



2006 Business Managers' Conference



Frank J. Anderson, Jr.
President, Defense Acquisition University
May 9, 2006





DoD AT&L Workforce

Career Fields (13)	Other Defense Agencies FY04	Army FY05	Navy FY05	Air Force FY05	Total
Program Management	560	3,804	3,551	4,510	12,425
Contracting	5,282	8,092	5,079	7,430	25,883
Industrial/Contract Property Mgmt	352	155	61	36	604
Purchasing	1,021	348	584	627	2,580
Facilities Engineering	0	4,922	3,505	0	8,427
Production Quality & Mgmt	4,414	2,295	2,033	407	9,149
Business, Cost Estimating & Financial Management	111	4,384	1,840	1,826	8,161
Life Cycle Logistics	76	6,143	4,206	2,081	12,506
Information Technology	277	3,023	760	1,551	5,611
SPRDE –Systems Engineering	483	11,259	16,887	6,505	35,134
SPRDE – S&T Manager	0	132	127	57	316
Test & Evaluation	80	2,500	2,453	2,417	7,450
Auditing	3,508	0	0	0	3,508
Unknown/Other	860	2,089	29	498	3,476
Total	17,024	49,146	41,115	27,945	135,230

6.13% of AT&L workforce



DoD AT&L Workforce

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There are currently **17 SERIES** under which cost estimators can be hired!

6.13% of AT&L workforce



DoD AT&L Workforce – BCEFM Functional Area

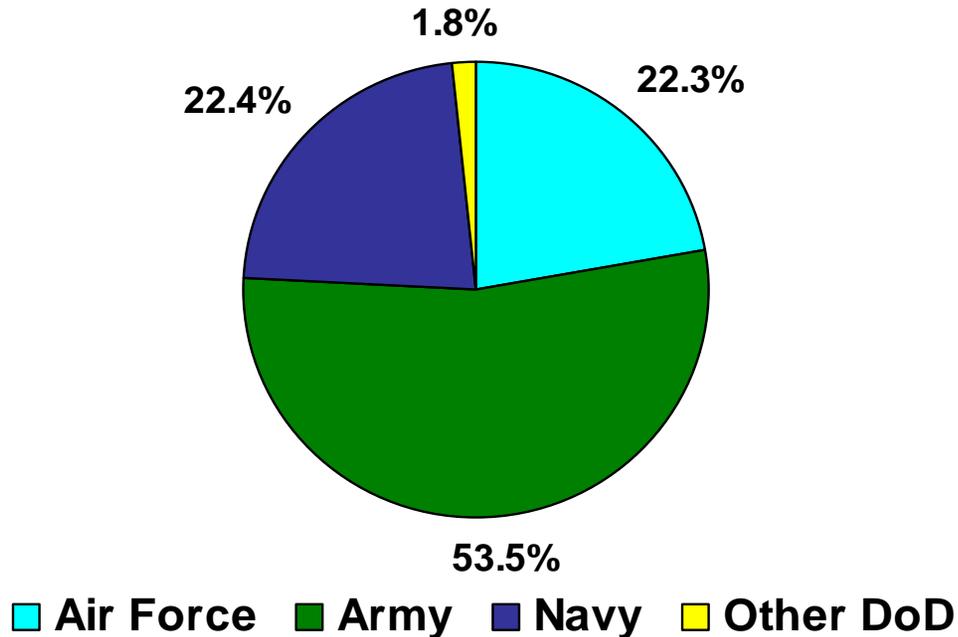
Total: 8198 **Military: 329 (4.0%)** **Civilian: 7869 (96.0%)**

Average Age: **Military: 34.7 yrs** **Civilian: 48.5 yrs**

Civilian Retirement Program Distribution:

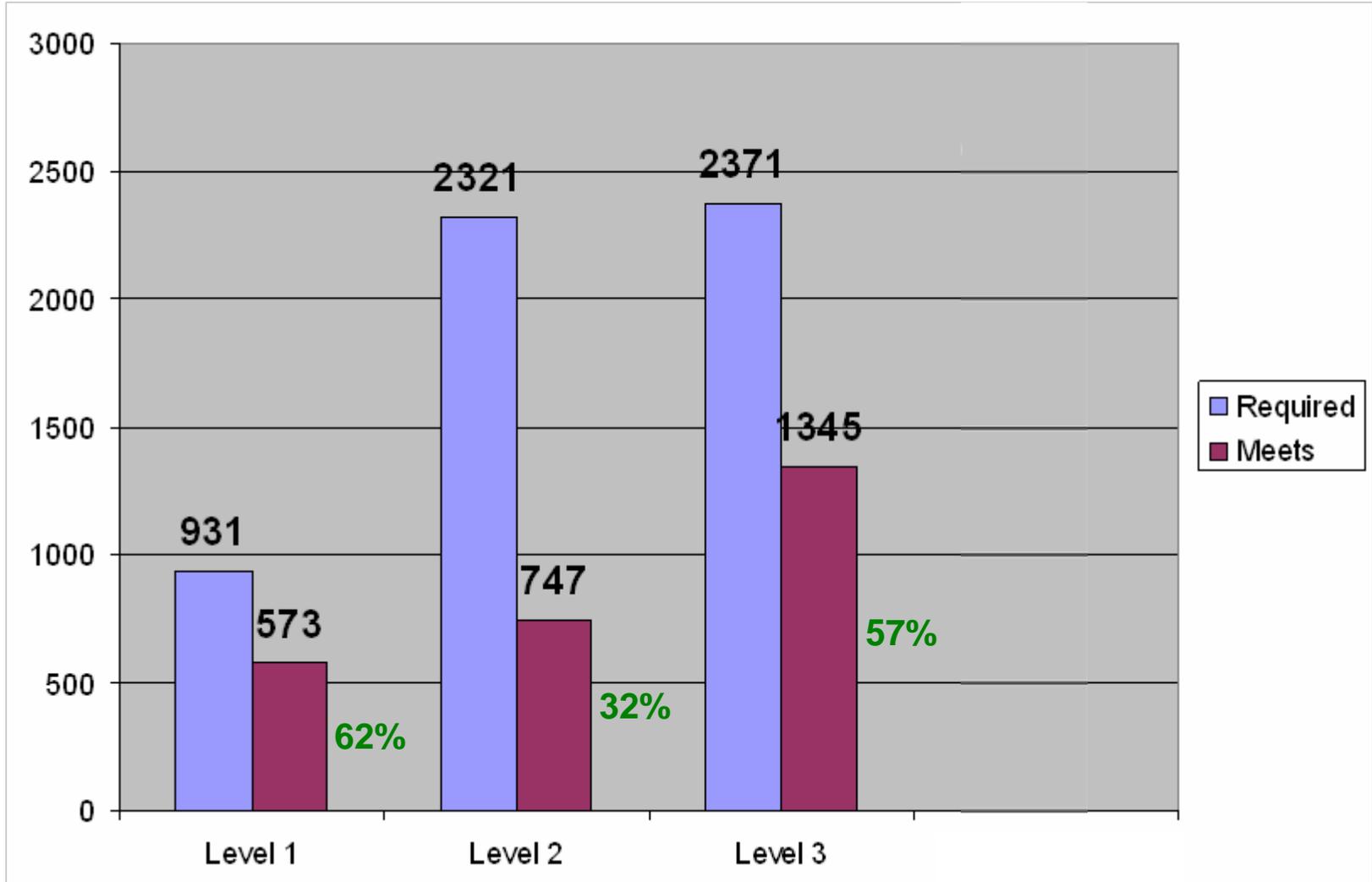
CSRS: 42.2% **FERS: 54.0%** **Unknown: 3.8%**

