



4th Estate DACM *Newsletter*

IN THE SPOTLIGHT

DAU'S NEW PRESIDENT

Under Secretary of Defense for Acquisition, Technology and Logistics Dr. Ashton Carter announced the selection of Mrs. Katrina G. McFarland as the new president of the Defense Acquisition University (DAU), effective Jan. 1, 2011. Mrs. McFarland came to DAU from the Missile Defense Agency where she was the director of acquisition. She began her civil service career in 1986 as a general engineer at Headquarters Marine Corps. Throughout her career, she has received numerous accolades and awards for her efforts in the joint arena of Cooperative



Engagement Capability, Command and Control, and Theater Missile Defense integration. She has published articles in the Military Operations Research Society, American Society for Computer Simulation, and the International Aeronautical Engineering Societies Proceedings. Mrs. McFarland has been a member of the acquisition professional community since 1992. She is Defense Acquisition Workforce Improvement Act Level III-certified in Program Management, and holds a Professional Engineer license and a Program Management Professional Certification. She is a proven

leader—both in the public and private sectors. Her experience and commitment to the acquisition community has been evident throughout her career.

As president of DAU, Mrs. McFarland is responsible for the overall leadership and direction of the university. In this capacity, she oversees all of the university's activities, including strategic planning, performance and resource management, human resources, curricula development and delivery, e-learning and technology advancements,

and strategic partnerships. Since her arrival, Mrs. McFarland has been extremely active in meeting with DAU stakeholders—the Acquisition, Technology and Logistics leadership team, component acquisition executives, career field functional leaders, and the Directors, Acquisition Career Management—to better understand their unique requirements. She sees DAU as a key player in helping the Defense Acquisition Workforce senior leadership achieve their vision of fostering a more agile, effective, and efficient acquisition system.

Please join me in congratulating Mrs. McFarland as she leads the next generation of DAU.

Welcome. Mrs. McFarland!


Jeffrey B. Birch



4TH ESTATE ACQUISITION WORKFORCE 2010 HIGHLIGHTS

The 4th Estate Director Acquisition Career Management represents the DoD Components outside the Military Departments and collaborates with the Service Directors, Acquisition Career Management in matters relative to the Defense Acquisition Workforce Education, Training, and Career Development. This function resides under the Director, Human Capital Initiatives. The 4th Estate Vision is “to create an inspired, high-performing Defense Acquisition Workforce empowered to make a difference in acquisition outcomes.” Collectively, we will successfully achieve this vision.

For 2010, the 4th Estate DACM, Jeffrey Birch, reports the following progress:

- 4th Estate Workforce increased by 2,670 members from 2009 to 2010. The agency

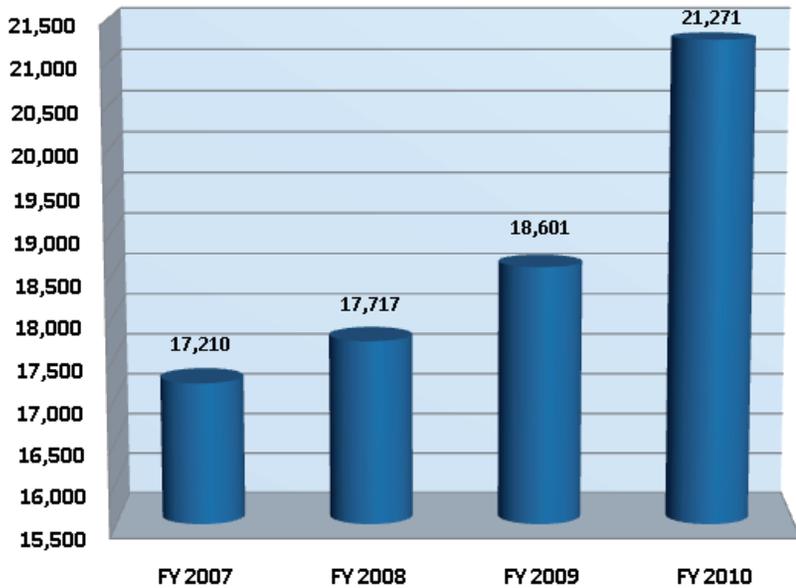
with the largest increase was Defense Contract Management Agency (DCMA), with an increase of 813 members. The career field with the highest increase was Contracting with 782 additions.

- 4th Estate’s certification status went from 72 percent in 2009 to 68 percent in 2010. This decrease can be attributed to the large increase in newly hired Defense Acquisition Workforce professionals that fall within the 24-month window of compliance. The total number of members who meet certification requirements still increased from 2009 to 2010 by 465 members, even though the percentage decreased due to the influx of new hires.

- Based on grad data from the DAU Data-mart, graduations in the 4th Estate went up by 6,175 from 2009-2010. Of those increases, 4,976 were in Web grads, and 1,199 were in classroom grads.
- Priority one training inputs went up by 1,674 students in 2010; reservations also went up by 1,304 from 2009 to 2010. The 4th Estate’s No-Show rate went down from 2.9 percent in 2009 to 2.3 percent in 2010.

