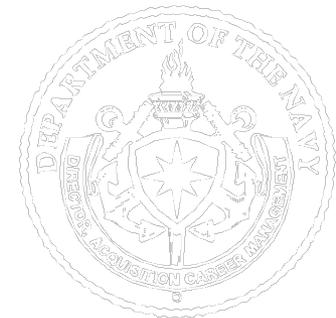




Naval Acquisition Competency Council

12 January 2011



Honor - Courage - Commitment



Agenda



0900-0920

Opening Remarks & Purpose

Jim Thomsen & VADM Skinner

0920-1035

DoN National Competency Leads (15 minutes each)

- Program Management
- Systems Engineering
- T&E
- Logistics
- Contracting

Bill DeLigne
Ricardo Cabrera
Amy Markowich
CAPT Jerry Reid
Elliott Branch

1035-1045

BREAK

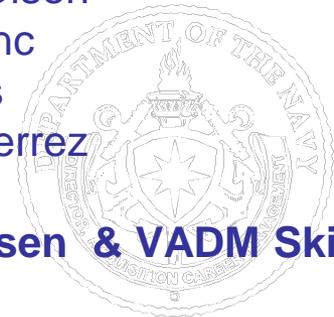
- BUS-FM
- BUS-CE
- S&T
- Facilities Engineering

BJ White-Olson
Wendy Kunc
Walt Jones
David Gutierrez

1145-1200

Wrap-up and Actions

Jim Thomsen & VADM Skinner



Honor - Courage - Commitment



Acquisition Competency Council Mission



To enhance the quality of the acquisition workforce (military and civilian) by attracting quality personnel, improving the skills and knowledge of the Acquisition Corps, and maintaining the very highest professional standards throughout the Acquisition Workforce

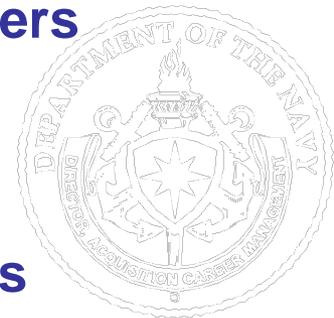




ACC Membership

- **Principal Civilian Deputy ASN (RDA)** **ACC Co-Chair**
- **Principal Military Deputy ASN(RDA)** **ACC Co-Chair**
- **DACM** **ACC Exec Secretary**

- **Chair, Navy Laboratory and Warfare Centers Competency Group**
- **DASN (Management and Budget)**
- **DASN (Acquisition & Logistics Management)**
- **ASN (RD&A) Chief Systems Engineer (CHSENG)**
- **Naval Facilities Engineering Command (NAVFAC) Chief Engineer**
- **Finance, Management & Comptroller (FM&C) DASN (CE)**
- **Acquisition Systems Command Total Force Managers**
- **Office of Naval Research (ONR)**
- **UARC Executive Agent—as needed**
- **Other DASNs-- invited on a rotational basis**
- **PEO and Deputy PEOs--invited on a rotational basis**



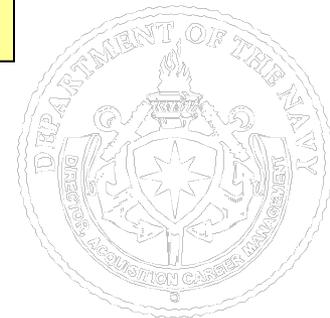


ACC Authority and Responsibility



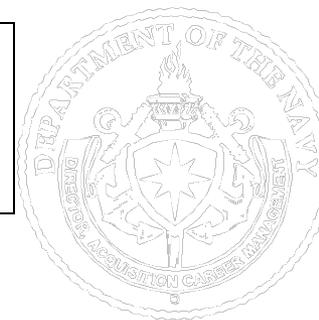
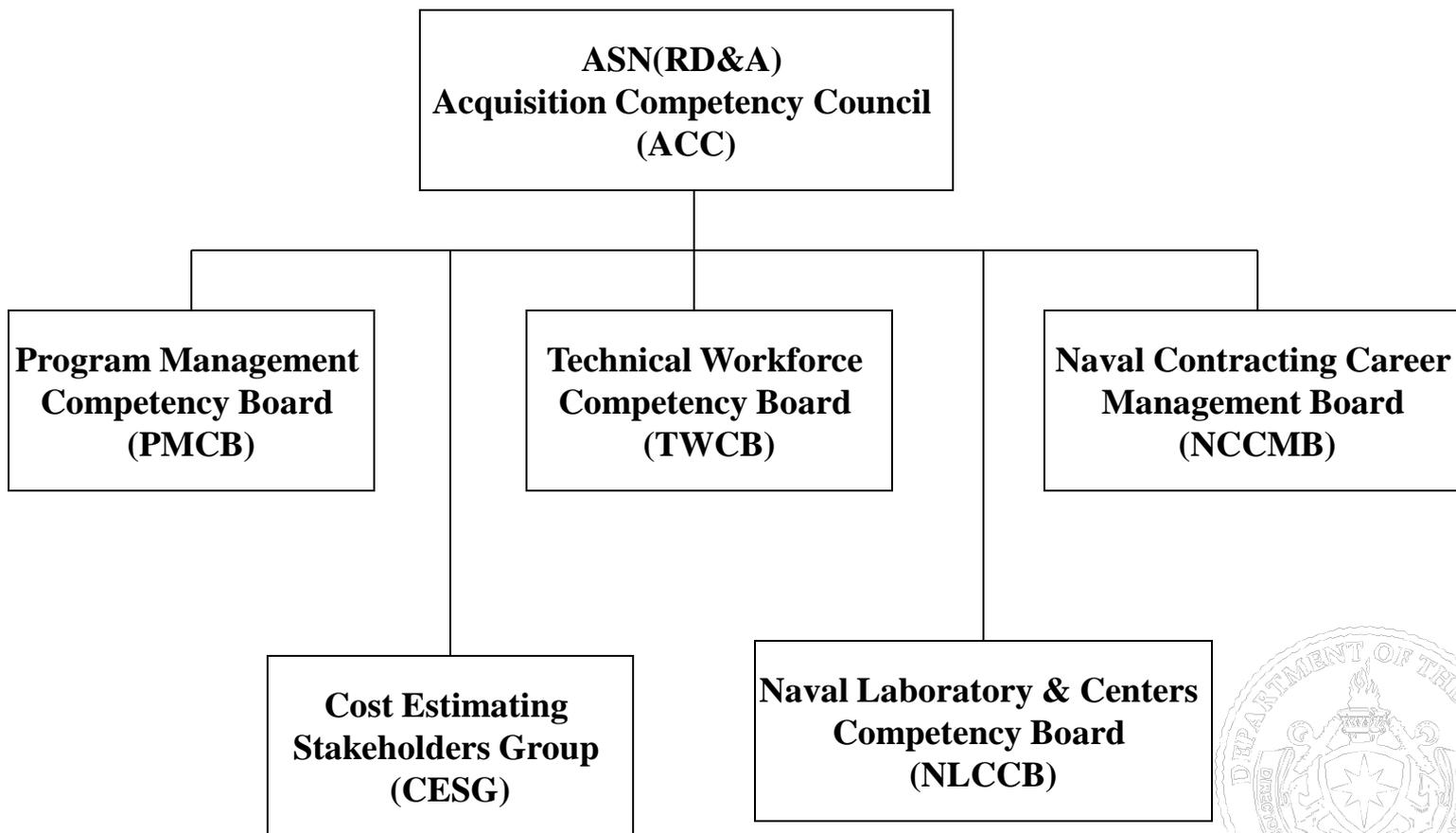
- **ACC is an advisory council to ASN(RDA)**
- **Responsibilities include:**
 - Recommend Naval Policy to ensure the acquisition workforce can meet acquisition and technical program requirements
 - For example--policies to professionalize competency
 - Advocate for acquisition and technical community competencies
 - For example--advocate for increases or decreases in competency size
 - Provide oversight to Navy Acquisition Enterprise competencies and capabilities
 - For example--advocate and voice for health and status of the competency
 - *Establish National DoN Competency Leads*
 - *Assign Competency Lead Responsibilities*
 - Promote acquisition professional development
 - For example--establish and publish competency career path
 - Validate adequacy of acquisition training and education
 - For example--advise DACM demand signal and concerns

**Today's
Goal**





Key Organizations and Relationships





Department of Defense Workforce



Acquisition Career Fields are Part of Larger DOD Functional Communities

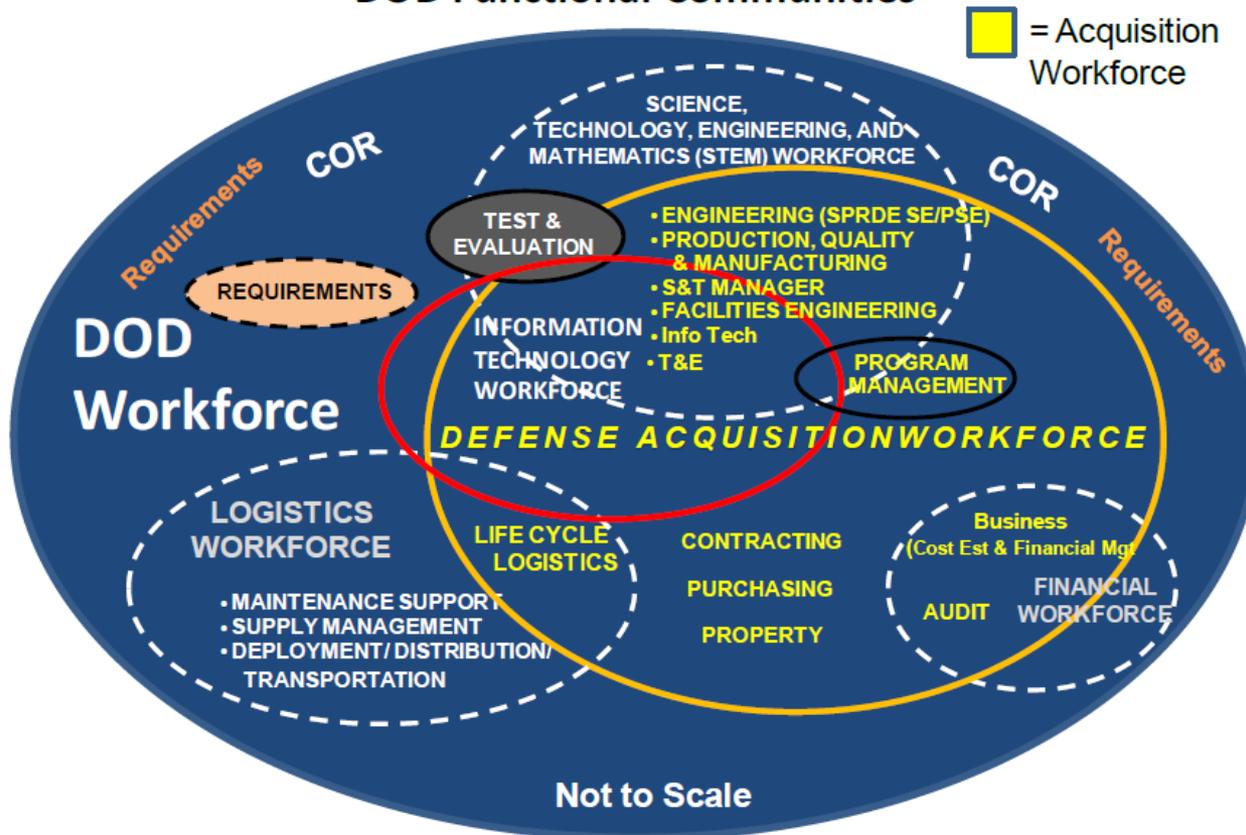
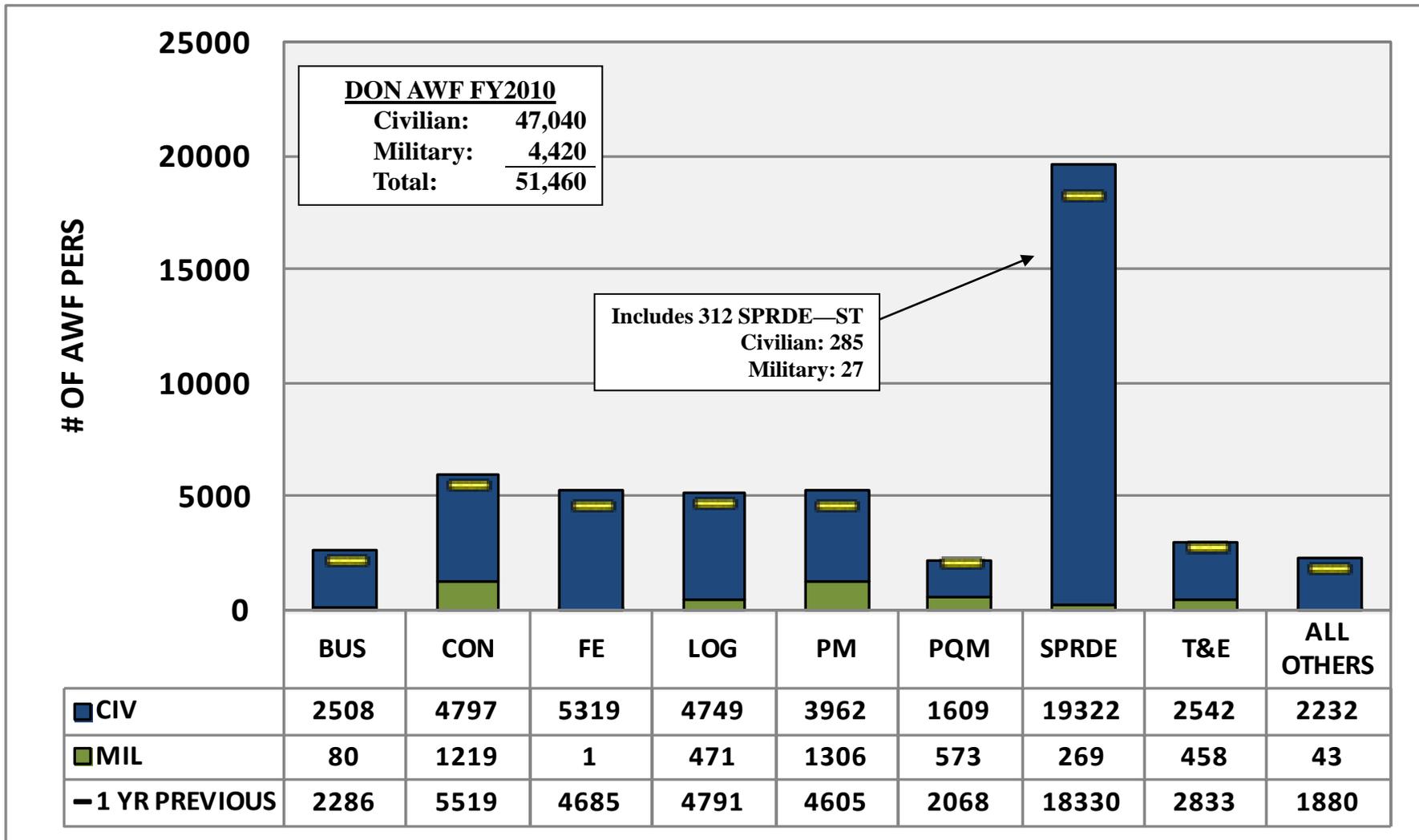


Figure A4-1. Some Defense Acquisition Career Fields are Part of Larger DOD Workforce Functional Communities (e.g., the Life Cycle Logistics Acquisition Career Field is part of the DOD Logistics community)



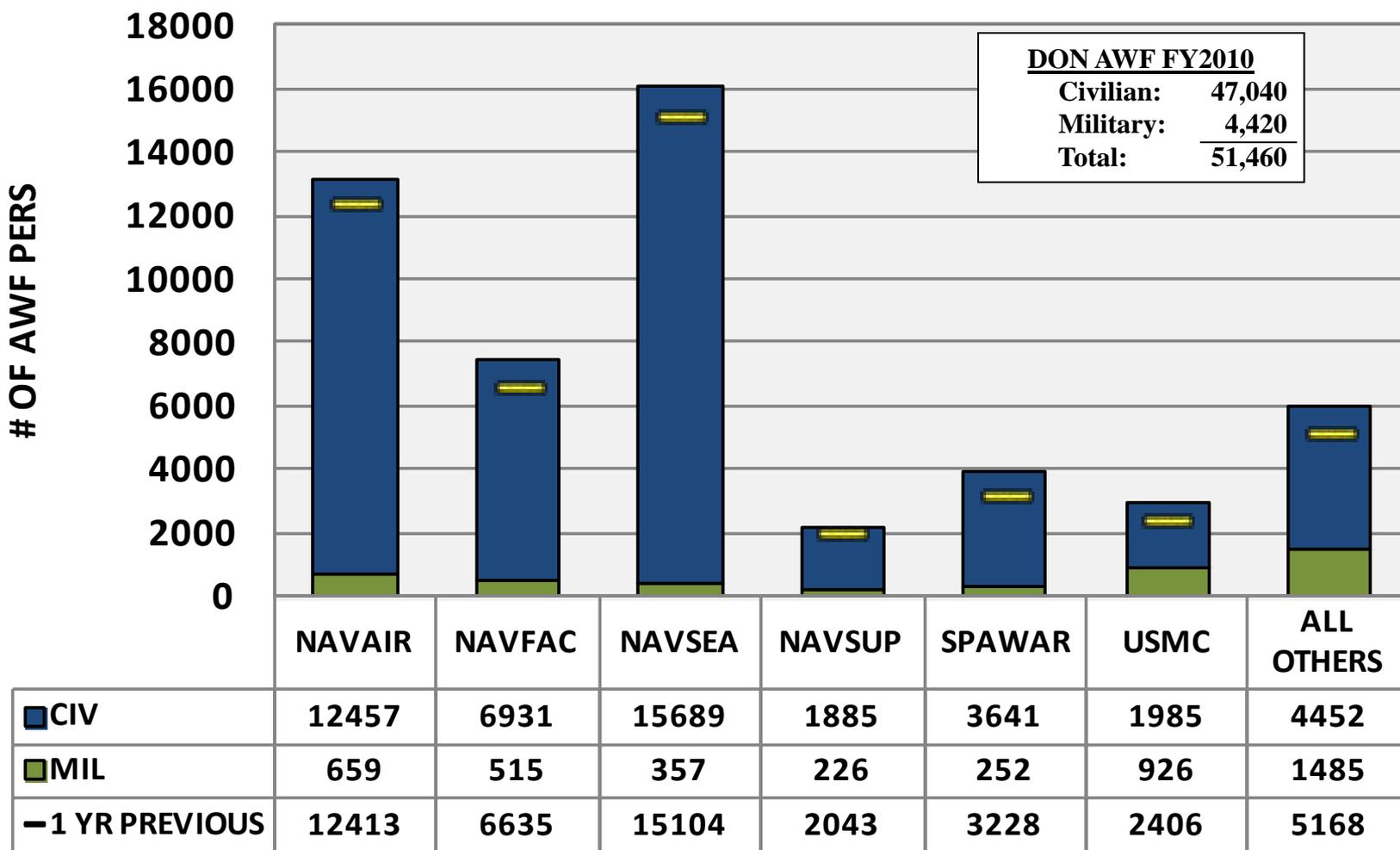


DoN Acquisition Workforce by Career Fields





DoN Acquisition Workforce by Command





Functional Integrated Product Teams (FIPTs)

- FIPTs were established in the early 1990s to support implementation of the Defense Acquisition Workforce Improvement Act (DAWIA).
- USD(AT&L) appoints DoD Functional Advisors (FAs) to serve as senior subject-matter experts for their respective functional areas. FAs charter FIPTs to provide advice and support.
- FIPT membership includes Component functional experts, DACM Office and DAU representatives, and others as needed. FA appoints a FIPT Chair.
- **Responsibilities**
 - Establish/maintain education, training, and experience requirements, including competencies and certification standards.
 - Establish/maintain Acquisition Position Category (Career Field) Descriptions.
 - Certify the content of DAU courses as current, technically accurate and consistent with DoD policies.
 - Facilitate collaboration among stakeholders for workforce-related initiatives in their functional area.
 - Ensure the DoD strategic human capital plans developed for career fields that are comprised of both acquisition and non-acquisition personnel are aligned with Defense Acquisition Workforce human capital planning policies and initiatives.



