

Defense DoD Acquisition Strategic Workforce Plan 2010

The Defense Acquisition Strategic Workforce Plan was hand-delivered to Congress April 27, 2010. The report captures how the Defense Acquisition University and the office of the under secretary of defense for acquisition, technology and logistics are supporting the intent of the president and the secretary of defense to improve the acquisition workforce. The report highlights Under Secretary of Defense for Acquisition, Technology and Logistics Dr. Ashton Carter's theme that while "workforce size is important, quality is paramount."

The draft has evolved, and it now reflects the growth strategy and the story of the secretary of defense. The report contains three chapters: 1) Strategy, 2) Analytics, and 3) Initiatives. The Analytics chapter baselines the workforce using end-of-FY09 data. The report includes appendices on eight acquisition career fields: Business; Contracting; Information Technology; Life Cycle Logistics; Program Management; Quality; Systems Planning, Research, Development and Engineering—Systems Engineering (SPRDE-SE); Program Systems Engineer (SPRDE-PSE); and Test and Evaluation. It has additional appendices for the Army, Department of the Navy, Air Force, and Defense Contract Management Agency. Also, it has appendices that address Section 820/Critical Positions, Section 834/Military, and Section 301 from the Weapon Systems Acquisition Reform Act of 2009 on awards for the workforce.

As part of the Openness in Government Initiative, the document is available to the public—to everyone—on the Defense Acquisition Strategic Workforce Plan website. Download the complete Defense Acquisition Workforce Report to Congress at <<https://dap.dau.mil/workforce/Pages/Default.aspx>>.

DAU and NDIA to Sponsor Defense Systems Acquisition Management Course Offering for Industry Managers

The Defense Acquisition University and the National Defense Industrial Association will sponsor an offering of the Defense Systems Acquisition Management course Sept. 13-17, 2010, at the Hyatt Regency O'Hare in Rosemont, Ill. The course is targeted for industry program managers, assistant program managers, systems engineers, industry personnel serving on DoD Integrated Product Teams, and other personnel who must interface with DoD program offices involved in program development and execution. The result of successful completion of this course is a comprehensive understanding of the environment and driving forces affecting your DoD counterparts that will significantly increase

your awareness and effectiveness in dealing with programmatic issues.

The course is also open to a limited number of DoD personnel in grades O4-O6 and GS-13-15, tuition-free. Government students should already be certified at Level II to obtain maximum benefit from this course. Government employees and supervisors may apply the DSAM course towards fulfillment of the DoD requirement for acquisition workforce personnel to earn 80 Continuous Learning Points every two years. DSAM counts for 34 CL points, or 3.4 Continuous Education Units (CEU). DSAM presents the same acquisition policy information provided to DoD students who attend the DAU courses for acquisition certification training. It is designed to meet the needs of defense industry acquisition managers in today's dynamic environment, providing the latest information related to:

- Defense acquisition policy for weapons and information technology systems, including discussion of the DoD 5000 series (directive and instruction), and the *Defense Acquisition Guidebook*
- Defense acquisition reform and initiatives
- Defense acquisition procedures and processes
- The Planning, Programming, Budgeting, and Execution process, and the congressional budget process
- The relationship between capability needs determination, resource allocation, science and technology activities, and acquisition programs.

All course materials will be provided to students on CD-ROM. It is highly recommended that students bring a laptop computer to the class. If you do not have access to a laptop, please contact the respective meeting planner as soon as possible. There will be a limited number of laptops available for use through NDIA, so please call early.

For further information, see "Courses Offered" under "Meetings and Events" at <www.ndia.org>. Industry students contact Michelle Hariston at mhariston@ndia.org or 703-247-9478. A limited number of experienced government students may be selected to attend each offering. Prospective government students must first contact Karen Byrd at 703-805-3728 or e-mail Karen.Byrd@dau.mil prior to registering with NDIA.

