DEFENSE ACQUISITION WORKFORCE NEWS

ISSUE NO. 1
JULY 2008

4th Estate DACM *Newsletter*

IN THE SPOTLIGHT

The 4th Estate Director, Acquisition Career Management (DACM) team is proud to announce the first edition of our newsletter, and we welcome each of you. It is our goal to publish the 4th Estate DACM newsletter on a quarterly basis to keep you abreast of the latest developments to support our workforce.

Within the 4th Estate, we have over 17,000 acquisition workforce members, and as a team, we are committed to supporting each 4th Estate agency. Our team's focus is to evolve our current capabilities and services into the "model" DACM. This is an exciting time for all of us, and with your continued support and participation, we will be successful.

The newsletter provides relevant and beneficial information to promote improved processes in our daily operations. We are committed to providing this communication tool to keep you and the other members of the Defense Acquisition Workforce informed about our collection of DAU learning assets, process and policy updates, and human capital management initiatives.

Sincerely,

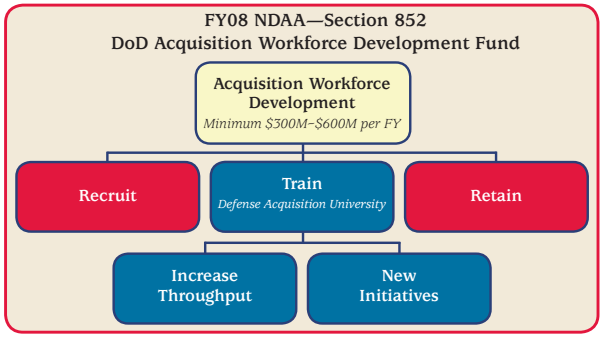
Jeff Birch
Director, Acquisition Career Management
and Career Support Center

Section 852—Defense Acquisition Workforce Development Fund

In February of this year, Congress passed Section 852 of the 2008 National Defense Authorization Act. It requires that the Department establish a DoD Acquisition Workforce Development Fund. This is a multi-year initiative and will fund recruiting, training, and development, and retention programs over and above existing funding levels. It also requires all DoD components to plan, program, execute, and report on all fund initiatives annually. As many of you know, we have been working very hard with our senior leadership and the components to implement this initiative for the good of the community.

This initiative has DoD-wide implications and is intended to address the demographic challenges and emerging requirements facing the Defense Acquisition Workforce (retirement, technical labor pool shortages, competition for available talent, new skill requirements, etc.). For example, it would allow DAU to increase faculty, facilities, and infrastructure. Moreover, it enables the components to supplement existing programs and start new programs in support of three broad categories—recruitment, training, and retention.

This is an exciting time and a challenging task, but I know this team together can succeed as we always do and, more importantly, make a huge contribution to the Defense Acquisition Workforce and the warfighter! More to come later.



Create an Inspired, High-Performing Defense Acquisition Workforce Empowered to Make a Difference in Acquisition Outcomes

Defense Acquisition University

4th Estate Human Capital Initiatives

In April 2008, DAU restructured the AT&L Workforce and Career Management (AWCM) Office into two divisions: (1) The 4th Estate DACM and Career Support Center and (2) the Human Capital Initiatives (HCI) Office. The restructuring provides more focused attention on the unique mission needs and requirements to ensure successful execution across the enterprise.

These two offices are closely aligned to promote synergy and optimize opportunities for collaboration. Hence, it is vital that we evolve and integrate strategic Human Capital Initiatives to create an inspired, high-performing Defense Acquisition Workforce empowered to make a difference in acquisition outcomes. Roles and responsibilities of these two offices are shown below.

