

DAU SOUTH REGIONAL BRIEF

FY04 Contracting Conference



DAU within DoD



CJCS



SECAF

CSAF

AETC

Air University

AFIT

NDU



SECNAV

CNO

NETC

NPS



SECARMY

CSA

TRADOC

CASCOM

ALMC

SECDEF



Under Secretary of Defense
(Acquisition, Technology & Logistics)
Mr. Wynne (Acting)

Principal Deputy Under Secretary of Defense
(AT&L)
Mr. Wynne

Director
Defense Procurement and Acquisition Policy
Ms. Lee

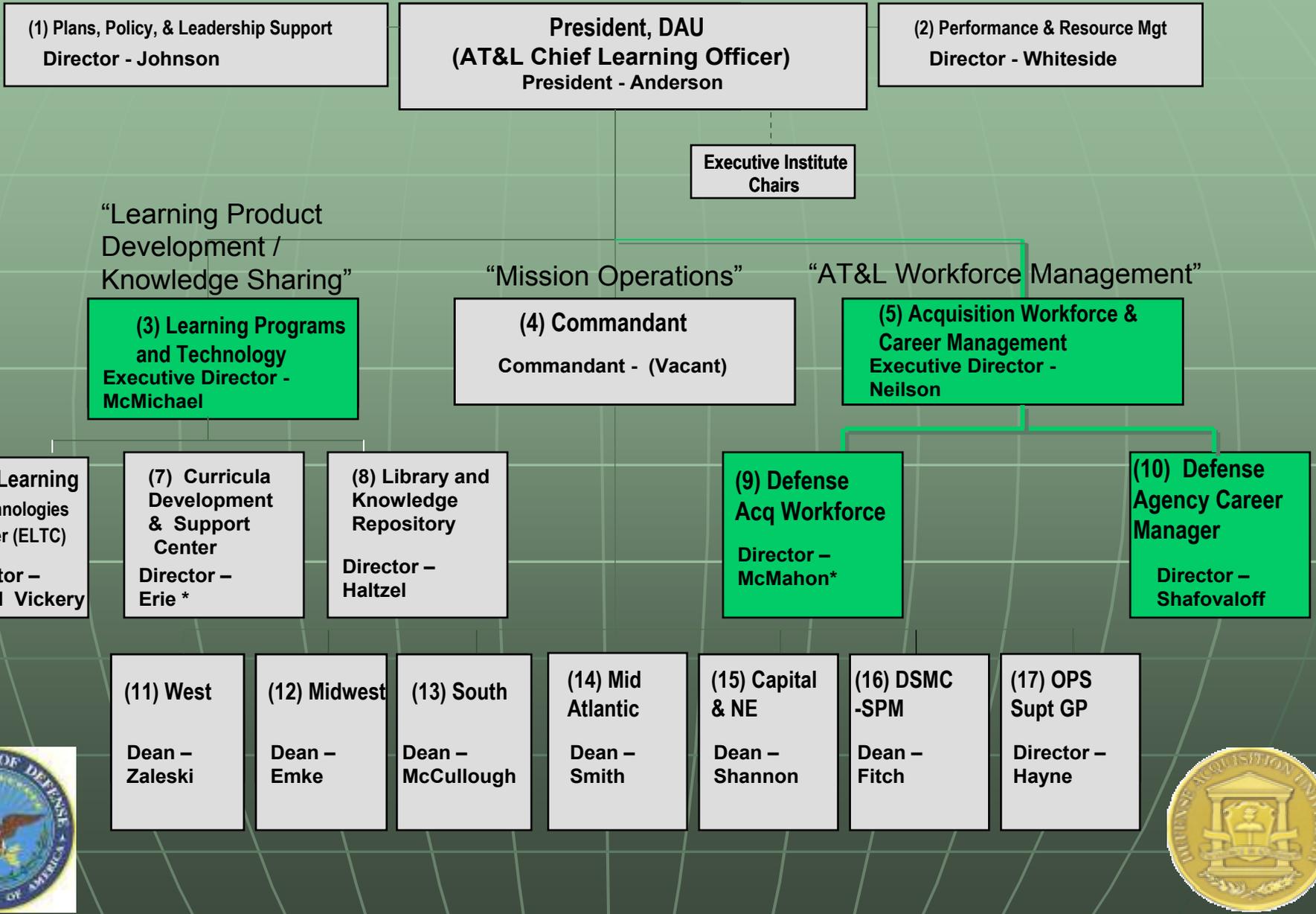
President
Defense Acquisition University
Mr. Frank Anderson



