

# **DAU Strategic Plan and FY14 Performance Plan**

September 11, 2013

Joe Johnson

# Alignment with Senior Leadership



Barack Obama  
President



Improve the capacity & ability of the Federal acquisition workforce



Transform National Security Institutions

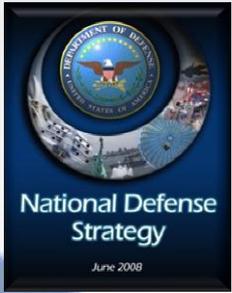


Hon. Chuck Hagel  
SECDEF

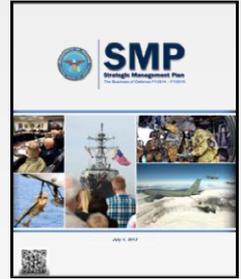


Hon. Ashton Carter  
DEPSECDEF

**“We will also be making significant increases in training & retention programs in order to bolster the capability and size of the acquisition workforce.”**



- Improve Total Force
- Right Technology
- Agile & timely procurement



- Grow the acquisition workforce
- Improve certification rates
- In-sourcing



Hon. Frank Kendall  
USD(AT&L)



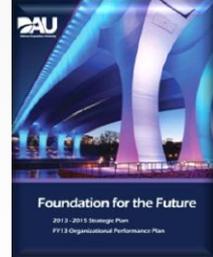
Hon. Katrina McFarland  
USD(A)



**Better Buying Power Focus Area**  
Improve the professionalism of the Total Acquisition Workforce



Jim McMichael  
Acting President, DAU



# Strategic Planning Process

Environmental Scan

## Forecasting Our Environment

National Defense Authorization Act; President's memo on Contracting; QDR; SECDEF efficiencies initiative; Defense Acquisition Workforce Development Fund; **DoD Strategic Management Plan**; Digital Government Strategy; **USD(AT&L) Better Buying Power 2.0 Qualification Program**; Elevate status of the acquisition workforce; Acquisition Workforce Strategic Plan

## Emerging Concepts, Strategies, Tools, & Future Practices

Learning at the point of need; mobile learning; simulations; on-the-job mission assistance; intact team training, flipped classroom

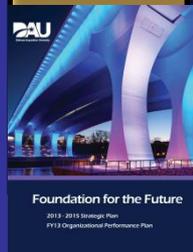
## Climate Survey

## Organizational Performance Assessment

Strengths, Weaknesses, Opportunities, and Threats

Vision/Mission and Strategic Goals

## Strategic Plan



## IRM Strategic Plan & Enterprise Architecture



## Performance Plan Tasks & Targets

- Products
- Process
- Transformation
- People
- Customer

Establish Individual Objectives

- DataMart
- Performance Dashboards



## Progress Tracking

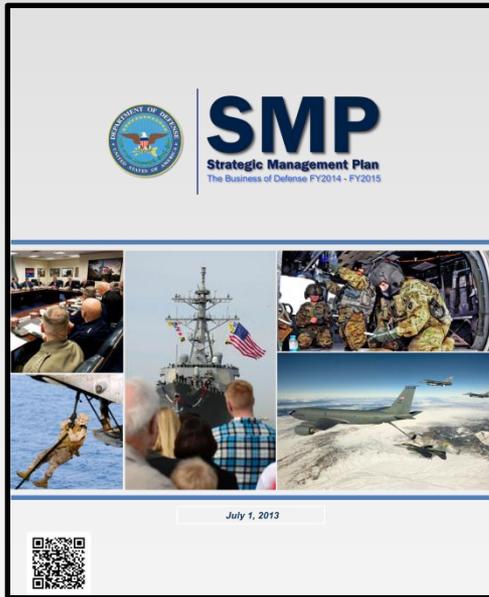
- EPRA
- Learning Asset Reviews
- Individual performance evaluations
- DAU Performance Plan Reviews



FY12 Accomplishments



# FY14-15 DoD Strategic Management Plan Goals



The SMP for fiscal years (FY) 2014 – 2015 establishes four strategic goals (see Table 1) to guide the Department’s business investments and activities.

