



**DEPARTMENT OF THE NAVY**  
OFFICE OF THE ASSISTANT SECRETARY  
(RESEARCH, DEVELOPMENT AND ACQUISITION)  
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WASHINGTON DC 20350-1000

JUN 2 2010

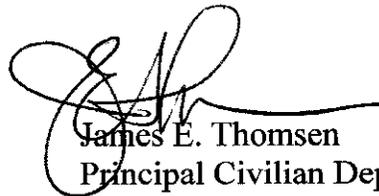
**MEMORANDUM TO DIRECTOR, ACQUISITION TECHNOLOGY AND  
LOGISTICS (AT&L) HUMAN CAPITAL INITIATIVES**

**SUBJECT: Department of the Navy (DoN) Director, Acquisition Career Management  
(DACM) 2010 Priorities and Challenges**

The Department of Navy has significant efforts underway to shape and improve the quality of its Acquisition Workforce. The attached DoN DACM 2010 priorities and challenges focus on the key areas where increased attention is warranted. The priorities and challenges focus on the themes of communication, coordination, collaboration, standardization, and process improvement.

The attached "Top Ten" priorities and challenges are not intended to be a comprehensive list of all that needs to be addressed this year, nor does the position of an issue in the list reflect relative priority. However, the "Top Ten" does reflect our consensus on the areas we intend to target and track to improve the acquisition workforce and interaction between the Services and OSD.

For specific questions, please contact Ms. Rene' Thomas-Rizzo at 703-614-0522 or by e-mail at [rene.thomas-rizzo@navy.mil](mailto:rene.thomas-rizzo@navy.mil).

  
James E. Thomsen  
Principal Civilian Deputy

Attachment:  
As stated

cc:  
DAU, President

**Department of the Navy Director, Acquisition Career Management (DACM) 2010**  
**Top 10 Priorities and Challenges**

1. Improve OSD, Component and Functional Integrated Product Teams (FIPTs) collaboration and coordination to ensure proper vetting and framing of issues occurs at the front-end to support the decision process.
2. Standardize and streamline the Annual Training Demand Data call to tie Training course capacity to requirements (e.g., PMT 401/402, CON090, and others as appropriate). Develop a standard methodology to measure required certification course wellness to ensure requirements are met.
3. OSD and Component collaboration on 852 Defense Acquisition University (DAU) investments for Acquisition Workforce training, certification and career management.
4. Develop a strategy and provide guidance to ensure training and career development opportunities in support of DOD In-Sourced Acquisition Workforce personnel from FY10 through FY15.
5. Accommodate the critical capabilities of Component legacy systems in the Student Information System (SIS) and implement those requirements in a phased manner without a loss of required functionality.
6. Review and reformat the acquisition workforce budget exhibit PB23 to account for acquisition workforce planning and tracking.
7. Establishment of a standard review and comment adjudication process for all staffing and coordination of AT&L / HCI policies (e.g., Section 834 report, DOD HCSP).
8. Develop and standardize Acquisition Workforce Key Leadership executive training requirements for key acquisition leaders across all Acquisition career fields and standardize methods for tracking compliance.
9. Incorporate documented Navy and Army requirements in the Air Force automated waiver system and implement across the Components.
10. Develop a plan to revamp Continuous Learning (CL) process, to leverage Core Plus in an effort to improve certification currency across the Acquisition Workforce.