



Workforce Proficiency

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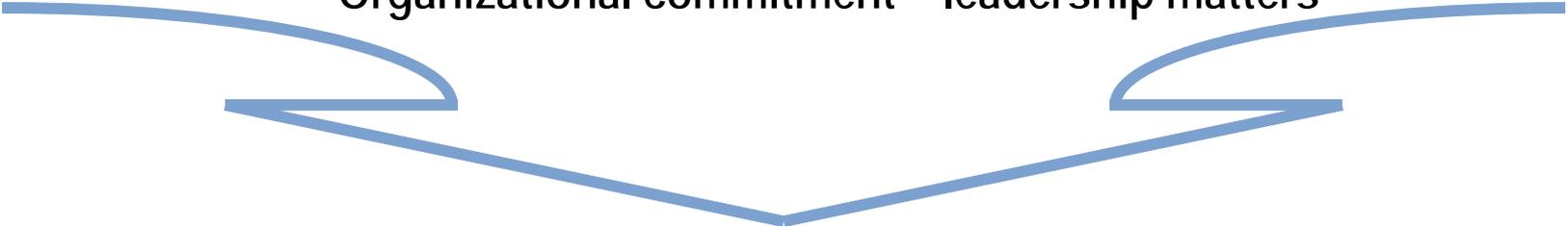
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Workforce Qualification

Vision: Everyone who touches acquisition in a meaningful way is qualified in the skill sets required to achieve successful acquisition results.

Guidelines & Guardrails:

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



Structure / framework for demonstrating and documenting
required skill sets

- Acquisition qualifications
 - Measures of proficiencies common across all organizations
 - Each competency mapped to proficiency (s)
 - Each proficiency mapped to measurement criteria
 - Each measurement criteria achieved is recorded in training/personnel record
- Command qualifications
 - Measure of proficiency common within the organization
 - Each proficiency mapped to measurement criteria
 - Each measurement criteria achieved is recorded in training/personnel record
- Professional qualifications
 - Measure of proficiency common within the organization
 - Each proficiency mapped to a measurement criteria
 - Each measurement criteria achieved is recorded in personnel record

Workforce Qualification Framework

Qualified

Acquisition Qualification Sources

Common Acquisition Competencies

Acquisition Proficiencies

All Possible Career Field Quals

Minimum Acquisition Quals

Acquisition Quals
(AT&L-defined Common Demonstration Criteria)

- DAWIA
- AQS
- COR
- Assignment specific
- Other

- Proficiency 1
- Proficiency 2
- Proficiency 3
- Proficiency 4
- Proficiency 5
- Proficiency 6
- Proficiency 7
- Proficiency 8
- Proficiency 9
-
- Proficiency X

- Level 1
- Qual A
 - Qual B
 -
 -
 - Qual N

- Level 2
- Qual 2A
 - Qual 2B
 -
 -
 - Qual 2P

- Level 3
- Qual 3A
 - Qual 3B
 -
 -
 - Qual 3x

- Level 1
- Level 2
- Level 3

- Type Job A
- Qual 1
- Qual 2
- Qual 3
- Type Job B
- Qual 1
- Qual 5
- Qual 9
- Etc.

