ACQUISITION RESEARCH PROGRAM:
CREATING SYNERGY FOR INFORMED CHANGE
19TH ANNUAL ACQUISITION RESEARCH SYMPOSIUM

Panel #14 (plenary): Acquisition Workforce: Insights from the Service Directors, Acquisition Career Management (DACMs)

Chair
Brigadier General Michael E. Sloane, USA (retired),
Dean, Defense Systems Management College, Defense Acquisition University

BtB Speaker

Panelists

Chris Robinson
Associate Dean
Outreach and Mission Assistance
Capital Northeast, Defense Acquisition University

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)

Marianne Lyons
U.S. Navy Director
Acquisition Talent
Management (DATM)

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

Agenda

- Opening Remarks (Mr. Mike Sloane) (2 min)

- Introduce Panel Members (Mr. Mike Sloane) (3 min)

- BtB High-level Summary (Mr. Chris Robinson) (10 min)

- DACM Initiatives and Workforce Update
    - Army (Mr. Ronald "Rob" Richardson) (10 min)
    - Air Force (Mr. David "Sammy" Slade) (10 min)
    - Navy (Ms. Marianne Lyons) (10 min)
    - 4th Estate (Mr. Otis Lincoln) (10 min)

- Q&A Session (Live and chat) (15 min)

- Closing Remarks (5 min)

DAWIA Modernization: Empowering the Workforce
NPS Acquisition Research Symposium

May 2022

DAU Transformation

Near-peer adversaries are agile and adaptive

The Defense Acquisition Workforce must deliver new capabilities faster and with greater efficiency


DAU will move faster than the workforce to ensure its members have the tools and resources needed for success

DAU is transforming into a modern learning platform to support career-long learning and seamlessly connect the Defense Acquisition Workforce with knowledge and tools they need to do their jobs.

- More modular courses, flexible course formats
- More virtual and online content to support just in time training
- More learning resources & tools to support the on-the-job performance

- Specialty credentials
- Learning at scale (e.g., webcasts, TEDxDAU)
- Access to other content providers (e.g., FAI, Coursera)
- More access to expert acquisition consulting

DAWIA Modernization and DAU Transformation Empowers the Workforce

- Optimizes training requirements to achieve core certification

- Increases empowerment over individual training and development plans...Enables a culture of life-long learning

- Provides focused credentials and other learning resources to support job specific needs and individual career growth

- Facilitates tailorable learning pathways

- Structured to support rapid upskilling...More training that is easily accessed on the job...More learning resources available at the time of need
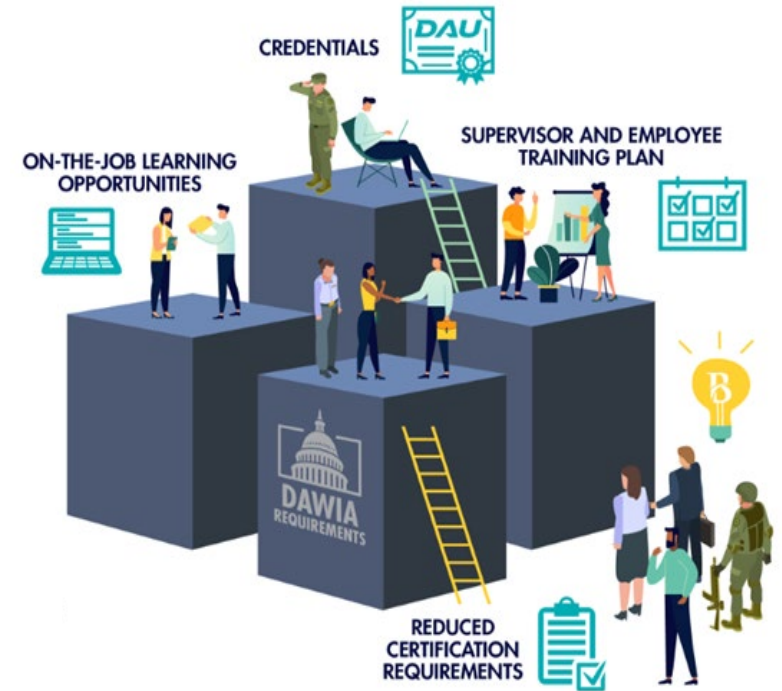
DAWIA Modernization at a Glance

STREAMLINES 14 CAREER FIELDS INTO 6 FUNCTIONAL AREAS

- Business - Financial Management & Cost Estimating
- Engineering and Technical Management
- Program Management
- Life Cycle Logistics
- Test & Evaluation
- Contracting

LESS REQUIRED CERTIFICATION TRAINING

	% Decrease
BUS – FM	49%
BUS – CE	58%
ETM	59%
PM	60%
LCL	25%
T&E	32%
CON	73%

Individual hours may vary.