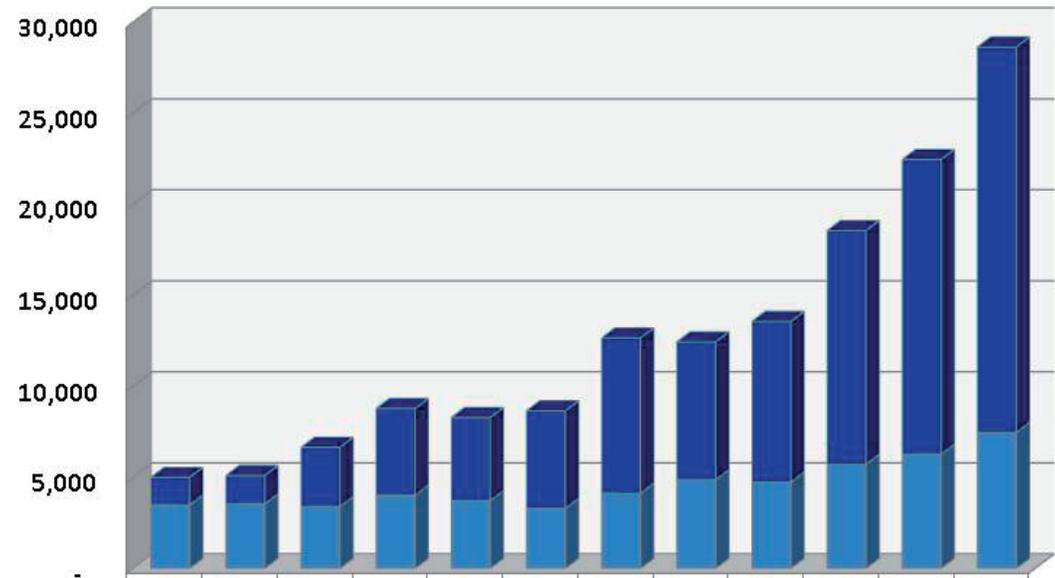
Let’s keep making positive impacts within the 4th Estate community.

4th Estate Workforce Count



	FY 2007	FY 2008	FY 2009	FY 2010
Totals	17,210	17,717	18,601	21,271

4th Estate Web and Classroom Grads



	FY99	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10
Web	1,499	1,548	3,245	4,754	4,569	5,354	8,523	7,563	8,818	12,831	16,186	21,162
Classroom	3,508	3,562	3,411	4,038	3,732	3,312	4,146	4,886	4,755	5,732	6,284	7,483

RELEASE OF NEW/UPDATED DAU PERFORMANCE LEARNING TOOLS BY JIM LAMB

DAU is pleased to announce the launch of three tools to help you do your job more efficiently:

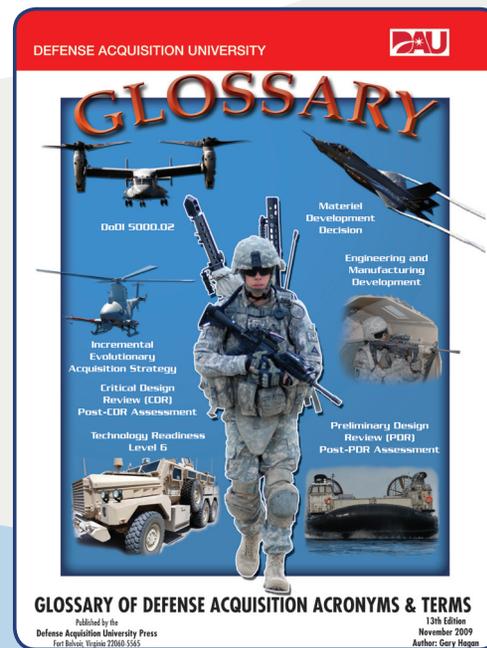
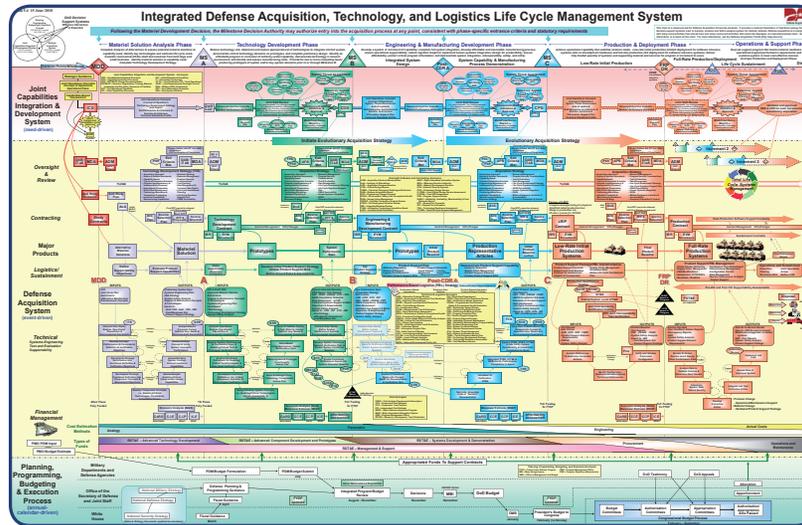
1. *Version 5.4 of the DoD Integrated Life Cycle chart* (“wall chart”) is now available online at <https://ilc.dau.mil>. Built for Internet Explorer, it features a powerful zoom that makes detailed chart elements clearly readable, and a convenient visual search that lets you locate acquisition terms on the chart itself. This interim version allows for rapid updates as policy changes occur. Firefox and other browsers will redirect you to an interactive PDF that offers similarly detailed zoom and drill-down to ACQuipedia articles on each topic.

2. *The new Milestone Document Identification (MDID) tool* at <https://dap.dau.mil/mdid> lets you view and filter a list of documents prescribed by Department of Defense Instruction 5000.02 for programs at specific milestones, and for specific Acquisition Category levels. Each document links to an applicable *Defense Acquisition Guidebook* section and, where appropriate, ACQuipedia articles and acronyms/terms listed in the *DAU Glossary of Defense Acquisition Acronyms and Terms*. This tool allows you to gather information quickly to prepare for a milestone review.

3. The updated *DAU Glossary of Defense Acquisition Acronyms and Terms*, available at <https://dap.dau.mil/glossary>, also features a streamlined new interface and powerful features that let you—

- Search the Glossary quickly for a term or acronym
- Access continually updated glossary entries vetted by DAU professors
- Filter the list to view only acronyms or terms, or both at once
- Follow direct links to related terms
- Bookmark and link to specific Glossary entries you find helpful.

