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USAASC
United States Army Acquisition Support Center

Army DACM Initiatives & Workforce Update

08 May 2024



Mr. Rob Richardson, Director, U.S. Army Acquisition Support Center
U.S. Army Director, Acquisition Career Management



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Army DACM Initiatives and Workforce Updates



UNITED STATES ARMY
DACM
DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

PURPOSE

Provide overview of the latest Army Acquisition Workforce initiatives.

AGENDA

- DACM Mission Overview
- Army Acquisition Workforce (AAW) Composition
- Beyond the Basics – Navigating Elective Learning
- New AAW Initiatives
- Q&A



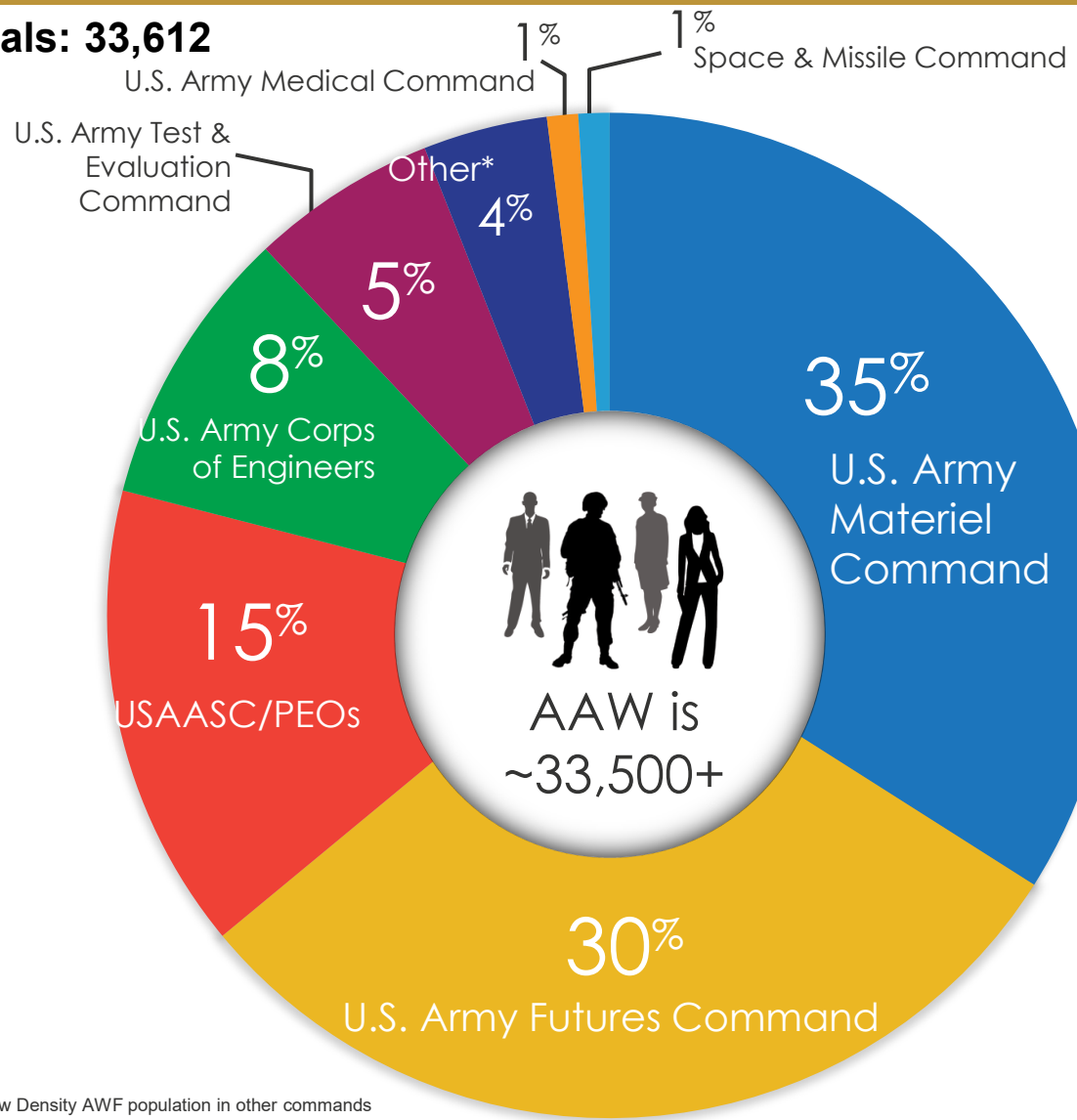


AAW Composition

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Total AAW Professionals: 33,612



