



DACM Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION WORKFORCE

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Note from Principal Civilian Deputy, ASN(RD&A)

The Nation, the Department of Defense, and the Department of Navy, all face budgetary challenges as we enter a new fiscal year and support the Department in submitting the FY13 Defense Budget Proposal. As Defense Secretary Panetta stated in early September, "The United States faces a series of tough choices ahead on the budget as we seek to balance the need for fiscal solvency with the need to protect our security. We can - and must - address the budget and protect the country." As a team of acquisition professionals, it is important that EVERY person on the team involved in the acquisition of systems, material, and goods & services understands the costs of his/her part of the program or project. As Mr. Stackley recently told a group of Program Managers at the Naval Air Systems Command, "...It has never been more important, than right now, that you understand the costs of your program." The taxpayer and the warfighter need our best effort to beat back unnecessary program costs.

You may recall in November 2009 Mr. Stackley gave us five priorities on which to focus: getting the requirements right; making every dollar count; performing to plan; minding the health of the industrial base; and strengthening the acquisition workforce. Each one of these priorities focused our workforce on excellence in the fundamentals of acquisition, which are necessary to keep downward pressure on acquisition costs. I ask you to remain committed to these fundamentals for that very reason.

I also want to congratulate many of you, as you have had a number of successes this past year in reducing acquisition costs. These successes are noteworthy because they have slowed the trend of program costs outpacing our top-line authority, which is what we must do. The Nation and the Service needs each one of us to challenge assumptions and old ways of doing business to deliver the same (or better) capability at a reduced price.

Mr. James Thomsen,
Principal Civilian Deputy to ASN(RD&A)

Note from the DACM

In the past year, the DACM office has worked hard to ensure that the Acquisition Workforce (AWF) has the tools for success and organizations have the flexibility to hire the best talent. To expand the AWF's skill set, we placed a greater emphasis on higher education and career broadening by providing over 2,400 Graduate level courses; adding two additional SECDEF Corporate Fellows Acquisition seats; developing a "Ships are Different" DAU training module; establishing contracting "Boot Camp" at the SYSCOMs; and developing a Business Financial Management University curriculum at Naval Postgraduate School. We worked with our university partners to develop a Flag/SES/GS-15 level course at the University of North Carolina to understand industry better; developed the Tuskegee University Junior Master of Science in System Engineering (MSSE) and Naval Postgraduate School Master of Science in Engineering Systems (MSES) program; and established the Naval Engineering Education Center, composed of a National Consortium of 14 universities. The Department of Navy hired over 1,000 AWF professionals, targeting critical skill sets at all levels to fill the SYSCOMs' requirements. In addition we stood up a Wounded Warrior Intern program that currently boasts 9 participants in only a few short months. Finally, we funded much of our enhanced program by expanding our use and distribution of Section 852 funds.

As I look to 2012, I think it is critical that we capitalize on our successes and previous investments in this challenging fiscal environment. My top priority is to stay the course in rebuilding and growing the Civilian AWF at current funding levels. It is important that we adjust our thinking and strategy to use a requirements-based, vice a budget-based, demand signal in our planning. The professionalization of the AWF is also a top priority—ensuring the highest quality workforce by hiring the right people in the right jobs, and ensuring they have access to the right training. In the next couple of weeks, I intend to publish DAWIA goals for this year, providing greater direction and clarification. Secretary Stackley is committed to excellence in AWF and the DACM office is committed to make available to each of you the tools you need to be successful.

We have accomplished much and have much more to do, but I am excited about the prospects. My staff and I are here to help you. If you have suggestions or recommendations, please contact us and let us know. Thank you all for a very successful year and let's charge on to an even better FY12!

