



DAU

ACQUISITION WORKFORCE PERSPECTIVES FROM THE SERVICES AND 4TH ESTATE

DIRECTORS, ACQUISITION CAREER/TALENT MANAGEMENT

MAY 11, 2023 | 12:45 P.M. – 2:00 P.M. (PACIFIC)

PANEL #18 (PLENARY)



Otis Lincoln
4th Estate Director
Acquisition Career
Management (DACM)



Marianne Lyons
Dept. of the Navy Director
Acquisition Talent
Management (DATM)



**Ronald "Rob" R.
Richardson, Jr.**
Director, U.S. Army
Acquisition Support Center
and Director, Acquisition
Career Management (DACM)



David "Sammy" Slade
U.S. Air Force Director
Acquisition Career
Management (DACM)



Jim Woolsey, Panel Chair
President, DAU





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AGENDA

- **Opening Remarks and Introductions (Jim Woolsey)**
- **DACM Updates on Initiatives and Workforce**
 - **4th Estate (Otis Lincoln)**
 - **Navy (Marianne Lyons)**
 - **Army (Ronald "Rob" Richardson)**
 - **Air Force (David "Sammy" Slade)**
- **Panel Q&A Session**
- **Audience Q&A Session**
- **Closing Remarks (Jim Woolsey)**



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PANEL MEMBERS

Otis Lincoln

4th Estate Director Acquisition Career Management (DACM) (28K AWF)

- Former DAWIA Program Director, Human Capital Office, Navy Systems Mgmt Activity
- Served in multiple capacities in Program Office
- Has DAWIA Contracting and Program Management Certifications



Marianne Lyons

Dept. of the Navy Director, Acquisition Talent Management (DATM) (51K AWF)

- Over thirty years of Navy Career Experience
- Deputy Program Manager, Amphibious Transport Dock Ship Program
- Action Officer at DASN Ships for Auxiliary & Amphibious Ships Portfolio



Ronald "Rob" Richardson, Jr.

U.S. Army Director, Acquisition Support Center and DACM (30K AWF)

- Former Director of Acquisition & Operations, PEO Soldier
- Military, Industry, & civilian PM Experience
- Over 30 years of medical, information, & Weapons System Acquisition



David "Sammy" Slade

U.S Air Force Director, Acquisition Career Management (DACM) (44K AWF)

- Former Director of Assignments, HQ Air Force Personnel Center
- 29 Years Military Service and 10 years Civil Service
- Combat/Field experience (Operation Desert Storm, Noble Eagle, Northern & Southern Watch)



WORKFORCE UPDATES



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- **February 2022 began DAWIA implementation modernization effort (aka “Back-to-Basics”)**
- **Effort to right-size and focus on the billets that perform core acquisition functions to require DAWIA certification**
- **Recoding of positions nearing completion**
- **Workforce size: ~186,000 (2021) -> ~158,000 (2023)**
- **DAU modernizing curriculum and expanding training offerings to all of DOD**



NPS DACM PANEL

PRESENTED BY: MR. OTIS LINCOLN
DIRECTOR, ACQUISITION CAREER MANAGEMENT (DACM) - 4TH ESTATE

11 MAY 2023



ABOUT THE 4TH ESTATE

4e DACM Mission: Partner with 4th Estate agencies to develop the acquisition workforce through relevant training, systems, and policy guidance that furthers their ability to support the Warfighter.

Scope: 31 Agencies representing over 28,000 acquisition workforce professionals

Primary Roles:

- Principal advisor to Component Acquisition Executives (CAE) on all matters pertaining to the AWF
- System owner and administrator of the Defense Acquisition Talent Management System (DATMS)
- Champion of Defense Acquisition Workforce Development Account (DAWDA)