Functional Integrated Product Teams (FIPTs)



• Program Management

- Dave Ahern OSD/FA
- TBD USN Lead

• SPRDE-PSE/SE

- Stephen Welby OSD/FA
- Ricardo Cabrera USN Lead

• Test and Evaluation

- Edward Greer OSD/FA
- Amy Markowich USN Lead

• Life Cycle Logistics

- Randy Fowler OSD/FA
- CAPT Jerry Reid USN Lead

• Contracting

- Shay Assad OSD/FA
- Elliott Branch USN Lead

• Business-Financial Management

- Nancy Spruill OSD/FA
- BJ White-Olson USN Lead

• Business-Cost Estimating

- Nancy Spruill OSD/FA
- Wendy Kunc USN Lead

• Science and Technology

- Allen Shaffer OSD/FA
- Larry Schuette USN Lead

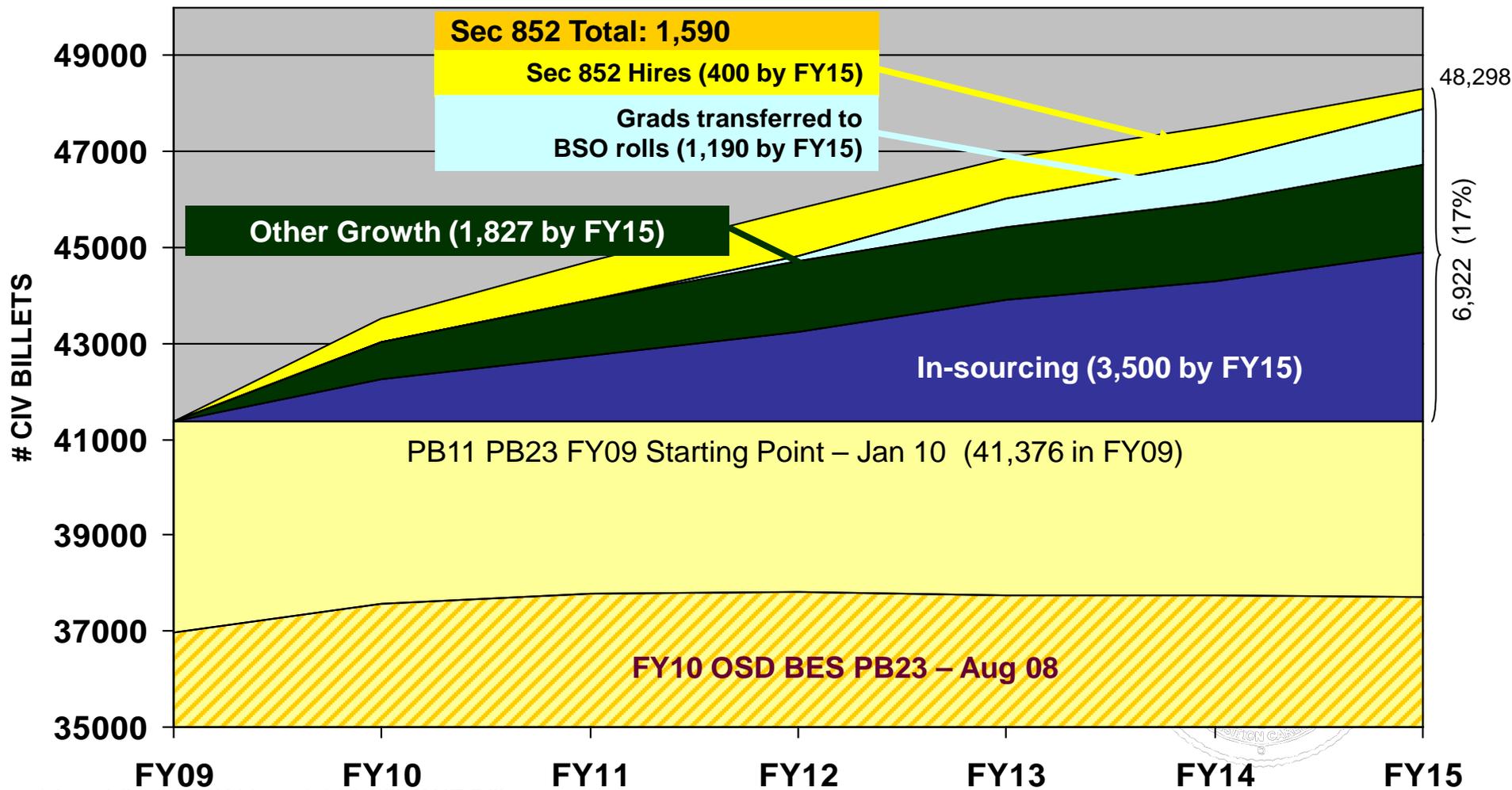
• Facilities Engineering

- Get W. Moy OSD/FA
- Ted Zagrobelny USN Lead





DoN Civilian Acquisition Workforce Growth Profile



* In addition, DON has 4,293 Mil AWF Billets



Section 852 Hires

Using Defense Acquisition Workforce Development Fund

Acquisition Career Field/Path/Other	FY10	FY10 Actual	FY11	FY11 To date	FY12	FY13	FY14	FY15	TOTAL	% of GROWTH
Auditors	0		0		0	0	0	0	0	0%
Business (Cost Estimating and Financial Mgt)	50	47	33	11	26	36	14	0	159	10%
Contracting	211	170	143	31	106	148	63	0	671	42%
Facilities Engineering	28	49	20	1	13	18	10	0	89	6%
Information Technology	0	7	0	2	0	0	0	0	0	0%
Life Cycle Logistics	89	83	60	12	44	64	25	0	282	18%
Production, Quality and Manufacturing	0		0		0	0	0	0	0	0%
Program Management	0	16	0	7	0	0	0	0	0	0%
Property	0	NA	0	NA	0	0	0	0	0	0%
Purchasing	0	NA	0	NA	0	0	0	0	0	0%
SPRDE (SE/PSE & S&T)	122	130	84	16	61	84	38	0	389	24%
Test & Evaluation	0	1	0	0	0	0	0	0	0	0%
Legal	0	NA	0	NA	0	0	0	0	0	0%
Other	0	NA	0	NA	0	0	0	0	0	0%
TOTAL Growth	500	503	340	80	250	350	150	0	1590	100%



In-Sourcing Hires

DOD Initiative

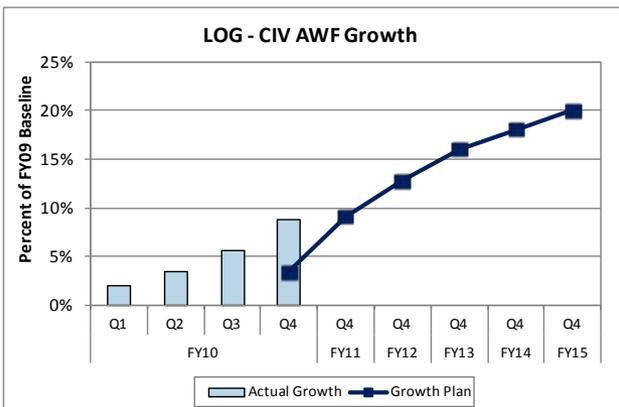
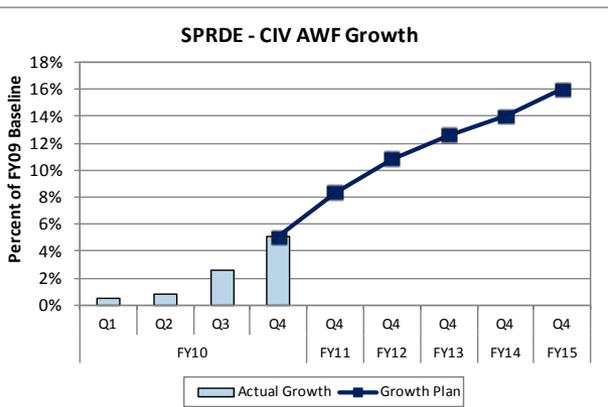
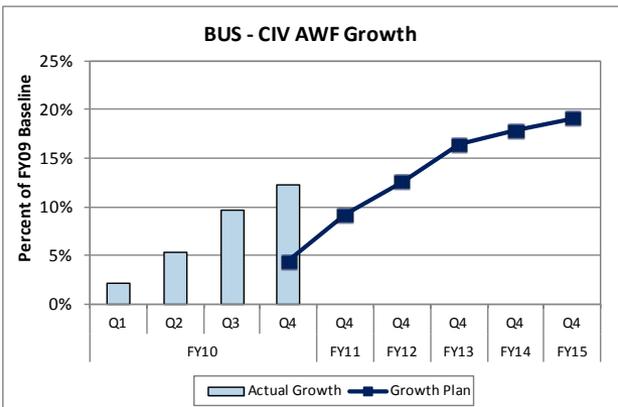
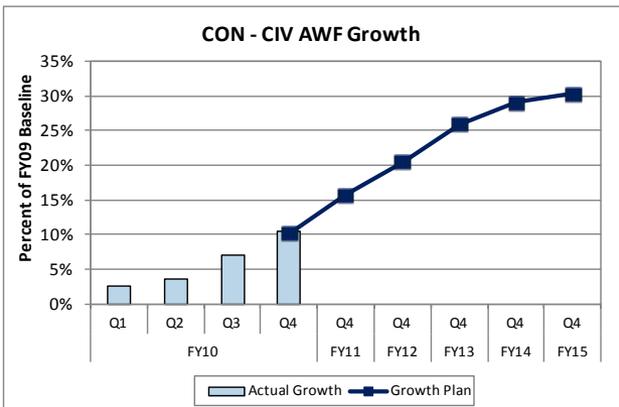
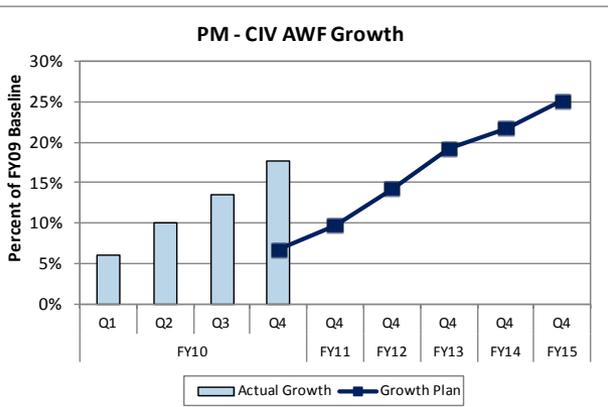


Acquisition Career Field/Path/Other	FY10	FY10 Actual	FY11	FY11 Actual (to date)	FY12	FY13	FY14	FY15	TOTAL	% of GROWT H
Auditors	0	0	0	0	0	0	0	0	0	0%
Business (Cost Estimating and Financial Mgt)	62	97	59	5	49	73	30	46	319	10%
Contracting	93	84	63	-5	44	44	25	28	297	10%
Facilities Engineering	0	34	0	4	0	0	0	0	0	0%
Information Technology	36	64	23	8	23	30	20	15	147	5%
Life Cycle Logistics	57	105	55	8	48	45	38	43	286	9%
Production, Quality and Manufacturing	11	11	16	0	8	31	17	24	107	3%
Program Management	138	190	118	21	143	166	61	108	734	24%
Property	0	0	0	0	0	0	0	0	0	0%
Purchasing	2	2	2	0	1	1	2	1	9	0%
SPRDE (SE/PSE & S&T)	363	151	205	8	132	178	109	154	1141	37%
Test & Evaluation	8	21	16	0	8	3	4	9	48	2%
Legal	0	0	0	0	0	0	0	0	0	0%
Other	0	1	0	0	0	0	0	0	0	0%
TOTAL Growth	770	760	557	49	456	571	306	428	3088	100%

Honor - Courage - Commitment



FY10 AWF Growth to Plan by Career Field



FY10 AWF Growth by Type

In-Sourcing: 759
 Section 852: 499
 Other: 2,124
 Total: 3,382



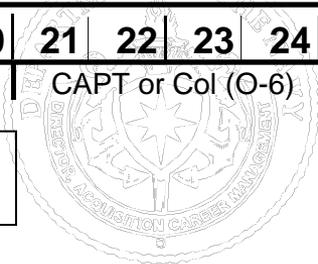
Navy Military Acquisition Career Paths



Years	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
CEC 5100	Co Cmdr Operational		Train/ Dev	FE & Acq Shore DH Tour			Staff FE Mgmt		Ops/XO Operational		FE & Acq Install Lvl (Indep)			Ops/CO Operational		Ops/XO Facilities Eng & Acq (Region)			CMD FE Acq & Des		Maj CMD FE & Acq	
AVIATION URL 1310/1320	1st Sea	Shore TPS-VX/ JPME / NPS		2nd Sea		Shore / Sea DH		Joint/OPNAV/ Maj Staff		Command XO/CO		ACAT I/II IPTL or DPM			MPM, Comp Lead, FRC CO DCMA CO, Test Wing CO							
AEDO 1510	1st Sea	Shore TPS-VX/ JPME / NPS		2nd Sea		IPTL, APMSE, FRC/DCMA Prod, VX DH/PC, TYCOM Class Desk			ACAT I/II DPM or IPTL, ACAT I APMSE FRC Prod. Off, O-5 DCMA CO, VX CO/CTP			MPM, Comp Lead, FRC CO DCMA CO, Test Wing CO										
AMDO 1520	Sea (CVN or L-boat AIMD) rotated with Shore (FRC, NATEC, TYCOM Class Desk, OPNAV, NAVAIR Staff or APML)							CVN AIMD/FRC O-5 CMD Equiv		ACAT I/II DPM, IPTL, or APML, O-5 Acq Shore Cmd, NAVAIR Staff			MPM, Comp Lead, FRC CO DCMA CO, Major Staff									
SWO URL 1110	Sea Eng/NAV/Weapon Dept Head (2 Tours)			Shore Tour		1st Acq Assignment		Ship XO/CO Fleet Up (Command)			2nd Acq Tour	ACAT III/IV PM		ACAT I/II/MPM								
SUB URL 1120	Sea Eng/NAV/Weap, Dept Head			Flt Spt TYCOM		Sea XO-SM		Shore FLT / TYCOM		Submarine Command		Post CMD	Acq or Program Office		Major Acq Program							
EDO (surf/sub) 1440	EDO Quals		Shore S/Y, SOS, Acq Ofc		Shore (NSY,SOS,PMS,Field, HQ Acq) Sea (CSO,ENG,RO)				Shore Ind Activity, DH SYSCOM, ASN/OPNAV			Maj Acq CMD MPM S/Y CDR, SOS CO										
Supply Corps 3100	2nd Op Tour / Supply Dept		Post grad Sch.		Acq SubSpec Development		Sea/Overseas or Joint Acq		CONUS Acq Staff		CDR Sea		CMD or Acq Staff	CMD or HSC Dep CDR								

Years	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
	LT or Capt (O-3)				LCDR or Major (O-4)						CDR or LCol (O-5)						CAPT or Col (O-6)				O-7	

	Acquisition Experience		Fleet Experience
--	-------------------------------	--	-------------------------





Intern Master Development Plans

Typical Contracting Intern 3 Year Training Pipeline:

Funded Master's Degree (Optional)		Funded Master's Degree (Optional)			Funded Master's Degree (Optional)	
DAWIA Level I Classes		DAWIA Level II Classes				
	Leadership Class	NAIP Conf	Internal Rotation	Technical Course	External Rotation	Senior Project
Competency Development		Competency Development			Competency Development	

Year 0

Year 1

Year 2

Year 3

- DAWIA level I certification achieved after year 1 and Level II achieved by program completion
- Significant oversight by Supervisors, Career Field Experts and Mentors/Coaches
- Program focuses on Breadth of Experiences toward development of full Acquisition Life Cycle understanding
- Exposure to Fleet/Warfighter





Redefining Acquisition Experience

As/Is Experience Guidelines

Statutory Requirements

- **ACAT I**
 - 8 years acquisition experience
 - Maximum 1 year of credit for education in acquisition
 - Minimum 2 years of PM experience
- **ACAT II**
 - 6 years acquisition experience
 - Maximum 1 year of credit for education in acquisition
- **PMT 401 & PMT 402** within 6 months of assuming position

DON Guidance

Acquisition Experience – What Counts

- **General Acquisition Experience** includes experience in any acquisition career field
- **Up to 18 months credit from XO/CO tour**

Proposed Experience Guidelines

Core Acquisition

- **50% (4 years) of required acquisition experience must qualify as “Core Acquisition”**
- **Acquisition designated positions in the following commands: PEOs, SYSCOMs, Developmental Test Commands, Warfare Centers, Contracting Field Activities, Supervisor of Ship Building**
- **Program Office experience is a subset of Core Acquisition experience**

Related Acquisition

- **Acquisition designated positions at all other commands not identified as “core”**
- **Non-acquisition designated positions that provide acquisition experience such as: OPNAV, OPTEVFOR, Operations Test Commands, Maintenance Commands, etc.**
 - Maximum credit is 50% of time in position
- **Up to 18 months credit from CO tour**
- **Maximum 1 year of credit for education in acquisition**



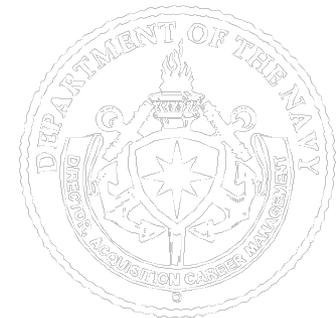
Summary

- **In FY2010 successfully published a DoN Acquisition Workforce Strategic Plan**
- **We have full support to grow and rebalance our Acquisition Workforce in light of budgetary cuts elsewhere in the Department**
 - Efforts to attract, recruit and hire new acquisition workforce members is underway
- **Need proactive steps to manage career development and the retention of the rebuilt workforce**





DoN National Competency Leads Briefings

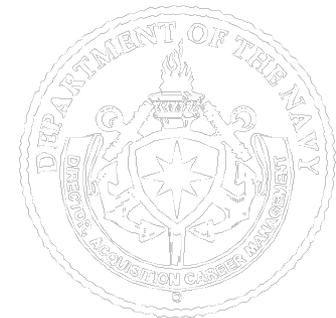


Honor - Courage - Commitment



DoN Program Management Competency Lead

Bill Deligne

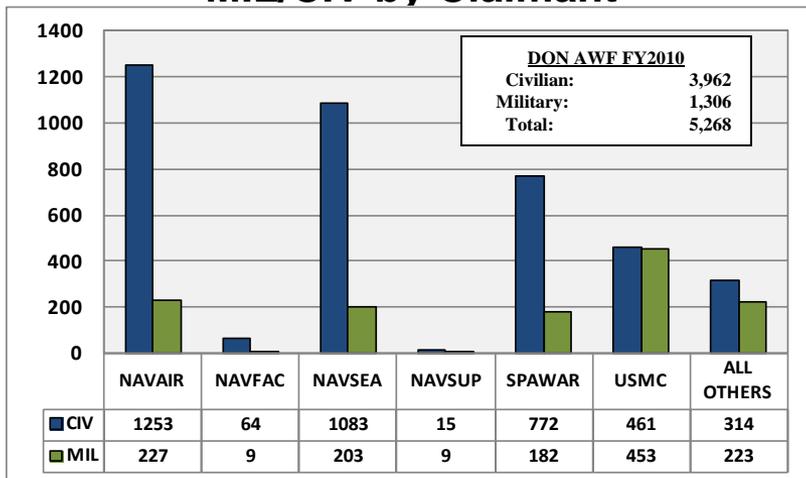


Honor - Courage - Commitment

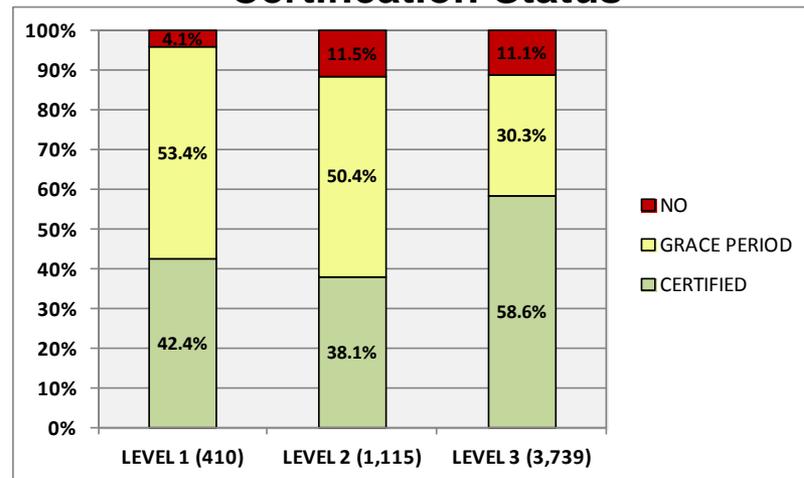


Program Management

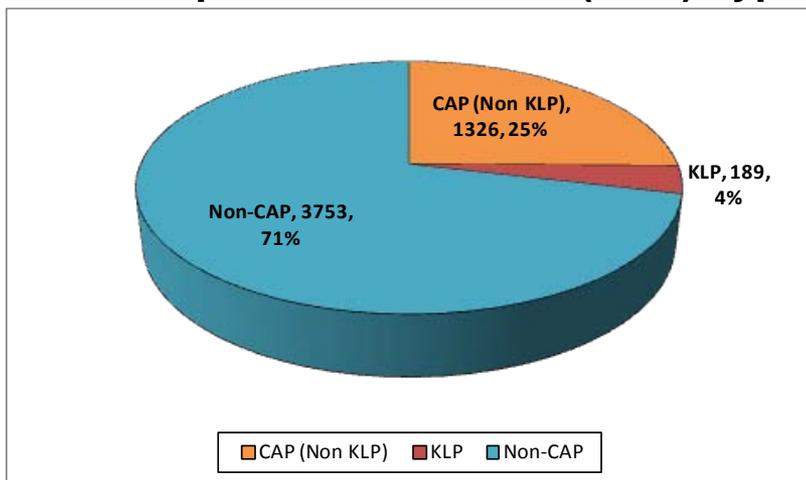
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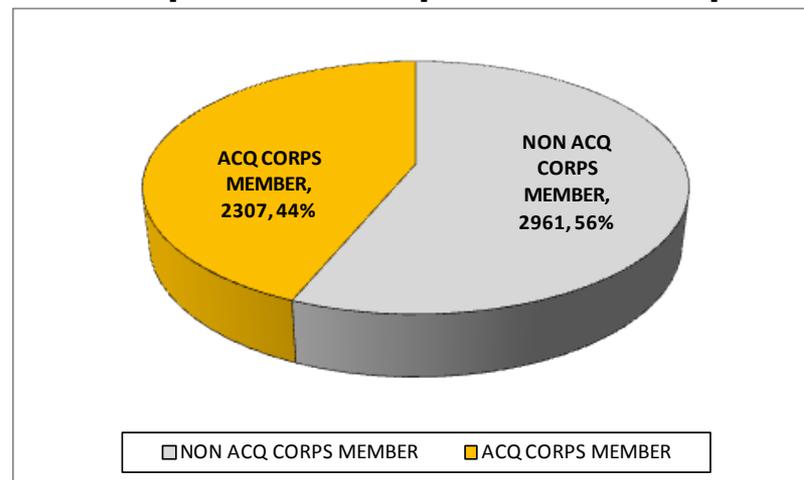
Certification Status



