STATE *of the* ARMY ACQUISITION WORKFORCE REPORT

FISCAL YEAR 2025

U.S. ARMY

U.S. ARMY ACQUISITION SUPPORT CENTER

DACM

Director, Acquisition Career Management Office

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STATE *of the* ARMY ACQUISITION WORKFORCE REPORT

FORWARD: FROM THE DIRECTOR OF ACQUISITION CAREER MANAGEMENT RONALD R. RICHARDSON JR.



The purpose of this report is to provide an overview of the state of the Army Acquisition Workforce (AAW) during the previous fiscal year (FY) to include data and information on personnel, programs, training and educational requirements across the respective specialized functional areas that represent the core competencies needed to develop, acquire and sustain Department of Defense (DOD) operational capabilities. It also aims to identify both successes and areas for improvement within acquisition programs to enhance the workforce's effectiveness and efficiency. This is essential for the U.S. Army Director of Career Management (DACM) Office to ensure that it has a well-equipped and skilled workforce to meet the demands of the current and future defense acquisition needs. This report will evolve as needs change. Future updates to this report and the referenced defense strategies, policies and guidance will provide additional direction and prioritization for the Army Acquisition Workforce.

FY25 OPERATING ENVIRONMENT

Fiscal year 2025 was a tumultuous year. The AAW operating environment was constrained by a mix of external and internal factors (political cycle, hiring freeze, program and staffing changes) while simultaneously pursuing modernization initiatives and streamlined acquisition authorities.

FY25 was an election year. With the appointment of new leaders, priorities shift, consolidate and transform programs and procedures requiring the workforce to adapt to new operational constructs and executive orders.

The Department of Government Efficiency (DOGE) was created and abruptly instituted a hiring freeze framework, requiring agencies to hire no more than one replacement for every four departing employees. This meant strategic workforce reductions through attrition and reductions in force (RIFs). This, coupled by a **Return to In-Person Work** mandate and Deferred Resignation Program (DRP) initiative called **"Fork in the Road"** by the Office of Personnel Management, under the direction of DOGE, that allowed federal employees to enter a paid leave status for several months prior to resigning or retiring. DOD extended its own deferred resignation program until mid-April to reduce its civilian workforce.

High turnover due to retirements and other departures, coupled with executive orders and funding constraints significantly affected programs as well. These factors constrained training throughput at the Defense Acquisition University (DAU), eliminated two Naval Post Graduate School (NPS) programs and impacted acquisition workforce programing.

The AAW demonstrated agility and resilience throughout these changes and shifts in priorities as the Army was still expected to deliver capabilities with fewer people with a "war footing" mindset.

In April, Executive Order 14265, **"Modernizing Defense Acquisitions and Spurring Innovation in the Defense Industrial Base"**, and the memorandum for military leaders: **"Army Transformation and Acquisition Reform"** were released, initiating the focus on streamlining structure and resources, investing in technology and equipment including use of artificial intelligence (AI), and delivering capabilities to the warfighter at speed and scale.

As the workforce enters a new era of efficiency and effectiveness, the DACM Office mission remains committed to core AAW education and training opportunities, assessing how to maximize efficiency and value while maintaining the highest level of quality and professionalism to help realign defense acquisition processes with future mission needs (See **From the DACM: Future-Proofing the AAW**, July 2025).



RONALD R. RICHARDSON JR.
Director, Acquisition Career Management

AAW OVERVIEW

The Army DACM Office, within the U.S. Army Acquisition Support Center (USAASC), plays a pivotal role in shaping the climate and capabilities of the AAW. The AAW is a critical component comprised of civilian and military personnel (officers and noncommissioned officers (NCOs)) from both active and reserve components, responsible for managing the life cycle of all Army systems and equipment from concept to disposal enabling the Army to modernization and maintain a technical advantage. Acquisition professionals specialize in one of six Acquisition Functional Areas and serve in more than 20 commands worldwide to deliver effective, affordable and timely capabilities to the Soldier, including Planning, Research and Development, Procurement, Contract Management, Program Management, and Logistics and Sustainment.

MISSION

The AAW is charged with a critical mission to cultivate innovation, design the impossible and provide Soldiers with what they need to be successful. This is done through people–a workforce of approximately 32,000 Army acquisition professionals from scientists and engineers to business and program managers who turn Army requirements into products and services, managing everything from cradle to grave.

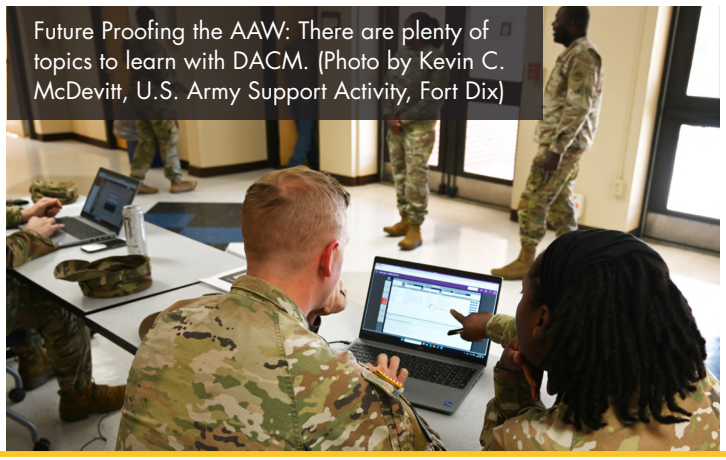
USAASC Mission: Shape and develop the Army Acquisition community's capabilities through superior support and the development of world-class professionals.

DACM Mission: Proactively identify acquisition workforce trends/challenges and develop policies and programs to support those challenges; Offer leaders workable solutions rooted in analytics, and provide indispensable career development support to the Army Acquisition Workforce.

VISION

USAASC Vision: Innovating Army Acquisition Excellence. Enabler of excellence in the acquisition community. The expert in acquisition support. Ensuring capability to the Soldier. Making acquisition better.

DACM Vision: A highly capable, agile, adaptive and professional Army Acquisition Workforce.



Future Proofing the AAW: There are plenty of topics to learn with DACM. (Photo by Kevin C. McDevitt, U.S. Army Support Activity, Fort Dix)

AAW STANDARDS

The Army Acquisition Workforce Standards Memorandum is published at the start of every fiscal year and outlines the standards that the Army DACM has set for AAW professionals and their parent organizations to achieve to comply with Defense Acquisition Workforce Improvement Act (DAWIA) statutory requirements and DACM policies. The **FY25 memorandum** addressed 100% standard achievement in:

1. DAWIA certification (entire AAW, Critical Acquisition Positions (CAPs) and Key Leadership Positions (KLPs))
2. Individual Development Plans (IDPs)
3. Continuous Learning Points (CLPs)
4. Annual Ethics Training
5. Senior Rater Potential Evaluations (SRPEs)

In February 2025, AAW professionals requiring Foundational or Professional level certification for their current position reached the end of the three-year grace period. The DACM Office conducted two system enhancements and overarching efforts to aid certification compliance and support AAW professionals:

1. Automated reminders via the Career Acquisition Personnel and Position Management Information System (CAPPMIS), prior to an AAW professional's certification expiration date, to the individual and supervisor. The message also noted which DAU training courses must be completed for their position certification requirements.
2. Developed and fielded an enhanced certification compliance report in the CAPPMIS, available for Organization Acquisition Points of Contact (OAPs), providing the latest data on AAW professionals within the OAP's organization.

At the conclusion of FY25, the organization continues to follow 100% standard achievement in accordance with AAW Standards.

AAW COMPOSITION/DEMOGRAPHICS

DATA (REF: CAPPMIS, HCSP & DAWDA)

Total AAW Professionals: 32,467

Civilian: 94.8% (approx. 27,235)

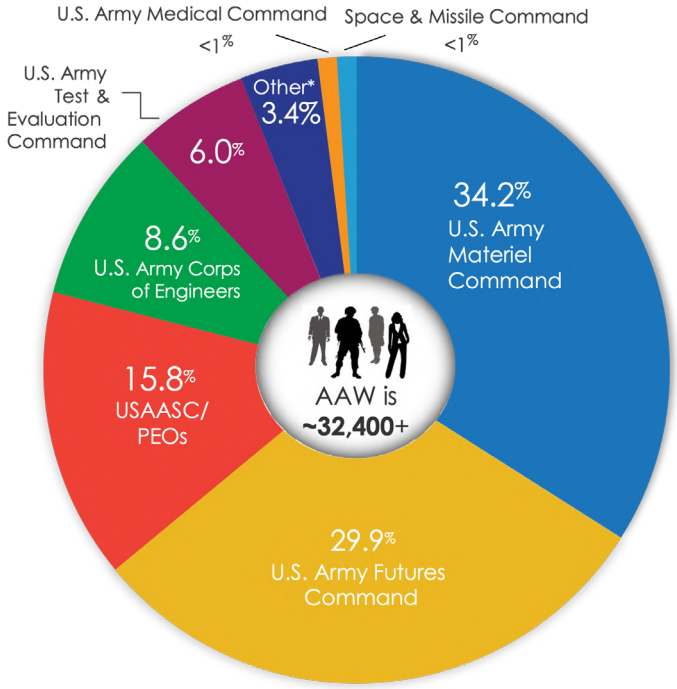
Military: 5.2% (approx. 1,225)

Education: 89.6% hold a Bachelor's degree or higher; 44.6% have a Master's or above

Average Age: 46.7 years

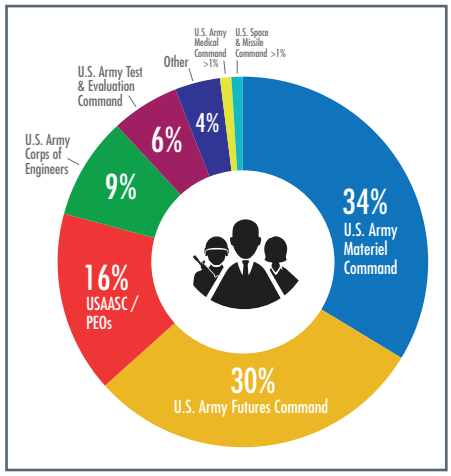
Retirement Eligible: 15.4% (approx. 4,757 civilians)

Gender: 69.8% male, 31.2% female

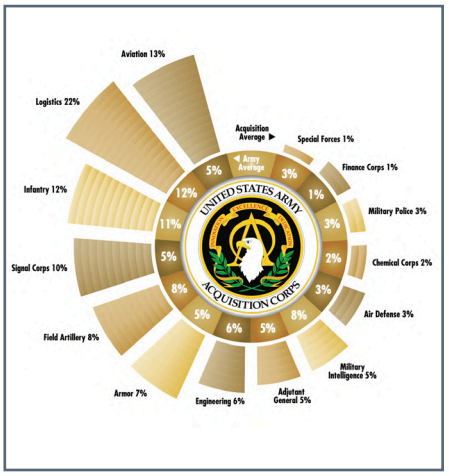


* Includes Low Density Acquisition Workforce population in other commands.
Source: CAPPMIS as 30 September 2025