(center)

STREAMLINES CERTIFICATION

REDUCES MANDATORY TRAINING

MORE AUTONOMY IN CHOOSING JOB-RELEVANT TRAINING AND CREDENTIALS

SUPPORTS CAREER-LONG LEARNING

FOCUSES ON JOB-RELEVANT TRAINING

- Streamlines functional area certification training requirements and identifies relevant credentials.
- Increases bandwidth for training tailored to organizational and individual needs.

FOSTERS A CULTURE OF LIFELONG LEARNING

- Shift focus from broad training early in one's career to job-relevant training throughout one's career.
- Reskill and upskill quickly to meet the needs of changing environments and roles.

The back-to-basics framework places increased importance on training and experience beyond certification by focusing resources to enable self-directed learning.
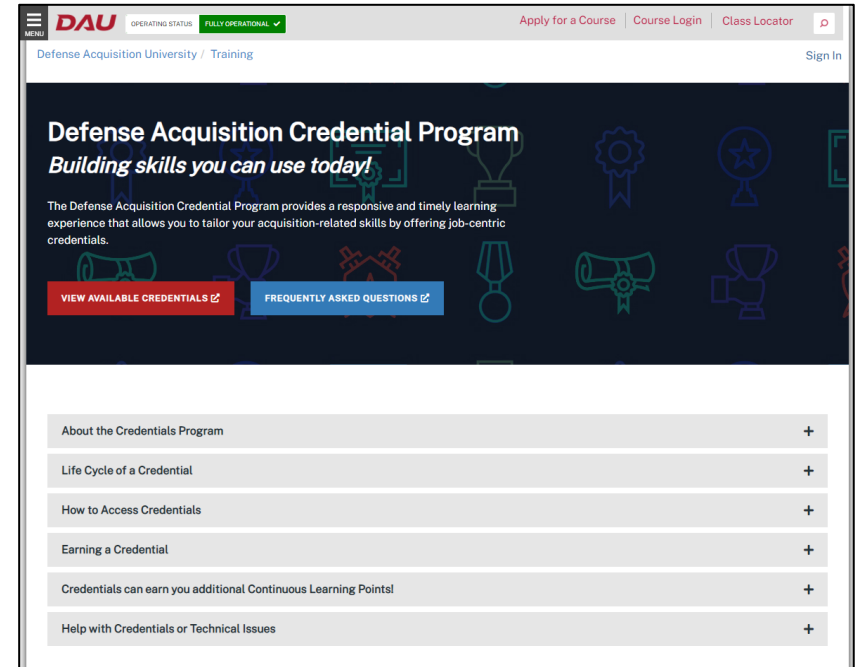
DAU

Defense Acquisition Credentials Enable Workforce Empowerment

Credentials increase flexibility for component acquisition leaders, program managers, supervisors, and workforce members to tailor training and development to meet urgent needs in emerging disciplines.

Available Credentials Include:

- Artificial Intelligence
- Agile: DoD Team Member
- Cybersecurity for Program Managers
- Data Analytics for DoD Acquisition Managers
- Digital Engineering: DoD Consumer
- Foundational Intellectual Property (IP)
- Introduction to Risk, Issue, and Opportunity Management
- Program Protection
- Services Acquisition Team Member: Acquisition Professional
- Information Technology Life Cycle Support Credential

28 credentials available now and 75+ in development

Army DACM Initiatives and Workforce Update

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

- Back to Basics Implementation & Current Status
- Acquisition Leadership Assessment Program (ALAP)
- Education & Leadership Development Opportunities
- Questions

ARMY ACQUISITION WORKFORCE
Professional. Diverse. Ready.