Critical Acquisition Positions (CAP) Type



Acquisition Corps membership

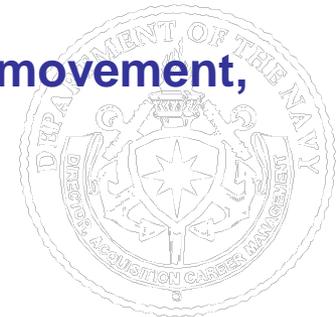




Program Management Lead Duties and Responsibilities



- **Providing Program Management competency perspectives and expertise to PDASN(RD&A) and the Naval Acquisition Competency Council (ACC) in addressing broader DoN acquisition initiatives**
 - DON Acquisition Workforce Strategic Plan (dated APR 2010)
- **Assessment of the status and health of the PM competency including metrics, skills/staffing gaps, and demographics**
- **Career Development, including skills, training, education, experience, and career progression**
- **Talent Management, including recruitment, incentives, movement, succession and pipeline**

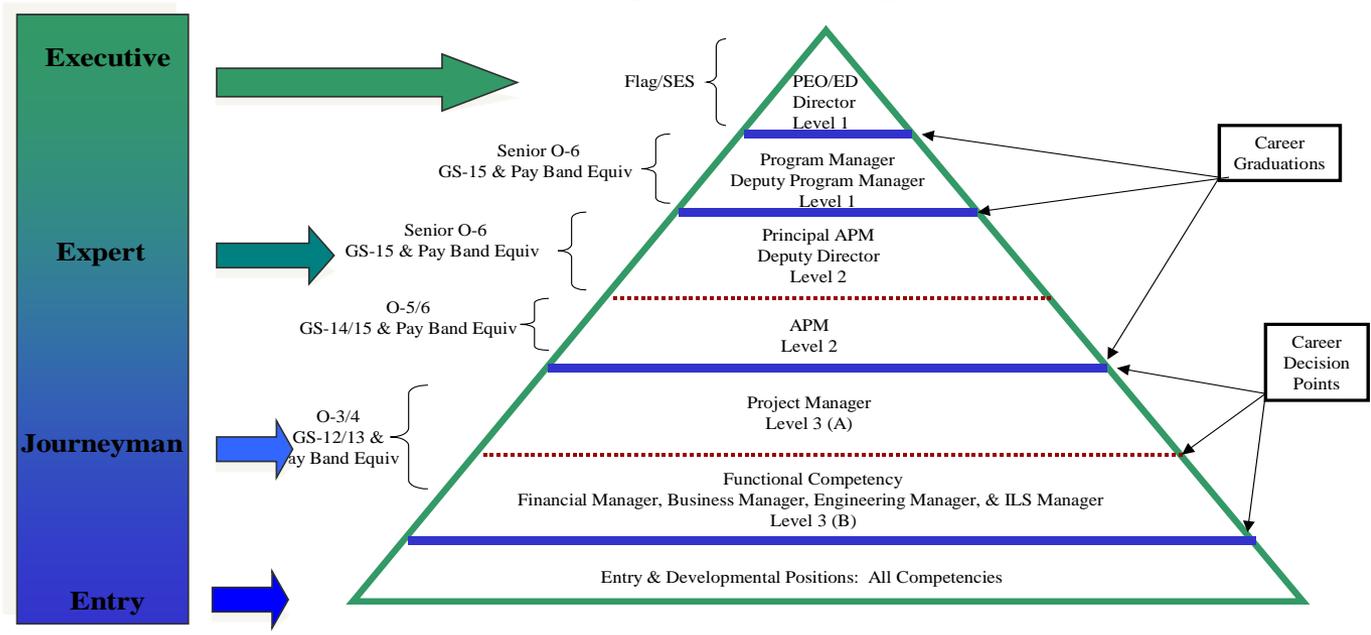




Program Management Typical Career Progression



Career Ladder and Tiering Structure Program Management





Program Management Focus Areas



- **DON Acquisition Workforce Strategic Objectives**
 - PM Career Path “Deep Dive” activities
 - PM Skills (i.e. KSAs) definition and assessment
 - Career “Roadmaps”
 - Refinement of Key Leadership Positions (KLPs)
 - Succession planning/pipeline
 - **Assess Current Status/Health of PM Competency**
 - Metrics
 - Skill/Staffing Gaps
 - Demographics
 - Staffing Benchmarks
 - Civilian/Military
 - **Interface with DAU**
 - Participation on DoD PM IPT
 - Evolution of “Core Plus” certification framework
 - **Shared collaboration and leveraging of best practices/lessons learned across SYSCOM communities**
-



Program Management Competency Summary



- **NAVAIR**
 - Functioning Competency with infrastructure
- **NAVSEA**
 - Functioning Competency with virtual infrastructure
- **SPAWAR**
 - Functioning Competency with infrastructure
- **MARCOR**
 - Functioning Competency with infrastructure

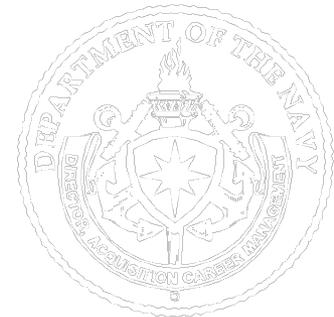
Varying operating constructs with similar functional framework and objectives





DoN Systems Engineering Competency Lead

Ricardo Cabrera
12 January 2011



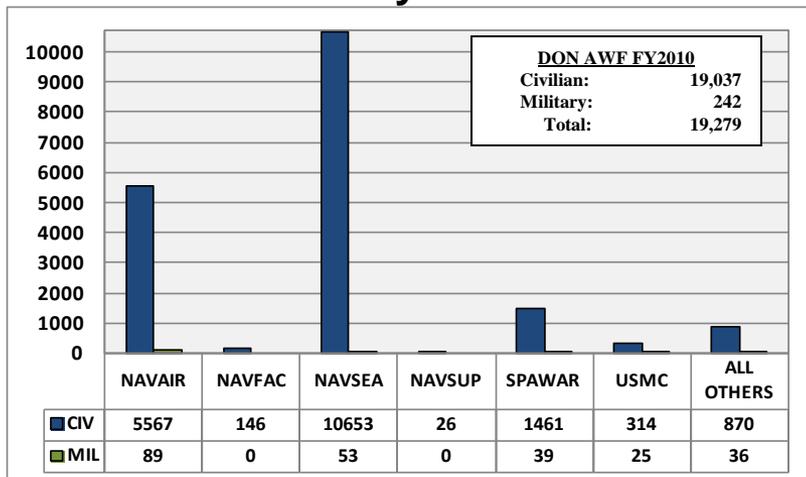
Honor - Courage - Commitment



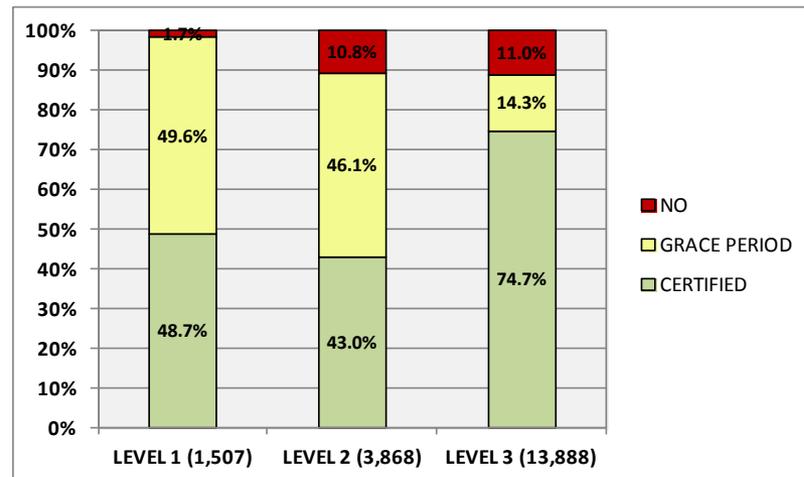
SPRDE – Program Systems Engineer (PSE)/Systems Engineer(SE)



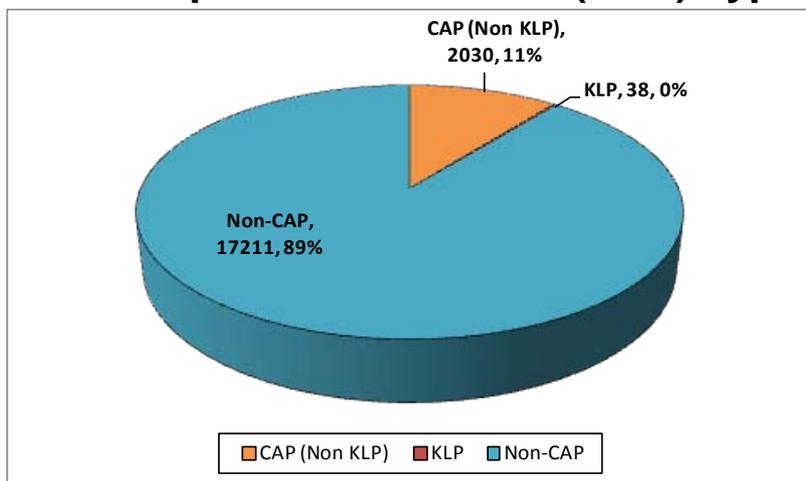
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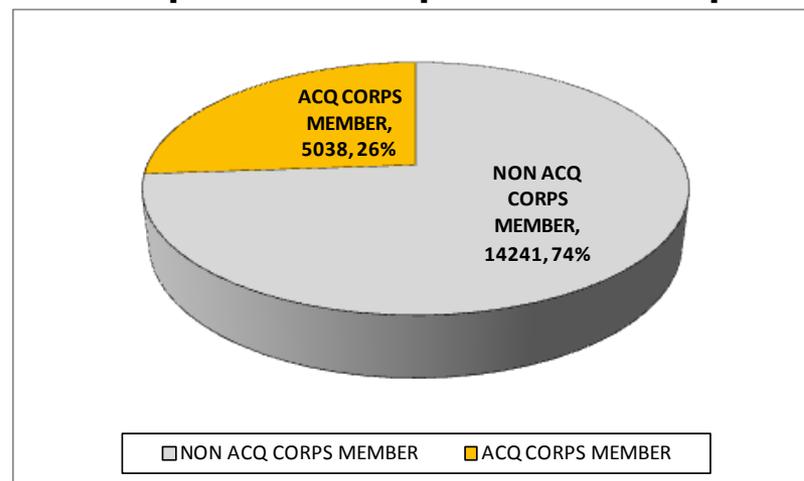
Certification status



Critical Acquisition Positions (CAP) Type



Acquisition Corps membership

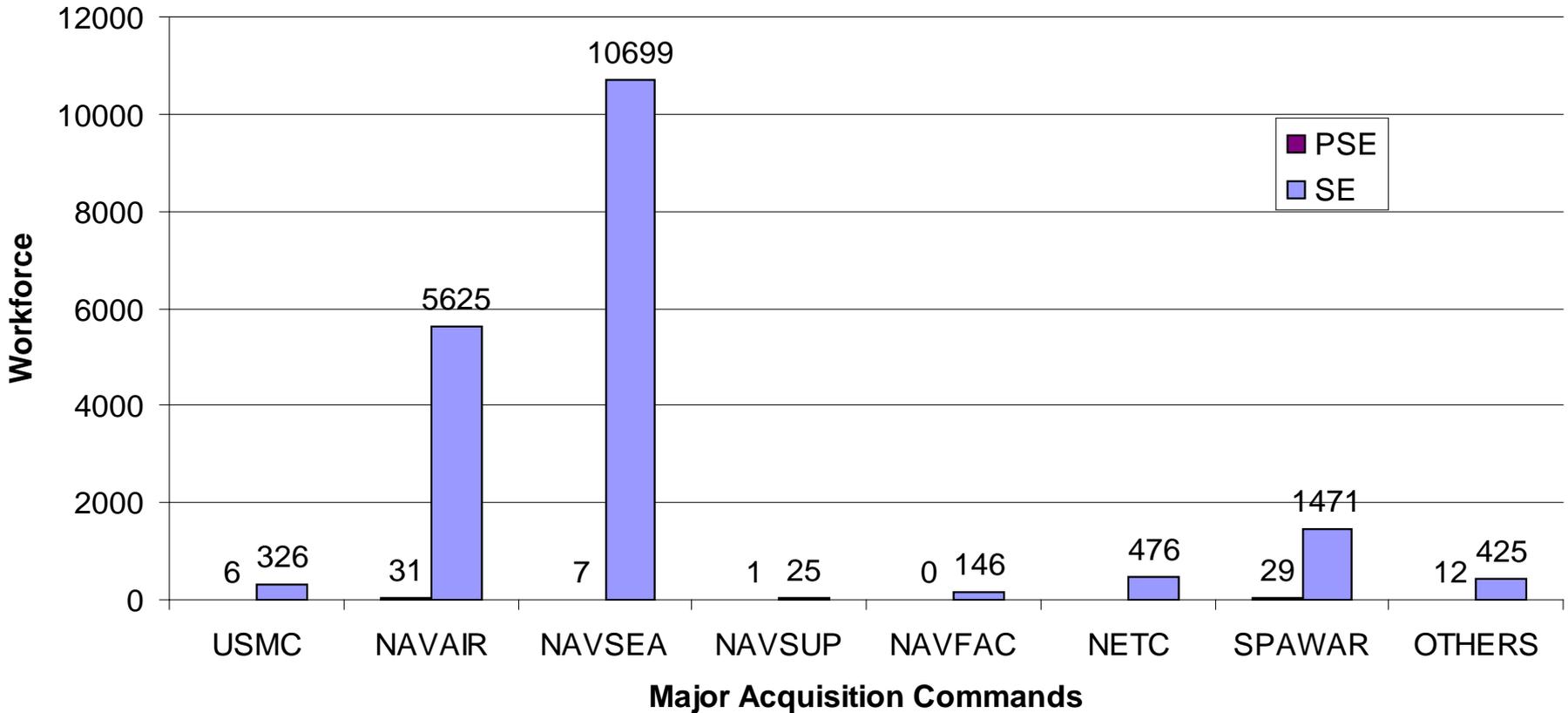




SPRDE – Program Systems Engineer (PSE)/Systems Engineer (SE)



Count of SPRDE (SE & PSE) AWF





ASN(RD&A) CHSENG Office

Governing Policies or Guidance

RD&A CHSENG Chartered Role:

Oversees the health of the Systems Engineering and Software Development workforce and recommends skill set management improvement to maximize the relevance and benefit to the Naval enterprise

SE Directorates

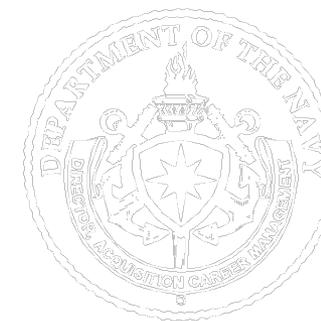
John Amy	EMALS Advisor
Helene Anderson	Systems Engineering
Anthony Devino	Net-Centric T&E Directorate
Ken Ives	Standards, Policies & Guidance
John Moore	Modeling & Simulation
Claudia Morgenrood	DoN Damage Assessment Mgmt
Sharon Parish	Human Resource Management
Stephen Schrobo	Metrics & Technical Assessments
James Woodford	Reliability & Maintainability Engr

SEHRM Primary Function

- Support CHSENG charter role and mission
- Identify and support the KSA required of an effective Naval SE in conjunction with SESG
- Serve as Executive Secretary of the ASN(RD&A) Technical Workforce Competency Board (TWCB)
- Manage activities of the NPS SEOC
- Represent CHSENG interest as the naval member on OSD SPRDE FIPT and Education Working Group (SATEWG)

Probability of Program Success (PoPS) v2.2

Manning Metric

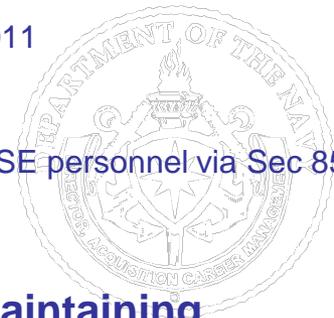




Systems Engineering Competency Lead Duties and Responsibilities



- **Promote collaboration among Naval SYSCOMS and PEOs**
 - Membership on Boards and Groups
 - Chair of Systems Engineering Competency Board (SECB) with membership from SYSCOMS
- **Oversee career development path for SE workforce (includes skills, training, education, experience, and career progression)**
 - Education Programs
 - Naval Postgraduate School Masters of Systems Engineering
 - Tuskegee University Masters of Systems Engineering (NAVSEA)
 - Acquisition Workforce Tuition Assistance Program (AWTAP)
 - Practical Training & Career Progression Opportunities
 - Naval Acquisition Development Program (NADP)
 - Naval Acquisition Intern Program (NAIP)
 - Naval Acquisition Associates Program (NAAP)
 - Brookings Executive Education – The Legis Congressional Fellowship
 - Federal Executive Institute – Leadership for a Democratic Society
 - ASN(RD&A) CHSENG Office NAIP External Rotation Opportunities
 - 2 NAIP Interns to support R&M Engineering Directorate in February 2011
- **Funding, billets, or other resources to manage**
 - ASN (RD&A) CHSENG Office funds 7 billets for NPS SE education for SYSCOMS SE personnel via Sec 852 Workforce Revitalization Funds
 - Fund support for K-12, Secondary, and Postgraduate education
- **Recommend continuous learning or CORE PLUS course for maintaining certification**





Systems Engineering Resources

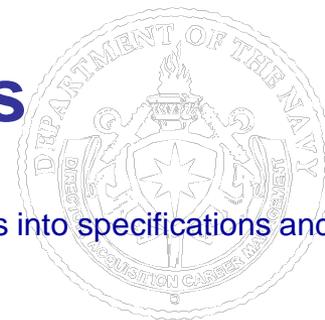
- **Boards, groups or venues used to manage competency:**

- Systems Engineering Advisory Board
- Systems Engineering Competency Board
- Systems Engineering Stakeholders Group
- Systems Engineering Oversight Council
- Systems Engineering Education Continuum
- SPRDE SE&PSE Functional Integrated Product Team

- **Requirements determination forums**

- Getting the Requirements Right

- Bolstering Systems Engineering processes that translate operational requirements into specifications and design
- Updating the Acquisition Governance Gate Review process





Systems Engineering Resources

- **Systems Engineering Advisory Board**

- Assess status and health of SE Competency
- Composed of Senior SE Personnel (SES/SL/ST) from SYSCOMS, PEO, DRPMs

- **Systems Engineering Stakeholders Group (SESG)**

- Systems Engineering Competency Board (SECB)
- Membership from SYSCOMS
- Coordinate the SE Competency across the DoN Acquisition Enterprise
- Technical Authority
- Naval SYSCOM Systems Engineering Policy (SEP) Guidance
 - Systems Engineering Technical Review (SETR) Handbook
- Topside Certification
- Total System Certification
- Aviation-Ship Integration

- **Systems Engineering Oversight Council (SEOC)**

- Membership from SYSCOMS and Naval Postgraduate School (NPS)
 - ASN (RD&A) CHSENG Office funds 7 billets for NPS SE education for SYSCOMS SE personnel via Sec 852 Workforce Revitalization Funds
 - SYSCOMS utilizing Sec 852 or Command Training resources to fund SE master's degree level education





