



# Career Development

## U.S. ARMY ACQUISITION SUPPORT CENTER (NOVEMBER 2006) TEST AND EVALUATION ACQUISITION CAREER FIELD CERTIFICATION CHANGES

**T**he beginning of the fiscal year is traditionally the effective date for Acquisition Career Field (ACF) certification changes. These changes are officially announced and maintained in the online Defense Acquisition University (DAU) catalog <[www.dau.mil](http://www.dau.mil)>. Effective Oct. 1, 2006, significant changes in the Level I, II, and III certification training requirements have been introduced for the Test and Evaluation (T&E) ACF. A quick summary of the changes follows.

Effective Oct. 1, 2006, the training requirements for T&E Levels II and III acquisition certification have been revised to state that an individual seeking certification must have completed the prior level's training requirements in order to gain the next level acquisition certification. The choice of these particular words was intentional by the DoD T&E Functional Integrated Product Team (FIPT). The FIPT felt that due to extensive changes in the T&E curriculum at all levels, it was necessary for students to also complete the lower level training requirements in order to be successful in the next level T&E courses. The intent was neither to burden the T&E students nor to diminish the previously granted T&E certifications. These FY07 certification requirements were approved by the DoD Technical Management Functional Advisor memorandum dated April 13, 2006.

This means that if you were previously certified at Level I in T&E and are seeking Level II certification (post Oct. 1, 2006), you must now meet both the Level II T&E training requirements in addition to the current Level I T&E training requirements. This may necessitate your completing some additional training since the T&E Level I training requirements changed on Oct. 1, 2006. Similarly, if you were previously certified at Level II in T&E and now seek Level III certification, you must now meet both the Level III T&E training requirements in addition to the current Level II T&E training requirements. This may necessitate your completing some additional training since the T&E Level II training requirements changed on Oct. 1, 2006.

## Other T&E Training Changes

The training certification requirements for TST 101 (Level 1), TST 202 (Level 2), and TST 301 (Level 3) shall remain in effect until each new successor course (TST 102, TST 203, and TST 302) is fielded. The exact date for this to be completed has not yet been determined.

The new required course CLE-011, Modeling & Simulation for Systems Engineers, is a DAU Continuous Learning Module and has been available online since May 2006. Completion of this CLM is a mandatory for Level I certification; others are strongly encouraged to complete this short course.

If you have additional questions, please contact your designated acquisition career manager, send an e-mail to [asc.acq.career.management@asc.belvoir.army.mil](mailto:asc.acq.career.management@asc.belvoir.army.mil), or contact the T&E Functional Point of Contact, Larry Leiby at 703-695-7389.

## U.S. ARMY ACQUISITION SUPPORT CENTER (NOVEMBER 2006) UPCOMING SPRDE-SE CERTIFICATION CHANGES

**M**uch has been recently discussed and written about the challenges facing the DoD Systems Planning, Research, Development, and Engineering—Systems Engineering (SPRDE-SE) community (see article entitled: "Systems Engineering Revitalization" in the July-August 2006 issue of *Defense AT&L* magazine at <[www.dau.mil/pubs/damtoc.asp](http://www.dau.mil/pubs/damtoc.asp)>). The DoD SPRDE-SE Functional Advisor, with support from the SPRDE-SE Functional Integrated Product Team, has instituted certification changes affecting both SPRDE-SE experience and training requirements. As with all acquisition certification changes, these changes are officially announced and maintained in the online Defense Acquisition University catalog at <[www.dau.mil/catalog/default.aspx](http://www.dau.mil/catalog/default.aspx)>.

Effective Oct. 1, 2006, the SPRDE-SE experience requirements were revised to recognize technical experience from other acquisition career fields (i.e., SPRDE-SE; SPRDE-Science and Technology Manager; Information Technology; Test and Evaluation; Production, Quality, and Manufacturing; Facilities Engineering; Program Management; and Life Cycle Logistics). Previously, only acquisition experience in science or technology was rec-



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ognized for certification purposes in this acquisition career field. Please check the DAU catalog for specific language as it might apply to your situation.

