



DACM

Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION WORKFORCE

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ANNOUNCEMENT:

New DAWIA Operating Guide Released 21 DEC!
Now available @ the DACM Website:
https://acquisition.navy.mil/rda/home/acquisition_workforce/strategy_policy/dawia_op_guide




Note from the DACM

Happy New Year! I trust everyone enjoyed the holiday break with your loved ones and I hope all have returned to work feeling refreshed and renewed for the new calendar year. Looking back at FY11, I'm amazed by just how much we, as an Acquisition Workforce (AWF), have accomplished. Most notably, we have achieved more than 50 percent of our AWF Growth Plan in its first two years to include rebuilding our bench strength in core competency areas.

The Defense Acquisition Workforce Development Fund (DAWDF/Section 852) has proven to be a boon for the AWF—not only for the hiring of over 850 high quality interns and associates—but also as a resource to offer unique training opportunities and incentives for the AWF. More than 20 percent of the AWF benefitted from DAWDF by way of the following training opportunities this past year to include competency-specific training such as Contracting Boot Camps, T&E University, BFM University and Leadership training. Additionally, we stood up the Acquisition "War Room;" developed "Ships Are Different" DAU training module; acquired three additional acquisition seats for the SECDEF Corporate Fellows; integrated "Navy Day" into PMT 401 training course; and offered twice a year the Understanding Government-Industry Relationship in Acquisition, Executive level course at UNC. These specially focused opportunities have provided AWF members an advantageous leg up in their respective career paths and I'm incredibly impressed with the results a little creative thinking has provided.

While we remain committed to growing our AWF per our Department of Navy (DoN) AWF Strategic Plan, given the current and foreseeable economic environment it is more critical than ever to understand our AWF requirement as well as acceptable risk. The next couple years will continue to require more "out-of-the-box" strategies for managing our workforce and balancing limited resources. Our requirements shape our workforce's needs and budget and as such, we must prioritize the most critical work while eliminating cost and overhead.

Another key area of focus in 2012 will be developing our AWF members into highly qualified professionals as well as retaining the talent we've hired. We are establishing career paths and qualifications for each career field while emphasizing Continuous Learning to maintain currency and relevancy in your primary career fields. My staff and I have made it our mission to serve the AWF as best as possible, so please do not hesitate to contact us with any ideas, questions, or concerns. I look forward to working with all of you in ensuring the DoN AWF remains the best in the Department of Defense.

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Budget Cuts, Adaptation and Transformation: Why the Time is Right to Reconsider and Expand International Content in Our Acquisition Strategies

Mr. Rino Pivrotto Executive Director, Navy International Programs Office

A confluence of three events indicates that the time is right to review and enhance international content of U.S. acquisition strategies and programs. Acquisition leadership is already looking in this direction. For example, on 20 October 2011, Office of the Under Secretary of Defense, Acquisition, Technology & Logistics/International Cooperation (USD(AT&L)/IC) and AT&L/Acquisition Resources & Analysis (ARA) issued a guidance memo for the Implementation of International Data Collection and Reporting for Major Defense Acquisition Programs (MDAP) and Major Automated Information Systems (MAIS) Programs. Additionally, OSD AT&L/IC/N recently launched a “Better Buying Power” initiative to review the synergies among international activities and our domestic MDAPs. So, what are the three events?

First, as Congress continues to address national deficit spending, we can see the start of cuts in defense spending. From frozen federal worker salaries, moderate cuts to active-duty force levels, and cancelled or reduced acquisition programs, we are clearly in a downward budgetary trend that will increase pressure on our acquisition strategies to “do more with less.”

Second, as the last U.S. troops depart Iraq, leadership will review our national security strategy. We can expect increased reliance on regional security initiatives, the need to adapt strategy to the new environment, and increased reliance on allies to help solve regional and global security issues. We should expect increased focus on building partnership capacity to respond to threats. U.S. Security Assistance in the form of Foreign Military Sales (FMS) will be a key method to build partnership capacity.

Third, there are historic transformational changes occurring within the international security cooperation enterprise. The three major areas of transformation include Technology Security and Foreign Disclosure (TSFD); Export Licensing; and FMS. We have attempted these types of transformational changes in the past but with limited success. However, because of the leadership support of the Secretary of Defense and the Secretary of State, these changes have progressed substantially and, pending Congressional approval will be enacted in the near future. We can leverage Security Assistance/FMS and IC to bring value to acquisition programs primarily through three means: cost reduction through increased economies of scale, cost avoidance through shared development/testing costs, and acceleration of the introduction of new technology. In summary, these transformational changes will make it easier for us to use the means already at our disposal to increase value to our acquisition programs while building partnership capacity and interoperability.

Budgetary challenges force us to look at all the tools at our disposal to develop military capability, especially capability in an international context. The time is right to review our acquisition strategies and consider how to leverage FMS and IC to increase value to our programs. If you have any questions on how IC could benefit your program, please contact Mr. Tom Noble, Division Director for International Agreements.

For questions on how FMS or an International Capability Develop Plan (ICDP) could bring value to your acquisition program, contact Mr. Steve Bowdren, Director, Strategic Planning Directorate.