Career Field Distribution - BCEFM



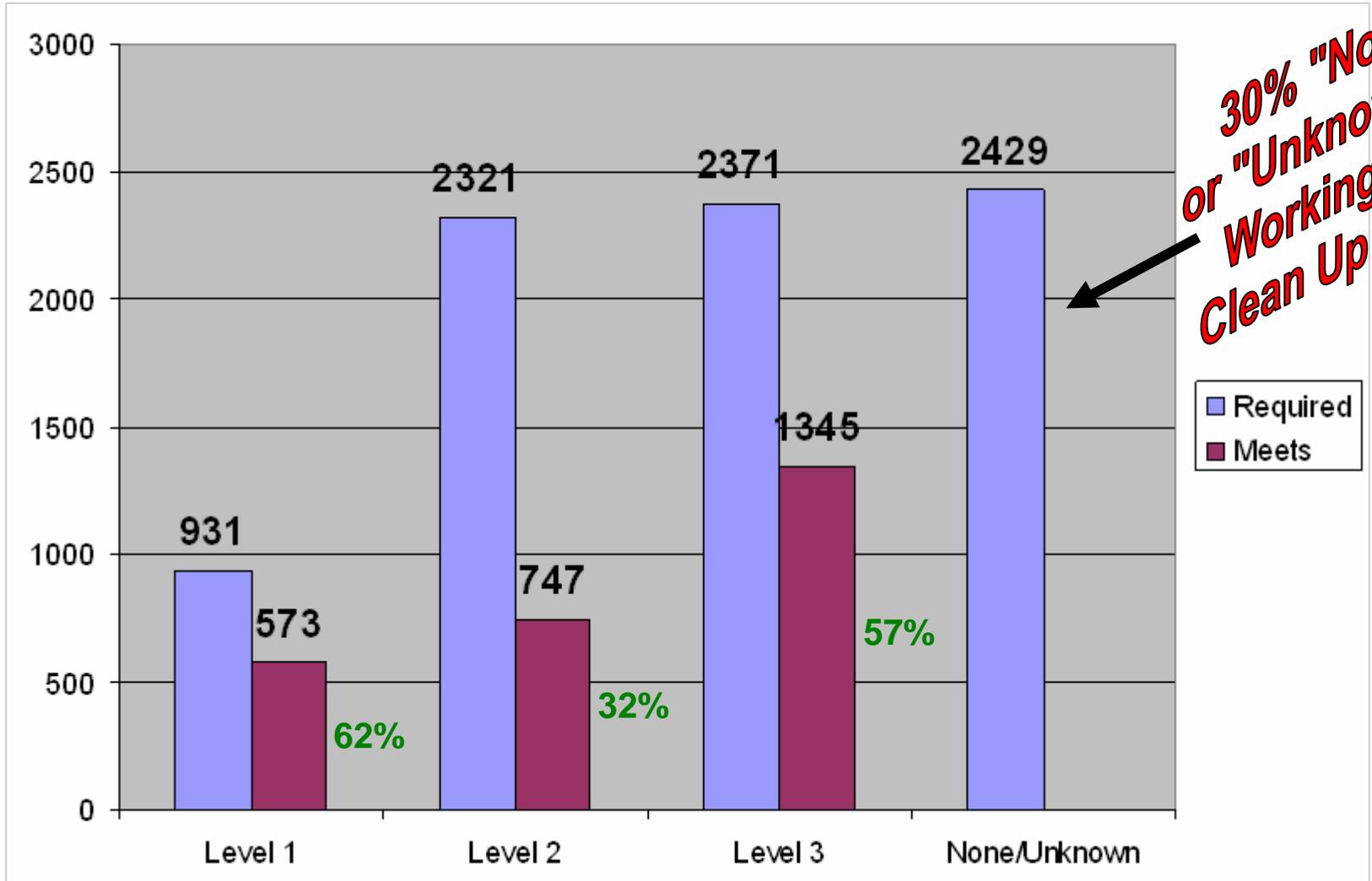


Certification Level Requirements vs Achieved (AT&L Workforce – BCEFM)





Certification Level Requirements vs Achieved (AT&L Workforce – BCEFM)

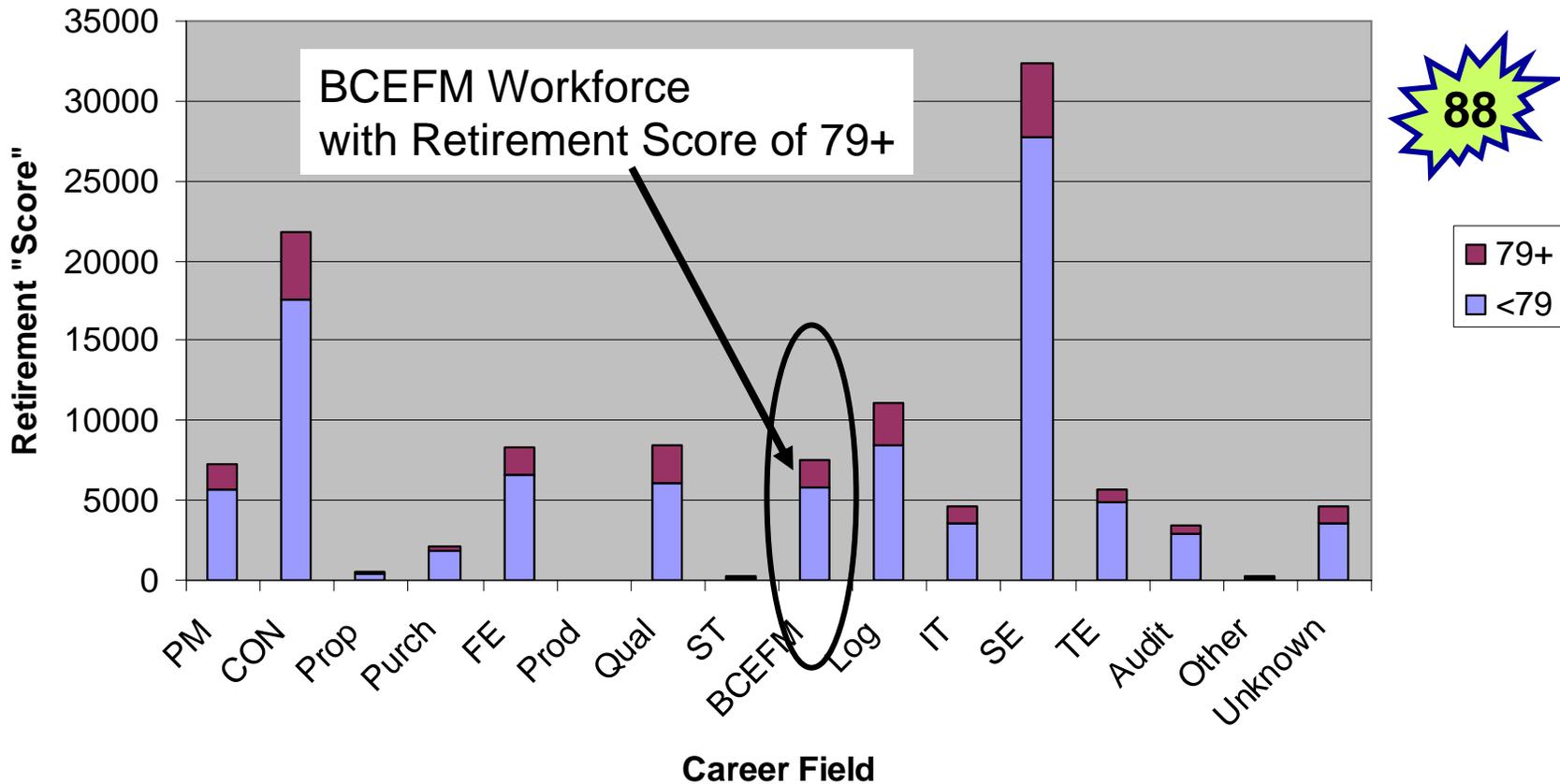


30% "None" or "Unknown" - Working to Clean Up Data



AT&L Civilian Workforce "Retirement Score" (as of 30 Sep 2005)

Retirement Score = Years of Service + Age
(Example: YOS 30 + Age 62 = Score of 92)

