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Certification Training



Knowledge Sharing



Continuous Learning



Mission Assistance

09.24.2014  
Jim Woolsey, President

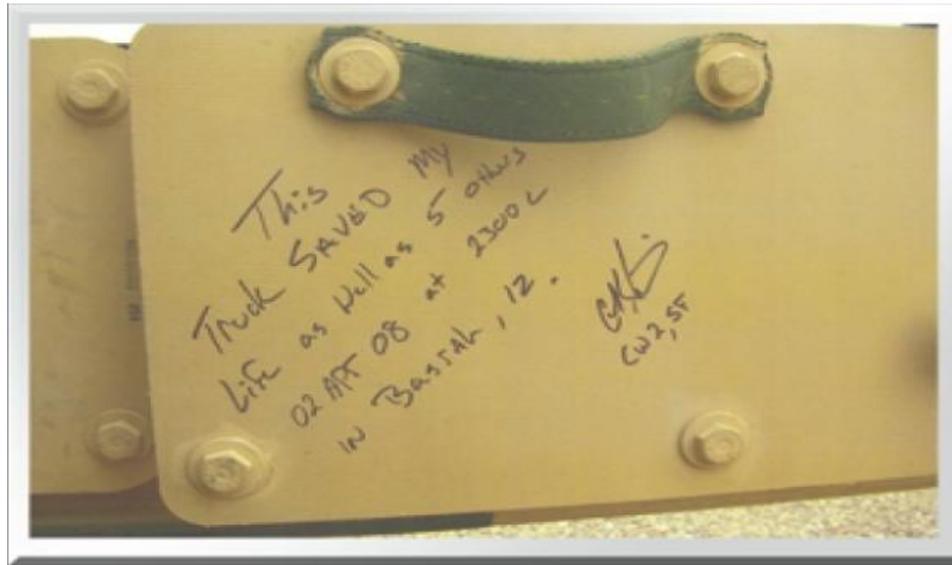
- DAU overview
- Our environment
- Our new learning model



# DAU: ESTABLISHED BY LEGISLATION

**10 USC Ch. 87 - Sec. 1746.** Defense acquisition university structure

**“The Secretary of Defense ... shall establish and maintain a defense acquisition university structure to provide for the professional educational development and training of the acquisition workforce.”**



**DAU Mission:** Provide a **global learning environment** to develop qualified acquisition, requirements and contingency professionals who deliver and sustain effective and affordable warfighting capabilities.



# We Provide the Training Needed for DAWIA Certification

## Certification

Process through which the Department of Defense components determine that an individual meets the mandatory standards (experience, education, and [training](#)) established for a career level in an acquisition career field.

Level III  
Senior

Level II  
Intermediate

Level I  
Entry



# Defense Statutory Acquisition Workforce

Career Field	Army	Navy	Air Force	4th Estate	Totals
Auditing	0	0	0	4,318	4,318
Business - Cost Estimating	254	535	438	75	1,302
Business - Financial Mgmt	1,868	1,896	1,832	645	6,241
Contracting	8,259	5,664	8,409	7,506	29,838
Engineering	9,349	19,880	11,202	2,134	42,565
Facilities Engineering	1,583	5,089	4	42	6,718
Industrial/Contract Property Mgmt	52	57	21	262	392
Information Technology	1,720	2,152	1,114	773	5,759
Life Cycle Logistics	7,688	5,584	2,854	1,516	17,642
Production, Quality and Manufacturing	1,435	2,603	335	5,205	9,578
Program Management	3,250	5,887	5,318	1,533	15,988
Purchasing	286	500	83	351	1,220
Test and Evaluation	2,056	3,127	3,085	391	8,659
Unknown	23	2	2	0	27
<b>Totals</b>	<b>37,823</b>	<b>52,976</b>	<b>34,697</b>	<b>24,751</b>	<b>150,247</b>



# Located with Our Customers



Locations earn their keep in two ways:

- Proximity to customers
- Reduced travel costs

All business cases are being evaluated



# College of Contract Management (CCM)

- Newest DAU college – partnership between DAU and Defense Contract Management Agency (DCMA)
- Objective: To provide the professional, accredited courses necessary to enhance the skills of the DCMA workforce
  - Well-trained faculty
  - Well-designed curriculum
  - Cost-effective methodology
  - College co-located with HQ DCMA at Fort Lee
- Curriculum areas:
  - Contracting, Pricing, Quality Assurance, Engineering and Analysis, Portfolio Management and Integration, Aircraft Operations, Contingency Contracting
  - First CCM courses fielded in March 2013, most by December 2013



Accredited instruction on critical contract management skills



# Knowledge Sharing Assets

## FY14 RESULTS\*

20,574,489 Page Views

172,448 contact hours

54,735 ACC Knowledge Contributions

 <p><b>DAP</b></p> <p><b>Defense Acquisition Portal</b> A one-stop source for acquisition information and tools</p>	 <p><b>AAP</b></p> <p><b>Ask A Professor</b> Got an acquisition question? Go to the experts!</p>	 <p><b>PM Toolkit</b></p> <p><b>PM Toolkit</b> All the information a program manager could ever ask for in one convenient location</p>
 <p><b>SAM</b></p> <p><b>Service Acquisition Mall</b> All the tools and templates one needs to create performance-based service acquisition requirements</p>	 <p><b>ACC</b></p> <p><b>Acquisition Community Connection</b> Where the DoD and AT&amp;L workforce meets to share knowledge</p>	 <p><b>Media</b></p> <p><b>DAU Media</b> Video clips from senior leaders on acquisition topics</p>
 <p><b>Acker</b></p> <p><b>Acker Library and Knowledge Repository</b></p>	 <p><b>ILC</b></p> <p><b>Integrated Defense AT&amp;L Lifecycle Chart</b></p>	 <p><b>DAG</b></p> <p><b>Defense Acquisition Guidebook</b> The acquisition policy and discretionary best practice guide</p>

\*as of 8 Sep 2014



# FY14 Mission Assistance Accomplishments

593 Total Efforts

107,691 Contact Hours

- 44 SAWS – 17 valued at more than \$1 billion
- 35 Executive Coaching Engagements
- 91 RDT Sessions
  - BBP 2.0 – 29 sessions
  - 5000.02 – 62 sessions
- 3 APTWs
- Key Mission Assistance events:
  - MDAP Assists
  - Office of Naval Intelligence
  - Defense Health Agency
  - Acquisition Review
  - OSD Study of PM Training





# Mission Assistance Impact

“[DAU support was] critical to the successes achieved within the RMS 403 Program Office and Remote Mine Hunting System...job well done!”

“The Program Startup Workshop was a huge success from my point of view...together, with the help of DAU, the program office and Boeing were able to map out the first 180 days of the program, so we all have a common understanding of how we will move forward and operate together.”