Key Implementation Progress & Next Steps

✓ Completed coding and certification updates to over 41,000 positions in alignment with OSD functional areal leader approved process on 22 Feb
  - AAW Workforce reduced by over 11K due to removal of Facilities Engineering and more restrictive Army definitions of LCL and Business-Financial Management positions

✓ Partnered with CHRA G6 to transition 13 Acquisition Professional Categories to 7 Acquisition Functional Areas

✓ DACM Office continues to work with commands to update records until the last steps in the process are complete:

  - Final updates to position descriptions (expected by the end of May) mark the completion of the transition where the DACM will relinquish control of the position updates to owning organizations

  - DACM continues to work with CHRA to align HR tools with the new framework and expects completion of this task on a similar timeline

  - New position information will automatically flow to individual PDs and PRDs (new functional area and level requirement for certification, new grace period information, and new CAP/KLP standards for applicable positions)

  - Military position coding will be updated in the upcoming MAPL review and military Assignment Officers will complete updates to Military record briefs NLT Jul

Current Army Acquisition Workforce Composition

CIVILIAN	OFFICER	NCO
30,544	1,219	430

Total AAW Professionals: 32,164

Acquisition Functional Area	%
Engineering & Technology Management	37%
Contracting	28%
Lifecycle Logistics	14%
Program Management	11%
Test & Evaluation	6%
Business – Financial Management	2%
Business – Cost Estimating	<1%

Source: CAPPMIS As of 30 March 2022

Back-to-Basics Impacts

Pre Back-to-Basics

Total AAW Professionals: 42,816

96% Civilian
4% Military

CIVILIAN	OFFICER	NCO
41,184	1,204	428

Acquisition Career Field	Total	%
Program Management	3,435	8%
Contracting	8,704	20%
Industrial Contract/Prop. Mgt.	56	<1%
Purchasing	215	<1%
Facilities Engineering	6,033	14%
Prod., Quality & Manufacturing	1,315	3%
Business – Financial Management	1,819	4%
Lifecycle Logistics	7,037	16%
Business – Cost Estimating	246	<1%
Information Technology	2,108	5%
Engineering	9,314	22%
Test & Evaluation	1,980	5%
Science & Tech Manager	547	1%

Data Source: CAPPMIS
As of 18 February 2022

Post Back-to-Basics

Total AAW Professionals: 32,193

95% Civilian
5% Military

CIVILIAN	OFFICER	NCO
30,544	1,219	430

Acquisition Functional Area	Total	%
Program Management	3,669	12%
Contracting	8,892	28%
Business – Financial Management	788	2%
Lifecycle Logistics	4,636	14%
Engineering & Technical Management	12,001	37%
Business – Cost Estimating	240	1%
Test & Evaluation	1,967	6%

Data Source: CAPPMIS
As of 5 April 2022

Back-to-Basics Impacts
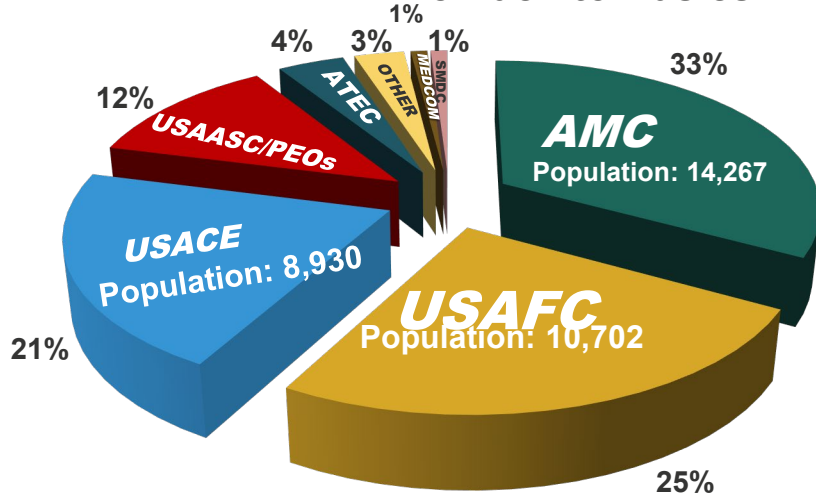
Pre Back-to-Basics
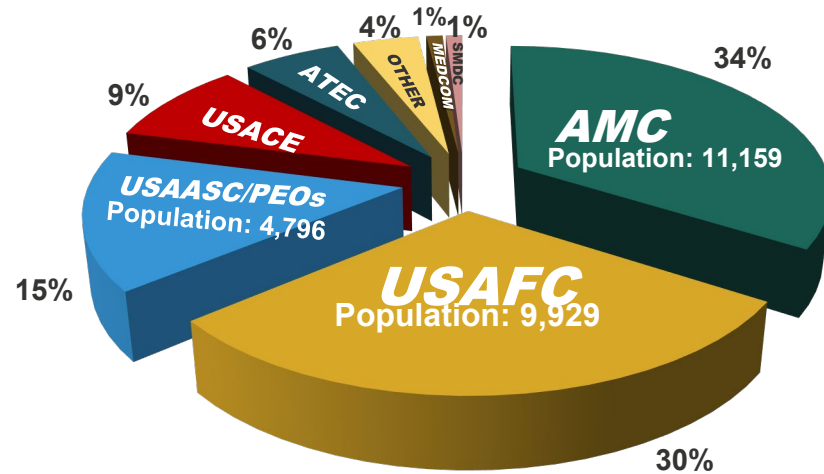
Command	Total	%
Army Materiel Command	14,267	33%
Army Futures Command	10,702	25%
U.S. Army Corps of Engineers	8,930	21%
USAASC/PEOs	5,019	12%
Army Test & Evaluation Command	1,915	4%
Other	1,425	3%
U.S. Army Medical Command	262	1%
Space & Missile Defense Command	296	1%