This online version of the 13th edition of the *DAU Glossary of Defense Acquisition Acronyms and Terms* has been updated and is current as of Feb. 1, 2011. It reflects revisions that will appear in the hard copy 14th edition of the *DAU Glossary of Defense Acquisition Acronyms and Terms*, which is currently scheduled for publication in the March-April 2011 timeframe.



AUSTRALIAN ASSOCIATED PRESS TEAMS WITH DCMA TO PRODUCE MONTHLY WEBCASTS BY KC CARRUTHERS

The Defense Contract Management Agency (DCMA) Quality Assurance (QA) Directorate began using the services of the Australian Associated Press (AAP) to provide professional quality live webcast broadcasting in July 2010. Since that time, AAP has produced seven monthly broadcasts for the QA Directorate. These webcasts provide the opportunity for the QA Directorate to conduct targeted training sessions to a large diverse audience across the entire worldwide enterprise

at a fraction of the cost of classroom training. Of particular value to DCMA is the ability to address training topics dynamically, on short notice, to meet critical mission needs arising from changing and sometimes unexpected events. For every broadcast, DCMA utilizes the online live questions capability to involve the audience, making them stakeholders in both the webcast process and the topic being trained. The studio staff then provides with DCMA a documented list of all of the questions submitted, and data regarding the number of connections during the broadcast. This allows DCMA to analyze the effectiveness of the training and identify specific areas that it needs to address in its policy and guidance. The DCMA QA Directorate has recognized the high value and cost savings associated with the AAP webcast service and has built this into our Strategic Plan for long-term use. DCMA currently has monthly webcasts scheduled through June 2011, and is receiving requests for specific training topics from its subordinate organizations' leadership and functional offices throughout the agency.



ATTRACTING TALENT TO THE ACQUISITION WORKFORCE IS A GOVERNMENT-WIDE INITIATIVE

"Quantity is important, but quality is paramount... The quality of people is the most important variable we can change to alter acquisition outcomes."

--Hon. Dr. Ashton Carter, Under Secretary of Defense (AT&L)



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

February 4, 2011

MEMORANDUM FOR CHIEF ACQUISITION OFFICERS
SENIOR PROCUREMENT EXECUTIVES

FROM: Daniel I. Gordon
Administrator

SUBJECT: Attracting Talent to the Acquisition Workforce



The Federal Government relies on its acquisition workforce to negotiate and administer contracts for over \$500 billion a year in goods and services, and to ensure that these contracts provide maximum value and benefit to the taxpayers. It is critical that the Federal Government attract talented individuals to this profession so that agencies can continue to achieve cost savings, reduce risk in their contracting practices, and improve acquisition and project management given the anticipated level of retirements in coming years.

Determining effective hiring strategies is a shared responsibility of the Chief Human Capital Officer (CHCO), the Chief Acquisition Officer (CAO) and those designated by their agencies to strengthen the acquisition workforce. The purpose of this memorandum is to provide civilian agency acquisition and human capital officials with additional information about the many special hiring authorities and strategies which are available for the acquisition profession. Some of these same authorities are available to the Department of Defense (DoD), but DoD officials should check with their human capital partners to determine what specific authorities are available to them.

The Office of Federal Procurement Policy (OFPP) has worked with the Office of Personnel Management (OPM) to develop a guide to available hiring flexibilities, which is at Attachment 1. To further assist you, OPM has a Federal Hiring Flexibilities Resource Center,¹ which includes an online tool to help determine which potential hiring flexibility is appropriate for your situation. We encourage you to work closely with your CHCO in using these hiring authorities.

In addition to relying on these flexibilities, agencies should also consider hiring strategies that improve the visibility of acquisition jobs, target specific skill sets, and reduce, wherever possible, the administrative burden on the agency and the applicant. OFPP worked with agency Acquisition Career Managers (ACMs) to identify successful hiring strategies and practices, and these are included in Attachment 2.

¹ http://www.opm.gov/Strategic_Management_of_Human_Capital/fhfrc/default.asp

I would like to highlight that OFPP and OPM are partnering to present a "Hiring Flexibilities and Successful Hiring Strategies" seminar in Washington, DC. Once the date and location are finalized, we will publicize the seminar through the Chief Acquisition Officers Council listserv. We encourage you to attend and also encourage wide attendance by your hiring managers and your human resources support staff. We will also invite your information technology, finance and human resource colleagues, who will also benefit from the information.

Planned Improvements

New tools and resources will soon be available to help agencies build their workforce:

Applicant Assessments – OPM is developing new online applicant assessment tools. These assessments will use state-of-the-art Computer Adaptive Testing which adjusts the level of difficulty of the questions based on an applicant's previous responses. Animated situational judgment assessments will present applicants with occupation-specific scenarios and ask them to respond. Together, these tools will measure an applicant's proficiency in a variety of general competencies, such as interpersonal skills, math, reading comprehension, and logical reasoning.

Assessments for three financial occupational series (i.e., 0501, 0510, and 0560) will be piloted this month for a group of OPM partner agencies using USAStaffing. As system validation continues, assessments will be implemented in the spring for the contracting profession (GS-1102) and eight additional occupational series. Many of you have participated in OPM's efforts to develop appropriate questions and scenarios for these assessments and we appreciate your contributions. The rollout of these assessments will coincide with the rollout of USAJOBS 3.0 Phase 1 so that all agencies may take advantage of the OPM-developed assessments. These assessments are a key component of Federal hiring reform; they will assist agencies in identifying top quality applicants and also reduce the burden on applicants, who will be able to reuse their scores when applying for a variety of government positions.

