

DAU TAKES TRAINING TO NAVAL RESERVISTS SERVING IN ACQUISITION-RELATED BILLETS

Recently, a group of Naval reservists, including senior officers from the Naval Air Systems Command (NAVAIR) Air Systems Program (ASP), attended a weeklong Defense Acquisition University (DAU) intermediate systems acquisition course (ACQ-201B) at Naval Reserve Forces Command in New Orleans, La. This was the first time that the course was offered to reservists drilling in acquisition-related billets.

The course is the second of three required to complete the academic portion of the Defense Acquisition Workforce Improvement Act (DAWIA) Level II certification in Program Management. DAWIA Level II Certification is critical in certain Naval Reserve communities in order to attain and maintain job-related qualifications that mirror those of their active duty counterparts, most of whom are Level II or Level III certified.

The 650 Naval Reserve officer and enlisted men and women of the ASP train constantly to respond to evol-

ing NAVAIR missions, enabling the organization to harvest tangible cost reductions for fleet recapitalization. Reserve participation in ACQ-201B further underscores NAVAIR's alignment with the Navy's larger transformation of the entire Naval Reserve force and the active Reserve integration plan. "This training will ensure that reservists are always working on Naval aviation enterprise priorities and allow our Naval reservists to become more capabilities-based and to measure themselves by our number fleet-driven metric—'aircraft ready for tasking at reduced cost,'" said Vice Adm. Walter Massenburg, commander, NAVAIR.

"As members of the Reserve component, our intent in the ASP for many years was to become interchangeable with the active component regarding skills, experience, and training to support NAVAIR in a time of crisis or war," said course attendee Rear Adm. Richard J. Wallace, who assumed duties as the new ASP director in June 2004.

For more information on the Air Systems Program, contact Lt. Mike Randazzo, ASP public affairs officer, at asppao@yahoo.com.

DAU FACULTY MEMBERS ATTEND LOCKHEED MARTIN PROGRAM MANAGEMENT INSTITUTE

Bill Lankford

The Lockheed Martin (LM) Program Management Institute (PMI) is a four-day program that serves as the capstone course for the program management education offered LM employees at the LM Center for Leadership Excellence located in Bethesda, Md. The course is conducted three times a year.

LM recently invited DAU faculty members Bill Lankford, Bob Carlson, and Navy Cdr. Larry Haukenes to participate in the PMI as part of the DAU/LM exchange program. Just as DAU invites contractor/industry participants to join its courses to enhance the learning experience of both groups, LM believes that having DAU participants in the PMI is valuable for enhanced understanding of the two organizations' shared and respective processes and to provide DoD/DAU/customer perspectives.

The PMI lists as its program objectives: to provide experienced program managers with insight into critically important aspects of program management, including business, financial, and customer relations issues; to discuss program management challenges with senior corporate executives; to share lessons learned and best practices in program management techniques; to network with peers and customers who will be leading major pro-

grams in the future; and to strengthen inter-company program management cooperation and teamwork.

Lankford is a systems engineering professor with the DAU, Mid-Atlantic Region, located at Patuxent River, Md. His career has included acquisition tours in the Pentagon, Naval Air Command, and the Federal Bureau of Investigation. He has served as DAU course manager for both SYS-201 and SYS-301. Lankford holds a bachelor's degree in marine engineering and master's degrees in systems management and national security and strategic studies.

DAU AND SBA SIGN INTERAGENCY AGREEMENT

Marcia Richard

On July 12, Hector Barreto, administrator, Small Business Administration (SBA), and Frank J. Anderson Jr., president, Defense Acquisition University, signed an interagency agreement establishing a flexible framework between the organizations to provide fair and equitable treatment of government employees with respect to educational opportunities relating to small business programs and acquisition training; to make reasonably uniform administration of educational and training opportunities, consistent with the missions of government departments and agencies; and to leverage federal agency resources by providing existing educational and training opportunities to federal employees

at no additional cost to the individual employee or the government.

Effective Aug. 23, DAU launched CON 260, "The Small Business Program," the first Department of Defense small business course. CON 260 is a hybrid consisting of 12 online hours and three classroom days. An example of the commitment of the two organizations was demonstrated in the course development support provided by SBA to DoD/DAU and the participation of one of the SBA's small business specialists in the upcoming CON 260 student pilot.

