
APPENDIX 1: ACQUISITION WORKFORCE TRAINING LAWS ISSUED FROM 1984-1986

1. 1984: The Deficit Reduction Act, (P.L. 98-369, Title VII, Sec. 2721, requiring the head of each executive agency develop and maintain a procurement career management program in the executive agency to assure an adequate professional workforce.
2. 1984: The Defense Procurement Reform Act (P.L. 98-525, Sec. 1243) established a minimum assignment for Program Managers of four years or until completion of a major program milestone.
3. 1985: The Defense Procurement Improvement Act (P.L. 99-145, Sec. 924) required a person appointed as Program Manager of a major defense acquisition program have specific experience and complete the Program Management Course at the Defense Systems Management College or a "comparable course," and have at least eight years of experience in acquisition support and maintenance of weapons systems, at least two of which were performed while assigned to a procurement command.
4. 1986: The Defense Acquisition Improvement Act (P.L. 99-661, Title IX, Sec. 932) required the Secretary of Defense to develop a plan to enhance the professionalism and career opportunities available to acquisition personnel in terms of examination, appointments, classification, training, and assignments, and examine the feasibility of designating professional positions.

Section 934 of the Act required the Secretary of Defense to submit a plan to Congress for coordinating DoD's education programs for acquisition personnel.

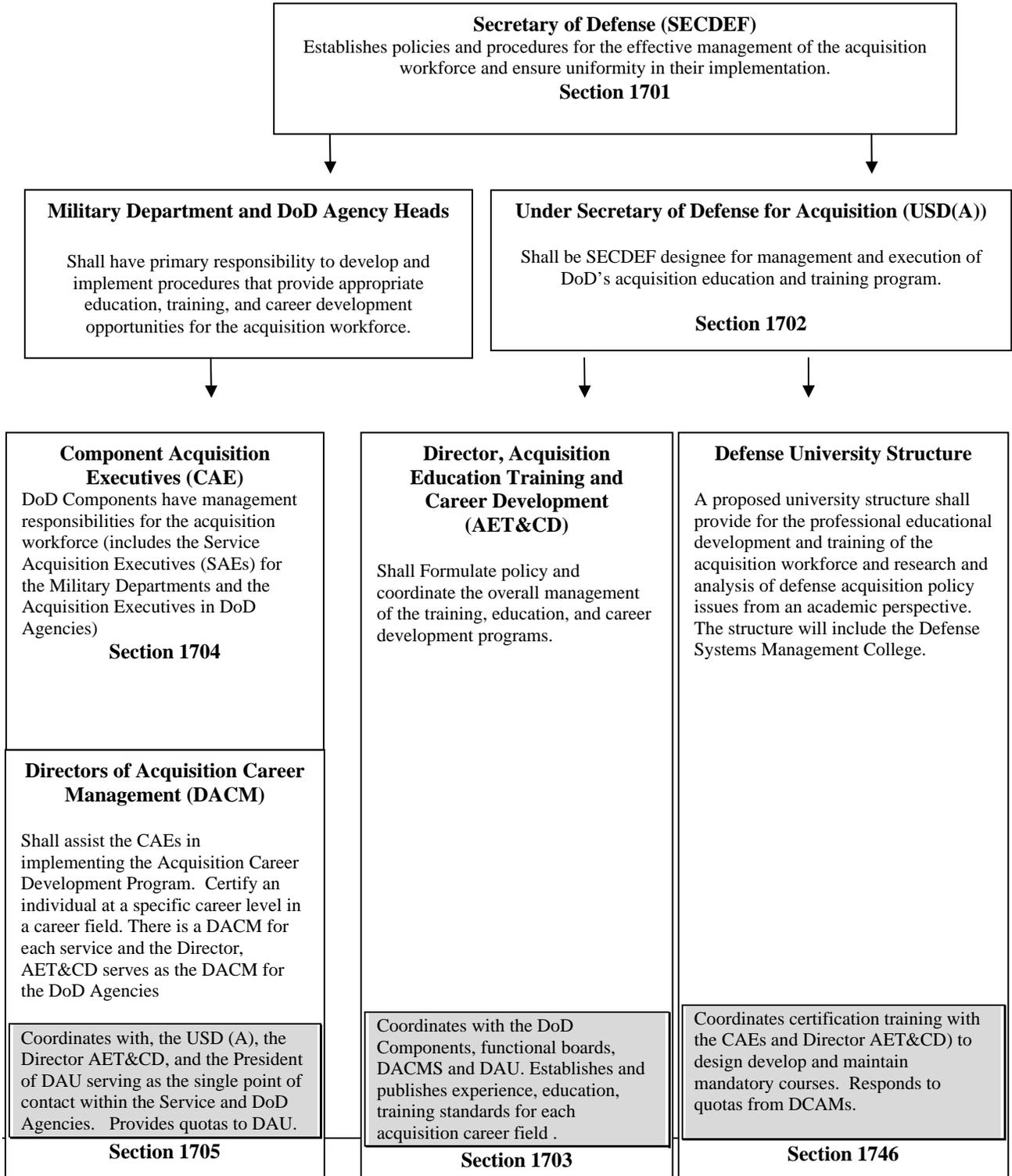
The plan, sent to Congress in March 1988, expanded the mission of the Defense Systems Management College (DSMC) to direct, support, and coordinate the education and training of the acquisition workforce. Specifically, it institutionalized the former Acquisition Enhancement (ACE) Program Action Group as the ACE Program Office at DSMC, designating it executive agent for the education and training of acquisition workforce.