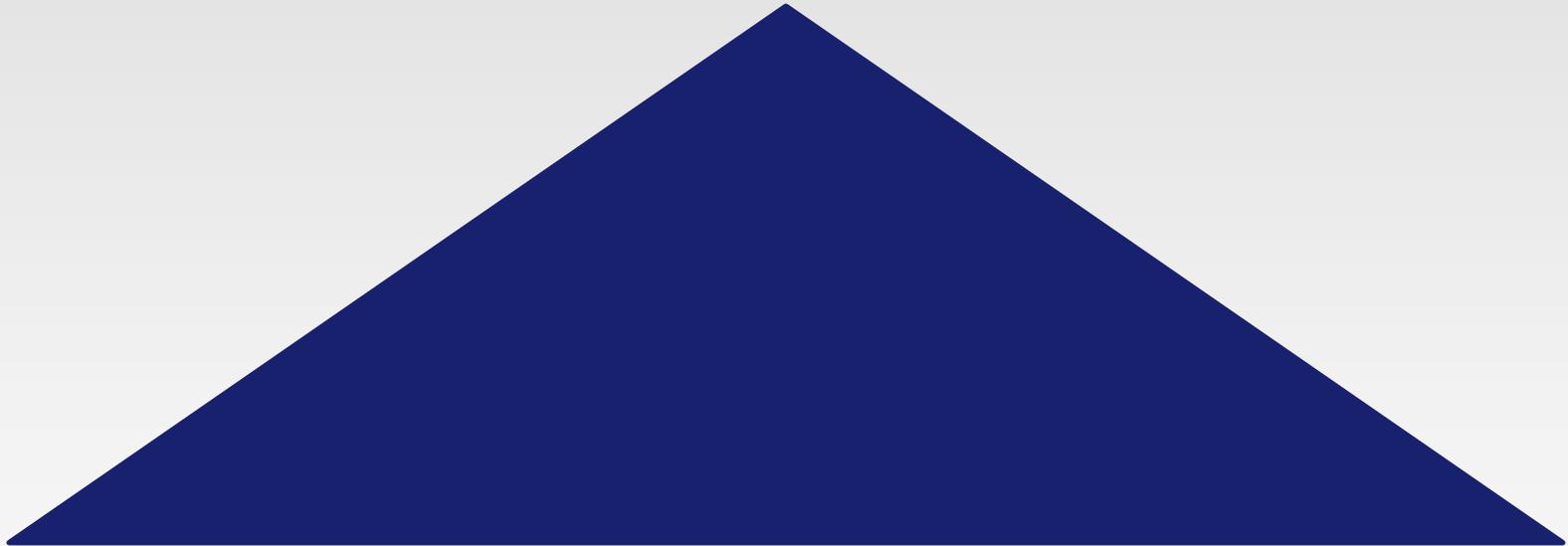
FY2014 – FY2015 Goals	
	<b>Goal 1: Optimize DoD personnel by developing and instituting policies and practices that focus on readiness and support for Service members, their families, those transitioning to veteran status, and civilian staff, in a constrained fiscal environment</b>
	<b>Goal 2: Strengthen DoD financial management to respond to Warfighter needs and sustain public confidence through auditable financial statements</b>
	<b>Goal 3: Build agile and secure information capabilities to enhance combat power and decision making while optimizing value</b>
	<b>Goal 4: Strengthen DoD Acquisition processes, spanning requirements determination, development, procurement, support and disposal to ensure that the Department’s force structure and supporting infrastructure is modernized, recapitalized, and sustained within available resources</b>

