



FROM THE DEPARTMENT OF DEFENSE ACQUISITION EXECUTIVE AND SERVICE ACQUISITION EXECUTIVES

MEMORANDUM FOR ACQUISITION WORKFORCE

OCT 22 2004

SUBJECT: Acquisition Workforce Ethics Training

Our acquisition system depends on a fundamental and critical principle— that those who manage it are acting honestly and in the public interest. That is why “Acquisition Excellence with Integrity” was adopted as the number one goal for the acquisition workforce. While we are convinced that our acquisition workforce members consistently apply that principle, recent events have called the issue into question. Therefore, we are sending each of you this message to re-emphasize that nothing less than the highest standard of integrity is expected of every member of the acquisition workforce, and those who support them.

We should all re-examine our personal approach to integrity in all that we do each and every day. To assist us in our understanding of this important subject, the Defense Acquisition University produced an on-line course module for the workforce. We want you to take this module as part of your 40 hours of annual continuing education. It can be accessed by logging in at <http://clc.dau.mil> and selecting “Ethics Training for Acquisition, Technology and Logistics 2004” self-paced module.

We are all busy doing a great many important things to support the warfighter and to assist in transforming the business of Defense. We, the acquisition executives, are proud of all you do, and want you to continue to execute your responsibilities consistent with the highest ethical standards. That is acquisition excellence with integrity.

Claude M. Bolton, Jr.
Assistant Secretary of the Army
(Acquisition, Logistics and Technology)

Michael W. Wynne
Acting Under Secretary of Defense
(Acquisition, Technology and Logistics)

John J. Young, Jr.
Assistant Secretary of the Navy
(Research, Development, and Acquisition)

Marvin R. Sambur
Assistant Secretary of the Air Force
(Acquisition)



Space Professional Development

A Look Ahead

Gen. Lance W. Lord, USAF

PETERSON AIR FORCE BASE, Colo. (Sept. 24, 2004)—Earlier this summer, Under Secretary of the Air Force Peter Teets and I outlined for Congress our strategy to develop the professional space cadre the nation needs to acquire and operate future space systems. We in Air Force Space Command (AFSPC) have an aggressive career field tracking plan, matched with an educational plan, to move spacepower forward. Here's an overview of our first steps.

First, we've identified every individual who qualifies as a "space professional," and then created a method to record and track the unique experience that differentiates him or her from all other Air Force specialties. Congress initially focused solely on the officer corps, but we quickly expanded the definition to include a total force ensemble of enlisted members and government civilians, as well as Air Force Reserve and Air National Guard members.

Believe it or not, resolving who is and who is not included has been one of our toughest challenges in moving forward. At this point, we define "space professionals" as individuals from all specialties who research, design, develop, acquire, operate, sustain, or enhance our space systems. This includes a broad range of career fields such as communications, intelligence, maintenance, logistics, weather, and a host of others. A subset of this overall group is referred to as the "space cadre" and it consists of the scientists, engineers, program managers, and operators who are principally responsible for taking our military space systems from "concept to employment." This smaller group is the focus of our initial efforts, and so far we have identified nearly 10,000 members. As we continue to evolve, individuals from other career fields may well migrate into the cadre.

Along with identifying who is in the space cadre, we developed a process to track people's unique space expertise, based on nine distinct categories of "space experience codes" or SPECs. The nine SPECs are satellite systems; nuclear systems (e.g., ICBMs); spacelift; missile warning; space control; intelligence/surveillance and reconnaissance; kinetic effects (e.g., ballistic missile de-

"We are moving forward on the standup of a 'National Security Space Institute.' Our goal is that the institute will transform our existing Space Operations School into a DoD-wide center of excellence for space academic training."

—Gen. Lance W. Lord, USAF
Commander
Air Force Space Command



fense); space warfare command and control (e.g., AOCs); and a general category for all other space experience. To date, we have evaluated more than 7,000 active duty officer and enlisted records and documented each individual's history of space experience codes along with his or her current level of certification.