Systems Engineering Resources

- **Systems Engineering Education Continuum (SEEC)**
 - Develop & implement strategies to integrate undergraduate and graduate SE educational continuum to support future needs
 - Develop a DoN Training, Education, Job Experience Continuum Strategy
 - Future Workforce (K-12)
 - Undergraduate
 - In-Service Workforce
- **SPRDE SE&PSE Functional Integrated Product Team (FIPT)**
 - Represent the DoN on career field and community issues
 - Membership from OSD and DAU
 - KSA development
 - Work with OSD to change SPRDE SE&PSE training requirements
 - Support development of SE Certification Framework
 - Codify a process to evaluate, select and certify Senior SEs (CHSENGs)
 - Including SE Career Road Maps
 - SPRDE SE&PSE Career Paths – Propose restructure and changes based on Competency Survey/Assessment
 - Survey is anonymous
 - DOD-wide assessment to update and validate defense acquisition workforce competency model
 - Acquisition SMEs provide information to update competency models
 - Competency Assessment to identify workforce capabilities and gaps
 - Air Force personnel completed survey
 - DON survey launch dates: 1st cohort – 3 January 2011, 2nd cohort – 10 January 2011
 - PESO Union #77 will not participate in survey (approximately 300 employees omitted)

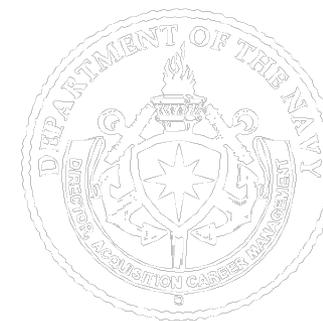




Systems Engineering Competency Assessment Survey



- **Results**
 - Skill Gaps: Overall and by Location
 - Impact on Delivery of Services
- **What will results be used for?**
 - Recruitment
 - Training
 - Deployment
 - Mentoring and Job Rotations
 - Succession Planning
 - Certification





Strengthening the Technical Acquisition Workforce Systems Engineer Development



Qualifications & Certifications

- Graduate Coursework
- SPDRE DAWiA Level I
- Technical Forums/Memos

1-5

New Hire

- Understand Navy Req & Systems
- Component Design
 - Hardware/Software Development
 - Design & Integration
 - Testing
 - Documentation
- Ship/Combat Sys/Weapon General Knowledge

Professional Development

1-5

- T&E At-Sea Support
- Junior Professional B&P

Leadership

Major Development Vectors for System Engineers

- **Masters in Engineering**
- Courses in Data & Signal Processing
- SPDRE DAWiA Level II
- Conference Presentations
- COR / Procurement Training
 - Certificate in ASW

5-10

Product/Subsystem Design

- System Analysis
 - Interface Definitions
- Technology Assessments
- System In-plant Integration & Test
 - Architecture Development
 - Prototyping
 - Proof of Concepts
- Specification Development
- Modeling & Simulation
- Compatibility, Survivability, Maintainability

5-10

- T&E Test Planning
 - Lean
- Fleet Assistant Program
- **Product Line Representative**
 - Design Team Member
- Communities of Practice
 - Innovation Cells
- Strategic Investment B&P
 - Tech Team IPTs
 - Virtual ILIR

- SE Standards & Processes, Program Management
- SPDRE DAWiA Level III Program Systems Engineer
- **Systems Engineering Professional Society Engagement**

10-12

T&E At-Sea Experience

- Fleet Interface
- Test Planning (Ship Reqs, Environmental Reqs, Scenario Generation, Test Metrics)
- Test Equipment Development
- On Board Test Equip Install
 - Test Execution (Data Recording, Log Generation, In Situ Test Mods)
- Quick Look Data Analysis
- Detailed Data Analysis (Reconstruction)
- TEMP, TECHEVAL, OPEVAL
 - Platform and Theater Analysis

10-12

- Community of Practice Leader
 - DIVNPT Field Team
 - OSD/Navy Rotational Assignments
 - Contract Evaluation
- Fleet/Sponsor engagement
 - Test Director
 - Line Management
- Program Management Support
 - ILIR

- **SPRDE DAWiA Level III Acquisition Management**
- Peer Review Publications
 - Technical Reports

12-15

Mid-size Product Responsibility

- Analysis of Alternatives
 - Risk Analysis
 - Schedules
 - ILS
- In-service Engineering
- Functional, Hardware, Software, Environmental Requirements
 - Functional Performance
 - External Interfaces
 - Integration and Test
- System Installation & Delivery
 - System Certification
- Program Management Support

12-15

- **ONR-Global Representative**
- Systems Eng Professional Workgroups
- Innovation Cell Facilitator
- Technical Review Leader
- Technology Research Leader
- **Acquisition Contract Leader**
 - TPM
- Professional Society Conference Chair
- Contract Officer Representative

Education & Training

- **Masters of Science in Systems Engineering (i.e. Naval Post-Graduate School)**
- PhD in Technical Specialty

15 +

Major Program Responsibility

- Planning
 - Cost
 - Schedule
 - Staffing
- Customer Interface
 - Strategic Program Planning
- Fleet Gap Requirements Analysis
 - Planning
 - Cost
 - Schedule
 - Staffing
- Customer Interface

Knowledge Areas & Engineering Experience

15 +

- **Cross-organization SE Process and Standards Development, Dissemination & Implementation**
- Strategic Planning for Research & Investments
 - Technical Warrant Holder
 - Department Chief Engineer

Assignments & Programmatic Experience



Strengthening the Technical Acquisition Workforce



SYSCOM SYSTEMS ENGINEERING CHIEF/LEAD TRAINING, QUALIFICATION & CERTIFICATION PROGRAM

ENTRY LEVEL

DOD
DAWIA CERTIFIED

SPRDE PSE
LEVEL I/II/III

EDUCATION

GRADUATE
SE
COURSES

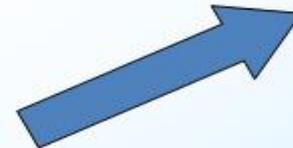
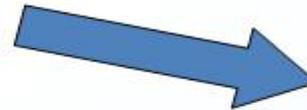
• MASTERS SE DESIRED



NAVY SE TRAINING

Navy SE & TECHNICAL
AUTHORITY Course
NAVAL SE Guide
ECPs FOR ENGINEERS
COURSE
LEADERSHIP 10-15HRS
COMMUNICATION SKILLS
SEP DEVELOPMENT
NSERC TOOLS
SYSCOM UNIQUE

PERFORMANCE



SYSCOMs
TWHs
CERTIFY

SYSCOM
CHIEF / LEAD
SYSTEMS
ENGINEER

- DEMONSTRATED ABILITY TO IMPLEMENT & EXECUTE SYSCOM SE PROCESS & POLICY
- TECHNICAL EXPERIENCE 8-10 YEARS

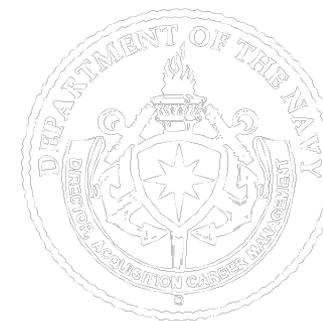
Career Roadmap, Training and Appointment



Systems Engineering Weaknesses, Issues and Concerns



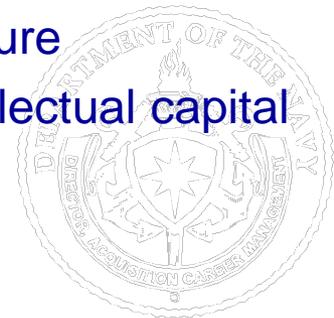
- **Interim Guidance on termination of Federal Career Intern Program (FCIP)**
 - NAIP hiring is being put on indefinite hold
 - NACC is proactively working with OCHR on the expanded use of the Expedited Hiring Authority (EHA) and the Pathways Program
 - Upside: Can still use the NAIP program to hire our Veterans
- **“Counting the Noses”**
 - What are we counting?
 - Goal to identify the “true number” of S&Es in Acquisition positions
- **Growth plan/sustainment**
 - Funding or expedited hiring programs for DON Training, Education, Job Experience Continuum Strategy
 - Future Workforce (K-12)
 - Undergraduate
 - In-Service Workforce
- **DAU Class offerings (sufficiency, depth, # of offerings)**
 - Milestone specific class for new assignments
 - Acquisition Refresher Course every 5 years (online)
 - SPRDE Competency Assessment Survey Results
- **Certification standards (I, II, III)**
 - Level IV Certification for senior level personnel (proposed)





Summary

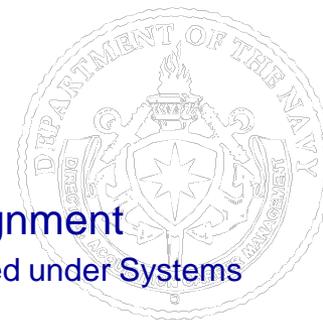
- **We have been executing within our focus areas in advance of the WSARA enactment.**
 - Systems Engineering at the Mission Level
 - Making progress in mission level engineering with the establishment of the Mission Area Chief Engineers (MACEs).
 - Using Technical Authorities to provide risk-based options to programmatic authorities via the Systems Engineering Technical Review (SETR) process.
 - Growing a Competent Technical Workforce
 - Our educational initiatives are invigorating our technical workforce and strengthening our competitive posture
 - Continuing to attract, hire and retain required intellectual capital





Summary (cont.)

- **Execution of our top priorities is essential to the continued progress in our focus areas.**
 - **Getting the Requirements Right**
 - Bolstering Systems Engineering processes that translate operational requirements into specifications and design
 - Updating the Acquisition Governance Gate Review process
 - **Implementing Prototyping**
 - RDA CHSENG Prototyping Working Group Developing Handbook to guide Systems Engineers and Program Managers
 - **Strengthening the Technical Acquisition Workforce**
 - Reinforcing the DON Naval Systems Engineering Qualification, Training and Designation
 - Establishing policy to evaluate, select and certify key technical positions
 - **Investigating Workforce Planning Tools**
 - Establishing consistent and accurate mean of accounting the technical workforce.
 - Investigating technical workforce predictive model
 - **Strengthening System Engineering Educational Continuum Alignment**
 - Systems Engineering Educational Continuum (SEEC) working group established under Systems Engineering Stakeholders Group (SESG).

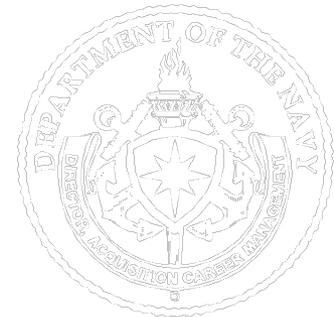




ACC Meeting



QUESTIONS?

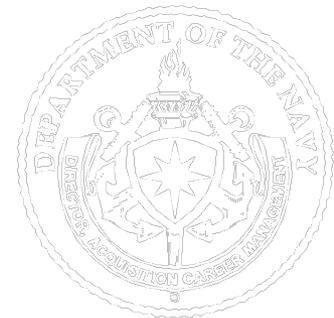




DON Test and Evaluation (T&E) Competency Lead

Amy Markowich
Deputy DON T&E Executive
ASN(RD&A) T&E / N091

12 Jan 2011



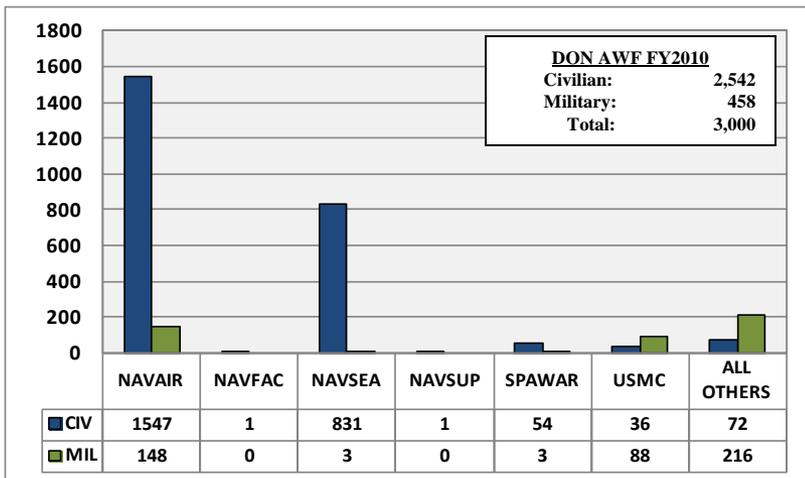
Honor - Courage - Commitment



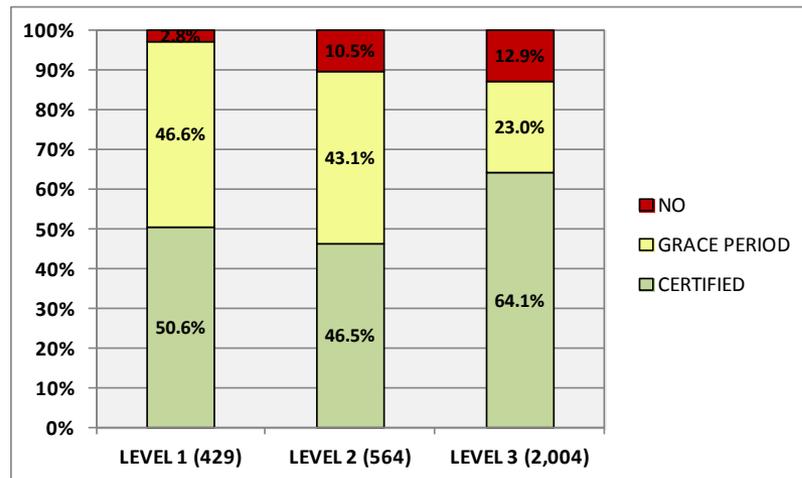
Test & Evaluation (T&E) Snapshot



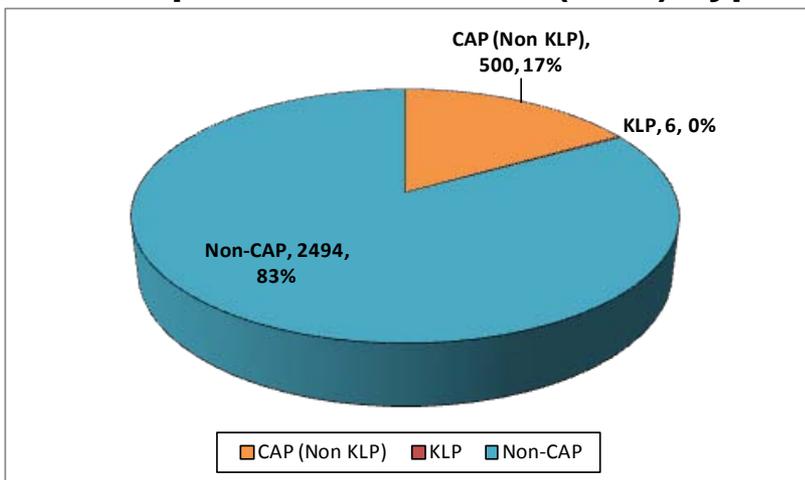
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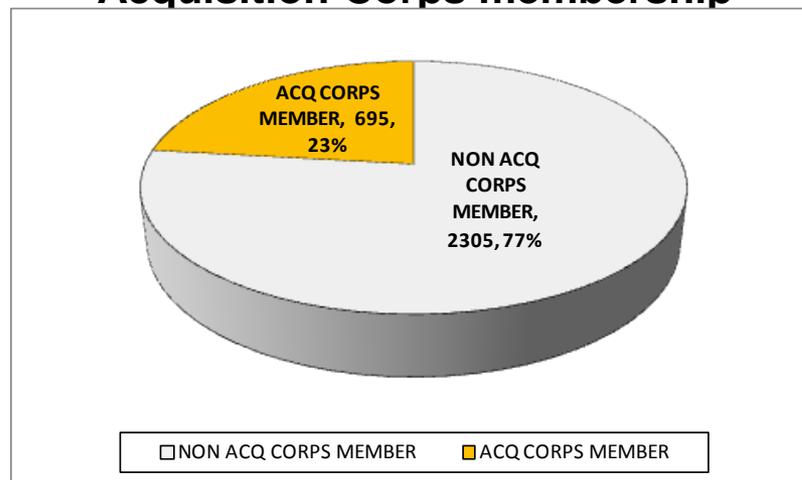
Certification status



Critical Acquisition Positions (CAP) Type



Acquisition Corps membership





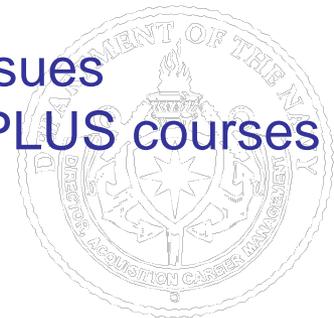
T&E Lead

Duties and Responsibilities



- **Deputy DON T&E Executive**

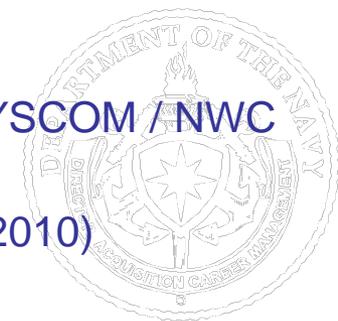
- Dual role as ASN(RD&A) T&E and CNO N091C
- Develop/approve T&E policy
- Engage senior acquisition and T&E stakeholders on top level issues
- Chair the T&E Enterprise Improvement Process (TEIP)
- Oversee career development path for T&E workforce
 - Advise on skills, training, education, experience and career progression
- Assess status and health of T&E Competency
- Promote T&E collaboration for SYSCOMs and PEOs
- Report on T&E Workforce to DDT&E OUSD
- Represent DON on T&E career and community issues
- Recommend DAU continuous learning or CORE PLUS courses for T&E certification
 - Also includes in-house developmental training courses





T&E Highlights

- **DON T&E Enterprise Improvement Process (TEIP) implemented in 2010 with positive results:**
 - Workforce
 - Defined Workforce competency best practices
 - SYSCOM Communities of Practice (MCSC, NAVSEA) and T&E Competencies (NAVAIR, SPAWAR)
 - Expanded T&E University / Academy
 - Infrastructure
 - Review and restructure study of Reliance Process
 - Improved budget and workforce data for Navy MRTFB and NWCFC facilities
 - Policy
 - Gate Reviews (PoPS 2) with enhanced T&E criteria
 - DON T&E policy guidance (e.g. LFT&E) to programs
 - Reliability Growth Working Group with RDA CHSENG / SYSCOM / NWC
 - Communications
 - T&E Workforce Competency Working Group Offsite (Jan 2010)
 - DON T&E Summit (Oct 2010)
 - DON Enterprise T&E website launched



T&E Workforce Size is Adequate Across DON



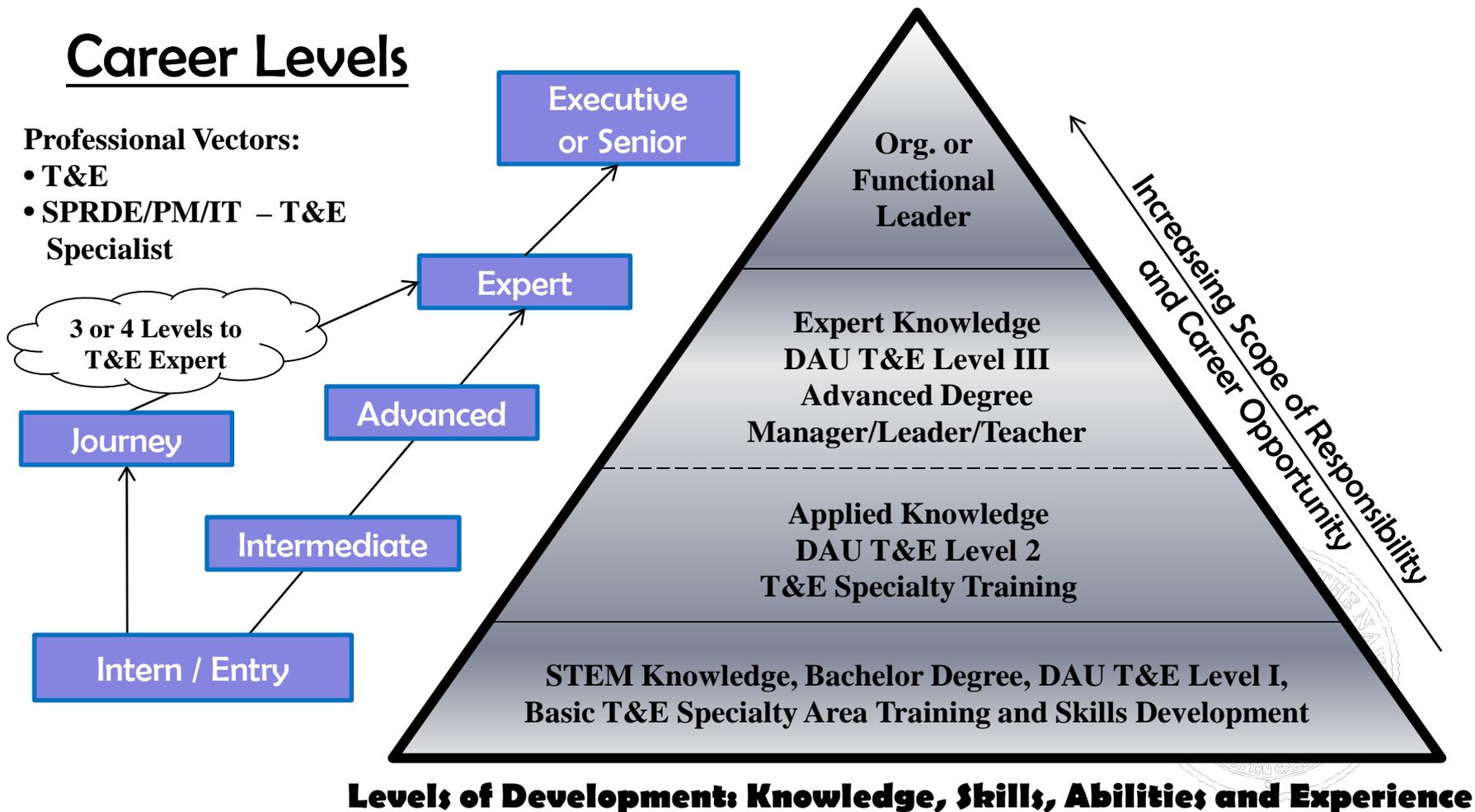
T&E

Typical Civilian Career Path

Career Levels

Professional Vectors:

- T&E
- SPRDE/PM/IT – T&E Specialist



Career Training and Development Through the IDP



T&E Weaknesses, Issues and Concerns



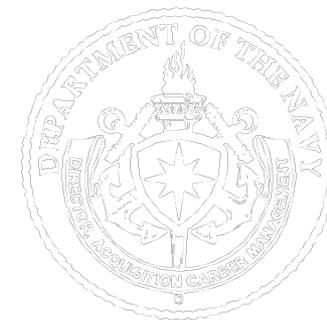
- **Need to strengthen T&E competency in NAVSEA and MCSC**
 - Competency improvements needed within System Engineering groups
 - Need more efficient implementation of lessons learned and best practices
- **T&E FIPT has proposed T&E certification change requiring a technical bachelor degree**
 - Non-concur, rationale for this change has not been provided
 - The change would impact key test personnel (e.g. test pilots)
- **Basic T&E training for technicians and contractors**
 - Will be implementing a training initiative in 2011 to improve basic training
- **Suspension on acquisition billet re-designations has potential to impact T&E personnel increases in FY11**
 - Continued growth and re-designations in T&E needed





Other Topics

- **Develop a holistic approach for coding & certifying T&E workforce**
 - Large number of SPRDE/PM personnel leading T&E efforts on programs
 - Key Leadership Positions (KLPs) for Program Lead T&E need to be T&E coded
 - Guidance policy needed for SYSCOM/PEO/WCs personnel in these roles
- **Supporting OSD T&E improvements to DAWIA training**
- **Foresee continuing requirement to report health of T&E workforce to OSD**
 - Navy developing T&E scorecard to include workforce





DON National Acquisition Logistics Competency Lead Briefing

12 January 2011

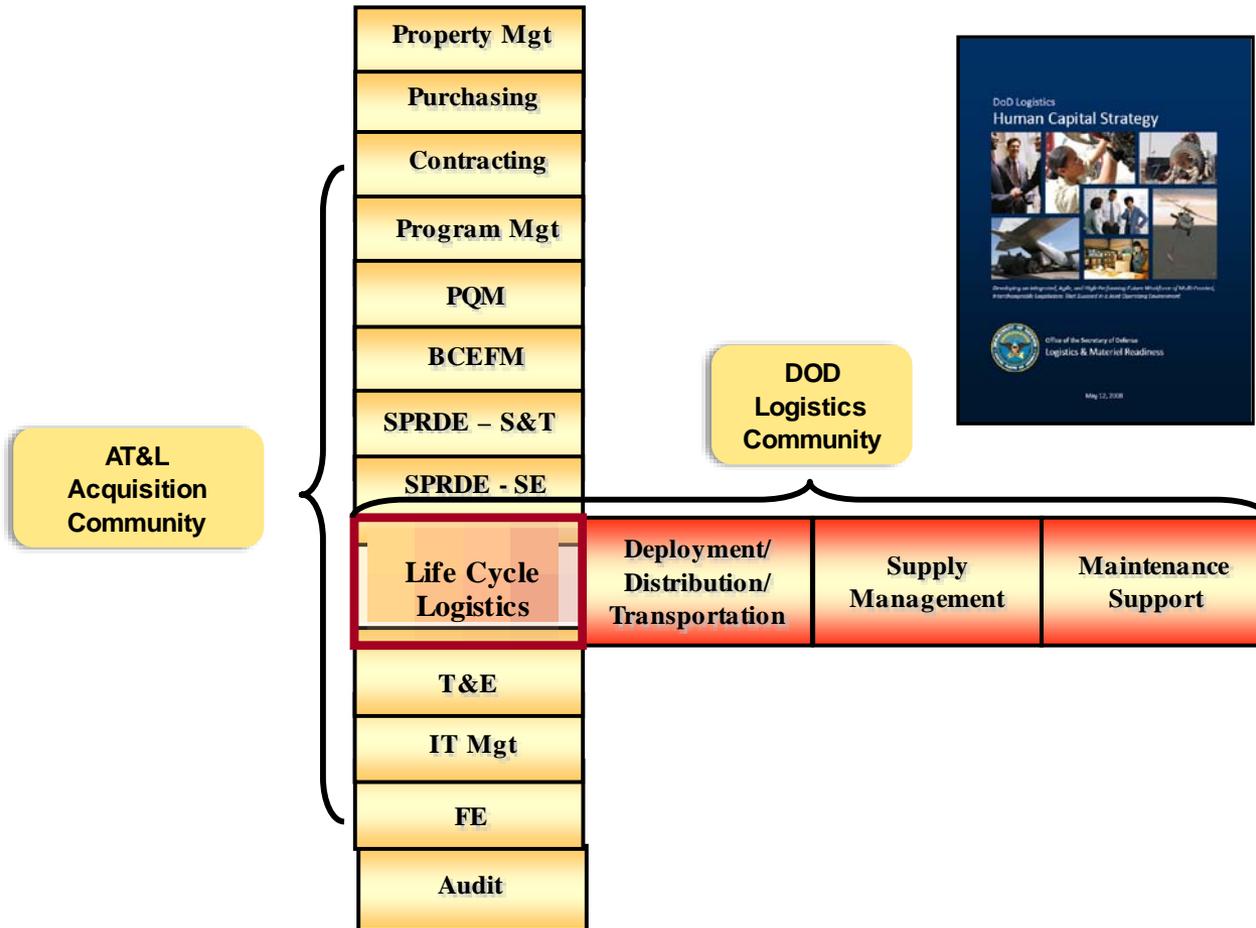


CAPT Jerry Reid
ASN RDA (DASN A&LM)
Director – Logistics Division

Honor - Courage - Commitment



Acquisition Logistics (Life Cycle Logistics) Community Involvement

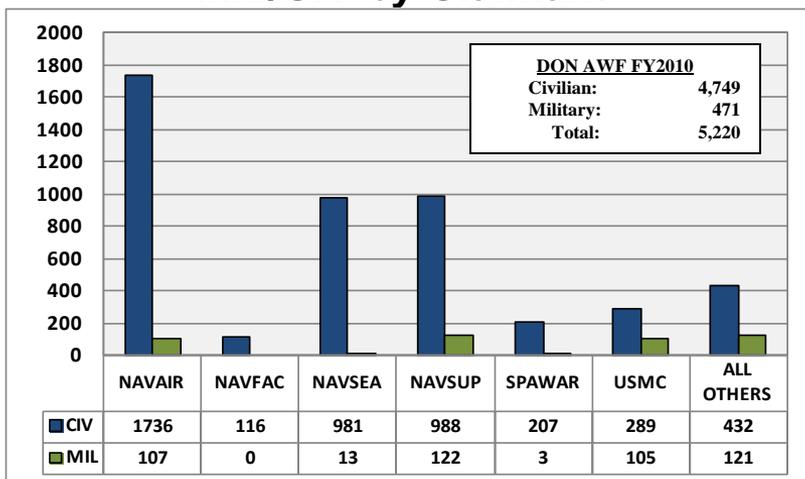




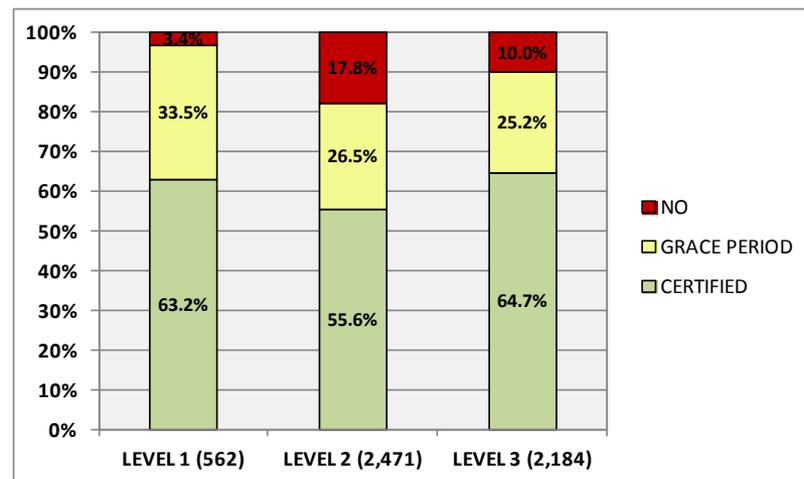
Acquisition Life Cycle Logistics



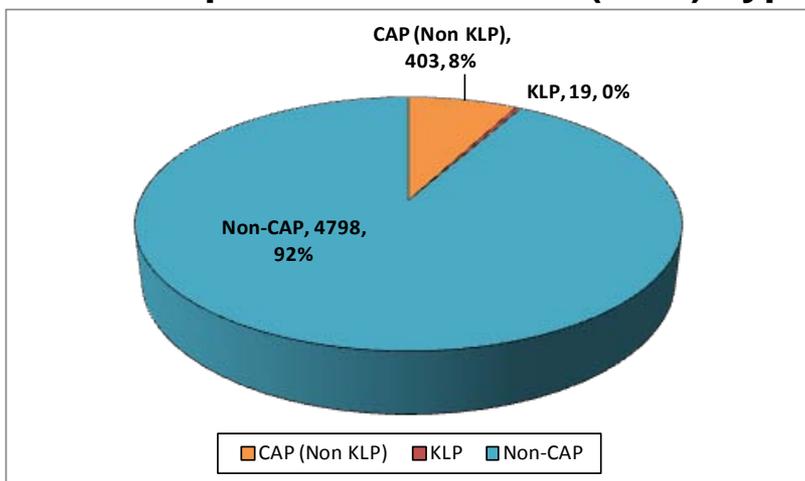
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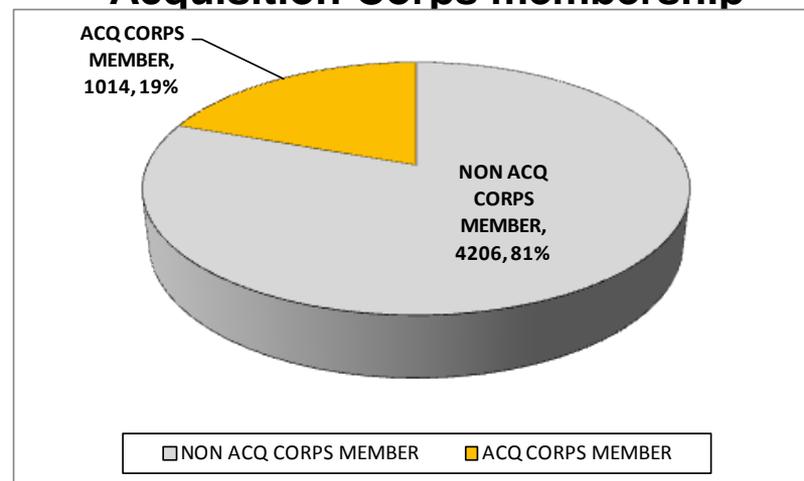
Certification status



Critical Acquisition Positions (CAP) Type



Acquisition Corps membership





Acquisition Life Cycle Logistics Lead Duties and Responsibilities



- **Represent the DON Acquisition Life Cycle Logistics (LCL) workforce within the OSD LCL community and within the DON Logistics functional community**
 - LCL DAWIA career field is 2% of the broader DOD Logistics community
- **Oversee career development path for Acquisition Logistics workforce (includes skills, training, education, experience, and career progression).**
 - Utilize existing OSD LOG FIPT and other appropriate DON Logistics Forums
- **Assess status and health of the DON Acquisition Life Cycle Logistics Competency**
- **Promote collaboration among Naval SYSCOMs and PEOs**
 - Advocate for Acquisition LCL within Navy & USMC Logistics Communities
 - Member of the DON Logistics Leaders Forum that addresses a broad range of logistics issues
 - OPNAV N4; HQMC I&L; DASN A&LM; NAVAIR; NAVSEA; SPAWAR; NAVSUP; FFC N4





Acquisition Life Cycle Logistics Weaknesses, Issues and Concerns



- **DAU Class offerings (sufficiency, depth, # of offerings)**
 - DLA increase 2010-2016 potential impact to pipeline at DAU addressed by Life Cycle Log FIPT
- **Product Support Manager (PSM) Key Leadership Position (KLP)**
 - Supporting the DACM on the PSM KLP data call
 - “...selected positions assigned to MDAP and MAIS programs are performed by a properly qualified member of the Armed Forces or full-time employee of the DOD...”
 - Review for consistency in designation among the PEO/SYSCOMs
 - Determine if clarifying guidance is needed
- **Requirements determination**
 - Performed at the PEO/SYSCOM level
- **Growth plan/sustainment**
 - PEO/SYSCOM existing methods include:
 - Naval Acquisition Intern Program, Logistics Interns
 - Federal Career Intern Program (FCIP) hiring/recruitment authority impacts
 - Section 852 Hires
 - In-sourcing as appropriate
- **Conflicting/redundant boards, forums or guidance**
 - None



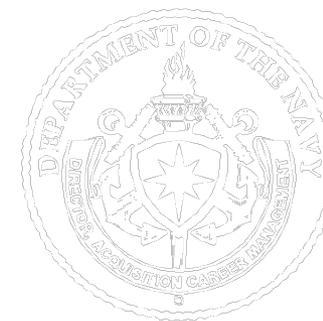


Acquisition Life Cycle Logistics

Other topics



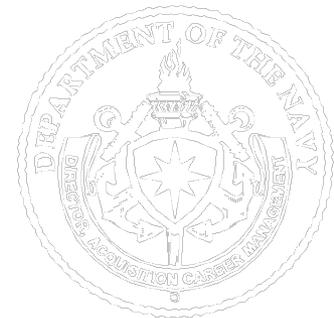
- **Navy and Marine Corps is developing a Civilian Logistics Human Capital Strategy in alignment with the DOD Logistics Human Capital Strategy**
 - DASN A&LM participates as the Acquisition Life Cycle Logistics advocate





DoN Contracting Community Competency Lead

Elliott B. Branch



Honor - Courage - Commitment



DoN Contracting Community



 DoN Acquisition Workforce
Strategic Plan
August 2010



DoN Contracting
Community

- Auditing
- Program Management
- BCE/BFN
- Facilities Engineering
- Information Technology
- Life Cycle Logistics
- PQM
- SPRDE - S&T
- SPRDE - SE
- Test & Evaluation
- Contracting
- Ind Property Management
- Purchasing

DAWIA Acquisition
Community

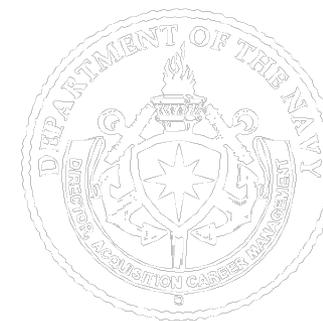
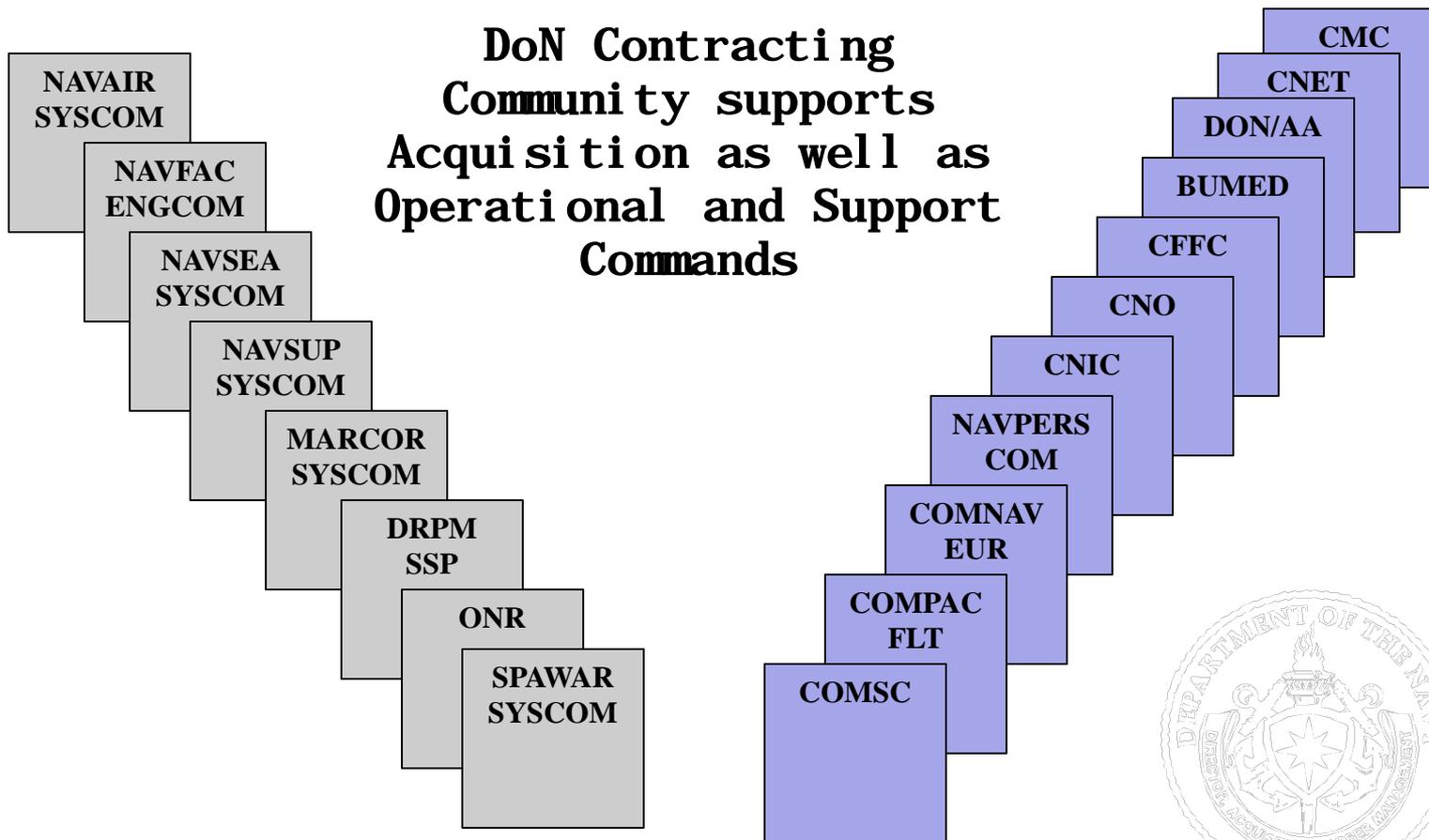




DoN Contracting Community Customers



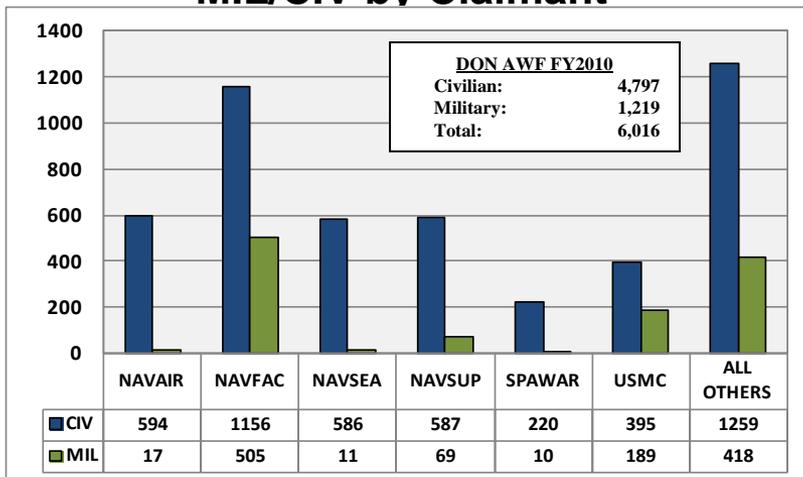
**DoN Contracting
Community supports
Acquisition as well as
Operational and Support
Commands**