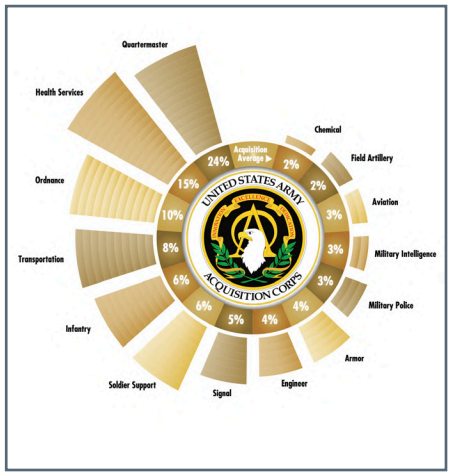
CIVILIAN



OFFICER



NCO



ABOUT THE AAW WEBPAGE

ACQUISITION FUNCTIONAL AREAS (AFA)

Engineering & Technical Managment	The ETM workforce has a vital role in developing, fielding, and sustaining defense systems and ensuring DoD products are delivered on time, perform as expected, and are cost-effective.	37.9%
Contracting	The Contracting workforce is vital to accomplishing the DoD's mission by negotiating the best deal for the warfighter while demonstrating prudent stewardship of taxpayer dollars. Contracting professionals instill fairness and integrityin the acquisition process and serve as an overall business advisor to DoD acquisition teams.	27.9%
Life Cycle Logistics	The Life Cycle Logistics functional area spans the system life cycle, encompassing acquisition and sustainment activities, and includes professionals responsible for planning, developing, implementing, and overseeing effective and affordable product-support strategies for weapons, materiel, or information systems.	13.4%
Program Management	Acquisition professionals in the Program Management career field are concerned with all functions of a program management office to accomplish program objectives for the development, production, deployment, and sustainment of systems to meet the user's operational needs.	11.1%
Test & Evaluation	T&E professionals develop, optimize, execute and evaluate the testing of system performance, interoperability, reliability, maintainability and cybersecurity. They offer unbiased information to support and inform design improvements, production and fielding decisions.	6.3%
Business – Financial Management	Acquisition Business Financial Management (BUS-FM) is the art of forecasting, analyzing, interpreting, monitoring, advising, and reporting financial data in a meaningful way to support informed financial decisions.	3.5% COMBINED
Business – Cost Estimating	Acquisition Business Cost Estimating (BUSCE) is the process of forecasting the financial and other resources needed in the acquisition of an end item within defined parameters. It accounts for each element required in the acquisition life cycle of the end item.	

The AAW is spread across six Functional Areas with seven certification tracks. Every acquisition position has a designated AFA and certification level that drive the training, education, and experience standards required to attain DAWIA certification and determine an individuals priority when enrolling in Defense Acquisition University training courses.

New Initiatives: Prepopulating Continuous Learning Memos in AAW IDPs

Army Acquisition Functional Leader (AAFL) recommendations are now a prepopulated section in each member's Individual Development Plan (IDP). This enhancement is part of Army DACM's initiative to improve IDP functionality and ensure continuous learning (CL) planning is integrated from the start.

How it Works

AAFL recommendations are automatically added to the employee's IDP when they log in, based on their primary AFA. These recommendations reflect the AFA Career Model and are designed to guide members toward relevant CL activities, certifications, and skills development. The IDP section also allows supervisors or employees to add, edit, or remove credentials and track CL progress to ensure members are pre-planned for CL requirements under DoD Instruction 5000.66, which mandates 80 Continuous Learning Points (CLPs) every two years.

This supports both primary AFA proficiency and cross-functional skills needed for leadership and management and reduces the burden on supervisors to manually create CL plans, as the AAFL's guidance is already in place.

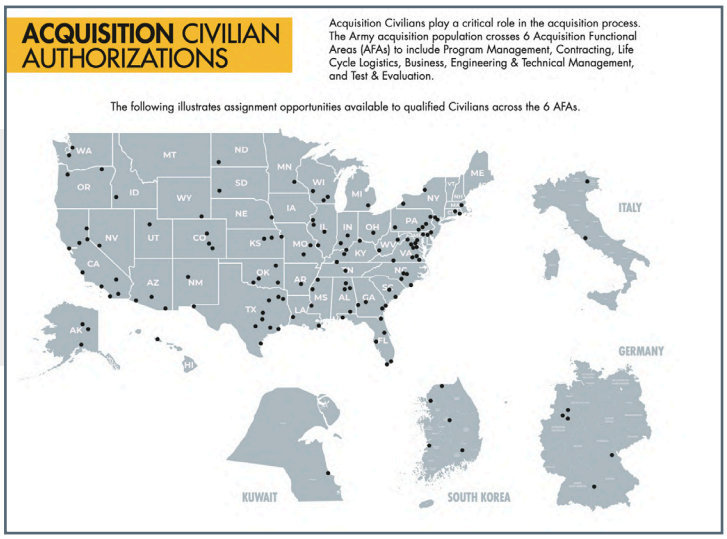
The system is part of the Army acquisition career management tools, accessible via the Career Acquisition Management Portal (CAMP).

CONTINUOUS LEARNING POLICY
(released November 2024)

AFA LOCATIONS

Civilian:

This map highlights assignment opportunities available to qualified civilians across the six AFAs.



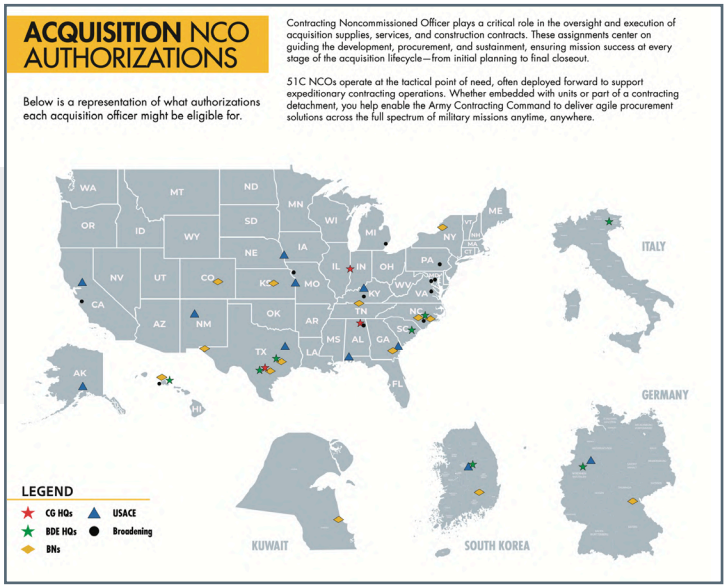
Officer:

This map is a representation of what authorizations each acquisition officer might be eligible for.



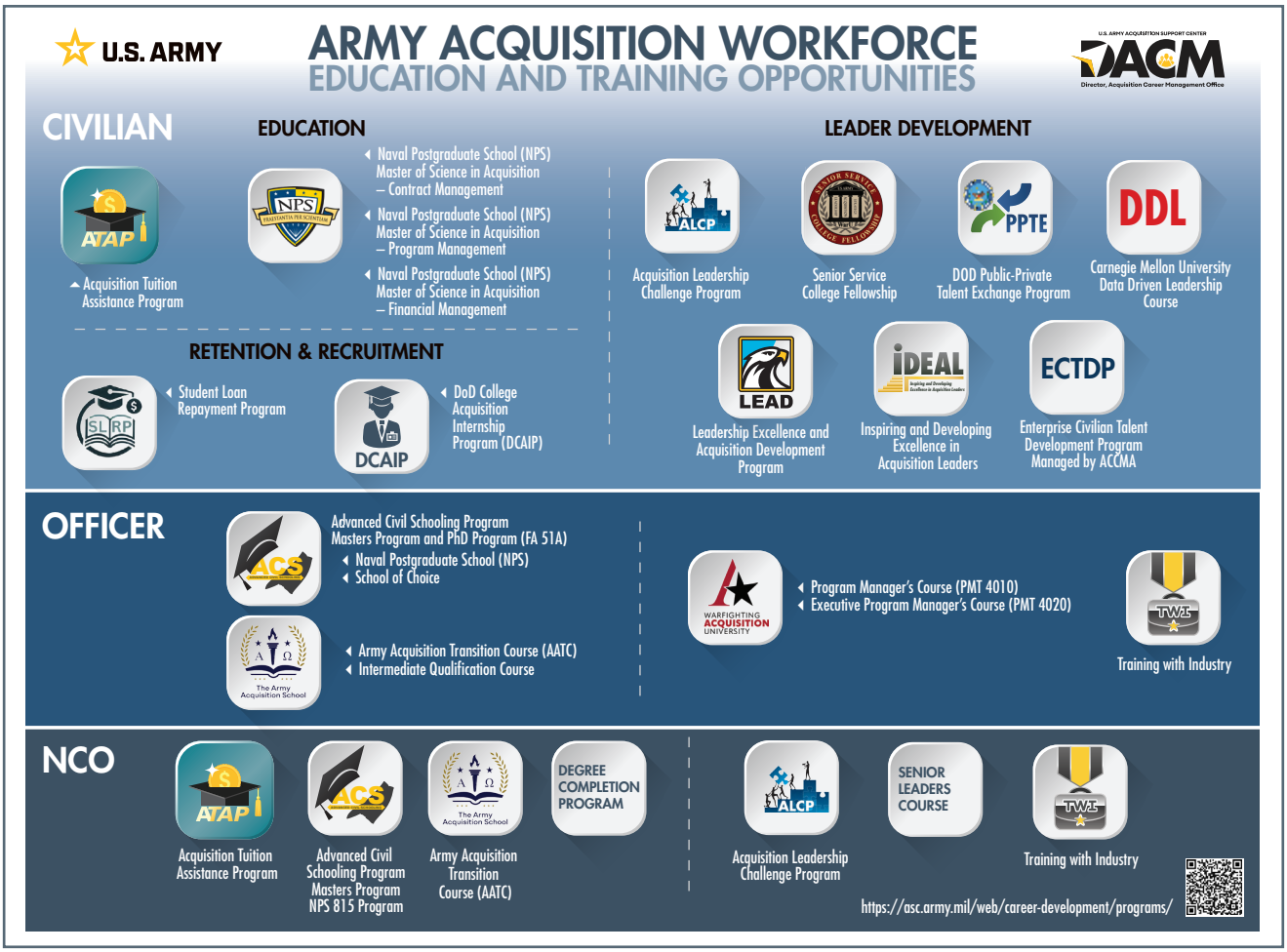
NCO:

This map is a representation of what authorizations each acquisition noncommissioned officer might be eligible for.



PROGRAMS

FY25 EDUCATION AND TRAINING OPPORTUNITIES



FY25 SUMMARY OF PROGRAM CHANGES

PROGRAM	IMPACT OR EVENT IN FY25
IDEAL	A snowstorm in Huntsville, Alabama forced the rescheduling of two sessions.
LEAD Program	Due to budget constraints and an Army-wide emphasis on efficiency, the program length was condensed from a previous 24-month model to a 12-month curriculum.
NPS (MSSE/MSSPM)	The Army DACM Office ceased accepting new participants. The final cohorts for these programs took place in FY25 before the program websites were deactivated.
PPTE	Following a successful pilot in FY24, the digital engineering cohort was formally integrated into the program.

