

www.DAU.mil



Foundational Learning



Workflow Learning



Performance Learning

05.20.2015  
Tim Shannon



# “Rethinking the Workforce Dilemma”

## Stan Soloway, December 2014

---

### **Comment**

- “Key skills gaps (negotiations, business risk/acumen, understanding complex IT) remain largely unaddressed...”

### **DAU Action**

- Business Acumen – ACQ 315
- CON 290 – Negotiation Techniques
- HBS 428 - Negotiating
- IT curriculum makeover



# “Rethinking the Workforce Dilemma”

## Stan Soloway, December 2014

---

### **Comment**

- “Critical thinking and innovation has ceded ground to the kind of rigid, rules-based practices of the past...”

### **DAU Action**

- LOG 365 - PSM course
- Added rigor to Level II and III courses (ACE review of CON curricula)
- More rigor in 300-level capstone - Executive Technical Leadership



# “Rethinking the Workforce Dilemma”

## Stan Soloway, December 2014

---

### **Comment**

- “The government remains woefully behind in the development and/or availability of contemporary courseware and other tools that prepare its workforce to effectively acquire services.”

### **DAU Action**

- ARRT portfolio of service acquisition tools
- Service Acquisition Workshops
- ACQ 265 and CON 280
- ACQ 165 support new 5000.AC service directive



# “Rethinking the Workforce Dilemma”

## Stan Soloway, December 2014

---

### **Comment**

- “Clearly defined curriculum for the acquisition of services...”

### **DAU Action**

- See next chart



# Services Acquisition Training – Currently Offered

## Foundational Learning

**ACQ165 Defense Acquisition of Services**  
(14 hours online)

**ACQ265 Mission-Focused Services Acquisition**  
(28 hours, case study classroom)

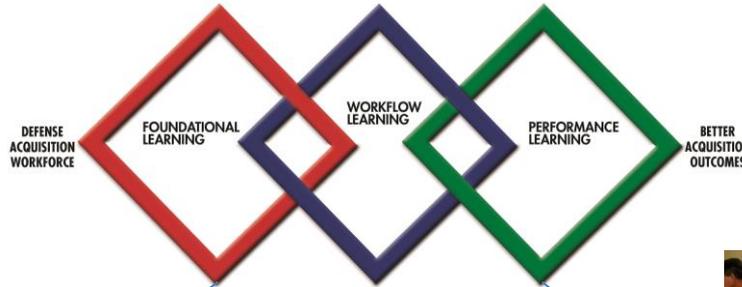
**CON280 Source Selection & Administration of Service Contracts**  
(76 hours, case study classroom)

**CON121, 124, & 127 Contract Planning, Execution, & Management**  
(35 total hours of online training required by contracting officers & program managers)

**CLC011 Contracting for the Rest of Us**  
(2 hours online)

**CLC013 Services Acquisition** (3 hours online)

**CLC222 Contracting Officers Representative (COR)** (32 hours online)



## Workflow Learning

### Services Acquisition Mall (SAM)

Online, on-demand, services categories-based templates, performance support tools, videos



Unique visitors since FY10: **96,847**  
 Average monthly visits: **3,947**  
 Average visit duration: **5 min**  
 Average pages per visit: **4.4**



### ARRT Version 4.0

Guided process for developing PWS, QASP and PRS using standard templates

## Performance Learning

### Services Acquisition Workshop (SAW)



Team-based, just-in-time, acquisition-specific facilitated multi-phase workshop

FY12: 20 SAWs  
 FY13: 41 SAWs (15 SAWs valued >\$1B)  
 FY14: 42 SAWs (17 SAWs valued >\$1B)

### Service Categories II - IV

**TTC005 Source Selection** (2 days-client site)

**TTM002 Risk Management** (2 days-client site)

**TTM008 Developing Requirements for Service Acquisitions** (1 day-client site)

**TTM009 SOW, SOO, PWS** (4 days-client site)



# “Rethinking the Workforce Dilemma”

## Stan Soloway, December 2014

---

### **Comment**

- “Training and development of the acquisition workforce should be based in a wide and exciting array of critical thinking education and development tools...” (“case studies, artificial intelligence, virtual mentoring, and much more”)

### **DAU Action**

- Work in progress
- CON 090 Pre-work



# “The Workforce Training Problem”

## Vern Edwards, January 2015

---

### **Comment - 2005**

- “Classroom training seems to take the form of short 1- to 4-day seminars...” [with lectures and no homework, covering too broad a topic area]
- “Newcomers must learn about the subject matter, functions, and tasks of acquisition...”

### **DAU Action**

- All CON classroom courses > 9.5 days
- Contracting new hires receive 306 hours of training – 240 classroom, (emphasis on FAR fundamentals)
- Rigor addressed in ACE review



# “The Workforce Training Problem”

## Vern Edwards, January 2015

---

### **Comment**

- “See the Harvard, Yale, and Stanford websites to see what quality online training looks like. (It doesn’t look anything like what DAU has developed)...”

### **DAU Action**

- Benchmark these organizations and harvest good ideas for implementation.