Table 1: FY2014 – FY2015 SMP Goals



# **DAU Strategic Outcomes**

**Improved Acquisition Workforce professionalism in a constrained DoD resource environment**

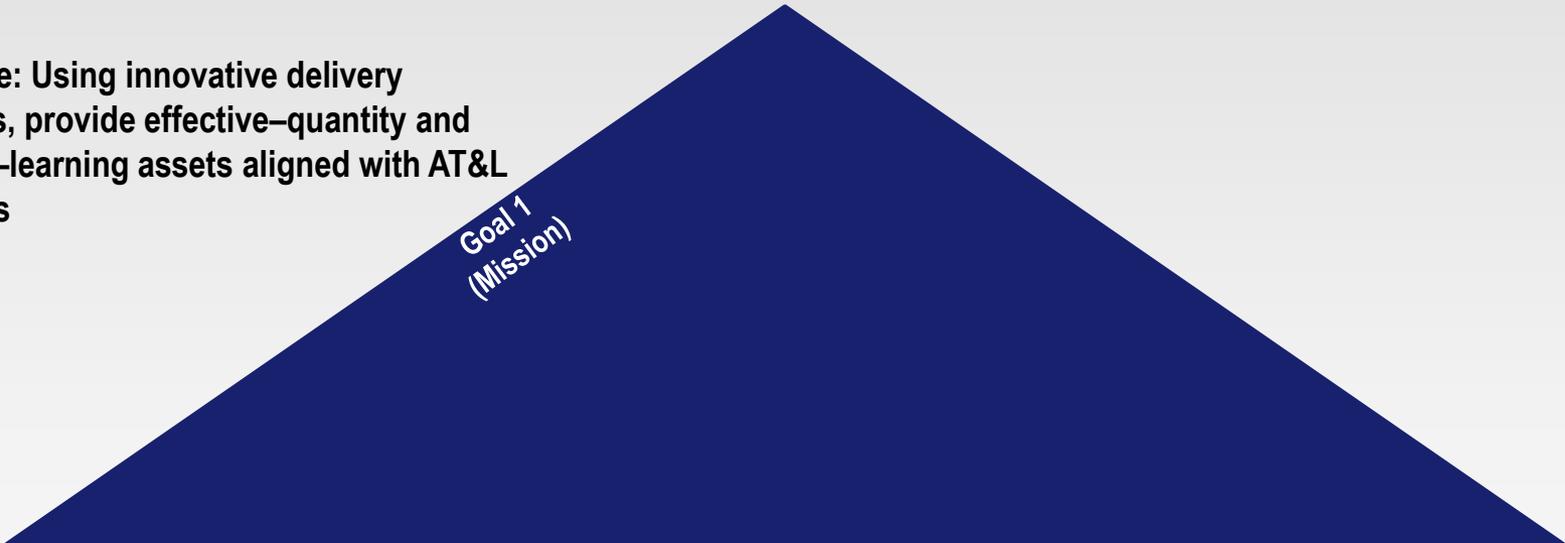


**Overall Outcome**

# Improved Acquisition Workforce professionalism in a constrained DoD resource environment

Outcome: Using innovative delivery methods, provide effective—quantity and quality—learning assets aligned with AT&L priorities

Goal 1  
(Mission)



- Offer 57,000 classroom seats in FY14.
- Complete pilots of Alternate Delivery Methods and implement by 30 Sep 14.
- Develop at least one “how-to” learning asset (e.g. YouTube, fillable worksheets/forms) for each acquisition functional area by 30 Sep14.
- Integrate should cost management principles across all DAU curricula by 31 Mar 14.

# Improving Acquisition Workforce professionalism in a constrained DoD resource environment

**Outcome: To achieve better MDAP/MAIS & Service acquisition outcomes improve qualification of workforce members and performance of acquisition teams**

**Outcome: Using innovative delivery methods, provide effective—quantity and quality—learning assets aligned with AT&L priorities**