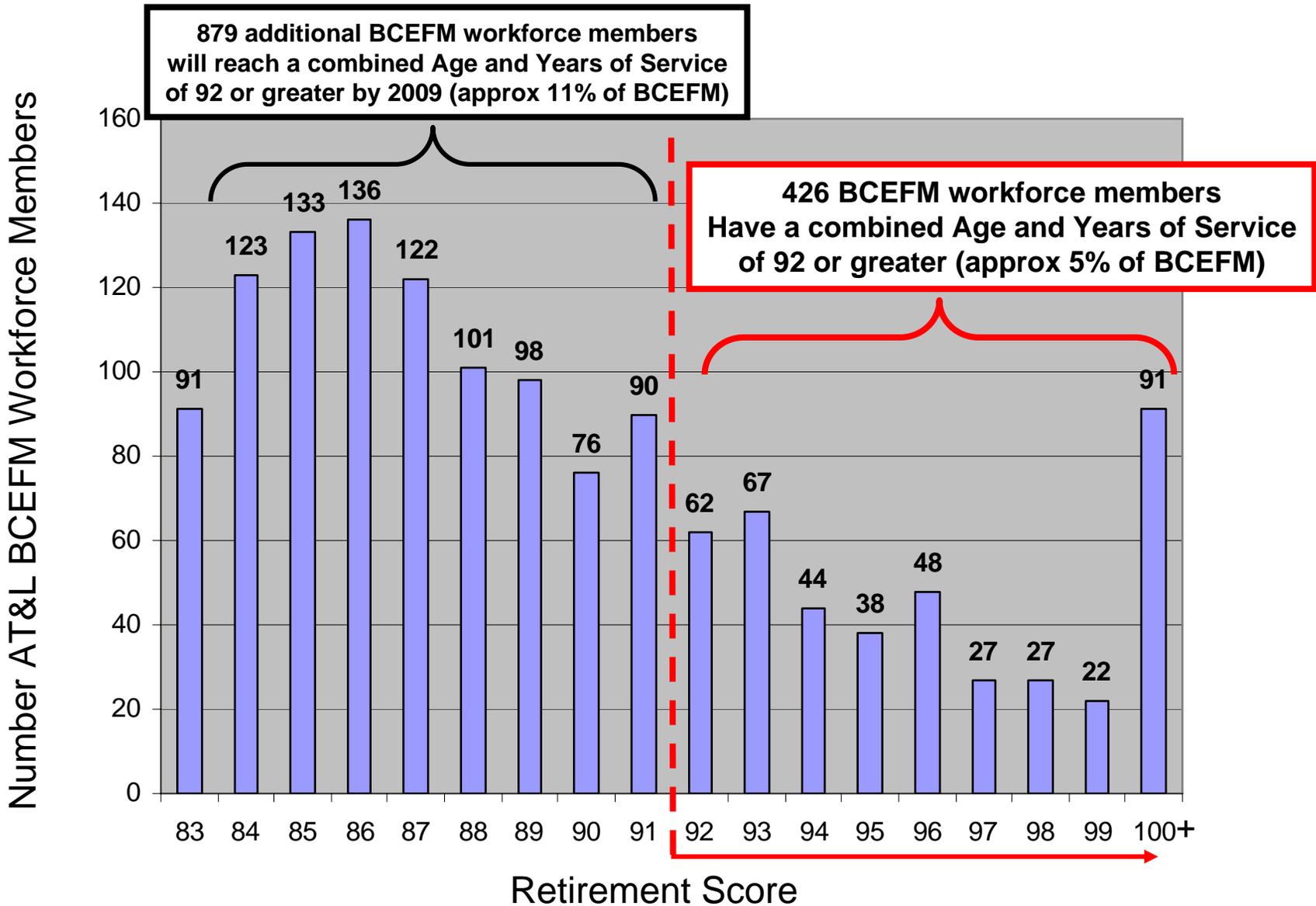




AT&L Workforce Rule of "92" Retirement Score – BCEFM

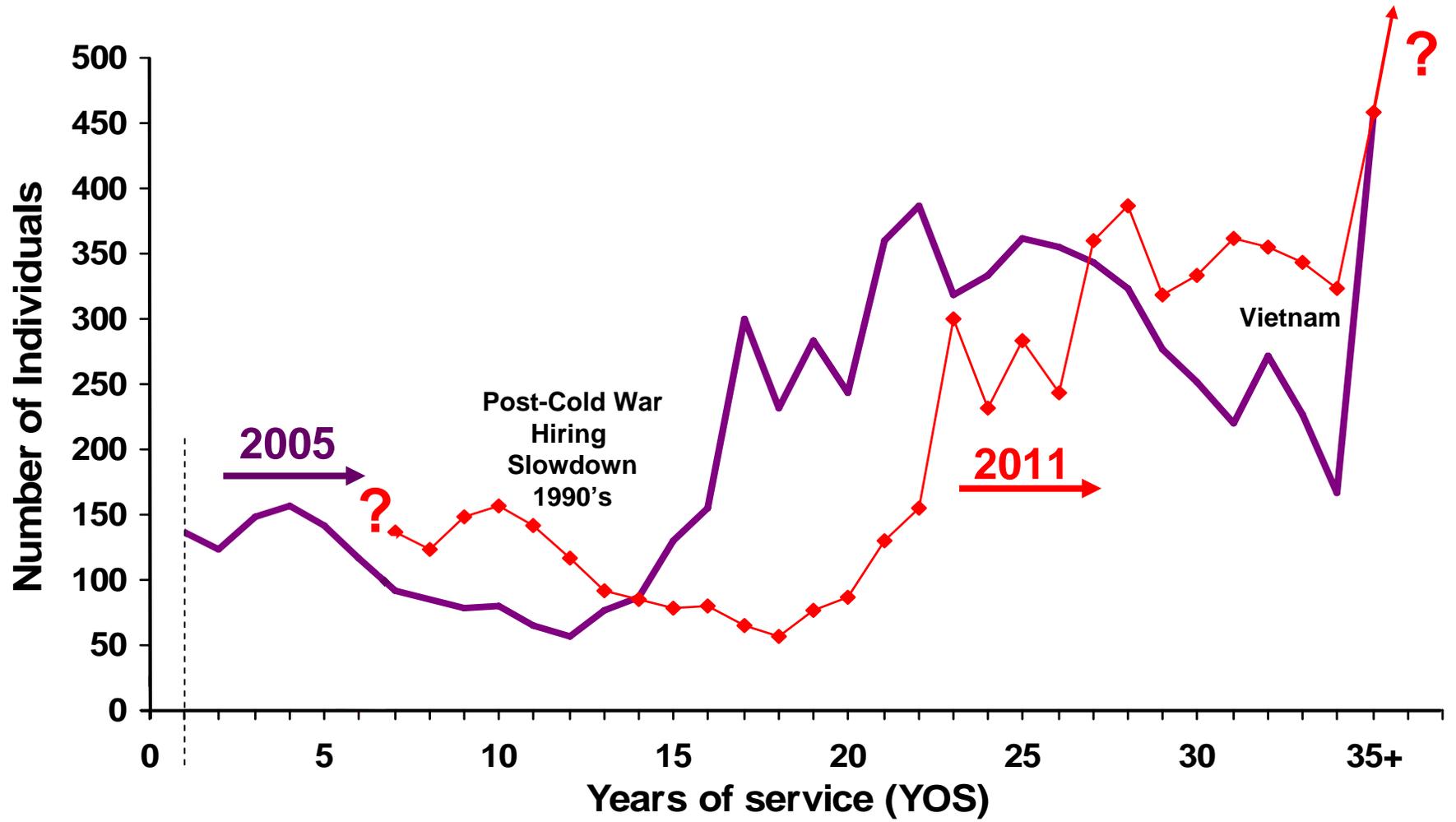
(Likelihood of Retiring as Measured by Retirement Score)

(as of 30 Sep 05)





DoD AT&L Business, Cost Estimating, and Financial Management Workforce Years of Service Profile - Civilians (as of 30 Sep 2005)





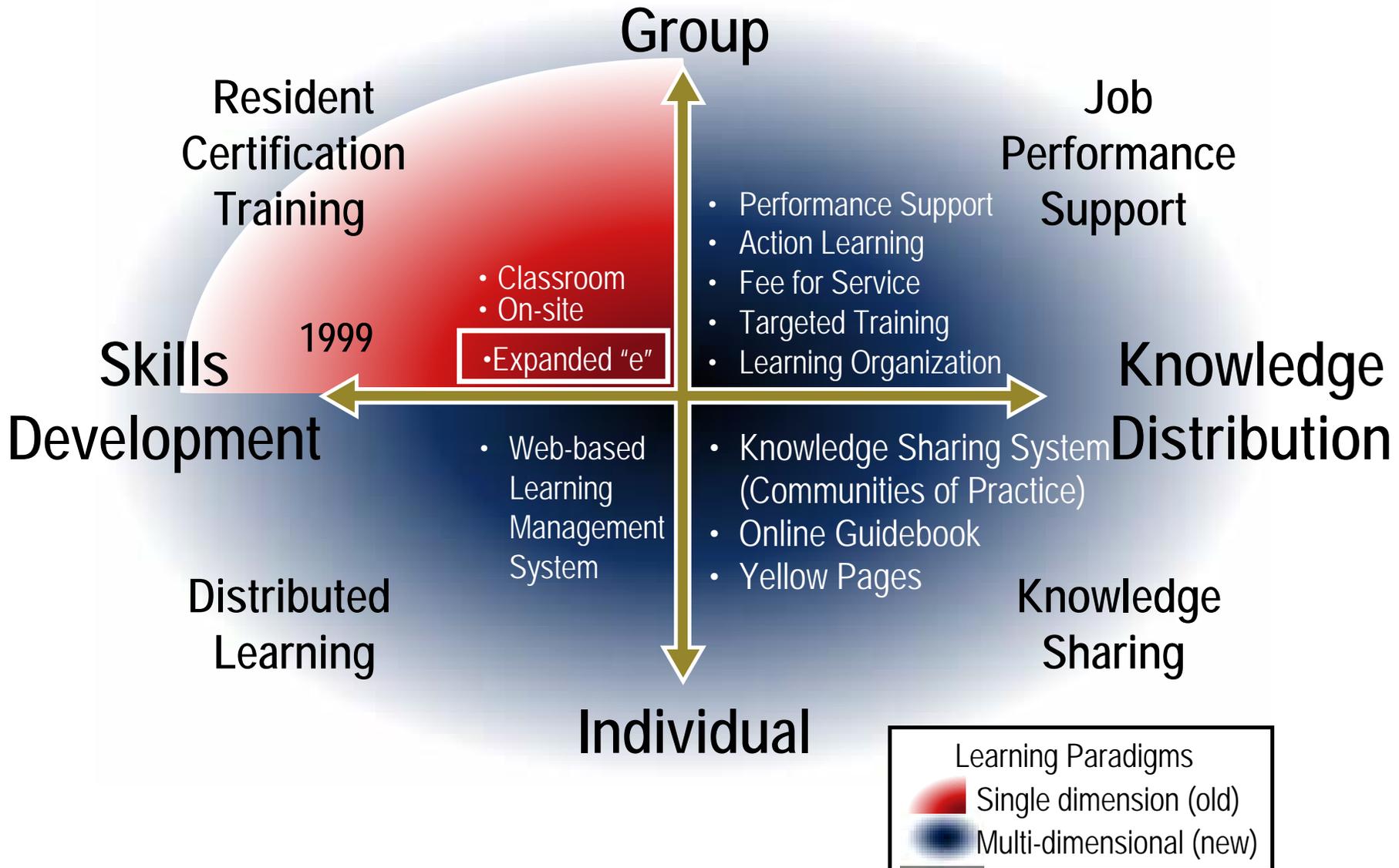
FY06 PB23 Data

**Total by Career Field
Business, Cost-Estimating & Financial Management
FY2004-FY2011**

Component	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11
Army	4,461	4,461	4,461	4,461	4,461	4,461	4,461	4,461
Navy	1,887	1,894	1,857	1,854	1,851	1,850	1,849	1,848
USMC	89	89	89	89	89	89	89	89
Air Force	1,824	1,813	1,793	1,782	1,779	1,771	1,771	1,771
DCMA	19	19	18	18	17	17	17	17
DLA	1	1	1	1	1	1	1	1
DISA	28	28	28	28	28	28	28	28
MDA	53	63	61	61	61	61	61	61
DTRA	33	71	71	71	71	71	71	71
DARPA	16	16	16	16	16	16	16	16
Total	8,411	8,455	8,395	8,381	8,374	8,365	8,364	8,363