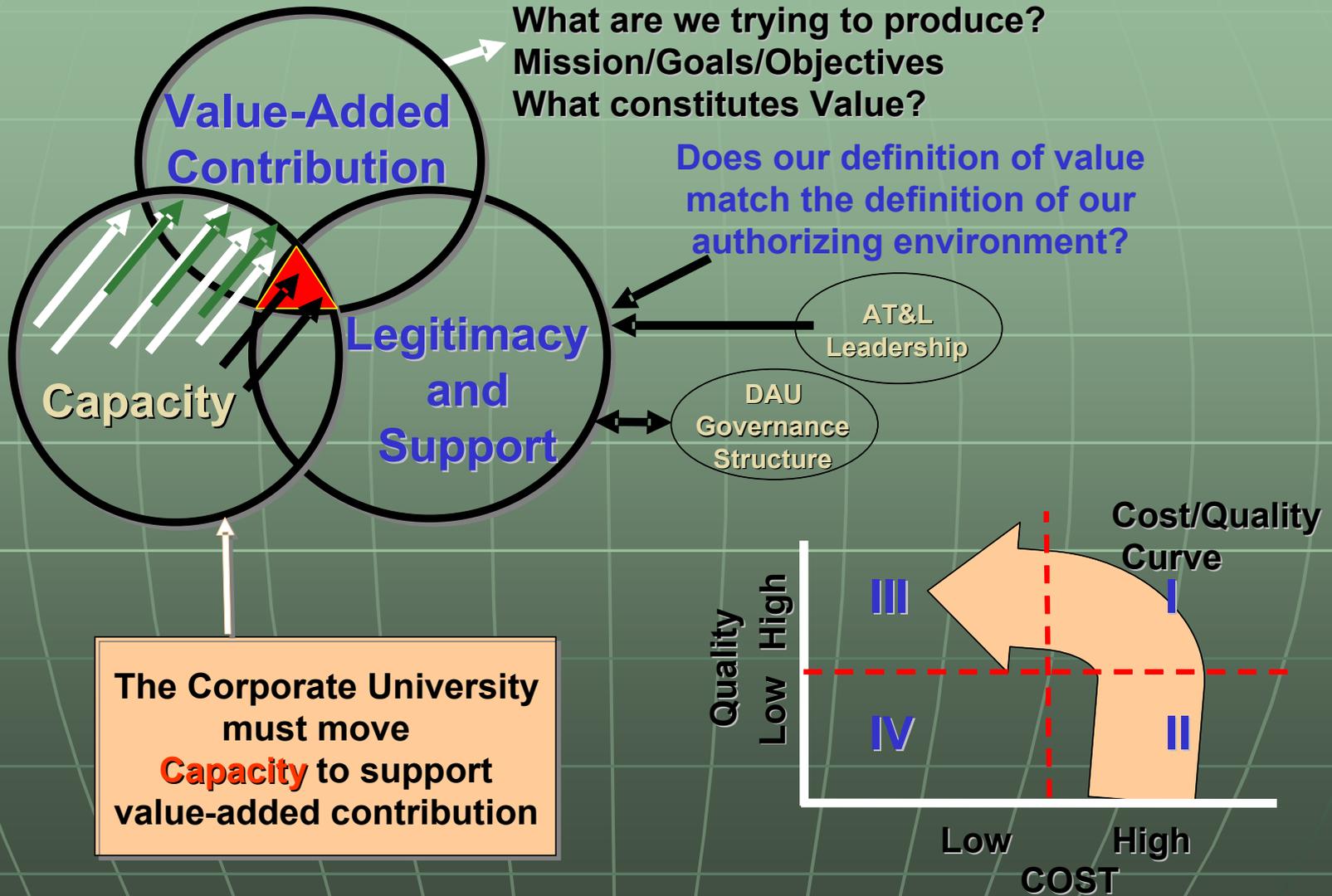
Defense Acquisition University - 2004

“Vision, Planning, & Direction”

“Assessment, Performance, & Measurement”



DAU GOALS





AT&L Workforce Management



AT&L Workforce Management Team Effort!

USD(AT&L) 7 Goals

1. Acquisition Excellence with Integrity
2. Logistics: Integrated and Efficient
3. Systems Engineering Philosophy Restored
4. Technology Dominance
5. Resources Rationalized
6. Industrial Base Strengthened

7. Motivated, Agile Workforce

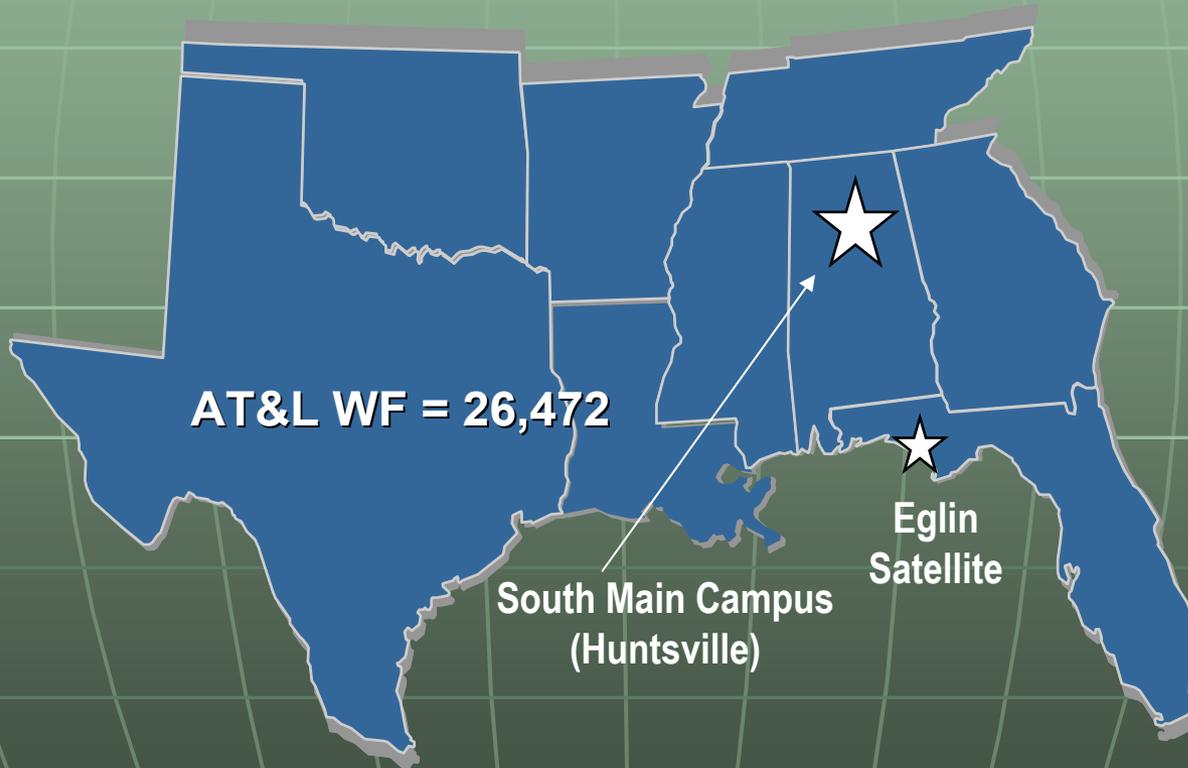


Motivated, Agile Workforce:

Recruiting, Training, Retaining, and Rewarding

People with the right skills, in the right place, at the right time, with the right resources, doing the right things, at the right pay ... Smartly Supporting the warfighter

DAU South Team





This Ain't My Granny's One Room School House!



Nebraska circa 1920

DAU SOUTH FACILITIES



- DAU South Region Campus expanded to over 35,000 sq ft in FY03
- 6 Classrooms furnished with state-of-the-art equipment
- eLearning Resource Center, fitness center, class rooms, all purpose room, conferencing and 24 break out rooms.

STATE-OF-THE-ART CLASS ROOMS

- **6 Class Rooms (1200 sq ft)**
- **Handles 36- 40 Students/Class Room**
- **Automated, Networked Computers**
- **Reconfigurable Work Stations
And Table Groups**
- **Touch Screen Instructor Multi-media
Consoles**
- **“Smart” Boards**
- **24 Break Out Rooms (10 – 15 person)**
- **900 sq ft Multi-purpose Class Room**
- **20 Seat e-Learning Center**