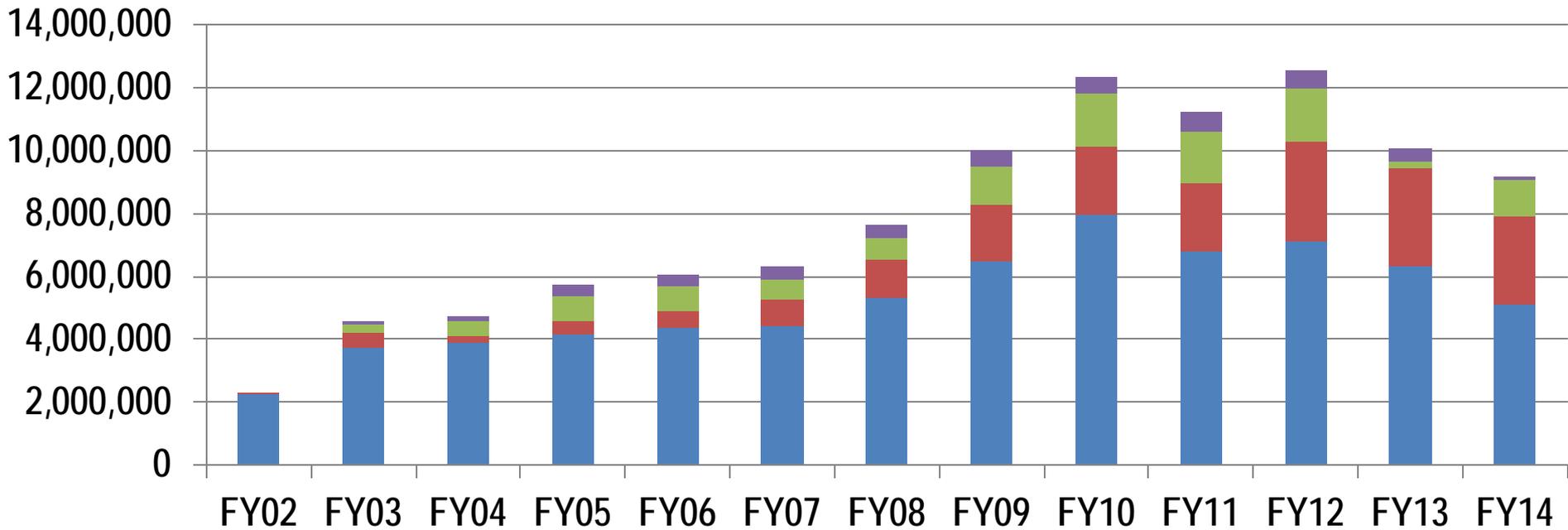
“...Saving us at least six months of forming and storming. The best part is that we quickly established close working relationships.”

“This increase [ in IOT&E suitability pass rate] is directly contributable to conducting Supportability T&E. This could not have happened without the partnership we enjoy with DAU.”

PM stated that he had expected a nine-month protest evolution. It did not occur...he attributes that to DAU's support.

# Total Learning and Development Hours

■ DAWIA Training
 ■ CL Modules
 ■ Knowledge Sharing
 ■ Mission Assistance



	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14
DAWIA Training	2,240,000	3,730,000	3,900,000	4,129,349	4,351,478	4,415,087	5,308,917	6,479,014	7,948,055	6,802,707	7,132,341	6,321,367	5,084,640
CL Module Hours	20,382	456,423	192,000	439,416	535,315	837,086	1,205,471	1,785,446	2,150,675	2,148,460	3,160,555	3,096,808	2,823,145
Knowledge Sharing	0	277,000	471,500	775,654	782,818	656,674	697,509	1,236,971	1,685,894	1,653,670	1,663,711	Est. 1,531,866	Est. 1,149,653
Mission Assistance	0	136,800	170,317	380,800	400,535	389,416	419,504	492,521	559,478	624,556	586,470	433,629	107,691
Total	2,260,382	4,600,223	4,733,817	5,725,219	6,070,146	6,298,263	7,631,401	9,993,952	12,344,102	11,229,393	12,543,077	10,081,584	9,165,129



# An Internationally Recognized Training Leader

- GlobalCCU – Best overall Corporate University 2013 (Gold Award)
- LearningElite Award – '11, '12, '13, '14
- International Coach Federation Prism Award for Excellence in Coaching – 2013
- Federal Government Distance Learning Association (FGDLA) – '12, '13, '14
- ASTD Best Awards – '03 & '04 (First Place)
- CLO Magazine Learning in Practice Awards '04, '06, '07, '09, '11 & '12