The plan further called for streamlining and consolidating the myriad existing directives, instructions, and manuals on acquisition education and training.

APPENDIX 2: DoD REGULATIONS ISSUED BEFORE DAWIA

DoD Policy	Year Issued	Description
4000.8 Establishment of Basic Military Supply System Regulations	1952	Called for a definitive program for recruitment and training of military and civilian contracting workforce personnel.
1430.6 Armed Services Procurement Training Program	1961	Set forth training requirements for both civilian and military contracting personnel and identified 13 different contracting courses that would be provided.
1430.7 Armed Services Procurement Training Register	1961	Established requirements for the training of military and civilian contracting personnel listing all joint general and specialized contracting courses as well as service-unique contracting courses
1430.10-M-1 DoD Civilian Career Program for Contracting and Acquisition Personnel	1966	Prescribes the minimum skill level and knowledge to be attained by procurement personnel through mandatory courses, passing an equivalent test or demonstrating requisite skills and knowledge through qualifying experience
5000.23 Systems Acquisition Management Careers	1974	Changed the minimum experience for program managers and required completion of the Program Management Course or the Executive Refresher Course at DSMC. It placed program management on equal footing with operational, line, and command positions.
	Revised 1987	Public Law 99-145, on November 8, 1985, required Program Managers of major programs to complete the Program Management Course at the Defense Systems Management College, effective July 1, 1987
5000.1 Major/Non-Major Defense Systems	1971*	Cornerstone of DoD's efforts to improve acquisition management raising the stature and authority of program managers.
	Revised 1987	Establishing streamlined acquisition organization (3-tiered management structure) of Service Acquisition Executive, Program Executive Officers and Program Managers.
5000.48 Experience Education and Training Requirements for Personnel Assigned to Acquisition	1986	Established experience, education and training requirements for military and civilian personnel assigned to contracting, quality assurance, and business and financial management positions in DoD. Prior to this Directive, there had been no DoD mandatory training for military contracting personnel since the early sixties. Instead each service was allowed to train its military personnel within service guidelines.
5160.55 Defense Weapon Systems Management Center	1964	Chartered the Defense Weapon Systems Management Center as the first school for Program Managers.

5160.55 Defense Systems Management School	1971	Chartered the Defense Systems Management School (DSMS).
5160.55 Defense Systems Management College	1977	Chartered the Defense Systems Management College which evolved from DSMS.
	1988*	Expanded the role of the Defense Systems Management College to manage career training for the acquisition workforce.
5000.52 Defense Acquisition Education and Training Program	1988*	Eliminated DoD 5000.23, 5000.48, 5100.58, DoD 1430.10-M-1. The USD(A) was responsible for establishing education, training and experience standards for each acquisition position and establish functional boards.
5000.52M Career Development Program for Acquisition personnel	1989*	The Manual complements DoD 5000.52 and established the mandatory career development program for military and civilian establishing experience, education, and training standards at entry, intermediate and senior levels for certification in general business, contracting, industrial property administrator, purchasing, procurement clerk, manufacturing and production function, quality and reliability assurance, business and financial manager, program management, logisticians, systems engineers.
*Directives in affect when DAWIA passed in 1990		



APPENDIX 4: DOD REGULATIONS ISSUED TO IMPLEMENT DAWIA FROM 1991-1992

DoDD 5000.52, *Defense Acquisition Education and Training Program*, reissued October 15, 1991 and Manual 5000.52-M, *Career Development Program for Acquisition Personnel*, reissued November 1991. They were to be the sole DoD regulatory authority for mandatory DoD-wide acquisition training <http://www.dtic.mil/whs/directives/corres/html/500052.htm>

