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Foundational Learning



Workflow Learning



Performance Learning

Jim Woolsey,
DAU President



LearningElite Award

#2

2016 LearningElite Organization

“... benchmarking program recognizes those organizations that employ exemplary workforce development strategies that deliver significant business results.”

CHIEF LEARNING OFFICER MENU

LEARNINGELITE

DAU Helps Its Learners Every Day

No. 2: For Defense Acquisition University, keeping learners current, connected and innovative is central to achieve results.

May 16, 2016

by Bravetta Hassell



DAU's Chris Hardy, director of strategic planning and learning analytics, left, with president Jim Woolsey.

Last year was a decisive year for Defense Acquisition University. To maintain its edge, the organization overhauled its learning strategy and unrolled the Acquisition Learning Model, or ALM.

“DAU’s primary challenge, now and in the future, is to help the next generation of learners succeed on the job,” DAU president Jim Woolsey said. “They have fewer programs — career opportunities — on which to lean and gain experience, fewer mentors to help them learn and fewer resources, yet they still must succeed.”

Created to improve the business results for DAU’s clients, the ALM integrates and repurposes learning





Looking Ahead

- Interesting times
 - Leadership
 - Budgets
 - Legislation
- Strategic thinking required



ASD(A) Change of Command



Katrina McFarland



Darlene Costello



Jimmy MacStravic



Budget Changes

DAU O&M POM Comparison FY14 to FY22									
\$'s in Thousands									
	FY14*	FY15**	FY16	FY17	FY18	FY19	FY20	FY21	FY22
FY14 and FY15 Actuals	\$160,250	\$138,422							
FY17 POM			\$142,659	\$143,800	\$145,700	\$148,500	\$150,400	\$153,400	
FY18 POM			\$137,454	\$138,700	\$144,177	\$146,983	\$148,083	\$151,283	\$154,383
\$ Variance POM FY17 to POM FY18	\$0	\$0	(\$5,205)	(\$5,100)	(\$1,523)	(\$1,517)	(\$2,317)	(\$2,117)	N/A
Delta from FY17 POM	N/A	N/A	-3.6%	-3.5%	-1.0%	-1.0%	-1.5%	-1.4%	N/A

- **Period of decreasing aggregate DAWIA demand appears to be over**
 - Demand for FY16 leveled out, consistent with RAND model which showed steady future demand
 - FY17 Component requested classroom training of 56,705 seats
- **DAWIA Demand growing in some areas**
 - Contracting, particularly for Level 1 and Level 2 courses
 - PMT 401 – Navy accelerating training
 - FMS
- **Non-DAWIA training demand is growing**
 - Cyber
 - Acquisition reform initiatives
 - Services contracting (SAWs)
 - Requirements training
 - AIR integration
 - Small Business
 - College of Contract Management
- **Mission Assistance demand is growing**
 - Source Selection Simulations
 - Should Cost Workshops
 - Program Transition Workshops
 - Executive Coaching
 - DAEOWs



FY17 NDAA - HASC

- Further decreases MDA responsibility for MDAPs
 - Joint programs to Services
- Provisions for prototyping
- Requirement for Modular Open System Architecture
- Centralized capability for commercial item determinations
- Many reports, including “Acquisition scorecard” to Congress



FY17 NDAA - SASC

- Elimination of USD(AT&L)
- More responsibility for USD(Management and Support)
- Shift of Developmental Test to D,OT&E
- Preference for fixed price contracts
 - Including penalties for use of some cost-type contracts
- Requirement to explain any non-commercial service acquisitions
- 25% reduction in FO/GO/SES
- Specific program direction
 - F-35 modernization as separate MDAP
 - Dis-establishing JPO



FLD FY 16 Accomplishments

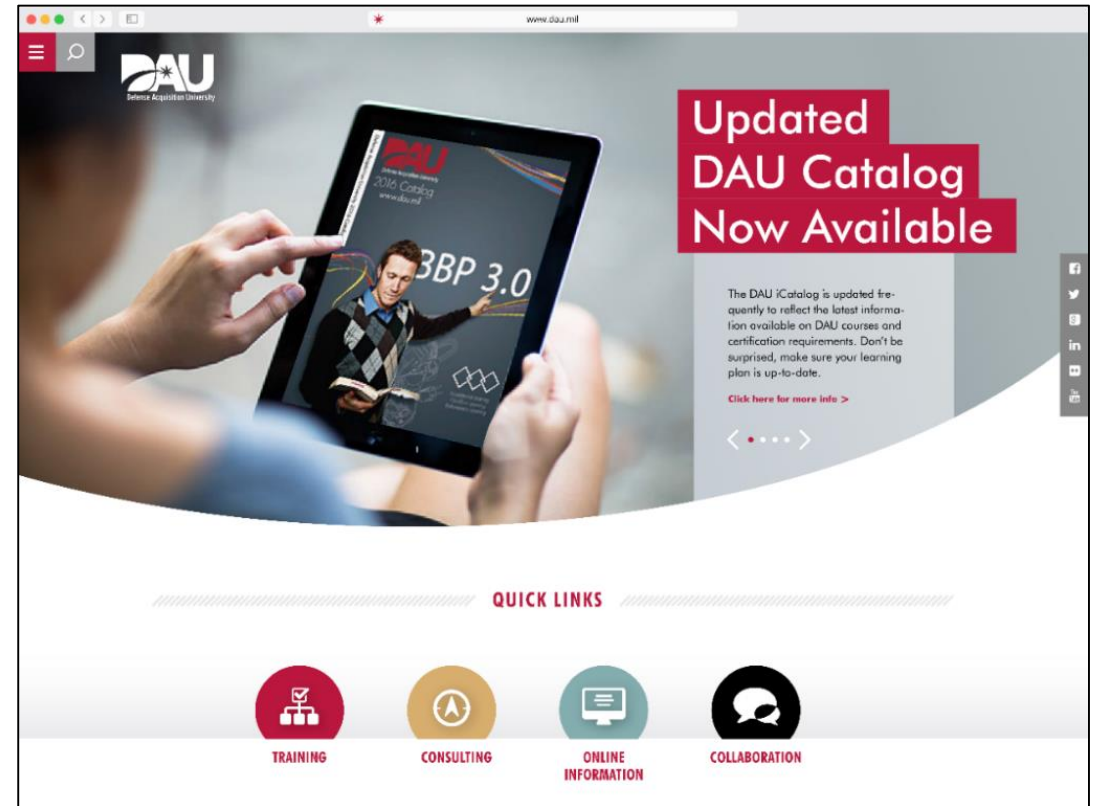
“This portion of contracting is my weak point....My fear barrier about analysis and cost statistics is gone now...Thanks again guys!”