# Our Times

## Shrinking Budgets



## New Learning Styles



## Challenging Demographics





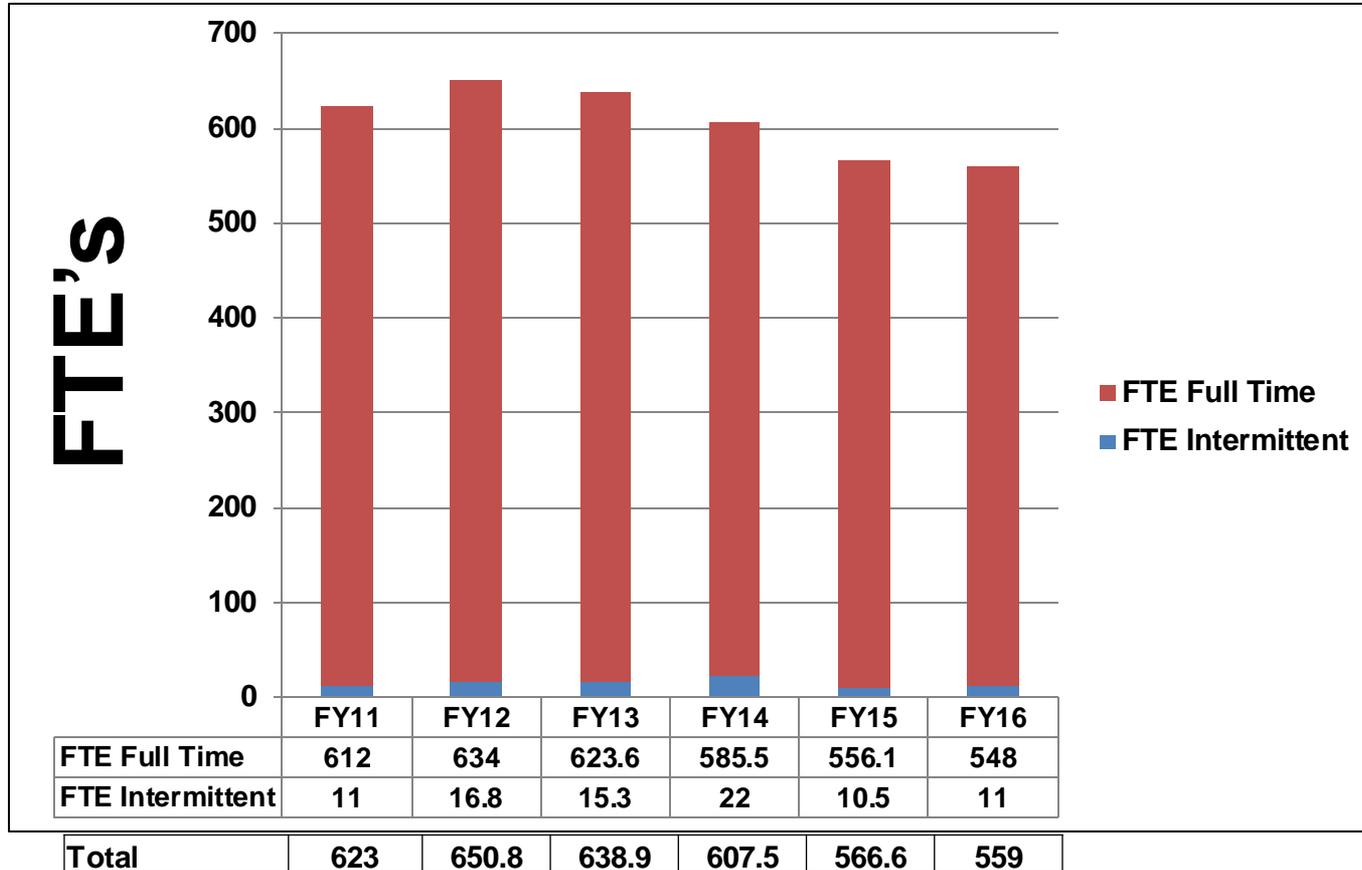
# DAU Budget

- **FY15 O&M budget 10% lower than FY14**
  - O&M is below FY08 level, after inflation and faculty growth
    - Less money to support a more sophisticated infrastructure
- **Large fixed costs make this number challenging without RIF**
  - Attrition 7-8%
  - Some cost categories to >30% cuts
- **Measures required to meet budget include:**
  - Continue FY13 hiring freeze
    - Will put core faculty/staff 14% below 2012 peak\*
  - “Early out” for staff
  - Reduce part-time/intermittent faculty
  - Reduce contractor personnel
  - Defer infrastructure projects
  - Close some satellite facilities
  - Do every smart thing we can think of