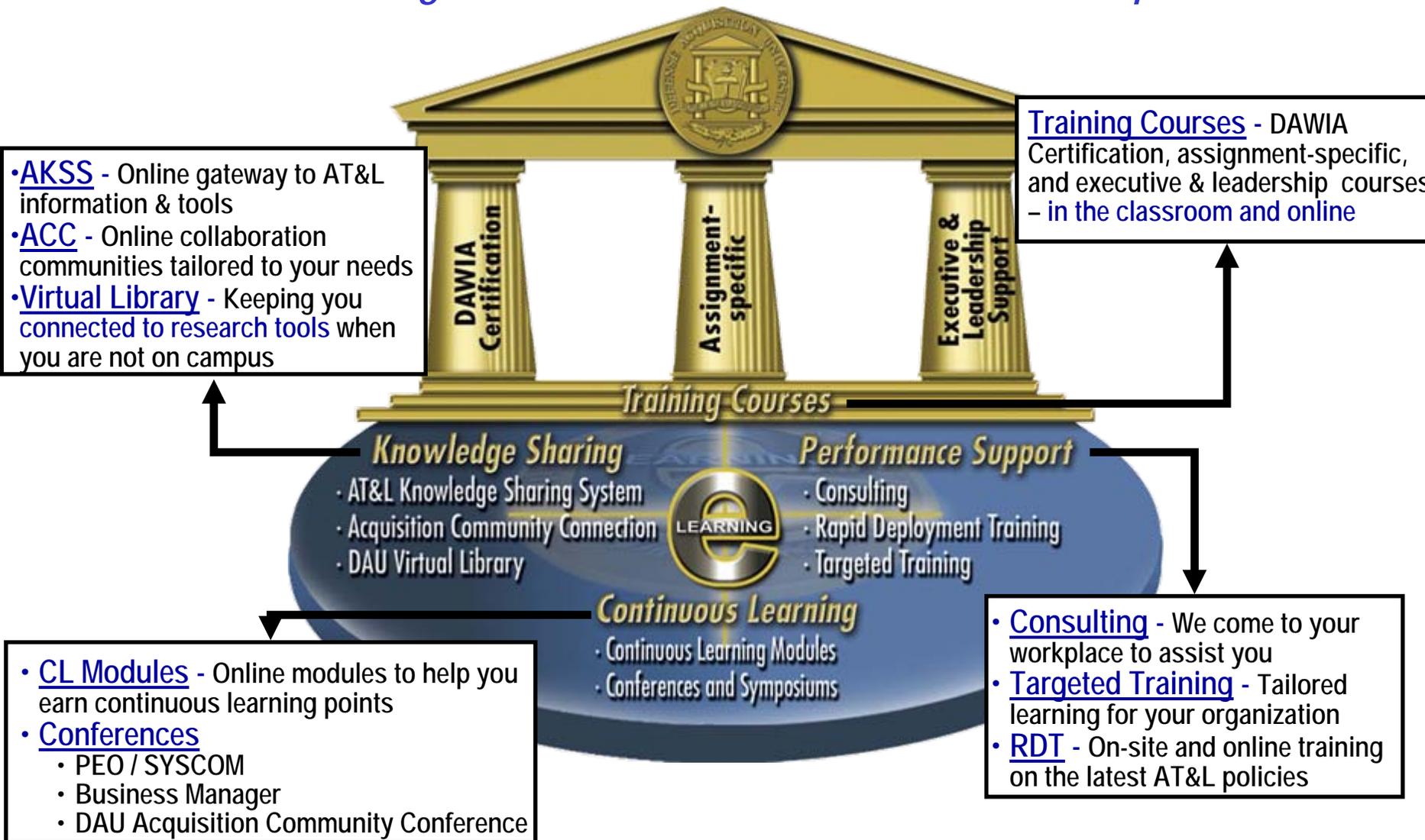
Framing the Learning Strategy for an Agile Learning Environment