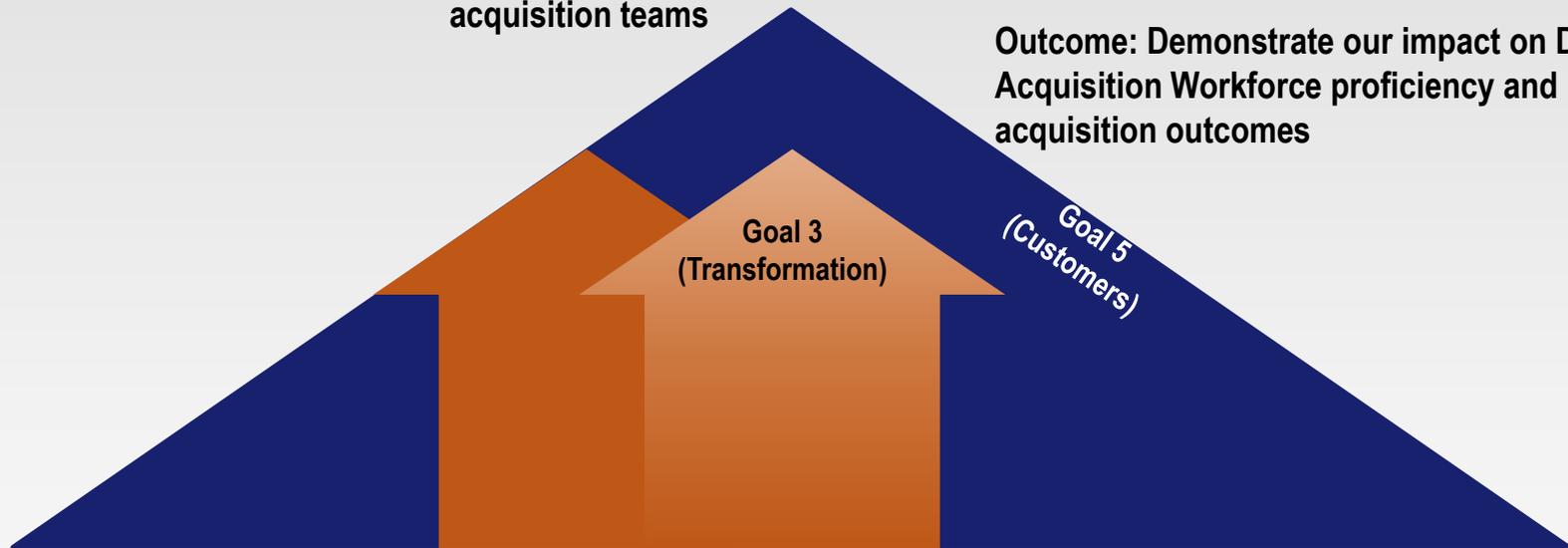


- **Develop Workforce Qualification implementation training materials by 30 Apr 14.**
- **Develop team training for MDAP/MAIS and Service acquisition formal teams by 31 Mar 14.**
- **Pilot and field 20 classroom courses/online learning assets to support DCMA priorities by 30 Sep 14.**
- **Conduct BBP 2.0 Rapid Deployment Training at all major acquisition Commands by 30 Jun 14.**

# Improving Acquisition Workforce professionalism in a constrained DoD resource environment

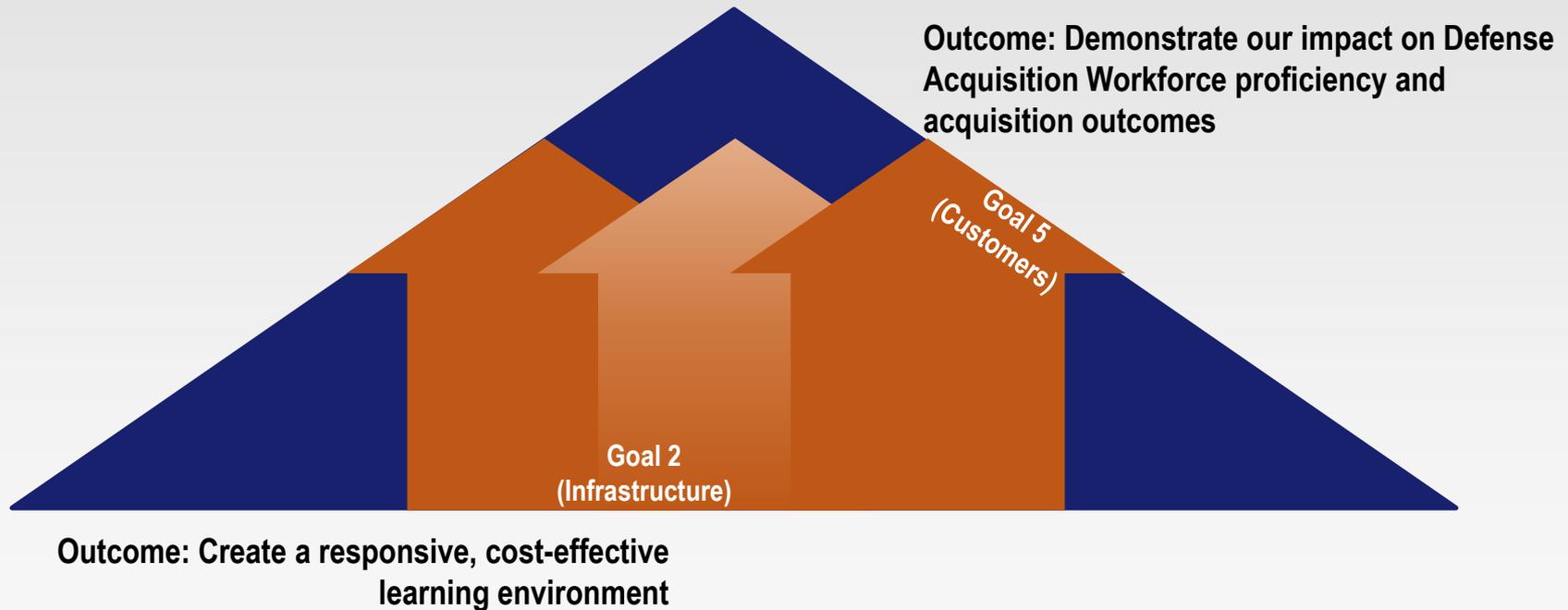
**Outcome: To achieve better MDAP/MAIS & Service acquisition outcomes improve qualification of workforce members and performance of acquisition teams**