\* Excludes newlyformed College of Contract Management



# Faculty & Staff FTE Level by Year FY11-16 (est).



Numbers do not include College of Contract Management

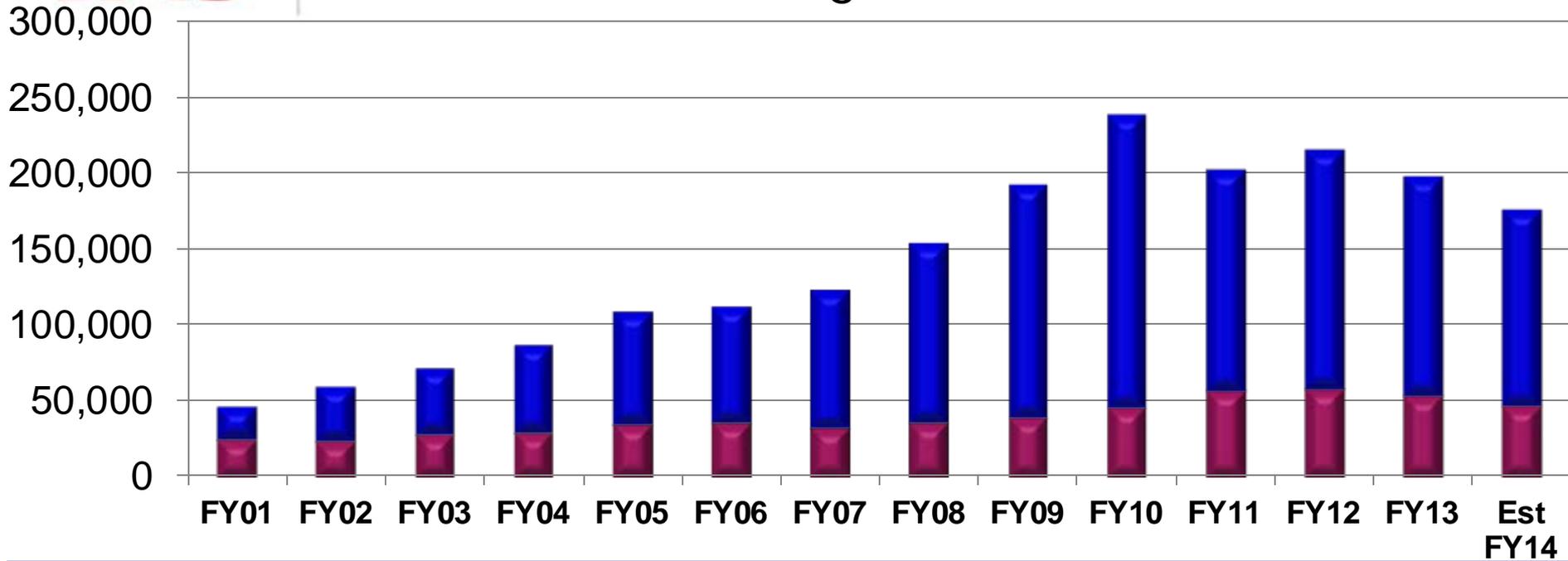


# Demographics

- Demographics affect DAU in at least three ways:
  - Baby boomers are retiring now
    - => *must capture their knowledge*
  - The next generation is quite a bit younger, has fewer mentors and fewer programs to learn on
    - => *they'll need better tools*
  - Hiring boom of 2000s is over, and they've been trained
    - => *demand for classroom training is down*