EDUCATION PROGRAMS

ADVANCED CIVIL SCHOOLING (ACS)

Advanced Civil Schooling (ACS) educates selected Regular Army officers and NCOs toward an advanced degree to meet the educational requirements of U.S. Army positions. The Advanced Civil Schooling fully funded graduate program provides Army officers and NCOs the best academic education in the timeliest and most cost effective manner so that they may advance their careers into positions that require graduate degrees and better meet the needs of the Army.

Officers can 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 can 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 where students graduate with an MBA in acquisition and contract management. The program provides students with 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 that meet DACM Policy letter and application eligibility criteria.

Target Audience: Officers who have yet to gain a master's degree with a primary educational focus on acquisition relevant Master of Science in a Science, Technology, Engineering and Math field, a Master of Business Administration, or a Master of Science in Systems Engineering Management.

Applicant Data

- 74 received
- 57 accepted
- 40 new participants; 96 total participants as students generally enroll in an 18-month graduate program.

Program Announcements

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

Retention Data (trained and retained)
Service agreement information: Participants incur an Active Duty Service Obligation of three days for every one day spent in graduate school. Most participants enroll in an 18-month graduate program. One Ph.D. student enrolled and started their program in September 2021 and ended December 2025.

NEWS

PROGRAM WEBPAGE

ACQUISITION TUITION ASSISTANCE PROGRAM (ATAP)



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

Eligibility: AAW Civilians/NCOs

Target audience: AAW civilians and MOS 51C who do not have a bachelor's or master's degree.

Program Announcements

- 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)

Applicant Data

- 41 received
- 30 accepted
- 89 particpants

Retention Data (trained and retained)
Service agreement information: Applicants must use the chart below to determine the projected period of obligated service. The ATAP Program Manager will update the period of obligated service at the end of the program to reflect the new beginning and ending dates based on the number of courses funded by the Army DACM Office.

PERIOD OF OBLIGATED SERVICE FOR ATAP FUNDED COURSES			
TOTAL NUMBER OF COURSES	1 to 6	7 to 12	13 or more
SERVICE AGREEMENT REQUIRED	12 months	24 months	36 months

NEWS

PROGRAM WEBPAGE

TESTIMONIALS

DOD COLLEGE ACQUISITION INTERNSHIP PROGRAM (DCAIP)

The DOD College Acquisition Internship Program (DCAIP) is an opportunity for Army acquisition organizations to hire eligible college students for a 12-week paid summer internship. Upon a student's successful completion of the internship, the organization may noncompetitively convert the individual to a permanent position in the acquisition workforce.

Eligibility includes:

- U.S. citizens (interns cannot hold dual citizenship).
- Be suitable for Federal employment, determined by a background investigation.
- Be able to obtain and hold a security clearance.
- Be enrolled full-time as a sophomore or junior in an undergraduate program at an accredited university and have completed a minimum of 24 credit hours toward a specific degree program.
- Have a minimum GPA of 3.0/4.0.
- Be available for an interview and other applicable processing between October and December.
- Be available for the 10- to 12-week summer program in May/June through August.

Target Audience: STEM students.

Program Announcements

- Announcement Opening: October 1, 2024
- Announcement Closing: October 31, 2024
- Program Start: May 2025

Events that impacted the program:
The implemented Army-wide hiring freeze impacted new interns from starting their rotation.

Retention Data (trained and retained)

- 1 intern converted to become a full-time acquisition workforce professional in Fall 2025.

Applicant Data

- About 2,000 received following four postings with a maximum of 500 applications per posting.
- 0 new applicants were accepted (hiring freeze impacted new interns from participating).
- 9 interns from 2024 were able to return again in summer 2025 for 7 commands.



Britt Weiland

Brittany Wieland was introduced to the Army Acquisition Workforce through the DOD College Acquisition Internship Program (DCAIP). Now, as a civilian engineer with PEO Soldier, she works on the Army's next generation body armor at Fort Belvoir. Wieland's primary focus as a Body Armor Engineer is the Army's new hard armor. In her current position, she enjoys seeing the direct impact of her work on the warfighter every day.



Britt Wieland tests out the newest body armor on an obstacle course.

"I have some friends serving in the Army, and every time they receive the newest gear, they call me to rant and rave about how excited they are, and I take a sense of pride in knowing I get to play a part in serving those who serve us. There aren't many jobs that give you that kind of opportunity and fulfillment. I feel really special knowing my leadership trusted me to represent them even though I was less than a year into my career."

PROGRAM WEBPAGE

NAVAL POSTGRADUATE SCHOOL (NPS)

Established in 1909, the Naval Postgraduate School is a Naval command with a graduate university mission offering master's and doctoral degrees in fields of study core to Naval-unique needs, the U.S. Armed Forces, DOD civilians and international partners.

Program Announcements

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

I. Systems and Program Management (MSSPM) Non-Resident Master's Degree Program

The NPS-MSSPM is a two-year interdisciplinary program combining systems engineering with program management knowledge and skills designed for DOD and other federal agencies to obtain an acquisition defense-focused advanced degree in a distance learning format. 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.

Eligibility includes:

1. NPS Academic Requirements: Any undergraduate degree (B.A., B.S., other) with a minimum quality point rating of 2.2 or better.
2. Army DACM Office Eligibility Requirements: AAW coded civilian, GS-12 through GS-15, or broadband/pay band equivalent, without a master's degree in an acquisition or business discipline.

    a. DOD laboratories designated as Science and Technology Reinvention Laboratories Must be a permanent (non-temporary/non-term) civilian member of the AAW.

Applicant Data

- 0 new applicants received, the program concluded in FY25
- 27 participants

Retention Data (trained and retained)
Service agreement information:

- Cohort 722-241 period of obligated service dates: September 2025 - 2027
- Cohort 722-251 period of obligated service dates: September 2026 - 2028

Program Updates/Changes during FY25

The MSSPM and MSSE programs concluded in FY25. The Army DACM Office is no longer accepting new participants into the programs. The websites have been deactivated.

New: NPS opened The Master of Science in Financial Management (MSFM-Curriculum 857) for applications September 15, 2025 with cohort dates scheduled in 2026-2028.

MSFM educates students with the latest knowledge and skills in defense-focused financial management. The program supports continuous financial management reform initiatives mandated by Congress and senior leaders, with a focus on efficient and effective expenditure of public funds. Graduates also earn an NPS graduate-level academic certificate: DOD Financial Management with both the Data Analytics Track and the Audit Track (Curriculum 196). No previous financial management experience is required for admission. NPS Master of Science Administration – Contract Management (MSACM) (starting in FY26) NPS Master of Science Administration – Program Management (MSAPM) (starting in FY26).

NEWS

Continued on next page

II. Systems Engineering Non-Resident Master's Degree Program (MSSE)

The NPS-MSSE is a two-year program designed for 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:

1. Technical Leadership: Graduates will apply their engineering knowledge in leadership roles along diverse career paths in government service.
2. Program Management: Graduates will perform research, design, development, procurement, integration, maintenance, and life-cycle management of systems for defense and national security.
3. Operational Utilization: Graduates will apply systems engineering in diverse military settings and understand its capabilities and limitations.

Eligibility includes:

1. NPS Academic Requirements: Baccalaureate degree in engineering or related science or technical field with a GPA of 2.2 or better and successful completion of a college calculus sequence (3 quarter or 2 quarter semester classes).
2. Army DACM Office Eligibility Requirements:
   a. AAW coded civilian GS-12 through GS-15, or broadband/pay band equivalent, meeting certification in current acquisition position in Functional Areas Test & Evaluation or Engineering & Technical Management. Must not currently have a master's degree in an acquisition or business discipline.
   b. 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.

Applicant Data

- 0 new applicants received, the program concluded in FY25
- 22 participants

Retention Data (trained and retained)
Service agreement information:

- Cohort 311-241 period of obligated service dates: September 2025 - 2027
- Cohort 311-251 period of obligated service dates: September 2026 - 2028



Robert Mortlock, Ph.D., associate chair of acquisition management at NPS, offers administrative remarks during the final day of the NPS Acquisition Research Symposium in a 2024 ceremony. (Photo by Petty Officer 2nd Class Andrew Langholf)

READ MORE

STUDENT LOAN REPAYMENT PROGRAM (SLRP)

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:

- AAW Civilians (any GS Level or equivalent).
- Career status and Science and Technology Reinvention Laboratories eligible - (flexible length or renewable technical appointment with at least three years remaining on the term appointment from the time of application submission).

Target Audience: Civilian AAW members with hard to fill and retain Acquisition Functional Area skill sets such as: Contracting, Digital Transformation, Science, Technology, Engineering, Mathematics and Program Management.

Program Announcements

- Announcement Opening: October 1, 2024
- Announcement Closing: November 15, 2024
- Applicant Selection Notifications: December 20, 2024
- Program Start Date: January 2025

Applicant Data

- 1,048 received
- 436 approved
- 400 participants

Retention Data (trained and retained)
400 civilian AAW members funded ($10,000 per calendar year funded under the Defense Acquisition Workforce Development Account (DAWDA)). Participants' command Human Resources (initiates and maintains until fulfilled) ensures all completed and signed Service Agreements are uploaded to the participants' Electronic Official Personnel Folder.





NEWS

PROGRAM WEBPAGE

LEADERSHIP DEVELOPMENT PROGRAMS

ACQUISITION LEADERSHIP CHALLENGE PROGRAM (ALCP)

Beginnings, I, II, III

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.

Eligibility: Civilian/Military Acquisition Workforce

- ALCP B = GS-07 – GS-11 or equivalent
- ALCP I = GS-12/13 or equivalent, Capt., Maj., Staff Sgt. and Sgt. 1st Class.
- ALCP II = GS-14/15 or equivalent, Col., Lt. Col., 1st Sgt. and Master Sgt.
- ALCP III = GS-14/15 or equivalent and SES, General Officers, Col., Lt. Col., Command Sgt. Maj., Sgt. Maj., 1st Sgt. and Master Sgt. who 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).**

Target Audience: Individuals looking to gain leadership skills and become better collaborators. Participants should use this class to advance in their careers by becoming a better coworker and employee.

Events that impacted the program:
Deferrred Resignation Program and Army restructuring.

Program Announcements

- 2nd Quarter FY25 Announcement
  - Announcement Opening: October 1, 2024
  - Announcement Closing: October 31, 2024
- 3rd Quarter FY25 Announcement
  - Announcement Opening: January 2, 2025
  - Announcement Closing: January 31, 2025
- 4th Quarter FY25 Announcement
  - Announcement Opening: April 1, 2025
  - Announcement Closing: April 30, 2025

Applicant Data

- 850 received
- 600 accepted
- 500 participants





The ALCP focuses on using self-awareness to enhance leadership skills, foster innovation and support professional development.

NEWS

PROGRAM WEBPAGE

CARNEGIE MELLON UNIVERSITY – DATA DRIVEN LEADERSHIP (DDL)

The U.S. Army DDL Program provides instruction in data science, decision making, emerging technology and data privacy and security to teach Army leaders how to use data to support the mission of the branch. Starting with the foundations of data management on through to artificial intelligence and data security, this 10-module program gives Army leadership everything it needs to develop a strong, data-driven organization. Participants will share their experiences and discuss how they will apply the methods, tools and techniques taught during the program to their current roles and responsibilities.

The DDL Executive-level course enables general officer and Senior Executive Service (SES) participants to earn a certification in specialized data leadership competencies.