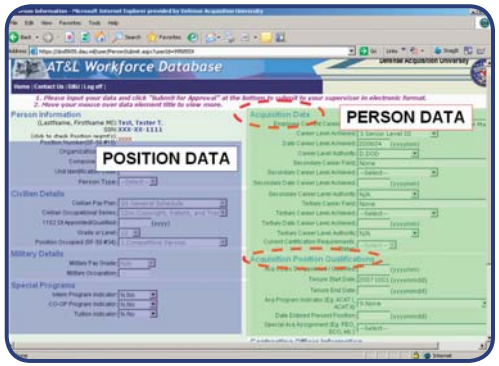
4th Estate DACM & Career Support Ctr

- Workforce Policy
- DAWIA Certification
- Acquisition Corps Membership
- Service DACM Interface
- FIPT Representation
- Human Capital Initiative Integration
- Intelligence Community Representation

Human Capital Initiatives

- Legislation
- Workforce Analysis / Data Quality
- Human Capital Strategic Plan
- State of the Workforce Report
- Competency Management

Significant Progress Made in Implementing AWDIT



The Acquisition Workforce Data Improvement Tool (AWDIT) is a web-based application that provides workforce data transparency to workforce members and control to career managers.

The process of collecting, analyzing, and reporting acquisition workforce data is a critical element to accurately understand, shape, and develop the diverse Defense Acquisition Workforce. To improve the accuracy, currency, and completeness of acquisition workforce data, the 4th Estate agencies have supported the Comprehensive Acquisition Workforce Data Analysis Capability (formerly called the Data Green) Initiative.

DAU and 4th Estate agency data managers have conducted extensive onsite outreach and training. Successful implementation of AWDIT enables acquisition workforce members, supervisors, and career managers to view and update their unique workforce data elements. Once the AWDIT process is completed, it eliminates the requirement for 4th Estate organizations to provide quarterly data submissions.

The effort has already improved the reliability, analysis, and transparency of workforce information by updating and standardizing data requirements; creating a centralized data repository; and establishing a consistent, repeatable process for data-driven workforce analysis. Collectively, the 4th Estate is making significant process, and we appreciate the efforts of everyone involved on this high-visibility issue.

Let's Close Out Remaining FY08 Student Training and Travel Requests

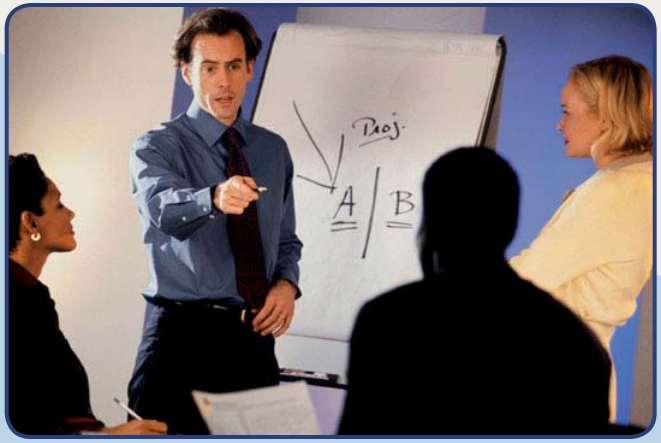
Students and agency quota managers are strongly encouraged to finalize reservations and travel orders for the remaining FY08 classes to optimize training opportunities and travel funds. The 4th Estate FY08 Travel Policy for civilian students in defense agencies is on the 4th Estate DACM web site <www.dau.mil/doddacm>. Students may log on to the Acquisition Training Application System (ACQTAS), located at <https://www.atrrs.army.mil/channels/acqtas/>, and click on "Prepare/Edit Travel Worksheet" to process travel orders for any class between now and the end of September 2008. If you have questions or concerns regarding funding or travel worksheets, please send an e-mail to ACQTASTravel@asmr.com. We continue to encourage students to maximize their opportunities for training by using approaches such as walking in, getting on multiple waitlists for a course, and having back-up candidates for critical courses.

New COR Resident Course Available

DAU has just completed the development of a new 36-hour resident course for contracting officer's representatives (CORs), COR 222. This course is only available as a performance support offering and replaces various COR courses previously offered by DAU's regions. Although this course is for all CORs, special emphasis is given to surveillance of services contracts. COR 222 is supporting the DoD Panel on Contracting Integrity Working Group that is tasked with developing training certification standards for CORs. Highlights of the course include:

- A capstone case focusing on CORs working in a contingency environment;
- A new video developed with the Army Criminal Investigation Command on ethics and fraud; and
- Over 20 caselets supporting the lecture material, providing action learning to the new CORs.