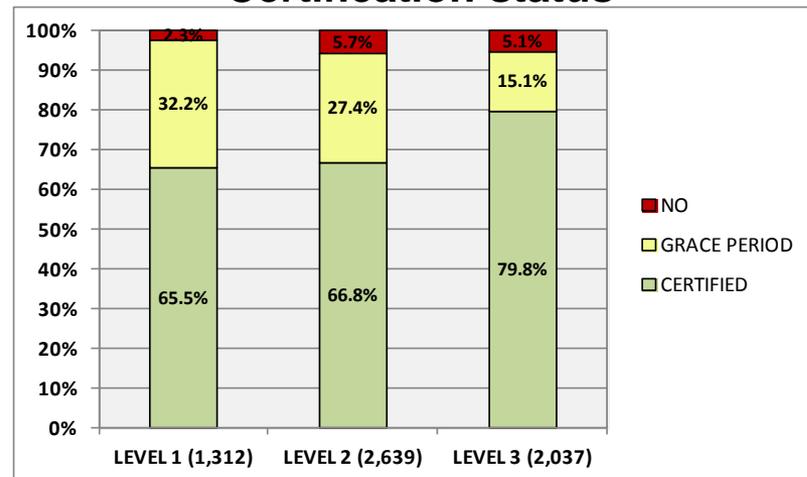


Contracting

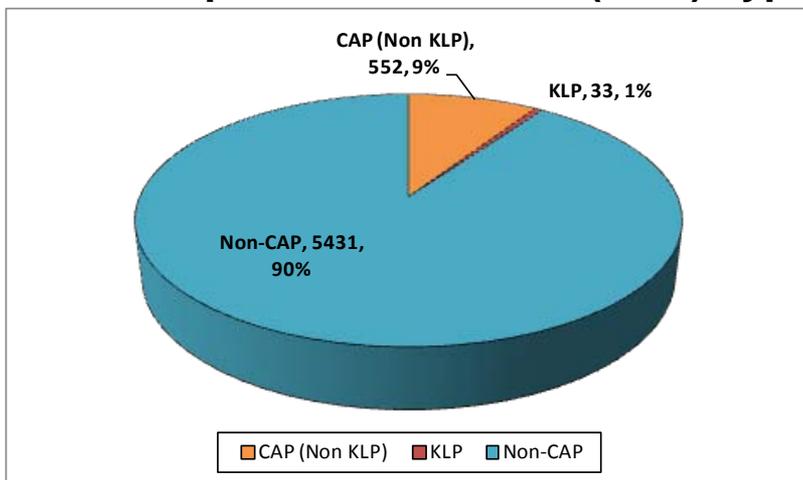
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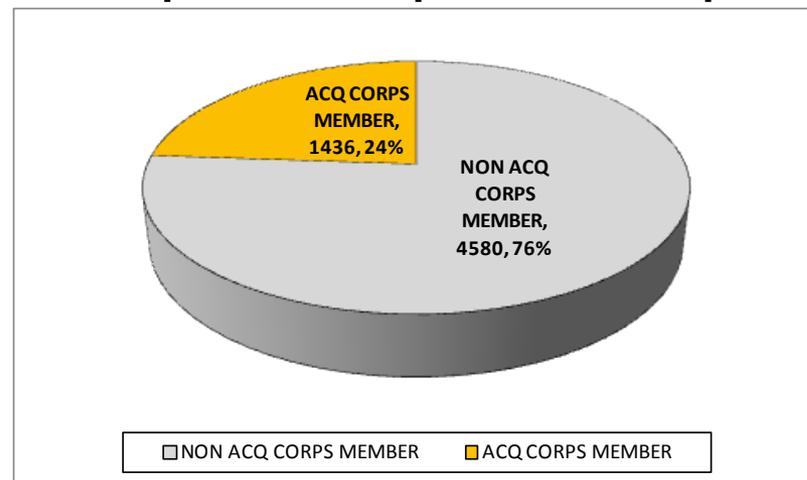
Certification status



Critical Acquisition Positions (CAP) Type



Acquisition Corps membership

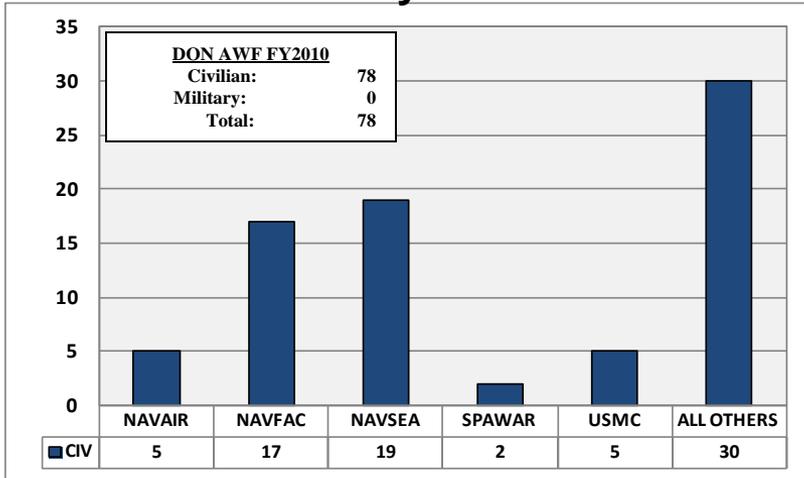




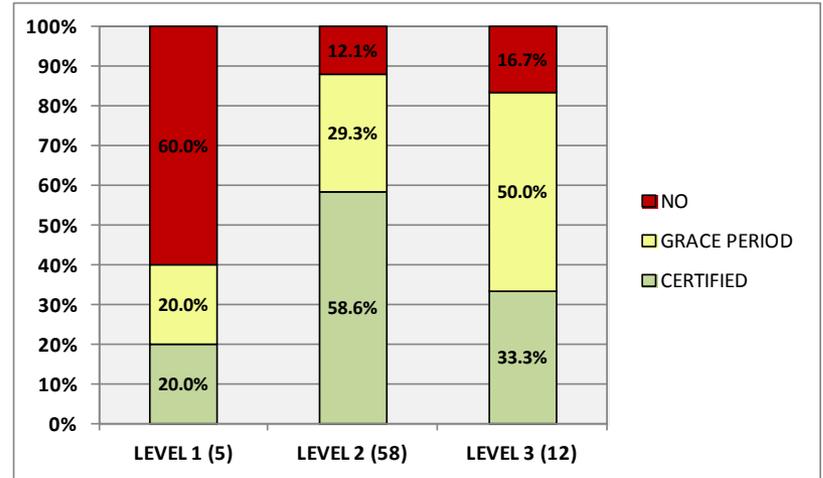
Industrial/Contract Property Management



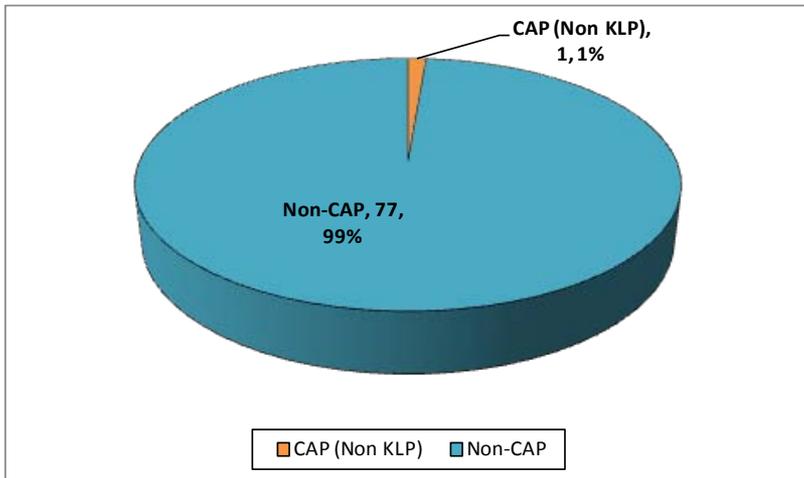
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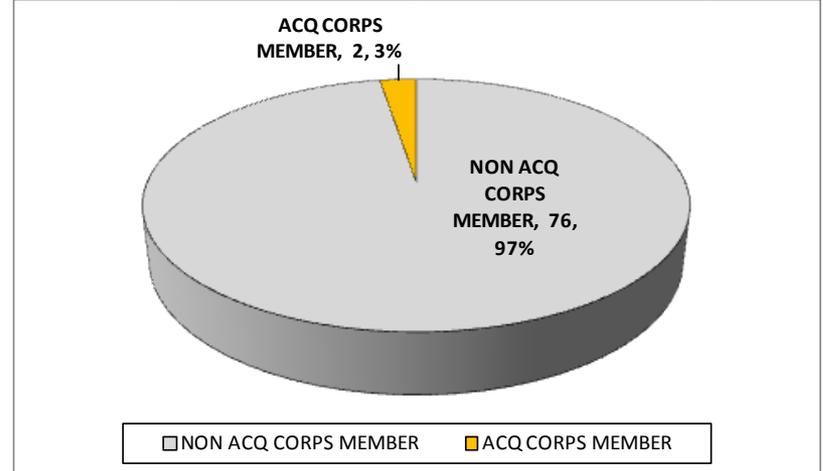
Certification status



Critical Acquisition Positions (CAP) Type



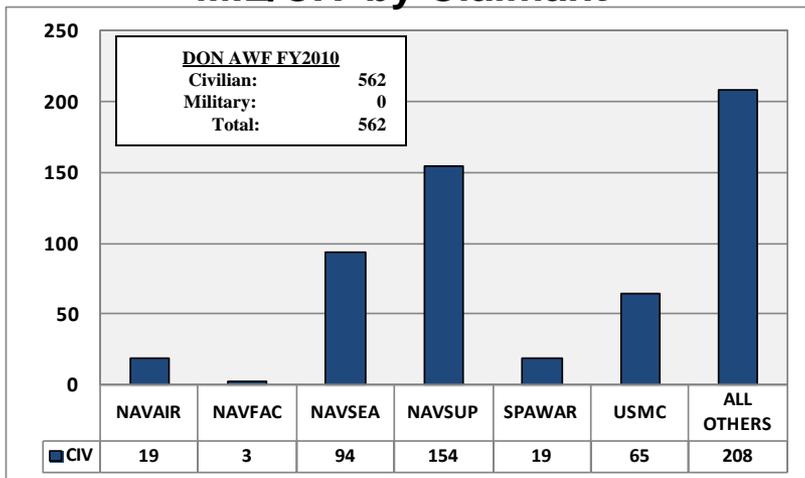
Acquisition Corps membership



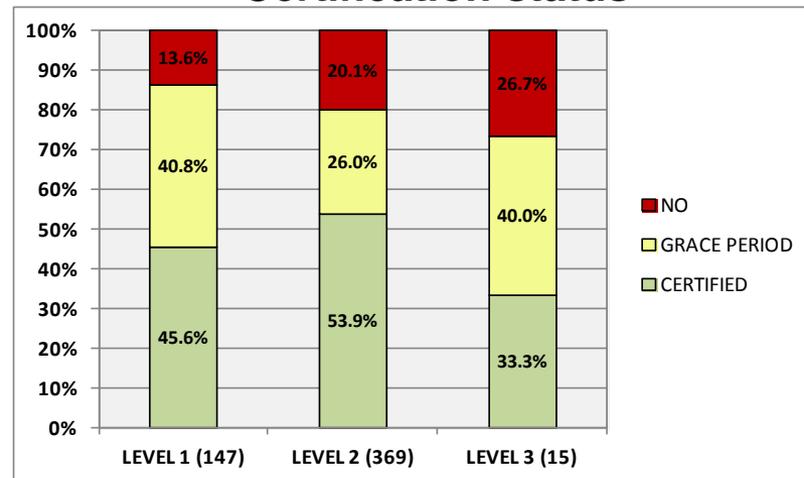


Purchasing

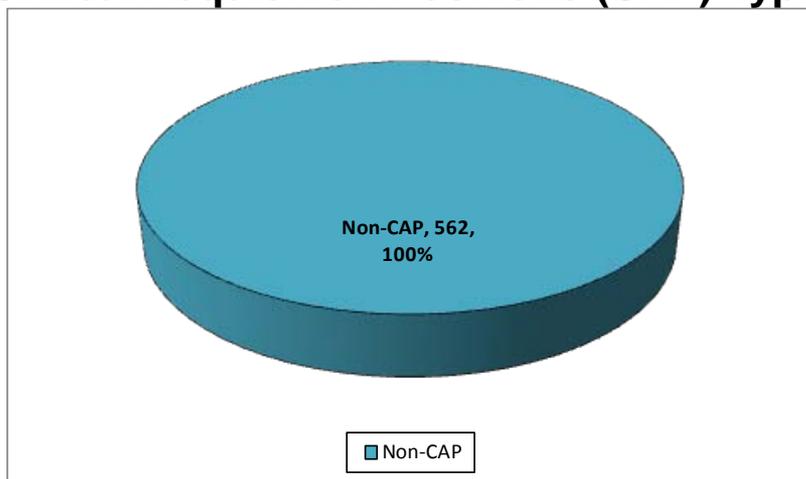
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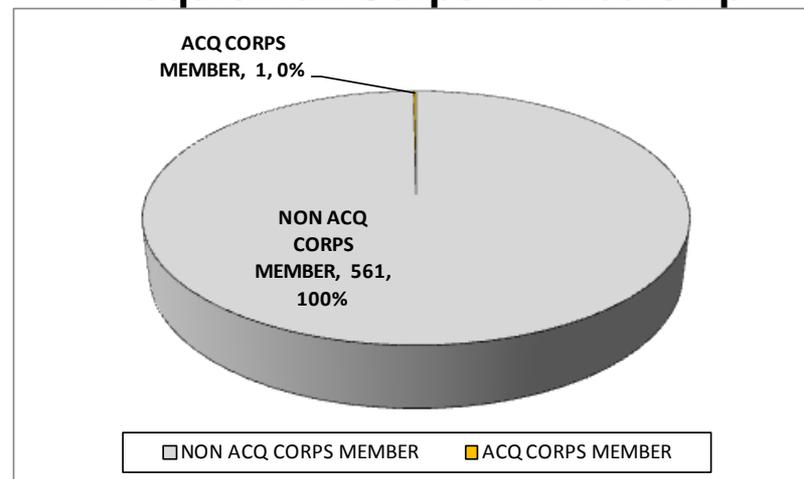
Certification status



Critical Acquisition Positions (CAP) Type



Acquisition Corps membership





DoN Contracting Community Duties and Responsibilities



- **Oversee career development for DoN Contracting Community (contracting, property and purchasing workforces)**
 - Coordinated with DoD DAWIA education/certification paths
 - including skills, training, education, experience, and career progression
 - Identify potential DoN unique continuous learning/CORE Plus opportunities for maintaining certification
- **Work with Heads of the Contracting Activities to assess status/health of DoN Contracting Community**
- **Promote collaboration between requirements offices (customers) and DoN Contracting Community**





DoN Contracting Community Resources



- **DoN Contracting Community issues addressed at:**

- Naval Contracting Career Management Board
- Naval Contracting Council

- **Governing Policies or Guidance**

- Federal Acquisition Regulation and supplements
- DoDI 5000.66 and related orders/instructions

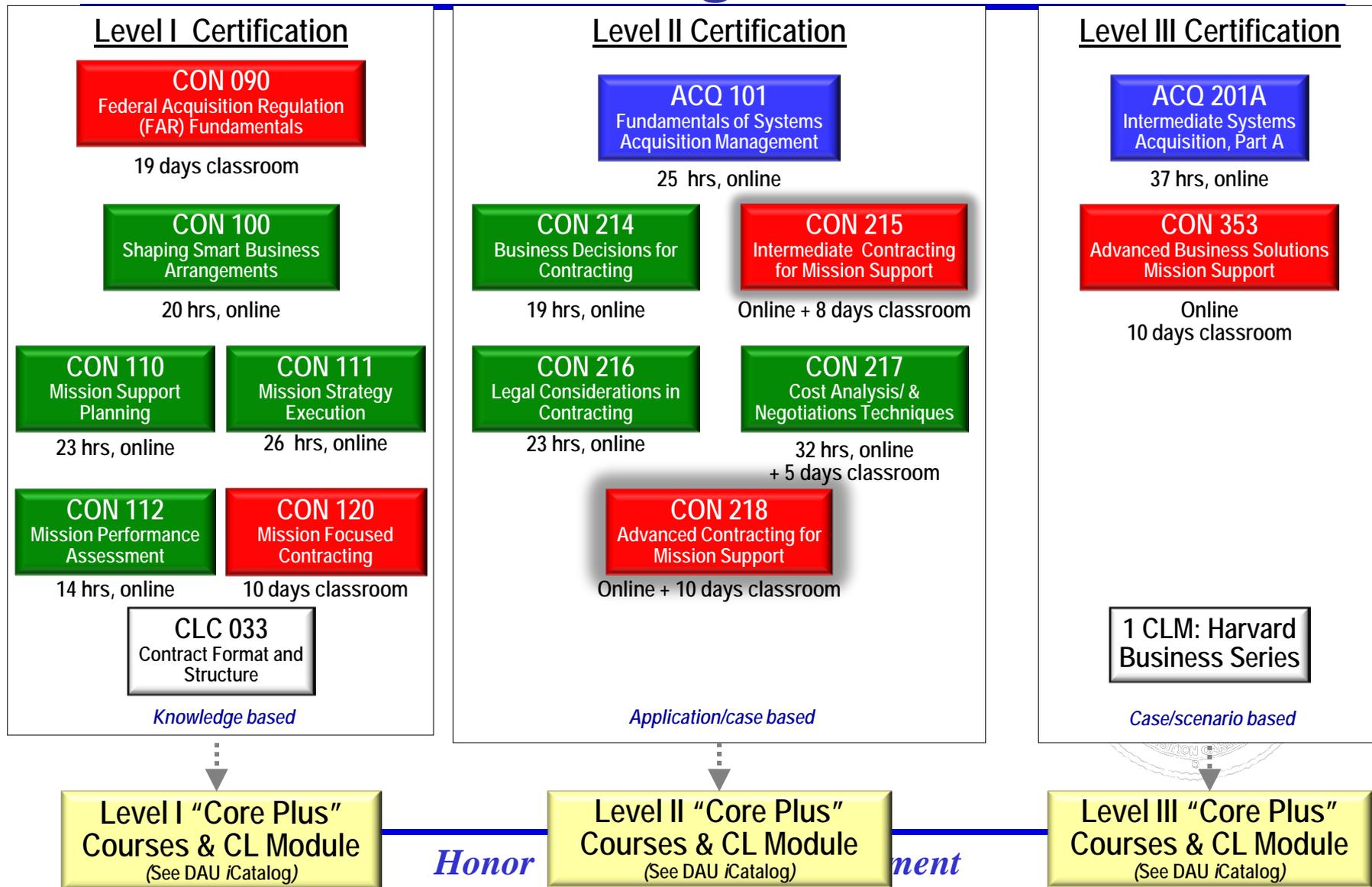
- **HCAAs determine funding, billets, other resources to support DoN contracting mission**

- Recognizes diversity of command structures/customers





Typical Civilian Training Path Contracting – Current





Typical Civilian Training Path Contracting – Proposed



Level I Certification

- CON 090**
Federal Acquisition Regulation (FAR) Fundamentals
19 days classroom
- CON 100**
Shaping Smart Business Arrangements
20 hrs, online
- CON 115**
Contracting Fundamentals
45 hrs, online
- CLC 058**
Introduction to Contract Pricing
2 hrs, online
- CON 130**
Fundamentals of Cost and Price Analysis
10 days classroom
- CLC 033**
Contract Format and Structure
Knowledge based

Level II Certification

- ACQ 101**
Fundamentals of Systems Acquisition Management
25 hrs, online
- CON 200**
Business Decisions for Contracting
19 hrs, online
- CON 226**
Intermediate Cost & Price Analysis
8 days classroom
- CON 228**
Contracting for Services through Source Selection
10 days classroom
- CON 224**
Legal Considerations in Contracting
23 hrs, online
- CLC 056**
Analyzing Contract Costs
- CLC 057**
Performance Based Payments
- HBM**
Negotiations
- CON 230**
Contract Administration and Negotiation Techniques in a Supply Environment
10 days classroom

Application/case based

Level III Certification

- ACQ 201A**
Intermediate Systems Acquisition, Part A
37 hrs, online
- CON 360**
Contracting for Decision Makers
Online
10 days classroom
- One of:
ACQ 370 Acquisition Law
ACQ 265 Mission Focused Svs
CON 232 Overheads
CON 235 Adv Contract Pricing
CON 250 Modified CAS
CON 251 Full CAS
CON 244 Construction
CON 334 Adv Contingency Con
- 1 CLM: Harvard Business Series**
Case/scenario based