The next step involved development of a space education continuum specifically targeted to members of the space cadre and offered at recurring points throughout their careers. Similar to PME, these courses are designed to prepare people for progressively higher levels of responsibility. By periodically bringing members of the cadre together, the space education continuum will also serve to help nurture a stronger sense of "space culture," which was a particular area of concern for the 2001 Space Commission. So far, the catalogue of courses includes Space 100, Space 200, Space 300, and Advanced Space Training for our various operational space systems.

To tie all of these education and training initiatives together, we are moving forward on the standup of a "National Security Space Institute." Our goal is that the institute will transform our existing Space Operations School into a DoD-wide center of excellence for space academic training. In addition, we will partner with a consortium of civilian institutions of higher learning to leverage their existing academic expertise in the areas necessary to develop our space professional community.

We already have space professionals integrated and bringing space capability to the combatant commanders and combat air forces. Approximately 135 individuals have graduated from the Space Weapons Instructor course at Nellis Air Force Base, Nev. They are integrated throughout the Air Force providing space expertise in and out of theater. We have roughly 500 additional people who have experience with space integration work in-theater, and we have sent more than 1,600 personnel from AFSPC



to the theater for operations Enduring Freedom and Iraqi Freedom.

That is where we have been and where we are going. We have taken the initiative to step forward smartly, but nothing happens overnight. We have still got a great deal

AMERICAN GRADUATE UNIVERSITY OFFERS COURSE IN PERFORMANCE-BASED SERVICES ACQUISITION

Under pending changes to the Federal Acquisition Regulation, agencies will have to provide written justifications for issuing service contracts that are not performance-based, firm fixed-price vehicles.

The goal is for agencies to set forth statements of work or statements of objectives that are descriptive enough to allow contractors to set credible pricing, performance, and payment metrics. While agency guidance is in the works, it is up to the contractor to ensure the performance-based acquisitions they compete for are well-defined, well-negotiated arrangements that minimize risk and ensure return on investment.

American Graduate University offers a Performance-Based Services Acquisition course to help contractors and agencies frame agreements that result in exceeding user expectations. Why attend this course? Go to <http://www.agu.edu/courses/534> for a full agenda and course description.

American Graduate University is an accredited academic institution and a DAU strategic training partner. Performance-Based Services Acquisition fulfills National Contract Management Association (NCMA) requirements for Certified Professional Contracts Manager (CPCM), Certified Federal Contracts Manager (CFCM), and Certified Commercial Contracts Manager (CCCM) credentials. For more information call (866) 273-1736.

DAU AND NDIA TO SPONSOR DEFENSE SYSTEMS ACQUISITION MANAGEMENT COURSE OFFERINGS FOR INDUSTRY MANAGERS

DAU and the National Defense Industrial Association will sponsor offerings of the Defense Systems Acquisition Management (DSAM) course for interested industry managers Feb. 7-11, 2005, at Pointe South Mountain Resort, Phoenix, Ariz.; May 9-13, at the Pan Pacific Hotel, Vancouver, BC, Canada; and July

of work ahead of us, and it will take everyone's help. Space systems and capabilities are integral to our success in fighting today's battles and the linchpin to all planning and execution for success in tomorrow's battles. The contribution of every member of the space professional development community is vital to our success.

18-22, at the Hyatt Regency, Long Beach, Calif. DSAM presents 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 DoD 5000 series (directive and instruction) and the CJCS 3170 series (instruction, and manual)
- Defense transformation initiatives related to systems acquisition
- Defense acquisition procedures and processes
- The planning, programming, budgeting, and execution process and the congressional budget process
- The relationship between the determination of military capability needs, resource allocation, science and technology activities, and acquisition programs.

For further information see Courses Offered under Meetings and Events, at <http://www.NDIA.org>. Industry students contact Christy O'Hara at (703) 247-2586 or e-mail to cohara@ndia.org. A few experienced government students may be selected to attend each offering. Government students must first contact Bruce Moler at (703) 805- 5257, or e-mail Bruce.Moler@dau.mil, prior to registering with NDIA. Online registration is available at: http://register.ndia.org/interview/register.ndia?PID=Brochure&SID=_1CW0YYQ5H&MID=502B.

