational	Practitioner
CLE 066	Systems Engineering for Systems of Systems	OLT	3		✓
CLE 074⁵	Cybersecurity Throughout DoD Acquisition	OLT	4	✓	✓
CLE 077	Defense Business Systems (DBS) Acquisition	OLT	4		✓
CLE 079	Chemical, Biological, Radiological, Nuclear (CBRN) Survivability	OLT	5		✓
CLE 085	Scientific Test and Analysis Techniques in T&E	OLT	4	✓	✓
CME 103	Manufacturing and Delivery Surveillance	OLT	4	✓	
CME 130	Surveillance Implications of Manufacturing and Subcontractor Management	OLT	8	✓	
CME 230	Production Planning and Control	VILT	41		✓
CMQ 1000	Quality Assurance Basics	OLT	5	✓	
CMQ 1310	Data Collection and Analysis	OLT	6	✓	
CMQ 200	Statistical Sampling	OLT	11		✓
CMQ 2120V	Effective Control of Nonconforming Material	VILT	32		✓
CMQ 220	Root Cause Analysis	OLT	6		✓
CMQ 261	Reliability Analysis	OLT	4	✓	
CYB 0030⁵	Introduction to Cyber Attack Kill Chain	OLT	2	✓	
CYB 5630V⁵	Cyber Table Top	VILT	15	✓	✓
CYB 5640/V⁵	Cyber Training Range	CLRM/ VILT	20	✓	
ENG 0620	Human Systems Integration	OLT	2		✓
ENG 1210	Introduction to Key Characteristics	OLT	See note #4	✓	✓
ENG 1220	Quality Management and Surveillance Fundamentals	OLT	2	✓	✓
ENG 1400	Intro to AI in Reliability & Maintainability	OLT	4	✓	
ENG 1410	Intro to AI in System Safety Engineering I	OLT	4	✓	
ENG 1500	Introduction to Mission Engineering	OLT	3	✓	
ENG 5510	Digital Engineering Using SysML	OLT	10	✓	✓
ETM 1010	Leading Change Fundamentals	OLT	1	✓	
ETM 1020	Mission and Systems Thinking Fundamentals	OLT	2	✓	
ETM 1030	Requirements Definition and Analysis Fundamentals	OLT	1	✓	
ETM 1040	Technical Management Fundamentals	OLT	5	✓	
ETM 1050	Design Considerations Fundamentals	OLT	6	✓	

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⁴ New course; CLPs yet to be determined

⁵ Course available for a T&E credential in development

Functional/Interdisciplinary Development Courses		Delivery Mode ¹	CLPs	Certification Tier	
				Foundational	Practitioner
ETM 1060	Product Realization Fundamentals	OLT	2	✓	
ETM 1071	Digital Literacy Fundamentals	OLT	See note #4	✓	
ETM 1081	Software Literacy Fundamentals	OLT	See note #4	✓	
ETM 1090	Technical Perspectives on Defense Contracting Fundamentals	OLT	2	✓	
ETM 2010V	Leading Change for Practitioners	VILT	4		✓
ETM 2020V	Mission and Systems Thinking for Practitioners	VILT	6		✓
ETM 2030V	Requirements Definition and Analysis for Practitioners	VILT	7		✓
ETM 2040V	Technical Management for Practitioners	VILT	18		✓
ETM 2050V	Design Considerations for Practitioners	VILT	10		✓
ETM 2060	Product Realization for Practitioners	OLT	4		✓
ETM 2070V	Digital Literacy for Practitioners	VILT	5		✓
ETM 2080V	Software Literacy for Practitioners	VILT	9		✓
ETM 2090V	Technical Perspectives on Defense Contracting for Practitioners	VILT	7		✓
ETM 3110	IT Foundations	OLT	3	✓	✓
ETM 3120	Best Practices in Software and Cybersecurity	OLT	1	✓	✓
ETM 3130	Introduction to Digital Acquisition	OLT	1	✓	✓
ETM 3140	Introduction to Machine Learning and AI	OLT	2	✓	✓
ETM 3150	Introduction to Emerging Technology	OLT	2	✓	✓
HOS 0020 ³	Agile: Testing Approaches	OLT	See note #2	✓	✓
HOS 0055 ^{3, 5}	Experimental Design Basics	OLT	See note #2	✓	✓
HOS 0056 ^{3, 5}	Factorial & Fractional Factorial Design	OLT	See note #2	✓	✓
PMT 0130	Work-Breakdown Structure	OLT	2	✓	✓
SPS 106	Database Maintenance	OLT	4		✓
STM 0020	Fundamentals of Science and Technology Protection	OLT	5	✓	
SWE 0001	Planning for Spikes	OLT	See note #2		✓
SWE 0003	Programming in a Zero Trust Environment	OLT	See note #2		✓
SWE 0004	Container Orchestration Tools	OLT	See note #2		✓
SWE 0007	Introduction to Modern Software Reuse	OLT	See note #2		✓
SWE 0012	Microservice Architecture for DevSecOps	OLT	See note #2		✓
SWE 0014	User Story Construction	OLT	1		✓