The Federal Acquisition Institute is currently reviewing the SBA/DAU interagency agreement to determine if they can piggyback on the agreement and work with both organizations to modify the course for use throughout the civilian agencies.

Richard is the associate director for performance support, DAU Curricula Development and Support Center, Fort Belvoir, Va.

INTERNATIONAL TEST AND EVALUATION ASSOCIATION PARTNERS WITH DEFENSE ACQUISITION UNIVERSITY

Dr. John D. Claxton

On July 7, Dr. Jim McMichael, vice president of the DAU and Gary L. Bridgewater, president of the International Test and Evaluation Association (ITEA) signed a memorandum of understanding (MOU) to share a mutual commitment to excellence in the training and education of the test and evaluation (T&E) professional community. Among other initiatives, the agreement includes sharing of training resources and collaboration on T&E training opportunities.

Dr. John D. Claxton, DAU program director for T&E curriculum will be working closely with the ITEA staff headed by Alan Plishker, the ITEA executive director, in the implementation of the MOU provisions. The signing of the MOU follows closely upon the Defense Acquisition University's joining many other commercial and defense industry organizations in their commitment as corporate members of ITEA.

ITEA is a not-for-profit educational organization founded in 1980 to further the exchange of technical information in the field of test and evaluation. Its international members include professionals from industry, government, and academia, who are involved in the development and application of policy and techniques used to assess the effectiveness, reliability, and safety of new and existing systems and products. The association provides an on-

going program of workshops, symposia, short courses, awards, and scholarships. Many of ITEA's events contribute to the continuous learning required of the Department of Defense acquisition workforce.

Claxton is the program director for T&E curriculum, learning programs and technology, DAU Capital and Northeast Region, at Fort Belvoir, Va.

AIR FORCE PERSONNEL CENTER NEWS SERVICE

AIR FORCE INTERN PROGRAM DEVELOPS FUTURE LEADERS

RANDOLPH AIR FORCE BASE, Texas (AFPN)—The Air Force Intern Program Central Selection Board convened here Sept. 20 to 24. The program lets 30 junior captains study the application of air and space power and observe senior Defense Department leaders in critical decision-making processes.

The fast-paced 18- to 24-month program is designed to develop tomorrow's leaders, officials said. While the program is available to line and nonline officers, a maximum of three slots are available to nonline officers.

"[It] is another great opportunity for young officers to continue their development," said Capt. William Schlichtig, chief of the Air Force Personnel Center's developmental education section here. "It's a method of preparing our very best officers for future key leadership positions."

The program combines hands-on experience as an intern in the offices of the Joint Chiefs of Staff, secretary of defense, and/or the Air Staff as well as an opportunity to earn an Air Force-funded master's degree in organizational leadership from George Washington University.

"Selection for [the program] is based on potential for greater achievement as demonstrated by an officer's ability to handle more challenging jobs," Captain Schlichtig said.

The program consists of two phases for interns not enrolled in GWU and three phases for those who are.

Officers incur a three-year active-duty service commitment upon completion of the program. Those who have not attended Squadron Office School in-residence will be allocated a quota to do so before starting the program.

For application instructions and more information, visit the officer professional developmental Web site at <http://www.afpc.randolph.af.mil/pme/>.

NDIA TO SPONSOR DEFENSE SYSTEMS ACQUISITION MANAGEMENT COURSE OFFERING FOR INDUSTRY MANAGERS

The National Defense Industrial Association will sponsor an offering of DAU's Defense Systems Acquisition Management (DSAM) course to interested industry managers Nov. 29–Dec. 3 in Orlando, Fla. DSAM uses the same acquisition policy information provided to DoD students who attend the Defense Acquisition University courses for formal acquisition certification. 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 new DoD 5000 series (directive, instruction, and guidebook)
- Defense acquisition and logistics excellence initiatives
- Defense acquisition procedures and processes
- The planning, programming, and budgeting system and the congressional budget process
- The relationship between requirements generation, resource allocation, science and technology activities, and acquisition programs.

For further information, contact Christy O'Hara (703) 247-2586 or e-mail cohara@ndia.org. Government students interested in attending should contact Bruce Moler, (703) 805-5257 or e-mail bruce.moler@dau.mil.