DEFENSE ACQUISITION UNIVERSITY DISTANCE LEARNING COURSES

Seventeen exclusively online courses are currently provided by the Defense Acquisition University. Ten more courses that are a combination of distance learning and resident training are also offered. These hybrid courses usually consist of online (Part A), followed by resident or local offerings (Part B). For hybrid courses, attendance in the classroom portion is dependent on successful completion of the distance learning portion, and completion of both parts is required to obtain full credit for career field certification. A list of the



Career Development

DAU DISTANCE LEARNING COURSES

ACQ 10	Fundamentals of Systems Acquisition Management
ACQ 201A	Intermediate Systems Acquisition, Part A
BCF 102	Fundamentals of Earned Value Management
BCF 103	Fundamentals of Business Financial Management
BCF 209A	Acquisition Reporting Course, Part A
BCF 211A	Acquisition Business Management, Part A
CON 104A	Principles of Contract Pricing, Part A
CON 110	Mission Support Planning
CON 111	Mission Strategy Execution
CON 112	Mission Performance Assessment
CON 237	Simplified Acquisition Procedures
CON 260A	The Small Business Program
FE 201	Intermediate Facilities Engineering
IND 103	Contract Property Systems Analysis Fundamentals
IRM 101	Basic Information Systems Acquisition
LOG 101	Acquisition Logistics Fundamentals
LOG 102	Systems Sustainment Management Fundamentals
LOG 201A	Intermediate Acquisition Logistics, Part A
LOG 203	Reliability and Maintainability
LOG 235A	Performance Based Logistics, Part A
PMT 250	Program Management Tools
PMT 352A	Program Management Office Course, Part A
PQM 101	Production, Quality and Manufacturing Fundamentals
PQM 201A	Intermediate Production, Quality and Manufacturing, Part A
SAM 101	Basic Software Acquisition Management
SYS 201A	Intermediate Systems Planning, Research, Development and Engineering, Part A
TST 101	Introduction to Acquisition Workforce Test and Evaluation

27 courses currently conducted wholly or in part through distance learning is shown to the left.

For course requirements and other related course information, consult the *DAU 2005 Catalog* at <<http://www.dau.mil/catalog/default.aspx>>.

OFPP LAUNCHES ACQUISITION CENTER OF EXCELLENCE (ACE) FOR SERVICES WEB SITE

On Nov. 18, 2004, the Office of Federal Procurement Policy launched the online Acquisition Center of Excellence for Services, an online central clearinghouse for public- and private-sector service contracting best practices, policy and guidance, e-tools, as well as education and training opportunities. The center was established collaboratively by the OFPP, Defense Acquisition University, Federal Acquisition Institute, civilian agencies and industry representatives, associations and organizations, in accordance with the Service Acquisition Reform Act, Section 1431(b).

Visit the ACE for Services Web site at <<http://www.acqnet.gov>> and <<http://www.acc.dau.mil/ace>>.

FIVE NEW CONTINUOUS LEARNING MODULES POSTED TO DAU WEB SITE

The DAU Continuous Learning Center <<http://clc.dau.mil>> is pleased to announce the availability of five new continuous-learning modules:

Ethics Training for AT&L 2004—Ethics in the Era of Partnering

This two-hour module reinforces the most important legal-ethics standards governing interaction between government acquisition personnel and DoD's contractors. Secretary of Defense Donald H. Rumsfeld and Michael Wynne, acting under secretary of defense, appear in the overview and summary of the module respectively, to stress the importance of this training in assisting DoD to maintain the confidence and support of the American people.

Areas addressed include conflicts of interest; gratuities from contractors; the Procurement Integrity Act; job-hunting for a position with private industry while still employed with the federal government; restrictions on "post-government" employment of a former federal employee or officer; and ethical problems that can arise when both government and contractor personnel work in common spaces on common goals as a single "team." This module is scenario-based and interactive. The student will be put in the shoes of the government employee



facing the ethical dilemma and will be required to determine an ethically correct way to resolve the problem.