DAU Deploys Two New Logistics Courses

The Defense Acquisition University (DAU) has deployed two new Life Cycle Logistics courses. The first, LOG 103, Reliability, Availability, and Maintainability (RAM), is a self-paced, web-based distance learning course, which replaces the existing "core plus" (assignment-specific, non-Defense Acquisition Workforce Improvement Act [DAWIA] certi-

DEFENSE ACQUISITION UNIVERSITY STRATEGIC PARTNERSHIPS

Through the years, the Defense Acquisition University has established strategic partnerships with universities and colleges, defense-sector corporations, professional associations, other government agencies, and international organizations. Such partnerships with academic institutions allow Defense Acquisition Workforce members to transfer DAU course work toward college and university degrees and certificates. Partnerships with industry, professional societies, government agencies, and international organizations focus on sharing training materials, tools, modules, and training opportunities. A complete database of DAU Strategic Partnerships can be found at <http://www.dau.mil/aboutDAU/Pages/partnerships.aspx>. In March 2010, an additional partnership was added to the database:

DAU and South Eastern Michigan Form Educational Partnership

The Defense Acquisition University's Midwest Region; U.S. Army Tank-Automotive and Armaments Command (TACOM) Life Cycle Management Command (LCMC); Defense Contract Management Agency-Detroit; six south-eastern Michigan colleges and universities; government contractors; the Procurement Technical Assistance Center (PTAC) of Michigan; Michigan Works representatives; and an Automation Alley representative signed a memorandum of understanding (MOU) at a ceremony in Troy, Mich., March 3. More than 100 participants witnessed the signing.

The signing parties demonstrated a renewed focus on building the future government workforce in Michigan, with an emphasis on hiring college students, disabled veterans, and displaced workers. Those targeted for recruitment, through the completion of offerings of Defense Acquisition Workforce Improvement Act level I and II courses by the participating educational institutions, will have an opportunity for employment with DoD, TACOM LCMC, Defense Contract Management Agency-Detroit, and other federal agencies and government contractors in Michigan and across the United States. The technical areas involved are contracting; life cycle logistics; systems planning, research, development, and engineering; production, quality, and manufacturing; and business cost estimating and/or financial management.

Frank J. Anderson Jr., director of DoD Human Capital Initiatives and DAU president, signed for DAU; and Army Brig. Gen. R. David Ogg Jr., program executive officer for Ground Combat Systems, signed for the TACOM LCMC community. Leaders from the following organizations also signed the MOU: Baker College of Flint, Bellevue University, Central Michigan University, Cleary University, Davenport University, Macomb Community College, SAE International, University of Michigan-Dearborn, TACOM LCMC, Tank-Automotive Research and Development Command, Program Executive Office Integration, DCMA-Detroit, Program Executive Office (R) Combat Support and Combat Service Support, Program Executive Office Ground Combat Systems, TACOM Contracting Center, Automation Alley, PTAC of Michigan, Michigan Works, General Dynamics, AM General, and BAE Systems.

fication) LOG 203, Reliability and Maintainability course. Initially (and through the end of fiscal year 2010), this new LOG 103 course will not be a DAWIA certification course. That will change, however, effective Oct. 1, 2010, when LOG 103 becomes a new Level I DAWIA certification requirement for the Life Cycle Logistics career field.

The second new course, LOG 206, Intermediate Systems Sustainment Management, is also a self-paced, web-based distance learning course offering, and through the end of

fiscal year 2010, will also not initially be a DAWIA certification course. That will also change effective Oct. 1, 2010, when LOG 206 will officially be designated as a new Level II DAWIA certification requirement for the Life Cycle Logistics career field.

Prerequisites for both courses are contained in the iCatalog: ACQ 101, Fundamentals of Systems Acquisition Management for LOG 103; and LOG 201, Intermediate Acquisition Logistics, Part B, for LOG 206. For further questions, see

the DAU iCatalog at <http://icatalog.dau.mil> for additional details on both of these new courses.

Check the Life Cycle Logistics Director's Blog at <https://dap.dau.mil/career/log/blogs/default.aspx> regularly for updated information on these and other new DAU logistics learning resources, as well as perspectives on policies, processes, best practices, lessons learned, professional development, and evolving issues related to the Life Cycle Logistics career field.