**Outcome: Demonstrate our impact on Defense Acquisition Workforce proficiency and acquisition outcomes**



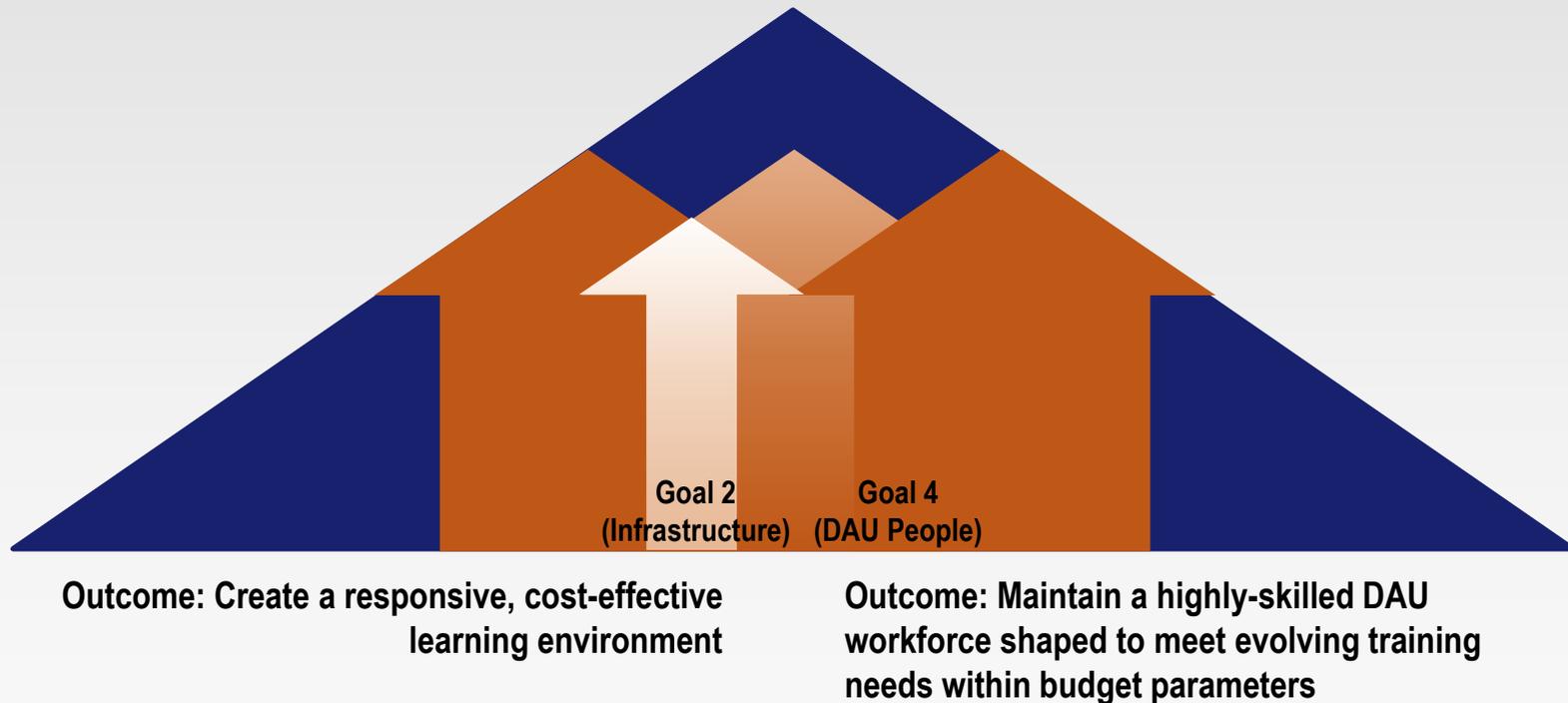
- **Conduct an analysis of FY13 Level III course survey student and supervisor scores/comments and take appropriate action to improve DAU learning assets and their delivery by 31 Dec 13.**
- **Develop a standardized Kirkpatrick Level IV survey for 300- and 400- series courses; analyze results; and take appropriate action to improve DAU learning assets and their delivery by 30 Sep 14.**
- **Host COE Accreditation Site Visit and meet or exceed all COE standards and criteria by 31 Mar 14.**