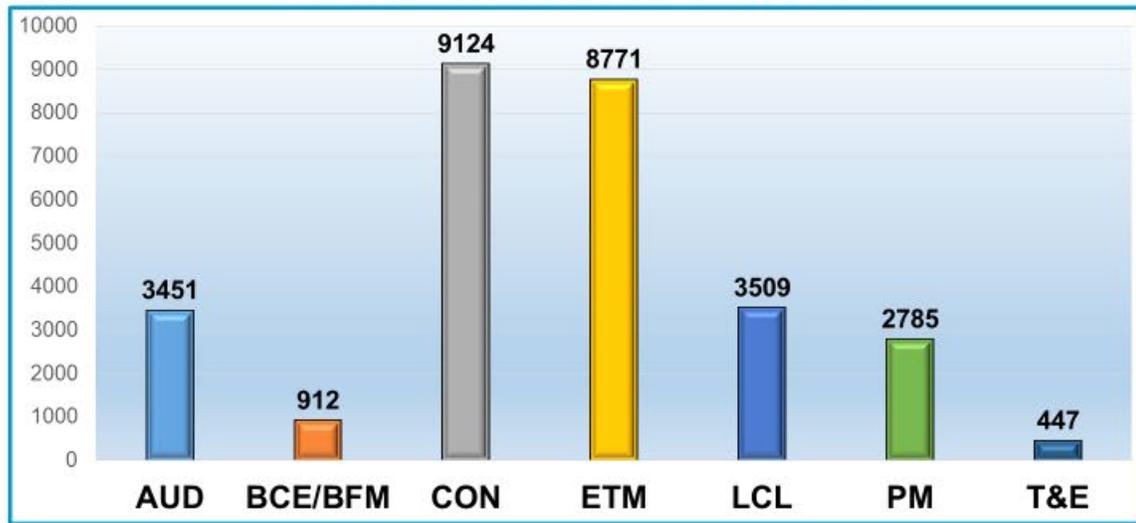


- Liaison to OUSD(A&S) HCI and Functional Leaders
- Advocate for 31 4th Estate Defense Agencies & Field Activities (DAFA)
- Title 10 U.S.C. Ch. 87 DAWIA Compliance
- DAU Registrar
- Training Demand
- Centralized Travel Defense Acquisition
- Talent Management System (DATMS)
- Data Analytics (Daily, Weekly, Qtrly Reconciliations)
- DAWDA Execution

4E ACQUISITION WORKFORCE



ACQUISITION FUNCTIONAL AREAS TOTAL PERSONNEL: 28,999



U.S. DUTY STATIONS



INTERNATIONAL DUTY STATIONS



*Note: Individuals who had no Country listed were bucketed into CONUS total.



Leadership of the Acquisition Workforce



Every person matters, everyday matters, every dollar matters...as we meet warfighter needs for affordable, agile, lethal capability.



ASN RD&A's DATM



Director, Acquisition Talent Management (DATM) is the Navy and Marine Corps lead for the professional development and management of the DON's over 50,000 civilian and military acquisition workforce.

Serves as the chief advisor to the Assistant Secretary of the Navy for Research, Development, and Acquisition, and guides all matters relating to initiatives and other strategic efforts that improve the acquisition workforce through education, training, and career management.

- Back-to-Basics implementation
- Navy Acquisition Development Program
- Modernize eDACM/DACM MIS programs
- Targeted funding to support retention for strategic initiatives

ASN RD&A AWF Strategic Plan 1.0
Shape Future Workforce to Pace the Threat

- PPTe (Public/Private Talent Exchange)
- CITEP industry exchange
- SIGMA rotations with ASN RD&A
- Acquisition Excellence Awards
- Focused funding to support AWF development

ASN RD&A AWF Strategic Plan 2.0
Reinforce Current Workforce Excellence to Deliver Lethality

- Understanding Industry courses with UVA Darden/UNC Chapel Hill
- SECDEF Fellows industry assignments
- National Defense University Eisenhower School

ASN RD&A AWF Strategic Plan 3.0
Energize Current Workforce to Inspire Performance

- FY23 OM&N AWF Strategic Priorities
- MPM Slating Panel advisor
- Acquisition Career Council with National Leads
- ASN RD&A PM Workshop

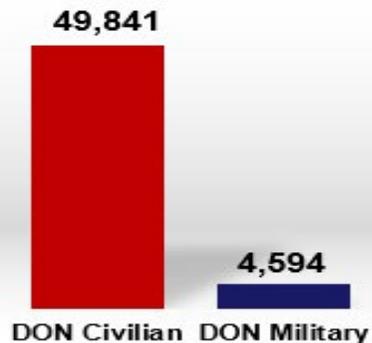
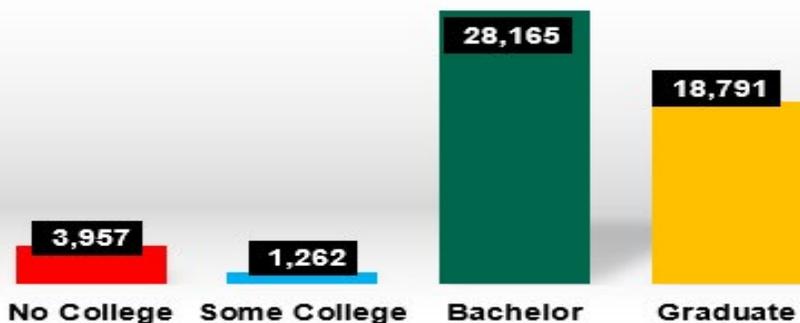
ASN RD&A AWF Strategic Plan 4.0
Strengthen Program Leadership