OVERVIEW OF USD(AT&L) CONTINUOUS LEARNING POLICY

Acquisition personnel in Defense Acquisition Workforce Improvement Act (DAWIA) billets who are certified to the level of their position must earn 80 continuous learning "points" to meet Continuous Learning Policy requirements issued by the USD(AT&L) on Sep. 13, 2002. Continuous learning augments minimum education, training, and experience standards. Participating in continuous learning will enhance your career by helping you to:

- Stay current in acquisition functional areas, acquisition and logistics excellence-related subjects, and emerging acquisition policy
- Complete mandatory and assignment-specific training required for higher levels of DAWIA certification
- Complete "desired" training in your career field
- Cross-train to become familiar with, or certified in, multiple acquisition career fields
- Complete your undergraduate or advanced degree
- Learn by experience
- Develop your leadership and management skills.

A point is generally equivalent to one hour of education, training, or developmental activity. Continuous learning points build quickly when you attend training courses, conferences, and seminars; complete leadership training courses at colleges/universities; participate in professional activities; or pursue training through distance learning. Continuous learning points are assigned to distance learning courses < <http://clc.dau.mil> > based on their academic credits or continuing education units. Other activities such as satellite broadcasts, viewing a video tape, listening to an audio presentation, or working through a CD-ROM or Internet course can earn continuous learning points on a 1 point per 1 hour of time devoted to that activity. On-the-job training assignments, intra- and inter-organizational, rotational, broadening, and development assignments may also qualify toward meeting the continuous learning standards.

INTERACTIVE DOD 5000 SERIES DOCUMENTS

The Defense Acquisition University has activated an interactive DoD 5000 Web site as a useful tool intended to allow users to easily navigate among the following three interactive DoD 5000 series documents: DoD Directive 5000.1, DoD Instruction 5000.2, and the *Defense Acquisition Guidebook*.

The interactive DoD 5000 documents at < <http://dod5000.dau.mil/dod5000%20instructions.htm> > contain internal and external links to sources of information based on subject matter and topic areas, and are integrated with the AT&L Knowledge Sharing System (AKSS) and Acquisition Community Connection (ACC) Web sites at < <http://deskbook.dau.mil/jsp/default.jsp> > and < http://acc.dau.mil/simplify/ev_en.php > respectively.

AMERICAN FORCES PRESS SERVICE (JULY 8, 2004)

NEW CIVILIAN PERSONNEL SYSTEM TO ADD EFFICIENCY, SATISFACTION

Donna Miles

WASHINGTON (AFP)—The new National Security Personnel System will improve the working environment within the Defense Department while creating a more satisfied, more productive workforce, Navy Secretary Gordon England said July 7.

"That's what this is about: great job satisfaction," England said. "We want everybody to go home every night and brag about the great job they accomplished that day. That is what we are trying to accomplish."

Congress authorized the new personnel system as part of the fiscal 2004 National Defense Authorization Act. It will introduce sweeping changes to the way the department hires, pays, promotes, disciplines, and fires its 700,000 civilian workers, doing away with antiquated practices England said have bogged down the department for decades.

For example, it will consolidate nine separate personnel systems that now govern DoD civilian workers. Streamlining these systems into one “will make it easier to manage and certainly [will be] better for our employees,” England said.

The system will include faster procedures for hiring new workers, pay based on performance rather than tenure, and “pay bands” to replace the current general-service pay scale, he said.

Details are still being worked out, said England, who was tapped by Defense Secretary Donald Rumsfeld to put NSPS into place. He said valuable input has come from a variety of pilot projects, which he called “learning exercises to make sure we’ve got it right before we start.”

By the year's end, England said he expects to publish in the *Federal Register* proposed regulations for the new civilian human resources, labor-management relations, and employee appeals and grievance systems.

The first DoD civilians are expected to come under the new system in summer 2005, and DoD will phase in the system through late 2008, England said.

Despite these projected timetables, England said the implementation will be “event-driven, not time-driven. When we are ready we will do it, and not before.”

In the meantime, officials are seeking input from people throughout DoD to make sure they come up with the best civilian personnel system possible, England said.

“It's a collaborative process; it's not negotiating to an answer,” he said. “It is getting input from literally thousands of people around the country and around the world so we can understand their views.”

Putting the new system into place while continuing DoD's mission will be a bit of a challenge, the secretary said.

“It's a little like maintaining an airplane while it's flying,” he said. “The process has to be thoughtful and reasonably measured.”