**MESSAGE FROM
THE OFFICE OF
DASN IP**



ICAF/SAC – A Great Opportunity for Senior Members of Our AWF

Sylvia Bentley, Acquisition Workforce Manager, DACM

DACM
feature



The Industrial College of the Armed Forces (ICAF) is one of the colleges of the National Defense University (NDU), located on Fort McNair in Washington, D.C. ICAF is a senior service school that provides graduate level education to senior members of the US armed forces, government civilians, foreign nationals and private industry. It offers a number of concentration options, including the Senior Acquisition Course (SAC). The SAC is a ten-month strategic leadership course for members of the Department of Defense Acquisition, Technology and Logistics Workforce. It prepares them for senior leadership and staff positions throughout the acquisition community. Students are presented with a curriculum that addresses contemporary and future policy issues in the field of acquisition. Those who graduate from the ICAF/SAC are awarded a Master of Science Degree in National Resource Strategy and receive a diploma from DAU for the ACQ 401 (Senior Acquisition Course) course.

Each of the DoD Components receives a seat quota from NDU. Within the Department of the Navy (DoN), military seat quotas are managed by each of the respective communities while the DACM office manages the nomination process to fill the civilian seat quota (typically around 7 quotas). The process begins with the DACM issuing a call for nominations to the Echelon I and II acquisition commands around the January timeframe, with Command-prioritized List of Nominations due back in February/March. All nominations require Flag Officer, General Officer or SES command-level endorsement. If more nominations are received than the allotted number of seats, DoN holds a centralized Selection Panel. The resulting list of DoN nominations are provided to NDU, which makes the final acceptance. Students can expect notification of acceptance to the program in the May-June timeframe.

Eligibility Requirements:

- DoN GS-14/ GS-15 (or equivalent)
- Competitive for future positions in the senior executive service (SES)
- Bachelor's degree
- Member of the Acquisition Corps
- Acquisition certification at the level required by his/her position
- Meet DoN acquisition continuous learning requirements
- Final secret clearance is required.

Application Requirements:

- NDU Student Nomination Form
- Official transcript (highest degree)
- One-page student biography or résumé (include education and career history)
- Two Letters of Recommendation
- World-Wide Travel Statement
- Statement of Purpose (2 pages or less)
- Signed NDU Privacy Act Statement
- Signed Education Release Form
- SAC Nomination Form

Anyone interested in this great opportunity can find additional information by visiting <http://www.ndu.edu/icaf/> and should work with their **Supervisor** and their **Command DAWIA Management team**. A list of your **DAWIA Points of Contact** can be found here: https://acquisition.navy.mil/rda/home/acquisition_workforce/contact_us/dawia_points_of_contact.

ANNOUNCEMENTS:

Check Out the Navy Blog @ <http://navylive.dodlive.mil/>

Navy Live is the official blog of the United States Navy and is maintained by Department of the Navy, Office of Information (CHINFO).

The DACM Office is looking for recently graduated Naval Acquisition Interns and Associates to share their stories!

Submit YOUR NAIP/NAAP experience to the DACM Desk at: dacm.desk.fct@navy.mil

Or contact Ms. Kathleen Barry at: kathleen.b.barry.ctr@navy.mil

Career Field Corner

Business – Cost Estimating (BUS-CE)

Dr. Dan Nussbaum & Mr. Greg Mislick, Professors, Operations Research Department, Naval Postgraduate School

The Naval Postgraduate School (NPS) and the Air Force Institute of Technology (AFIT) have recently kicked off their jointly developed Distance Learning Masters Degree in Cost Estimating and Analysis (MCEA). The team at NPS is headed by members of the Operations Research Department, Dr. Daniel Nussbaum and Professor Greg Mislick, in close cooperation with Professor Alfred Thal at AFIT to produce this unique and jointly taught program. The program includes selected courses from the NPS Graduate School of Business and Public Policy to provide a truly interdisciplinary approach.

This program is significant and unique. Cost estimation currently is in the Congressional and Department of Defense (DoD) spotlights. The driving force behind the MCEA is the Weapons System Acquisition Reform Act of 2009, which focuses on cost analysis and control within the DoD. Currently there is no other Distance Learning graduate degree programs in Cost Estimation available to government practitioners. The MCEA addresses the critical need of the DoD as it anticipates an increase of professional cost estimators to meet the demand. Captain Kory Fierstine, the Military Deputy Director at the Naval Center for Cost Analysis and a current MCEA student, stated the following: “What sets the NPS Masters apart from other graduate degree programs is that it is aimed at the rising professional cost estimator. It is sensitive to the competing requirements of working professionals with a primary focus on quickly educating the young cost estimator to grow in his or her field.”

This distance learning degree is designed to be completed in two years, at a rate of two courses per quarter. One course per quarter will be synchronous in a classroom environment via VTC. The other asynchronous offering will be made available online. The MCEAs part-time commitment is meant to advance the expertise of students whose professional careers do not allow for full-time education. The curriculum includes six cost classes, case studies, Acquisition, Financial Management Practices and Policies, and Systems Engineering courses, as well as a capstone project.

The MCEA program is currently completing its third of eight quarters, and students in this inaugural cohort will graduate in March 2013. Selection for Cohort 2 commencing in Spring 2012 is now underway. The program is open to all services for both military and civilian students. Interested persons can find more information by visiting: <http://www.nps.edu/mcea>.