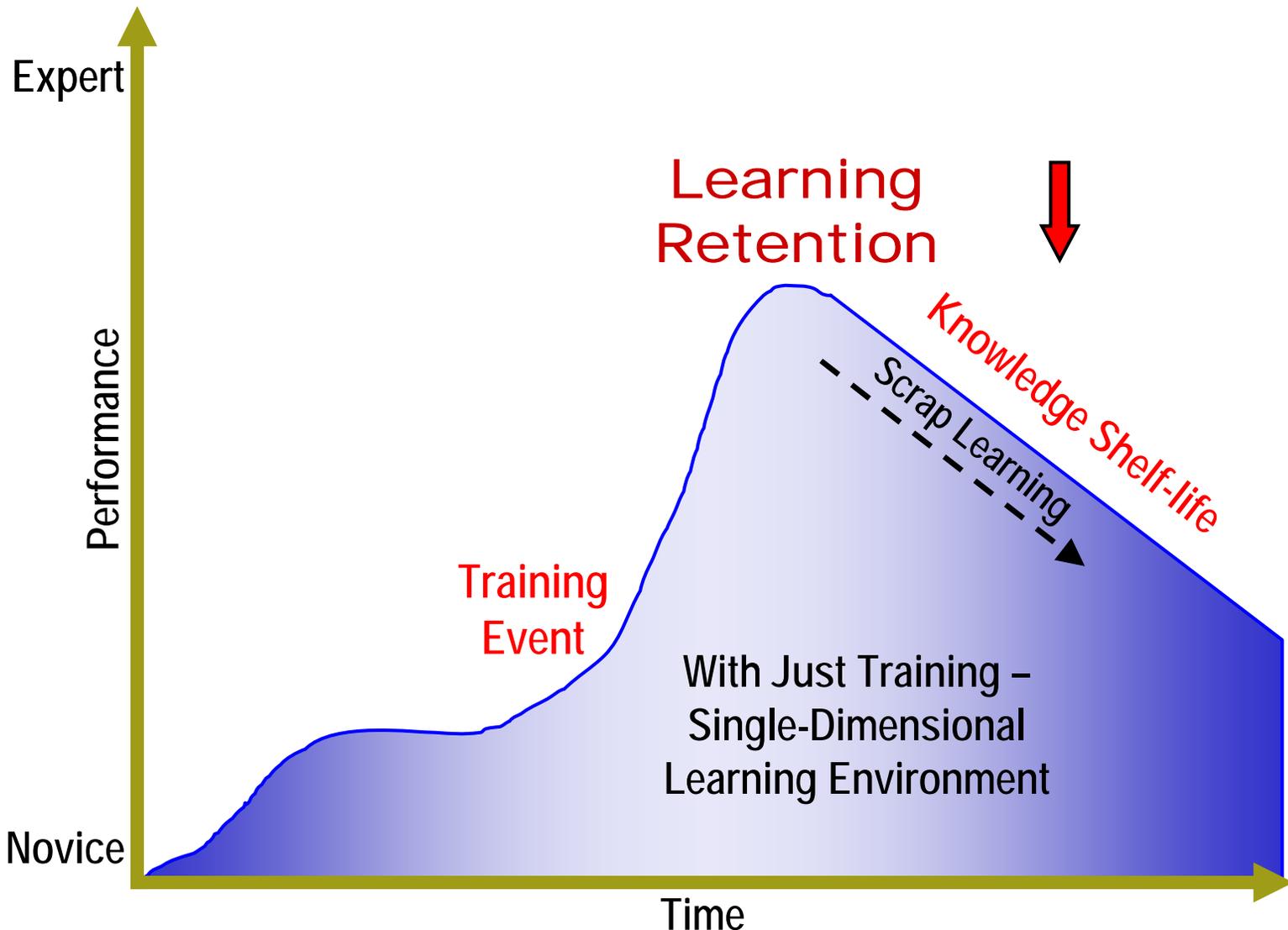
AT&L Performance Learning Model

24/7 Learning Assets for the Classroom and the Workplace





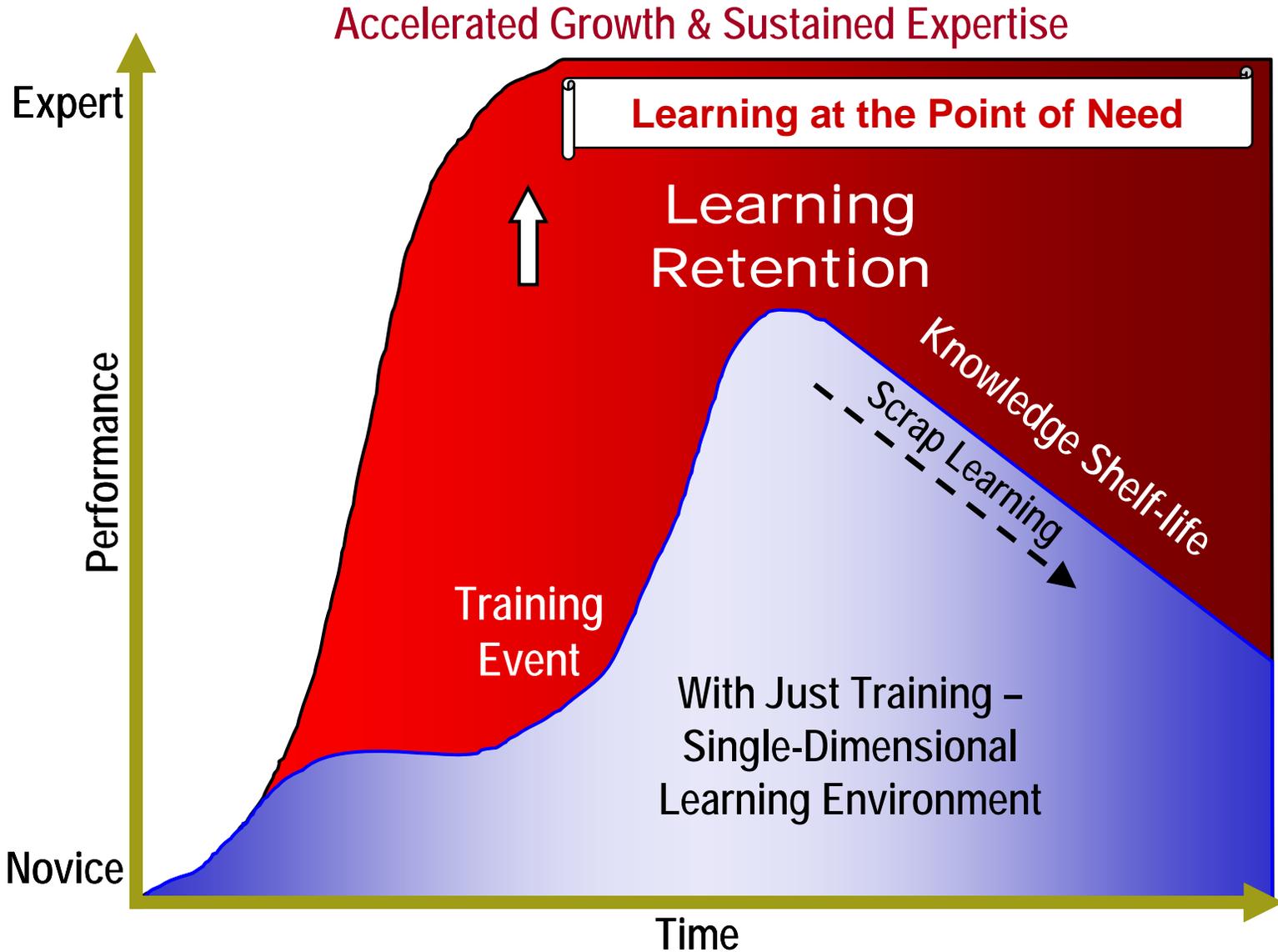
Shaping The Engaged Learning Environment...





Shaping The Engaged Learning Environment...

The Pay-Off





Business, Cost Estimating, and Financial Management Career Training Track

Level I Certification

ACQ101*
Fundamentals of Systems Acquisition Management

Plus 2 of the following:

BCF101**
Fundamentals of Cost Estimating

BCF102*
Fundamentals of Earned Value Management

BCF103*
Fundamentals of Financial Management

Level II Certification

ACQ201
Intermediate System Acquisition Management

+

BCF205
Contractor Business Strategies

Plus 1 of the following:

BCF101**
Fundamentals of Cost Estimating

BCF102*
Fundamentals of Earned Value Management

BCF103*
Fundamentals of Financial Management

Plus 1 of the following:

BCF203
Intermediate Earned Value

BCF204
Intermediate Cost Estimating

BCF211***
Intermediate Financial Management

Level III Certification

BCF301
Business, Cost Estimating, Financial Manager's Workshop

* Online ** Online by Jan 07 *** Partially online

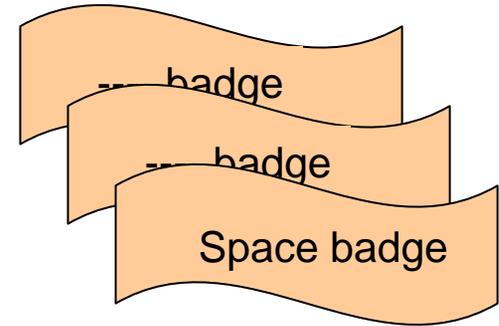
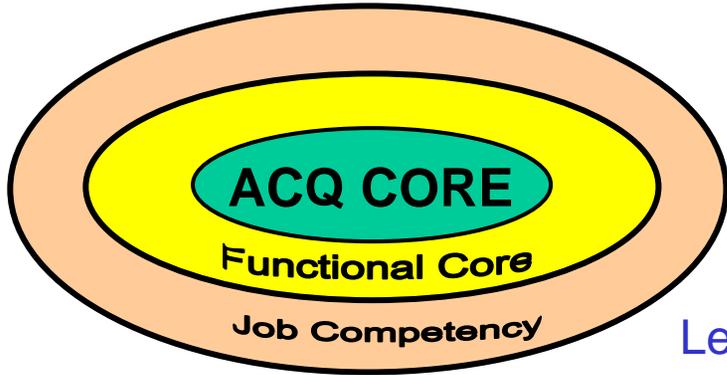
DAU PD (Business Cost Estimating, Financial Management), 19 Mar 2001

Assignment Specific or Other Acquisition Training: Cost Risk Analysis • Software Cost Estimation Operating and Support Analysis • Economic Analysis • Acquisition Reporting Course (SAR/SARC)

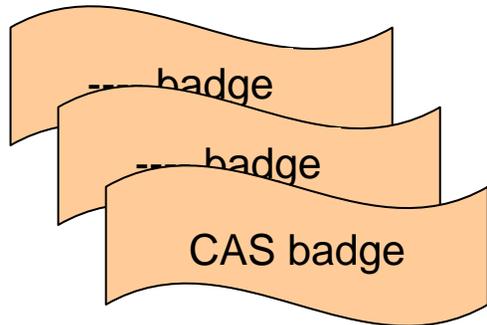
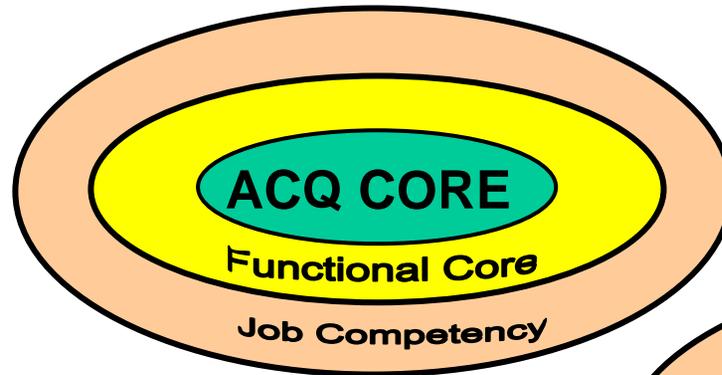