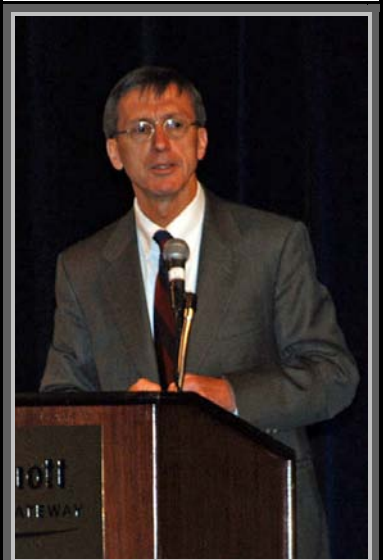
René Thomas-Rizzo
Director, Acquisition Career Management

2011 Annual Acquisition

On July 26 and 27, more than 700 interns from the Naval Acquisition Intern Program (NAIP) gathered at the Crystal Gateway Marriott in Arlington, VA to attend the 2011 Annual Intern Training Conference.

The annual conference is a two-day event sponsored by the Naval Acquisition Career Center (NACC) to familiarize interns with the Department of Navy (DoN) acquisition and to provide them with personal and professional development guidance. The theme of this year's conference was "Build the Future Force."

Intern alumna, Ms. Maura Styczynski, sang the National Anthem to kick off the first day of the conference. Speakers throughout the day included the Honorable Mr. Sean Stackley, Assistant Secretary of the Navy, Research, Development & Acquisition; Ms. Carla Lucchino, Assistant for Administration to the Secretary of the Navy; and Mr. Elliott Branch, Deputy Assistant Secretary of the Navy for Acquisition and Procurement; Mr. James Thomsen, Principal Civilian Deputy to ASN(RD&A), Mrs. Katrina McFarland, DAU President, and Ms. René Thomas-Rizzo, Director, Acquisition Career Management. The presentations focused on the future and strategic initiatives for the DoN and the skills that are necessary to achieve and improve the overall mission to support the war fighter. As one intern recalls, "the speakers helped interns understand their roles in the positions in which they hold and the importance of the war fighter and our duty to support them as much as we can."



Intern Training Conference



(continued from page 2)

During the afternoon of day one, career field breakout sessions were conducted by the respective Functional National Career Field Leads along with recent graduates from each career field, who shared success stories and lessons learned from their experiences. The day concluded with a social networking mixer, providing interns with an opportunity to meet and greet other interns, Senior Executives, and Flag Officers.

The second day of the conference offered four training sessions with different topics, including a brief on DAU Industry, a presentation of Naval History, and a Discussion with NACC Staff. The most unique and engaging session of the day was the “Fish Camp.” “Fish Camp” offered a personal approach to the interns with emphasis on positive interaction, services offered, and other motivational presentations with a fun focus.

The two-day event also highlighted areas of interest to include career development, training, and networking opportunities. The conference received many enthusiastic reviews as one intern stated, “I thought overall the conference was great. I was very impressed and enjoyed myself, and walked away feeling like I have learned something that would help me for my career and the future.”

Career Field Corner

Systems Planning, Research, Development & Engineering (SPRDE)

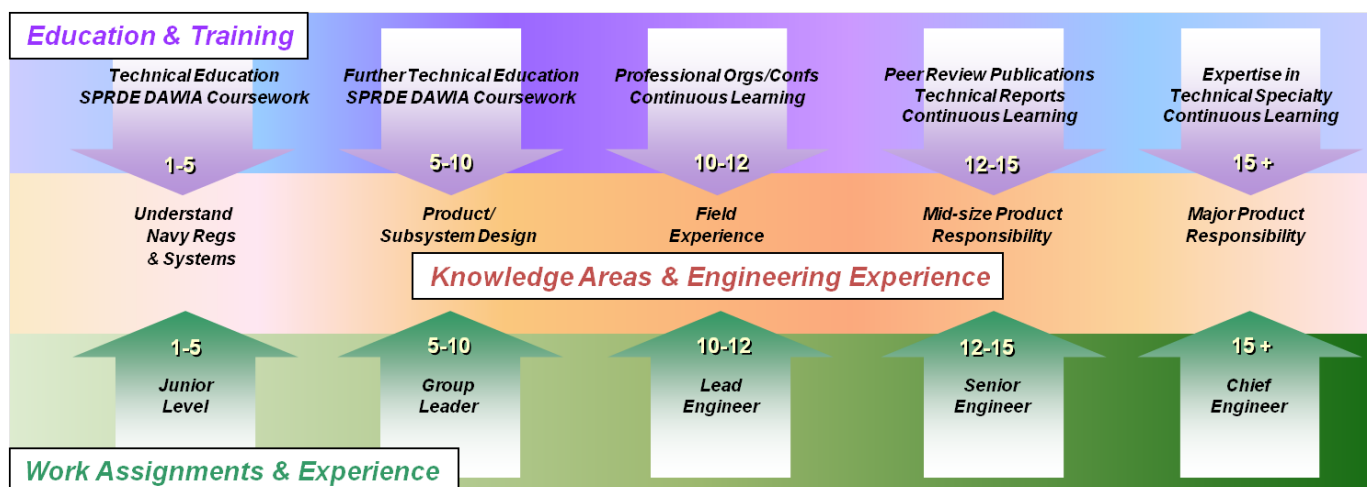
Mr. Ricardo Cabrera, DASN (RDT&E) Chief Systems Engineer (CHSENG)