Cost Estimating and Analysis

*A part-time, distributed learning degree
Jointly-developed; Jointly-instructed*



NAVAL POSTGRADUATE SCHOOL



AIR FORCE INSTITUTE OF TECHNOLOGY

NAAP for Attorneys Introduced

Dave Mailander, Recruiting Division Head, NACC

On October 5, ASN (RD&A) approved the Defense Acquisition Workforce Development Fund (DAWDF) Attorney Hiring Policy. This policy provides initial guidance on hiring Acquisition Attorneys to fulfill capability gaps and staffing requirements within this area. Attorneys hired into the NAAP will remain within the program for two years and transition to the respective host command upon graduation. Recent Law School graduates will be hired into the NAAP Attorney program at the GS-11 level. Experienced Attorneys will be targeted at the GS-12 or 13 levels depending on qualifications within their respective practice. Applicants must be U.S. citizens, graduates of law school accredited by the American Bar Association, members of good standing within the bar and admitted to practice before state or federal court. They will qualify based on the following criteria:

Recent Law School graduates:

- Academic standing in the upper 1/3 of the law school graduating class.
- Achievements associated with the Law Review or Law Journal.
- Special high-level honors for academic excellence in law school (e.g. membership in the Order of the Coif, winning a moot court competition or membership on the moot court team).

Experienced Law School graduates:

- Two or more years of professional legal experience.
- Hold a Master of Law (LL.M.)

Recruitment of NAAP Attorneys will be conducted at the SYSCOM Office of Counsel level with oversight by the respective Section 852 Program Manager. The Navy Office of General Counsel (OGC) will be strictly used as the qualifying authority for all NAAP Attorney hires and will work with Naval Acquisition Career Center (NACC) on the processing of applicants, formal offers and associated Personnel Action processing. NACC will also provide support for the on-boarding of NAAP Attorneys.

For more information, please contact NACC Recruiting Division Director, Dave Mailander (717) 605-1029 or Recruiting Team Lead, Mike Runkel, (717) 605-2258.



Share Your Experience: NAIP/NAAP Corner

One thing I did not anticipate going into the Naval Acquisition Intern Program (NAIP) was just how valuable the experience I was set to gain would be. Even though the job market in 2009 wasn't great, I had high expectations of myself to get a job. Initially, I didn't consider a government job, much less a government developmental program such as this. The opportunity sort of fell in my lap, and shortly after I was offered an interview. After doing some research on the program, there was no doubt in my mind that the opportunity was going to be worthwhile.

My experience to date – though at times challenging – has been nothing but great. With little prior knowledge of government and commercial contracts, I quickly came to learn just how critical they are to day to day operations. Right from the start, Interns are given a great deal of responsibility. The responsibility can be overwhelming at times, but fortunately I've had the invaluable support of my fellow Interns, many of whom have walked this same path and are able to help guide me through.

Along with a great peer support system, the Program requires classroom participation. The classes are designed to expose us to parts of acquisition we may not directly utilize. The combination of real world experience coupled with classroom learning creates an accelerated development for the Intern, and an amazing advantage: I have been able to gain more knowledge in much less time. The program also provides the opportunity to do multiple rotations, and the chance to do an external rotation [in Orlando] has allowed me to learn a different way of contracting other than just the way at my host command. It has also allowed me to interact with people from a different region, procure different things, and network with those people for support down the road. The exposure to the on-site experience, acting as lead negotiator, the classroom time, and the opportunity to rotate have helped foster my knowledge base and credibility with my peers and counterparts in Industry.

The program has been invaluable to me. I have learned so much in such a short period of time. Not only is this preparing me to be successful at my current position, but the Program's intention is to grow us into future leaders. No matter where my future path takes me, the NAIP has given me more than I had expected in these first few, critical years of my career.

**Ryan Farrell, Contract Specialist
Office of Naval Research (ONR)
On rotation at NAWCTSD, Orlando, FL.**

Ships Are Different

Ms. Cathy Romano, PEO SHIPS



In the winter of 2007 and 2008, while addressing acquisition workforce issues, Navy leadership saw a concern about a growing gap between what acquisition shipbuilders needed and what was taught in the DAU course curriculum. Because DAU is required to meet the wide variety of the Services' acquisition programs ranging from buying trucks and guns to aircraft, oftentimes students were told, "this does not apply to ships and satellites." Under the leadership of NAVSEA Program Management (PM) and PEO Ships, the "Ships Are Different" curriculum was born. The curriculum focused on giving program managers the needed information in a timely format that also captured lessons learned from previous shipbuilding program managers.

In 2008, PEO SHIPS led the development of a Shipbuilding PM Training curriculum that was prototyped as Continuous Learning (CL) modules. Developed and delivered by former Shipbuilding Program Managers, the series quickly demonstrated its value to the Shipbuilding Community. Eleven modules covered everything from "History of Shipbuilding" and "World Class Shipbuilding" to "Shipbuilding Cost Estimating" and "EVMS for Ships." Once prototyped, NAVSEA quickly realized the increased interest and demand for a course of this nature and sought to institutionalize the offering at DAU.