Core Plus Certification Construct

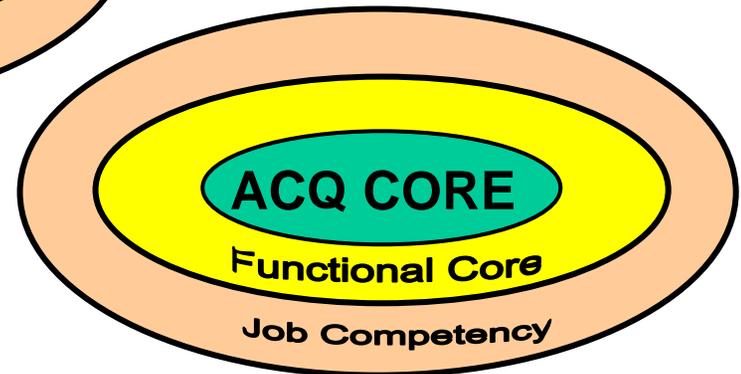
Level 1: Entry



Level 2: Journeyman



Level 3: Master

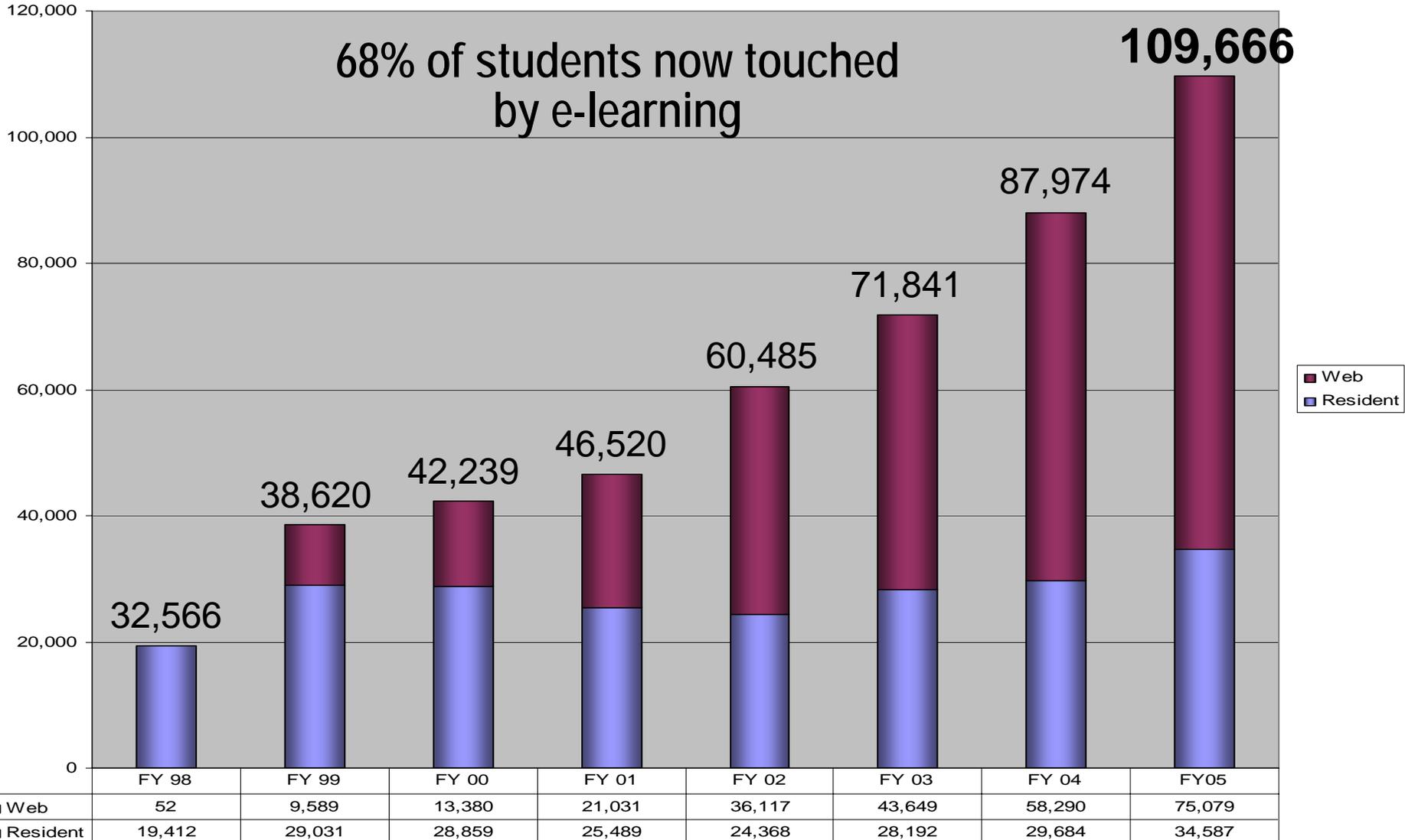


Working with Functional Advisors (SYS, LOG, and International) to design CORE Plus framework



