



# 2009 Year in Review & 2010 Performance Plan



February 24, 2010





# FY09 Performance Plan Significant Accomplishments

- ✓ Successfully deployed Section 852 management structure -- distributed nearly \$350 million to the components for hiring, training, and retention.
- ✓ Supported SECDEF workforce growth strategy -- components hired 2,345 interns, journeymen and highly qualified experts.
- ✓ Teamed with USD(P&R) to deploy SECDEF in-sourcing initiative.
- ✓ Deployed DAU MDAP engagement strategy -- conducted program start-up workshops, developed intact team training simulation, and provided executive coaching to PEOs and PMs.
- ✓ Achieved Section 852 training and development objectives -- increased:
  - graduates by 26%;
  - mission assistance hours by 17%;
  - continuous learning module completions by 48%;
  - Defense Acquisition Portal contact hours by 43%;
  - Acquisition Community Connection contact hours by 107%.
- ✓ Rapidly hired over 100 highly qualified faculty members to support training expansion.
- ✓ Augmented facilities and infrastructure to support training expansion.



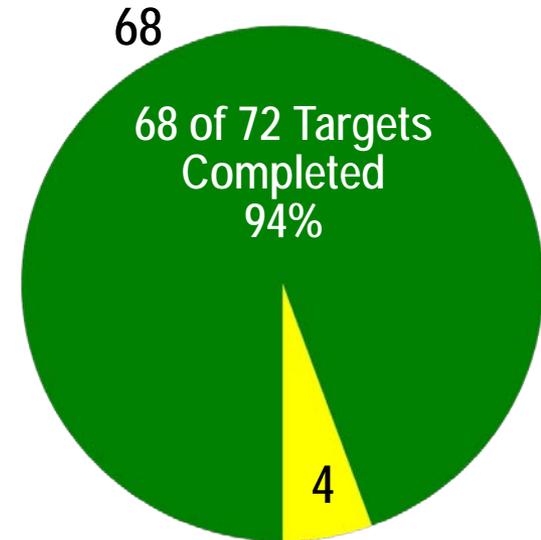
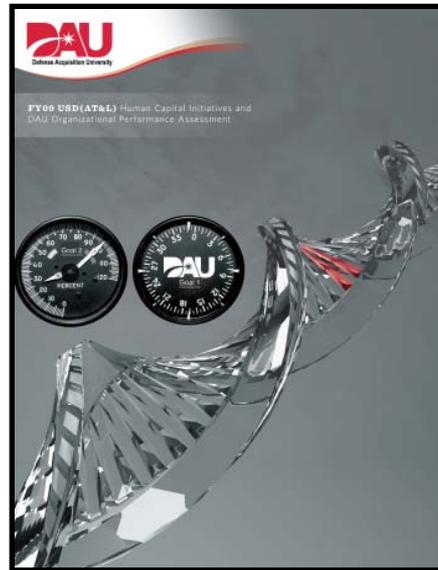