The COR 222 is available now for delivery. Please contact your local DAU region to schedule a performance support class found at <www.dau.mil/performance_support/default.asp>.

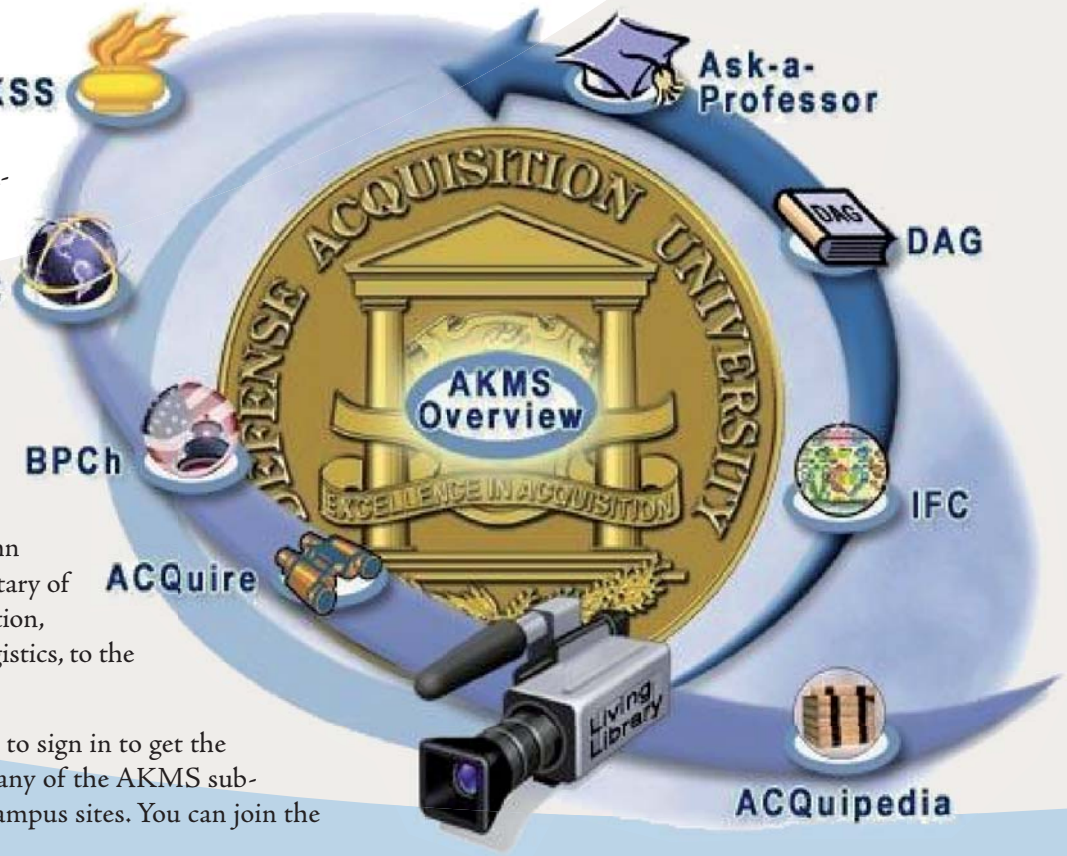


AT&L Knowledge Management System (AKMS)

The Defense Acquisition University's knowledge-sharing team has developed a new site, <https://acc.dau.mil/at&lkm>, where you can get short four-to-five-minute videos describing all of the systems that make up the Acquisition, Technology, and Logistics (AT&L) Knowledge Management System (AKMS), as well as other information such as briefings and online tutorials. All of the assets in the AKMS are available to the 4th Estate absolutely free of charge, including DAU's acclaimed online course materials. In addition to the thousands of assets and tools available in the AKMS, 26 distance learning course modules and over 214 continuous learning modules are available now through DAU's virtual campus. There are two new sites of particular interest:

- The Living Library—a growing repository of short videos by senior DoD officials, like the program manager for the F-22; and
- The AT&L Reading Library—a repository of short memos from Mr. John Young, Under Secretary of Defense for Acquisition, Technology and Logistics, to the AT&L workforce.