Level I "Core Plus" Courses & CL Module
(See DAU iCatalog)

Honor

Level II "Core Plus" Courses & CL Module
(See DAU iCatalog)

ment

Level III "Core Plus" Courses & CL Module
(See DAU iCatalog)



Typical Civilian Training Path Property - Current



Level I Certification

CON 100

Shaping Smart Business Arrangements

20 hrs, online

CON 110

Mission Support Planning

23 hrs, online

CON 111

Mission Strategy Execution

26 hrs, online

CON 112

Mission Performance Assessment

14 hrs, online

IND 100

Contract Property Adm. & Disposition Fundamentals

10 days classroom

IND 103

Contract Property Systems Analysis Fundamentals

Facilitated, online

Knowledge based

**Level I "Core Plus"
Courses & CL Module**

(See DAU iCatalog)

Level II Certification

ACQ 101

Fundamentals of Systems Acquisition Management

25 hrs, online

CON 214

Business Decisions for Contracting

19 hrs, online

CON 216

Legal Considerations in Contracting

23 hrs, online

CON 217

Cost Analysis/ & Negotiations Techniques

32 hrs, online
+ 5 days classroom

IND 200

Intermediate Contract Property Adm. and Disposition

10 days classroom

Application/case based

**Level II "Core Plus"
Courses & CL Module**

(See DAU iCatalog)

Level III Certification

ACQ 201A

Intermediate Systems Acquisition, Part A

37 hrs, online

CON 353

Advanced Business Solutions Mission Support

Online
10 days classroom

1 CLM: Harvard Business Series

Case/scenario based

**Level III "Core Plus"
Courses & CL Module**

(See DAU iCatalog)

Honor - Courage - Commitment



Typical Civilian Training Path Purchasing - Current



Level I Certification

CON 100
Shaping Smart Business
Arrangements

20 hrs, online

CLG 001
Government Purchase
Card

3.5 hrs, online

CON 237
Simplified Acquisition
Procedures

16 hrs, online

CLC 030
Essentials of
Interagency
Acquisition /Fair
Opportunity

2.5 hrs, online

Knowledge based

**Level I "Core Plus"
Courses & CL Module**
(See DAU iCatalog)

Level II Certification

CON 110
Mission Support
Planning

23 hrs, online

CON 112
Mission Performance
Assessment

14 hrs, online

CON 111
Mission Planning
Execution

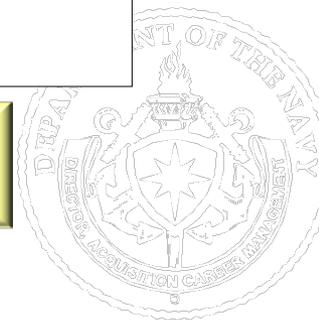
13 hrs, online

CON 120
Mission Focused
Contracting

10 classroom

Application/case based

**Level II "Core Plus"
Courses & CL Module**
(See DAU iCatalog)



Honor - Courage - Commitment



DoN Contracting Community Issues and Concerns

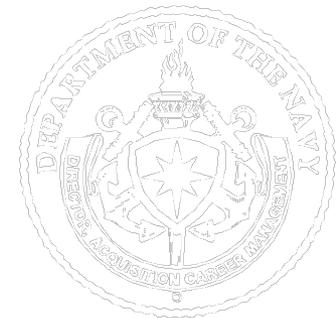


- Certification training transition plans
 - Contracting, Property and Purchasing
- Scheduling Contracting Community workforce for required training
 - Of special concern, training for new entrants to contracting
 - Unlike other functional areas, Contracting Community Workforce is educated and trained in Government contracting
- Capability of workforce
 - Availability of seasoned personnel to mentor emerging workforce
- Customer understanding of requirements development
 - Customer knows true requirement, cannot expect contracting to develop package





15 Minute BREAK

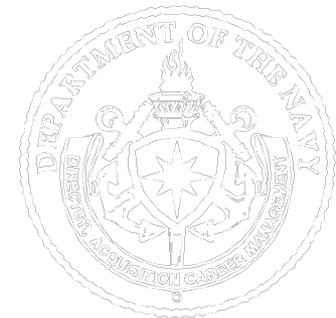




Business-Financial Management (BUS-FM) Competency Lead

BJ White-Olson

12 Jan 11



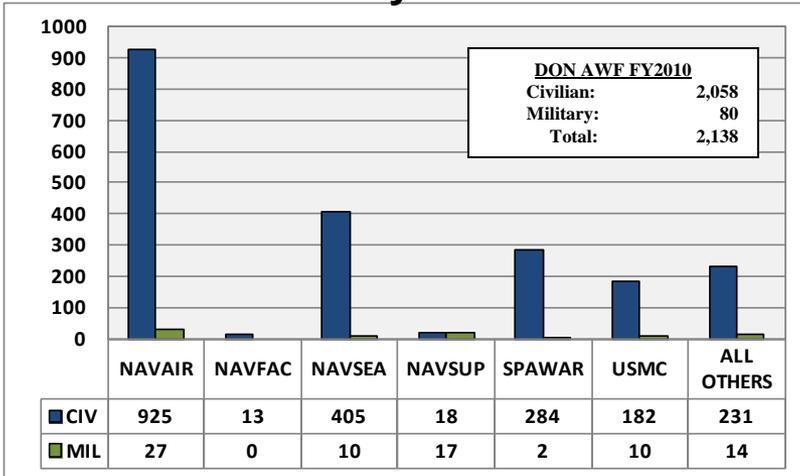
Honor - Courage - Commitment



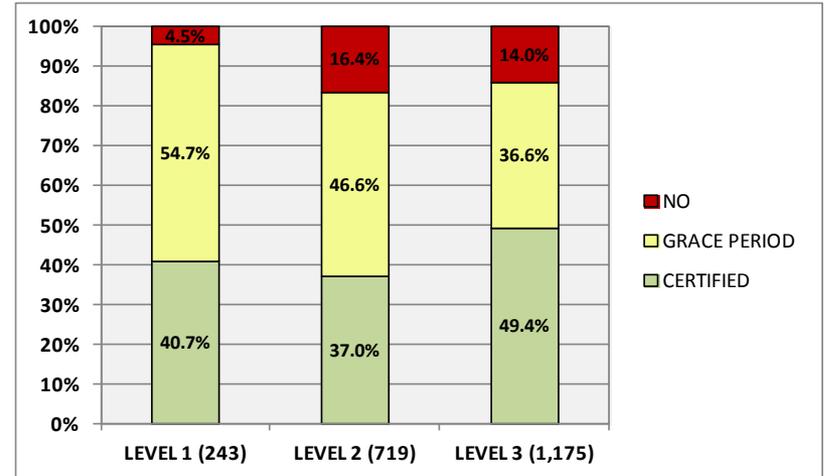
Business – Financial Management



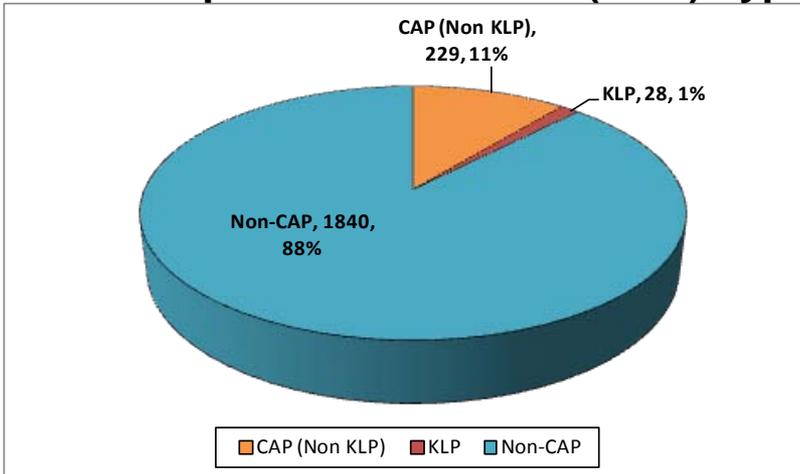
MIL/CIV by Claimant



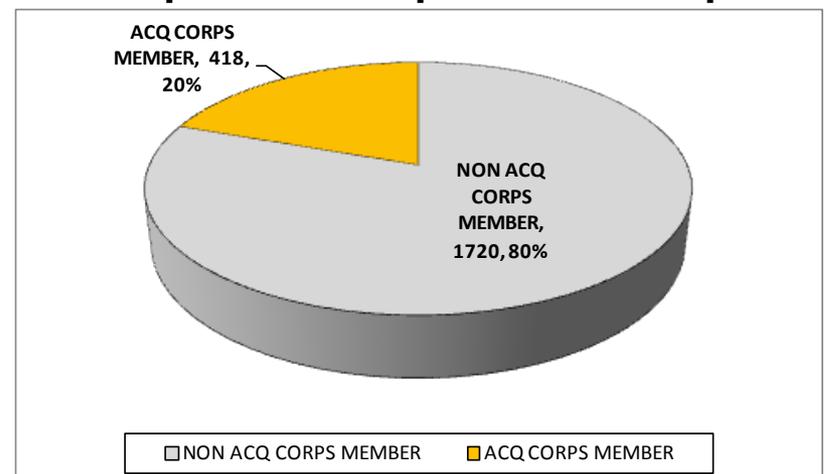
Certification status



Critical Acquisition Positions (CAP) Type



Acquisition Corps membership

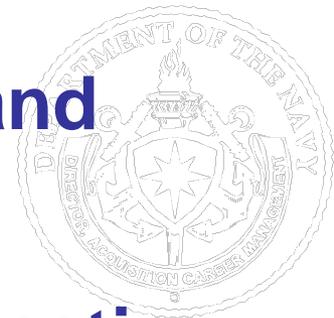




BUS-FM

Duties and Responsibilities

- **DoN National Lead Bus-FM**
- **Oversee career development path for Bus-FM workforce (includes technical experience, education & training, mentoring, certifications, for career progression)**
- **Assess status and health of Bus-FM Competency**
- **Promote collaboration among Naval SYSCOMs and with OASN FM&C**
- **Represent the DoN on career field and community issues**
- **Recommend continuous learning opportunities for maintaining certification**





BUS-FM Resources

- **Establish DoN Bus-FM Competency Board**
- **Governing Policies or Guidance**
 - USD AT&L Memo dated 22 Dec 08, “Restructuring of the Acquisition, Technology and Logistics (AT&L) Business, Cost Estimating and Financial Management Career Field”
 - OUSD AT&L Memo dated 1 Apr 09, “Implementation Guidance for the Restructure of the Acquisition, Technology and Logistics (AT&L) Business, Cost Estimating and Financial Management Career Field”
- **Funding, billets, or other resources to manage**

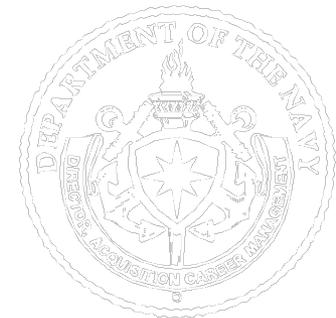




BUS-FM

Typical Civilian Career Path

Under Construction

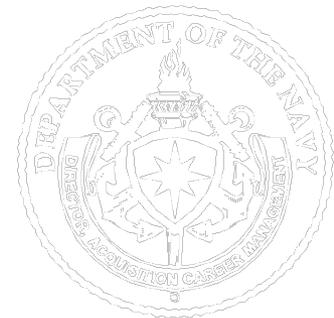




BUS-FM

Weaknesses, Issues and Concerns

- **Bus-FM and Budget co-existing at SYSCOMs**
- **DAWIA coding of positions**
- **DAWIA Certification**
 - Requirements disconnects – DAWIA, NAIP, OPM 501 series
 - Fulfillment Process – centralized vs. de-centralized
 - Continuous Learning 80 hours/2 year requirement
 - Other Certifications – CDFM, CPA, CIA, etc.

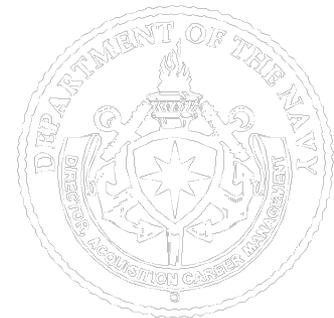




BUS-FM

Other topics

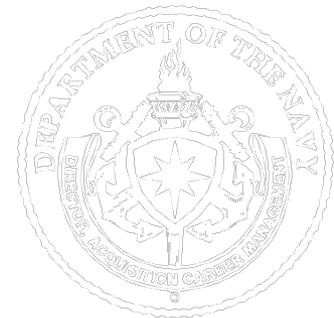
- **Establish DoN Bus-FM Competency Board**
- **Develop Bus-FM Civilian Career Roadmap**
- **Partner and collaborate with DAU, OUSD AT&L Director ARA, and other components on opportunities for the Bus-FM Competency**





DON Business - Cost Estimating Competency Lead

Ms. Wendy Kunc
DASN (C&E)



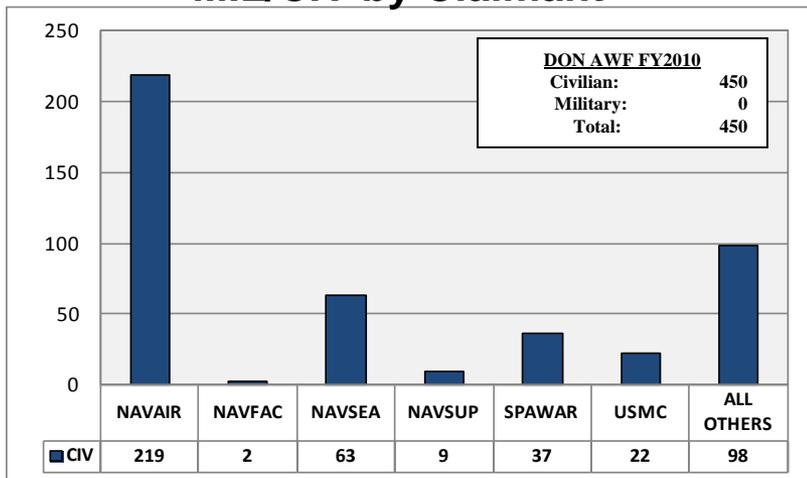
Honor - Courage - Commitment



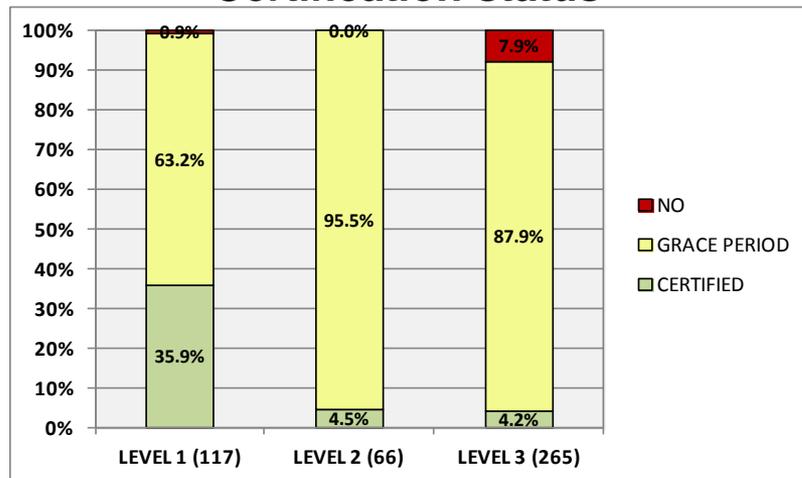
Business – Cost Estimating



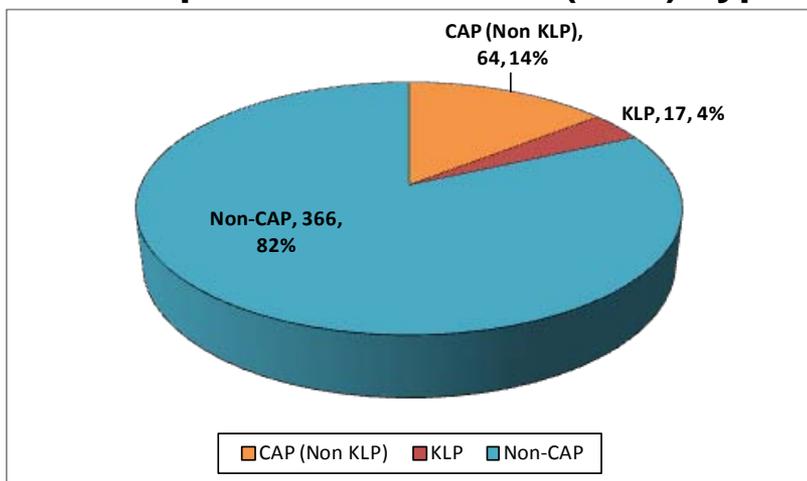
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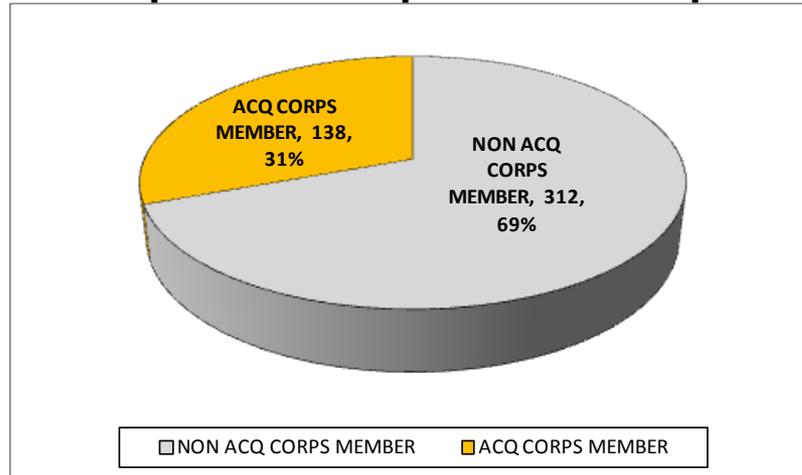
Certification status



Critical Acquisition Positions (CAP) Type



Acquisition Corps membership





Business - Cost Estimating Duties and Responsibilities



- **Chairman for the BUS-CE Board**
- **Oversee career development path for BUS-CE workforce (includes skills, training, education, experience, and career progression)**
 - Voice for Intern Master Development Plan for BUS-CE
 - Voice for Intern competencies required
- **Assess status and health of BUS-CE competency**
- **Promote collaboration among Navy and Marine Corps cost organizations**
- **Represent the DON on career field and community issues**
- **Recommend continuous learning or CORE PLUS course for maintaining certification**
 - With input from other Services and OSD, advise on course content
 - Suggest periodic curriculum review similar to NPS





Business - Cost Estimating Resources

- **Existing Boards, groups or venues used to support competency such as:**
 - Cost Estimating Stakeholders Group
 - RDA Cost Estimating Focus Group
- **Governing Policies or Guidance**
 - SECNAVINST 5223.2
 - SECNAVINST 5000.2D
 - DON Service Cost Position Policy
 - DoD 5000.02, 5000.04-M
- **Funding, billets, or other resources to manage**





Business – Cost Estimating Typical Civilian Career Path

- **Career paths widely vary**
 - Some hired from industry at senior level
 - Some analysts choose to specialize in one area (e.g., Radar systems, EVM)
 - Others seek experience in multiple areas: ships, aviation, munitions, ground systems, MAIS programs, etc.

