

Abstract

This research paper determines if there is a negative impact to the acquisition workforce regarding the 24 business-credit hour requirement for membership into the Acquisition Corps (AC). This paper discusses the history of the defense acquisition workforce in regard to key legislation and why the 24 business-credit hour requirement was enacted. The research also analyzes acquisition workforce survey data from DAWIA level II and III program managers (PM) assigned to NAVAIR and NAVSEA, and previous fiscal year AC board results to determine whether there is an impact to the workforce because of this requirement. Survey and AC board data shows that among the four primary AC membership requirements, the 24 business-credit hour requirement has the most impact contributing to non-selection to the AC. Lastly, this paper determines if the Navy Acquisition Workforce can be exempt from this requirement based on survey data and literature review. The results of this research provided a concise, and achievable remedy to minimize the impact of this requirement by tailoring the formal business credit requirement to each career field and identifying the business education requirement earlier in the officer's DAWIA certification.



Methods

Acquisition Corps (AC) Board Data (pre-collected data)

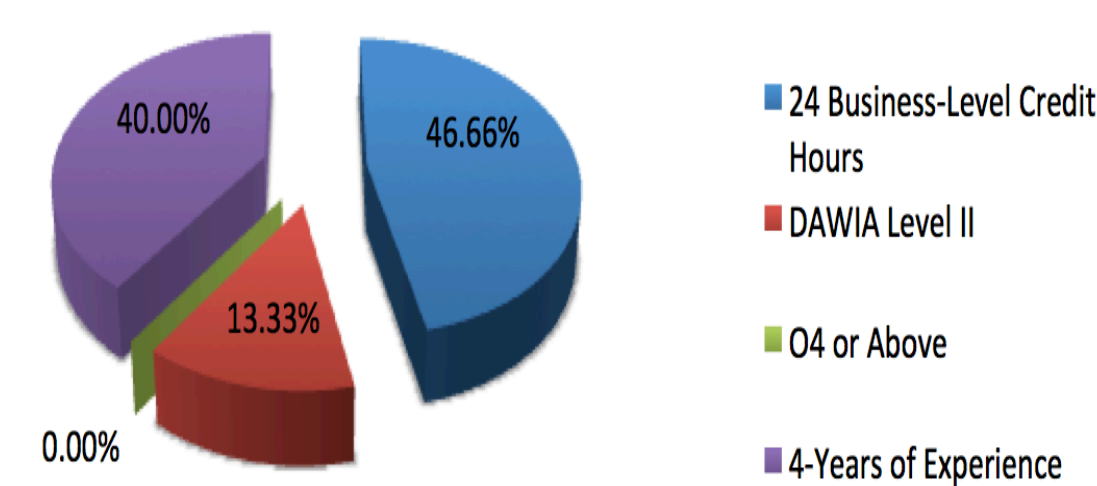
The first method used to determine the impact of this requirement on the acquisition workforce was to utilize pre-collected data from the FY16 and FY17 Navy Acquisition Corps (AC) selection board to analyze which of the four AC membership requirements were leading to non-selection. Pivot tables were used to determine the number of applicants that failed to select for each of the four requirements and analyzed this further by designator.