There is no requirement to sign in to get the information in AKMS, any of the AKMS subsystems, or the virtual campus sites. You can join the Acquisition Community Connection (ACC) to get additional contact information on subject matter experts and be able to contribute to communities of interest, but all basic public knowledge is available for your use without signing in. We are doing this to help clarify all the different knowledge-sharing assets and tools that are available to you through the AKMS and the virtual campus, and to make it as easy as possible to access those benefits 24/7 and absolutely free! We hope this will help you save time in finding critical knowledge that will help you perform your job more efficiently and effectively, and continue to learn in the process.



AT&L Continuous Learning Policy and the Acquisition Training Application System for Continuous Learning Events

In 2002, the Under Secretary of Defense for Acquisition, Technology and Logistics issued a policy <www.acq.osd.mil/dpap/Docs/CLMEMO.pdf> requiring acquisition workforce members to participate in continuous learning (CL) events, and providing guidance on obtaining, calculating, and documenting continuous learning credit. As a member of the Defense Acquisition Workforce, you have a goal to earn 40 CL points each year and are required to earn 80 CL points every two years through a variety of events such as DAU training opportunities, local training events, conferences, rotational assignments, and other professional events.

The 4th Estate DACM Office is committed to helping all acquisition workforce members stay up to date in both their technical discipline and their acquisition professional development. To assist in that endeavor, we have developed an online system to assist workforce members in tracking the completion of CL events for credit towards the 80-point requirement. Please visit the Acquisition Training Application System (ACQTAS) for Continuous Learning Events web site, located at <https://atrrs.army.mil/channels/acqtascl>, and you will find detailed tutorials on how to use the system in the "Help" section.

Workforce members seeking certification requirements by taking DAU classes will automatically be credited CL points upon completion. Workforce members use the ACQTAS for Continuous Learning Events web site to request CL point credit for learning events not taken through DAU. When requests are approved, ACQTAS will update your CL point total and notify you and your supervisor of your progress. After you earn 80 continuous learning points within the current earning period of Oct. 1, 2006 to Sept. 30, 2008, ACQTAS will notify you and your supervisor and send you a 4th Estate CL certificate of achievement. For new employees, the cycle begins upon date entered into the acquisition workforce.

Students have the opportunity to browse over 214 free courses available 24/7 from the Continuous Learning Center at <http://clc.dau.mil> and earn CL points by registering at <https://atrrs.army.mil/channels/acqtas>. Courses are available in areas of acquisition management, business, contracting, engineering and technology, Harvard ManageMentor, logistics, and program management. New modules recently released include Alternative Dispute Resolution (CLC044), Contract Negotiations (CLC047), and Partnering (CLC045).

Equivalencies and Fulfillments Procedures

The 4th Estate Equivalency and Fulfillment Procedures have been posted to the DACM web site. Please refer to the site for key information to speed up the process when you submit either your request for a fulfillment or an equivalency to your agency training POC. Fulfillments are approved by DoD agencies and components when workforce members demonstrate in their fulfillment application package that they possess the knowledge, skills, and abilities that would otherwise have been gained by attending the DAU course. More detailed information on the equivalency and fulfillment programs is available at <www.dau.mil/registrar/Studentinfo/student_info_H.asp>. Students may be able to receive credit for a course or certification from their completion of one of these recognized events.

Please refer to the "Student Academic Policies and Programs" web site for useful information at <www.dau.mil/registrar/student_info.asp>. It provides useful links of interest to students including the DAU procedures on equivalency; fulfillment; and how to request a DAU transcript, which now lists your DAU classroom, web, and continuous learning courses as well equivalencies and fulfillments input into ATRRS.