DASN (RDT&E) Chief Systems Engineer (CHSENG), Mr. Ricardo Cabrera, is the functional leader for the Systems Planning, Research, Development and Engineering (SPRDE) acquisition workforce and the community leader for the Department of the Navy (DoN) Systems Engineering (SE) competency. One of his goals is to ensure a healthy SE workforce in support of the mission of the Navy and Marine Corps. Working with the Systems Engineering Stakeholders Group (SESG), and the Director for Acquisition Career Management, his office has made important strides to increase SYSCOM participation in overall DoN initiatives including Section 852 training, education, and hiring.

In coordination with the SESG, Mr. Cabrera is working to create an achievable career path model for scientists and engineers in the acquisition workforce. By co-sponsoring the SE chair at the Naval Postgraduate School and collaborating with the Systems Engineering Oversight Council, the CHSENG is securing a strong posture in continuing education as we strengthen systems engineering acquisition positions. Increasing the visibility of the Naval Acquisition Intern Program, which provides opportunities for interns and journeyman personnel to train and gain meaningful work experience at the echelon one and two levels, has been a top priority. Consistent with the Weapons Systems Acquisition Reform Act and General Accountability Office provisions, the CHSENG office is working with the Office of the Secretary of Defense (OSD) to determine a uniform count of systems engineers in the community.

In collaboration with the Army and Air Force, the CHSENG office is working to ensure the Department of Defense (DoD) systems engineers have the appropriate knowledge, skills and abilities in support of a Human Capital Strategy capable of sustaining a strong intellectual capital in the years ahead. Earlier this year, the CHSENG office worked with the Center for Naval Analysis, Army, Air Force, OSD and other Fourth Estate representatives to create a competency model and surveying instrument for distribution to the DoD SPRDE community. The research goals included: (1) Assessing the current systems engineering capability of the SPRDE workforce; (2) Describing how those capabilities are distributed across DoD organizations and programs; (3) Projecting how those capabilities will be affected by departures; (4) Determining the potential of the current SPRDE workforce to boost the DoD's systems engineering capability; and (5) Developing a profile of the SPRDE workforce. Using the data from the competency assessment, the CHSENG will identify areas needing attention and will forward recommendations on how to invest in training, education and work assignment opportunities as we strive to maintain a healthy, agile and vibrant workforce ready to face the challenges that lay ahead.

Strengthening the Technical Acquisition Workforce Systems Engineer Development



Travel for DAU Courses

Tina Gutshall, DAU Team Lead NACC

The Naval Acquisition Career Center (NACC) administers Defense Acquisition University (DAU) travel funds for the Department of Navy. DAU provides NACC centralized travel funds for DoN civilian and military students to attend mandatory certification courses. NACC issues travel orders (DD1610) to eligible students consistent with the DoD Joint Travel Regulations (JTR), DAWIA Operating Guide and Approving Official (AO) guidance.