Reaching the Workforce

68% of students now touched by e-learning





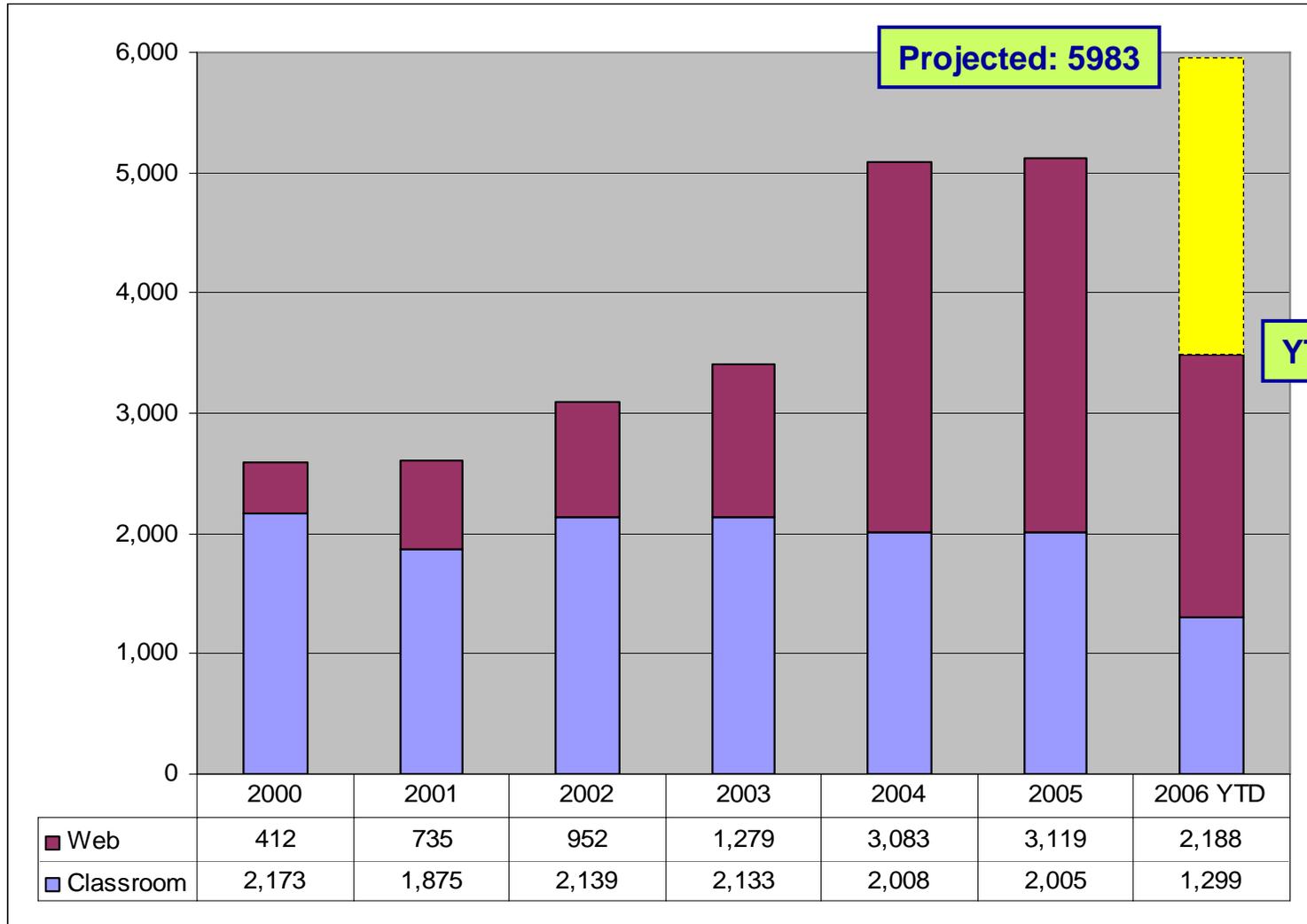
Reaching the Workforce



Please Do Not Disturb!
 Online Learning in Progress!
<http://www.dau.mil>



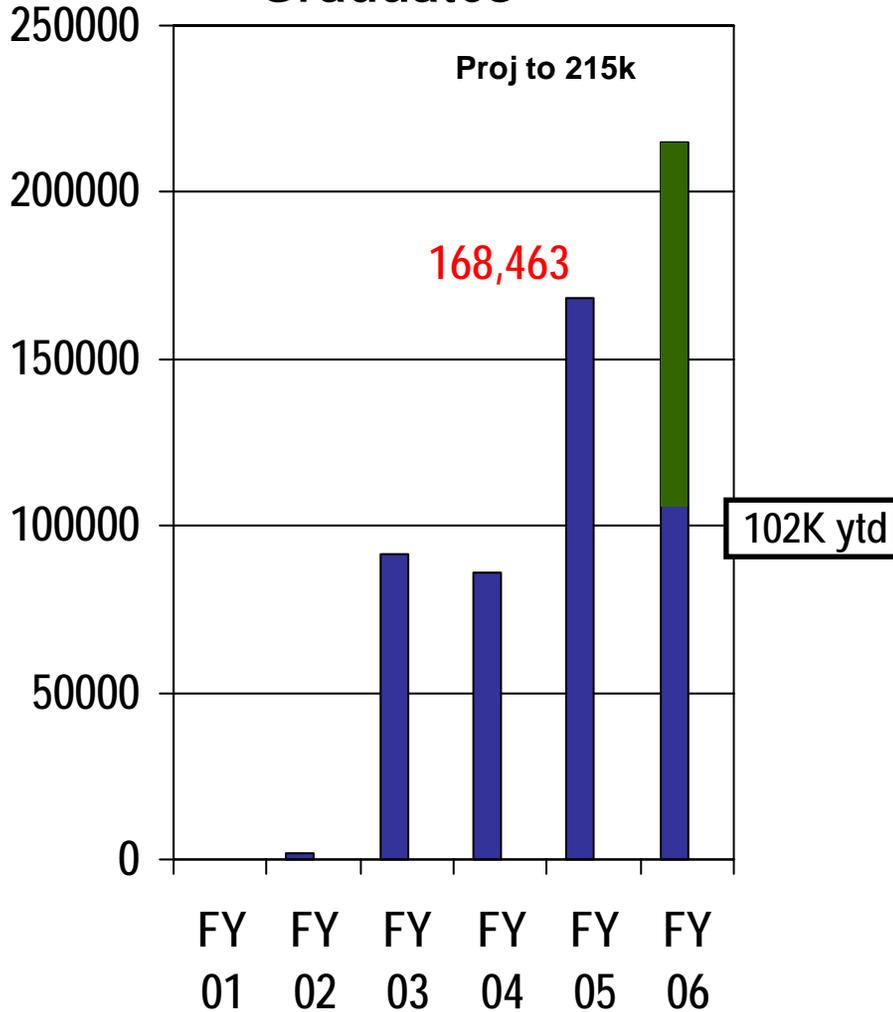
Growth in BCEFM Graduates 2000-2006



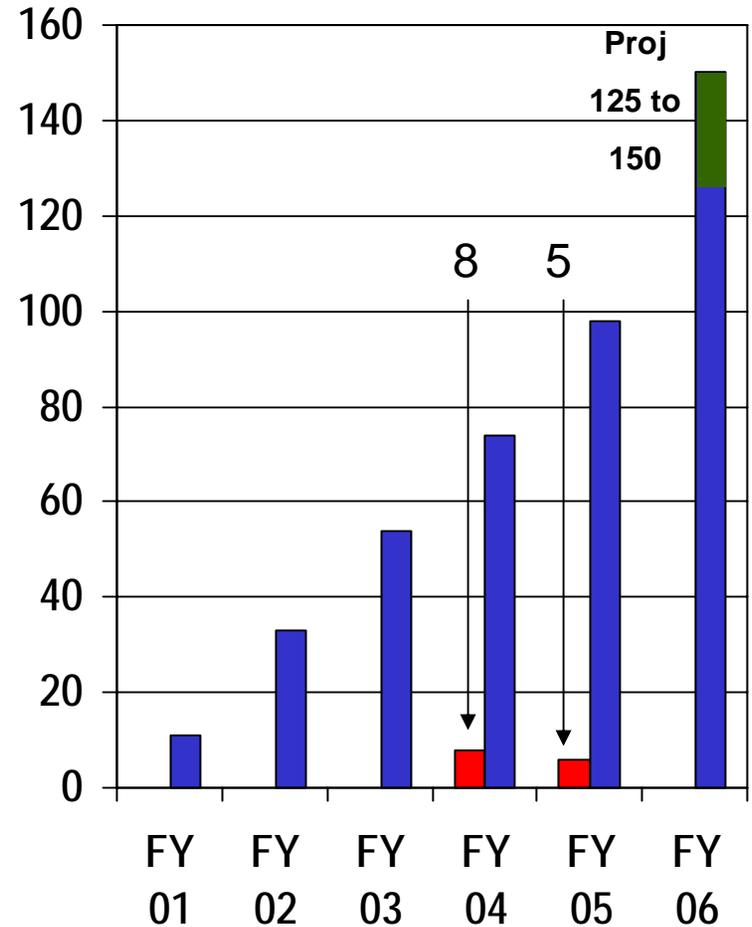


Continuous Learning Growth

Continuous Learning Center Graduates



Continuous Learning Center Modules



Note: Modules have been turned off as they become obsolete.



Current Continuous Learning Modules

Module	Title	CLPs	Graduates	Users
CLB 001	Business Management Modernization Program	1	821	854
CLB 007	Cost Analysis	3.5	869	870
CLB 008	Program Execution	3	350	312
CLB 009	Planning, Programming, Budgeting & Execution (PPBE) & Budget Exhibits	3	509	517
CLB 010	Congressional Enactment	3.5	444	283
CLB 011	Budget Policy	4.5	1068	1118
CLB 012	Cost as an Independent Variable	1	410	73
CLB 014	Acquisition Reporting Concepts & Policy Rqmts for APB, DAES, & SAR	3	59	7

TOTAL:

4530

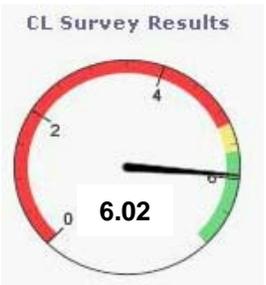
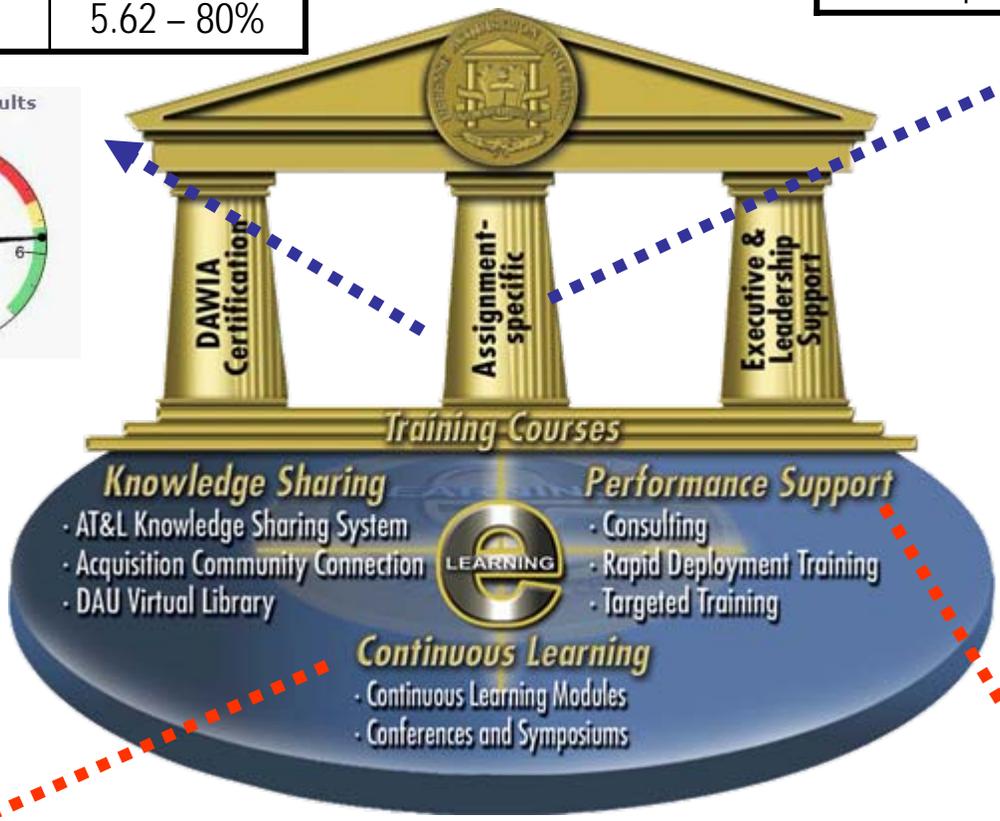
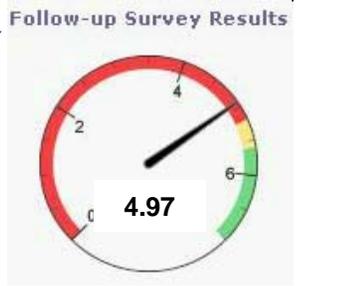
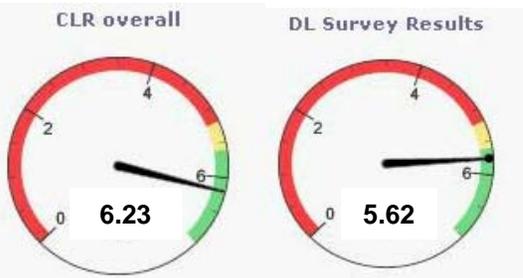
4034



Customer Feedback

	# Surveys	Results
Classroom	14,970	6.23- 89%
Online	25,909	5.62 – 80%

	# Surveys	Results
Follow Up	16,668	4.97 – 70%



	# Surveys	Results
CL	77,234	6.02 – 89%

	# Surveys	Results
Targeted Training	529	6.16 – 87%



DoD AT&L Knowledge Sharing System - AKSS

FMR/FAR/DFARS



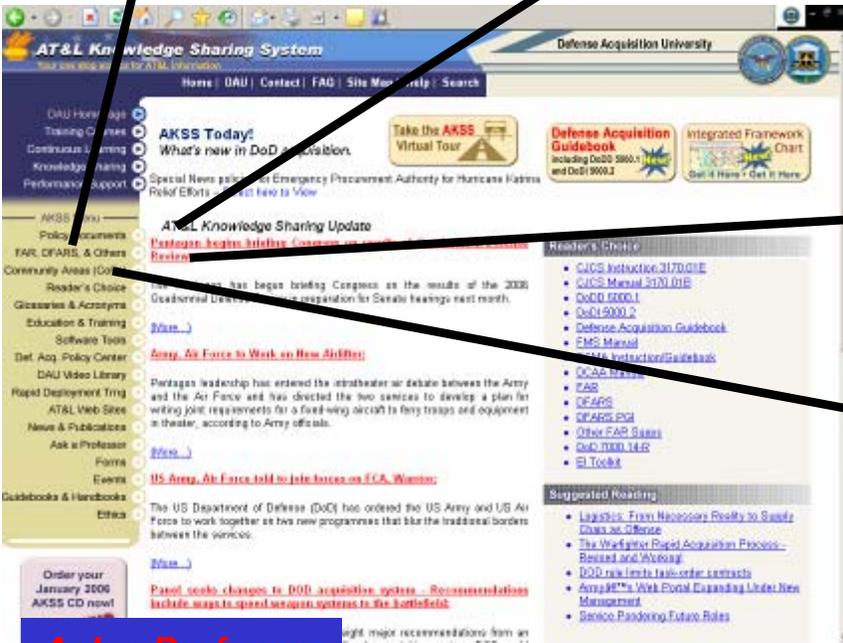
New AT&L Policy



Acquisition Resource Center with 5000 and JCIDS



Integrated Framework Chart



Guidance and Experts



Defense Acquisition Guidebook

Ask a Professor

Gateway to Policy, Processes, Tools and Experts

Career Field and Business Process Online Knowledge Communities



BCEFM FY06 Knowledge Sharing Activity



EVM CoP

- 12 Sep 2002 launch
- 311 members
- 437,500 visits year to date
- 492 contributions