The new system, when fully in place, will benefit employees while making the department better able to respond to the challenges ahead, including the terrorism threat, England said.

“The whole premise is to have a highly effective workforce ... that dearly loves to work for the Department of Defense, is well-trained and highly competitive,” he said. The result, he said, will be “a system that best represents our most valuable asset: our people.”

AIR FORCE PERSONNEL CENTER NEWS SERVICE (JUL 17, 2004) FORCE DEVELOPMENT INCLUDES CIVILIANS

RANDOLPH AIR FORCE BASE, Texas—Career civilian employees will soon have more focused career guidance and expanded opportunities because of a new initiative taking place at the Air Force Personnel Center here this summer.

Civilian career field management is a part of force development that will align civilian and military career fields to develop future leaders.

“This is a big change in Air Force civilian career management,” said Gregory Den Herder, the center's executive director. “We've realigned civilian management to provide a systematic approach to developing and sustaining the civilian workforce.”

“The foundations of [the new program] were already in place within our civilian career program directorate,” he said. “Now we've tied development, analysis, and employment together.”

Under the new program, all civilian positions have been assigned to a specific career fields similar to military specialties. Each career field will have a career path that helps employees determine where to go or what to do to advance in their careers.

Similar to the officer corps, civilian career fields have development teams located at the personnel center. Twenty-four teams will fill positions and manage specific career fields.

The new program will enhance current opportunities for civilian professional education, advanced academic degrees, broader assignment experiences, and upward mobility, personnel officials said. It will also identify cross-functional paths to expose civilians to a broader scope

of operational activities to prepare them for senior-leadership positions.

"The main goal ... is to ensure that the right employee gets to the right job with the right skills," Den Herder said.

ARMY NEWS SERVICE (AUG. 1, 2004) CORPS OF ENGINEERS RECRUITING FOR IRAQ

Denver Beaulieu-Hains

WASHINGTON—The Army Corps of Engineers is recruiting soldiers who are leaving the Army, retired military, family members, and Department of Defense civilians to work in Iraq and Afghanistan.

The Corps now has 328 civilian positions to fill in Iraq and Afghanistan. The goal is to have all of the positions filled by December, if not sooner, officials said.

"We're pulling out the stops to try to recruit people," said Shelia Dent, chief of the Corps' employment and compensation management division. "The Corps is using every hiring tool at its disposal, including recruitment bonuses, hardship pay, direct hiring authority, and dual compensation waivers to entice soldiers leaving the Army and retired federal employees back to work.

Since the war on terrorism began, the Corps has deployed about 2,000 personnel.

Pat Burgess, national emergency program manager for the Corps' South Atlantic Division, said she volunteered to deploy to Iraq because she wanted to do something different and add to the mission. Burgess has spent eight months in Kuwait and Iraq during two separate tours.

"I'm an adrenaline junkie, and I'm in the twilight of my career," said Burgess, who has 35 years of federal service and is eligible for retirement. "I felt I needed to do one more good thing in my career before I retired. I wanted to utilize my operational background—to see how the work I do in rear support serves at the other end."

Before joining the corps, Burgess worked as a reserve mobilization specialist for the U.S. Army Reserve Command. She had ample opportunity to see the relationship between stateside planning and overseas execution, but never had the opportunity to deploy personally.

"We believe there are soldiers who may be leaving the military, retired military, and even family members who have critical skills and experiences that make them a perfect fit for some of the positions we're filling," Dent said.

"Most people don't realize, out of the 300 personnel in theater, there are only about four dozen U.S. military noncommissioned officers and officers working for the Corps in Iraq," said Maj. Gen. Ronald Johnson, the first commander of the Corps' Gulf Region Division.

During a recent interview with the Fox television network, Johnson credited the Corps' success to its civilian volunteers, which is the much larger population.

"The civilians are making a great sacrifice, and they are making a difference," Johnson said.

Employees of the GRD in Iraq are improving the oil infrastructure, power supply, water resources infrastructure, hospitals, education, roads, and bridges—all the things needed to build a strong society. The Corps also supports the military by constructing buildings and facilities.

In Afghanistan, the Afghanistan Engineer District is building new structures including power, water, sewage, barracks, and other facilities for the Afghan National Army, and repairing runways and base camp improvements for the coalition military. They are also providing technical and quality assurance support to the U.S. Agency for International Development.