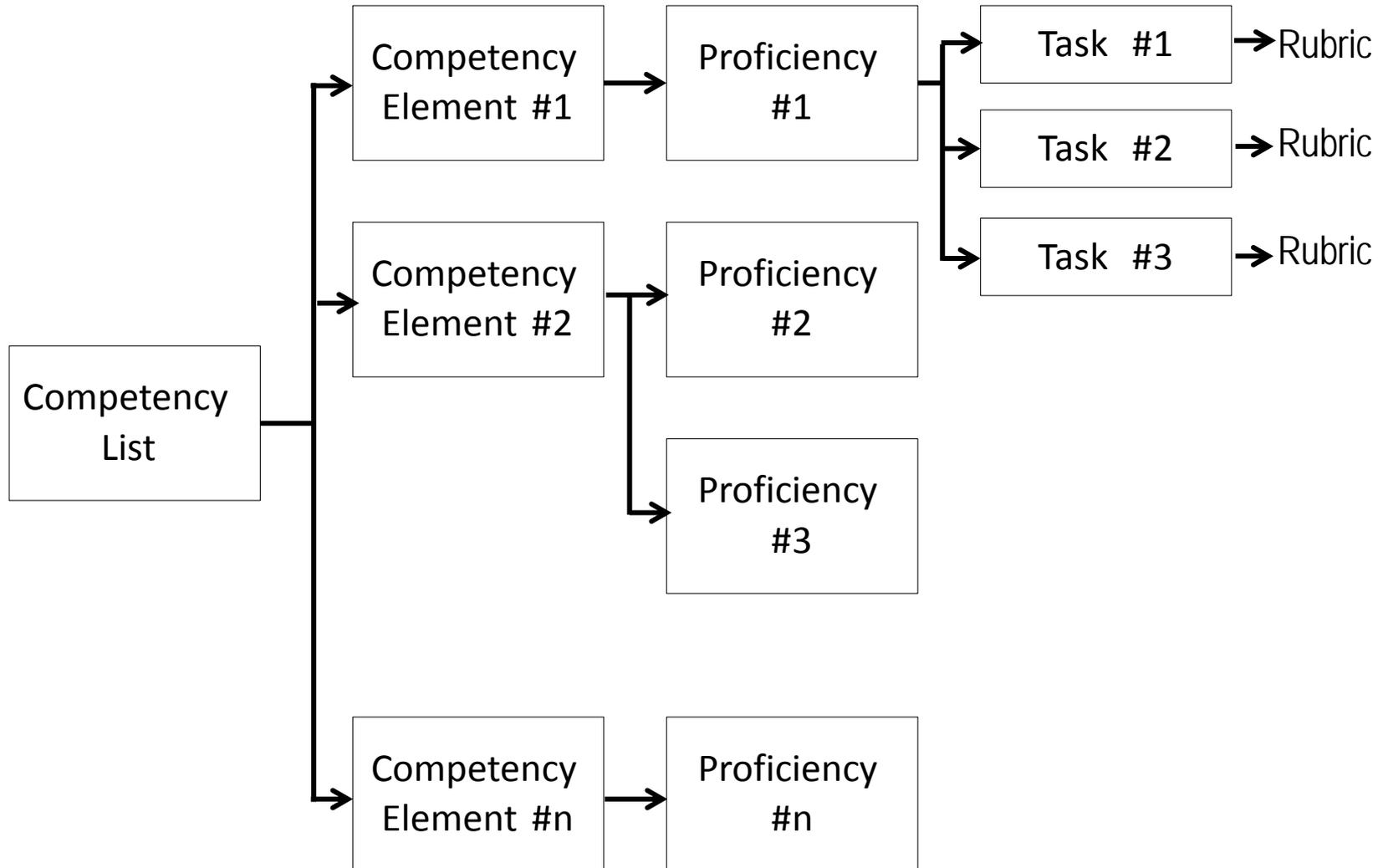
Definitions

- Competency list – a set of competencies, directed and approved by the FIPT, that define a career field
- Competency lists form the basis for proficiencies
- Proficiency
 - Written at the Competency/Technical Element level
 - Product or performance based demonstrable activity
 - Application of work, skills, knowledge, and abilities necessary to successfully perform
- Task – skills, knowledge, or ability that build to a proficiency
- Rubric – scoring criteria for assessment of workforce member's performance

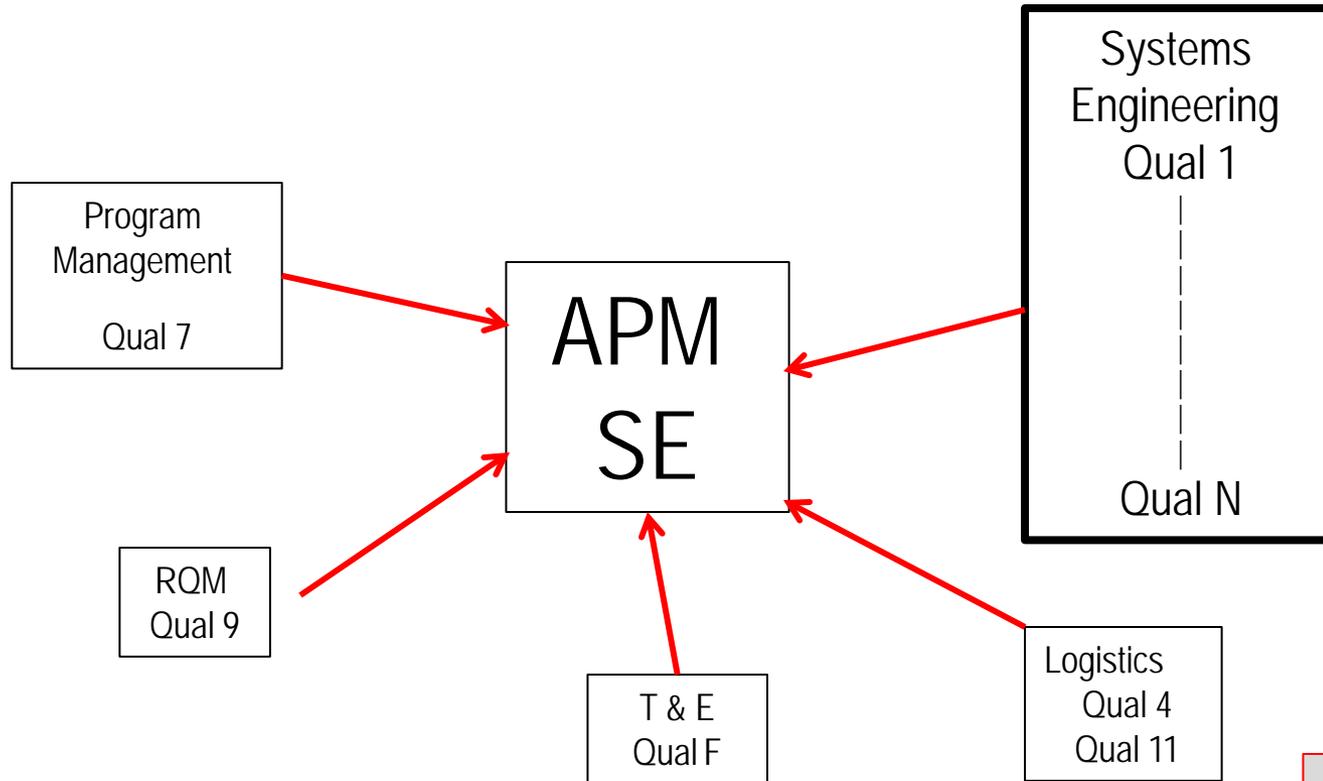
Elements of a scoring rubric (FPD 206)