From an acquisition training perspective, required courses have been added at each SPRDE-SE certification level. SPRDE-SE Level I certification now requires completion of SYS-101, Fundamentals of SPRDE (in addition to ACQ 101); Level II now requires the completion of the continuous learning module CLE 003, Technical Reviews, and completion of one of the following: SYS 201 (Parts A&B), or SYS 201 (Part A) and SYS 203; or both SYS 202 and SYS 203 (each in addition to ACQ 201 (A&B)). A new Continuous Learning Module, CLL 008, Designing for Supportability, has also been added to Level III certification training requirements (in addition to SYS 301).

### Upcoming Changes

In addition to the above certification changes already in effect, the SPRDE-SE acquisition community should expect further changes in this acquisition career field. Although these changes have not been finalized, nor an effective timeframe determined, a brief summary of the expected changes follows. Please note that at this writing these changes are not final and subject to change.

In the future, the SPRDE-SE acquisition career field is expected to diverge into two separate acquisition career paths: SPRDE-SE and SPRDE-General. Each of these paths will have its own certification requirements and associated Position Category Description. The expectation is that Army acquisition positions currently coded as SPRDE-SE ("S") will transition to the new SPRDE-General Path. This transition should be seamless to the affected employees and will not disturb acquisition SPRDE-SE certifications already achieved by employees. Employees who seek a new certification level shall be held to the certification standard in effect at the time certification is sought.

### AMERICAN FORCES PRESS SERVICE (NOV. 1, 2006)

#### NEW IDENTITY CARD MORE SECURE THAN EARLIER VERSIONS

Gerry J. Gilmore

**W**ASHINGTON—New identification cards now being issued to some Defense Department employees will help standardize federal workforce identification and enhance security, a senior DoD official said here today.

The new common access card is part of departmental transformation efforts that harness common business practices to make the organization more efficient, David S.C. Chu, the under secretary of defense for personnel and readiness, told reporters at a Pentagon news conference.

"A key element of this new card is it is a more secure document" than its predecessor, Chu noted.

The new card, he said, accomplishes three main objectives:

- It makes the identification process more efficient
- It helps prevent identity theft or fraud
- It better protects personal information, thus enhancing individual privacy.

The department began issuing the new ID cards Oct. 27. They will be provided to employees over the next three years as the old cards reach their expiration dates.

The new card looks similar to the old one, but it features several enhancements, said Mary Dixon, director of the Defense Manpower Data Center in Arlington, Va. For example, the new CAC contains two fingerprints and a digital photograph, she noted.

Additionally, "we're going to check to make sure you've had your background checks before we issue the card," Dixon said. "That is something we have not done in the past, but we will be doing this now."

President Bush directed that a single ID card be developed that's interoperable across all federal agencies, Chu said. The Defense Department, he noted, has had CACs for some years now.

"So we're using that foundation as our stepping-stone to reach the president's goal," Chu said.

Using one common ID card throughout the federal government "builds trust across agencies, because there is then just one credential," Chu said.

*Gilmore is with American Forces Press Service.*



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### AIR FORCE PRINT NEWS (NOV. 1, 2006) PCS POLICY COULD EXTEND OFFICER ASSIGNMENTS TO FOUR YEARS

Staff Sgt. C. Todd Lopez, USAF

**W**ASHINGTON—Some officers could now spend as many as four years at a duty station before getting a new assignment.

Air Force officials are looking for ways to reduce the number of permanent change-of-station moves for officers, particularly for those in the United States.

By extending the average assignment length for an officer from three years to four years, Air Force officials believe they can reduce the number of yearly officer PCS moves. Any moves occurring before four years would primarily be for professional development reasons only, said Lt. Gen. Roger A. Brady, deputy chief of staff for manpower and personnel.

“We don’t necessarily want to move people around as quickly as we may have in the past, if there is not a developmental reason for that,” he said. “And there is a lot of development that can take place in your first few years of service, wherever you are.”