In early 2010, ASN (RD&A) Mr. Sean Stackley testified before Congress that Rebuilding the Navy Acquisition Workforce was important and that the Navy would work with DAU to develop a Navy Ship version of ACQ 201B. The first course was prototyped at DAU in June 2011.

The Navy Ship Version of ACQ 201B is an equivalent, accredited course which is now maintained by DAU and available on request. The Navy Ship version meets all the objectives of the original course while providing a significant amount of additional material specifically related to the acquisition process for ships: combatants, submarines, carriers, amphibious ships and support ships. In addition, a video, model exercise, and guest speaker have been added to the curriculum.

In the near future, DAU will offer the Navy version of ACQ 201B three times at the Washington Navy Yard (WNY). DAU and Navy continue to work together to provide additional offerings as the demand signal warrants.

For further information/questions regarding the ACQ 201B "Ships Are Different" course, please contact Ms. Cathy Romano, NAVSEA, at (202) 781-3239.

DEPARTMENT OF THE NAVY USD (AT&L) ACQUISITION AWARDS WINNERS

The Honorable Mr. Frank Kendall, Acting Under Secretary of Defense (AT&L) presented the awards on 1 November at the 2011 PEO/SYSCOM Commander's Conference. The Packard Excellence Award recognizes DoD civilian and/or military organizations, groups, or teams who have made highly significant contributions demonstrating exemplary innovation and best acquisition practices. The Workforce Achievement Award recognizes individuals who have gone above and beyond their expected duties, and recognizes excellence within the acquisition workforce. The Workforce Development Award recognizes DoD (AT&L) organizations that have made exemplary contributions to the career-long development of their workforces. It aims to recognize the organizations striving to promote the objectives of the USD (AT&L)'s goal of a high quality, agile, and ethical Defense Acquisition Workforce. Congratulations to all the winners!

David Packard Excellence in Acquisition Award

V-22 Cost per Flight Hour Reduction Team (NAVAIR, PEO(A))

Workforce Achievement Award

Program Management - CAPT Michael Moran, PMA 290, PM
Life Cycle Logistics - Mr. Don Schmitt, PMA 275, Lead APM for Logistics

Workforce Development Award (Large Organization Category)

GOLD AWARD - Naval Surface Warfare Center, Port Hueneme Division

SILVER AWARD - Space & Naval Warfare Systems Center Atlantic

A Message from the DAU President Ms. Katrina McFarland:



DAU News

Fighting Taxpayer Waste in Acquisition

A few weeks ago, I appeared before the House Committee on Oversight and Government Reform as part of the hearing: “The Frontlines of the Acquisition Workforce’s Battle Against Taxpayer Waste”. My testimony detailed the importance of a fully qualified acquisition workforce, especially in an austere financial environment, and also served as an opportunity to inform Congress of existing and emergent workforce development initiatives at DAU. Our goal is to have a workforce that is fully certified to today’s standards and also fully qualified to effectively perform their duties as acquisition professionals. I invite you to read my testimony as well as the statements of the other panel members on this important topic by clicking the following link. [Learn more.](#)



NEWS, LINKS & MORE FROM DAU

- **Celebrating 40 Years of Developing Acquisition Professionals**
To commemorate support for our nation's Warfighters, DAU created a website examining the past, present, and future of acquisition training. *Check it out here:* <http://www.dau.mil/history/default.aspx>
- **Stay Current with the Contracting Acquipedia**
The Contracting section of Acquipedia provides a convenient and easy way to learn about one or more Contracting topics. *Check it out here:* https://acquipedia.dau.mil/con_lcic.aspx
- **Defense Acquisition Portal: Initial Guidance from Mr. Kendall**
Get the latest on Better Buying Power and more from Acting USD(AT&L) Mr. Frank Kendall at the DAP. *Check it out here:* <https://dap.dau.mil/Pages/NewsCenter.aspx?aid=194>
- **Automated Requirements Roadmap Tool**
The DAU Service Acquisition Mall (SAM) Automatic Requirements Roadmap Tool (ARRT) is a software tool used to write performance-based requirements following the Requirements Roadmap process. Using ARRT, you can create a Performance Work Statement (PWS) and Quality Assurance Surveillance Plan (QASP) with user guidance throughout the tool. *Check it out here:* <http://sam.dau.mil/Content.aspx?currentContentID=arrt>
- **New Performance Tools Launched**
DAU's Logistics department has partnered with ODASD(MR) to release three Product Support guidebook PLTs with helpful links to policy, the Defense Acquisition Guidebook, and other references continually updated by OSD staff SMEs.
 - **Product Support Manager Guidebook** develops the Product Support Business Model and supports Better Buying Power (and also supersedes the "PBL Guide").
Check it out here: <https://acc.dau.mil/psm-guidebook>
 - **Business Case Analysis Guidebook** introduces, codifies, and clarifies standard BCA procedure to support life cycle product support decisions.
Check it out here: <https://acc.dau.mil/bca-guidebook>
 - **Logistics Assessment Guidebook** provides a framework for conducting Logistics Assessments and helps Components establish baseline assessment criteria.
Check it out here: <https://acc.dau.mil/CommunityBrowser.aspx?id=462107>
- **Training Course Change for Level II DAWIA Program Management Certification**
Effective November 2011, CON 115, Contracting Fundamentals, will replace CON 110, Mission Support Planning, as a core training requirement for PM Level II DAWIA certification. After December 2011, Defense Acquisition University (DAU) will no longer offer CON 110.
For more information: <https://dap.dau.mil/Pages/NewsCenter.aspx?aid=201>

