



U.S. ARMY

Future-Proofing the Army Acquisition Workforce

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USAAASC

United States Army Acquisition Support Center



Purpose and Agenda

Purpose: Provide an overview on how the Army Acquisition Workforce (AAW) is streamlining leadership development programs, prioritizing retention strategies, and developing operational efficiencies that will ensure the AAW remains robust and agile in the current operational environment.

Agenda:

- Welcome and Opening Remarks
- AAW Composition
- Directives from the Top
- Overhauling Programs for Efficiency

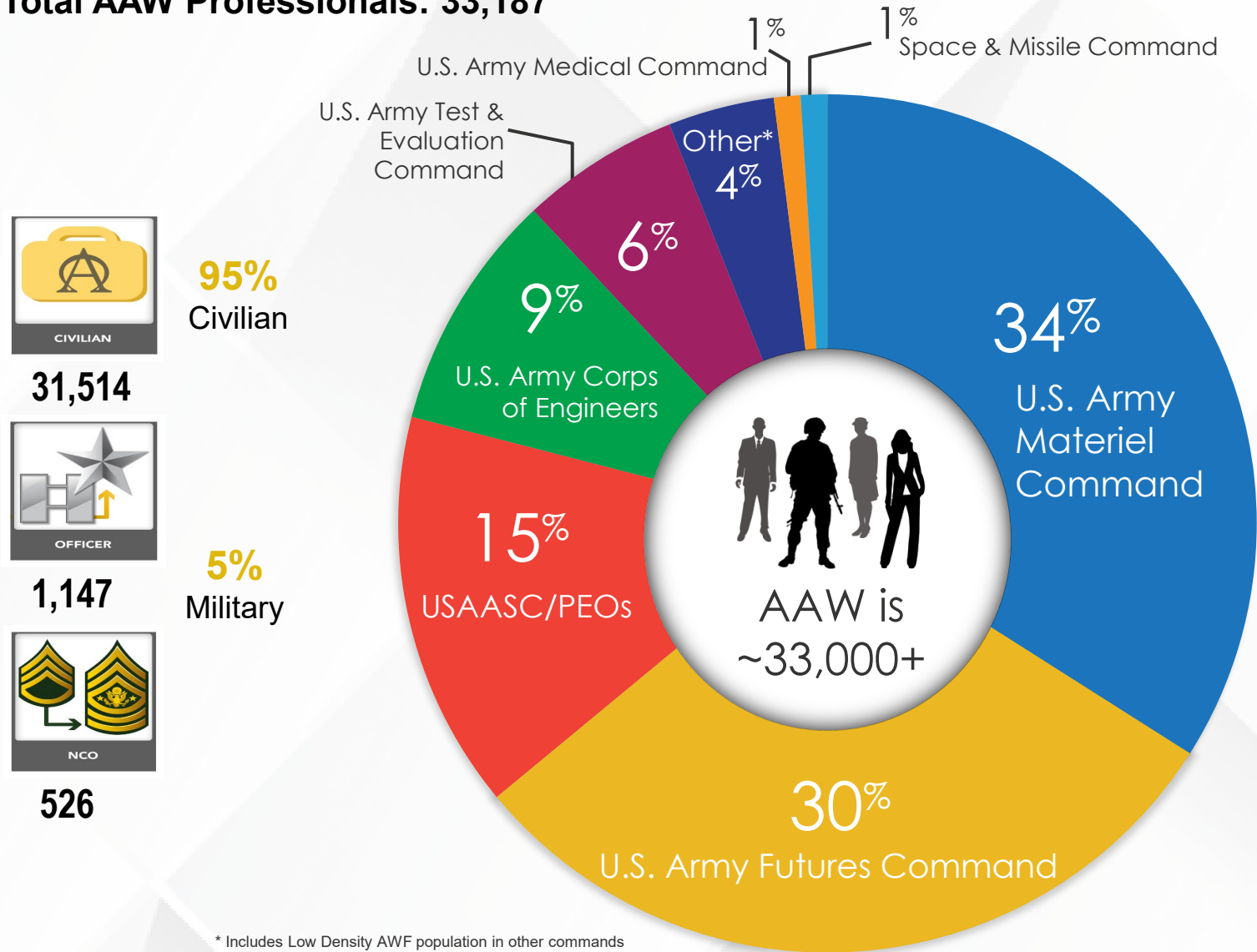


AAW Composition



ARMY ACQUISITION WORKFORCE
Ready. Professional. Integrated.

Total AAW Professionals: 33,187



* Includes Low Density AWF population in other commands

Acquisition Functional Area	Total	%
Engineering & Technical Management	12,530	37.8%
Contracting	9,371	28.2%
Life Cycle Logistics	4,473	13.5%
Program Management	3,658	11.0%
Test & Evaluation	2,100	6.3%
Business – Financial Management	798	2.4%
Business – Cost Estimating	250	0.8%

AAW DEMOGRAPHICS:

Average Acquisition Experience: 13 years
Highly Educated: 89% Bachelor's or above (44% with Masters or above)
Average Age: 46 years
Retirement Eligible Now Civilians: 15% or 4,957
Gender: 69% Male; 31% Female



Executive Order Summary: Modernizing Defense Acquisitions And Spurring Innovation In The Defense Industrial Base (April 9, 2025)

KEY OBJECTIVE

Modernize and right-size the Department of Defense (DoD) acquisition workforce to enhance speed, flexibility, and innovation in delivering warfighting capabilities for future advantage

CORE DIRECTIVES

Sec 1. Strategic Asset Recognition

- Designates the acquisition workforce as a “national strategic asset that will be decisive in any conflict, where the factory floor can be just as significant as the battlefield”

Sec 3. Acquisition Process Reform

- Expedite acquisition with existing capabilities with a preference of commercial solutions, Other Transactions Authority, and Rapid Capabilities Office policies promoting streamlined acquisitions
- Review of “each functional support role within the acquisition workforce to eliminate unnecessary tasks, reduce duplicative approvals, and centralize decision making” includes evaluations of program managers, contracting officers, engineering, financial managers, cost estimators and logisticians

Sec 4. Internal Regulation Review

- Review and revise DoD acquisition regulations, eliminate unnecessary rules, promote streamlined processes applying a “ten-for-one” rule for new regulations.

Sec 5. Acquisition Workforce Reform

- Develop and submit a plan to reform, right-size, and train the acquisition workforce
- Restructure performance evaluation metrics
- Analyze the acquisition workforce staff levels required to develop, deliver and sustain warfighting capabilities
- Develop and implement policies, procedures, and tools to incentivize acquisition officials to, in good faith, utilize innovative acquisition authorities and take measured and calculated risks

Sec 6. Major Defense Acquisitions Program Review

- Review all Major Defense Acquisitions Programs and consider cancellation of any program:
 1. >15% behind schedule
 2. >15% over cost (1&2 based on current Acquisition Program Baseline)
 3. unable to meet key parameters
 4. unaligned with Secretary of Defense’s mission priorities



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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



Carnegie Mellon University Data Driven Leadership Course



Leadership Excellence and Acquisition Development (LEAD) Program



Inspiring and Developing Excellence in Acquisition Leaders



Enterprise Civilian Talent Development Programs Managed by ACCMA

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

<https://asc.army.mil/web/career-development/programs/>