# FY09 Performance Plan Results

38 Performance Tasks



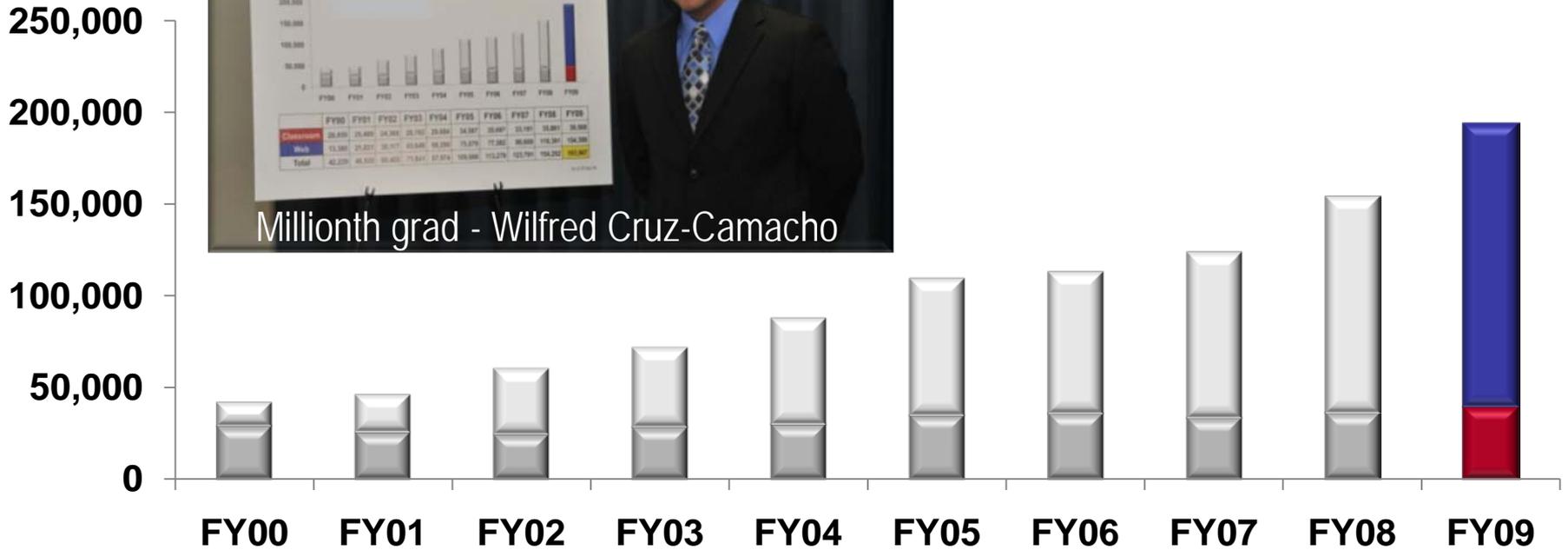
72 Performance Targets



- Deliver ACQ 201B at all regions using TriZenter
- Deploy FY07 NDAA Section 801 requirements management certification training (Phase 3 course)
- Conduct emerging leader and new supervisor development programs
- Conduct DAU president visits to all regions



# Training Courses: Reaching the Workforce



	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09
<b>Classroom</b>	28,859	25,489	24,368	28,192	29,684	34,587	35,697	33,191	35,861	39,568
<b>Web</b>	13,380	21,031	36,117	43,649	58,290	75,079	77,582	90,600	118,391	154,399
<b>Total</b>	42,239	46,520	60,485	71,841	87,974	109,666	113,279	123,791	154,252	193,967



# FY09 Curriculum Development Accomplishments

## Developed

- IRM 202 (Intermediate Information Systems Acquisition) - replaces IRM 201 & SAM 201 with case-based course
- STM 202 (Intermediate S&T Management) & 303 (Advanced S&T Management)
- PMT 352 (Program Management Office Course) - Replacing Mind Rover Simulation with DragonFly
- LOG 206 (Intermediate Systems Sustainment Management) Pilot complete, in work
- CON 100 (Shaping Smart Business Arrangements) - converted from classroom to online
- CON 090 (FAR Fundamentals) - four week contracting fundamentals course
- BCF 302 (Advanced Concepts in Cost Analysis) Course

## Updates

- SYS 101 (Fundamentals of Systems Planning, Research, Development, and Engineering SPRDE) & SYS 202 (Intermediate SPRDE)
- SYS 203 (Intermediate SPRDE) - successfully prototyped Cassandra Gaming
- TST 102 (Fundamentals of Test & Evaluation)
- LOG 101 (Acquisition Logistics Fundamentals) & LOG 200 (Intermediate Acquisition Logistics)
- CON 217 (Cost Analysis & Negotiation Techniques)