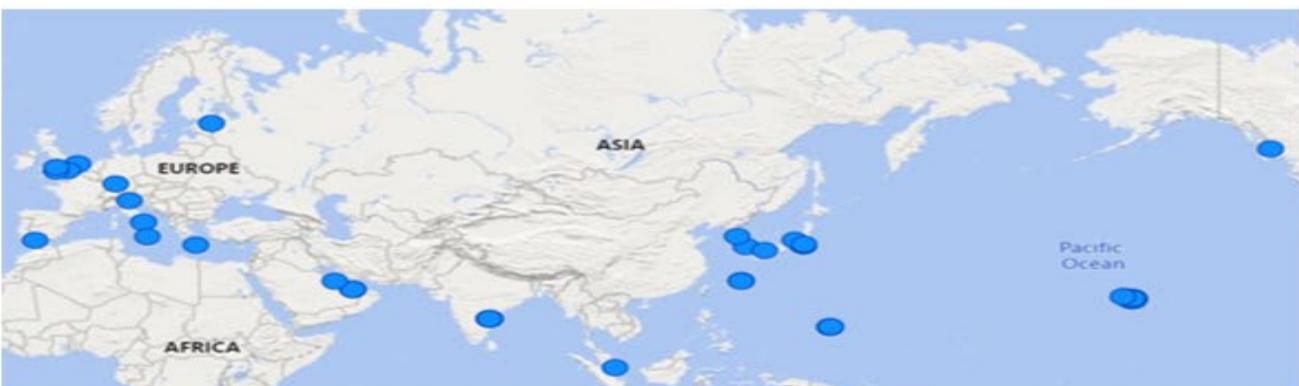
GLOBAL DON ACQUISITION WORKFORCE



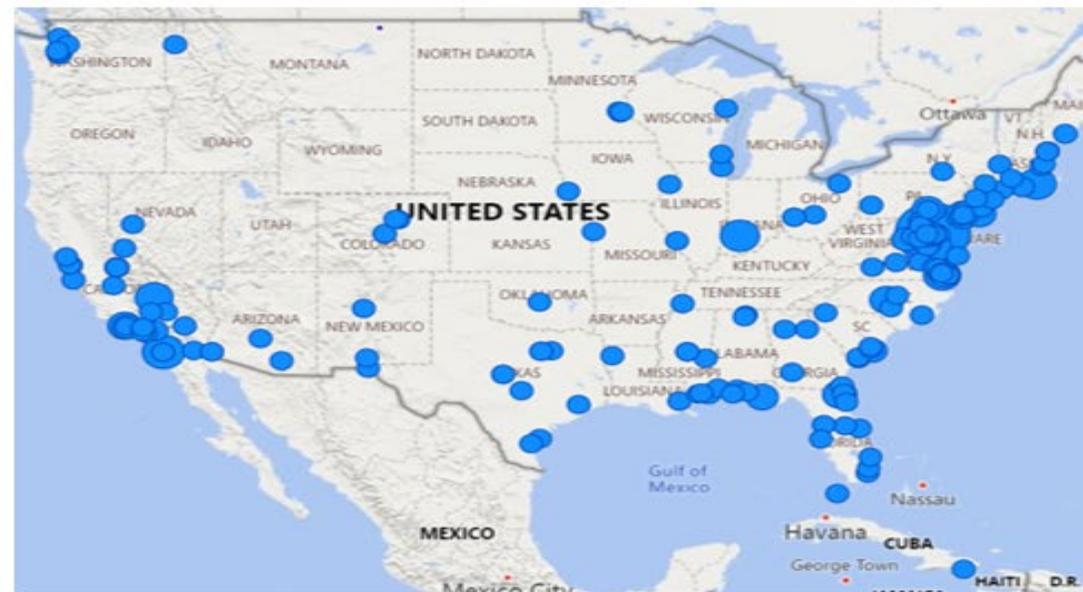
Acquisition Workforce Education



AWF Functional Areas



Over 760 Total Duty Stations





Army DACM Initiatives and Workforce Update

Mr. Rob Richardson, Director, U.S. Army Acquisition Support Center (USAASC) / DACM

Controlled by: Army
Controlled by: USAASC
CUI Category(ies): OPSEC
Limited Dissemination Control: FEDCON
POC: LTC Jennifer Vogel; Jennifer.I.vogel11.mil@army.mil