DAU "Low-Fill" Classes

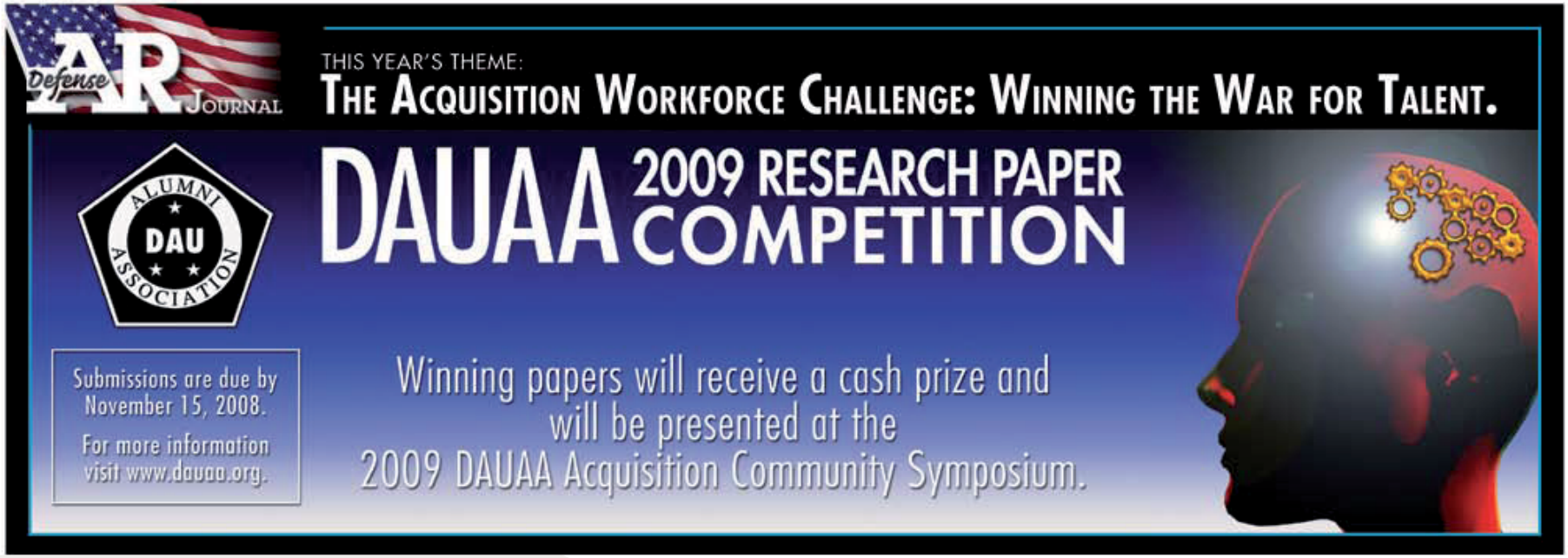
Looking for a seat in that final course you need for certification? A seat may be available! On a weekly basis, DAU posts a low-fill class list. The list is a compilation of classes that will be held within the next 60 days and have available seats. The list is available at <www.dau.mil/schedules/schedule.asp>. These available seats are typically open to all customers; applications can be submitted in the Acquisition Training Application System (ACQTAS) for approval by your local quota manager.

Get a Jump on the FY09 DAU Course Schedule!

The 4th Estate DACM Office hosted a training webcast on May 13, 2008, with agency quota managers. (The presentation is available on our web site.) The objective of this training was to proactively prepare the 4th Estate components for FY09 DAU course registration to optimize opportunities in obtaining high-demand training seats.

DAU opened the FY09 course schedule on June 3, 2008. Workforce members are encouraged to expedite their registration. Early registration results in a better selection of training seats and locations. Our collective objective is to maximize training opportunities for students by prudent use of DAU travel funds through the use of reserving cost-effective locations.

The DAU Alumni Association (DAUAA), in support of the DAU Research Program, is proud to announce the second annual acquisition research paper competition.



This competition has several purposes:

- to enhance the professional stature of DoD acquisition professionals
- to officially recognize outstanding research efforts within the acquisition community
- to facilitate learning and knowledge sharing in conjunction with the theme of the annual DAU Acquisition Community Symposium
- to generate acquisition-related research studies/articles for the *Defense Acquisition Review Journal* (*ARJ*).