**Curriculum Development hours - 70,133.24**



# Mission Assistance in the Workplace



FY09	Efforts	Hours	Example
Consulting	176	35,388	MDAP Workshops; Coaching
Targeted Training	307	432,333	DAEOW; 40 courses
Rapid Deployment Training	94	24,800	DoDI 5000.02

Action learning to enhance performance

MDAP Engagements  
C-17Globemaster III, JLTV,  
Ground Soldier Ensemble, Joint  
Strike Fighter, Apache Block III



# FY09 Continuous Learning

**494,568 CL Graduates**  
Representing a 48% increase  
over FY08 (333,332)



Module Type	Count
Business	14
Contracting	57
Engineering & Technology	36
Government Purchase Card	4
International	6
Logistics	27
Acquisition Management & Program Management	32
Standard Procurement System	7
Harvard Business Modules	53
<b>Total</b>	<b>236</b>

**Browse for content or enroll to earn CLPs**

# DAU Acquisition Knowledge Management System

<https://dap.dau.mil>

A collaborative environment sustaining acquisition skills & knowledge



- Functional acquisition communities
- Searchable regulations & policies
- Ask-a-Professor tool
- Online workplace support tools
  - Integrated Framework Chart
  - Defense Acquisition Guidebook

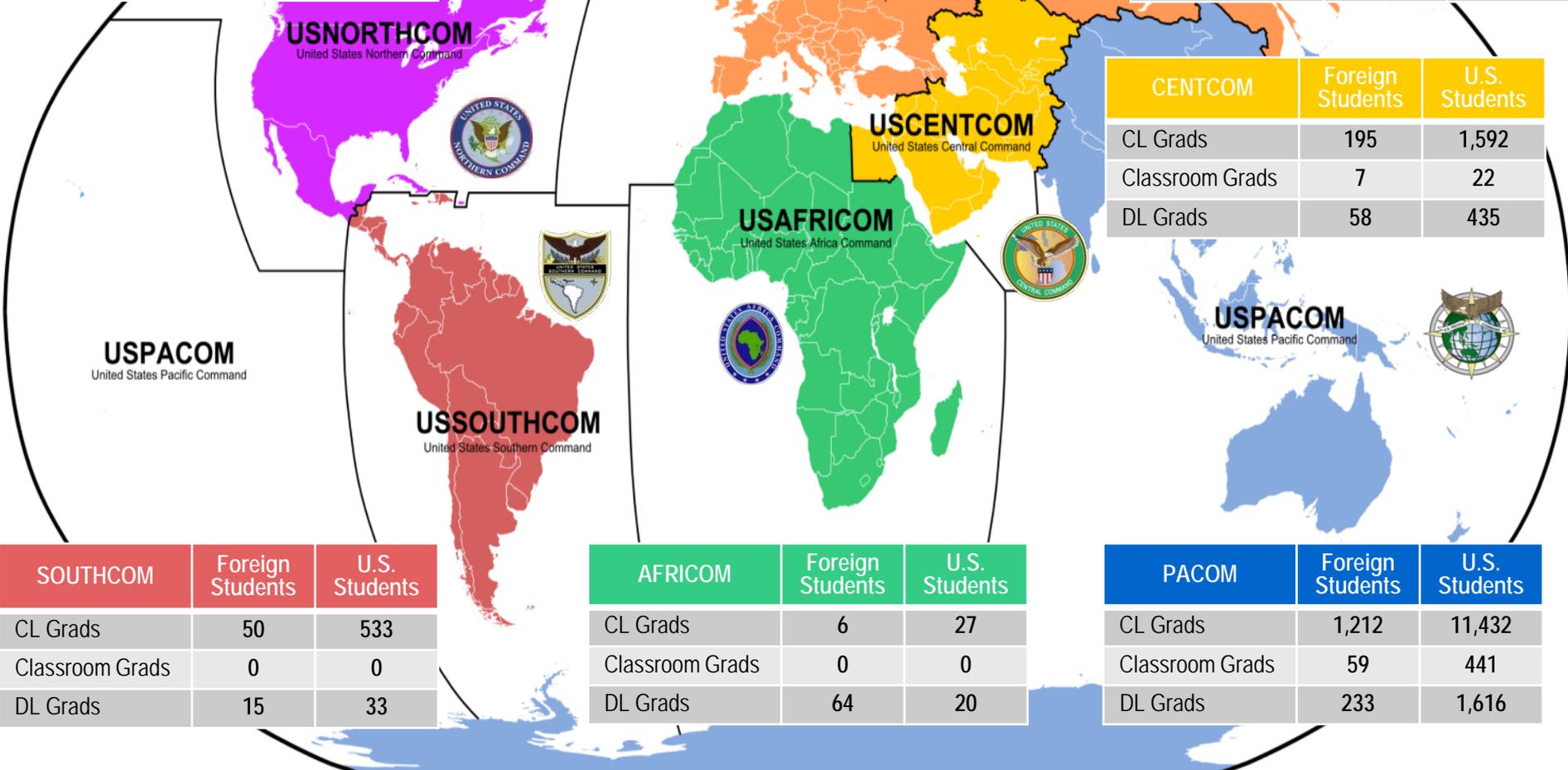
DAP / ACC	FY08	FY09
Registered Users	53,942	79,065
Contact Hours	677,996	1,036,720
Knowledge Contributions	57,095	65,920
Page Views	110.7M	181.6M