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³ HOS offerings are accessed through the DAU Virtual Campus (<https://dau.csod.com/>).

⁴ New course; CLPs yet to be determined

⁵ Course available for a T&E credential in development

Functional/Interdisciplinary Development Courses		Delivery Mode ¹	CLPs	Certification Tier	
				Foundational	Practitioner
SWE 0019	Product Backlog Refinement	OLT	See note #2		✓
SWE 0020	Test Driven Development (TDD)	OLT	See note #2		✓
SWE 0021	Behavior Driven Development (BDD)	OLT	See note #2		✓
SWE 0023	Agile Architecture Application	OLT	See note #2		✓
SWE 0024	Sustainable Pace	OLT	See note #2		✓
SWE 0025	Iteration and Release Retrospective	OLT	See note #2		✓
SWE 0026	DevSecOps Phases	OLT	1		✓
SWE 0027	Principles of DevSecOps	OLT	See note #2		✓
SWE 0028	Software Technical Currency	OLT	See note #2		✓
SWE 0029	Continuous Delivery/Deployment (CD)	OLT	See note #2		✓
SWE 0032	Product Roadmap	OLT	See note #2		✓
SWE 0033	Software Architecture Patterns	OLT	1		✓
SWE 0038	DBS Test & Evaluation	OLT	See note #2		✓
SWE 0039	Mission Systems T&E	OLT	See note #2		✓
SWE 0042	Tempo and Stability	OLT	See note #2		✓
SWE 0045	Metric Interpretation	OLT	1		✓
SWE 0046	DoD Modern Software Reuse	OLT	See note #2		✓
SWE 0048	Program Test & Evaluation Strategy (TES)	OLT	See note #2		✓
SWE 0049	What is Open-Source Software (OSS)	OLT	See note #2		✓
SWE 0050	Build a Product Vision	OLT	See note #2		✓
SWE 0051	Developing Software Product Lines	OLT	See note #2		✓
SWE 0052	Build a Software Release Plan	OLT	See note #2		✓
SWE 0055	Kanban Board	OLT	See note #2		✓
SWE 0062	Architecture Approaches for Agile Programs	OLT	1		✓
SWE 0070	Flow Metrics	OLT	See note #2		✓
SWE 0072	Continuous Integration (CI)	OLT	See note #2		✓
SWE 0077	Software Build Automation Tools	OLT	See note #2		✓
SWE 0078	Software Test Tools	OLT	See note #2		✓
SWE 0079	Software Security Test Tools	OLT	1		✓
SWE 0084	Software Operations Tools	OLT	See note #2		✓
SWE 0085	Software Configuration Management (SCM) Tool Selection	OLT	See note #2		✓
SWE 0104	Software Configuration Management Release	OLT	See note #2		✓

¹ Classroom (CLRM) | Online Training (OLT) | Virtual Instructor-Led Training (VILT)

² No CLPs are automatically awarded for third party-hosted (HOS) offerings or micro-learning assets under 1 hour in length; however, CLPs may be manually requested following Component procedures.

³ HOS offerings are accessed through the DAU Virtual Campus (<https://dau.csod.com/>).