Data Source: CAPPMIS
As of 18 February 2022

Post Back-to-Basics

Command	Total	%
Army Materiel Command	11,159	34%
Army Futures Command	9,929	30%
USAASC/PEOs	4,796	15%
U.S. Army Corps of Engineers	2.784	9%
Army Test & Evaluation Command	1,854	6%
Other	1,208	4%
U.S. Army Medical Command	235	1%
Space & Missile Defense Command	288	1%

Data Source: CAPPMIS
As of 5 April 2022

Acquisition Leadership Assessment Program

Focus: Leverage the Acquisition Leader Assessment Program (ALAP) to assess and develop the communication, critical thinking, and the full spectrum leadership competency of our future CSL leaders

- FY23: Expansion to all Centralized Selection List (CSL) candidates at LTC/GS14 and COL/GS15 level
- 159 ALAP Candidates (87 MIL / 72 CIV)
- Releasing second ALAP-influenced CSL slate

FY23 ALAP Perspective

✓ Delivers **more precise outcome using additional relevant information** than possible with just traditional CSL process

✓ Enables selection of CSL leaders that are more productive, more cognitively capable, better communicators, and on the officer side, more physically fit

✓ **Process is fair, consistent, and objective** for military and civilian candidates. Feedback was overwhelmingly positive and supported the fairness and consistency of ALAP in particular, as well as all the Command Assessment Programs

✓ Helps achieve the objective of **selecting positive, respectful and inclusive leaders**, and who develop and sustain command climates that value these attributes and **minimize unproductive leadership climates**

✓ Provides the **opportunity for-self-aware leaders who value feedback and seek self-improvement** to demonstrate those qualities, as well as **receive objective feedback** on their leadership performance and potential. They should embrace the opportunity to attend ALAP to demonstrate their competence and capability
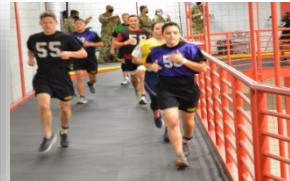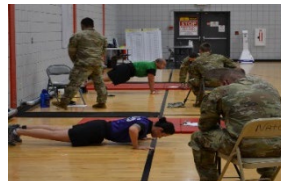
ARMY ACQUISITION WORKFORCE
EDUCATION AND TRAINING OPPORTUNITIES

EDUCATION

ATAP — Acquisition Tuition Assistance Program

SLRP — Student Loan Repayment Program

SSC — Senior Service College Program

NPS
- ◄ 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

LEADER DEVELOPMENT

ALCP — Acquisition Leadership Challenge Program

DAU-Senior Service College Fellowship

PPTE — DOD Public-Private Talent Exchange Program

SETM/ETM — Senior Enterprise Talent Management (TM)/ Enterprise TM

LEAD — Leadership Excellence and Acquisition Development Program

DCELP — Defense Civilian Emerging Leader Program

iDEAL — Inspiring and Developing Excellence in Acquisition Leaders

CIVILIAN

OFFICER

ACS — Advanced Civil Schooling Program Masters Program and PhD Program (FA 51A)
- ◄ NPS
- ◄ School of Choice

AACoE
- ◄ Army Acquisition Professionals Course (AAPC)
- ◄ Intermediate Qualification Course

DAU
- ◄ Program Manager's Course (PMT 401)
- ◄ Executive Program Manager's Course (PMT 402)