FY12 DoN DAWIA Goals

Jean Szutenbach, DAWIA Policy Consultant, DACM



On November 4 the Director, Acquisition Career Management (DACM) published the DoN Defense Acquisition Workforce Improvement Act (DAWIA) Goals for FY12. Though the goals have remained the same, the DACM intends to continue improving the Acquisition Workforce Force (AWF) by raising the standards for certification, Continuous Learning, Acquisition Corps (AC) Membership for Critical Acquisition Positions (CAPs) and PMT 401/402 compliance.

Why these goals? Professionalization of the AWF is an overarching priority—ensuring the highest quality workforce by hiring the right people in the right jobs and access to the right training. We made great strides over the past year in communicating and educating the AWF on our FY11 goals which focused on getting back to basics—returning to DAWIA fundamentals and ensuring our AWF is the best at what we do. Our DoN DAWIA FY12 Goals continue this focus. Other goals aimed at delivering a high performing, more professional workforce may be added as we progress through the year.

FY12 DoN DAWIA GOALS	PERFORMANCE MEASUREMENT
Goal 1: Certification Levels	95% of the Acquisition Workforce be certified to the level required by their position within allowable timeframes
Goal 2: Continuous Learning (CL)	80% of the Acquisition Workforce have current CL Certificates
Goal 3: AC Membership for CAPs	90% of CAPs be filled by Acquisition Corps members at the time of assignment to the CAP
Goal 4: PMT 401/402 Compliance	100% of ACAT I and II PMs and DPMs complete PMT 401 and PMT 402 within six months of their PM/DPM assignment

Other goals aimed at delivering a high performing, more professional workforce may be added as we progress through the year.

How can you contribute towards meeting these goals?

- Address DAWIA requirements in Individual Development Plans (IDPs). IDPs should, at a minimum, include the education, experience, and training required to meet the certification level of your Acquisition Position as well as Continuous Learning requirements. Follow through on IDPs to ensure that requirements are met on time.
- Address DAWIA requirements and goals in performance plans and appraisals for both Acquisition Workforce members and their supervisors.
- Document training outside of DAU courses for Continuous Learning (CL) credit!
- Remain current in primary career field – select from CL modules, refresher DAU training, etc.
- Remember to log in to [eDACM](#) following any acquisition related learning event in conjunction with new DoN [DAWIA Operating Guide](#) (Ch. 15, Table 15-1).
- Remember to formally request certification and Acquisition Corps membership via SYSCOM chain of command once you have completed qualifications.
- For statutory training, work with command DPD to coordinate class scheduling for attendance at PMT 401/PM 402 as soon as possible once notified for Program Manager or Deputy Program Manager selection.

The attainment of the FY12 DoN DAWIA Goals is a shared responsibility—the AWF, supervisors, and acquisition leadership. By keeping these goals at the forefront of our everyday business, we can look forward to a very successful year!

Navy Leaders Encourage Hiring Nation's Heroes at 2nd Annual Wounded Warrior Hiring and Support Conference

Mass Communication Specialist 1st Class (SW) Dustin Q. Diaz, Defense Media Activity – Navy

VIENNA, Va. (NNS) -- The Secretary of the Navy (SECNAV), Commandant of the Marine Corps and other Department of the Navy (DoN) leaders met with government officials and members of private industry at the 2nd Annual Wounded Warrior Hiring and Support Conference in Vienna, Va., Nov. 9.

Naval Sea Systems Command (NAVSEA) hosted the conference at the Sheraton Premiere to discuss best practices and the most up-to-date information for hiring our nation's heroes, according to Assistant Secretary of the Navy for Manpower and Reserve Affairs Juan Garcia, whose office sponsored the event.

“We're all here, ultimately to address a legacy question of our time, of our generation,” Garcia said during his speech officially beginning the event. “What did we do to successfully reintegrate the wounded? The Department of the Navy's approach has been that, if we're going to ask the private sector - especially in this challenging economic environment - to hire the wounded, then it follows that we should lead the way.”

The next speaker, Vice Adm. Kevin McCoy commander of Naval Sea System Command (NAVSEA), talked about his command's dedication to doing that. NAVSEA set a goal to hire a wounded warrior for each day of fiscal 2011, which it exceeded, hiring 509 in that period and 792 total to date.

“At the end of this conference, I want to be able to say that there will not be any wounded warrior out there who wants a job that will not have a job,” said McCoy. “We will find any wounded warrior who wants one - not just a job, a career - we will not stop until they have it.”

Commandant of the Marine Corps Gen. James Amos talked about meeting with Marines and Sailors in Iraq and Afghanistan to remind them why they served there. He said the service members there did not complain and were proud of the progress made and eager to stay until the mission was complete.

“They smell success. But with that comes a price,” Amos said. “In Iraq, we lost 851 Marines killed in action. As of this morning, we've lost 317 killed in action in Afghanistan. The total number of wounded exceeds 12,000.”