Personnel

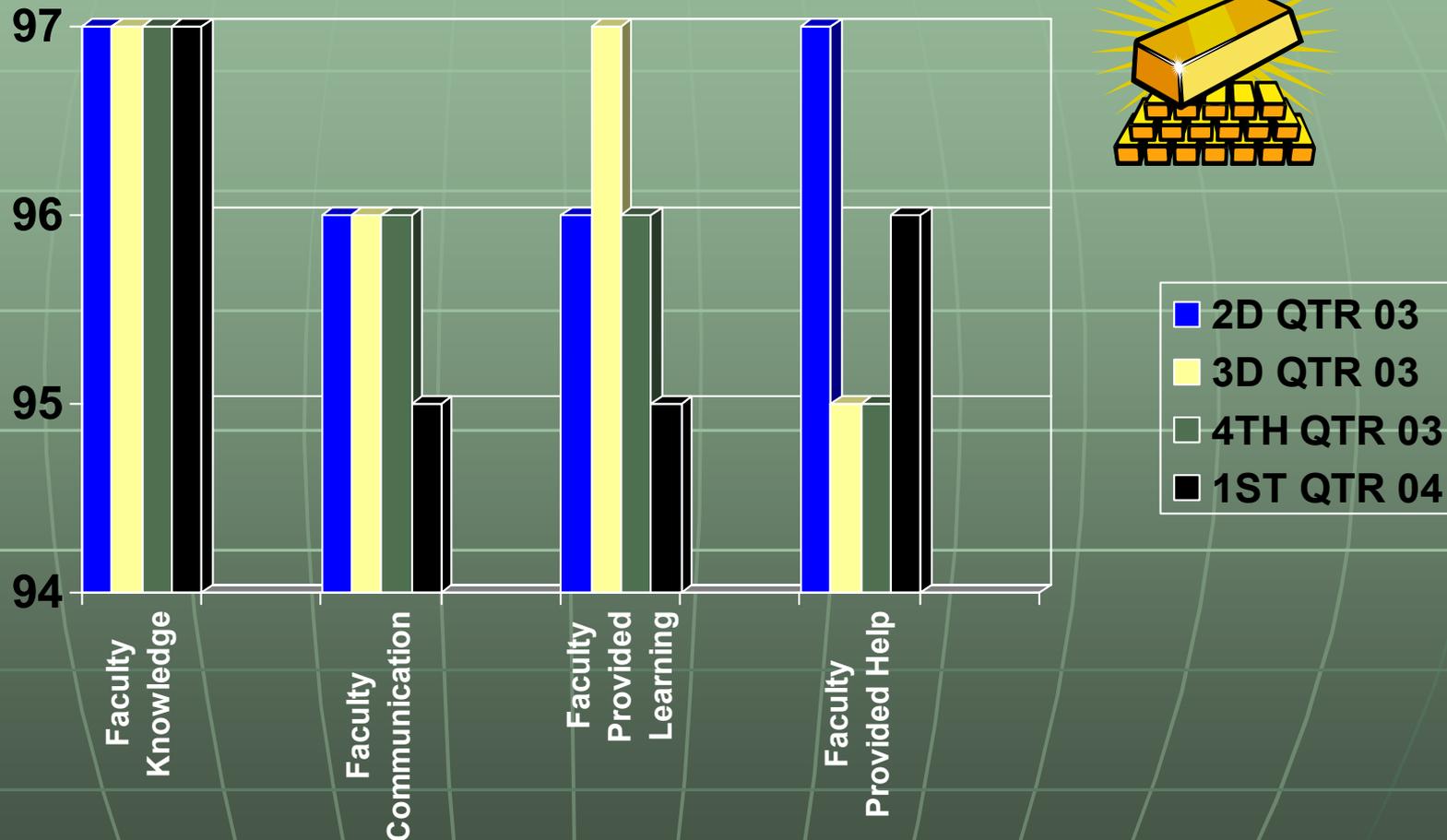
	<u>Auth</u>	
STAFF	9	
FACULTY	52	<i>MIL (9 Auth)</i>
TOTAL	61	<i>96% Fill</i>

USAF LTC and AD Civilian at Eglin AFB Satellite Office

Developmental Assignments

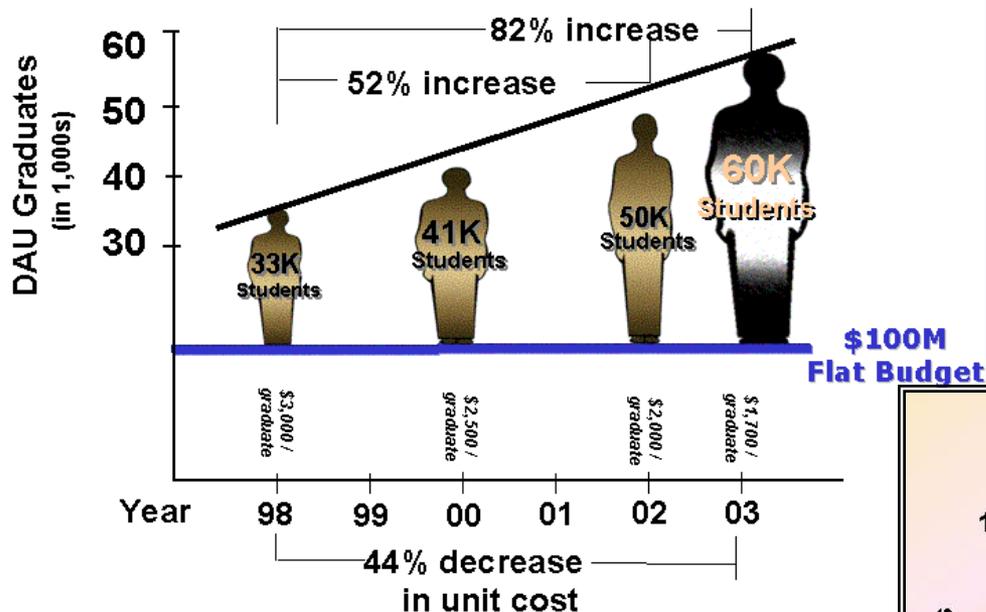
- **Civilian** *1 from SMDC in FY 03 (CON -1102)*
- **Research Fellowships** *Authorized in FY04 Defense Appropriation Bill for a period of up to 2 years*
- **Adjuncts** *Now advertising/hiring for up to 1,000 hours each in FY04*

Teaching – Customer Satisfaction



“Knowledge...
The Key to Excellence.”

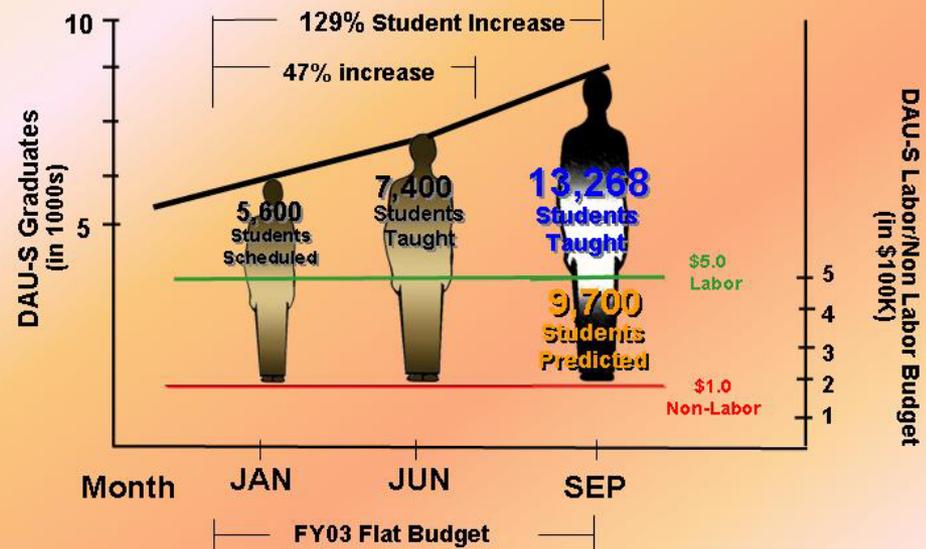
DAU Delivers More for the Money



- DL is a critical component of Execution and with “A” separation is growing!
- Contractors are fastest growth of students in FY04

DL Students	7917
“A” Students	1637
Total	9,554
Res Students	2782
OS Students	932
Total	3,714
FY03 Total	13,268