AACoE
- ◄ Acquisition Pre-Command Course
- ◄ Contracting Pre-Command Course

TWI — Training with Industry

NCO

ATAP — Acquisition Tuition Assistance Program

ACS — Advanced Civil Schooling Program Masters Program NPS 815 Program

AACoE — AAPC AICC

DEGREE COMPLETION PROGRAM

ALCP — Acquisition Leadership Challenge Program

SENIOR LEADERS COURSE

TWI — Training with Industry

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

Department of the Air Force

Integrity - Service - Excellence

Perspectives on the Acquisition Workforce

Mr. Sammy Slade
Department of the Air Force DACM

Professionals Enabling National Security

- **Unique opportunity to ensure the United States maintains military superiority across the globe**

- **Every acquisition function plays a critical role**

- **Members of the acquisition workforce must be ready to deliver**

- **How do you maintain the "Edge"**

- **Certification is only a start**

- **Every acquisition workforce member must own their personal development**

- **Lifelong learning is not just a buzz word…staying current and relevant is key to professional and mission success**

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 70,000 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
- ASN RD&A PM Workshop
- AWF Talent "Baseball" Card refresh

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

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

- FY22 OM&N AWF Strategic Priorities
- MPM Slating Panel advisor
- Acquisition Career Council with National Leads

ASN RD&A AWF Strategic Plan 4.0
Strengthen Program Leadership

Annual Acquisition Research Symposium

OTIS LINCOLN, 4E DACM

12 MAY 2022

4th Estate DACM Charter

Strategic Priorities

Invest in the career development of more than 32,000 civilian acquisition workforce members by:

- Managing centralized programs, resources, and tools to equip and professionalize the acquisition workforce with the skillsets needed to achieve current and future DoD mission requirements.

- Providing guidance and talent management business systems required for statutory training, professional credentialing, continuous learning, and other experiential learning opportunities for acquisition workforce members across 7 functional areas.

Foundation: Principal Advisor to CAEs

- ✓ Liaison to OUSD(A&S) HCI and Functional Leaders
- ✓ Advocate for 32 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

Initiatives

Leadership & Talent Management Program
- ✓ *Supervisor-endorsed Nomination & Self-Registration*
- ✓ *PM/COR for DoD-wide Leadership Contract Vehicle*
- ✓ *Annual Leaders Building Leaders Event*

Certification Campaign
- ✓ *Over 99% statutory certification compliance*

Customer Engagement
- ✓ *Configuration Control Board*
- ✓ *Summit*
- ✓ *Site Visits*
- ✓ *Social Media*
- ✓ *Quarterly Newsletter*

OSD-Sponsored Opportunities
- ✓ *Public-Private Talent Exchange*
- ✓ *DoD College Acquisition Internship Program*
- ✓ *Early Career Workshop*

Question #1

From your Service's perspective, which learning, and training opportunities have had the most impact in achieving acquisition results for our warfighters?

Question #2

Leveraging the Adaptive Acquisition Framework and its six pathways, how does your Service plan to train and resource your workforce to ensure they have the right skills for success?

Question #3

How will you, as a Service
career manager, track and manage
credentials given they are not
required, yet highly encouraged?

Question #4

How does your Service prepare acquisition leaders to communicate early and often with their Industry and coalition counterparts to ensure we design for exportability and ensure allied and partner nation interoperability for the future battlefield?

Question #5

In the BtB framework, international acquisition training content, even at the basic foundational level, has been moved to elective learning. The DAWF has a significant role in supporting the National Defense Strategy's emphasis on allies and partners to manage ~$50B of annual exports. We see the herculean work that our DAWF is doing to provide equipment to Ukraine and NATO partners.

Do you still think all International acquisition training should be Elective Learning or should we consider some aspects of international training as mandatory?

Question #6

For Executive Training, you have opportunities to upskill Program Managers through PMT 4010 & PMT 4020. Do you feel your multifunctional (non-PM) leaders, should receive the same or similar training as their PM peers? Why or why not?

Question #7

What additional training would you recommend for PMs (US Government and Industry) and Multifunctional leaders to be prepared for the Volatile, Uncertain, Complex and Ambiguous environments they are certain to encounter?

Questions in the Chat

(Time Allowed)

Closing Remarks

DAU

Back Up

Empowering the Workforce Through DAWIA Modernization

Streamlines 14 career fields to 6 functional areas

Requires less certification training

Focuses on job-relevant knowledge and skills

Fosters a culture of lifelong learning

DAWIA Change Inspired by the Workforce and Necessity

- Legacy DAWIA framework served the AWF well since its inception in 1991, but **much has changed** in technology, acquisition, and the defense landscape

- Great Power Competition and pace of technological change driving the need to **innovate and modernize with speed**

- Need for a training/learning philosophy that moves away from one-size-fits-all model to one that fosters a **culture of lifelong learning** and **empowers individuals** to tailor their development.