- One or more traits or dimensions that serve as the basis for judging the student response
- Definitions and examples to clarify the meaning of each trait or dimension
- A scale of values on which to rate each dimension
- Standards of excellence for specified performance levels accompanied by models or examples of each level -- Herman, Aschbacher, and Winters (1992)
- Development of Rubrics
 - Unambiguous to evaluator (supervisor)
 - Written to the appropriate level proficiency or task
 - Written at the correct Bloom's level for each DAWIA level

Hierarchy



Qualification Concept Application Example (Acquisition Position – Broad Breadth)



Attributes

- Applies to Acq W/F
- Can Apply to W/F that touches acquisition

Example (SPRDE)

- **Competency – Systems Engineering Technical Management Processes**
- **Proficiency – Configuration Management**
- **Tasks –**
 - **Describe the purpose, inputs, and outputs of the Configuration Management process**
 - **Explain the configuration baselines by when they are established and why they are important.**
 - **Summarize the activities of a Configuration Control Board**
 - **Summarize the technical support for developing Acquisition Program Baselines**
- **Rubrics**

Plan for Pilots

- For each pilot select coherent subset of proficiencies w/rubrics
- Desired outcome from pilots
 - Completeness/correctness of proficiencies identified
 - Validate functional progression construct
 - One organization with 2 functional progressions within same career path and/or
 - Two organizations with similar functional progressions within same career field
 - Utility of rubrics in assessing performance
 - Validate transportability of qualifications
 - Collection of data for follow on analysis
- Selection of host region(s)
- Selection of candidate customer organizations

Pilot Competencies

- Logistics competency list
 - CrMS format and has appropriate provenance with levels by TLO
- SPRDE
 - Dated 2005 but has FIPT provenance and DAWIA levels are identified
- Contracts competency list
 - Based on 2007 Competency list and NAVAIR OJT documents
 - Level I – III assigned through evaluation of proficiency vs current contracts learning objectives
- Pricing
 - Cross functional competency list based on subset of Contracting competencies
 - DCMA working proficiencies and identified as pilot candidate
- EVM
 - Cross functional competency list
 - EVM renewed emphasis at OSD

Pilot Candidate Commands

COMMAND	COMPETENCY	REGION
WPAFB	Contracts	Midwest
SMC	Contracts	West
Army Contingency Contracting Command	Contracts	South
Army Expeditionary Contracting Command	Contracts	South
DCMA	Pricing/EVM	LCIC
NAVAIR	Contracts/EVM/ SPRDE/Pricing	Mid Atlantic
MARCORSYSCOM	TBD	CNE
Air Armament Command	SPRDE	South

What We Have Done to Date

- “Climate scan”
- Identification of candidate competency lists by career field/area of concentration
- Regions have identified competency area(s) and person(s) to develop proficiencies and rubrics
- DCMA working Pricing proficiencies
- Identified Candidate Organizations for Pilots

Next Steps

- Continue detail planning for pilots
 - Establish point of contact at candidate pilot sites
 - Draft pilot schedule
 - Refine implementation concepts
- Develop pilot materials
 - Regions develop/validate proficiencies
 - Team select subset of proficiencies for pilot
 - Regional POC develop rubrics

Schedule



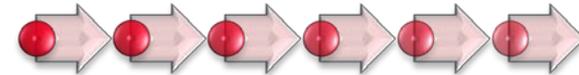
Detailed Planning



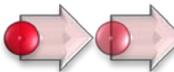
Map Acquisition Competencies to Proficiencies Measures



Develop Assessment Tools



Conduct Pilots Assess Pilots



Implement

- Logistics career field will be the first implemented 07/12
 - Scope of implementation still needs to be defined
 - Commands
 - % of proficiencies