Eligibility: General Officer/SES/Col./GS-15/Lt. Col./GS-14 leaders in an acquisition-coded position.

However, on June 3, 2025, DDL eligibility was also given to Maj./GS-13; priority rules still applied.

Target Audience: Senior leaders whose work involves program management and data analytics.

Events that impacted the program: Civilian travel restrictions, Deferred Resignation Program, and high turnover (retirements) affected enrollment.

Applicant Data

- 491 received
- 485 accepted
- 188 participants graduated from DDL and 3 graduated from DDL Executive



DDL class in progress at the National Robotics Engineering Center at CMU at the end of FY24. (Photo courtesy of CMU DDL)

Program Announcements

- All Classes held at CMU in Pittsburgh, PA:
  1. Class 001: November 12-15, 2024 (only 4 days due to Veteran's Day holiday)
  2. Class 002: December 9-13, 2024
  3. Class 003: January 27-31, 2025
  4. Class 004: February 24-28, 2025
  5. Class 005: March 24-28, 2025
  6. Class 006: April 14-19, 2025
  7. Class 007: April 28 - May 2, 2025
  8. Class 008: June 9-13, 2025
  9. Class 009: August 18-22, 2025
  10. Class 010: September 8-12, 2025
  11. Class 011: September 22-26, 2025
- DDL Executive Course Schedule (GO/SES ONLY)
  1. Class 001: February 3-4, 2025
  2. Class 002: August 14-15, 2025

PROGRAM WEBPAGE

DEFENSE ACQUISITION UNIVERSITY-SENIOR SERVICE COLLEGE FELLOWSHIP (DAU-SSCF)

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

Eligibility:

- GS-14/15 or broadband equivalent.
- DAWIA certified or within the grace period for current position.
- CES Advanced or Enterprise Leadership Course (ELC); Secret clearance.
- Senior Rater Potential Evaluation required.

Target Audience: This program is for acquisition senior level civilians who are looking to further their career and gain valuable leadership skills. The program aligns with the National Defense Strategy, Acquisition Transformation strategy and the new Office of Personnel Management (OPM) Executive Core Qualifications. Individuals looking to assume O-6 command positions or move into key leadership roles such as Capability Program Executive, Product and Project Manager, and other key positions.

Events that impacted the program: The various Executive Orders and hiring freeze have impacted the program in regard to post utilization.

Program Announcements

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

Retention Data (trained and retained)
Graduates must complete 30 months of federal service after completion of the program.

Applicant Data

- 35 received
- 20 accepted
- 19 participants

Program Updates/Changes during FY25

The Picatinny cohort was disestablished so there are only two cohorts: Huntsville and Virtual.



The 2024-2025 DAU SSCF cohort on a site visit at Picatinny Arsenal, New Jersey. (Photo by U.S. Army)

NEWS

PROGRAM WEBPAGE

INSPIRING AND DEVELOPING EXCELLENCE IN ACQUISITION LEADERS (IDEAL)

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:

- AAW Civilians, GS-12 or GS-13 or broadband equivalent.
- 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.

Target Audience: Newly promoted project lead/supervisor. Anyone who wishes to become a supervisor.

Events that impacted the program: There was a snowstorm in Huntsville, Alabama that changed session 2 from January to March 2025 and then session 3 from March to June 2025. The Deferred Resignation Program also impacted the program.

Program Announcements

- Announcement Opening: May 22, 2025
- Announcement Closing: July 31, 2025
- Board/Participant Notification: September 2025
- Program Start: October 2025

Applicant Data

- 94 received
- 34 accepted
- 29 participants



FY25 IDEAL Class Cohort at the University of Alabama, Huntsville, TAAS office. (Photo by Michele Custer, TAAS)

NEWS

PROGRAM WEBPAGE

LEADERSHIP EXCELLENCE AND ACQUISITION DEVELOPMENT (LEAD)

The Leadership Excellence and Acquisition Development (LEAD) program is a 12-month leadership development program, designed to develop future Army acquisition program managers, that is centrally managed and funded by the Army Director, Acquisition Career Management (DACM) Office. This program offers board-selected participants expanded training, leadership, experiential, and other career development opportunities. It also, offers developmental acquisition assignments throughout the Army Acquisition enterprise to include a six-month rotation through the Office of the Deputy for Acquisition System Management (DASM).

Eligibility:

- AAW Civilian, GS-12/13 or broadband equivalent, serving in a Career or Career Conditional appointment, as documented on Acquisition Career Record Brief (ACRB), Section III.
- DAWIA certified in current acquisition position and a Certified Practitioner in Program Management. Certifications must be documented on ACRB, Section X.
- Applicants must have completed Civilian Education System (CES) Intermediate course or the Organization Leadership Course. Completion must be documented on ACRB, Section VI.

Target Audience: High potential/high performing AAW professionals in the grade of GS-12/13 (or broadband equivalent).

Program Announcements

- Announcement Opening: November 4, 2024
- Announcement Closing: December 20, 2024
- Board/Participant Notification: February 2025
- Program Start: August 2025

Retention Data (trained and retained)
Graduates must complete a two-year service obligation upon completion of the program.

Applicant Data

- 14 received
- 5 accepted
- 2 participants

Program Updates/Changes during FY25

Previously, the LEAD program was 24 months in length. However, due to budget constraints, recent government restructuring, and the Army's emphasis on efficiency and faster capability delivery, the program was compressed from the standard 24-months to 16-months. The LEAD program has since condensed to 12-months.



Six Army Acquisition Workforce members graduated from the DACM's LEAD program in a ceremony held on August 20, 2025, at the Defense Acquisition University, Fort Belvoir, Virginia. (Photo by U.S. Army)

NEWS

PROGRAM WEBPAGE

ENTERPRISE CIVILIAN TALENT DEVELOPMENT PROGRAMS (ECTDP)

The ECTDP are Army talent management programs for GS-07 through GS-15 (and equivalent) intended to prepare participants for positions of greater responsibility in the Department of Army, administered by the Civilian Human Resources Agency (CHRA) Army Civilian Career Management Activity (ACCMA).

Eligibility: Civilians, GS-07 through GS-15 or equivalent pay bands

Target Audience: Future civilian leaders looking to expand their development.

Program Announcements

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

Retention Data (trained and retained)
Majority require a continued service agreement

Applicant Data

- 31 received
- 25 accepted
- 14 participants

ECTDP

Program Updates/Changes during FY25

Due to funding cuts commands had to cover the cost for some programs/slots. For these programs the applications also stopped at the command level.



U.S. Army Corps of Engineers, Galveston District Commander and District Engineer, Colonel David W. Dake recognized Kendell M. Barber for her completion of the Enterprise Civilian Talent Acquisition Program. (Photo by U.S. Army)

PROGRAM WEBPAGE

DEFENSE CIVILIAN EMERGING LEADER PROGRAM (DCELP)

As one of the options under the ECTDP, DCELP enhances knowledge of fundamental leadership skills and prepares employees to assume increased responsibilities and more complex roles within their organizations and commands. DCELP is aligned with and supports the competencies defined in DoDI 1400.25, Volume 410 "DoD Civilian Personnel Management System: Training, Education and Professional Development". As depicted on the DoD Civilian Leader Development Continuum in DoDI 1430.16, DCELP establishes a competency-based approach for deliberate development, emphasizing leadership concepts. Each seminar is separated by a two-week interval, allowing participants to return home between sessions to apply their learning and work on assignments before returning to the training location for the next seminar. This blended approach balances intensive on-site learning with practical application and reflection in their operational work environments.

DCELP offers two cohorts:

1. The Big 3 Cohort: Open only to participants from the Acquisition (ACQ), Financial Management (FIN), and Human Resources (HR) career fields providing optimum learning and networking opportunities for members of the AAW.

2. Open Cohort: Open to all other functional areas and occupational series.

DCELP is administered by the Civilian Human Resources Agency (CHRA), Army Civilian Career Management Activity (ACCMA). To apply, go to the ACCMA Talent Development Application Portal. (CAC enabled)

Eligibility: Civilians GS-7 through GS-12 or equivalent.

Program Cohort: Cohort 20 - Training period: March through May 2025

Applicant Data

- 3 participants





Army acquisition civilians complete DOD program, build leadership skills for the future (Photo by U.S. Army)

PROGRAM WEBPAGE

BROADENING OPPORTUNITIES

TRAINING WITH INDUSTRY (TWI)



TWI is a one-year work experience program for Majors and Lieutenant Colonels 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: Military (Maj. and Lt. Col.)

Target Audience: A competitive performance file, demonstrated scholastic aptitude, and positive career potential; especially those heading into command.

Events that impacted the program: Acquisition Transformation Strategy

Program Announcements

- Announcement Opening: June 2024
- Announcement Closing: August 2024
- Program Start: May-September 2025

Retention Data (trained and retained)
Service agreement information: Participants incur an Active Duty Service Obligation of three days for every one day spent in Training With Industry.

Applicant Data

- 38 received
- 25 accepted/participants

PROGRAM WEBPAGE



Adam Polite, chief of the DACM office AAW Proponency Branch, addresses TWI fellows during the January 2026 Midpoint Review. (Photo by Jacqueline Hames, USAASC)

PUBLIC PRIVATE TALENT EXCHANGE (PPTE)

The Defense Acquisition University's Office of Human Capital Initiatives (HCI) owns and manages the overall PPTE program; the Army DACM Office conducts the program for Army acquisition. The PPTE program provides selected AAW members the opportunity to complete a professional assignment with industry by serving for six months with a private sector organization.

Eligibility:

- Civilian, GS-13 through GS-15 or broadband equivalent. Must be subject matter expert and possess high leadership potential.
- Senior Rater Potential Evaluation (SRPE) required.

Target Audience: The Army's digital engineering cohort with key industry partners targeted the digital engineering community within the U.S. Army Combat Capabilities Development Command (DEVCOM) to best align participants to industry partners. The program is very successful when skills are aligned.

Program Announcements

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

Retention Data (trained and retained)
Service agreement information: one year after the program concludes or two times the program if there is extension.

Applicant Data

- 10 received
- 6 accepted
- 7 participants (one from FY24 cohort)

Program Updates/Changes during FY25

The FY24 had the digital engineering cohort as a pilot, and in FY25 it was officially engrained into the program.

Pilot Success:

asc.army.mil/web/a-digital-dive/



David Gorsich, Ph.D., chief scientist at U.S. Army DEVCOM Ground Vehicle Systems Center, seen here speaking before the Automotive Research Center annual review at the University of Michigan in Ann Arbor. (Photo by Christopher Estrada, DEVCOM GVSC)

PPTE WEBPAGE

CENTRALIZED SELECTION LIST (CSL)/CENTRALIZED SELECTION BOARD (CSB)

FY26 Acquisition Key Billet – Project/Product Manager or Acquisition Director

The CSL process identifies and selects highly qualified acquisition leaders for key Army acquisition command and leadership positions, including Project Manager, Product Manager, and Acquisition Director roles. Senior military and civilian acquisition professionals at the Col./GS-15 and Lt. Col./GS-14 levels are evaluated for their ability to lead major contract efforts and Acquisition Category I, II, III, and IV weapon systems programs. Final slating of selected principals into acquisition key billet positions is determined by the Army Acquisition Executive.