DoDI 5000.55, *Reporting Management Information on DoD Military and Civilian Acquisition Personnel and Positions*, issued November 1, 1991, established a management information system capable of providing standardized information on acquisition positions and persons serving in acquisition positions as required under DAWIA. <http://www.dtic.mil/whs/directives/corres/html/500055.htm>

DoDD 5000.57, *Defense Acquisition University*, issued October 22, 1991, established the Defense Acquisition University. <http://www.dtic.mil/whs/directives/corres/html/500057.htm>

DoDI 5000.58, *Defense Acquisition Workforce*, issued January 14, 1992 provided the policy for designating acquisition positions and critical acquisition positions, for management of the acquisition workforce, and for establishing and managing the Acquisition Corps. <http://www.dtic.mil/whs/directives/corres/html/500058.htm>

DODD 5000.1, *Major/Non-Major Defense Systems*, DODI 5000.2, and Manual 5000.2-M. were overhauled in 1992. Fifty separate directives and 15 policy memoranda being eliminated or reduced into a single document. Cornerstone of DoD's efforts to improve acquisition management raising the stature and authority of program managers.

APPENDIX 5: COMPARISON BETWEEN POSITION CATEGORIES IN DAWIA AND 5000.52-M (1991)

Eleven career positions were listed in Section 1721 of DAWIA. In 1991, the Manual 5000.52-M, *Career Development Program for Acquisition Personnel*, implemented DAWIA and listed the education, training and experience requirements for twelve career fields and thirteen career positions. The DAWIA positions were also organized into seven acquisition functions. The chart below compares the two.

DAWIA (1990)	5000.52-M (1991)	
POSITION CATEGORIES	POSITION CATEGORIES/ CAREER FIELDS	ACQUISITION FUNCTIONS
(1) Program Management	(1) Program Management/Oversight (2) Communication-Computer Systems	(1) Acquisition Management
(2) Systems Planning, Research, Development, Engineering, and Testing	(3) Systems Planning, research, Development, and Engineering (4) Test and Evaluation	(2) Science and Engineering
(3) Procurement, including Contracting;	(5) Contracting (includes Construction) (6) Purchasing	(3) Procurement and Contracting
(4) Industrial Property Management;	(7) Industrial Property Management	
(5) Logistics	(8) Acquisition Logistics	(4) Acquisition Logistics
(6) Quality Control and Assurance	(9) Quality Assurance	(5) Production
(7) Manufacturing and Production	(10) Manufacturing and Production	
(8) Business, Cost Estimating, Financial Management, and Auditing;	(11) Business, Cost Estimating & Financial Management	(6) Business, Cost Estimating and Financial Management
(9) Education, Training and Career Development;		
(10) Construction;		
(11) Joint development and production with other government agencies and foreign countries.		
	(12) Auditing	(7) Auditing ¹
	(13) Education, Training and Career Development is considered the 13 th position category. Unlike the other 12 position categories, however, it is not also a career field itself. Personnel performing these duties may come from acquisition or other related career fields.	

¹ The Defense Contract Auditing Agency manages the Auditing Function

APPENDIX 6: SUMMARY OF REGULATIONS IMPLEMENTING SIX ELEMENTS REQUIRED BY DAWIA

A Charter

DoD Directive 5000.57, *Defense Acquisition University*, issued October 21, 1991, published the charter for the university structure. The charter established a collaborative relationship between DAU, Directors of Acquisition Career Management (DACMS), functional boards, and the Director, Acquisition Education Training and Career Development (AET&CD).

A Mission (to include developing education, training, research, and publications capabilities in the area of acquisition)

DoD Directive 5000.57, *Defense Acquisition University*, issued October 21, 1991, published DAU's mission to (1) train professionals for effective service in the Defense Acquisition System, (2) achieve more efficient and effective use of available acquisition resources by coordinating DoD acquisition education and training programs and tailoring them to support the careers of personnel in acquisition positions, and (3) and develop education, training, research, and publications capabilities in the area of acquisition.

Lines of Authority

DoD Directive 5000.57, *Defense Acquisition University*, issued October 21, 1991, established DAU's organization and management. Yockey approved the consortium structure to serve under a President who reported to the Under Secretary of Defense (Acquisition). Consortium members remained part of their existing commands.