Acquisition Workforce (Program Manager) On-Line Survey

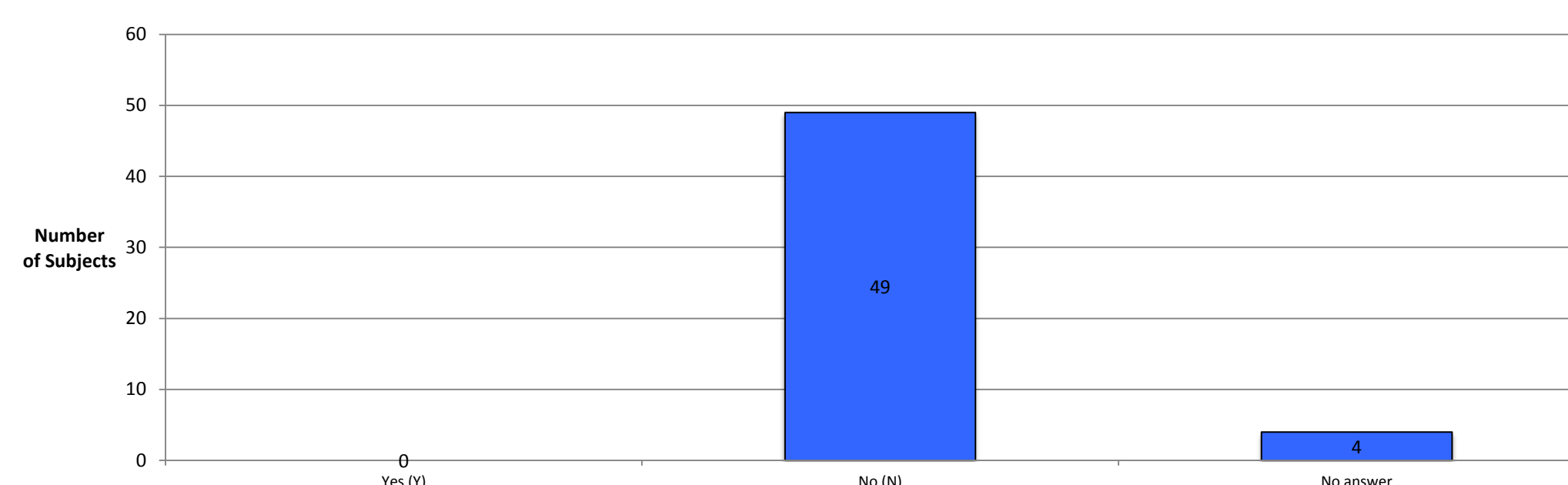
The second method used was an on-line survey administered via Lime Survey. The goal of the survey was to collect the respondent's general military and acquisition experience, formal education level, their experience with the AC membership requirements, and finally collect their thoughts/opinions on the 24 business-level credit hour requirement and the designated business course disciplines. Approval to administer the survey was received from NAVAIR and NAVSEA. The survey was released to 190 Acquisition Officers within the AA2 (program management career field, DAWIA Level II) and AA3 (program management career field, DAWIA Level III) additional qualification designation (AQD). The survey was only administered to subjects that were part of the PM career field in order to limit the administrative burden on subjects at NAVAIR and NAVSEA. The PM career field represented a sample population that included personnel in technical and science fields of study that would be most effected by the business education requirement. The survey was fully completed by 53 respondents and partially completed by 2 respondents, for a completed response rate of 28%.

Results

FY17 Acquisition Board Non-Select due to 4 Primary Requirements



Number of Survey Subjects that failed to promote due to the Acquisition Corps membership



Summary/Recommendations

There is a clear disconnect between the 14 acquisition career field DAWIA certification requirement for formal business education and the requirement for all members of the acquisition corps (AC) to have at least 24 business-credit hours. The majority of these career fields do not identify a requirement for formal business education for any DAWIA core standard or core plus. Survey and AC board selection data shows that the engineering duty officer (EDO) community is impacted the most with regard to achieving the 24 business-credit hour requirement for AC membership. The original goal of this research was to determine if there was a promotion impact to Navy acquisition officers due to the requirement to be a member of the acquisition corps. Since promotion data was not available, a survey question was asked of all respondents, to determine if they ever failed to select for promotion due to not being a member of the AC. Of the 53 respondents, none of them failed to promote because of the AC membership. The requirement of all acquisition officers to have formal business education is a valid requirement, but it should be tailored to each individual career field to ensure the business course disciplines studied are beneficial to the officer serving within their particular career field(s). Lastly, the requirement for all career fields to have formal business education should be added to the DAWIA certification standards for each level to ensure the benefits of the requirement are realized earlier in the officer's career and to prepare them for the AC membership as they transition to the senior officer ranks.