Entry Level Position
<ul style="list-style-type: none">- Rotational assignments<ul style="list-style-type: none">- Within parent organization- Outside rotation- DAU training- Other job-specific training- College courses- Cost research project(s)

Journeyman Level Position
<ul style="list-style-type: none">- Lead major portion(s) of estimate- Brief results of analyses- DAU training and other training- Specialize in one area (optional)- Cost research project(s)- Study for SCEA certification- NPS Cost Masters program

Senior Cost Analyst Position
<ul style="list-style-type: none">- Lead development of estimate- Mentor junior analysts- Brief senior leadership on results- Potential career broadening<ul style="list-style-type: none">- Rotational or permanent assignment to outside agency- Professional certification(s)



Business – Cost Estimating Weaknesses, Issues and Concerns



- **DAU Courses**

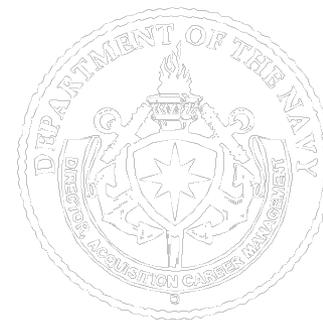
- Number of offerings insufficient, but getting better
- Required knowledge, skills, and abilities recently revamped and aligned with competencies identified by Society of Cost Estimating & Analysis
- Concern over ability to retain faculty who have been in the business of cost estimating

- **BUS-CE certification standards recently updated**

- Too soon to see results

- **FIPT involvement**

- **Growth plan/sustainment**

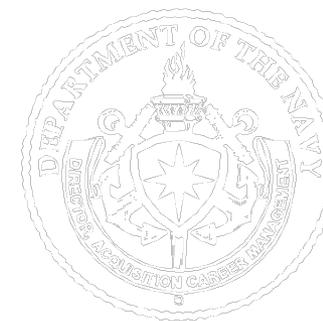




Business – Cost Estimating Other Topics



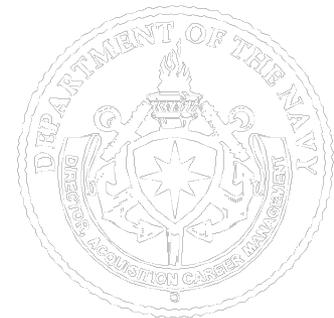
- **Recently released DON Cost Estimating Guide (standards and best practices)**
- **NPS Masters program in Cost Analysis**
 - Online and webinar courses
 - First cohort selected, begins in April 2011
- **SCEA certification program revamped**
- **Annual DON Cost Analysis Symposium**





DoN Science and Technology Competency Lead

Dr. Walter Jones
Executive Director
Office of Naval Research



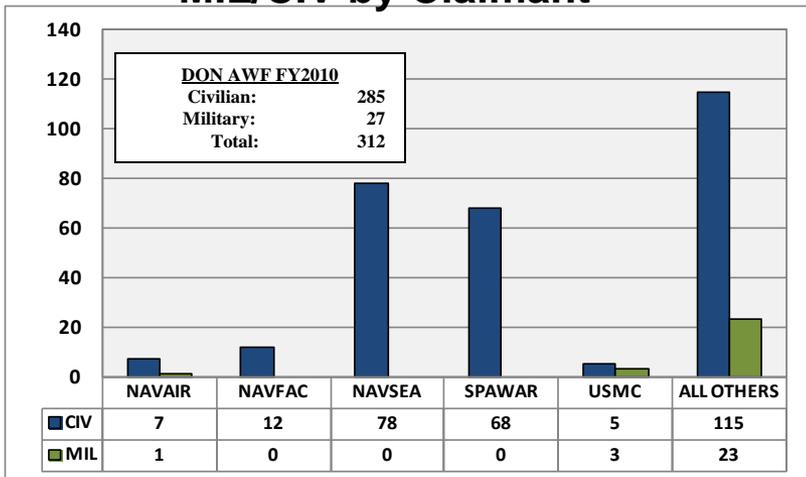
Honor - Courage - Commitment



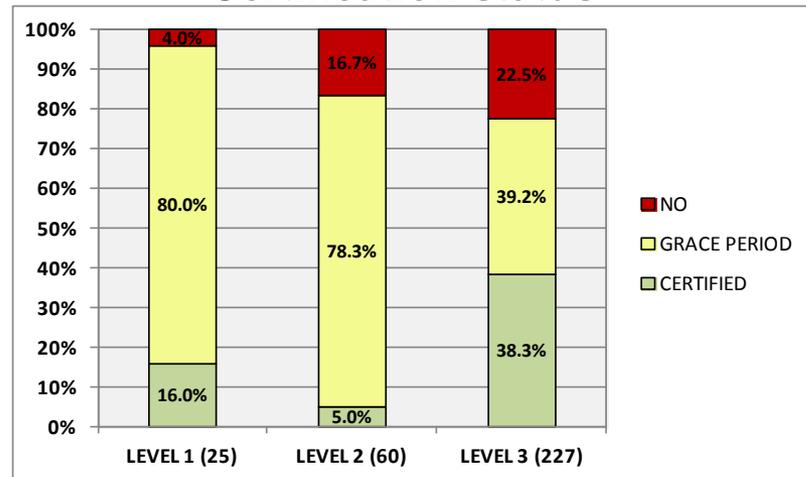
SPRDE – Science and Technology



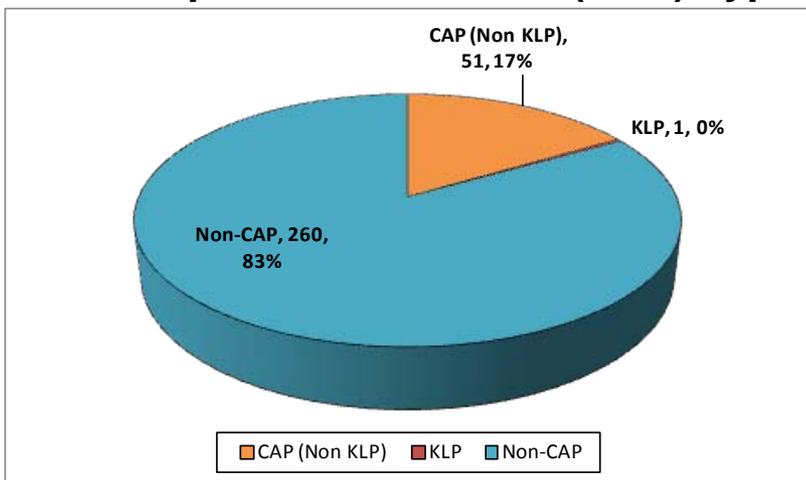
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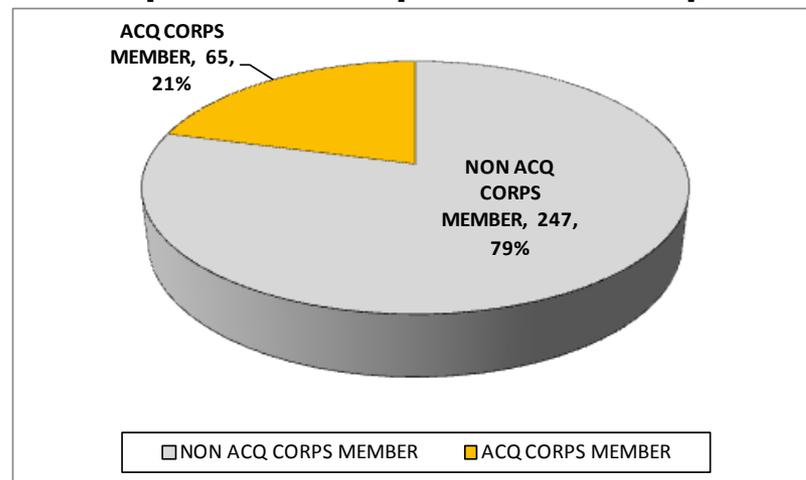
Certification status



Critical Acquisition Positions (CAP) Type



Acquisition Corps membership

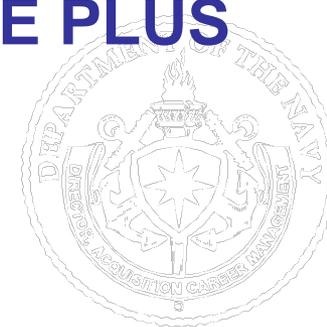




Science and Technology Duties and Responsibilities



- **Chairman for the Science and Technology Board**
- **Oversee career development path for S&T workforce (includes skills, training, education, experience, and career progression.**
- **Assess status and health of S&T Competency**
- **Promote collaboration among Naval SYSCOMs and PEOs**
- **Represent the DoN on career field and community issues**
- **Recommend continuous learning or CORE PLUS course for maintaining certification**





Science and Technology Resources



- **Address existing Boards, groups or venues used to manage competency such as:**
 - Program Management Competency Board
 - Technical Workforce Competency Board
 - Naval Contracting Career Management Board
 - Naval Laboratory Centers Competency Group
 - Cost Estimating Stakeholders Group
- **Governing Policies or Guidance**
- **Requirements determination forums**
- **Funding, billets, or other resources to manage**

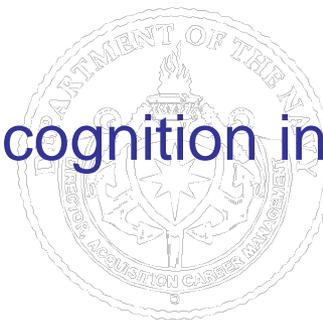




Science and Technology Weaknesses, Issues and Concerns



- DAU Class offerings (sufficiency, depth, # of offerings)
 - ONR brings STM 203/302 on site – hard to get folk registered because they are not in AW.
- Certification standards (I, II, III)
 - ONR has mandated Level 1/2/3 Certification levels for different managers in the workforce (FNC/INP, etc).
 - Cannot get them registered for class to get certified, as their PDs are not recognized, nor are they in the AW
 - Detailees managing ONR programs have a hard time getting certified to meet ONR management mandates.
- S&T Position Descriptions need better recognition in DACM Career Paths
 - ONR requires too many exemptions





Science and Technology

Other topics



- **ONR Academy of Learning**

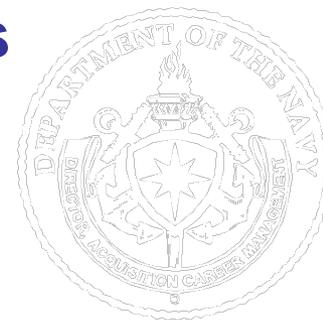
- 3 day course for all new employees, regardless of field
- Existing employees going through for refresh
- Supported by 2 Star/SES 3/SES 2's
- Extremely interactive – role playing
- Covers technical and business sides of ONR
- Briefed to DARPA/OPNAV/PEOs as possible use within their respective Commands
- Exceptional Employee Feedback





DoN Facilities Engineering Competency Lead

David Gutierrez
(for Joseph Gott)
NAVFAC Capital Improvements



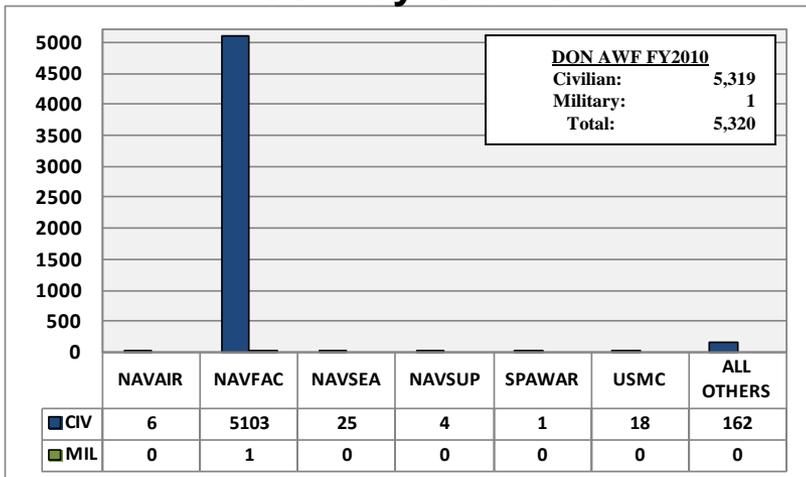
Honor - Courage - Commitment



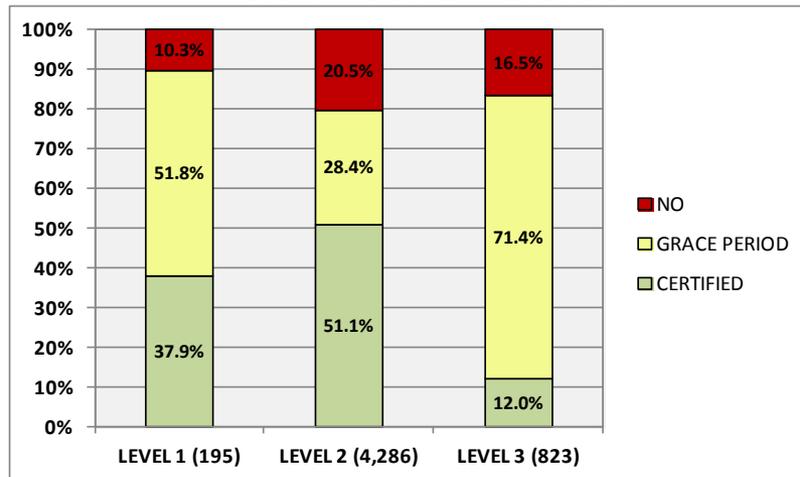
Facilities Engineering



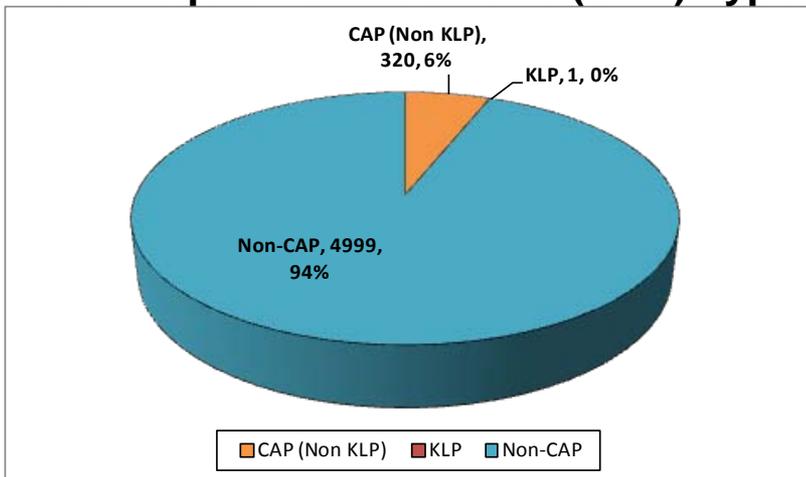
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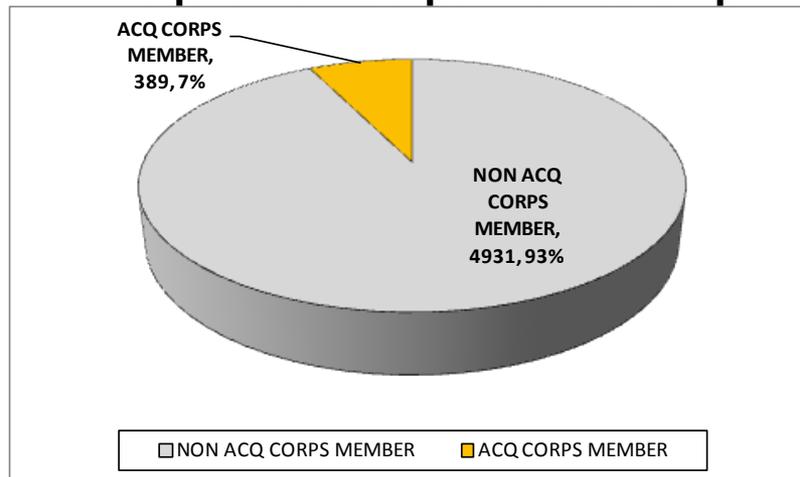
Certification status



Critical Acquisition Positions (CAP) Type



Acquisition Corps membership

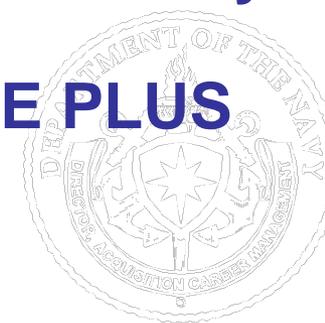




Facilities Engineering Duties and Responsibilities



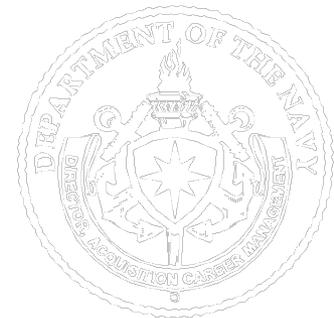
- **Chairman for the DoN FECF**
- **Oversee career development path for FE workforce (includes skills, training, education, experience, and career progression.**
- **Assess status and health of FE Competency**
- **Promote collaboration among Naval SYSCOMs and PEOs**
- **Represent the DoN on career field and community issues**
- **Recommend continuous learning or CORE PLUS course for maintaining certification**





FE Resources

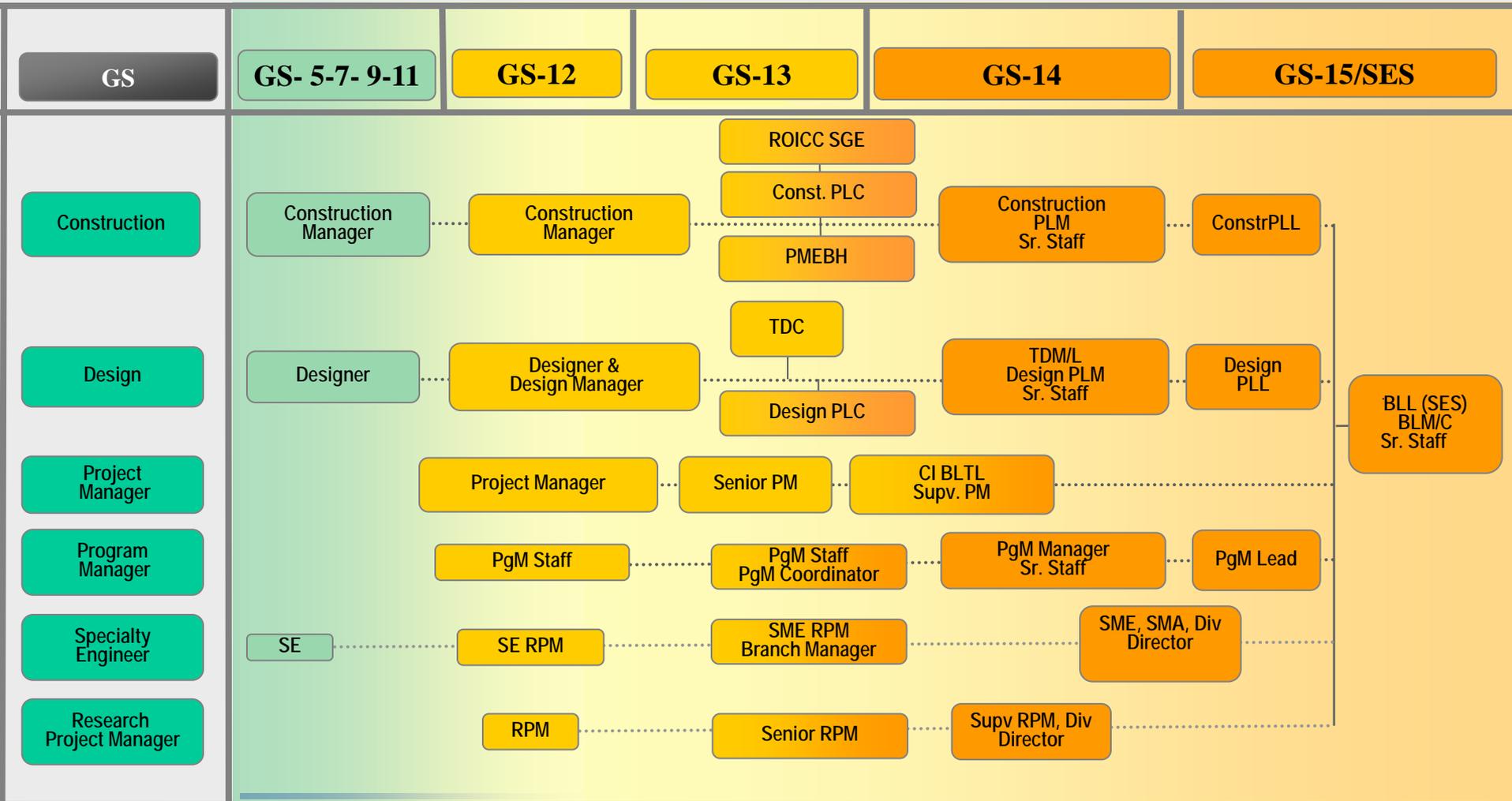
- **Existing Boards, groups or venues used to manage competency such as:**
 - Facilities Engineering Functional Integrated Product Team
 - Systems Engineering Technical Advisory Board
 - Free flow of information and communication with customers encouraging the open expression of ideas and opinions, and responding promptly and appropriately.
- **Governing Policies or Guidance**
 - Acquisition Strategy
 - Core competencies / In-house design
 - Technical Authority
 - Licensing
 - Cost engineering





08xx Career Paths

Lateral and promotional movement between career paths is acceptable and highly encouraged.



Honor - Courage - Commitment

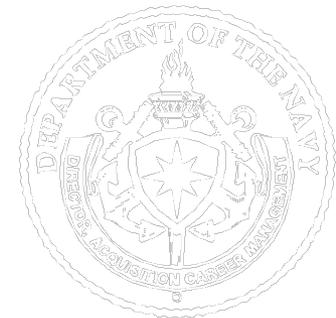


FE Career Field Weaknesses, Issues and Concerns



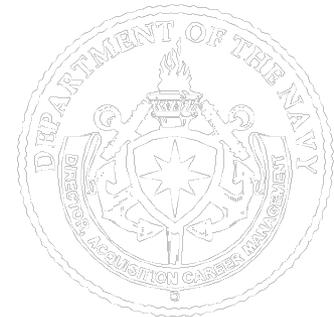
Issues:

- Facilities Engineering includes more than just 810s
- Inability of Engineering community at NAVFAC to enroll in Contracting courses
- Loss of intern hiring authority





Wrap Up



Honor - Courage - Commitment



Actions