USAJOBSRecruit.gov - USAJOBSRecruit.gov will be a one-stop recruiting site for those involved in hiring the best talent for the government and is expected to go live in March 2011. This site will offer a unique federal community, a place where human resources professionals, hiring managers, and federal employees interested in recruiting can connect, discuss challenges and opportunities, and seek solutions together. Key features include a recruiting toolkit with checklists, training modules, job aids, and templates. The site will include blogs and discussion forums by and for federal employees, a recruiting event calendar, and a webinar series featuring federal best recruiting practices. When combined with the information the Federal Acquisition Institute (FAI) developed specifically for hiring new contracting talent (available at <http://www.fai.gov/FAIC>), agencies will have a set of helpful tools to assist them in hiring high quality applicants.

An agency's acquisition workforce is critical to ensuring taxpayer dollars are spent wisely. Attracting talented individuals to this profession is a shared responsibility that requires close collaboration among agency senior leaders. Please encourage those responsible for these efforts to maximize the use of existing hiring flexibilities.

Please contact Joanie Newhart at 202-395-4821 or jnewhart@omb.eop.gov if you have any questions.

Attachments

cc: Chief Human Capital Officers
Agency Acquisition Career Managers

The full memorandum can be found on the 4th Estate DACM website in the Policy tab: < www.dau.mil/doddacm/Pages/wkfPolicy.aspx > .

UPCOMING CHANGES TO THE CONTRACTING CURRICULUM IN FISCAL YEAR 2012

The full memorandum can be found on the 4th Estate DACM website in the Policy tab: < www.dau.mil/doddacm/Pages/wkfPolicy.aspx > .



ACQUISITION,
TECHNOLOGY
AND LOGISTICS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
3000 DEFENSE PENTAGON
WASHINGTON, DC 20301-3000

MAR 25 2011

MEMORANDUM FOR COMMANDER, UNITED STATES SPECIAL OPERATIONS
COMMAND (ATTN: ACQUISITION EXECUTIVE)
COMMANDER, UNITED STATES TRANSPORTATION
COMMAND (ATTN: ACQUISITION EXECUTIVE)
DEPUTY ASSISTANT SECRETARY OF THE ARMY
(PROCUREMENT)
DEPUTY ASSISTANT SECRETARY OF THE NAVY
(ACQUISITION AND LOGISTICS MANAGEMENT)
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE
(CONTRACTING)
DIRECTORS OF THE DEFENSE AGENCIES
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Upcoming Changes to the Contracting Curriculum in Fiscal Year 2012

The Under Secretary of Defense for Acquisition, Technology, and Logistics memorandum of September 14, 2010, entitled "Better Buying Power: Guidance for Obtaining Greater Efficiency and Productivity in Defense Spending" coupled with the recent competency assessment for the contracting community, demands strategic contracting course curriculum revision and restructure at the Defense Acquisition University (DAU). The updated curriculum will better support the training needs and the associated certification training standards of our contracting workforce, and reflects the discussions held with senior procurement executives and contracting leaders over the past six months. The curriculum will incorporate more emphasis in the areas of pricing, service contracting, source selection, competition, negotiations, contract administration, and small business participation. As a result of these changes, the training standards associated with the Defense Acquisition Workforce Improvement Act certification levels in the contracting career field will change effective October 1, 2011. There is no impact on the current education and experience standards for the contracting workforce.

The first page of the attachment provides a summary list of the courses required for certification at each level as of October 1, 2011. Pages 2-4 of the attachment provide the course transition plan so that components can properly plan for and meet the certification needs of their workforce members who are in the process of completing their certification requirements. In support of the course transition plan, the last page of the attachment lists the prerequisite requirements for each course listed as a training standard at each level of certification. The transition plan should be used as a reference tool along with current policy on fulfillments, equivalencies and prerequisites to properly manage individual and collective training requirements.

My staff is working closely with the DAU and the contracting functional integrated product team to ensure a smooth transition from the current curriculum to the new curriculum

and the resulting changes to the training standards associated with certification in the contracting career field. This is a significant undertaking and I look forward to your support as we work collectively to improve the capabilities, effectiveness, and readiness of the contracting workforce that will result in providing affordable capabilities to our Warfighters around the globe.

My points of contact for this effort are Ms. Susan Pollack on my staff, 703-697-8336, susan.pollack@osd.mil, for policy and certification related issues, and Mr. Leonardo Manning of DAU, 703-805-2248, leonardo.manning@dau.mil, for curriculum related matters.

for Richard G. Mason
for Shay D. Assad
Director, Defense Procurement
and Acquisition Policy

Attachment:
As stated

cc:
Army Director, Acquisition Career Management
Navy Director, Acquisition Career Management
Air Force Director, Acquisition Career Management
Director, Human Capital Initiatives
Director, Acquisition Career Management (DAU)

ELMER B. STAATS YOUNG ACQUISITION PROFESSIONAL AWARD

The Procurement Round Table (PRT) is currently inviting agencies to submit nominations for the Elmer B. Staats Young Acquisition Professional Excellence Award.

Nominees, who must be no more than 37 years of age, should have made noteworthy and extraordinary contributions to acquisition operations or policy within the past 18 months. The nominee must have at least 5 years of civil or military service as a contracting officer, contract specialist, procurement analyst, or purchasing agent. Some of the past winners have come from the Departments of the Navy, Air Force, National Aeronautics and Space Administration, and the U.S. Postal Service.

The Staats Award includes a \$5,000 check to be presented at the awards ceremony of the National Contract Management Association World Congress on July 13, 2011, in Denver, Colo. To nominate a candidate, download the candidate application form at <http://www.procurementroundtable.org/awards.html>. The nomination should also include a letter of introduction on agency letterhead signed by the head of the contracting activity.