BCEFM SIA

- 12 Sep 2002 launch
- 245 members
- 39,371 visits year to date
- 583 contributions



FM SIA

- 22 Mar 2006 launch
- 245 members
- 13,358 visits year to date



EVM Training Center (Hot Topic)

- 22 Sep 2004 launch
- 63,064 visits year to date



Cost Analysis Training Center (Hot Topic)

- 20 Nov 2003 launch
- 15,220 visits year to date



PPBE (Hot Topic)

- 21 Nov 2003 launch
- 9,633 visits year to date



Community of Practice



Special Interest Area



Hot Topic Area



DAU's Performance Learning Model (PLM)

Career-long Learning Opportunities for the BCEFM Community

Certification Training Modernization:

BCF 101 split into 2 courses; BCF 205 converted to a **Business Simulation**; BCF 206 & BCF 208 going Facilitated Online Learning Environment; BCF 211A simulates a year in a business office; and EV and Cost Estimating courses use **same software tools found in workplace.**

Communities of Practice: Business Cost Estimating and Financial Management CoP links to teaching materials, source documents and other sites of interest. Interactive forums include: **Defense Industry Business Management, Cost Analysis, Financial Management. Earned Value Management** CoP contains earned value course material

BCEFM Targeted Training / Performance Support

- SASC Staff EVM Training
- RDT Training 15 Locations on Changes to PPBE

Continuous Learning: BCF 102, 103, 211A content are also available online as Continuous Learning Modules (CLMs); EV CoP Earned Value modules now available as continuous learning modules (CLMs); Coming soon CLMs on: Working Capital, P-Forms, R-Forms, O&M



BCEFM Online Communities

BCEFM

ACC: Acquisition Community Connection - Microsoft Internet Explorer provided by Defense Acquisition University

Address: https://acc.dau.mil/simplify/ev.php?ID=1499_2018&ID2=DO_TOPIC

Acquisition Community Connection

Where the AT&L Workforce Meets to Share Knowledge

Defense Acquisition University

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EXPLORER ACC HOME

acc > special interest areas > bcfem

What's New (10) View All (35) Main View (35)

BCEFM

Business, Cost Estimating and Financial Management (BCEFM)

ID: 1499

public Topic Viewed 39775 times

YOU ARE GUEST (READ) EST

LOGIN

Username

Password Limited access is available for CoPs & SIAs without login

LOGIN

Join

PARTICIPATE

Options for this Topic

E-mail this Page

FEATURED ITEMS

- Continuous Learning Module on "Budget Exhibits"
- Continuous Learning Module on "Budget Policy"
- Continuous Learning Module on "Congressional Enactment"

Defense Industry Business Management

Cost Analysis

Financial Management

Earned Value Management

Financial Management

ACC: Acquisition Community Connection - Microsoft Internet Explorer provided by Defense Acquisition University

Address: https://acc.dau.mil/simplify/ev.php?ID=16753_2018&ID2=DO_TOPIC

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acc > special interest areas > financial management

What's New (5) Discussions (2) View All (25) Main View (25)

Financial Management

Budget formation, enactment and execution

ID: 16753

public Topic Viewed 13163 times

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FEATURED ITEMS

- Continuous Learning Module on "Budget Exhibits"
- Continuous Learning Module on "Budget Policy"
- Continuous Learning Module on "Congressional Enactment"

Policy & Guidance

Community Connection

Tools

Training Center

FAQs

Ask-a-Professor

Acquisition Resources

Process Areas

Working Groups

Earned Value Management

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Address: https://acc.dau.mil/simplify/ev.php?ID=1500_2018&ID2=DO_TOPIC

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EXPLORER ACC HOME

acc > special interest areas > evm (earned value management)

What's New (1) Discussions (26) Library (1) Core Members (3) View All (2) Main View (1)

EVM (Earned Value Management)

Earned Value Management

ID: 1500

public Community Viewed 43738 times

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Password Limited access is available for CoPs & SIAs without login

LOGIN

Join

PARTICIPATE

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FEATURED ITEMS

- Army Issues EVM and DMS Memorandum (March 2008)
- Earned Value Special Topic # 2 - Revised DoD EVM Policy - Mar 05
- DAU Gold Card - April 2006
- NASA AOSD EEA 748 Report Guide (Updated January 2005)

Contract Documents

DoD Policy & Guidance

Tools

Training Center

Community Connection

Research Library

Note Board

OMB Recommended References



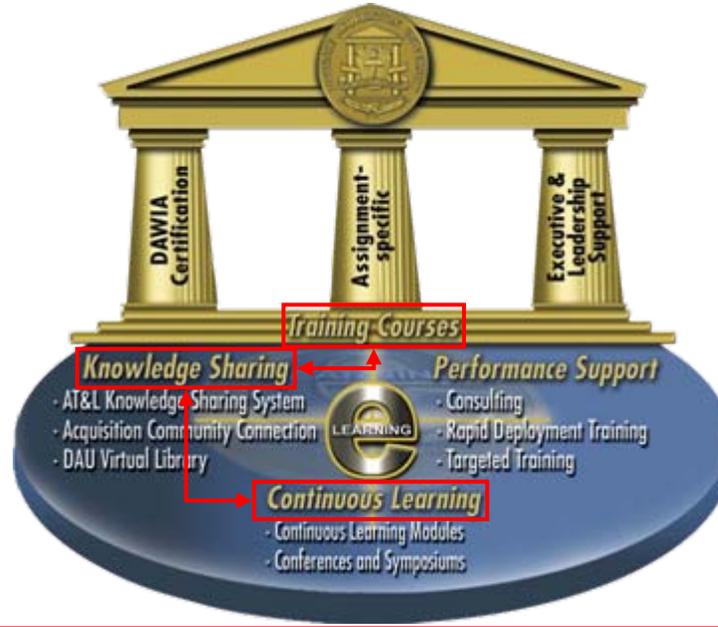
The Right Learning Architecture



ACC Tutorials

- OCT03 EV1 – 27,221
- JAN04 EV2 – 12,720
- AUG03 EV3 – 13,139
- FEB04 EV4 - 7,582
- APR04 EV5 – 16,600

- EV1 - Fundamentals and vocabulary
- EV2 – Baseline Concepts
- EV3 – Contractor Reports
- EV4 – Metrics
- EV5 – Baseline Maintenance



U.S. Senate Committee on
Armed Services
228 Russell Senate Office Building
Washington, D.C. 20510
(202) 224-3871

OFFICE OF
MANAGEMENT AND BUDGET

ACC Performance Support Referrals

- **SASC Staff EVM Training Feb 04**
- **OMB Selected ACC for EVM references**

Ultimate Speed

BCF-102

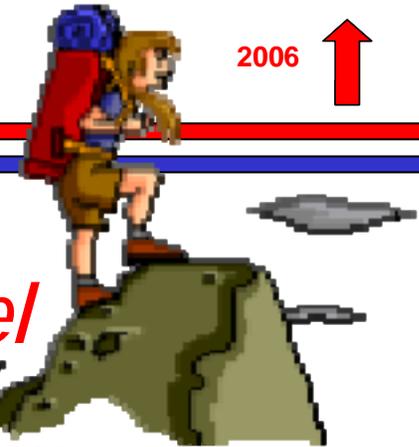
- Eight Day Residence Course converted to distance learning
- 20 Hour COTS CBT course
- Augmented with five DAU developed tutorials

Continuous Presence!



DAU... The Next Level

2006



Next Level



115,000 grads
6.5 Million hours of Learning
200,000 CL grads

- **AT&L Human Capital Plan by Jun 06**
- Deploy logistics level I Core Plus framework by Oct 06
- Fully integrated content available across 25% of learning assets
- Increase simulations within 20 learning assets
- Pilot organizational cohort training by Sep 07
- Complete major acquisition structure study by 31 Mar 07

2005



✓ 109,000 grads
✓ 5.6 Million hours of Learning
✓ 168,000 CL grads

- Top Leadership Development in Mil/Gov
- Best Corporate University in America
- Chief Learning Officer of the Year
- Brandon Hall Gold Award for PLM
- Training Top 100
- Corporate University Excellence Awards

CHIEF LEARNING OFFICER

Solutions for Education, Manufacturing



2002



✓ 60,000 grads
✓ 2.2 Million hours of Learning
✓ 12,000 CL grads

- Best Overall Corporate University
- Most Innovative CU
- Best Use of Technology
- Leader of the Year
- E Learning Champion