The Corps seeks engineers, engineer technicians, program and project managers, resource managers, accountants, contracting officers, auditors, administrative support staff, and safety and health officials. Other openings include logistics and information technology.

To find out more information or apply for the Army Corps of Engineers, a link is available on the Army's Civilian Personnel Online Web site at <http://www.CPOL.army.mil>, which provides employment opportunities.

For more information, contact the U.S. Army Corps of Engineers Human Resources Office by e-mail at CEHEC-CP@hq02.usace.army.mil or call (202) 761-1885.

The Defense Acquisition University (DAU) Introduces New Web Site on

Rapid Deployment Training (RDT)

Check out DAU's RDT course offerings at:

http://www.dau.mil/performance_support/RDT.asp

The screenshot shows a Microsoft Internet Explorer browser window displaying the Defense Acquisition University (DAU) website. The address bar shows the URL http://www.dau.mil/performance_support/RDT.asp. The page header includes the DAU logo and the text "Defense Acquisition University" and "www.dau.mil". Below the header, there is a navigation menu with "DAU Homepage" and "Rapid Deployment Training" selected. The main content area features a table of training courses:

	<u>Corrosion Prevention</u> Corrosion Prevention with Mr. Wynne
	<u>DoD 5000</u> DoD 5000 Acquisition Policy Revision Skip Hawthorne
	<u>JCIDS 3170.01c</u> JCIDS 3170.01c CAPT. Keith Bowman USN Joint Staff
	<u>Unique ID Mandatory on DoD Solicitations</u> Unique Identification (UID) is a mandatory Department of Defense (DoD) requirement on all solicitations issued on or after January 1, 2004. DAU has developed UID program training that is available at UID Program Training and/or via on-site presentation by e-mail.

The browser's status bar at the bottom shows "Done" and "Internet".

NEW DEPARTMENT OF DEFENSE WIRELESS COMMUNITY OF PRACTICE WEB SITE

The Department of Defense Directive 8100.2, *Use of Commercial Wireless Devices, Services, and Technologies in the DoD Global Information Grid (GIG)*, directs the development and use of a knowledge management (KM) process to promote the sharing of wireless technology capabilities, vulnerabilities, vulnerability mitigation strategies, lessons learned, and best practices throughout the Department of Defense (DoD). This directive prompted the creation of the DoD Wireless Community of Practice (CoP) Web site to enable DoD components, agencies, and appropriate groups and individuals to share knowledge pertinent to the emerging and dynamic commercial wireless environment in an online workspace.

The DoD Wireless CoP Web site will enable wireless community members to capture and share information pertaining to the acquisition and use of commercial wireless devices, services, and technologies that operate either as part of the DoD Global Information Grid or as part of DoD non-GIG information technology stand-alone sys-

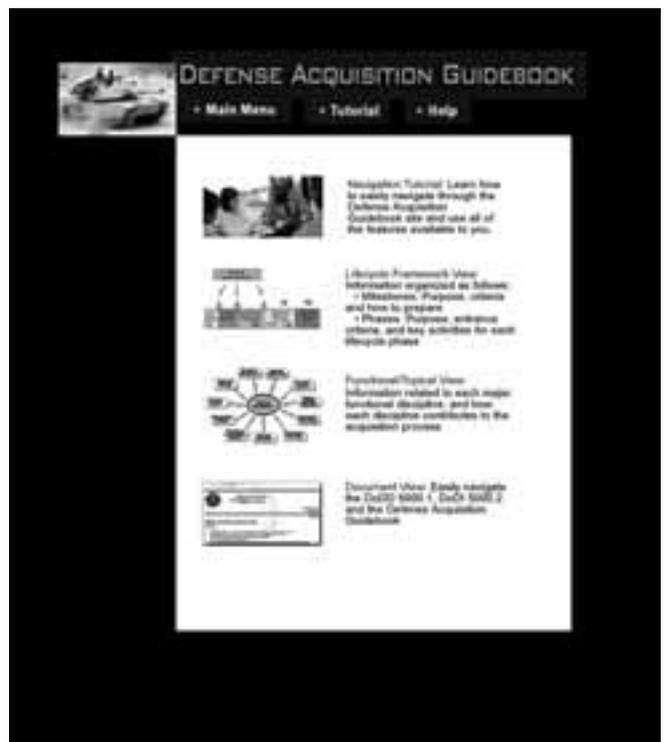
tems. This new community invites the acquisition community to participate and contribute any information that would assist government agencies and services desiring to acquire wireless technology. The community is also looking for members to volunteer as content area managers/editors for the acquisition content area of the CoP.