Nominations should be sent to awards@ncmahq.org by March 31, 2011. You can direct any questions to Shirl Nelson at acquirer@gmail.com.

The PRT is a nonprofit organization chartered in 1984 by former federal acquisition officials concerned about the economy, efficiency, and effectiveness of the federal acquisition system. Its officers and directors are private citizens who serve pro bono with the objective of advising and assisting the government in making improvements in federal acquisition.

ACQUISITION COMMUNITY CONNECTION WEBSITE HOSTS NEW AT&L EFFICIENCY INITIATIVES SPECIAL INTEREST AREA BY JIM LAMB

In his Sept. 14, 2010, memorandum to acquisition professionals, the Under Secretary of Defense for Acquisition, Technology and Logistics (AT&L) issued guidance to the Defense Acquisition Workforce focused on achieving the DoD mandate of delivering better value to the taxpayer and warfighter through improvements in the way the Department does business. This guidance outlined 23 principal actions to improve efficiency, organized in five major areas of focus. On Nov. 3, 2010, he issued another memorandum to Secretaries of Military Departments and Directors of Defense Agencies, in which he provided more specific guidance for implementation of the Sept. 14, 2010, guidance. The Defense Acquisition University (DAU) has captured the contents of these memoranda, along with an earlier June 28, 2010, memorandum, and related information to date in a new "AT&L Efficiency Initiatives" site located in the Acquisition Community Connection (ACC) Special Interest Area (SIA) at <https://acc.dau.mil/initiatives>. This site provides a gateway to all available information

and a forum for the Defense Acquisition Workforce to collaborate on the 23 "better buying power" initiatives and share implementation experience. As additional implementing directives and guidelines become available, and DAU course materials and tools are developed, they will be added to this site to keep the Defense Acquisition Workforce continuously informed of the latest implementation guidance. If you are a member of ACC, you can subscribe to this site and receive automatic updates via e-mail whenever information is added to the site (or any other community of practice or SIA on the ACC website). Visit <https://acc.dau.mil/initiatives> today!

The screenshot shows a web browser displaying the "AT&L Efficiency Initiatives" website. The page has a dark blue header with the DAU logo and the text "Acquisition Community Connection - Where the DoD AT&L Workforce Meets to Share Knowledge". Below the header is a navigation menu with links for "Home", "Contact", "Privacy Policy", "ACC Tutorial", and "DoD Certificate". The main content area is divided into several sections. On the left, there is a "Sign In" form with fields for "User Name" and "Password", and a "Sign In" button. Below this is a "Browse" section with a list of categories: "1. Target Affordability and Control...", "2. Increase Productivity and...", "3. Promote Real Competition", "4. Improve Tradeoff in Services...", "5. Reduce Non-Productive Processes and...", and "Additional Policy & Guidance". On the right, there is a "Welcome" message and two memorandum sections. The first memorandum is dated November 3, 2010, and the second is dated September 14, 2010. The page also includes a "Tags" section at the bottom.

DAU's ANNUAL ACQUISITION COMMUNITY SYMPOSIUM

DAU will host its annual Acquisition Community Symposium on April 12, 2011, at its Fort Belvoir campus. The theme this year is “Making Every Dollar Count—Improving Acquisition Outcomes.” The symposium will provide congressional, OSD, Service-level, and industry perspectives on implementing affordability initiatives of the Under Secretary of Defense for Acquisition, Technology and Logistics. Through a series of speakers, panels and breakout sessions, the symposium will examine issues such as: “Affordability and Control of Cost Growth,” and “Reducing Non-Productive Processes and Bureaucracy.” Agenda includes a Congressional Staff speaker, an Acquisition Executive Panel, an Industry Panel, a presentation by the Director OSD Cost Assessment and Program Evaluation, and seven breakout sessions covering DoD cost reduction initiatives. One of the breakout sessions will include DAUAA Research Paper (Hirsch Prize) presentations. The 1-day symposium will conclude with a dinner in the evening honoring the winner of the 2011 Alumni Association’s Acker Award; induction of new DAU Hall of Fame members; and presentation of Research Paper Competition prizes.

You may view the agenda at <http://www.dauaa.org/Symposium2011/>. For any questions, please contact Wayne Glass at wayne.glass@dau.mil.

2011 DAU ACQUISITION COMMUNITY SYMPOSIUM
Fort Belvoir, Virginia | April 12, 2011

MAKING EVERY DOLLAR COUNT
- Improving Acquisition Outcomes -

Your chance to engage with key DoD, Congressional, and industry speakers to understand the USD(AT&L) Better Buying Power initiatives...and how to implement them in your organization.

To register and for VTC locations, visit www.dauaa.org or call 1-800-755-8805

Presented on behalf of DAU by:
The Defense Acquisition University Alumni Association

THIS TRAINING SEMINAR QUALIFIES FOR 4 CONTINUOUS LEARNING POINTS (CLP)

CONTRACT PRICING REFERENCE GUIDES PERFORMANCE LEARNING TOOL GOES LIVE

Dr. Ashton Carter, Under Secretary of Defense for Acquisition, Technology and Logistics issued a memorandum to all Acquisition Professionals, dated June 28, 2010, entitled, “Better Buying Power: Mandate for Restoring Affordability and Productivity in Defense Spending.” In this memo, Dr. Carter reminded the acquisition workforce that the Department of Defense spends \$400B annually on contracts for supplies and services and exhorted them to scrutinize the terms and conditions of our contracts, especially in terms of costs, fees and overheads paid, to eliminate inefficient or uneconomical practices, while ensuring the viability of our defense industrial base. Specific initiatives outlined in that memo related to contract cost, price, and finance include the following:

- Leveraging Real Competition
- Using Proper Contract Type for Development and Procurement
- Using Proper Contract Type for Services
- Aligning Policy on Profit and Fee to Circumstance
- Sharing the Benefits of Cash Flow
- Targeting Non-Value-Added Costs
- Adopting “Should-Cost” and “Will-Cost” Management
- Improving Audits

To that end, DAU is embarking on a journey to infuse cost and price analysis skills, to include the appropriate selection and use of quantitative techniques, into DAWIA learning assets at all levels. An electronic web-based version of the Contract Pricing Reference Guides (CPRG) has been created to assist acquisition professionals, to include contracting officers, contracting specialists, auditors, cost and price analysts and contract negotiators, among others, by providing a central repository for the reference guides within the Contract Cost, Price and Finance communities.