95%
Civilian

31,937



5%
Military

1,196



479



Acquisition Functional Area	Total	%
Engineering & Technical Management	12,478	37.1%
Contracting	9,627	28.6%
Life Cycle Logistics	4,513	13.4%
Program Management	3,716	11.1%
Test & Evaluation	2,130	6.3%
Business – Financial Management	883	2.6%
Business – Cost Estimating	265	0.9%

AAW DEMOGRAPHICS:

Average Acquisition Experience: 14 years
Highly Educated: 90% Bachelor's or above (46% with Masters or above)
Average Age: 46 years
Retirement Eligible Now: 16% or 5,280 civilians
Gender: 69% Male; 31% Female

* Includes Low Density AWF population in other commands

Source: CAPPMS as of 17 April 2024



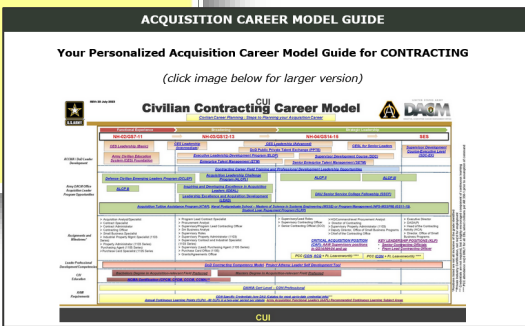
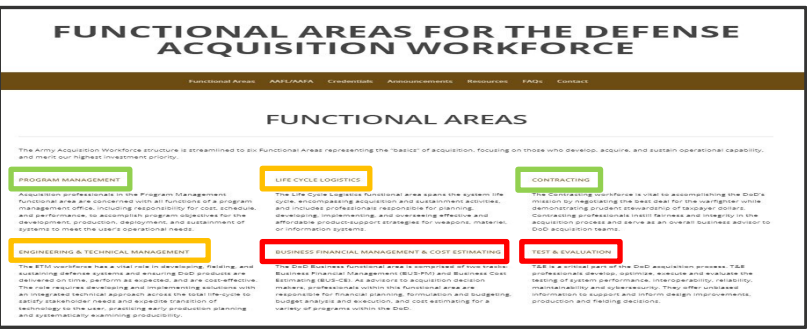


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Beyond the Basics – Navigating Elective Learning



- Commands and leaders are encouraged to emphasize supervisor and employee IDP planning and elective learning
 - Challenge will be navigating elective learning; emphasis should be placed on supervisor and subordinate relationship, as “optional learning” is hard to plan
- Individual Development Plan (IDP) Enhancements
 - New section on the IDP with functionality for supervisor or employee to add, edit, or remove credentials
 - AAFL recommendations prepopulated in the employee's IDP
 - Houses Acquisition Functional Area Career Model
- Use of the Army Acquisition Functional Leaders (AAFL)
 - AAFL [Memos](#)
 - Functional Area Pages





Army DACM Initiatives

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- The **MOREin'24!** campaign communicates “What’s Next” for the digital learning pathway to the AAW. It promotes new digital upskilling efforts happening in CY 2024 and continues to educate new staff on required Udemy foundational courses and offers our first-ever Army Digital Transformation credential
- ***Carnegie Mellon University’s Heinz College of Information Systems and Public Policy’s*** Data Driven Leadership Course provides key leadership with a working knowledge of state-of-the-art data concepts and best practice examples

This certificate hereby confirms that

has attained

DIGITAL FOUNDATIONS CREDENTIAL

Ronald R. Richardson, Jr.
Director,
Acquisition Career Management

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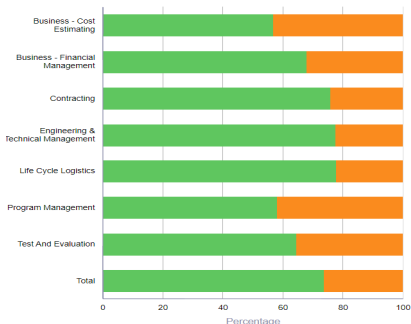
15,000+

DIGITAL FOUNDATIONS UDEMY COURSES

COMPLETE!