Ground rules:

- The competition is open to anyone interested in the DoD acquisition system and is not limited to government or contractor personnel.
- Employees of the federal government (including military personnel) are encouraged to compete and are eligible for cash awards unless the paper was researched or written as part of the employee's official duties or was done on government time. If the research effort is performed as part of official duties or on government time, the employee is eligible for a non-cash prize, i.e., certificate and donation of cash prize to a CFC-registered charity of winner's choice.
- First prize is $1,000. Second prize is $500.
- The format of the paper must be in accordance with guidelines for articles submitted for the *Defense ARJ*, which can be found on the DAU Web site at www.dau.mil.
- The theme for 2009 is: "The Acquisition Workforce Challenge: Winning the War for Talent."
- Research papers are due November 15, 2008.
- Papers should be submitted to the DAU Director of Research: Dr. Paul Alfieri, 703-805-5282 or paul.alfieri@dau.mil.
- Papers will be evaluated by a panel selected by the DAUAA Board of Directors and the DAU Director of Research.
- Winners will be announced and papers will be presented at the DAUAA 2009 Acquisition Community Symposium in April 2009.

Potential topics for research papers:

- Right Shaping the Defense Acquisition Workforce.
- Program Office Sizing and Organizational Structure.
- Retention Issues for the Defense Acquisition Workforce.
- Motivations for Government Employment vs. Commercial Employment.
- Career Recruiting/Benefits Differences Between Government and Industry.
- Optimal Mix of Government Employees, Prime Contractors, and Support Contractors for Defense Acquisition.

2008 USD(AT&L) Workforce Development Awards—Application Deadline Extended!

The deadline to apply for the 2008 USD(AT&L) Workforce Development Awards has been extended to Aug. 15, 2008!

Applications for the 2008 USD(AT&L) Workforce Development Awards are now being accepted and may be submitted online. Complete information can be found at the award web site, <www.dau.mil/devaward>.

All component and Defense Acquisition Workforce organizations, except DAU, are eligible to compete for the 2008 USD(AT&L) Workforce Development Award. Questions concerning eligibility should be directed to the award coordinator at 703-805-4570 or learning.award@dau.mil. There is no application fee associated with this award program.

Each application will be evaluated in one of two categories as determined by the organization's size (i.e., fewer than 500 employees and 500 or more employees). Up to three organizations in each category may be recognized annually. The application procedures are the same for both categories.

The 2008 USD(AT&L) Workforce Development Awards will be presented on Nov. 4, 2008, in conjunction with the Program Executive Officers'/Systems Command (PEO/SYSCOM) Commanders' Conference at Fort Belvoir, Virginia. Award winners will receive plaques and recognition on the USD(AT&L) and DAU web pages.

In order to apply, each organization's POC must register at the award web site, then follow the instructions to complete the online application.

If you registered for the 2007 award competition, please register again for the 2008 awards.

Attachments (PDF or Word files) may be included in support of, but not in place of, your responses. Please limit your attachments to a total of not more than 1 MB in size or 10 pages in length.

Applications must be completed by Aug. 15, 2008, in order to be considered.

Please address any questions to the award coordinator at 703-805-4570 or learning.award@dau.mil.

If you have training and development questions, always begin with your local agency travel 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@dau.mil>. Hours of Operation: 7:30 a.m. to 5:30 p.m. EST.

ACQTAS Travel Technician, 703-752-3150 (commercial), 703-645-0432 (fax).

DAU Student Services (general information and questions about welcome messages) <student.services@dau.mil>, 703-805-3003/DSN 655-3003, or toll-free 1-888-284-4906.

DAU Virtual Campus Help Desk (questions on distance learning courses and continuous learning modules) <dauhelp@dau.mil>, 703-805-3459, or toll-free 1-866-568-6924/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 as it strives to become a model DACM office.