DAU South FY03 Certification Performance



FY04 MAX Capacity Quotas

DL Students	14,730	11,784	68%
Res Students	5,603	5,482	32%
Total	20,333	17,266	

INTEGRATED CUSTOMER/DAU ENVIRONMENT

**DAU
Corporate**

DAU-S Capabilities

*Course
Re-engineering*

*Developmental
Assignments*

*Learning
Organization IPTs*

Targeted Training

Research

Certification Training

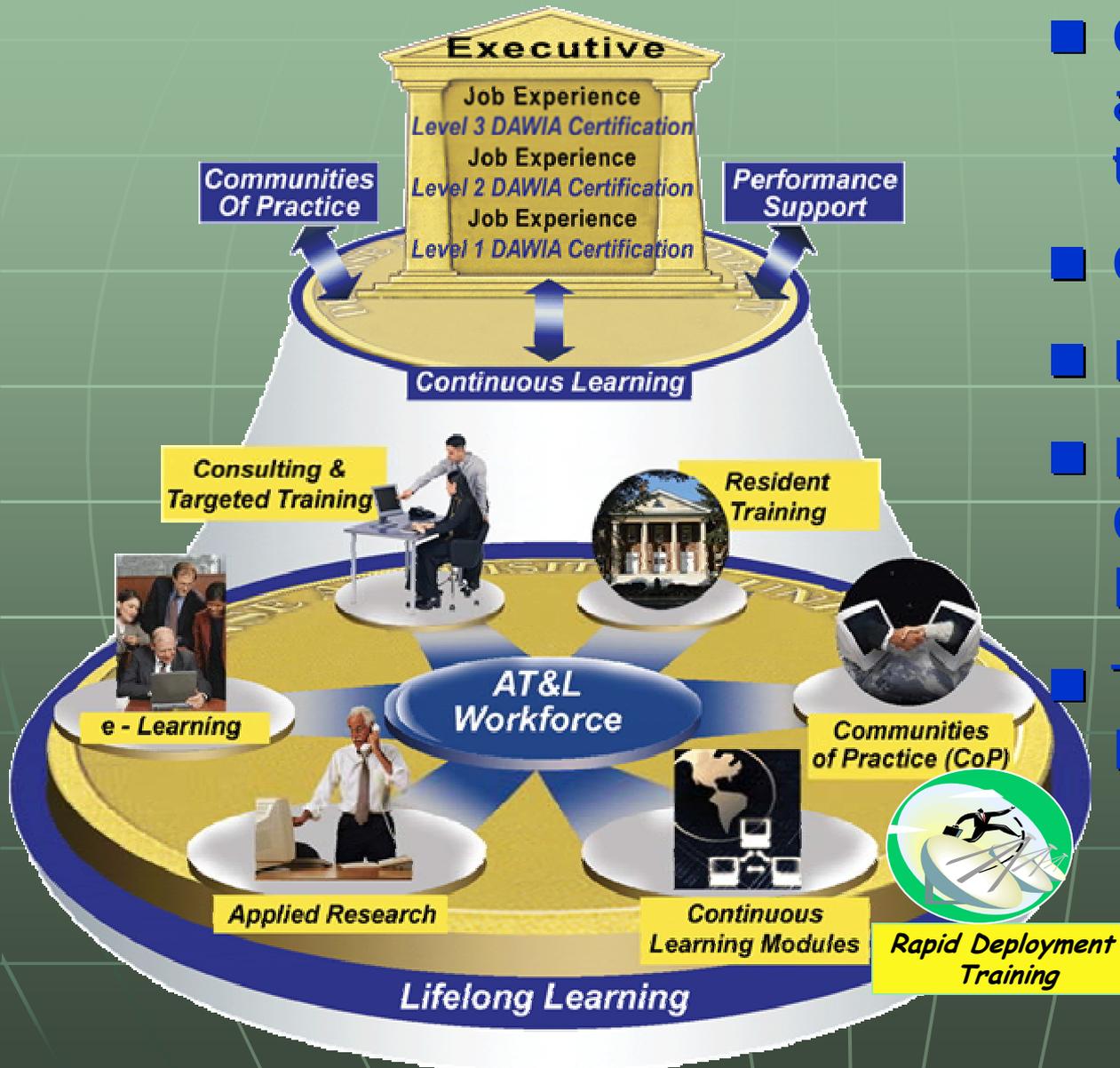
Consulting

*Rapid
Deployment
Training*

**Regional AT&L
Work Force**



At the Heart of the Transformation



- Certification and assignment-specific training
- Continuous learning
- Performance support
- Knowledge sharing / Communities of Practice
- Training on Evolving Practices

DAU-S TEACHING MISSION



FACULTY

- Deliver 22% of the total DAU teaching workload
- 63% new faculty (18 transfers/30 new hires)

- 328 FY03 classes - Levels I-III - Nine Career Fields
- FY03 two new career fields: Facility Engr. & S&T; 1st non-Belvoir Level III PM Courses
- FY04: Sustain LOG
- ALMC Partnering – New “Q” course
- *Level V Fellowship (proposed)*



Training Levels

I II III IV

Qualification to
Program Management

Acquisition Senior Service Fellowship V

Qualification to
SES & GO

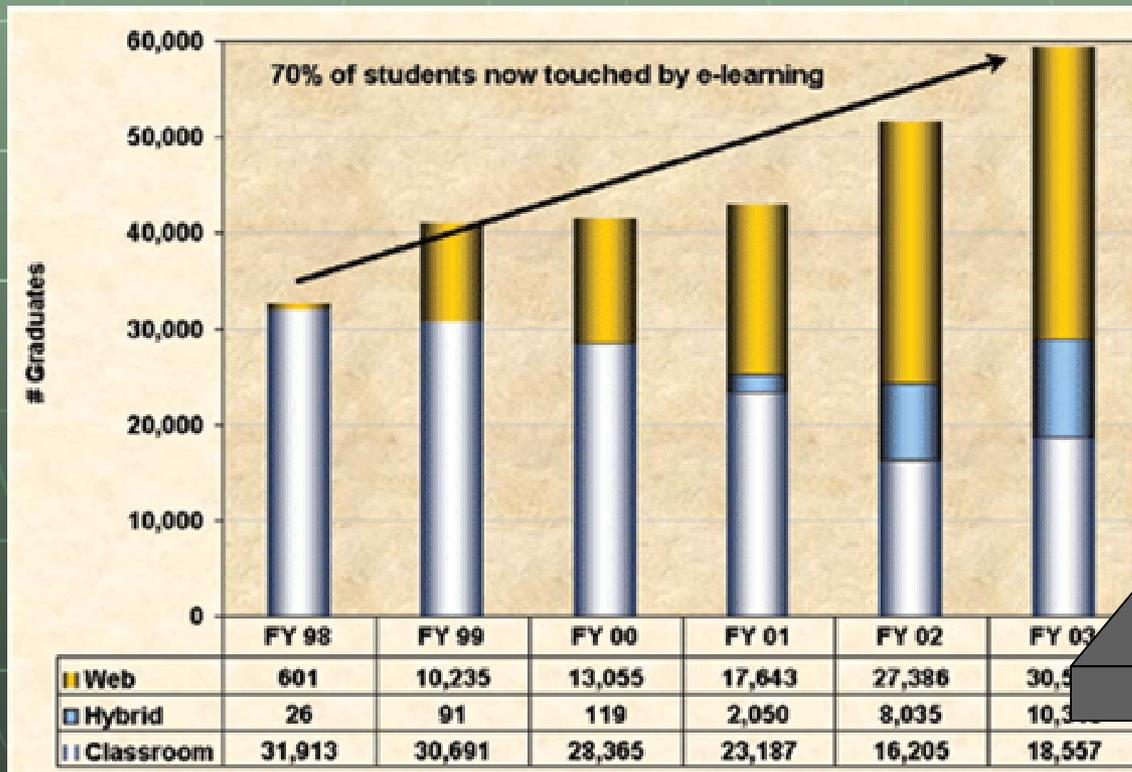
Total
Acquisition
Training



Distributed Learning

- Since 1998, nearly 60,000 distributed learning graduates
- In FY 03, DAU offered
 - 12 on-line courses
 - 6 hybrid courses
 - Over 35,000 graduates