# Global Reach to Support Combatant Commands -- FY09

NORTHCOM	Foreign Students	U.S. Students
CL Grads	1,664	468,868
Classroom Grads	20	38,631
DL Grads	194	150,853

EUROM	Foreign Students	U.S. Students
CL Grads	884	5,342
Classroom Grads	14	92
DL Grads	67	460



**USNORTHCOM**  
United States Northern Command

**USEUROM**  
United States European Command

**USCENTCOM**  
United States Central Command

**USAFRICOM**  
United States Africa Command

**USPACOM**  
United States Pacific Command

**USSOUTHCOM**  
United States Southern Command

SOUTHCOM	Foreign Students	U.S. Students
CL Grads	50	533
Classroom Grads	0	0
DL Grads	15	33

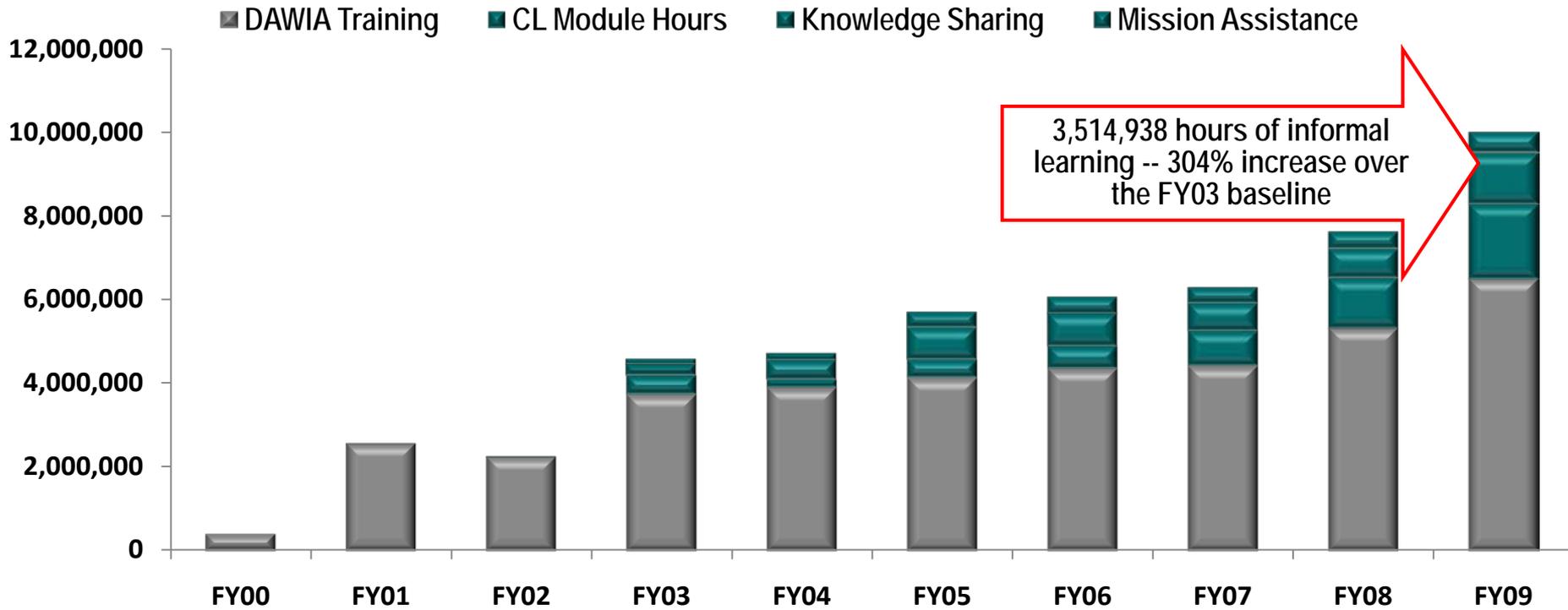
AFRICOM	Foreign Students	U.S. Students
CL Grads	6	27
Classroom Grads	0	0
DL Grads	64	20