Market Research

Market research is more important than ever in the Department of Defense acquisition process. Government agencies are moving towards greater outsourcing of products, services, and technologies, and the DoD is no exception. As this trend accelerates, DoD procurement personnel need to employ commercial practices that are commonplace in the private sector. Effective market research reduces acquisition costs and cycle times, and promotes expanded access to advanced technologies. This module is an overview of market research for contracting officers, contract specialists, program managers, system engineers, logistics personnel, and functional leaders.

Analysis of Alternatives

The Air Force Office of Aerospace Studies created an "Analysis of Alternatives (AoA) Continuous Learning Module (CLM)" to present the process used by the Air Force to conduct an AoA in support of requirements development and systems acquisition. Although this module has an Air Force flavor, the information is beneficial to all DoD acquisition personnel. AoAs are prepared to help justify the need for starting, stopping, or continuing an acquisition program. The AoA module consists of an introduction, nine lessons, and a summary.

Sealed Bidding

The "Sealed Bidding CLM" is designed to provide the federal procurement professional with a better understanding of contracting for supplies and services using the sealed bidding process. This CLM covers pre-solicitation concerns; procedures for soliciting bids; methods for receipt and correct handling of bids; procedures to correct common mistakes in bids; and selection of the correct contractor for award. It enables the procurement professional to expand upon the material on the sealed bidding process presented in CON 110 and review sealed bidding concepts for application on the job.

Buy American Act

The purpose of the Buy American Act (BAA) is to provide preferential treatment for domestic sources of non-manufactured articles, manufactured goods, and construction material. The BAA continuous learning module is intended to demystify FAR Part 25 and DFARS 225 by providing explanatory materials and practical examples to clarify the main issues. This will enable con-

tract specialists or contracting officers to successfully navigate their way through all but the most unusual issues.

To access the modules, log in to the DAU Continuous Learning Center <<http://clc.dau.mil>>, select the "Learning Center," and then select the "Course Information & Access" link. To launch a module, select the name from the list. You may also browse DAU continuous learning modules by going directly to the module listing.

APPOINTMENT OF ARMY SENIOR REGIONAL ACQUISITION OFFICIALS

To promote diversification and broaden the acquisition knowledge of the Army's acquisition senior leadership, Army Lt. Gen. Joseph Yakovac, military deputy to the assistant secretary of the Army (acquisition, logistics and technology), has appointed senior regional acquisition officials (SRAOs) for designated regions. The SRAOs, according to Yakovac's Oct. 20 memorandum, will coordinate with senior acquisition leaders to ensure that all Army Acquisition Corps (AAC) captains and majors assigned to their regions receive a professional development plan that includes rotation through several areas of concentration in the acquisition career field. SRAOs appointed are as follows:

- Maj. Gen. Michael Mazzucchi, Fort Monmouth, N.J.
- Brig. Gen. Patrick O'Reilly, Warren, Mich.
- Brig. Gen. Paul Izzo, Picatinny Arsenal, N.J.
- Brig. Gen. Roger Nadeau, Military District of Washington North (Areas north of the Potomac River)
- Brig. Gen. Stephen Reeves, Military District of Washington South (Areas south of the Potomac River)
- Brig. Gen. Samuel Cannon, Redstone/Huntsville, Ala.

Additionally, U.S. Army Acquisition Support Center (ASC) regional directors, in coordination with regional account managers, will develop and implement the civilian component of the regionalization process. The ASC regional directors are:

- Maxine Maples-Kilgore, Regional Director, Southern Region
- Kelly Terry, Regional Director, Northeastern Region
- Eileen Reichler, Acting Regional Director, National Capital Region (NCR)

The ASC point of contact for this policy is Army Maj. Andrea Williams, (703) 805-1248 or e-mail andrea.williams@us.army.mil.