Integrated Defense AT&L Life Cycle Management Chart

The update to the online Integrated Life Cycle Chart (aka horse blanket, wall chart, IFC) is complete. The new chart is called the Integrated Defense AT&L Life Cycle Management Chart (ILC) <https://ilc.dau.mil/help.aspx>. The new web-based ILC interface replaces the PDF file (v5.3.4) that had been the interim interface since the wall chart was updated in the summer of 2009. The new ILC reflects changes from the 5000.02 and the new *Defense Acquisition Guidebook* (DAG). Note that the recently released budget guidance of April 2, 2010, is not reflected in the ILC; however, a statement informing users of the recent changes has been posted on the ILC site. The chart now links to ACQuipedia articles rather than ILC-specific templates. In addition, the new ILC introduces both HTML and Flash interfaces. The HTML interface has been updated for use by those whose systems have lower screen resolution or restrictions on Flash playback, or those who access the ILC through mobile devices and/or accessibility software such as the JAWS reader. The ILC defaults to the Flash interface and is designed for viewing on larger resolution screens. Flash also allows you to view the chart at a larger size, access articles using dynamic navigation tools, and streamlines access to chart sections.

Defense Acquisition Guidebook Available as PDF Download

The online version of the *Defense Acquisition Guidebook* (DAG) is now available as a PDF download by clicking on the Available Downloads link in the blue navigation bar at the top of the page <https://acc.dau.mil/CommunityBrowser.aspx?id=289207>. An updated PDF of the DAG will be posted on or about the 15th of each month. The online DAG is a living document that will be updated whenever necessary. Consequently, the PDF version may not contain the most current guidance. Users should download the online version whenever possible. Besides the DAG, copies may also be downloaded in PDF format of the DoDD 5000.01 and the DoDI 5000.02, as well as the memorandum DTM 09-027.

Space Acquisition Community of Practice (CoP) Deployed

The Space Acquisition Community of Practice (CoP) has been added to the more than 40 communities hosted on the Acquisition Community Connection (ACC) at <https://acc.dau.mil>. The Space Acquisition CoP was established to support practitioners by providing immediate access to resources, learning assets, and updated directives, as well as contact with others in the space acquisition community. The community serves as a forum for practitioners to interact, share knowledge and experiences, keep one another current on developments, and solve problems. Access to the community is available 24 hours a day, seven days a week.

New Transformational Leadership Course Ready for Delivery

On March 26, 2010, the Defense Acquisition University's new leadership course, Leader as Coach (ACQ 453), completed development and pilot delivery. Twenty-one supervisors from across the acquisition, technology, and logistics enterprise and industry participated in a student pilot of the four-day course. All lauded the course and the learning provided. The course has the objective of making a paradigm shift in leadership of the Defense Acquisition Workforce, from leaders who primarily direct and evaluate to leaders who set transformational goals and inspire their teams using results-driven, coaching principles and techniques. Students are taught a proven process, and the principles and practices that encourage and reward initiative, innovation, agility, listening, collaboration, continuous and purposeful growth, results, and accountability. The student pilot was delivered by Lois Harper (West Region), Dr. David Newberry (South Region), Will Broadus (Mid-Atlantic Region), and Al Moseley (DSMC). Scheduled delivery of Leader as Coach in DAU regions will begin in FY 2011.

Student Information System Set to Transform Acquisition Career Management

Section 852 funding is secure. The mission is defined. The journey to bring state-of-the-art capability to the Defense Acquisition University is well under way. DAU's forthcoming Student Information System (SIS) will transform how Defense Acquisition Workforce career training is managed in the future, integrating people, processes, technology, and strategic goals.

DAU plans to leverage commercial off-the-shelf student information system technology that will allow acquisition workforce members the ability to manage data and information from initial training processes and communications through the entire life cycle of training requests, enrollment, course completion, and alumni status.