- **Revision of entire Cost Curriculum**
 - BCF 250 Software Cost Estimating
- **Acquisition of Services Curriculum Design**
 - ACQ 165 Defense Acquisition of Services, first of three fielded
- **Incorporating expanded Workflow Learning tools in curriculum development**
 - Gives legs to training
 - Simulation capstone exercise to BCF 103, PPBE, (includes 11 new WFL assets)
- **Services Acquisition Workshops continue to grow DAU-wide**
 - FY 15, 51 SAWs
 - FY 16, 46 SAWs (700 people, 23 locations) through 2.5 quarters; projected to exceed FY 15
- **Cybersecurity training developed across the ALM**
 - Seven hires
 - Courses, Workflow, & Consulting
- **Deployed Additive Manufacturing (3D Printing) Community of Practice with MAT**
- **Hosted DoD Product Support Manager's Workshop April 5-7 (over 400 attendees)**



New DAU.mil

- Coming Fall 2016
- Intuitive and visually consistent interface
- Combines content from DAU.mil, ACC and DAP
- Robust search





Workflow Learning Today

- PMT 352B pilot using CoP for course reference material
 - Alvin Lee (CNE)
- Excel-based PPBE tool
 - Deacon Hoen (CNE)
- Series of acquisition videos
 - Matt Ambrose (STH)
- LOG 204 ACQuipedia tutorial
 - Pat Dallosta (FLD)
- CON DL/CL links to ACQuipedia
 - Ray Ward (FLD)
- Exploring use of Army Compass Model
 - Jim Davis (MAT)
- Tool for Construction Cost Estimation
 - Joel Brown (WST)
- Digital badging
 - KC Carruthers (WLD)



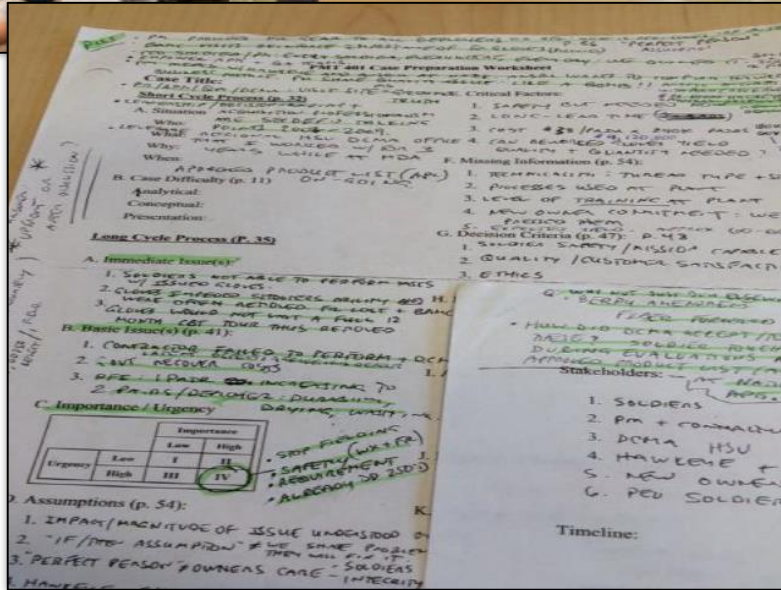


PLD Highlights

- Knowledge Repository (KR):
 - KR Repository site for the Defense Acquisition Workforce completed and in “soft launch”
 - 116 MDAP/MAIS program sites completed and fielded
 - KR research functions in high demand by DAU leadership and faculty
- Mission Assistance (MA)
 - On track for second straight 20% annual increase (forecast of 160K faculty hours in FY16)
 - DAU MA commended by TSA Administrator during congressional testimony
 - 148 faculty graduates of new MA primary training course (FPD 315) to date
 - New MA senior training course (FPD 316) begins pilot in June
- Acquisition Insights Group (AIG)
 - AIG (group of Flag/GO/SES intermittent faculty) providing value to DAU, AT&L, and Services leadership via high-level collaboration and support for
 - major (AT&L “Big Data”) projects
 - DAU and Service leadership-related tasking



LTC Michael Sloan, PM in PEO Soldier



Case Analysis Worksheet (PMT-401)