STILL NEED TRAINING?
SCAN THE QR CODE TO START WORKING TOWARD YOUR DT CREDENTIAL.

- Proactive Certification Compliance



CMD	ORG	UIC	UNIT ID	PERSON_NAME	GRADE	SERIES	CERTIFICATION REQUIREMENT	DEADLINE	REQ	REQUIRED CERT LVL	EDU	EXP	MON	COURSE	COURSE	COURSE	COURSE	COURSE
AE	E	W27PAA	HQ USAASC	HOWARD BUBBA T	NH-03	343	CON_Professional	2/18/2027	CON	PROFESSIONAL	-	X	24	CON 1100V	CON 1200V	CON 1300V	CON 1400V	CON 3990V
AE	A	W27PAA	HQ USAASC	RUTH BEBE	NH-04	801	CON_Professional	2/18/2027	CON	PROFESSIONAL	-	X	24	CON 1100V	CON 1200V	CON 1300V	CON 1400V	CON 3990V
AE	A	W27PAA	HQ USAASC	WHITE JACQOLIN	NH-04	801	CON_Professional	2/18/2027	CON	PROFESSIONAL	-	X	24	CON 1100V	CON 1200V	CON 1300V	CON 1400V	CON 3990V
AE	E	W27PAA	HQ USAASC	ROGER DODGER	NH-04	1515	CON_Professional	2/18/2027	CON	PROFESSIONAL	-	X	24	CON 1100V	CON 1200V	CON 1300V	CON 1400V	CON 3990V
AE	F	W27PAA	HQ USAASC	COLLAPSE MIGHT E	NH-04	301	CON_Professional	2/18/2027	CON	PROFESSIONAL	-	X	34	CON 1100V	CON 1200V	CON 1300V	CON 1400V	CON 3990V
AE	-	W27PAA	HQ USAASC	HELLO Y E	MAJ	51A	CON_Professional	2/19/2027	CON	PROFESSIONAL	-	N/A	31	CON 1100V	CON 1200V	CON 1300V	CON 1400V	CON 3990V





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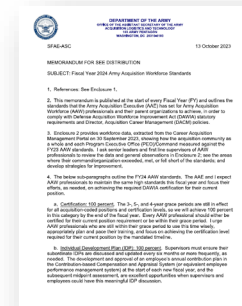
Back-ups



AAW Policies and Certification Requirements



DACM Memorandum: Published at the start of every fiscal year, this document outlines the standards that the Army DACM sets annually for AAW professionals and their parent organizations to achieve, in order to comply with DAWIA statutory requirements and DACM policies:



Army Acquisition Workforce Standards Memo, 13 OCT 2023

• DAWIA Certification and Within Grace Period Percentage

- AAW, at a minimum, must be certified or within the grace period at **98% (3/5/4 construct)**
- AAW members occupying Critical Acquisition Positions (CAPs; non-KLP) at **100%**
- AAW members occupying Key Leadership Positions (KLPs) at **100%**

• Individual Development Plan (IDP) Standard

- Current and updated at least every six months by the individual and their supervisor

• Continuous Learning Point (CLP) Standard

- Attainment of at least **80 CLPs by the end of the two-year cycle**
- Current cycle: 1 OCT 2022 – 30 SEPT 2024

• Senior Rater Potential Evaluation

- 100% of all workforce professionals in grade of GS-12 through GS-15 receive a SRPE before the annual deadline

• Annual Ethics Training

- Fiscal Year Requirement – Must be annotated on IDP to track compliance



Recommended CLP Glidepath

80 CLPs required in 24-month period. Current period is between 01 OCT 22 to 30 SEP 24. CLP Quarterly Objectives are:

FY2023	FY2024
Q1 – 10 Points	Q1 – 50 Points
Q2 – 20 Points	Q2 – 60 Points
Q3 – 30 Points	Q3 – 70 Points
Q4 – 40 Points	Q4 – 80 Points

AAW Standards Memo can be found in the DACM policy Library:
<https://asc.army.mil/web/wp-content/uploads/2023/10/FY24-Army-Acquisition-Workforce-Standards.pdf>



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