This experience is a familiar concept, perhaps even an afterthought to many recent college graduates. Through a student information system, students have increased capabilities to register for classes, check final grades, and manage their own academic careers. DAU hopes to make career management just as simple by updating its current patchwork of systems into one that will serve the acquisition workforce community, the Department of Defense Acquisition Career Managers (DACMs), as well as DAU faculty and staff.

The process to find the right vendor for DAU's SIS has brought out the best of the best. DAU's unique needs and its differences from traditional institutions of higher education are a challenge the potential vendors must prove they are able to meet. Members of the SIS core team and IPT have seen demonstrations from vendors ranked as having the top commercial off-the-shelf software products by Gartner's research. Additional demonstrations from other potential vendors are also being considered, and the team continues to gather information from references for a first-hand account of the potential vendors' performance after implementation.

Members of the project's leadership team, including sponsor Mark Whiteside and program manager Diane Cunha, are completing the due diligence phase and are now into the procurement planning phase. The group is finalizing project requirements and already received DoD's Business Transformation Agency Investment Review Board approval on the SIS Problem Statement. These critical steps are merely a few along the journey to transition DAU's current stovepipe of systems into one self-service, collaborative, integrated, and enhanced system. Once a vendor is selected, full implementation is expected to last 18-24 months.

Requirements Management Community of Practice Now Open

The Requirements Management Community of Practice (CoP) serves as the central repository for Requirements Management knowledge. This community is focused on providing 24/7 unclassified resources such as learning materials, links, policies, and news to assist those involved in the requirements process.

The Defense Acquisition University and its Acquisition Community Connection website managers are looking for content to upload onto this community website. If you have requirements-related content that you think would be helpful to the Requirements Management community or if you have any comments about this site, please e-mail them to RMCT@dau.mil. For "technical" help with any of DAU's Requirements Management courses, contact RMCTcourse@dau.mil.

dau.mil. If you have a Requirements Management question, contact RMCTsupport@dau.mil.

DAU Launches Smart Shutdown Performance Support Special Interest Area on Acquisition Community Connection Portal

The Defense Acquisition University has established a Special Interest Area (SIA) within the ACC portal concerning the topic of DoD Program Terminations (ShutDowns) <<https://acc.dau.mil/smartshutdown>>. The Smart ShutDown Performance Support (SSPS) SIA provides a forum for information exchange and peer-to-peer discussions in respect to acquisition organization enterprise best practices to accomplish smart, disciplined, efficient, and effective program terminations when required to do so. The president of DAU has approved the Smart ShutDown Performance model construct to support all Services and acquisition organizations in this goal. The SSPS SIA provides the defense acquisition community with a forum for their "voice to be heard" in identifying goals, processes, shortfalls, issues, best practices, plans, and considerations in all aspects of program termination activities. All contributions to this effort can be submitted to this SIA or to a global e-mail address, SmartShutDownPS@dau.mil. The opportunity to contribute your ideas is here, and the time is now.

Updates to the Life Cycle Logistics Core Plus Guide

Bill Kobren

The *Life Cycle Logistics Certification and Core Plus Development Guide*, an integral part of the DAU iCatalog, has been updated <<http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx>> to align more closely with the DoD Logistics Human Capital Strategy competencies, to address new DoD initiatives and policies, to capture new life cycle logistics continuous learning modules (CLMs) that have deployed since an earlier core plus guide update in 2009, and to better prepare you, the members of the DoD Life Cycle Logistics workforce, to meet the challenges and rigors of serving as a product support manager. Remember, the *Core Plus Development Guide* provides a list of recommended training, experience, and education opportunities, as well as helping tailor your individual development plans to meet your biannual 80-hour continuous learning requirement. Again, these are recommended training and education opportunities, and are not mandatory requirements for Defense Acquisition Workforce Improvement Act certification. Review the list of courses updated at <<https://dap.dau.mil/career/log/blogs/archive/2010/05/21/updates-to-the-life-cycle-logistics-core-plus-guide.aspx>>.

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