- Modernizing DAWIA certification requirements is **just the first step**

Listening to the Acquisition Workforce

- *"I want training that helps me do my job."*
  - ➢ Modernizing our training approach to provide more relevant, timely, point-of-need training

- *"Training should be as concise as possible."*
  - ➢ Reduced required training hours; providing basic foundational knowledge to improve job outcomes

- *"I only need to learn what I need to do right now."*
  - ➢ Shifting from a front-loaded training model to lifelong learning through specialized elective learning

- *"Tell me if there are other uses for my unique skills and capabilities."*
  - ➢ Enabling career path customization for mission / organization-focused credentials

DAU

Certification Framework Summary Chart

Functional Area	Category / Tier	Experience Requirement	Education Requirement	Proposed Grace Period	Transition Plan: Current Levels to Proposed Category/Tier		
					Level I	Level II	Level III
BUS-FM	Practitioner	Four (4) years	No education requirement for certification	Five (5) years	Not eligible	Eligible to transition to Practitioner	Eligible to transition to Practitioner
	Advanced	Six (6) yrs. relevant acquisition experience in an advanced acquisition financial management position within an ACAT I/II program office or Business System Category I, PEO, or Service/Component/Headquarters/equivalent level according to Services processes.		Four (4) years			Eligible to transition to Advanced if more than six (6) years experience in an acquisition financial management leadership billet
BUS-CE	Practitioner	At least four (4) years of acquisition experience in cost estimating supporting a program office, PEO, Service/Defense agencies, or supporting program(s) that report to a Service Acquisition Executive (SAE)/Component Acquisition Executive (CAE)	Ops Research degree required or 24 semester hours in specified curricula	Five (5) years	Eligible to transition to Practitioner if completed BCF 230 or predecessor(s) or equivalent when experience requirements satisfied	Eligible to transition to Practitioner when experience requirements satisfied	Eligible to transition to Advanced when experience requirements satisfied
	Advanced	At least six (6) years of acquisition experience in Cost Estimating and serving a program office, PEO, Service/Defense agency levels, or supporting program that reports to a Service Acquisition Executive (SAE)/Component Acquisition Executive (CAE)		Four (4) years			
CON* **(Plus PUR & ICPM)**	Professional	12 months full time experience applying a representative sample of the Contracting Common Competencies	No education requirement for certification	Three (3) years	Eligible to transition to Contracting Professional Certification		

*CON: *Exam requirement for certification; exam managed by third party not DAU*

Certification Framework Summary Chart *continued*

Functional Area	Category /Tier	Experience Requirement	Education Requirement	Proposed Grace Period	Transition Plan: Current Levels to Proposed Category/Tier		
					Level I	Level II	Level III
ETM (Includes ENG, S&TM, PQM, and may include some IT)	Foundational	One year relevant acquisition experience with evidence of demonstrated proficiency (awareness) in ETM competencies	No education requirement for certification	Three (3) years	ETM transition eligible if in ETM coded position		
					ENG, IT, S&TM eligible to transition to Foundational PQM eligible to transition to Foundational	ENG, IT, S&TM eligible to transition to Practitioner PQM eligible to transition to Foundational	ENG, IT, S&TM eligible to transition to Practitioner PQM eligible to transition to Practitioner
	Practitioner	Four (4) years relevant acquisition experience with evidence of demonstrated proficiency (intermediate) in ETM competencies		Five (5) years			
LCL	Foundational	Two (2) years of acquisition experience in Life Cycle Logistics	No education requirement for certification	Three (3) years	Eligible to transition to Foundational	Eligible to transition to Foundational	Eligible to transition to Advanced
	Advanced	Five (5) years of acquisition experience in Life Cycle Logistics		Four (4) years			
PM (NOTE: No exam requirement FY22 but will be required FY23)	Practitioner	At least four (4) years of relevant acquisition experience in program management	No education requirement for certification; technical degree preferred	Five (5) years	Not eligible	Eligible to transition to Practitioner	Less than eight (8) years relevant experience eligible to transition to Practitioner
	Advanced	Eight (8) or more years relevant PM experience, with at least two (2) years with cost, schedule, and performance responsibilities in a PM Office or similar organization (dedicated matrix support to a PM, PEO, DCMA program integrator, or supervisor of shipbuilding)		Four (4) years			Eight (8) or more years relevant experience
T&E	Foundational	One (1) year acquisition experience in test and evaluation	No education requirement for certification	Three (3) years	Eligible to transition to Foundational	Eligible to transition to Practitioner	Eligible to transition to Practitioner
	Practitioner	Four (4) years acquisition experience in test and evaluation		Five (5) years			