**Now Serving
0001**



DAU-South (FY03):

- 5 On-line Courses
- 7 Hybrid Courses
- Over 9700 graduates

DAU South Region Customer Base

Texas

Brooks AFB
 Corpus Christi Naval Air St
 Ft Hood - A
 Ft Sam Houston - A
 HDQ Army & AF Exchange Service -
 Kelly AFB
 Lackland AFB
 Lyndon B. Johnson Space Center -
 Randolph AFB
 Red River Army Depot

Major Customer Summary

AF =	17
Army =	14
Marines =	1
Navy =	9
Coast Guard =	1
Def Contr Mgt A =	1
Others (O) =	9
Total =	51

Oklahoma

Tinker AFB

Arkansas

Pine Bluff - A

Mississippi

Gulfport Naval Const BN Center
 Keesler AFB
 Pascagoula Naval St

Tennessee

Arnold AFB
 Mid-South Naval Support Activity

Florida

Cape Canaveral Air St
 Eglin AFB
 Hurlburt Field
 Jackson Naval Air St
 Kennedy Space Center -
MacDill AFB
Patrick AFB
 Pensacola Naval Air St
 Tyndall AFB
US Southern Cmd -

Georgia

Albany Marine Corps Log C
 Atlanta Naval Air St
 Ft Benning - A
 Ft Gordon/USA Signal Center
Ft McPherson - A
 Ft Stewart - A
 Kings Bay Naval Submarine Base
 Moody AFB
 Robins AFB

Alabama

Ft. Rucker - A
 Gunter Annex to Maxwell AFB
 Marshall Space Flight Center - O
 Maxwell AFB
 Mobile Coast Guard AV Tng C
Redstone Arsenal - Area
 - AMCOM
 - GMD - O
 - NATO - O
 - PEO A & M Def
 - PEO AV
 - PEO TM
 - SMDC - O

Louisiana

Ft Polk/Joint Readiness Tng Center - O

Puerto Rico & Virgin Is

Ft Buchann - A
 Roosevelt Roads Naval St



DAU South Performance Support Metrics

- Events carried fwd 02 2
- Events Opened FY 03: 35
- Events Closed FY 03: 11

- 4th QTR Events : 26
 - Targeted Training: 17
 - Regional Funded: 41%
 - FFS 59%
 - Consulting: 9
 - Regional Funded: 45%
 - FFS 55%

- Man-hour Goal: 7,000
 - Projected: 8,000 / 114%
 - Actual: 7,900 / 113%

- Events Currently Open: 23/26

- Events Closed 04: 10

- Events Opened 04: 5

- Targeted Training: 12 Events
 - FFS 55%
 - Non FFS 45%

- Consulting: 11 Events
 - FFS 55%
 - Non FFS 45%

- Man Hour Goal 8,000 hrs
 - Projected Man Hours: 7,990 / 99%
 - Actual Man Hours: 2,445 / 31%

DAU STRATEGIC PARTNERSHIPS

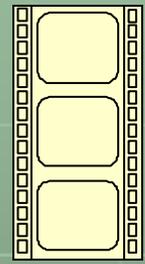
A collage of logos for various strategic partners of DAU, arranged in a roughly triangular shape pointing downwards. The logos include:

- UNIVERSITY OF MARYLAND: University College (UMUC) and University of Maryland - Baltimore
- Georgetown UNIVERSITY
- Florida Tech: Florida Institute of Technology
- AFIT: Air Force Institute of Technology
- JAMES MONROE CENTER: For Graduate and Professional Studies
- BOEING: Forever New Frontiers
- Co-Laboratory: ADL Co-Lab (Partner), Academic Co-Lab (U of WI), Joint Co-Lab (UCF)
- The George Washington University
- UNIVERSITY of PHOENIX Online: Bachelor's Degree
- George Mason University
- PMI
- HOWARD UNIVERSITY
- Raytheon
- WACUC: UNIVERSITY OF WISCONSIN SYSTEM
- AMERICAN GRADUATE UNIVERSITY
- AE
- LOGSPEED MARTIN
- NPS: NATIONAL POSTAL SERVICE
- PMI
- ESI INTERNATIONAL

Rapid Deployment Training Concept . . .

brings training on new initiatives to your

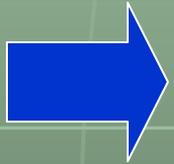
location



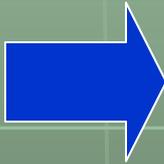
Streaming
Audio or
Video

Rapid
Deployment
Training Team

Identify
Immediate
Need



Create Rapid
Deployment
Training Product

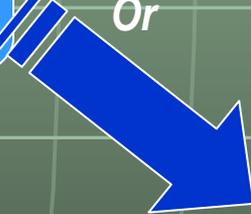


Digital
Repository

Or



Or



CL Module

AT&L Customer

Curricula
Development &
Support Center
DAU Regional
Campuses



Week 1 Week 2 Week 3 Week . . .

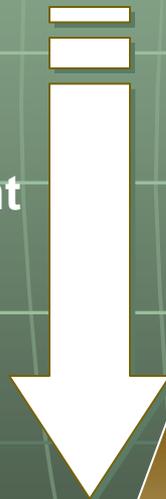
Weeks, not months!



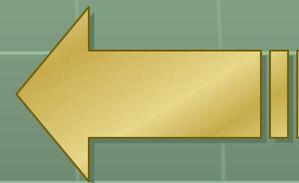
Key to a Changing Paradigm

Old Paradigm: Flow of Policy Down the Chain

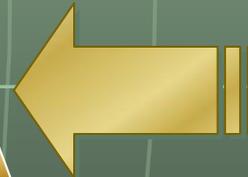
- More time
- Message diluted
- Schedule Dependent



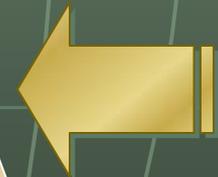
New Paradigm: Emersion Flow of Policy Throughout the Chain



Executive Coaching



- Mid level Coaching
- Certification Training
- RDT
- Local Initiatives



- Leadership Mentoring
- Certification Training
- RDT
- Local Initiatives

Organizational Learning Pilot



- 1. Identify expected training needs of the Army/USAF user.**
- 2. Institute Integrated Learning Environment IPT developmental processes**
 - Partnerships with Army/USAF commands and exchange of information.**
 - Establish information exchange system.**
 - DAU and Huntsville/Air Armaments Center Integrated Learning Environment IPT.**
- 3. Develop new and specialized RDT programs for the community in Huntsville and Florida Panhandle.**
- 4. Modular Training**
- 5. Leverage Subject Matter Experts (SMEs) from all DAU to support the Integrated Learning Environment**