CENTCOM	Foreign Students	U.S. Students
CL Grads	195	1,592
Classroom Grads	7	22
DL Grads	58	435

PACOM	Foreign Students	U.S. Students
CL Grads	1,212	11,432
Classroom Grads	59	441
DL Grads	233	1,616



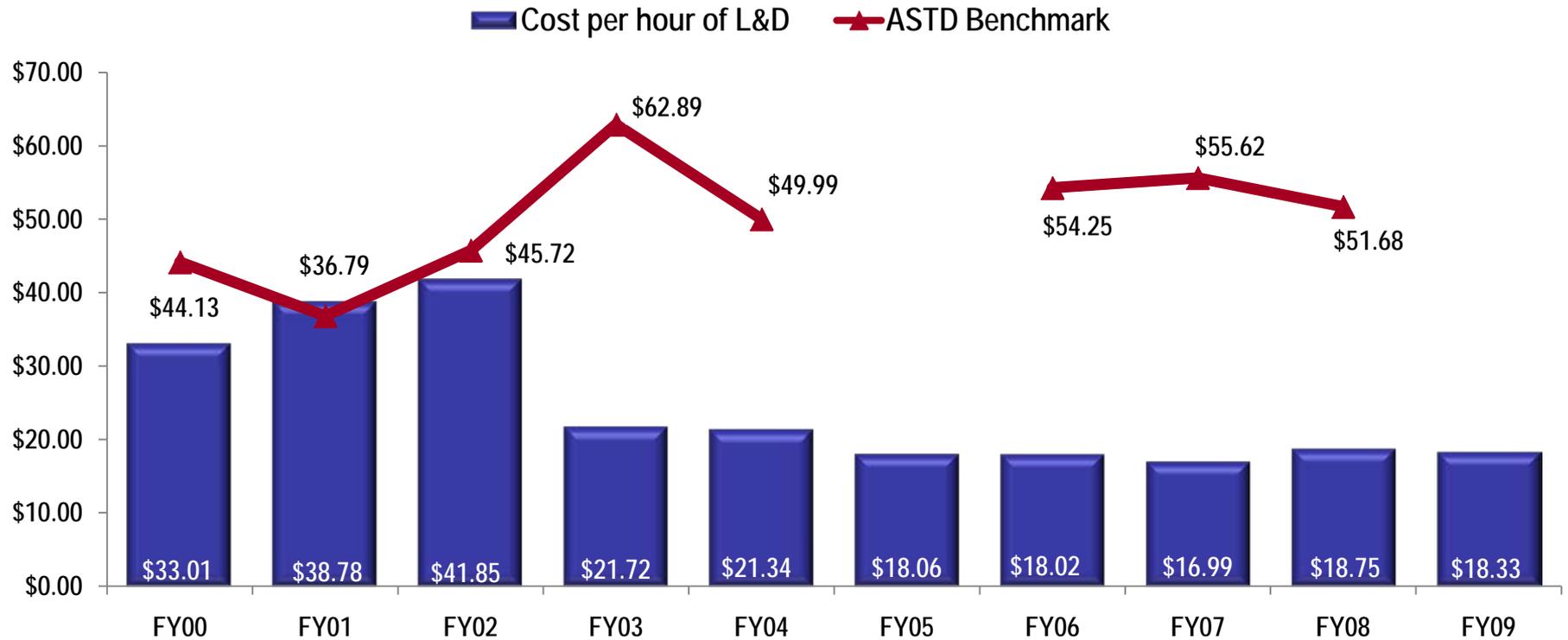
# Results: Growing formal & informal learning