U.S. ARMY

AAFL/AAFA Responsibilities & Guidance



| | | | | | | | |
|------------------------------|---|--|--|--|--|---|---|
| AAFL RESPONSIBILITIES |  <p><i>Provides strategic vision, direction and advice in shaping, developing, and retaining of the FA (AAFL Memo)</i></p> |  <p><i>Addresses mission critical skill set gaps and other Human Capital challenges through strategic initiatives</i></p> |  <p><i>Engages with OSD senior leaders as required</i></p> |  <p><i>Offers training, continuous learning, and credential recommendations</i></p> |  <p><i>Designates AAFA and Acquisition Functional Representatives (AFRs) to review Certification Appeals</i></p> |  <p><i>Advocates or serves as a proponent for Functional Area acquisition awards (AAE, USD(A&S), Hall of Fame)</i></p> |  <p><i>Validates career model for respective Functional Area</i></p> |
| AAFA RESPONSIBILITIES | <p><i>Reports to, or in very close working relationship with, the AAFL</i></p> | <p><i>Provides subject matter expertise, with technical knowledge and insight, on FA specific training requirements and competencies</i></p> | <p><i>Attends OSD Functional Integration Team (FIT) or Working Group meetings along with DACM Office representatives</i></p> | <p><i>Understands impacts of OSD decisions to the Functional Area Army Acquisition Workforce (AAW) on education, training, experience, and career development</i></p> |  <p>AAFL and AAFA Policy https://asc.army.mil/web/aafl-and-aafa-policy-17-august-2022/</p> <p>ARMY ACQUISITION FUNCTIONAL LEADER (AAFL) ARMY ACQUISITION FUNCTIONAL ADVISOR (AAFA)</p> | | |
| DAAC EXPECTATIONS | <ul style="list-style-type: none"> • Develop and distribute Continuous Learning and Credential recommendations • Advocate and engage at the OSD level on behalf of the Army and Functional Area • Active collaboration with the Army DACM Office | | | DACM RESPONSIBILITIES | <p>Army DACM Office is here to support and implement DAAC and AAFL vision for the respective FA and remains continuously engaged with AAFLs and all functional representatives to ensure we work collectively toward the same goals</p> | | |



ARMY ACQUISITION WORKFORCE EDUCATION AND TRAINING OPPORTUNITIES

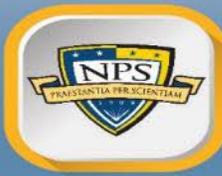


CIVILIAN

EDUCATION



Acquisition Tuition Assistance Program



Naval Postgraduate School (NPS) Systems and Program Management Non-Resident Master's Degree Program
NPS Systems Engineering Non-Resident Master's Degree Program With a System of Systems Focus

RETENTION & RECRUITMENT



Student Loan Repayment Program



DoD College Acquisition Internship Program (DCAIP)

LEADER DEVELOPMENT



Acquisition Leadership Challenge Program



DAU-Senior Service College Fellowship



DOD Public-Private Talent Exchange Program



Senior Enterprise Talent Management (TM)/ Enterprise TM



Leadership Excellence and Acquisition Development (LEAD) Program



Defense Civilian Emerging Leader Program



Inspiring and Developing Excellence in Acquisition Leaders

OFFICER



Advanced Civil Schooling Program Masters Program and PhD Program (FA 51A)
Naval Postgraduate School (NPS)
School of Choice



Army Acquisition Transition Course (AATC)
Intermediate Qualification Course



Program Manager's Course (PMT 4010)
Executive Program Manager's Course (PMT 4020)



Acquisition Pre-Command Course
Contracting Pre-Command Course



Training with Industry

NCO



Acquisition Tuition Assistance Program



Advanced Civil Schooling Program Masters Program NPS 815 Program



Army Acquisition Transition Course (AATC)



DEGREE COMPLETION PROGRAM



Acquisition Leadership Challenge Program



SENIOR LEADERS COURSE



Training with Industry





What is Digital Transformation?