Eligibility:

- For Col./GS-15:
  1. Eligible for promotion/lateral to GS-15 or equivalent broadband.
  2. Be DAWIA Advanced certified in Acquisition Functional Area (AFA) Program Management or Professional certified in AFA Contracting with four years of experience in a contract coded acquisition position, at the time of application.
  3. Bachelor's degree from an accredited institution.
  4. Completion of PMT 4020 and the Fort Leavenworth Leader's Command Course is required to encumber the position.
  5. Successful completion of MEL-1 Training (Senior Service College) prior to assignment.
  6. Successful completion of at least one CSL tour at the Lt. Col./GS-14 or Col./GS-15 level is preferred.
  7. Relevant supervisory experience is preferred
- For Lt. Col./GS-14:
  1. Eligible for promotion / lateral to GS-14 or equivalent broadband.
  2. Be DAWIA Practitioner certified in Acquisition Functional Area (AFA) : Program Management or Professional certified in Contracting with four years of experience in a contract coded acquisition position, at time of application.
  3. 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.
  4. Must possess two years of cost, schedule, and performance responsibilities in a program office or similar organization, at time of application.
  5. Possess a bachelor's degree from an accredited institution, at time of application.
  6. Completion of PMT 4010 and the Fort Leavenworth Battalion Pre-Command Course is required to encumber the position.
  7. Prior relevant supervisory experience is preferred.

Target Audience: Best qualified acquisition professionals consisting of military officers and DOD civilians with backgrounds in Program Management or Contracting Functional Areas. These individuals are selected based on their demonstrated performance, leadership potential and ability to contribute to the Army's mission and strategic objectives. These individuals are ready to take on key leadership roles at the O5/GS-14 and O6/GS-15 levels.

Program Announcements

FY26 Project Manager | FY26 Product Manager

- Announcement Opening: February 19, 2024
- Announcement Closing: April 19, 2024
- Board Date: June 24 – 28, 2024

Applicant Data FY26 CSL Boards

- 67 (Lt. Col./GS-14) and 55 (Col./GS-15) received
- 60 (Lt. Col./GS-14) and 49 (Col./GS-15) accepted/ participants

Continued on next page

FY26 Product Director Centralized Selection Board (CSB)

Eligible acquisition professionals are provided with the opportunity to compete for centrally selected Product Director positions within the Army's Program Executive Offices. The board identifies highly qualified candidates to lead product offices responsible for developing and delivering critical acquisition capabilities in support of Army missions.

Eligibility:

- Civilian, a permanent Army acquisition civilian in a career/career conditional appointment in the grade of GS-14/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).
- Senior Rater Potential Evaluation (SRPE) required.

Target Audience: High potential/high performing G-14/15 acquisition workforce professionals to lead and manage PM-like positions.

Program Announcements

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

Applicant Data

- 70 received
- 46 accepted/found fully qualified
- Participation to be determined, will slate in May 2026

CSL WEBPAGE

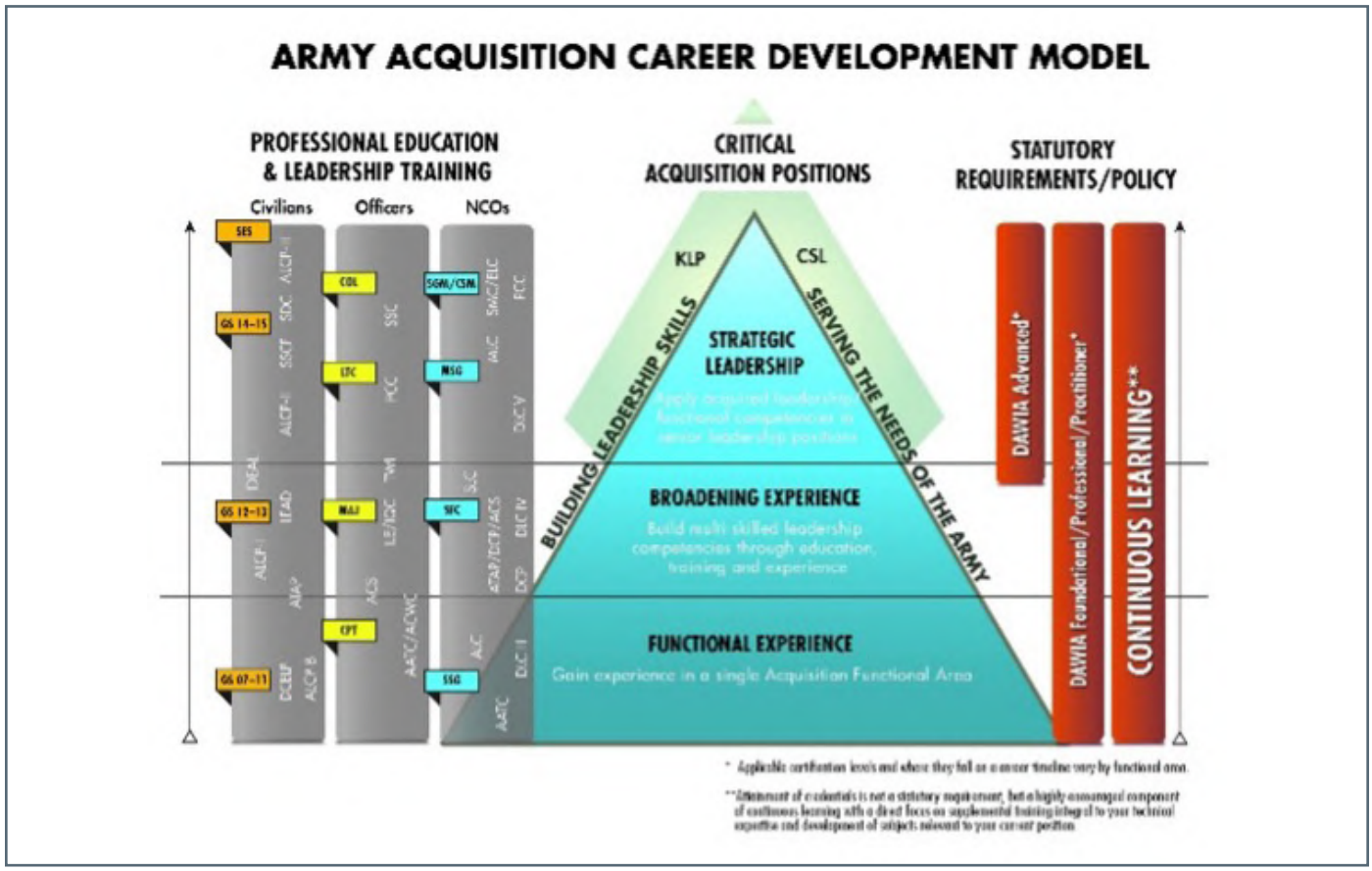
CSB/PRODUCT DIRECTOR WEBPAGE



TRAINING & DEVELOPMENT

CAREER MODELS AND PATHWAYS (CIVILIAN, OFFICER, NCO)

The Army DACM Office has developed Career Models for each Acquisition Functional Area, which are intended as notional guides for professional growth and a well-rounded acquisition experience. Acquisition workforce employees, along with their supervisors, should use **these models** as tools for developing a plan to advance throughout one's acquisition career.



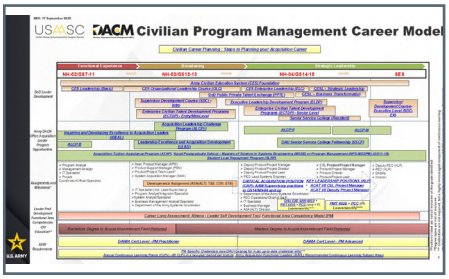
Army Acquisition Career Development questions can be submitted through the the Acquisition Career Management Portal for career development support.

CAREER MODELS

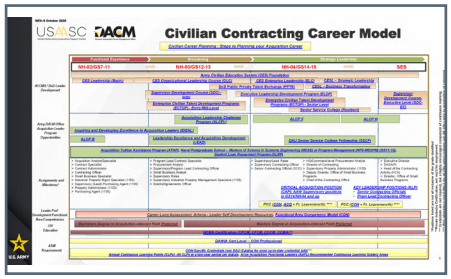
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CIVILIAN