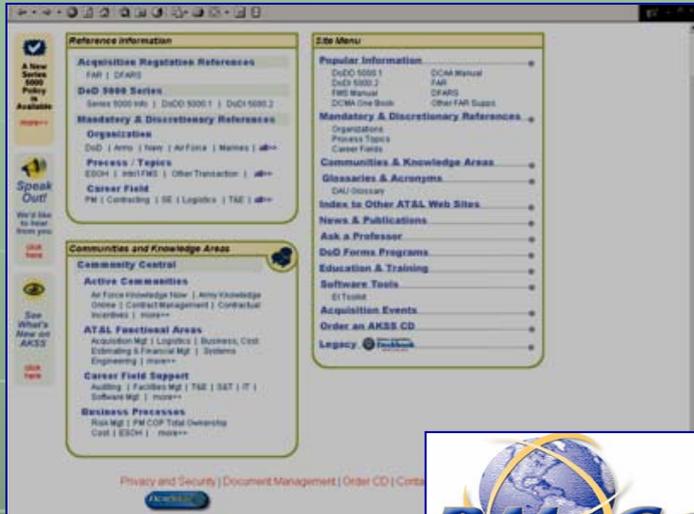
Capabilities-Based Focus Increased Quality

Emerald Coast Business Plan Example



1. **Establish patterns of support and interrelationships to support the training needs of AT&L workforce.**
2. **Determine the expected training needs of the Emerald Coast, FL**
3. **Develop a long range approach for DAU to meet training requirements for Acquisition certification and RDT for the Emerald Coast, FL.**
4. **Develop a road show to the Emerald Coast, FL community to inform them of DAU capabilities and how they can support the user needs. Topics to include:**
 - ***Learning organizational approaches and delivery systems***
 - ***How the linkage is useful to the Emerald Coast, FL community***
5. **Outline what DAU Satellite University would look like.**
 - ***DAU Satellite University to become a prototype DAU project***
 - ***Format RDT and Certification services and other activities to deliver the training.***

AT&L Knowledge Sharing System



<http://www.pmcop.dau.mil>

- New Policy
- Guidance and Contacts
- Career Field and Business Process
- On-Line Knowledge Communities
- New Gateway to Policy, Processes, Tools and Experts
- DAU's DoD 5000 Resource Center
- Expands upon and replaces DoD Desk Book



“Provides a single portal for easy access to continuous learning opportunities, performance support and information.”

DoD AT&L community needs continuous learning opportunities to:

- Stay current in career field
- Learn about new policies and initiatives
- Complete training needed on the job
- Expand experience and technical expertise
- Develop new leadership and management skills
- Comply with DoD Policy: 80 CL points every two years



Knowledge Sharing

Area involves: Facilitated Collaboration

Perspective: Structure is In Place; increase options

Status at Redstone: Have in-place Acquisition Learning Center – very effective

Status at AAC: In process; increase on line Resources, MOA In Place – very supportive



■ **DAU**

- AT&L Knowledge Sharing System (AKSS)
- Communities of Practice (CoP)
- Acker Library

■ **Redstone Arsenal/Air Armaments Center**

- Development Assignments
- Redstone Acquisition Learning Center
- Air Armament Academy (A³)
- Coordinated Training Activities

■ **Both**

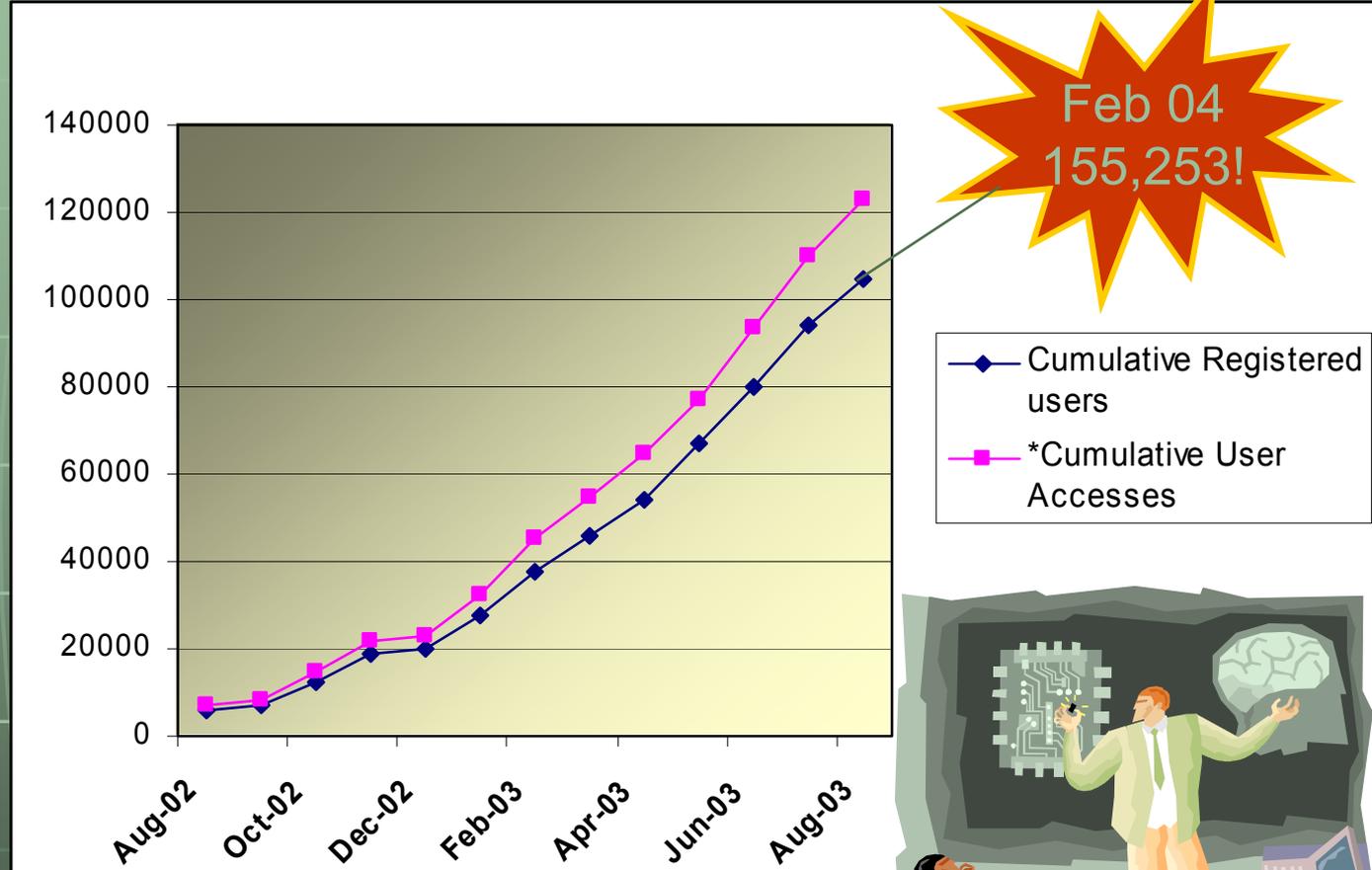
DAU Joins the Redstone Acquisition Learning Center & Air Armaments Center A³ in support of Knowledge sharing initiatives