U.S. ARMY

Digital transformation and digital upskilling of the workforce are major priorities for the Principal Deputy Assistant Secretary of the Army (PDASA), ASA/ALT

DIGITAL TRANSFORMATION

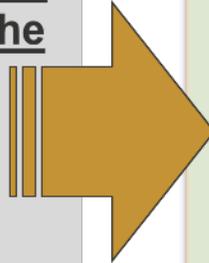


Essential to modernizing the Army

Represents a shift in operations and culture

Builds the workforce into one with training and experience needed to execute the full range of Army missions

Changes how the Army delivers value through investments in transformative digital technologies



Digital Foundations Pathway Training via Udemy develops an understanding of topics such as digital transformation, agile software development, DevSecOps, cloud foundations, data science, machine learning, human centered design, artificial intelligence, and cyber security so our workforce members can practically apply those tools as we lead, develop, test, field, and sustain Army modernization programs

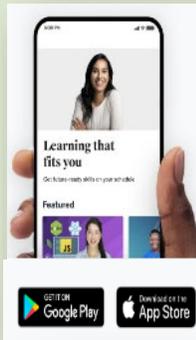


Digital foundations learning pathway includes (3) courses to **prioritize** for learners and (3) sub-categories of **additional** recommended courses for upskilling:

- **Prioritized courses:** Digital Transformation Masterclass, The Agile Samurai Bootcamp, and Product Management for AI & Data Science (~14 hours)
- **Recommended sections:** Agile, DevOps, and Cloud Foundations, Data Foundations, and Human Centered Design Foundations (~23 hours)
- **Total:** ~37 hours
- Courses in Udemy **can** be counted as Continuous Learning Points

Training Audience: Army Acquisition Workforce (Civilian and Military) including technical and non-technical career fields

- Download Udemy **Business** app on your iOS/Android to digitally upskill anywhere



Use of a continuous learning model, and a well-educated and well-trained workforce are key enablers to achieving the digital transformation vision for the Army

Department of the Air Force

Integrity - Service - Excellence

DACM Initiatives and Workforce Update



Mr. David "Sammy" Slade
Department of the Air Force DACM



DAF Acquisition Leadership

Service Acquisition Executives:

- 10 USC 1704 – Responsible for oversight of acquisition workforce
- 10 USC 1734(h) – Responsible for making assignment to Critical Acquisition Positions



HON Andrew P. Hunter, Assistant Secretary of the Air Force (Acquisition, Technology & Logistics)

HON Frank Calvelli, Assistant Secretary for Space Acquisition and Integration



Director, Acquisition Career Management:

Two SAE's, Two Services, One DACM

- Roles
 - ❖ Acquisition Professional Development Program
 - ❖ Defense Acquisition Workforce Development Account
- Customers – 44K+
 -  40K+ (8586 mil, 32K+ civ)
 -  ~4K (1732 mil, 2K+civ)



Key Acquisition Workforce Development Initiatives

- **Enhance LIFELONG LEARNING with multiple resources**
 - **Leverage Air Force Institute of Technology Training**
 - **Pursue a Digital Workforce Campaign**
 - **Department of the Air Force “Digital University”**
 - **Department of the Air Force “AI Accelerator”**
 - **Digital Transformation Office**
- **Support Experiential Workforce Development**
 - **Education with Industry**
 - **Cross Flow between Acquisition Functions**
 - **Operational exchanges for Military Officers**
- **Maintaining strong educational programs**
 - **Acquisition Tuition Assistance, NPS opportunities**
 - **Strong STEM programs for civilians and military**



Workforce Change Management

- ***Change*** – Multi-year phased transition to realign DAF’s 44k+ member acquisition workforce across seven functional areas representing the tenants of acquisition with new certification requirements.
- ***Impact*** - Current role of supervisors shifts as employees move toward a model that prioritizes job-relevant training and needs that may NOT be prescribed through the new certification construct, but rather through specialized training and credentials.
- ***Response*** – Leaders are aware but have not internalized how this changes the future.
- ***Action Plan*** – Continue to drive change management with resources and training for supervisors



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PANEL Q&A



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QUESTION 1

What is your Service doing to grow and mature these career-long (hire to retire) learning battle rhythms & culture into the AWF mission? How can Acquisition Workforce members help themselves establish a learning career battle rhythm?



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QUESTION 2

What is the next most important thing to do to support the development and execution of relevant and accountable IDPs?



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QUESTION 3

As an Acquisition Workforce learner, I want to know who is responsible for helping me manage the training I need in my career field or knowledge area. Where should I direct my career management questions?



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QUESTION 4

In your roles as DACMs, what does 'improved Leadership visibility' look like, and how would that help support your Service's Acquisition Workforce learning and training needs?



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QUESTION 5

What does your Service do to improve the Acquisition Workforce understanding of Industry and business acumen, and what do you plan to do in the future?

Time saved on YOUR job
SAVES LIVES ON HIS !



Your Labor Management Committee says:

**Turn in your ideas to do it
BETTER, FASTER**



UNITED STATES ARMY
CAMPAIGN
STREAMERS