Certifications vs Credentials

Certifications

- **Required** for your job
- One time completion requirement
- Individual will always maintain the certification; it will never go away*

  * *Secondary certifications will transition as long as the OSD Functional Lead memo allows it; only PM Advanced and BFM (both Levels) requires the AAW member to be coded within that respective functional area*

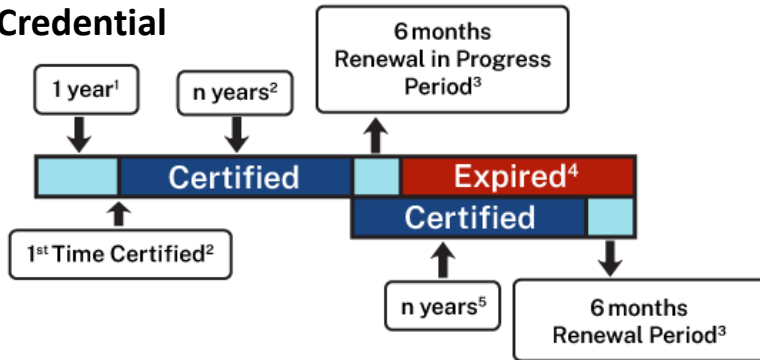## What's the Difference?

DAWIA Certifications

Credentials

Credentials

- **Not required** but important for employees and supervisors to identify which ones are relevant to position/role
- Taken at time of need; before, after, or during certification
- Documents knowledge, skills, and abilities to perform a DoD acquisition-related function, skill or set of tasks
- May require one more courses

Life Cycle of a Credential

1 year[1]   n years[2]

6 months Renewal in Progress Period[3]

Certified   Expired[4]

Certified

1st Time Certified[2]

n years[5]   6 months Renewal Period[3]

1. Workforce members have one year from the time of enrollment to complete the component parts of a credential.
2. The Certified period, typically 3-5 years, starts once all the component parts of the credential have been completed.
3. At the end of the Certified period, the workforce member will get a notification that their credential status has changed to "Renewal in Progress". The Renewal in Progress period is six months, during which time the student must complete the credential's renewal requirement.
4. The credential will Expire if the renewal requirements are not met within the six-month renewal period.
5. Once the renewal requirements have been met, the expiration date of the credential will be extended for an additional period of validity starting on the first day of the Renewal Period.

DAU

Defense Acquisition Credentials

Credential Considerations

- ❑ Defense Acquisition Credentials **increase flexibility to tailor training and development** to meet the on the job needs of the workforce in **specialty areas** and to provide career **breadth & currency**

- ❑ Credentials are **not required** to achieve a Functional Area certification. Credentials **complement** certification and support career long learning.

- ❑ Whether employees manage capability requirements, acquire systems, or sustain capabilities, credentials build competence, confidence, and value to DoD. Credentials are driven by the work being done and what is needed to **maintain currency**.

- ❑ It is **recommended** that credentials be included in an employee's **performance objectives** and **Individual Development Plan (IDP)** as opportunities for professional development. Use credentials toward **80 CLPs** requirement.

- ❑ With few exceptions, credentials are available to all defense AWF employees regardless of Functional Area certification. **Interdisciplinary use of credential training is highly encouraged.**