⁴ New course; CLPs yet to be determined

⁵ Course available for a T&E credential in development

Functional/Interdisciplinary Development Courses		Delivery Mode ¹	CLPs	Certification Tier	
				Foundational	Practitioner
SWE 2002	What is a Software Development Plan (SDP)	OLT	See note #2		✓
SWE 2014	Configuration as Code (CaC)	OLT	See note #2		✓
SWE 2015	Security as Code (SaC)	OLT	See note #2		✓
SWE 2016	Infrastructure as Code (IaC)	OLT	See note #2		✓
SWE 2017	Secure Coding	OLT	1		✓
SWE 2025	Value Stream Mapping	OLT	See note #2		✓
SWE 2048	GitOps	OLT	See note #2		✓
SWE 2049	Program-Level Data Strategies	OLT	1		✓
SWE 2050	Intellectual Property (IP) and Data Rights	OLT	See note #2		✓
TST 0510⁵	What is AI in Test and Evaluation	OLT	1	✓	
TST 0520⁵	AI-Enabled Capabilities Requiring T&E	OLT	1	✓	
TST 0530⁵	Types of AI Affecting T&E	OLT	1	✓	
TST 0540⁵	Machine Learning for Testers	OLT	See note #4	✓	

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³ HOS offerings are accessed through the DAU Virtual Campus (<https://dau.csod.com/>).

⁴ New course; CLPs yet to be determined

⁵ Course available for a T&E credential in development

A1.4 T&E Functional/Interdisciplinary Development Workshops Guide

Additionally, DAU offers a diverse spectrum of structured open enrollment workshops on a rotating basis each month. The full catalog of workshops available for individual enrollment is available at https://icatalog.dau.edu/onlinecatalog/targeted_training.aspx.

Workshop Designator			
WSA Software Acquisition	WSE Engineering & Technology	WSM Acquisition & Management	
WSC Contracting	WSL Logistics	WSS Cybersecurity	

Functional/Interdisciplinary Development Workshops	Delivery Mode	CLPs	Certification Tier	
			Foundational	Practitioner
WSA 001 DevSecOps for the DoD: Fundamentals	Workshop	21		✓
WSA 002 DevSecOps for the DoD: Security Focus	Workshop	14		✓
WSA 004 Cloud Services	Workshop	21		✓
WSA 010 Agile Product Owner	Workshop	4		✓
WSC 005 Source Selection	Workshop	14		✓
WSE 005 Systems Engineering Planning	Workshop	5		✓
WSE 027 MOSA Awareness and Planning	Workshop	2		✓
WSE 030 SysML Immersion, Part I	Workshop	16		✓
WSE 031 SysML Immersion, Part II	Workshop	16		✓
WSE 032 Digital Acquisition Modeling Workshop	Workshop	36		✓
WSL 001 Performance-Based Logistics	Workshop	15		✓
WSM 002 Risk Management	Workshop	7		✓
WSM 025 Defense Business System	Workshop	24		✓
WSM 027 Multi-Functional Acquisition Challenge	Workshop	16		✓
WSS 005 Program Protection	Workshop	8		✓
WSS 011 Cyber Training Range – Intermediate	Workshop	16		✓
WSS 012 Defensive Cyber Operations	Workshop	24		✓

ATTACHMENT 2

Commercial Training

DAU has contracted with three commercial training providers (i.e., Coursera, LinkedIn Learning, and Skillsoft Percipio) to offer military and civilian defense acquisition workforce (AWF) members access to thousands of courses on leading-edge topics. Individual courses can be taken at any time, and access comes at no cost to the AWF members or their organizations. Completions are documented in the AWF member's DAU transcript.

Coursera offers individual courses, topical specializations, and professional credentials from top colleges and corporations. LinkedIn Learning and Skillsoft Percipio grant access to over 40,000 learning assets in a variety of formats, lengths, and topics. Examples of offerings are listed in the table below.

Course/Program	Provider
Cloud Computing Foundations	Coursera – Duke University
Introduction to Containers w/ Docker, Kubernetes & OpenShift	Coursera – IBM
Continuous Delivery and DevOps	Coursera – University of Virginia
Engineering Project Management	Coursera – Rice University
Executive Data Science	Coursera – Johns Hopkins University
Applied Data Science with Python	Coursera – University of Michigan
Digital Technologies and the Future of Manufacturing	Coursera – University of Michigan
Developing a Critical Thinking Mindset	LinkedIn Learning
Building Your Team	LinkedIn Learning
UX DesignOps: Overview	LinkedIn Learning
Software Design: Human-centered Software Design	Skillsoft Percipio
Artificial Intelligence: Introduction to Artificial Intelligence	Skillsoft Percipio
Leading Innovation	Skillsoft Percipio

These commercial offerings are accessed through the DAU Virtual Campus (<https://dau.csod.com/>), which requires an account and login, by using filters or the search function.