



2009 Under Secretary of Defense for Acquisition, Technology and Logistics Workforce Development Award

Administrative Guidance and Application Information

Background

The 2009 Under Secretary of Defense for Acquisition, Technology and Logistics (USD(AT&L)) Workforce Development Award has been established to help promote the objectives of USD(AT&L) Strategic Thrust 3--Take Care of Our People. This program recognizes Department of Defense (DoD) AT&L field organizations that have made exemplary contributions to the career-long development of their workforces.

Eligibility

All Component and DoD AT&L organizations, except the Defense Acquisition University (DAU), are eligible to compete for the 2009 USD(AT&L) Workforce Development Award.

Application and Selection Procedures

1. Applications must be submitted in accordance with the instructions at www.dau.mil/devaward. Applications may be submitted beginning June 1, 2009, and must be received by August 1, 2009, in order to be considered.
2. Each award application will be evaluated in one of two categories as determined by the organization's size (i.e., fewer than 500 employees and 500 or more employees). The application procedures are the same for both categories. Selected organizations will be recognized as Gold, Silver, or Bronze award winners.
3. Submissions will be scored by a panel of judges using a 100-point scale. Responses are required for each of the topics listed below.

- a. Workforce Development Objectives (10 points): Describe your organization's infrastructure, policy, supervisor, and peer support of its workforce development objectives, as well as your approach to meeting these objectives, and the results achieved for each.
- b. Best Practices (30 points): Describe best practices initiatives within your organization that promote the development of a high performing, agile and ethical workforce. Provide an in-depth analysis with supporting metrics. Examples of best practices could include, but are not limited to:

Recruiting

- Internships
- Succession Planning

Training and Development

- e-Learning
- Continuous Learning
- Job Rotation
- Job Shadowing
- Leadership Development
- Mentoring
- Executive Coaching
- Organization-Unique Training

Retention

- Compensation and Benefits
- Assessment and Evaluation
- Tuition Reimbursement
- Performance Management

Other

- Knowledge Sharing and Communities of Practice Training
- Government-Industry Exchange Programs
- Telework

- c. Benefits Realized (30 points): Describe how workforce development activities have helped your organization improve acquisition outcomes. Also describe how your best practices have impacted DoD's human capital initiatives, such as human capital requirements determination (gaps in current skills/competencies), new skills required, recruiting, training and development, and retention programs.

- d. Support for Training (10 points): What is your organization's training budget for FY09 as a percentage of payroll? Describe the processes, mechanisms, and metrics you use to evaluate the effectiveness of training in your organization (e.g., certification).
 - e. Affiliations and Partnerships (10 points): Discuss any affiliations, partnerships, or other cooperative agreements your organization has with colleges, universities, professional associations, and similar organizations.
 - f. Workforce Development Climate and Culture (10 points): How are you using your workforce initiatives to align internal climate and culture with your mission?
 - g. Provide any additional information that might be useful in evaluating your organization for the 2009 USD(AT&L) Workforce Development Award. (Up to 5 bonus points may be awarded).
4. A panel of judges will review and evaluate all applications and submit their recommendations to USD(AT&L), who will select the award winners.

Presentation of Awards

The 2009 USD(AT&L) Workforce Development Awards will be presented in conjunction with the Program Executive Officers'/Systems Command Commanders' Conference at Fort Belvoir, Virginia.

Questions

Questions regarding this award or application procedures should be addressed to the Workforce Development Award coordinator, John Lawless, at 703-805-4570 or via e-mail at learning.award@dau.mil.