The 15 DAU consortium members are listed below:

Air Force Institute of Technology (AFIT)
Army Logistics Management College (ALMC);
Army Management Engineering College (AMEC);
Defense Contract Audit Institute (DCAI)
Defense Logistics Civilian Personnel Support Office (DLACPO)
Defense Systems Management College (DSMC)
European Command Contracting Training Office (EUCOM)
Information Resources Management College (IRMC)
Lowry Technical Training Center;
Naval Postgraduate School (NPS)
Naval Supply Systems Command Regional Contracting Centers (NAVSUP)
Naval Facilities Contracts Training Center (NFAC)
Naval Warfare Assessment Center (NWAC)
Navy Acquisition Management Training Office (NAMTO), and
The Navy, (ASN(RDA))

A framework that shall cover courses from the basic through intermediate and senior levels. At the senior level, the framework shall provide for a senior course

DoD Directive 5000.52, *Defense Acquisition Education and Training Program*, issued October 15, 1991, was revised updating policy and responsibilities for a career development program. The 1990 Manual 5000.52-M, *Career Development Program for Acquisition Personnel* was a companion to DoDD 5000.52. Responsibility for career development of the acquisition workforce was assigned through DAWIA to the Director Acquisition Education Training and Career Development (AET&CD).

DoD Directive 5000.57, *Defense Acquisition University*, issued October 21, 1991, established senior acquisition course at the Industrial College of the Armed Forces (ICAF), National Defense University. While not mandatory for certification, it was to be the capstone course for all members of the acquisition corps, regardless of career field.

A framework for a policy guidance council composed of senior DoD officials and a board of visitors

DoD Directive 5000.57, *Defense Acquisition University*, issued October 21, 1991, required a Board of Visitors (BoV) be chartered. Persons were selected for their preeminence in the fields of academia, business, and the defense industry, to advise on organization management, curricula, methods of instruction, facilities, and other matters of interest to the university.

DoD Instruction 5000.58, *Defense Acquisition Workforce*, issued January 14, 1991, established the Defense Acquisition Career Development Council (DACDC). Chaired by the USD(A), its members were senior Department officials who had oversight of acquisition career development.

A centralized mechanism to control the allocation of resources including funding for students to attend courses, funding to conduct the courses, and funding to pay instructor salaries

DoD Directive 5000.57, *Defense Acquisition University*, issued October 21, 1991, required DAU to establish a centralized mechanism to allocate resources whereby each component's training was to be centrally funded by the University—including the cost of courses and associated travel and per diem. ATRRS Army Training Requirements and Resources System was selected as the centralized mechanism.

APPENDIX 8: COURSES DIVDED BY CAREER FIELD OFFERED BY DAU IN 1991

ACQUISITION CAREER FIELDS IN 1992		
Program Management		
1.	PMT 101	Systems Acquisition Fundamentals
2.	PMT 201	Intermediate Systems Acquisition
3.	PMT 301	Program Management Course
4.	PMT 341	Systems Acquisition Contracting
Communications-Computer Systems		
5.	IRM 101	Automated Information Systems (AIS Fundamentals)
6.	IRM 201	Intermediate AIS
7.	IRM 301	AIS Procurement Strategies
8.	IRM 302	AIS Advanced Management Program
Contracting		
9.	CON 101	Contracting Fundamentals
10.	CON 102	Organizational Level Contracting
11.	CON 103	Construction Contracting Fundamentals
12.	CON 104	Contract Pricing
13.	CON 105	Organizational level Contract Pricing
14.	CON 106	Construction Contract Pricing
15.	CON 201	Government Contract Law
16.	CON 211	Intermediate Pre-Award Contracting
17.	CON 221	Intermediate Post-Award Contract Administration
18.	CON 222	Organizational Level Contract Administration
19.	CON 231	Intermediate Cost and Price Analysis
20.	CON 241	Automated Information Systems
21.	CON 301	Executive Contracting
22.	CON 311	Executive Pre-Award Contracting
23.	CPM 321	Executive Post-Award Contract Administration
24.	CON 331	Executive Cost and Price Analysis
25.	CON 351	Contract Management
Purchasing		
26.	PUR 101	Small Purchase Fundamentals
27.	PUR 102	Organizational Level Small Purchase
28.	PUR 301	Executive Small Purchase
Industrial Property Management		
29.	IND 101	Contract Property Administration Fundamentals
30.	IND 102	Contract Property Disposition
31.	IND 103	Contract Property Systems Analysis
32.	IND 201	Intermediate Contract Property Administration
33.	IND 202	Contract Property Management Seminar
Systems Planning, Research, Development and Engineering		
34.	SYS 201	Systems Engineering Management
Test and Evaluation		
35.	TST 101	Introduction to Acquisition Workforce Test and Evaluation
36.	TST 201	Test and Evaluation Management
37.	TST 202	Intermediate Test and Evaluation
38.	TST 301	Executive Test and Evaluation
Manufacturing and Production		
39.	PRD 101	Production Management Fundamentals
40.	PRD 201	Intermediate Production Management
41.	PRD 202	Defense Manufacturing Management
42.	PRD 301	Manufacturing and Quality Assurance
Quality Assurance		
43.	QUA 101	Quality Assurance Fundamentals
44.	QUA 201	Intermediate Quality Assurance
45.	QUA 301	Executive Quality Assurance
Acquisition Logistics		
46.	LOG 101	Basic Integrated Logistics Support
47.	LOG 102	Fundamentals of Integrated Logistics Support
48.	LOG 103	Integrated Logistics Support Overview
49.	LOG 201	Integrated Logistics Support Management
50.	LOG 202	Logistics Support Analysis
51.	LOG 301	Reliability and Maintainability
52.	LOG 302	Configuration Management
53.	LOG 303	Provisioning
Business, Cost Estimating and Financial Management		
54.	BCF 201	Financial Management
55.	BCF 202	Contractor Performance Measurement
Auditing		
56.	AUD 1130	Technical Indoctrination
57.	AUD 4120	Statistical Sampling
58.	AUD 4230	Graphic, Computational and Improvement Curve
59.	AUD 1320	Intermediate Contract Auditing
60.	AUD 8560	DCAA Supervisory Skills Workshop