CON	PM	BUS	ETM	T&E	LCL
Live	**Live**		**Live**		**Live**
• CCON 011: Construction CON • CCON 012: Arch-Eng Contracting • CCON 014: Foundational Contingency CON • CCON 015: Adv Contingency CON • CIND 001: Ind CON Property Mgmt • CSBP 001: SB Professional • CCON 002: Business Foundations • CCON 018 Excel skills for Business • CCON 007 Defective Pricing	• **CACQ 001**: Services Acquisition Team Member: Non-Acquisition Professional Credential • **CACQ 002**: Services Acquisition for Acquisition Professional Team Members • **CACQ 004**: Introduction to Risk, Issue, and Opportunity Management • **CACQ 006**: Acquisition Law & Policy • **CACQ 008**: Foundational Intellectual Property	**BUS-CE** • Software Cost Estimating • O&S Cost Estimating • Measuring Risk and Uncertainty • Industrial and Supply Chain Analysis • Component Developed Credentials (not DAU developed) – Commodity based CE credentials (aircraft CE, ground vehicle CE, MILCON CE, etc…) **BUS-FM**	• **CCYB 001**: Program Protection • **CCYB 002**: Cybersecurity for Program Managers • **CENG 001**: Digital Engineering for DoD Consumers • **CENG 002**: Data Analytics for DoD Acquisition Managers • **CENG 004**: Agile: DoD Team Member	• Applying Scientific Test & Analysis • CBRN T&E • Current Changes in T&E • Cybersecurity T&E • Evaluating Data • Evaluation Frameworks & Identifying Integrated Testing Opportunities • Interoperability Testing • T&E Tracking Reliability(Reliability Growth Curve) • T&E of S/W • T&E in AI • T&E of Autonomous Systems • T&E Strategy Development & Planning • Test Event Planning & Execution • Safety, Environmental, and Quality/Mission Assurance for T&E • Space (Satellite and Ground Support) Systems T&E	• CLCL 001: Product Support Management Fundamentals • CLCL 003: Supply Chain Integration • CLCL 004: Maintenance Planning and Management • CLCL 005: Supportability & Design Interface • CLCL 007: Product Support Analysis • CLCL 009: Information Technology Life Cycle Support • CLCL 011: Product Support Affordability & Cost Fundamentals • CLCL 012: Product Support O&S Cost Management • CLCL 014: Parts & Material Life Cycle Management • CLCL 010 Tech Data Management
Planned	**Planned**	**Planned**	**Planned**	**Planned**	**Planned**
• Proposal Analysis • Incentive Contracting • Contract Pricing Documentation • Advanced Proposal Analysis • Quantitative Methods • Commercial Acquisition • Contract Financing • Pricing Tools & Techniques • Excel skills for Data Analysis & Visualization • Negotiations • Advanced Contract Administration • Special Topics in Contract Pricing • Systems Acquisition • Logistics & Sustainment • Operational Contracting • Research & Development • Simplified Acquisition Procedures • Services Contracting • FMS/International Contracting • Other Transactions	**Credential Areas** • International Acquisition & Exportability/Security Cooperation • Earned Value Management • Advanced Intellectual Property • Acquisition Intelligence • Advanced Earned Value Management • Small Business Professional • Digital DNA (multi-disciplinary foundations) • Digital DNA (advanced applications) • Category Management	• Advanced Application of Defense Working Capital Fund • Advanced Application of Foreign Military Sales • Financial Business Acumen • Financial Data Analytics and Acquisition Reporting • Financial Management Systems • Defense Business Systems • Shipbuilding • MILCON	• Artificial Intelligence for the Practitioner **Credential Areas** • Systems Engineering • Science & Technology Management • Manufacturing Engineering • Quality Assurance • Digital Engineering for Technical Workforce • Secure Cyber-Resilient Engineering • Mission Engineering • Software Engineering Each credential area will have at least two credentials: One at Foundational and one at Practitioner Tiers		• Integrated Product Support • Designing Supportable Systems • Product Support Arrangements • Packaging, Handling, Storage & Transportation (PHS&T) • Product Support Infrastructure

RESOURCES:
- https://www.dau.edu/training/pages/credentials.aspx#credential-areas
- https://www.dau.edu/faq/Pages/DAU-Credentials.aspx

Credential Development is prioritized and approved by Functional Area Leads

ed: 24 Mar 2022
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Continuous Learning

- Continuous Learning Point (CLP) requirement will remain **80 hours/CLPs per 2 year cycle. (DoDI 5000.66)**

- OSD Functional Area Leaders, components, component functional leads, and local acquisition commands may support **additional criteria on CLPs**, for example:
    - PM workforce members must apply 80 CL hours to PM or related functional areas with at least 10 hours of leadership training and no more than 20 hours for conference attendance.
    - BUS FM/CE workforce members will require at least 50 hours of CLPs pertain to acquisition learning and least 20 hours to leadership learning.
    - Army LCL acquisition workforce members are to complete at least one **credential** every two-years appropriately suited to the majority of the work performed.

- To provide robust support for AWF CL needs, DAU maintains hundreds of learning assets **beyond those required for functional area certifications and credentials**.

- For more on CLPs, see https://www.dau.edu/training/clc