The general said that for many young officers, lieutenants in particular, the greatest professional development comes from gaining expertise and experience at one stable location. For higher-ranking officers, professional development comes from attending schools or by taking a command position. Real professional development, the general said, does not come from simply moving to a new assignment.

“We have always been a force that wanted to develop people, and part of developing people is to give them different opportunities,” he said. “But if you are not careful, you can confuse movement with development. So what we are looking at are policies that might create moves that are not necessarily related to development.”

Brady also said fewer moves for officers will put less stress on their families by allowing children to stay in a single school for a longer time and by allowing spouses to find more stable careers.

While the change to PCS policy mostly will affect officers inside the continental United States, it also will affect officers stationed overseas, especially at those assigned to European bases.

“We find that some of our traditional overseas assignments ... are perhaps as stable as [in the Continental United States], and so it begs the question as to whether or not you really need to have that disparity in how you manage units,” he said.

Manning overseas units at higher levels increases PCS moves and the costs associated with them. Air Force officials now will be more amenable to extending officers who want to stay longer at an overseas tour and will look closer than they have in the past at officers who want to shorten their overseas tours, Brady said.

Air Force officials have other reasons for limiting the number of officer PCS moves. One of those reasons is recouping the cost of the moves and applying that funding in other places.

“We have budgetary issues in a lot of areas: fighting the global war on terror, high ops tempo, aging aircraft fleets, and growing manpower costs,” the general said.

Brady said more effective management of officer moves will better help their professional development, and also will free up funding so it can be applied to winning the war on terrorism and to recapitalizing aging Air Force aircraft.

*Lopez is with Air Force Print News.*

### 96TH AIR BASE WING PUBLIC AFFAIRS (NOV. 7, 2006) COMMAND PARTNERSHIP COUNCIL EXPANDS COMPUTER ACCESS

Lois Walsh

**E**GLIN AFB, Fla.—The Air Force Materiel Command Partnership Council continued its discussion of how to meet civilian workforce needs in the face of budget and manpower reductions during a series of meetings Nov. 2-3.

The council’s latest initiative is to buy licenses to put computer stations in industrial areas for people who don’t have access to computers outside traditional work centers. The cost will run approximately \$177,000, and the licenses will be distributed throughout AFMC bases.

Barbara Westgate, AFMC executive director, and Scott Blanch, American Federation of Government Employees Council 214 president, chair the council, which brings together union and management representatives to improve understanding of each group’s initiatives and chal-



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allenges and to seek common solutions. Since its inception, the council has championed many initiatives to benefit civilians, including allowing duty time for physical-fitness activities, earned days off, and alternate dispute-resolution practices (ADR).

“There have been a lot of successes,” Blanch said. “There were hundreds of regulations that languished for years before we wiped those out and instituted Air Force instructions. ADR has also been a fantastic success story.”

Speaking to concerns about civilian reductions, Westgate said she is confident that attrition will absorb most civilian reductions slated for 2007. “We’re doing all we can to find a place for those who focus on core mission and do their job well,” she said.

The council’s latest initiative will place computers where people without regular online access can use them. “We take computers for granted, but there are people whose normal duty day is not sitting at a desk,” Westgate said. “People are not being productive if they have to go to the base exchange, commissary, or hospital to access My Pay (the online leave and earnings management site). “They don’t have time to do their normal record keeping, to change an allotment, or apply for a job.”

One of the main functions of the Partnership Council is to provide an opportunity to establish and improve labor-management relationships at all levels.

“If we’re One Materiel Command, we need to address the issues with everyone who is a part of AFMC,” Westgate said. “The labor side, which does most of the sustainment so we can perform our mission on behalf of the warfighters, needs to understand management tasks, and we need to understand the issues on the labor side.”

Blanch agrees. “We have to keep the lines of communication open,” he said. “Back in the old days, there were layers of bureaucracy before reaching senior leadership; now we can meet with the people who can do something about the issues.”