The five-volume Guides are built around five key knowledge and skill areas: price analysis, quantitative techniques, cost analysis, advance issues, and negotiation techniques. When you click on the CPRG link at <https://acc.dau.mil/cprg>, you will be taken to a web-enabled Performance Learning Tool. This tool has been updated to ensure congruence with current directives and references; however, by mid-FY11, it will also contain links to pertinent documents, tools, computer models and other helpful information for the acquisition professional.

WHAT'S THE SIS?

Student information systems are commercial-off-the-shelf software solutions that help higher education institutions manage administrative and academic functions on one seamless platform. Portico, a student information system for the Defense Acquisition Workforce, will make it easier for students to manage their acquisition training and career paths, and will enable DACMs and DAU to achieve DAWIA objectives through secure, 24x7, online access to the information they need.

WHY DO WE NEED IT?

For everyone with a stake in the training of the acquisition workforce, Portico will foster stronger communications and greater productivity through the adoption of global best practices. These best practices are derived from the many educational institutions that use this common technology platform to drive their core processes. Portico's timing could not be better given the growing demands to produce more training and more career guidance with fewer resources as well as being available on a 24/7 basis.

HOW WILL I BENEFIT?



Students will...

- Track progress toward certification and create new career scenarios
- Communicate with peers, faculty, and DACMs



Faculty will...

- View comprehensive student profiles
- Communicate with individual students, student groups, and career fields



DACMs will...

- Access information by person or career field
- Manage training spectrum from registration approval through successful certification



DAU Staff & Regions will...

- Develop training demand forecasts to manage resources more effectively
- Adjust schedules to meet workforce needs

WHEN WILL IT GET HERE?

Portico's implementation project is expected to take 18–24 months with a target go live in time for the 2013 training registration cycle. *Portico's website will soon launch to provide you with more information on implementation progress and to solicit your feedback on this strategic initiative.*



IMPLEMENTATION TAKES OFF

The SIS Team took no time to rest before moving into the next phase of the process to bring 21st century technology to the Defense Acquisition Workforce. In fact, implementation planning began long before Campus Management Corp. (CMC) was selected to deliver the system.

The team held a kickoff meeting on Feb. 3 to discuss the business requirements review process, implementation schedule, expectations, roles, and responsibilities. Campus Management also provided a brief introduction of its product and capabilities.

In the weeks and months ahead, DAU will work closely with the vendor. Several Campus Management representatives will reside at DAU headquarters to help deliver the system on time and within budget.

The SIS team hosted another kickoff meeting Feb. 16 where CMC demonstrated the system to DACMs and other Integrated Project Team members. It was the first of many interactions for the joint effort.



Representatives from GSA, Campus Management Corp., and the SIS team meet Feb. 3 to kick off Portico's implementation.

SIS AWARD GRANTED TO CAMPUS MANAGEMENT CORPORATION

The Student Information System (SIS) project moves into high gear with the accomplishment of a major milestone. Years of due diligence and procurement planning finally conclude with the award of the SIS procurement.

The General Services Administration's National Capital Region awarded the DAU SIS contract to Campus Management Corporation on Jan. 18.

"We are excited about the capabilities of this system and the transformation that it will bring to the workforce," said Executive Program Director Mark Whiteside.

In keeping with the Department of Defense's current focus on efficiency and smart acquisition, the new system will simplify the training process and allow representatives from the Services and DAU staff to more efficiently perform their jobs.

"The utilization of an existing student information system platform should allow the Components to provide more timely and accurate application processing to our workforces," said Scott Greene, Army Acquisition, Education, and Training Branch Chief.

Campus Management serves organizations across the higher education landscape. More than 1,700 institutions run on its administrative systems.

WHAT IS THE CAMPUS VUE ECOSYSTEM?

Campus Management uses a system known as CampusVue < www.campusmanagement.com > . The ecosystem provides a single branded user interface with various layers for different administrative needs; including the front-end portal, student registration, and reporting analytics.



Student Information System IPT members scrutinize the items being presented in a joint effort to consolidate requirements Feb. 17.

**WE WILL CONTINUE TO
KEEP YOU UPDATED
ON THE SIS
DEVELOPMENT**



ALTERNATE MEANS OF OBTAINING DAU COURSE CREDIT: EQUIVALENCY AND FULFILLMENT

Did you know that you can get credit for completing DAU training based on your previous education, training and experience? DAU provides two programs for doing this, which are described below:

Equivalency Program—The Defense Acquisition University (DAU) provides the opportunity for organizations (colleges and universities, DoD schools, other federal agencies, commercial vendors, and professional societies) to offer courses, programs or certifications. DAU will accept as equivalent to one or more DAU courses if, upon evaluation of the organization's materials and standards, they adequately address the DAU course learning outcomes for a select DAU course(s). For a complete listing of currently acceptable equivalencies and former equivalencies, go to <http://icatalog.dau.mil/appg.aspx>. Some of the materials on the DAU website that pertain to equivalency and fulfillment have recently been updated and reorganized. DAU guidance on the fulfillment process is available in the **DAU iCatalog** < http://icatalog.dau.mil/student_info_H.asp > .