Continuous Learning helps DoD AT&L community to:

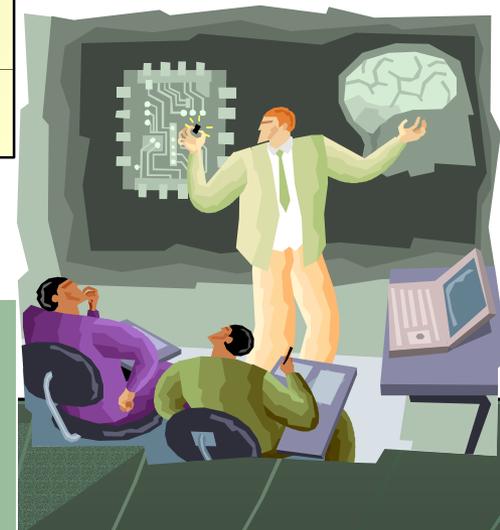
- Stay current in career field
- Learn about new policies and initiatives
- Complete training needed on the job
- Comply with DoD Policy: 80 CL points every two years

51 Modules



Tremendous growth Story:

Jun 01 - 72 users registered – September 02 registered users grew to 5,830 ... **18 months later – users exploded “off the chart” to 155,253!**



“Provides a single portal for easy access to continuous learning opportunities, performance support and information.”

Continuous Learning

Area involves: 80 Hours per Period of Professional, Technical, and Leadership Training

Perspective: Individual Selection

Status at Huntsville: In process; increase on line Resources

Status at AAC: In process; increase on line Resources

■ **DAU**

- Continuous Learning Center (E-learning)

■ **Redstone/Air Armaments Center**

- Integration Offerings
- Acquisition Resource Center
- Training Web Site (TIPS)
- Education & Training Working Group (Planning Group)

■ **Both**

- Redstone Training OIPT Group
- Redstone Acquisition Learning Resource Center
- Air Armaments Center Training OIPT Group (TBD)
- Air Armaments Center A³ Integration



Feedback Initiatives

Area involves: Review Adaptations, Changes, and Feed-Back

Perspective: Top-Down and Bottoms-Up

Status at Redstone: Working well; joint interaction

Status at AAC: Working well; joint interaction

■ DAU

- End-of-Course Surveys
- Customer Interviews
- Functional IPT Reviews and Guidance

■ Redstone/Air Armaments Center

- Metrics/Customer Surveys/Course Feed-Back
- Training Policy Letters (Acquisition Learning Center)
- IPT Group Review



Performance Support

Area involves: Adaptive and Interactive

Perspective: Top-Down; PEO and Command Levels

Status at Redstone: Strong PS Program with PEOs and Commands

Status at AAC: Strong PS Program with Command and SOCOM

■ **DAU**

- Partnerships
- Performance Support Teams/Projects
- Targeted Just-In-Time Seminars

■ **Redstone/Air Armaments Center**

- Infrastructure
- Just-In-Time Training
- Acquisition Learning Center/ A³

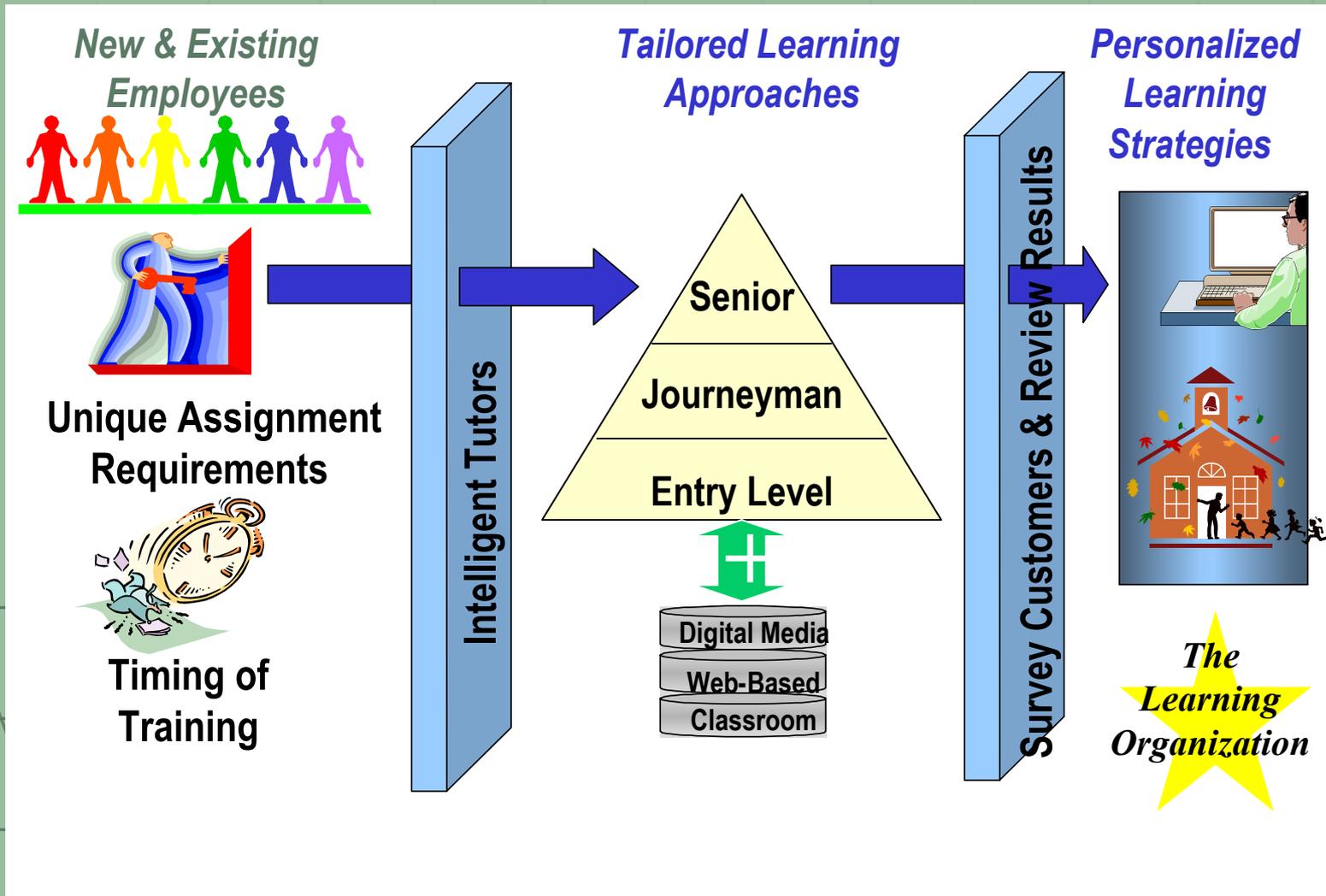
■ **Both**

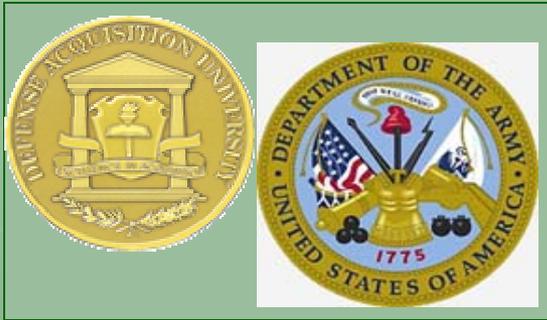
- Strategic Partnering
- Rapid Deployment Training
 - DoD 5000 Series Briefing and Website
 - Requirements Process Briefing and Website
 - Training Resources