DAU DEVELOPS MULTI-LEVEL APPROACH TO VANISHING WORKFORCE CRISIS

Pamela E. Oxendine

According to a Department of Defense report, more than half of the DoD acquisition, technology, and logistics workforce will be eligible to retire by the year 2005. In an effort to avert the potential crisis, Michael Wynne, acting under secretary of defense (AT&L), and the Defense Acquisition University are developing strategic workforce plans to identify and attract DoD candidates for future employment. One such initiative is a pilot program at Wright-Patterson Air Force Base to be implemented by DAU.

The goals of the program are to educate high school students about the DoD through speakers, a mentor program, and job shadowing; to encourage them to pursue careers in the AT&L career field; and to recruit college students to co-op at Wright-Patterson, providing them the opportunity to enroll in selected DAU courses. The emphases of the program are not only to educate a new workforce, but also to enhance DoD's ability to retain the young people as employees after they complete the co-op and graduate from college.

High School Pilot Program. A new business tech prep program "Procurement, Acquisition, Logistics and Supply Chain Management" (or PALS) introduces high school students to acquisition and logistics career fields as part of their general business studies. The curriculum was developed by a collaborative team of secondary and post-secondary educators coordinated by Sinclair Community College, and a consortium of business and government entities: Boeing Corporation; Columbus Chamber of Commerce; DAU; Dayton Power and Light; Defense Logistics Agency; Defense Supply Center Columbus; Dick Lavy Trucking; Excel Technology; Jarrett Logistics Systems; Limited Brands Logistics Services; Lockheed Martin; Neilson Enterprise; The Learning Center; and Wright-Patterson Air Force Base.

DAU will be visiting high schools this year to get the word out about PALS. Students interested in the PALS program should contact their high school counselor or Bob Sheehan, tech prep liaison, Sinclair Community College, at (937) 512-5161.

College Pilot Program. The college pilot seeks to find junior and senior college students who are interested in gaining co-op experience in an acquisition career field

at Wright-Patterson. Funding for the program will be available for the 2004-2005 academic year. Co-op opportunities will be available initially in engineering, contracting, logistics, program management, and financial management. As the program expands, a wider variety of co-op opportunities will be offered. Students will be able to take DAU courses during their junior and senior years in college, and upon graduation, they will become Level I certified in an acquisition career field.

DAU is partnering to explore course equivalencies with Sinclair Community College, Edison College Wright State University, the University of Dayton, Clark State University, Central Michigan University, Wilberforce University, and Embry-Riddle Aeronautical University. The goal is to make it possible for college students to receive college credit for DAU courses.

DEFENSE ACQUISITION UNIVERSITY, NAVY COLLEGE, AND NAVAL POST-GRADUATE SCHOOL CREATE SYNERGY IN DEFENSE MANAGEMENT COURSES

Tom Edison

In March 2003, the San Diego, Calif., campus of the Defense Acquisition University moved into its refurbished classroom facilities at the Fleet Anti-Submarine Warfare (ASW) Training Center, Point Loma, Calif. Shortly thereafter, DAU began forging training relationships. In approximately 17 months, the DAU campus has partnered with the Fleet ASW Navy College at Point Loma and the Naval Postgraduate School (NPS) in Monterey, Calif., creating a defense management educational triad that is meeting or exceeding the academic and training needs of the military and civilian communities in San Diego.

The first partner in the educational triad, DAU, provides a varied curriculum of defense acquisition training in 13 career fields to its military, civilian, and industry acquisition, technology, and logistics customers. In fiscal year 2005, the DAU San Diego campus will offer a total of 275 courses at sites throughout the West Region, which includes 13 western states and the Pacific Rim. Approximately 125 courses will be offered in San Diego, an increase of over 50 classes from fiscal 2004.

The second triad partner is the NPS, which conducts day-long courses in executive master of business administration (EMBA) and master of science in systems engineering (MSSE) graduate programs in its video-conferencing-equipped, dedicated classroom in San



Diego. The NPS currently conducts three classes of EMBA at ASW Point Loma with a total of 44 students enrolled. The first MSSE class in San Diego began in September 2004, and has 31 students enrolled.