# Improving Acquisition Workforce professionalism in a constrained DoD resource environment



- **By 31 March 14, conduct a strategic assessment of DAU organization structure, products/services, and overhead costs to maintain budget support for mission essential activities.**
  - Convert 5 percent of DAU Level II and III resident courses to paperless by 30 Sep 14.
  - Implement Thin Client solutions in 50 percent of classrooms by 31 Mar 14.
- Transition to SIS and achieve IOC by 30 Jun 14.
- SIS/LMS/Knowledge Sharing integration

# Improving Acquisition Workforce professionalism in a constrained DoD resource environment



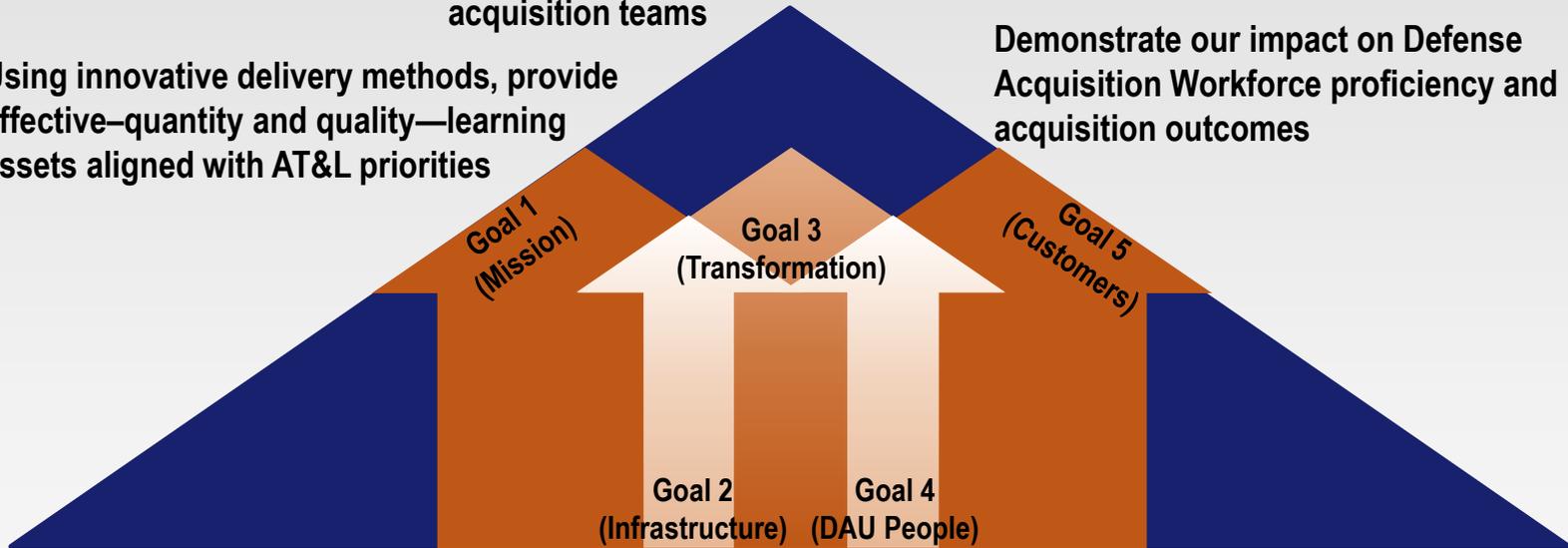
- **Conduct trend analysis of defense acquisition workforce projected functional strength and emerging functional curriculum to support DAU workforce planning by 30 Sep 14.**
- **46 percent of employees in financial management-coded billets (05XX series) complete DoD Financial Management Certification by 30 Sep 14.**
- **Conduct Climate Survey, analyze results, and determine improvement strategies by 30 Sep 14.**

# Improving Acquisition Workforce professionalism in a constrained DoD resource environment

Outcome: To achieve better MDAP/MAIS & Service acquisition outcomes improve qualification of workforce members and performance of acquisition teams

Using innovative delivery methods, provide effective—quantity and quality—learning assets aligned with AT&L priorities

Demonstrate our impact on Defense Acquisition Workforce proficiency and acquisition outcomes



Create a responsive, cost-effective learning environment

Maintain a highly skilled DAU workforce shaped to refresh training needs within budget parameters

## Strategic Outcomes