# Demand for Training Courses



## More than 1.8M Grads since FY01

	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	*FY14
<b>Classroom</b>	25,489	24,368	28,192	29,684	34,587	35,697	33,191	35,861	39,595	45,874	57,126	58,440	53,789	47,000
<b>Web</b>	21,031	36,117	43,649	58,290	75,079	77,582	90,600	118,391	153,895	192,967	146,193	158,110	145,215	130,000
<b>Total</b>	<b>46,520</b>	<b>60,485</b>	<b>71,841</b>	<b>87,974</b>	<b>109,666</b>	<b>113,279</b>	<b>123,791</b>	<b>154,252</b>	<b>193,490</b>	<b>238,841</b>	<b>203,319</b>	<b>216,550</b>	<b>199,004</b>	<b>177,000</b>

*\*FY14 is a projection*

- When Google went public, this year's college graduates were **5** years old
- Millennial learning styles have been described as:
  - More active
  - Less tolerant of what they don't need
  - More visual
  - Less formal
  - More social
- Generational issues aside, technology is forcing us to look carefully at expensive classroom training



# What Our Customers Tell Us

- Students like DAU classes
  - Very high survey scores
  - They like their jobs better than before taking a class
- Program managers, PEOs, service acquirers and others like our classes, and love Mission Assistance
- USD(AT&L) leaves no doubt about the importance of the mission
  - “A stronger acquisition workforce is the most important legacy we can leave behind”

**DAU is important, successful  
and world class**



## But We Can't Rest Here

- Relevance: We need to more readily incorporate new lessons learned into our courses
- Currency: Our faculty is sometimes seen as too long “away from the game”
- Cost: Classroom hours are expensive, to DAU and to students
- Content: USD(AT&L) concerned about “critical thinking”
  - “I want DAU to teach more than process”
- Utility: Our web presence must be improved
  - “I can't find what I need”



# ACQUISITION LEARNING MODEL



***Give workforce long-term knowledge and habits of mind***

**Days of classroom aren't over...  
Days of ONLY classroom are over.  
High cost resource – use wisely!!**

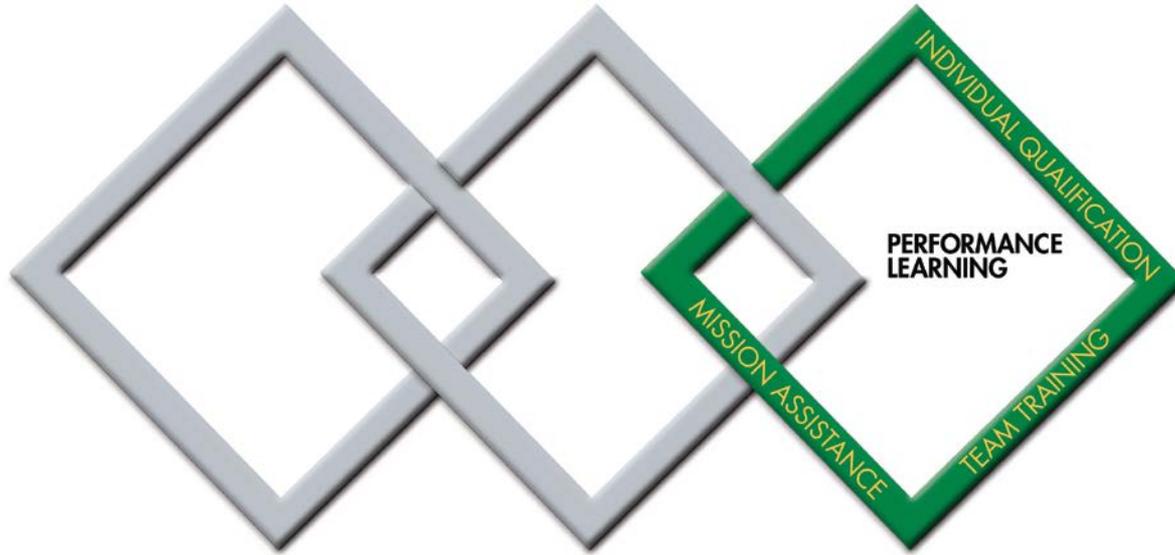




***Help workforce  
succeed on the  
job every day***

- **Tools**
- **Informal learning**
- **Accidental learning**  
*Must be easy create and easy to use*