The third partner of the educational triad, the ASW Navy College at Point Loma, provides evening educational programs through contracts, memoranda of understanding, or agreements of services between the Navy College office and accredited local colleges and universities. San

Diego City College and National University currently provide undergraduate courses in sociology, English, history, education, business, and mathematics/statistics to the local Navy active duty and civilian population. The two colleges use the same classrooms that NPS and DAU use during the day.

DAU, NPS, and Navy College have found the right mix of student accessibility, staff support, resource availability, and leadership focus to establish a synergy that allows them to deliver an impressive array of defense management education and training.

Officially opening the San Diego campus at a ribbon cutting ceremony in January 2004, Frank J. Anderson, DAU president, said, "About two years ago, Michael W. Wynne, acting under secretary of defense for AT&L, asked that DAU look at ways to team and partner so that we leverage the dollar invested in learning. It is a lot better for the DoD community when we can create a facility that can be used by more than one DoD organization. So I am really excited about what has happened here in San Diego."

Edison is logistics and sustainment academic chair, DAU West Region, San Diego, Calif. For more information, contact Tom Edison at tom.edison@dau.mil or 619-524-4815.



Executive master of business administration students take part in video-conferenced instruction at the Fleet ASW Training Center, Point Loma, Calif.

Photograph by Tom Edison

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 train-



ing 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.

ACQUISITION CORPS ELIGIBILITY—ARE YOU READY FOR ACQUISITION AND LOGISTICS EXCELLENCE?

As the DoD transforms, the expectations and opportunities for acquisition professionals will increase by order of magnitude. To prepare for advancement to levels of greater responsibility and authority, acquisition professionals should demonstrate exceptional analytical and decision-making capabilities, job performance, and qualifying experience. Earning membership into the Acquisition Corps is a critical step in preparation for acquisition leadership. Per the Defense Acquisition Workforce Improvement Act (DAWIA), Acquisition Corps eligibility requires meeting all of the following standards:

- Minimum grade of Major or GS-13
- Acquisition Professional Development Program (APDP) Level II Certification
- A bachelor's degree at an accredited educational institution
- Four years of acquisition experience
- At least 24 semester credit hours (or the equivalent) of study from an accredited college or university in the following disciplines: accounting, business finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management; or at least 24 semester credit hours (or the equivalent) from an accredited college in the individual's career field and 12 semester credit hours (or the equivalent) from such an institution from among the disciplines listed here, or equivalent training as prescribed by the secretary to ensure proficiency in those disciplines.

Acquisition Corps eligibility is a prerequisite for serving in a Critical Acquisition Position (CAP). CAPs are posi-

tions of significant responsibility, primarily involving supervisory or management duties in the DoD acquisition system. CAPs vary in scope and span of control, but must be filled by corps members. For more information on acquisition corps eligibility and certification, browse the AT&L Knowledge Sharing System (AKSS) Web site at <<http://deskbook.dau.mil/jsp/DawiaTraining.jsp>>.

DEPARTMENT OF DEFENSE EDUCATION GATEWAY

The Department of Defense Education Gateway (EduGateway) Web site at <<http://akss.dau.mil/jsp/DoDProfessionalTraining.jsp>> provides general information about science, mathematics, and engineering (SME) educational programs sponsored in whole or in part by the Department of Defense. Sponsored and funded by the director of defense research and engineering, the site was originally intended to display information only about programs with science, mathematics, or engineering content. The Web site is now open to any and all genuine educational efforts supported by the Department that knowledgeable members of the DoD family wish to report.

NEW SYSTEMS SUSTAINMENT MANAGEMENT FUNDAMENTALS COURSE

The Defense Acquisition University is pleased to announce a new life cycle logistics course focusing on Sustainment. LOG 102, Systems Sustainment Management Fundamentals, is an online Life Cycle Logistics DAWIA Level I certification course. LOG 102 contains materials on supply chain management (SCM) principles, applications, enabling technologies, quality management, and environmental impacts, inventory planning, supplier sourcing, maintenance role in the supply chain, enterprise business environment, performance-based support, public private partnering, reducing total ownership costs (RTOC), distribution, and best commercial practices for weapon system sustainment. The course consists of 20 modules, which will take approximately 23 hours to complete. Students must have completed ACQ 101 prior to registering for LOG 102, and will have 60 days to complete the course once they are registered.