Fulfillment Program—This program permits the assessment of a workforce member's demonstrated competencies (capabilities acquired through previous training, education, and/or experience) against the learning outcomes/objectives of select DAU courses. Per the **DoD AT&L Workforce Career Management Desk Guide** < <http://www.dau.mil/doddacm/Pages/wkfPolicy.aspx> > ,

DoD agencies and components may approve a fulfillment request of a workforce member thereby certifying that the workforce member possesses the knowledge, skills and abilities that would otherwise have been gained by attending the DAU course. If an individual applies for fulfillment of a DAU course and their request is approved, then the employee will receive credit for the course when applying for certification or in meeting prerequisites for higher level courses. Course fulfillment guides for DAU courses have moved to the **DAU Blackboard** < https://myclass.dau.mil/webapps/portal/frameset.jsp?tab_id=_54_1 > . These course fulfillment guides contain the competencies that are covered in each DAU course, and students are required to demonstrate how they meet these competencies as part of each fulfillment request.

To ensure that credit for your equivalencies and fulfillments are recorded properly please follow the **4th Estate Fulfillment and Equivalency Procedures** < <http://www.dau.mil/doddacm/default.aspx> > which are now posted on the **4th Estate DACM Website** and in the **DAU iCatalog**. These procedures have been updated recently and following them ensures that fulfillments and equivalencies are properly recorded as part of your training history. As a result, your **DAU transcript** < <https://www.atrrs.army.mil/channels/dautranscript/default.asp> > will reflect that you have been awarded credit for a specific course and this information will be available for training managers when processing certification requests or when conducting prerequisite checks for future course applications.



ACQTAS

CHANGING OF THE GUARD

After 30 years of military service and 12 years with ASM Research, Mark Avey has decided to retire. Mark will make the long trip to Las Vegas, Nev., before the summer heat hits. As of March 1st, Lindsey Frutiger of ASM Research will take over for Mark as the ACQTAS Project Manager. Lindsey, a proud graduate of Auburn University, comes to the 4th Estate ACQTAS Program with several years of experience with ASM on different Air Force and Army contracts specializing in Human Resource systems, Labor Cost Analysis, and Business Process Re-engineering. For the past year, Lindsey shadowed Mark Avey as a Deputy PM on other acquisition workforce modules of ATRRS. Another recent asset to the ACQTAS family is Tenley Truxell-Svenson. She will act as the Deputy PM and the right hand person for Lindsey. Tenley came to ASM in September with an extensive background in project management, including acting project manager on several DoD task orders in addition to her work in an ITES-2S PMO. Even though management is changing on the ASM Research side, there is a promise to always provide extraordinary commitments while providing extraordinary results.



ARE YOU TRANSITIONING INTO THE 4TH ESTATE?

When a new employee is hired into a 4th Estate Agency from one of the Services (Army, Navy, Air Force), there are three types of training records that could potentially be transferred into the Acquisition Training Application System (ACQTAS), the system used by the 4th Estate for DAU registration. These are DAU training records, certification records and Continuous Learning (CL) records. Below is a brief description of what a new employee needs to know regarding these training records.

DAU TRAINING RECORDS

An employee who is new to the 4th Estate begins by creating a profile in **ACQTAS** < <https://www.atrrs.army.mil/channels/acqtas/> >. The DAU training history transfers seamlessly from one Service's system to another because the information comes from ATRRS, which interfaces with all of the training management systems.

The employee can review their training history by accessing their **DAU transcript** < <https://www.atrrs.army.mil/channels/dautranscript/default.asp> >. This transcript will include all DAU training completions (web courses, classroom courses, and CL modules).

CERTIFICATION RECORDS

Certification data may be transferred from one of the Services into the 4th Estate, although this transfer does not always occur automatically. If an employee achieved acquisition certifications in their prior Service, this should be captured in the Defense Civilian Personnel Data System (DCPDS). This certification information will be transferred into the ACQTAS system from DCPDS within 1 month for workforce members who are in coded acquisition positions. This information will not update automatically for employees that are not in coded acquisition positions, these employees must contact their local training office to update their records.

If an employee realizes that their certification data has not transferred into ACQTAS within 2 months of assignment to an acquisition position, they should contact their certification POC and provide documentation so the POC can update ACQTAS with the previously achieved certifications. The certification POC must also update DCPDS so that the employee's position is coded with the correct career field and certification level required.

When an employee switches from one 4th Estate organization to another, they should log into ACQTAS to update their user profile since fields like employee email address do not update automatically. The certification information will automatically follow the employee since they are still using the same training application system (ACQTAS).

CONTINUOUS LEARNING (CL) RECORDS

When an employee transfers from one of the Services into the 4th Estate, they need to complete a profile the first time they enter the **ACQTAS CL system** < <https://www.atrrs.army.mil/channels/acqtascl/> >. The employee is asked to enter one of the following dates: 1. the date they entered the Acquisition Workforce or 2. Oct 1, 2006 (The date that ACQTAS started tracking CL points).

Continuous Learning information automatically transfers between 4th Estate agencies, but does not automatically transfer between Services. Therefore, when an employee transfers into the 4th Estate from the Navy or Air Force, they can use the "Transfer CL Points" function to request approval for these previous points. To do this, log into the ACQTAS CL module and click on "Transfer CL Points" from the main menu.

You may use this screen to transfer point requests from the Navy (Register-Now) or Air Force (ACQ Now) CL systems. To initiate the transfer of point request(s) from either of these systems, verify that the supervisor email address shown is correct, click on the box next to the point request(s) you would like to transfer, and press the "Transfer Point(s)" button. The system will automatically submit the selected point requests to your supervisor for review and approval.