*Walsh is with 96th Air Base Wing Public Affairs.*

### ARMY NEWS SERVICE (NOV. 21, 2006) DIMHRS BRINGS SELF-SERVICE CAPABILITIES TO SOLDIERS

**W**ASHINGTON—The Army plans to transform the way it manages its human resources by launching the Defense Integrated Military Human Resources System in early 2008.

DIMHRS is a secure, self-service Web system that will give soldiers 24/7 access to personnel data and the ability to update and review key personnel and family information without seeing a personnel specialist.

“DIMHRS is a congressionally mandated program spearheaded by DoD, and will result in the Army’s significantly transforming the way it delivers military personnel and pay,” said Maj. Gen. Carlos “Butch” Pair, Defense Business Systems Acquisition Executive. “DIMHRS will provide soldiers significant Web-based self-service capabilities, integrate all components on one database, and significantly reduce workload for commanders and soldiers.”

The self-service system will help soldiers avoid traditional written or verbal processes that can be time-consuming and costly.

DIMHRS will enable soldiers to initiate requests for assignments, training, retirement, record updates, awards, family-member travel, transition from the Reserve to Regular Commission, enlistment extensions, various waivers, and enlisted commissioning programs.

DIMHRS self-service capabilities will also allow soldiers to more efficiently start, stop, or modify discretionary allotments and savings bonds; complete an Employee Withholding Request (Form W-4); complete an Employee Reissue W-2 Request; change personal direct deposit information; and change their state of legal residence declaration.

“This real-time functionality will decrease processing time for personnel-action requests and improve customer service by virtually turning the personnel-action process into an almost paperless environment,” said Sgt. 1st Class Jose Miranda, DIMHRS Clearinghouse NCO.

Soldiers will be able to track the progress of their requests from initial submission to final approval. Electronic signatures, e-mail notifications, and automatic routing are also available.



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Another key function in DIMHRS is the view-only screen, which lets soldiers view such personnel and pay items as family member information; Certificate of Release or Discharge from Active Duty (DD 214) and any corrections to their DD Form 214; Service Members' Group Life Insurance (SGLI) election; Leave & Earnings Statements and Wage and Tax Statement (Form W-2); Record Brief; currently assigned checklists; a record of civilian and military education, awards, contracts, and evaluations; and a Department of the Army photo.

For more information, visit the Army DIMHRS Program Office Web site at < <http://www.armydimhrs.army.mil> > or the DIMHRS AKO page at < <https://www.us.army.mil/suite/page/308853> >.

### AIR FORCE PRINT NEWS (DEC. 27, 2006) OFFICIALS SELECT CIVILIANS FOR LEADERSHIP PROGRAM

**W**ASHINGTON (AFPN)—Sixty-nine Air Force civilians were selected recently for a new leadership development program that provides a total force development vision for Air Force civilians in the GS-15 grade, preparing them for senior roles in the Department of Defense.

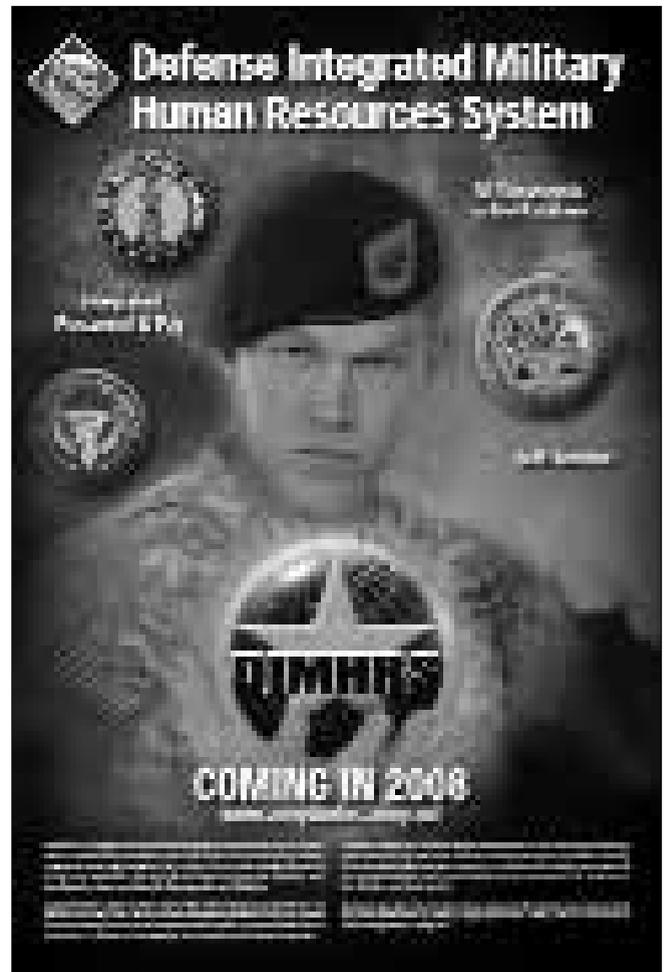
The civilians were selected from 115 candidates by a board consisting of three general officers, including a three-star board president, and two Senior Executive Service members.