DAU VIDEO LIBRARY
VIDEO SERVICES

DAU Weekly Quiz

AT&L Reading Library
John Young, Jr
Under Secretary of Defense (AT&L)

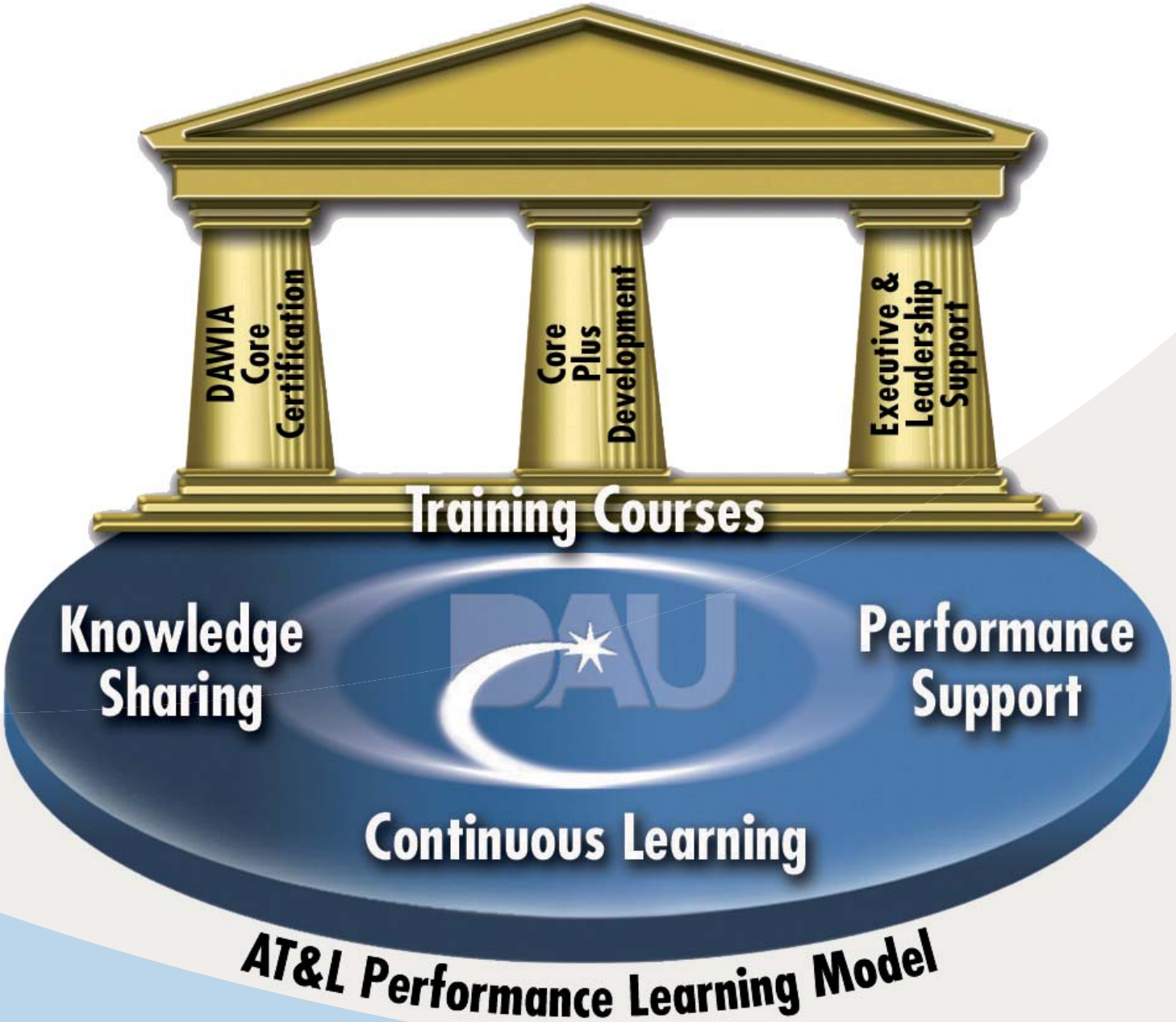
AT&L Living Library

Defense AT&L eLetter

Acker Library
& Knowledge Repository

Defense Agency Director, Acquisition Career Management (DACM)
DAU Defense Acquisition University
Serving Civilian Employees within the Defense Agencies (4th Estate)

DAU Defense Acquisition University
DAU Continuous Learning Center



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.