

# **BBP 2.0: Establish Increased Professional Qualification Requirements For All Acquisition Specialties**

## **Certification to Qualification**

May 15, 2103

## ***2.0: Establish increased professional qualification requirements for all acquisition specialties***

- “The current Defense Acquisition Workforce Improvement Act certification process, which establishes minimum requirements for each acquisition functional area, does not by itself adequately ensure that members of our acquisition workforce are fully qualified to perform their missions. As such, we need to go beyond certification based on course attendance and presence in acquisition-related organizations to new standards for our workforce that includes qualification through hands-on experiences in roles of increasing responsibility.
- **SPECIFIC ACTIONS:**
  - Functional leads, with Director, HCI and the Components will define and finalize, the competencies (skill sets) for each functional area (systems engineering, logistics, contracting, etc.) by July 1, 2013.
  - DAU will initiate by September 1, 2013 the action to translate the competencies described above into on-the-job tools and processes to develop individual qualification plans for all members of the workforce, at every level and tie their performance to these plans. DAU will complete this by July 1, 2014
  - Components will develop and execute a plan to implement the qualification tracking and planning tools.”

# Certification to Qualification

## Achieving Successful Acquisition Outcomes

**Program intent: Everyone who touches acquisition in a meaningful way is qualified and proficient in the skill sets required to achieve successful acquisition results.**

### Design Parameters

**Transportable**

- Competency based – performance reference model
  - Learning on the job – learning assets
- Measures proficiency – demonstrated competency
  - Documents qualification – credentialing

**Auditable**



**Structure and framework for achieving, demonstrating, and documenting auditable proficiency in required skill sets**

# Pilots Findings Summary



## Key Objective Comparison

As of Dec 2012

Construct	Competency Based	Position Alignment/ Task Oriented	Level Distinction	Auditable	Transportable	Mapped to DAWIA Levels
AQS	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
FP	<input checked="" type="checkbox"/>					
TCAT	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>				
CONT	<input checked="" type="checkbox"/>					

## Pilots

Initiative	Career Field	DAWI A Level	Competencies	Pilot Proficiencies/ Tasks	Pilot Command	# Participants	Status
AQS/PM	PM	1-3	38	38/297 (per level)	Air Force Army Navy	50 40 80	C C C
Functional Proficiency	EVM	2	20	20/236	NAVAIR 4.2 PMA 260 PMA 272	26	C C D
	Pricing	2	5	7/82	DCMA	11	C
	Contracts	2	16	35/176	MARCOR-SYSCOM	8	C
Contingency/ Expeditionary	Contracts	N/A	20	20/236	ACC/ECC	Deferred	D

## Summary and Key Findings

- Functional Proficiency was only initiative developed with identified design constraints but all can be adapted to meet design parameters
- Competency baselines are required
- Proficiency selection determined by specific needs of position
- Provides framework for qualification as well as basis for career guide for professions
- Enables employee development dialogue
- Resource intensive