APPENDIX 9: DAWIA PERSONNEL DATA FROM FY 1993-2003

Sept 30 of each FY	Civilian	Military	Total
93	98,496	15,812	114,308
94	94,348	15,768	110,116
95	97,892	16,488	114,380
96	91,715	16,292	108,007
97	89,789	15,755	105,544
98	81,992	14,332	96,324
99	77,917	13,816	91,733
00	79,162	13,749	92,911
01	96,212	13,461	109,673
02	105,087	15,051	120,138
03	134,431	16,167	118,264

NOTE: The six (6) civilian occupation series which are always counted as acquisition regardless of what organization a person is assigned to are:

- 0246 Contractor Industrial Relations
- 0340 Program Management
- 1102 Contracting
- 1103 Industrial Property management
- 1105 Purchasing
- 1150 Industrial Specialist

APPENDIX 10: DAU BUDGET HISTORY FROM FY 19 92-FY1999

DAU Budget History								
DAU Budget Data								
	FY 92	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98	FY 99
Course Delivery	6.8	39.1	46.9	49.979	53.708	50.33	48.902	47.3
Student Travel	11.4	20.3	29.3	29.355	33.149	33.738	31.064	30.7
Distance Learning	0	0	0	1.03	0.557	2.122	8.07	7.6
DSMC RCID	0	3.9	4.7	7.2	4.5	4.9	4.2	4
University Operations	1.2	1.3	2.9	3.006	3.581	3.274	3.559	3.9
ARCC	0	0	0	1.466	1.364	0.372	0.866	1.2
Scholarship Program	0	0.6	0.9	0.665	0.738	0	0	0
Course Development	0	0	2.1	0.918	0.588	0	0	0
NPS Research	0	0	0	0	0	0	0	0.4
TOTAL	19.4	65.4	86.8	93.619	98.183	94.738	96.661	95.1
EOY Students ("Inputs")		23874	32264	33080	33802	33878	32802	38558
Cost per Student		\$2,488	\$2,362	\$2,398	\$2,570	\$2,481	\$2,438	\$2,023
(memo: school)		\$1,638	\$1,454	\$1,511	\$1,589	\$1,486	\$1,491	\$1,227
(memo: travel per student)		\$850	\$908	\$887	\$961	\$996	\$947	\$796
CLASS WEEKS			2729	2700	3141	3274	3057	3017
x 30 = student weeks			81870	81000	94230	98220	91710	90510
/ 43 = FTEs			1904	1884	2191	2284	2133	2105
STUDENT QUOTAS								
DACM Requirement			49370	38545	42695	37427	39126	43848
Original Allocation			37478	30659	36991	36858	33384	38452
Final Quota Allocation			35790	33587	36815	37148	34491	38886

Information compiled in FY 2000 by Resource Management Directorate