Because of the implementation of the National Security Personnel System, General Schedule grades are in the process of being converted to various pay schedules and pay bands. With NSPS on the horizon, the previously named GS-15 LD program will now be known as the Civilian Strategic Leader Program.

CSLP is based on the following five foundational principles:

- Integrate other senior leader deliberate development efforts
- Incorporate broader force development initiatives
- Advance career field management initiatives
- Create broad avenues to develop a cadre of GS-15s with multiple perspectives
- Enhance career management and development services for those who are committed to this vision.

Any Air Force civilian in a position with permanent grade of GS-15 or GS-15 equivalent was eligible to apply for the



The *Soldiers* magazine January Almanac, available the last week of December, included this poster announcing the new Defense Integrated Military Human Resources System—DIMHRS. Photograph by Paul Crank

program, provided they have not declined a GS-15 LD position within the past two years. The selectees will now be considered first for premiere developmental assignments, as well as be given various educational and developmental opportunities.

The initiative was designed to help institutionalize the Total Force development vision for GS-15 and equivalent pay bands throughout the Air Force.

“Our mission is to identify, develop and support a leadership cadre that will successfully execute the evolving



### Defense AT&L Magazine

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Air Force mission," said Lt. Gen. Roger Brady, chief of staff for manpower and personnel at the Pentagon, "and be prepared to successfully lead at the senior executive level."

#### WORKFORCE MANAGEMENT HUMAN CAPITAL STRATEGIC PLAN: THE BIG PICTURE

**T**he Department of Defense acquisition, technology and logistics community supports and safeguards our nation's warfighters. It is essential that AT&L continues to champion a knowledge-based work-

force capable of delivering equipment and services to warfighters in need. To achieve this, AT&L has developed an overarching Human Capital Strategic Plan (HCSP) to right-shape the current workforce and retain top-quality personnel for the future. The plan provides components and functional advisors with the necessary strategies for strengthening the DoD communities. To learn more, read the AT&L Human Capital Strategic Plan at <[www.dau.mil/workforce/](http://www.dau.mil/workforce/)>.

#### The Contracting Community

The Director of Defense Procurement and Acquisition Policy (DPAP) serves as functional advisor for the Contracting, Purchasing, and Industrial/Contract Property Management career fields. Working hand-in-hand with DoD's senior procurement executives, DPAP will develop a human capital plan for the contracting community. The objective of this initiative is to draw upon the strengths of the community and establish an execution strategy for continued workforce success. To learn more about DPAP's role in the HCSP, read the Workforce Management fact sheet at <[www.acq.osd.mil/dpap/Docs/new/HumCap.pdf](http://www.acq.osd.mil/dpap/Docs/new/HumCap.pdf)>.

#### Additional Resources

- Acquisition Community Connection <<https://acc.dau.mil/CommunityBrowser.aspx>>
- Acquisition, Technology & Logistics Workforce Resources <[www.dau.mil/workforce/](http://www.dau.mil/workforce/)>
- Continuous Learning at Defense Acquisition University <<http://clc.dau.mil/>>