“One-fourth [of the wounded] is severely wounded. The other three-quarters, for the most part, gets patched up. A few months later, they're back - they want to get back to their units. It's hard to imagine young men and women are that resilient, but they are. They have the ability to heal.”

Amos then compared the national unemployment rate of about 9.5 percent to the higher rate among all veterans - 11.5 percent - and that among veterans since Sept. 11, 2001 - 26.9 percent.

“If it was your child who was unemployed, it would be very personal to you,” Amos said. “It would be something you would pay very particular attention to.”

SECNAV Ray Mabus said that was just what he and DoN leaders intended to do, with groups like Navy Safe Harbor, the Wounded Warrior Regiment meeting for a common cause - to train, recruit, hire and retain these warriors.

“If you look at the wounded warriors we have today - the dedication, the talent, the skill, everything that they do - you cannot find a better person to work with your company than a wounded warrior,” Mabus said. “We are doing this for wounded warriors, but if companies will hire them, those companies will be the ones that benefit and America will benefit too.”

To learn more about the conference, visit <http://www.public.navy.mil/donaa/Pages/woundedwarrior.aspx>.

Secretary Ray Mabus video clip: <http://youtu.be/vjeT0uIMsQM>
ASN(M&RA) Juan M. Garcia III video clip: <http://youtu.be/C4yJEH-tsng>

For service-disabled veterans interested in employment opportunities at NAVSEA, and other government agencies interested in supporting NAVSEA's wounded warrior hiring office, contact CDR David McAfee at:

david.r.mcafee@navy.mil or (202) 781-1364.

For more news, visit www.navy.mil.

SYSCOM SPOTLIGHT



Joining the NAVSUP Family

Mr. David Rea, NAVSUP Office of Corporate Communications

As a young boy growing up in the Peñuelas Municipality of Puerto Rico, when anyone asked Melvin Ramos-Yambo what he was going to do when he grew up, he would answer, “I’m going to go to the United States to work.”

Now at the age of 27, that is just what he has done, and in a very significant manner. While attending University of Puerto Rico at Mayagüez, a friend suggested looking into an internship with the Hispanic Association of Colleges and Universities (HACU) program. After completing his bachelor’s degree and then his Master of Business Administration degree, he took the next step with the Naval Acquisition Intern Program (NAIP), bringing him to Headquarters, Naval Supply Systems Command in Mechanicsburg, Pa.

“The HACU internship was one of the most meaningful experiences I have had,” he explained. “During my three-month internship, I was exposed to the Navy culture and the many types of support provided by Naval Supply Systems Command. During this time I learned about the role NAVSUP plays in the Sailor’s life to help them accomplish their work, missions, and have a great quality of life,” Ramos-Yambo added.

He explained that during his HACU internship, he soon realized that NAVSUP was a great place to begin his career, and that is when he learned about the Naval Acquisition Career Center (NACC) internship program which allowed him to receive training in a specific career field, the opportunity to rotate through multiple NAVSUP locations and to expand his knowledge. He now works as a Contracting Specialist, and supports contracting officers, supply services, policy overviews, initiatives to reduce spending and the ever-important focus on improving efficiencies in contracting.

Ramos-Yambo said that one of the most important skills that has helped him adjust to working in the United States and for a federal agency is the desire to always learn something new. “That is the most important skill you can have, is being open to learning,” he explained. “Even with having a master’s degree I’ve learned so much here; I approach every day just like a child; always having the desire to learn. My primary focus is concentrating on what I’m doing here, but I know that change always come, and I must always be flexible,” he emphasized. And his number one goal remains as it has been for the past several years. Once he completes his NAIP internship, he plans to continue working as a contract specialist to “culturally and professionally” expand his experience and capabilities.



Mr. Ramos-Yambo brainstorms with co-worker Gomati Poonai



An intern with unique beginnings, Mr. Ramos-Yambo has made the most of his young career with the Navy by taking advantage of his professional opportunities.

FY11 DoN Acquisition Excellence Awards: Call for Nominations

CAPT(Sel) Ron Bishop, Military Acquisition Community Manager, DACM



The FY2011 Department of the Navy (DoN) Acquisition Excellence Awards call for nominations was released on 22 Dec. by ASN (RD&A). These awards give acquisition programs and individuals an opportunity to showcase their recent accomplishments as they vie for recognition as the “Best in the Department” in one of twelve categories. All personnel or teams that made significant contributions to the Navy and Marine Corps acquisition process can be nominated for the DoN Acquisition Excellence Awards.

The awards process is similar to last year and is outlined in the newly revised SECNAVINST 5305.5A. Each nomination requires Program Executive Office and Head of Contract Agency (HCA) endorsement prior to submission to the functional Deputy Assistant Secretary of the Navy or Office of Small Business Programs (OSBP). **All nominations are due to the functional DASNs no later than 13 Feb. 2012.** Winners will be announced in early May 2012 with an award ceremony planned for 15 June 2012 in the Pentagon Auditorium.