The Future -- The Vision

Future Learning Environment - 2005





Applied Research Technology Transition DoD Center of Excellence

**A Managers Guide to
Technology Transition
in an Evolutionary
Acquisition Environment (OSD)**

Currently in Development
(Does not include process)

**Partnership to Produce
an Integrated Product**

DDRE/DPAP
(Requested)

**A Managers'
Guide to
Technology Transition
in an Evolutionary
Acquisition
Environment – V.x
(OSD)**

Aviation

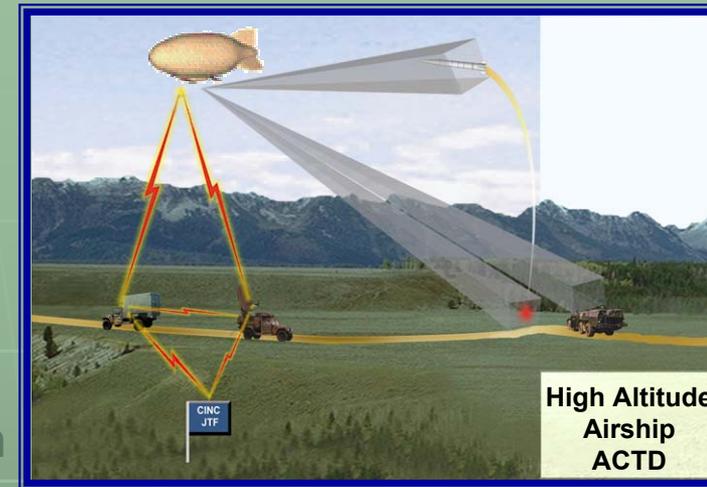
**Aviation Technology
Assessment and Transition
Management Process Guide
(DAU)**

Currently in Development

**DOD Technology
Assessment and Transition
Management Guide
Recommendation (DAU)**

Currently in Development

DAU-S ACTD "Boot Camp"



■ **ACTD Training Package that Provides the Management & Technical Foundation for Executing a System or System-Of-Systems ACTD**

■ **U.S. Army Space & Missile Defense Command & MDA**

■ **DAU ROLE / MISSION**

- Define & Develop an ACTD Training Package
- Provide Systems Engineering, Systems Engineering Management, & Acquisition Management Expertise
- Lecture & Case-Based Experiential Learning
- Complete ACTD Training Package for Executing an ACTD
- Multiple Training Sessions for ACTD Staff & Contractor Teams
- Rapid ACTD Team Building
- Faster Achievement of "Up To Speed" Functional ACTD Team





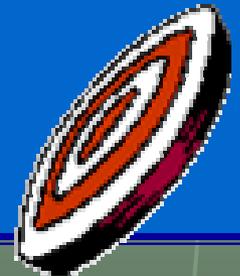
Targeted Training



U.S. AIR FORCE

Air Command and Staff College

- Resident version of current ACO101/201A on-line courses
 - 58 modules
 - About 1 hour per module
 - Taught in same sequence
- Develop in FY03/04 – GO LIVE April 04



- FT Polk/JRTC – COR/A76 Training
 - NASA Orbital Space Plane – Program Mgt Training
 - Corps of Engr – COR/A76 Training
 - PEO STRI – How to Brief/Fin Mgt for “Geeks”
 - SOCOM – TTAM/5000 Update
 - Gunter AFB - PBSA

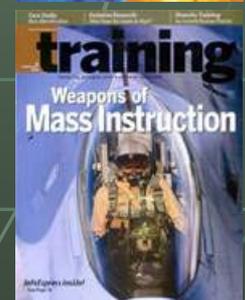
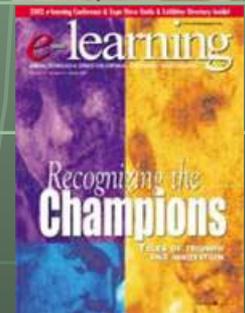
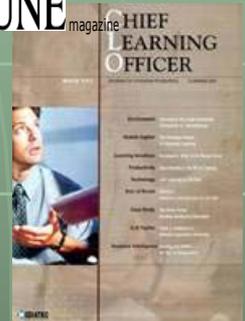
Who We Are...

Recognized for Sector Leadership – FY 03

- Corporate University Xchange Excellence Awards - Best Practices 2003
- Member of Learning and Development Round Table 2003
- ASTD Best Award 2003
- Brandon Hall Gold Award for PLM as a Best Practice - Excellence in e Learning 2003
- Selected to represent DoD in President's Quality Awards in two categories 2003
- CUBIC Best Overall Corporate University 2002
- CUBIC Best Virtual Corporate University 2002
- CUBIC Most Innovative Corporate University 2002
- CUBIC Leader of the Year 2002
- USDLA Awards 2001 and 2002
- On the Cover of Major Magazines
- Award Winning Best Practice Presentations at National Learning and Development, Training, Performance Measurement, Balanced Scorecard, Strategic Planning, Corporate University Conferences



The 5th Annual Corporate University Xchange Excellence Awards®



“... this is a noteworthy success for the Department of Defense. It shows that our organizations can be competitive with the best from the private sector given aggressive leadership and a commitment to transformation.”

-- Mr. Pete Aldridge, Memorandum to SecDef Rumsfeld, 24 November 2002

Raising the Bar: Regional Quality and Dimension



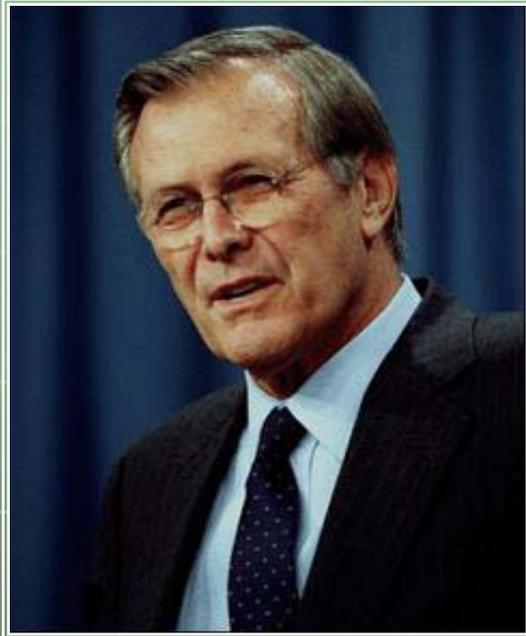
DAU-S Performance Support

DAU-S Research Projects

DAU-S Curricula Development Support

Certification Classes at DAU-S

DAU-S Strategic Partnerships



“The legacy of obsolete institutional structures and processes and organizations does not merely create unnecessary cost...it also imposes an unacceptable burden on national defense.”