# C2Q Implementation Attributes

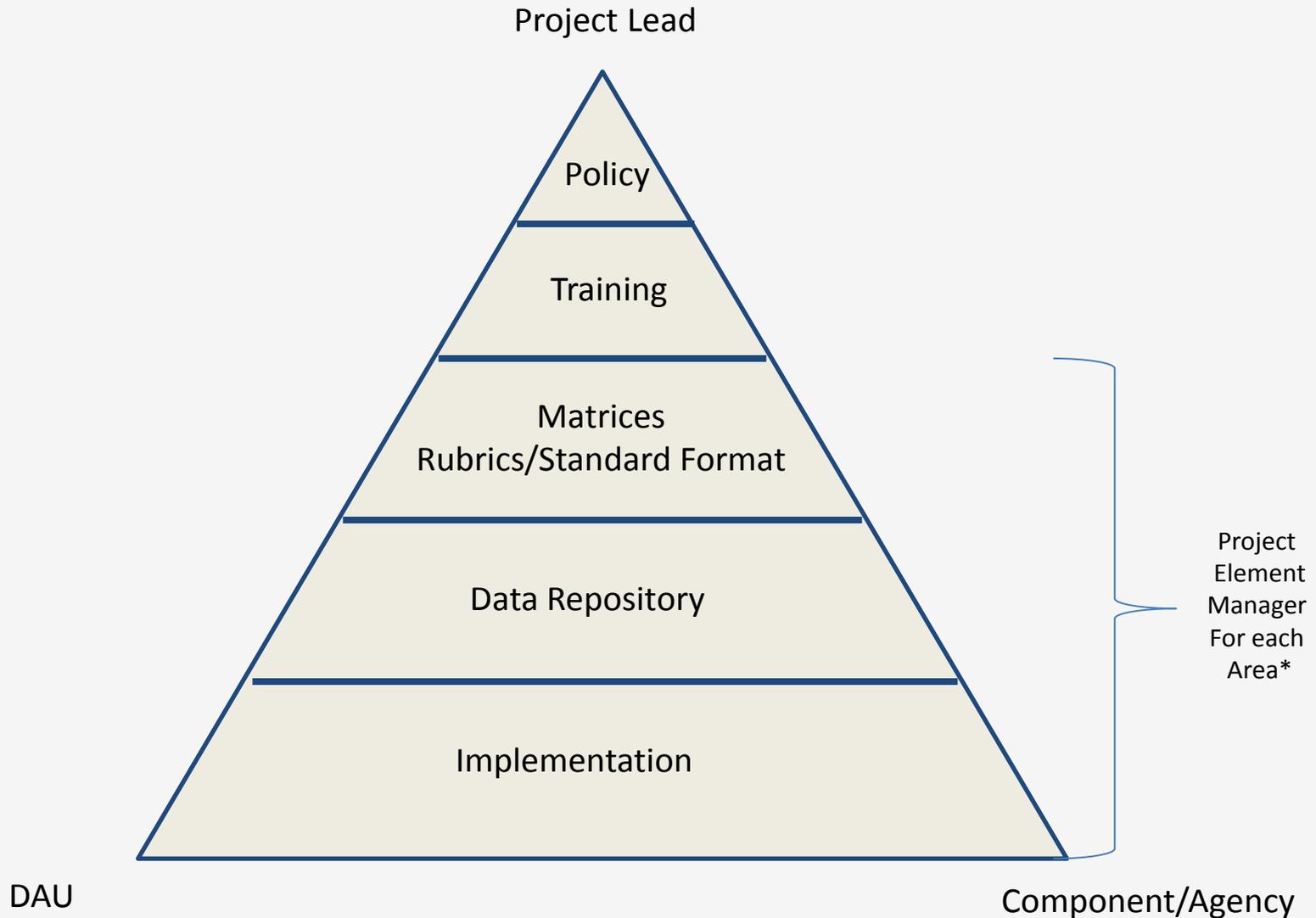
- **Baseline competencies & proficiencies by the FLs/HCI (**finding**)**
- **C2Q will consist of AT&L Acquisition Qualification Matrices and Qualification Assessment Tools (**finding**)**
- **Acquisition Qualification Matrices will be common across all organizations and individuals (**design parameter**)**
- **Each selected proficiency/task will be assessed against a rubric (**design parameter**)**
  - *Must document the skill has been demonstrated in the workplace*
- **Documentation will be captured in a Qualification Data Repository so that it is accessible to the individual and the organization, and will enable analysis on the workforce to occur (**finding and design parameter**)**

- **Components will plan, develop and execute AT&L-accredited programs to implement the increased professional qualification requirements for all acquisition specialties**
  - **Organizations will determine which elements of the qualification matrix are required for individuals within their organizations in order for the individual to successfully perform their acquisition tasks ([finding](#))**
  - **Components/organizations have the flexibility to add Component/organization specific qualification requirements**

# Way Forward

- Near Term Actions- Next 90 Days
  - Issue DTM – 60 days
  - Appoint Core Program Team Reporting to ASD(A)
    - 1 Project Lead, 3 Element Leads, 1 Sr. Advisor (Dr. Hawkins)
    - Receive any updates to HCI-provided competency lists from Functional Leads
  - Refine required project funding
    - FY-14 and out \$1.5-2M/yr operating costs
- Between now and 1 October
  - Qual Matrix-Core Project Team
    - Size and resource development teams
      - Estimate average of 6 MY of effort for each “career field”
      - Build Training Packages and Train Matrix Development Teams
    - Begin Developing Competency Area Matrices with Competency lists of record as of July 1, 2013
  - QSDR-DAU/Core Project Team
    - Define Interim Solution
    - Define detailed requirements
    - Develop SOW/Issue RFP
    - Identify Funds for Contract Award (\$15M-\$20M)
  - Component Implementation
    - Deliver Familiarization Briefings-(Project Team)
      - Travel \$ required

# C2Q Organizational Construct



\* Project Element Managers will be resourced by DAU and/or Component/Agency