The DoD Wireless CoP < http://acc.dau.mil/simplify/ev_en.php > has achieved initial operating capability and is available for the wireless community to contribute information to and to conduct research about policy, security, acquisitions, research and development, and academia/industry. There will be several instantiations of the DoD Wireless CoP on the Internet, uNclassified but Sensitive Internet Protocol Router Network (NIPRNet), and Secret Internet Protocol Router Network (SIPRNet). An additional site containing information about wireless vulnerabilities will be accessible via the SIPRNet.

Please contact the community's editor, Peter Zarrella, zarrellp@ncr.disa.mil, to volunteer, ask questions, or provide comments about the DoD Wireless CoP.

USD(AT&L) PUBLISHES THE DEFENSE ACQUISITION GUIDEBOOK

The *Defense Acquisition Guidebook* is now complete, approved, and ready for use at <<http://akss.dau.mil/DAG>>. The *Guidebook* contains discretionary information, complementary to the DoD Directive 5000.1 and DoD Instruction 5000.2 signed May 12, 2003. The *Guidebook* was completely re-written, chapter by chapter, by content owner-editors from various responsible staff agencies, under the leadership of the Office of the Under Secretary of Defense (Acquisition, Technology and Logistics). Each chapter was written with the other chapters in mind, to enable users to link to pertinent information in each chapter as well as related material in other chapters. The new *Guidebook* replaces the *Interim Defense Acquisition Guidebook* as an interactive Web-based tool. An on-site tutorial will assist users in the capabilities and navigation of the *Guidebook* Web site. Various scenarios illustrate how users might use the *Guidebook* to find relevant information to meet specific milestone or readiness requirements. Users in the AT&L community can navigate interactively through key terms and requirements in DoD Directive 5000.1 and DoD Instruc-





tion 5000.2 and to discretionary guidance in the *Defense Acquisition Guidebook*.

Users also have the option to navigate via the Life-cycle Phase and Milestone Framework model, which details information required, templates and examples, and guidebook and interactive Web links. By selecting the phase or milestone in the interactive graphic, users can quickly determine the planning and document requirements for a given program. Interactive links within the tables assist users by providing explanation of the documentation, as well as templates and practical examples.

In addition, users can select the "Functional/Topical View" link at <http://akss.dau.mil/dag/DoD5000.asp?view=functional> to find information related to each major functional discipline within the acquisition process. Selecting from the functional topics (shown above as they appear online) leads users directly to a listing of topically relevant paragraphs and sections within the guidebook. Users can easily access information as it relates to a specific functional area. All information has been collated and organized so that users can quickly determine what material is available in the guidebook to assist in meeting program requirements, plans, and milestones.

We Need Your Feedback

The *Guidebook* consists of hundreds of interactive pages and thousands of links. It is imperative that the user community participate in the management and maintenance

of this tool. All discrepancies should be brought to the attention of the *Guidebook* management team at DAU. Users are encouraged to explore the *Guidebook* and provide feedback, suggestions, and corrections. Questions on *Guidebook* content should be submitted via the Ask-a-Professor link (using the Acquisition Policy Category) in AKSS. System performance issues should be addressed to the Web Help Desk at ISSC@dau.mil.

**AIR FORCE ACQ NOW UPDATE
FY 2005 DAU SCHEDULE NOW AVAILABLE FOR STUDENT REGISTRATION**

The FY 2005 Defense Acquisition University (DAU) schedule has been loaded and is now available for student registration. Air Force students may submit their applications via *ACQ Now*, the Air Force registration system for DAU acquisition training. Student registration is available only for classroom (resident/on-site) courses and quota-managed Web courses (PMT-250/BCF-102). Rolling admission Web courses for FY 2005 became available on Oct. 1, 2004. Students wishing to enroll in Web-based training should continue to use FY 2004 from the drop down menu until the new fiscal year starts; then they may use FY 2005. IRM-201 and IRM-303 courses have not yet been loaded into the schedule but should be available shortly. Please check the *ACQ Now* bulletin board at <https://www.atrrs.army.mil/channels/acqnow/default.asp> for information about availability of these courses in FY 2005.