This year’s award categories are:

- Competition Excellence Acquisition Team of the Year (monetary)
- Innovation Excellence Acquisition Team of the Year (monetary)
- Acquisition Professional of the Year
- Expeditionary Contracting Award
- Major Acquisition Activity Award
- Field Acquisition Activity Award
- Technology Transition Award
- RADM Wayne E. Meyer Memorial Award (as merited)
- OSBP Awards
 - Small Business Team Award (monetary)
 - Small Business Advocate Award
 - Office of Small Business Program Director’s Award
 - Secretary’s Cup Award

There are three team awards that have a monetary reward of \$5000 that will be split equitably among team members. Military Officers are excluded from receiving monetary awards but may still be part of the nominated team.

Though the submission process is the same as last year, there are some important for this year. These changes include:

- The addition of the Technology Transition Award for RDT&E centers and/or program offices that successfully transition a technology or capability to a Program of Record.
- Removal of small business criteria from awards other than for the small business awards
- Requiring PEO’s to down-select nominations to one nomination per award category
- Defining roles and responsibilities within ASN(RD&A)
- Incorporating better buying power criteria for several awards

Specific criteria for each award is found in SECNAVINST 5305.5A, but in general, nominees should have made significantly greater contributions than normally would be expected in their particular assignments, and resulted in identifiable improvements over normal outcomes. Furthermore, the more quantitative and specific the nomination, the better chance it has of being selected.

The point of contact for award coordination, process or timelines is the CAPT(s) Ron Bishop at (571) 256-4590 or ronald.bishop3@navy.mil. For nomination package submission, technical details or subject matter expertise please contact the respective DASN/OSBP offices as listed in the SECNAVINST. We anticipate another highly competitive environment and look forward to hearing about you or your program’s successes over the last year. Good luck!

The Engineering Behind Ownership Cost Reductions: The Solid-State Integrated Crowbar/Circuit Breaker

Ms. Carmela Keeney, SPAWAR Systems Center Pacific Executive Director

Under funding from the Naval Innovative Science and Engineering (NISE) Program, researchers at SPAWAR Systems Center Pacific in San Diego have developed and successfully tested a solid-state integrated crowbar/circuit breaker to replace 1920's vintage legacy electronics that protect the delicate high-power tubes used in amplifiers at U.S. Navy VLF/LF transmitters employed at communications stations around the world. The new hardware design has the potential to significantly reduce total ownership costs to the Navy over the next several years and has the added benefit of removing hazardous materials from Navy systems.

Aging electronics of U.S. Navy VLF/LF transmitters are relatively inefficient and the impact of operation of the legacy short circuit protection equipment (ignitron crowbar) is so disruptive to the local power grid that sites must often provide separate power generation to isolate the effects of short circuit events on local power providers. Between power loss due to the use of inefficient components and installation costs for equipment required to mitigate the effects of short-circuits on local power providers, in addition to typical loss-of-life costs of the power system equipment due to increased stresses placed on the power supply chain, the costs associated with legacy equipment is nearly \$4M for a single site for the operating period 2010 to 2025. Significant cost savings can be realized through modernization of short circuit protection equipment.

Under an FY10 NISE Technology Transition project, SPAWAR Systems Center Pacific engineers designed and developed a modern, solid-state circuit to replace the legacy electronics at Navy transmitter sites. The new circuit was designed to eliminate the hazardous materials used in the legacy system and minimize the effects of short-circuit events on the local power grid, both of which will result in significant cost savings over time. In mid-2011, SPAWAR Systems Center Pacific, in conjunction and coordination with NAVYCYBERFOR and SPAWAR Systems Center Atlantic, installed and successfully tested the new solid-state circuit design at Naval Computer and Telecommunications Area Master Station, Atlantic, Detachment Cutler. The testing marked the conclusion of the year-long NISE Technology Transition effort. The project success is captured in customer feedback below:

"The demonstration was flawless and the new crowbar device appeared to function as designed and anticipated. This marks a beginning in a new way to do business with some of our commercial power providers. Once the costs are determined and if they are reasonable, it is our intent to replace existing devices with these new solid state, open first - then close, switches. The decreased cost of



The Legacy ignitron crowbar device.

AJLD Development Course Availability!

Debbie Norcross, CL/AWTAP Program Manager, NACC

Training Opportunity

Acquisition Journeyman Leadership Development (AJLD) is a three-day course open to Acquisition Workforce (AWF) members at the GS-12 through GS-14 level. With 30 seats available per class offering, priority registration is given to acquisition intern supervisors, career field managers and acquisition associates. This course guides participants from cross-functional environments through strategic leadership competencies as they relate to transformational leadership, leadership strategies, and tactics to assist in successfully addressing challenges associated with organizational growth and team development. The only cost to the participant and his/her command is travel funding, if required. To apply for the date and location of your choice, go to: <https://www.atrrs.army.mil/channels/navyedacm>, then click Manage Career > DoN Continuous Learning > Log on to Register-Now then choose Class Schedule-View / Apply.

The current schedule for the first four months of 2012 is as follows:

January 24-26 – Philadelphia
January 24-26 – Patuxent River
February 7-9 – Lakehurst
February 14-16 – Port Hueneme
March 6-8 – Orlando
March 20-22 – Charleston
April 24-26 – Washington, DC

DID YOU KNOW?

The **AJLD Course** is a great way to not only gain valuable leadership skills and knowledge, but will also earn AWF members **20 Continuous Learning (CL) points.**
Sign up today!