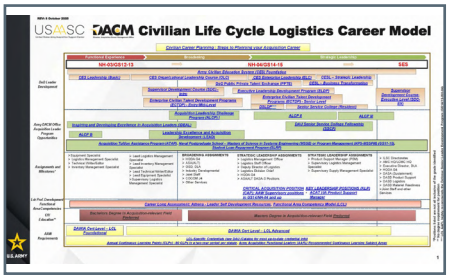
PROGRAM MANAGEMENT



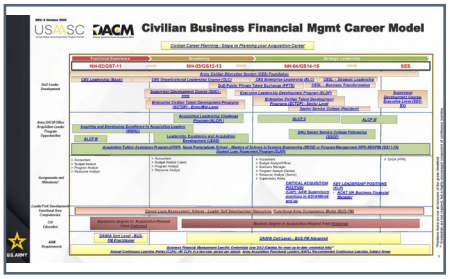
CONTRACTING



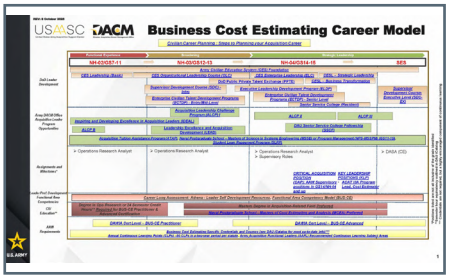
LIFE CYCLE LOGISTICS



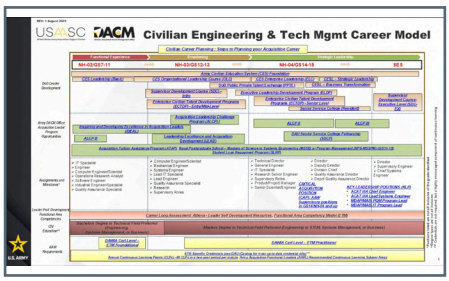
BUSINESS - FINANCIAL MANAGEMENT



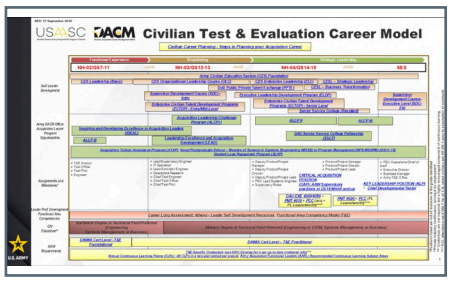
BUSINESS - COST ESTIMATING



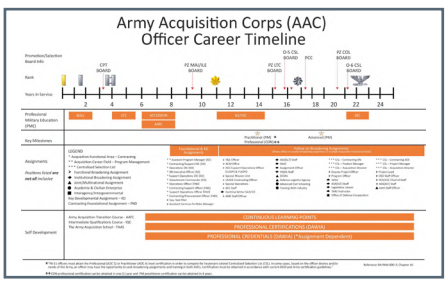
ENGINEERING & TECHNICAL MANAGEMENT



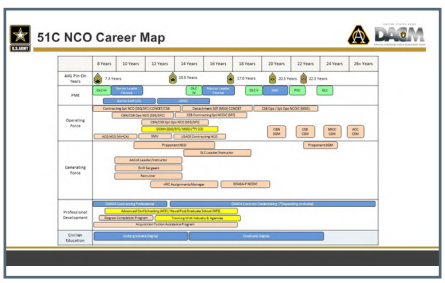
TEST & EVALUATION



OFFICER



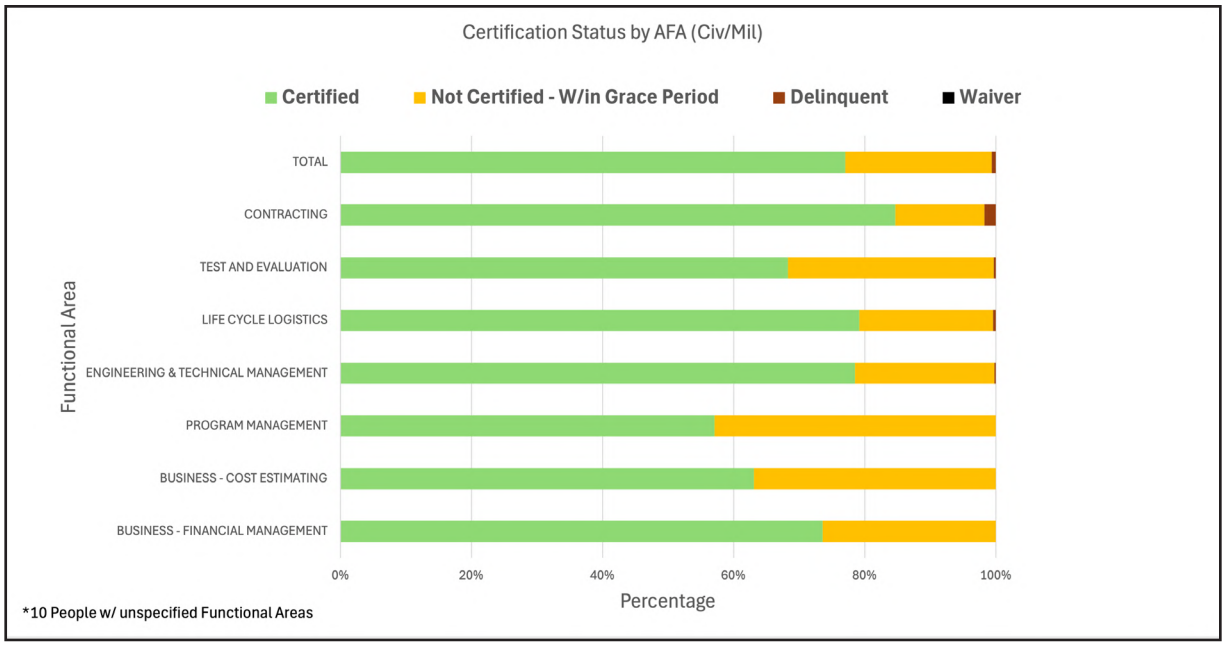
NCO

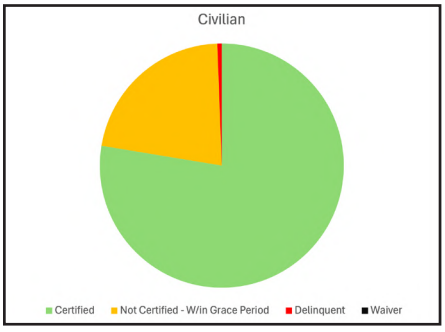


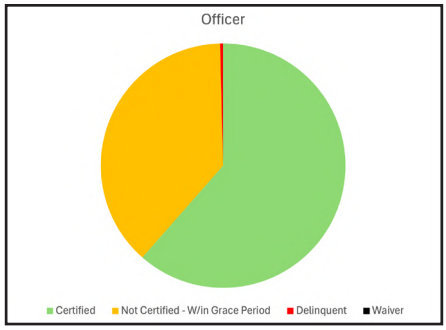
DEFENSE ACQUISITION WORKFORCE IMPROVEMENT ACT (DAWIA) CERTIFICATION TRAINING & COMPLIANCE

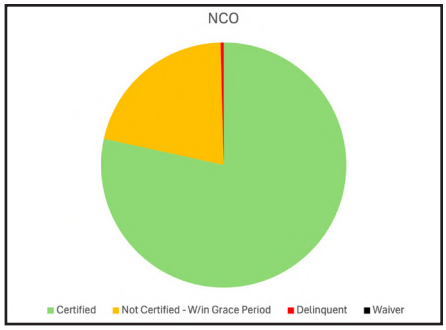
DAWIA Certification Compliance Data

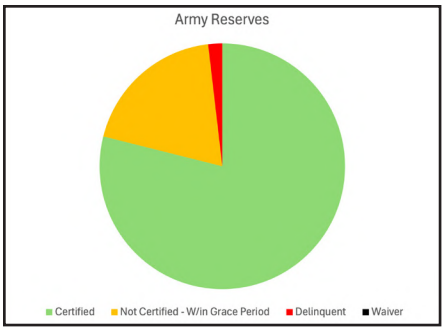
As previously stated, the **FY25 memorandum** addressed 100% standard achievement in DAWIA certification for the entire AAW, Critical Acquisition Positions (CAPs) and Key Leadership Positions (KLPs).

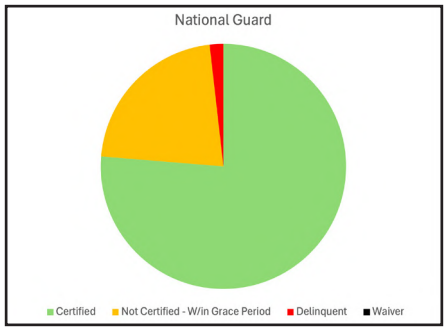


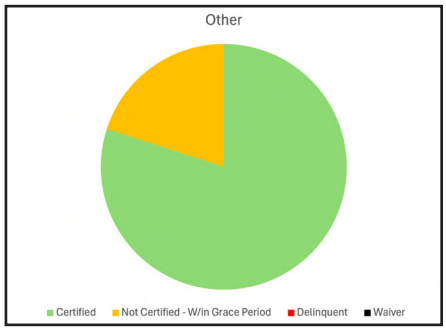












DEFENSE ACQUISITION UNIVERSITY (DAU)

The Defense Acquisition University (DAU) provides acquisition training to members of the Department of Defense. Their mission is to provide a learning environment to support the Defense Acquisition Workforce to develop, deliver, and sustain effective and affordable military capability. It does this by providing a full range of basic, intermediate, and advanced certification training, assignment-specific training, applied research, and continuous learning opportunities in classroom and online environments.

Eligibility:

- All Army personnel may apply for training. Students are prioritized based on position requirements. Acquisition workforce are higher priority than non-acquisition personnel. Student priorities are assigned as follows:
    1. Priority 1 – Army Acquisition Workforce (AAW) professionals who need the class for certification in the primary Functional Area level assigned to their current position.
    2. 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).
    3. Priority 3 – AAW professionals who are requesting a course that is not in their primary Functional Area.
    4. 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.
    5. Priority 5 – Non-AAW professionals.

Target Audience: AAW and others who support acquisition programs. The iCatalog provides a course description and identifies the course objectives, prerequisites, and target audience. DAU deploys, updates, and retires courses throughout the year. The best place to find current certification, course, and credential information is the iCatalog.

Events that impacted the program: DRP and the civilian hiring freeze affected training throughput.

ADDITIONAL EDUCATION: UPSKILLING THROUGH UDEMY

All Army Civilians have access to an online license through The Army Civilian Career Management Activity (ACCMA) which provides educational opportunities for learning new skills and refining old ones outside of the traditional classroom with a catalog of over 7,000 courses.

ARMYCIV UDEMY

DAU WEBSITE

Applicant Data

Total Trained: 8,737 (estimated)

The number of course requests received, accepted, and participating do not correlate to applications actioned within AITAS. The table below provides additional details:

Reservations	Waits	Reviews	Cancellations	Disapprovals	No-Show Waivers	No-Show Waiver Disapprovals	Total AITAS Actions
8,737	1,447	296	1,464	2,231	125	24	14,324

THE ARMY ACQUISITION SCHOOL (TAAS)

The Army Acquisition School is a centralized training, education, and career development school for Army acquisition officers, noncommissioned officers, and Department of the Army civilians. This facility centralizes Army institutional training, education, and career development courses for the acquisition, logistics, and technology workforce and improves the effectiveness of leader development efforts while increasing acquisition synergy.

The Army Acquisition School

FY25 Course Offerings:

- 5 Army Acquisition Transition Course (AATC) (average class size: 36)
- 5 Army Contracting Writing Lab (ACWL) (average class size: 25-30)
- 4 FA51 Intermediate Qualification Course (IQC) (average class size: 30)
- 3 IDEAL (average class size: 36)
- 2 Army Acquisition Pre-Command Course (APCC) (average class size: 36)

NEWS

TAAS WEBPAGE

Applicant Data

Total Average Trained: 650

- Of the above 19 total course offerings:
  - 4 were offered specifically for officers/NCOs and 51A.
  - 2 were offered for officers and civilian PM and PDs (Battalion level 05 and above).
  - 3 were offered for civilians (GS-12/13) in contracting and program management.
- 2 additional 10-person classes were offered for the Contract Logistics Pre-Command Course open to 05/06 active-duty military.



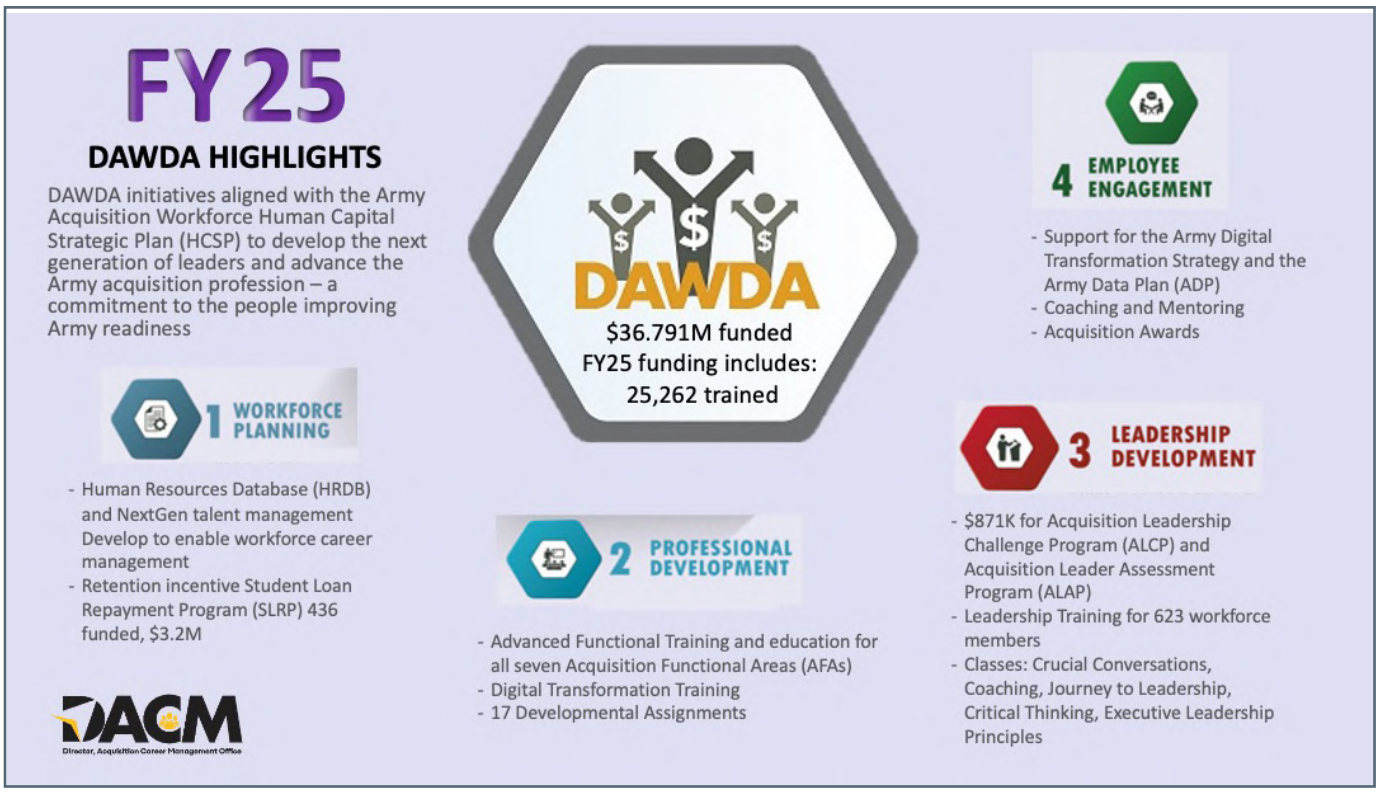
FIRST IN TAAS: Craig Gardunia, director at TAAS, presents Sgt. 1st Class Ryan Johnson with his BAIB at the school facility in Huntsville, Alabama, on Dec. 12, 2024. (Photo provided by Craig Gardunia, TAAS)