If you are coming into the 4th Estate from the Army, you must use the "Request CL Points" link. All previous CL points, from the other services must be approved by your current supervisor.

For help and answers to questions on any of the systems, employees should contact their quota manager. Contact information for quota managers, as well as certification POCs, can be found using the "DoD Point of Contact Lookup" function on the main menu in ACQTAS.

The ACQTAS Placard is available on the 4th Estate DACM Website at < <http://www.dau.mil/doddacm/Pages/mgmtTools.aspx> > .

If you have training and development questions, always begin with your local agency training or quota management point of contact—typically located in your training, human resources, or acquisition offices—for agency-specific guidance.

ACQTAS Help Desk (for registration or ACQTAS issues) 703-645-0161 or < acqtashelp@asmr.com > . Hours of Operation: 7:30 a.m. to 5:30 p.m., EST.

ACQTAS Travel Technician, 703-645-0161 (commercial), 703-645-0432 (fax), or < ACQTAStravel@asmr.com > .

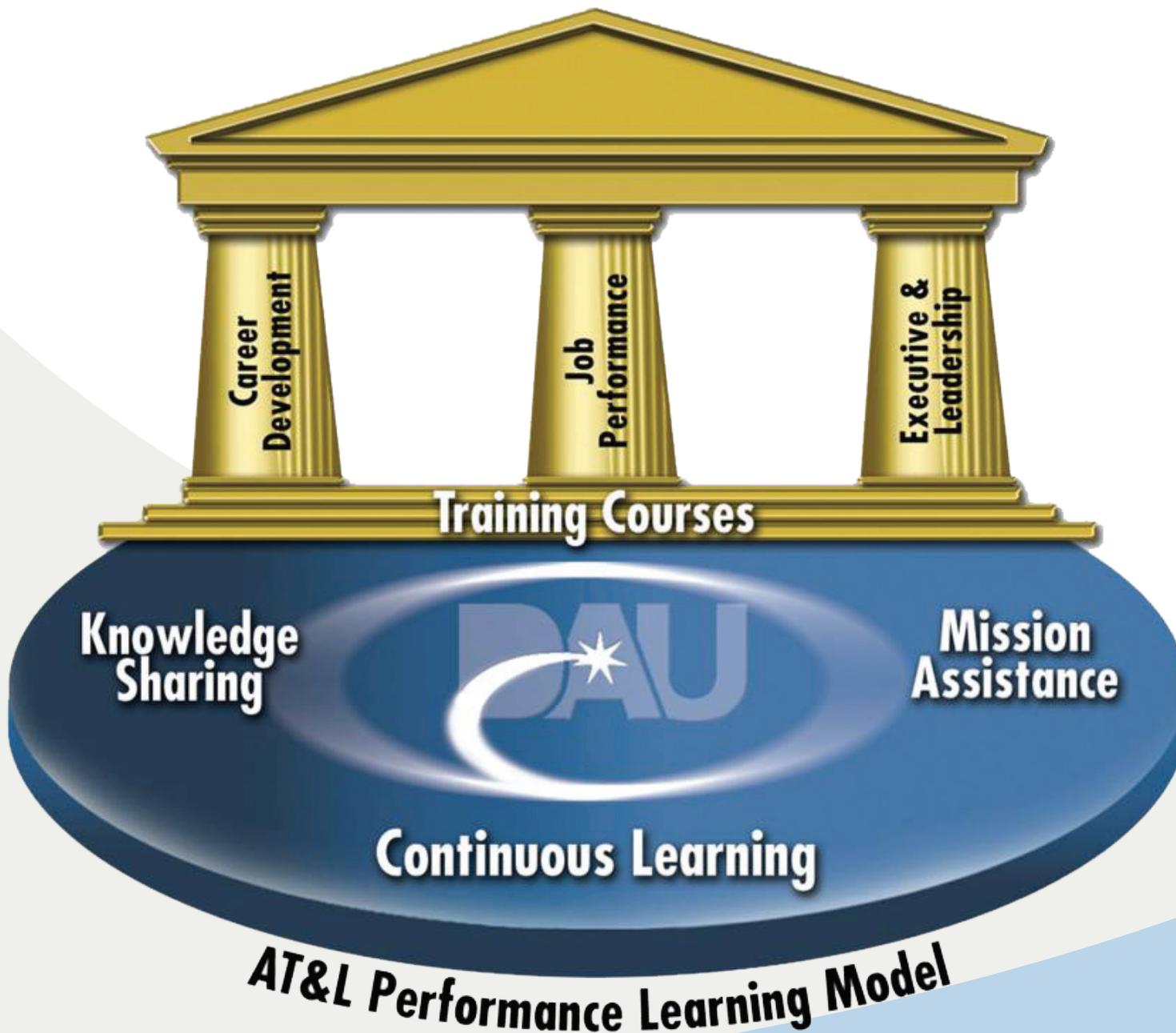


DAU Student Services (general information and questions about welcome messages) < student.services@dau.mil > , 703-805-3003/DSN 655-3003, or toll-free 888-284-4906.

DAU Virtual Campus Help Desk (questions on distance learning courses and continuous learning modules) < dauhlp@dau.mil > , 703-805-3459, or toll-free 866-568-6924/DSN 655-3459 (choose option 1).

We hope you find this newsletter informative. Let's collectively commit to providing outstanding support to our 4th Estate Defense Acquisition Workforce.





THE AT&L PERFORMANCE LEARNING MODEL (PLM) ENSURES THAT ALL LEARNING ACTIVITIES ARE FOCUSED ON ENHANCING JOB PERFORMANCE AND WORKPLACE CAPABILITY TO ENABLE THE DEFENSE ACQUISITION WORKFORCE TO ACHIEVE MISSION GOALS.