DAU Training Edition

DACM Myth Busters' Mission: to clear up any widespread misconceptions in the AWF and as address commonly misunderstood policies and procedures.

Myth #1: If I am a Priority 1 for a DAU Class, I will get a seat.

Fact: False. Seats in DAU Resident Classes fill quickly and are limited so being a Priority 1 (Pri 01) student does not guarantee you a seat. Based on course availability, some Pri 01 students may be placed on the Wait List. However, students with a Pri 01 requirement who have not been able to obtain a reservation may be registered for the required course in lieu of a student holding a lower priority seat up to 15 working days prior to the class start date-the student with the lowest priority and latest registration will be "bumped" and will need to reapply for the course.

Myth #2: Once I complete my certification, I have completed all required training.

Fact: False. Now that you are certified, you are required to maintain currency in your primary career field. AWF members are required to complete 80 hours of Continuous Learning (CL) per two year cycle in order to remain current.

Myth #3: The Contracting Career Field Certification Grace Period Extension of 40 months vice 24 months, approved by OSD Memorandum dated 07 September 2011, only applies to CON Level III certification positions.

Fact: False. The Certification Grace Period Extension applies to all certification levels of the Contracting Career Field.

Myth #4: I got acquisition certified years ago. My acquisition training is complete.

Fact: False. There is no such thing as a general certification in acquisition. Career field certification requirements are specific to the responsibilities of a particular job, which can change over time. Beyond certification, continuous learning requirements ensure everyone maintains competency and currency in his/her career field. Acquisition development is never complete, only current!

Every member of the acquisition workforce should check eDACM periodically to ensure the position coding in their profile and the qualifying information in their DAWIA transcript is complete and accurate. Position type, position category, level required, and date required are especially important in determining which training requirements apply, how your training requests are prioritized, and how your progress gets reported for DoN's DAWIA Goals. If you find a discrepancy, work with your supervisor and DPD (DAWIA Program Director) to get your personnel record corrected.

Myth #5: I'm enrolled in my last required class for my Acquisition Career Field required level of certification. As soon as I complete this last class, I'll be certified.

Fact: False. Certification is neither automatic, nor solely based upon training.

- Once you complete your required education, training and experience necessary to achieve certification in your specific career field/certification level, you must apply for certification on [eDACM](#). Select Manage Career > Certification.
- For further information, consult the following resources:
 - The [DAU iCatalog](#) provides listings of the Career Field Certification Requirements broken down by education, training and experience.
 - The [DAWIA Operating Guide](#) cites all the procedures necessary to obtain Certification.

Have a question or myth you'd like busted? Email the DACM Desk: dacm.desk.fct@navy.mil for more info!

The ACC: Providing Overwatch to the DoN's AWF

CAPT(Sel) Ron Bishop, Military Acquisition Community Manager, DACM



The Acquisition Career Field Council (ACC), reinvigorated in June 2010, has met quarterly throughout all of FY2011 functioning as an advisory council to ASN (RD&A). The purpose of the ACC is to guide and monitor the implementation of Department of the Navy's (DoN) acquisition community management efforts and ensure qualified personnel are available to fill acquisition and technology positions. While much of the acquisition workforce management, resource planning and hiring initiatives is done at the SYSCOM level, the ACC provides a cross-functional, senior-level forum to monitor, discuss, and influence acquisition and DoN-level policy decisions for the betterment of the acquisition workforce.

The renewed emphasis on the ACC by ASN(RD&A) leadership has prompted the establishment or revitalization of several career field specific competency boards such as the Program Management Competency Board, BUS-FM Competency Board, and the DoN T&E Workforce Competency IPT to address career field specific concerns from across the Department. The current effort of the ACC is to review the acquisition career paths and professional credentialing for each career field to identify any potential policy drivers or concerns and to share any best practices amongst career fields. The ACC also reviews quarterly the health and status of each career field and makes recommendations for improvements for certification, continuous learning compliance, and overall size and health of the workforce. As the DoD prepares to enter into an austere budgetary environment, the ACC is posturing to assess any impacts to the workforce resulting from any funding decisions that may come (none yet).

Membership in the ACC includes the DoN National leads for most DAWIA career fields, with many of these leads also serving as the DoN functional lead for the OSD (AT&L)-led Functional IPTs. Each acquisition SYSCOM also has a representative on the Council and the Director, Acquisition Career Management serves as coordinator and executive secretary. With this level of career field and community diversity, the ACC provides a comprehensive forum for addressing DoN Acquisition Workforce concerns. The next ACC is planned for 16 February 2012 with the focus on synchronizing SYSCOM AWF efforts with the overall DoN policies.

Conferences & Events

January						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

March						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AWF Events

12 JAN	NAVAIR Acquisition Leadership Symposium
18-19 JAN	Career Field Manager Conference
13 FEB	Acquisition Excellence Award Nominations Due
16 FEB	Acquisition Career Field Council

Government Holidays

2 JAN	New Year's Day
16 JAN	Martin Luther King, Jr. Day
20 FEB	Washington's Birthday

Director, Acquisition Career Management

https://acquisition.navy.mil/rda/home/acquisition_workforce Ph: (703) 614-3666 Fax: (703) 614-4262

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