Hours	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09
DAWIA Training	410,000	2,563,000	2,240,000	3,730,000	3,900,000	4,129,349	4,351,478	4,415,087	5,308,917	6,479,014
CL Module Hours	0	331	20,382	456,423	192,000	439,416	535,315	837,086	1,205,471	1,785,446
Knowledge Sharing	0	0	0	277,000	471,500	775,654	782,818	656,674	697,509	1,236,971
Mission Assistance	0	0	0	136,800	170,317	380,800	400,535	389,416	419,504	492,521
<b>Total</b>	<b>410,000</b>	<b>2,563,331</b>	<b>2,260,382</b>	<b>4,600,223</b>	<b>4,733,817</b>	<b>5,725,219</b>	<b>6,070,146</b>	<b>6,298,263</b>	<b>7,631,401</b>	<b>9,993,952</b>



# Costs per Hour of Learning & Development (Includes 852 Funding)



	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09
Total Hours	3,020,000	2,563,331	2,260,382	4,600,223	4,733,817	5,725,219	6,070,146	6,298,263	7,631,401	9,993,952
Budget \$	99,700,000	99,400,000	94,600,000	99,900,000	101,000,000	103,400,000	109,400,000	107,000,000	143,060,000	183,189,000
Cost per hour of L&D	\$33.01	\$38.78	\$41.85	\$21.72	\$21.34	\$18.06	\$18.02	\$16.99	\$18.75	\$18.33
ASTD Benchmark	\$44.13	\$36.79	\$45.72	\$62.89	\$49.99	No data	\$54.25	\$55.62	\$51.68	Available in Nov 2010



# Survey Results for all DAU Products & Services - FY 09

	FY07			FY08			FY09	
Category	Score	Count		Score	Count		Score	Count
Overall	5.95	97,641		5.96	120,918		5.95	154,425
Classroom	6.25	30,096		6.30	33,086		6.33	35,662
Online	5.74	65,254		5.77	84,222		5.78	114,916
FOLE	6.01	2,172		6.04	3,005		6.10	2,508
Follow Up Student	5.38	63,704		5.36	62,013		5.25	39,538
Follow Up Manager	5.25	311		5.48	401		5.45	397
Continuous Learning	5.64	199,083		5.68	322,436		5.65	502,267
Targeted Training	6.15	1,556		6.10	2,166		6.14	1,821
Consulting	6.25	21		6.22	87		6.08	25
RDT	7	1		0.00	0		6.34	41

**Our highest rated area:**

Professor in the Classroom	6.59	32,236		6.63	35,066		6.64	38,170
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We made tremendous progress...