BUDGET

DAWDA FUNDING AND DATA

Section 852 of the National Defense Authorization Act (NDAA) for Fiscal Year 2008, Public Law No. 110-181, directed the establishment of the Defense Acquisition Workforce Development Account (DAWDA). This fund permits the Department of Defense to recruit and hire, develop and train, and retain its Acquisition workforce. NDAA 2016 makes DAWDA permanent.

The Deputy Assistant Secretary of the Army for Plans, Programs, and Resources (DASA PPR) is responsible for identifying the Army's DAWDA initiatives. There are 4 Categories under the DAWDA: Training and Career Development; Management Support, Analytics, and Tools; Recruiting, Recognition, and Retention Incentives; and Hiring; further stratified by 23 priorities.



DAWDA enables the DOD to recruit and hire, develop and train, and recognize and retain its acquisition workforce.

The Department of the Army Operating Guide (released March 2025)

DAWDA FY25 Budget Estimates

DAWDA WEBPAGE

AAW ENGAGEMENT ACTIVITIES

AAW Engagement Workshops

The Army DACM Office quarterly engagement workshops support comprehensive on-boarding training for new AAW professionals.

This two-phased approach to on-boarding will ensure all new acquisition-coded employees – military and civilian – receive the critical and timely information they need to jump start their acquisition career and effectively begin working towards DAWIA certification and continuous learning.

Phase 1: "Welcome to the Army Acquisition Workforce" online training module located in ATIS (two hours) -- Note: Proof of completing Phase 1 training is required prior to registering for Phase 2 training.

Phase 2: "AAW Engagement Workshop" virtual instructor-led training offered via teams (two hours, offered quarterly).

Both courses are available as non-DAU training in the IDP under CAPPMIS with appropriate Continuous Learning Points assigned to them.

Total Trained: More than 300 personnel across FY25 sessions.

ACMA Summit

- FY25 Virtual Army Career Management Advocates (ACMA) Summit was held on April 30, 2025.
- ACMAs are senior level advisors nominated by a General Officer/SES and appointed by the DACM, who represent the key organizations/commands of the AAW. ACMAs champion the AAW and play a critical role as stakeholders and partners with the Army DACM Office regarding acquisition career development, policies, procedures and programs to build and sustain a highly capable, professional, and qualified AAW.
- Focus: reinforcing common goals, enhancing communication pathways, and providing a hub for open dialogue on challenges and opportunities facing the Army Acquisition Workforce. The event emphasized cross-organizational collaboration, continuous improvement, and proactive engagement to support the evolving needs of acquisition professionals and maintain mission readiness.

Army Organization Acquisition Point of Contact (OAP) Summit

The DACM Office's most valuable resource and stakeholder group providing acquisition business practices and policy information in support of the AAW is our network of dedicated OAPs. While the Army DACM Office sustains an outreach effort of acquisition career development training, information, and direct personnel-related, administrative operational support, it is invariably the OAP who is the linchpin in making it all come together at the organization level. This Summit is designed to better communicate Army DACM goals, training and leader development activities, as well as keep AAW professionals informed about DOD and Department of the Army policies and other acquisition-related career development information.

May 6-7, 2025, held virtually (due to travel restrictions, only one event occurred in FY25).

Total Trained: 116 participants and 18 speakers.

DASA DES Tech Talks Deputy Assistant Secretary of the Army (DASA) for Data, Engineering, and Software (DES) / Army Acquisition Functional Lead (AAFL) for Engineering and Technical Management (ETM)

A lunch and learn series focusing on technical topics crucial to the AAW and professional development designed to provide insights into emerging technologies, best practices, and innovative solutions.

Target Audience: Engineering and technical management (ETM) workforce; anyone interested in staying informed about the latest technical advancements and practices.

Continued on next page

Army DACM Talent Management Board of Directors (TM BOD)

The bi-annual meetings, for which the Director, Army Acquisition Corps (DAAC) is the chairman, are to discuss talent management ideas and initiatives across the AAW, and to slate centrally selected Product Directors (PDs).

Meetings are held in October and May each fiscal year. Total attendance of 50 personnel, in-person and virtual.

Army Acquisition Functional Leader (AAFL) Round Table

The annual forum for Army AAFLs to update the Director, Army Acquisition Corps on current status, challenges, initiatives, accomplishments and best practices, to collaborate and to discuss metrics to measure AAW performance and acquisition reform.

May, 8, 2025 at the Pentagon and virtual; 25 attended.

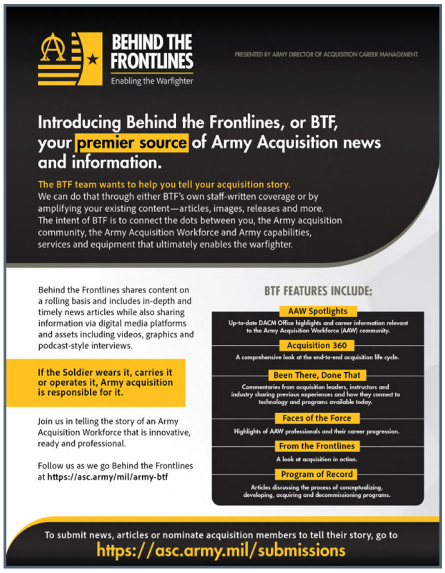
CAMPAIGNS/OUTREACH

Behind The Frontlines

Behind the Frontlines: Enabling the Warfighter launched in September 2025 as the new online news hub for AAW news and information. The print publication, Army AL&T magazine published its final edition in Summer 2025.

BTF WEBPAGE

AL&T MAGAZINE ARCHIVES



DAWIA Dash

The DACM Office promoted the Back-to-Basics certification grace period during the year prior to the February 2025 expiration.

IGNITE 2025

IGNITE'25 aimed to motivate the AAW to embrace digital upskilling beyond foundational knowledge to see digital skills as a vital component of their professional development and the Army's digital future. The campaign promoted key areas of focus, specifically AI and digital engineering among other hot-button tech topics identified monthly. Each month highlighted a learning opportunity in digital upskilling from e-mail blasts to social media, tech talks and more to keep a steady drum beat of training options and information.

Morein24

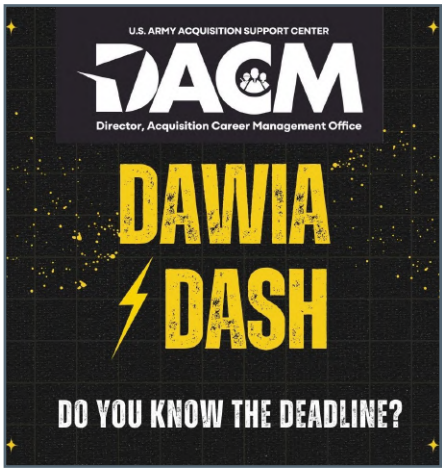
Social media campaign to encourage and share upskilling information across AAW.

Did You Know?

Informational awareness campaign for frequently asked questions.

Frontline Favorites

Celebrated Army AL&T magazine's 2024 Frontline Favorites highlighting the top five editorial pieces that resonated with our audience while elevating our mission.

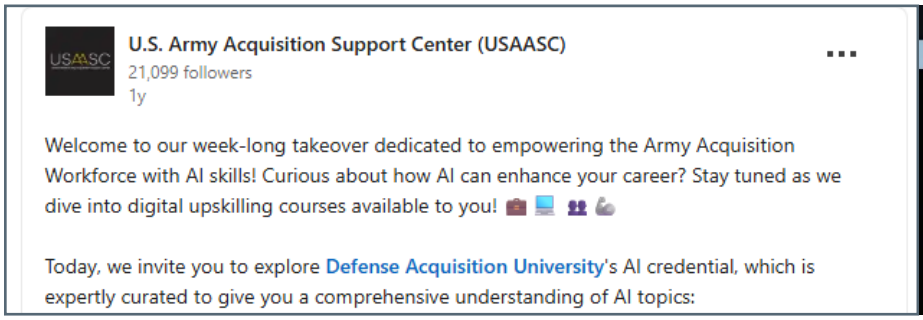


FRONTLINE FAVORITES TOP 5 ARTICLES OF 2024

Continued on next page


IGNITE 2025:
Embracing
Digital Innovation &
Upskilling
Learn more: https://asc.army.mil/web/digital-transformation/
DACM


DID YOU KNOW?
USAASC's mission is to shape and develop the Army Acquisition community's capabilities through superior support and the development of world-class professionals.
USAASC


U.S. Army Acquisition Support Center (USAASC)
21,099 followers
1y
Welcome to our week-long takeover dedicated to empowering the Army Acquisition Workforce with AI skills! Curious about how AI can enhance your career? Stay tuned as we dive into digital upskilling courses available to you!
Today, we invite you to explore Defense Acquisition University's AI credential, which is expertly curated to give you a comprehensive understanding of AI topics:


Curious about how AI can enhance your career?
Introduction to AI Digital Upskilling