Register for this exciting new course at the DAU Student Services Web site at <<http://www.dau.mil/registrar/apply.asp>> .



Career Development



SFAE-CM

DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
ACQUISITION, LOGISTICS AND TECHNOLOGY
103 ARMY PENTAGON
WASHINGTON, D.C. 20310-0103

AUG 4 2004



MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Regionalization of Army Acquisition Corps (AAC) Assignments

Applicability. This policy applies to all assigned AAC captains and majors.

Proponent. The proponent and responsible agency for this policy is the U.S. Army Acquisition Support Center (ASC).

General. The purpose of this policy letter is to provide guidance on the professional development of AAC officers—primarily captains and majors. It provides for standardization of professional development across the AAC so that every officer has the opportunity to grow into positions of increasing responsibility and positively support the Global War on Terrorism, America's Homeland Security, and the Army's Campaign Plan.

Beginning in July 2004, the AAC will launch a new approach to developing its officer corps. This concept is called "regionalization assignments." Under this new initiative, each designated region will have a Senior Regional Acquisition Official (SRAO) responsible for developing assigned officers. I will appoint a SRAO as my representative in each region to coordinate and work with our acquisition leaders to ensure solid rotation plans to develop our junior and field grade officers. Assigned officers will rotate between several different areas of concentration in order to receive the diversity of experience required to become successful AAC leaders. Once assigned to their respective regions, officers can expect to be stabilized for at least 48 months. Officers assigned to non-regional positions can expect approximately 24 months of stabilization, and will be provided the same opportunities for diversified experiences within their current assignments.

The following regions have been identified as test beds: Warren, MI; Picatinny Arsenal, NJ; Fort Monmouth, NJ; National Capital Region; and Redstone Arsenal/Huntsville, AL. These regions will determine the feasibility of the regionalization concept and our ability to fully implement this concept in other locations. The SRAO in each region will identify a Regional Account Manager (RAM) to work with the Acquisition Management Branch Distribution Manager, U.S. Army Human Resources Command (HRC), and ASC to ensure proper tracking of each officer's assignment. The RAM is the primary account manager for each respective region and is responsible for consolidating all regional requisitions.

Effective immediately, professional development will become a key component of junior and field grade AAC Officer Evaluation Reports (OERs) and corresponding Individual Development Plans (IDPs). The SRAO will develop and manage assignments for rotating captains and majors, which will broaden their acquisition experience within the officers' assigned regions. The SRAO will forward all officer rotation plans to Human Resources Command (HRC) for career overview; and all officer rotation plans will be forwarded through HRC to me for review.





Career Development

While each officer's situation is different, I encourage the rotation of captains and majors between 18 and 24 months so that they gain experience in diverse areas such as contracting, testing, program management, information technology, research and development, and financial management. As much as possible, rotations should take place within the officer's assigned organization. For those occurrences where such career-broadening experiences are not available, I expect the SRAO in each region to coordinate assignments between organizations to ensure robust professional development of the next generation of AAC leaders.

All AAC captains and major will incorporate this guidance into their OER support forms and IDPs. This policy is directive in nature, but allows considerable flexibility for innovative approaches to enhancing the professional development of our AAC officers, while minimizing cost and turbulence to the officers and their families, their assigned organizations, and the U.S. Army.

My ASC point of contact for this policy is Major Andrea Williams, commercial 703-805-1248, DSN 655-1248, or e-mail: andrea.williams@us.army.mil.

JOSEPH L. YAKOVAC

Lieutenant General, GS

Military Deputy to the Assistant Secretary of the
Army (Acquisition, Logistics and Technology)

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Career Development

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

Defense Acquisition University - Rapid Deployment Training - Microsoft Internet Explorer provided by Defense Acquisition Univer

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

Defense Acquisition University
www.dau.mil

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	<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 .

Done Internet