because of our outstanding faculty & staff



# DAU 2010 Strategic Direction

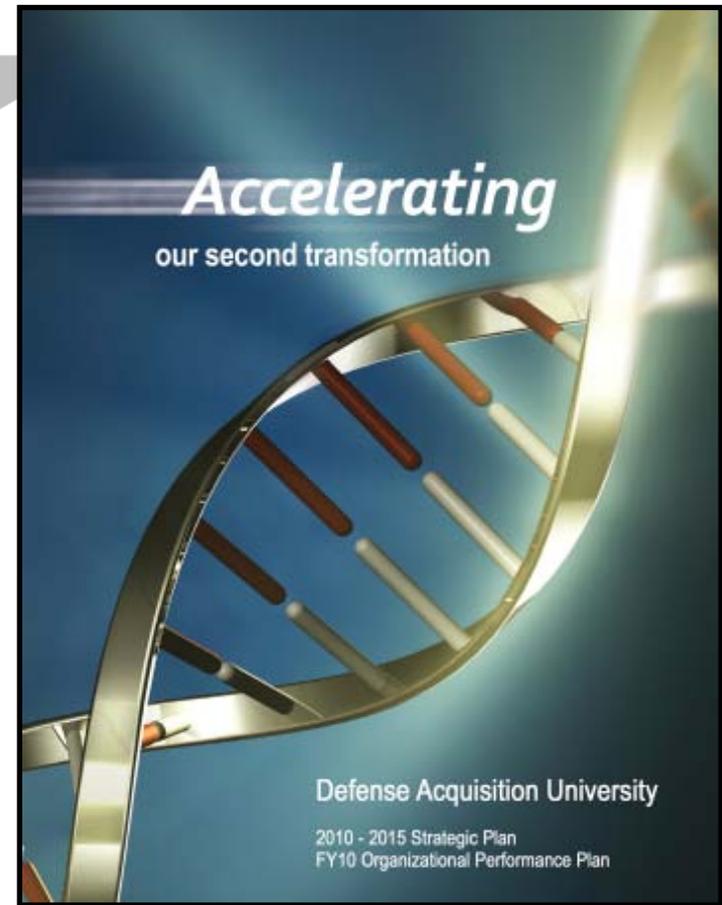
## Accelerating DAU's Second Transformation: Continuity with increased velocity

### New Mission Statement:

Provide a global learning environment to support a mission-ready Defense Acquisition Workforce that develops, delivers, and sustains effective and affordable warfighting capabilities.

### *Impact acquisition excellence through:*

- Acquisition certification and leadership training
- Mission assistance to acquisition organizations and teams
- Online knowledge sharing resources
- Continuous learning assets
- Strategic workforce planning





# Strategic Challenges

- Demonstrating our value to the USD(AT&L) leadership team by aligning with their priorities and proving our ability to deliver results.
- Effectively employing the Defense Acquisition Workforce Development Fund to increase our faculty and support resources to expand existing training programs and develop new learning assets.
- Engaging with Major Defense Acquisition Programs to enhance acquisition outcomes.
- Helping acquisition field organizations improve their acquisition outcomes by adding organization team training to our current individual training assets.
- Remaining competitive with other leading corporate universities through innovations in classroom technology, simulations, and informal learning techniques.

How can DAU position itself to be the learning organization that helps the AT&L leadership and AT&L field organizations enhance acquisition outcomes?



# Second Transformation: 2010 Fast-Track Initiatives

1. Expand training concept to focus on improving MDAP outcomes.
2. Grow classroom graduates to 46,000 to help increase workforce certification rates.
3. Fully deploy CON 090.
4. Deploy CONCLAVE and NEXUS.
5. Develop programs for acquisition certification standards and expert certification.
6. Stand up DC Metro campus and new DAU South facilities.
7. Award Student Information system contract.
8. Implement FY09 DAU climate survey/intervention strategies.
9. Deploy emerging leader program.
10. Meet all cyber security requirements.