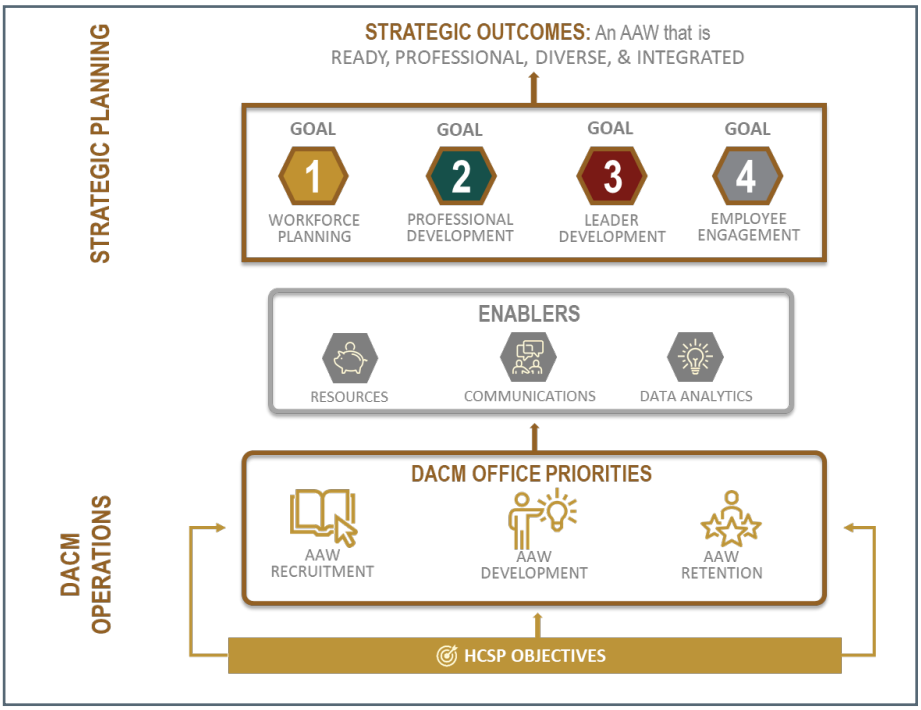

ARMY AL&T
WORKFORCE DEVELOPMENT
ARMY GREEN TECH
ADAPTING
EXPERIMENTATION AND TESTING
AUDIENCE CHOICE ARTICLE
PRESENTED BY
2024
FRONTLINE FAVORITES
ARMY AL&T
TOP 5 WINNER
Top articles of 2024

HUMAN CAPITAL INTIATIVES

The Human Capital Strategic Plan (HCSP) serves as the business plan to guide the career development initiatives of the AAW. The HCSP workforce strategy emphasizes retention, skill prioritization and operational efficiency, balancing continuity with adaptability in a tightly regulated, evolving acquisition landscape.

It is informed by a series of governance bodies that meet periodically and provide feedback on capability gaps, emerging trends, and potential solutions. It enables the Army DACM Office to focus on key goals and objectives with the collaboration and support of leaders across the Army acquisition enterprise.

HCSP WEBPAGE



AAW HCSP Goals

GOAL 1: Workforce Planning
Devise a comprehensive workforce plan that focuses on a strategic approach to talent acquisition to conduct competency identification and identify skill gaps to drive alignment, recruitment, and retention of the acquisition workforce.

GOAL 2: Professional Development
Develop a professional, resilient, and agile AAW that is prepared to adapt and succeed in a rapidly changing environment.

GOAL 3: Leader Development
Develop and sustain collaborative Army acquisition leaders at all levels who encourage the importance of cohesive competent teams and are prepared to support evolving missions.

GOAL 4: Employee Engagement
Develop strategic workforce engagement initiatives that enhance AAW members' sense of purpose, dedication, and persistence, as well as their commitment to the mission, their organization, and the acquisition profession.

RECRUITMENT INITIATIVES

IN-PERSON AND VIRTUAL RECRUITMENT EVENTS

U.S. Army Virtual Branch Outreach (VBO), October 21 and 23, 2024

Target Audience and Reach: Military, 20 individuals.

Focus: Help Army ROTC cadets learn about the AAW career path.

Great Minds in STEM (GMiS), Ft. Worth, Texas, November 7-10, 2024

Target Audience: Civilian

Focus: To expand the knowledge-base and provide access to career growth opportunities to all STEM students and professionals within the U.S. and its territories. The conference is open to all college students and working professionals that are pursuing or seeking to advance a STEM career. ACCMA sponsored the booth, the DACM Office coordinated space allowing multiple Program Executive Offices (PEOs) the opportunity to recruit and market their organizations.

Cadet Summer Training, Ft. Knox, Kentucky, July 2025

Target Audience: Military

Over multiple days Proponency Officers briefed more than 2,000 cadets about the benefits and opportunities of joining the AAW.

Captains Career Courses (CCCs), August/September 2025, Ft. Lee, Virginia (twice) and Ft. Sill, Oklahoma

Target Audience: Military, approximately 250 per event.

Focus: Briefed the Logistics and Field Artillery/Air Defense Artillery CCCs on the opportunity of joining AAW and the steps to join. This audience is much closer to joining than cadets.

AAW Recruiting Collaboration Forum

Hosted quarterly by the DACM Office to bring together recruiting and outreach professionals across the Army acquisition enterprise to synchronize events, efforts and messaging in support of Army acquisition recruiting and retention.

Society of Women Engineers (SWE) Conference, Chicago, Illinois, October 23-26, 2024

Target Audience: Civilian

Focus: National recruiting event considered "The World's Largest Conference for Women In Engineering & Technology". The Army DACM Office sponsored a booth at SWE 2024 after successfully demonstrating the "shared booth space concept" at SWE 2023 and the Texas A&M Business Career Fair.

(Note: The FY25 Texas A&M Business Career Fair attendance was canceled due to travel restrictions.)



Organizations from seven offices attend the SWE recruiting event for the AAW in Chicago in October 2024: PEO Aviation and PEO Missiles & Space of Huntsville, Alabama; PEO Simulation, Training and Instrumentation of Orlando, Florida; PEO Intelligence, Electronic Warfare & Sensors of Aberdeen Proving Grounds, Maryland; PM Cyber and Space of Fort Meade, Virginia; PEO Enterprise and USAASC of Fort Belvoir, Virginia. (Photo by USAASC)

RECRUITMENT WEBPAGE

USAJOBS

Continued on next page



Army Civilian Career Management Activity (ACCMA) recruiting participated for the first time in GMiS in Texas, November 2024, alongside other Army organizations including Army Materiel Command, U.S. Army Corps of Engineers (USACE), Space & Missile Defense Command, Cyber Command, USAASC, and Army Futures Command. PEOs shared the USAASC recruiting space within the ACCMA booth. (Photo by USAASC)



Proponency Officers share Army acquisition career path and program information during the annual Cadet Summer Training event at Ft. Knox, Kentucky in July 2025. (Photo by Maj. Timothy Hancock, USAASC)

51C Reclass-Contracting NCO: 51C NCOs have the vital job of not only providing procurement support for anything a unit might need but also serving the commander as a business adviser—ensuring Soldiers get what's needed on time to support the mission.

Candidates selected for reclassification learn a new craft and gain valuable transferable skills through the training, education and professional development aspects of the MOS. The accession process is competitive but rewarding. Applicants must be at the rank of sergeant or staff sergeant with less than 10 years of service. Those with 10 to 12 years of service may request waivers (completed by USAASC). The NCO Acquisition Corps offers a promising career path and the opportunity to serve in a variety of locations around the world.

Annual Accessions Process: 43 reclassed in the 2025 Board Results announced June 2025.

Impact: In total, recruitment efforts reached over 3,000 people.

Events that have impacted recruitment: Because of the acquisition officer reductions and a travel ban, in-person recruiting efforts have been minimized for the foreseeable future.

Voluntary Transfer Incentive Program (VTIP) Boards: Occur once per FY in the second quarter, but the number accessed will continue to decrease due to reductions from 120 to approximately 80 to 100.

A special VTIP is also in place now to allow acquisition officers to leave the AAW to continue their career in another area, such as intel, armor, operations or space, etc.

RECLASSIFICATION RESULTS

CAREER DEVELOPMENT WEBPAGE

AWARDS

ARMY ACQUISITION EXECUTIVE'S EXCELLENCE IN LEADERSHIP AWARDS (AAE)

The Army Acquisition Executive's Excellence in Leadership Awards recognize individuals or teams who have clearly demonstrated exceptional mission accomplishment, selfless service to the United States, extraordinary and uncompromising professionalism and true commitment to the personal and professional growth of others.

Program Data:

- 131 nomination submissions
- 23 awarded

FY25 Program Updates:

- Added three new award categories:
  - Science and Technology Professional of the Year
  - Science and Technology Reinvention Laboratory (STRL) of the Year
  - Science and Technology Team Technology Transition Achievement

AAE AWARDS WEBPAGE

PRESS RELEASE/NEWS

LINK TO AWARD CEREMONY PHOTOS



Innovation in Contracting Strategies Individual or Organization Award: Army Contracting Command, Aberdeen Proving Ground, March 4, 2026 in Washington. (Photo by Laura Buchta)

ARMY ACQUISITION HALL OF FAME

The Army Acquisition Hall of Fame honors those whose leadership and vision shaped the foundation of the Army acquisition community.

Program Data:

- 30 nominations (3 were new / 27 were recycled from previous years)
- 5 recipients
    - 2025 inductees: retired Lt. Gen. William Campbell, Harry Hallock, Gary Martin, Barry Pike, and Tracey Pinson.

PRESS RELEASE/NEWS

HALL OF FAME WEBPAGE

LINK TO AWARD CEREMONY PHOTOS



The 2025 Army Acquisition Hall of Fame inductees pictured with Army leadership following the induction ceremony at the Pentagon, March 4, 2026. From left, Hon. Brent Ingraham, Barry Pike, Maya Dennis (accepting on behalf of her mother, Tracey Pinson), Harry Hallock, William Campbell, Lt. Gen., USA (Ret.), Gary Martin and Lt. Gen. Robert Collins. (Photos courtesy of U.S. Army)

DEFENSE ACQUISITION AWARDS

The Defense Acquisition Awards for Individual Achievement are the acquisition community's opportunity to recognize individuals who demonstrate the highest levels of excellence and professionalism in developing, acquiring, and sustaining operational capability that supports the warfighter and protects the taxpayer. These prestigious awards recognize an individual's accomplishments in support of the current National Defense Strategy and the Secretary of Defense's priorities to revive the warrior ethos, rebuild our military by matching threats to capabilities, and reestablish deterrence by defending our homeland.

54 Army nomination submissions sent up to the DOD-wide competition.

Army Winning Categories:

- **Individual Achievement Award – Business-Financial Management:** Jerad Mabon, Portfolio Acquisition Executive (PAE) Fires, Redstone Arsenal, Alabama.
- **Individual Achievement Award – Flexibility in Acquisition:** Maj. Austin Knighton, PAE C2/CC2, Aberdeen Proving Ground, Maryland.
- **Flexibility in Acquisition Team Award:** Soldier Precision Targeting Devices, PAE Maneuver Ground, Fort Belvoir, Virginia.
- **Workforce Development Innovation Award (Small Organization):** Army Field Support Battalion – Poland, AMC.
- **David Packard Excellence in Acquisition Award:** Lower Tier Interceptors Product Office, PAE Fires, Redstone Arsenal, Alabama.

PRESS RELEASE/NEWS

LINK TO AWARD CEREMONY VIDEO



The 2025 Warfighting Acquisition Awards were held on March 19, 2026, at the Warfighting Acquisition University, Fort Belvoir, Virginia (Photo by Rebecca Wright, USAASC)

STATE *of the* ARMY ACQUISITION WORKFORCE REPORT