- ✓ High impact opportunities warrant intensive DAU support
- ✓ Mission Assistance has gotten the most enthusiastic stakeholder feedback of any DAU asset
- ✓ Mission Assistance also gives us contact with programs



*Exploit high-impact opportunities for teams and the overall workforce*

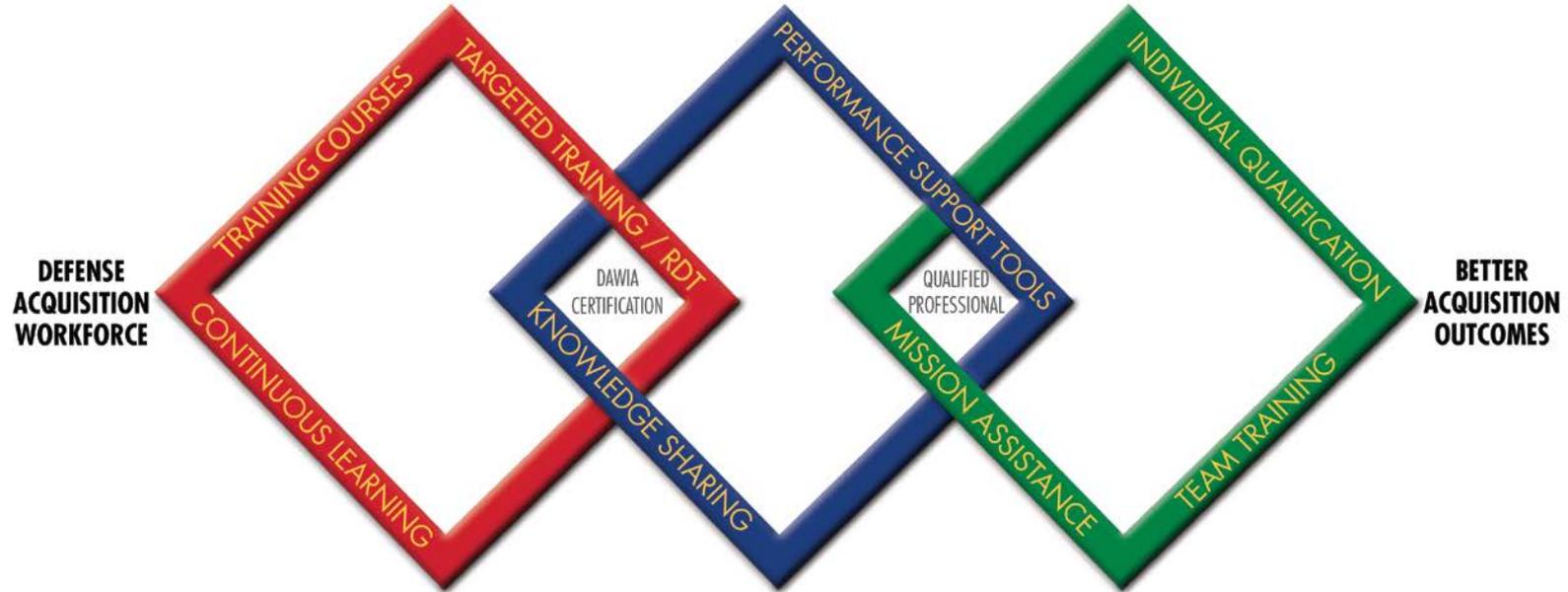


# Acquisition Learning Model

Give workforce long-term knowledge and habits of mind

Help workforce succeed on the job every day

Exploit high-impact opportunities for teams and the overall workforce



***Improve our world-class products here....***

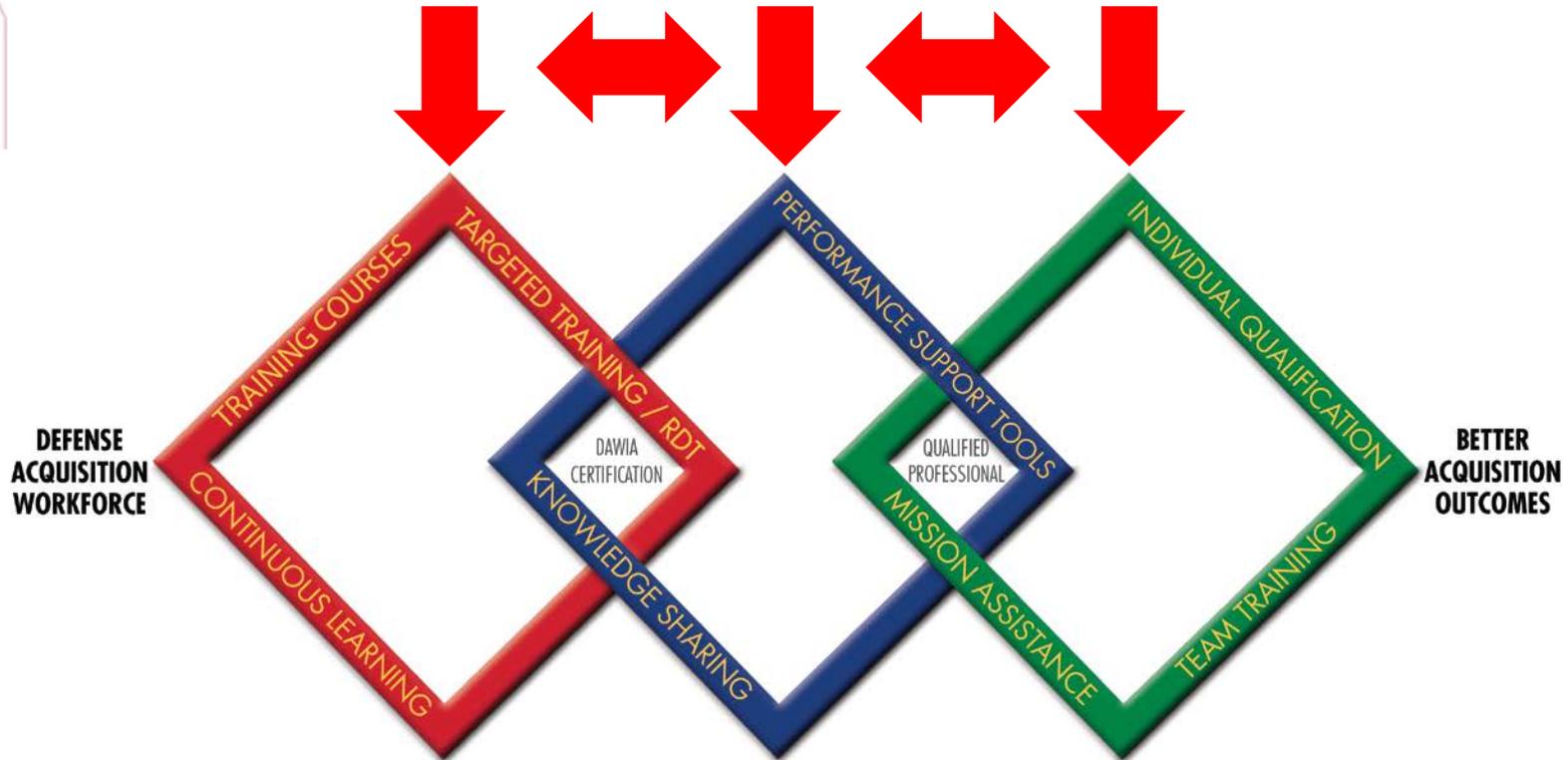
***...While going where research and our stakeholders tell us to work harder, here***



# Asset Integration within the Acquisition Learning Model

**Assets from all three Domains are Integrated and Shared**

(Courses, How to Videos, Tools, Self Service Portals, On the Job Performance Gaps)





# Summary

- DAU is good at what it does
- We're in a new environment
- We have a new model to guide our efforts, as we:
  - Make our classroom courses even better
  - Fully exploit all ways of learning
  - Make best use of our resources
  - Provide the workforce with the current knowledge and useful tools they need