DAU funded travel is not processed in the Defense Travel System (DTS). DAU is exempt from using DTS due to their financial system. However, DAU, the DoD DTS Program Office and the Services are working closely to implement “DTS for DAU,” with roll-out expected in mid-2012.

To use DAU funds, follow the procedures provided by eDACM when registering for your class. When you receive your course reservation, you will be advised of your eligibility for funded travel. Forty-five calendar days prior to the class start date, you will receive an email reminding you to log onto eDACM to complete and submit your Travel Worksheet. Contact your local SATO or travel office for lodging accommodations, rental car reservations, and airline tickets, if required. Upon completion of all travel arrangements, submit the Worksheet to NACC in order to receive your orders.

As a reminder—never travel without orders! Please ensure that you do not begin travel without a completed, signed copy of your orders. Orders protect you and the Government in the event of a cancellation, emergency or mishap. As a condition of using DAU funds, orders must be approved and issued by the NACC before you go on travel. Your local command is responsible for funding any travel / travel expenses not approved in advance by the NACC.

Be sure to follow the instructions to avoid delay in getting your voucher settled upon return. Questions? Contact your DAWIA Career Advisor or your NACC Registrar for assistance. Safe travels!

Enhanced Expedited Hiring Authority (E-EHA)

Dave Mailander, Naval Acquisition Career Center, Recruiting Division Head

In FY 2009, the National Defense Authorization Act (NDAA), Public Law 110-417 established the Expedited Hiring Authority (EHA) for Acquisition Positions. This was created to give agencies the capability to appoint highly qualified individuals to shortage category positions within DAWIA Acquisition Career Fields spanning from GS-09 through GS-15 levels. For the Naval Acquisition Development Program (NADP), EHA provided a hiring authority that supported Journeyman levels (GS-11 through GS-13) and has been the primary hiring authority for our Naval Acquisition Associates Program (NAAP) for over two years.

On Aug 28, 2010, the Under Secretaries for AT&L and Personnel Readiness signed guidance that expanded the use of the Expedited Hiring Authority (EHA) for Select Defense Acquisition Workforce positions. The focus of this enhanced guidance aims to expand coverage of the EHA Authority to include hiring of developmental or entry level personnel at the GS-5 through GS- 7 entry level. Furthermore, this new authority also supports full performance hires at the GS-9 through GS-15 levels while satisfying merit principles throughout. The Enhanced Expedited Hiring Authority (E-EHA) as written incorporates new requirements which are highlighted below:

- Public Notice (minimum of two days)
- Veterans Preference (10 point Veterans receiving the highest priority)
- ACWA assessment for entry level
- Job analysis, Job requirements and Highly Qualified Criteria for full performance positions
- Selective placement factor of 3.5 grade point average for under graduate education at all entry levels
- Meet OPM and DOD minimum qualifications for selection

The E-EHA provides a hiring authority which is in line with merit principles to include making employment offers to qualified veterans whenever practicable in addition to satisfying public notice for job opportunities in the federal government. NADP Recruiting Working Group Members, Hiring and Selecting Officials can expect future notices from NACC on the respective changes regarding NAAP E-EHA processing mechanics in October 2011.

DAU Launches BBP Gateway

Kathleen Barry, Acquisition Workforce Analyst, DACM

This past spring DAU launched the Better Buying Power (BBP) Gateway on the Defense Acquisition Portal (DAP). Here, acquisition workforce (AWF) members can access all information related to the BBP efficiency initiatives outlined in the Sept. 14, 2010, USD(AT&L) memo. In addition, the Acquisition Community Connection (ACC) Special Interest Area (SIA) currently features an updated “Better Buying Power” community that provides expanded membership and interactive capabilities such as related questions and comments on specific initiatives.

These sites make BBP information more readily available to the AWF as well as provide a forum for AWF members to ask questions, distinguish myths from facts and interactively connect with fellow workforce members regarding BBP instructions and guidelines.

Browse the BBP Community at <https://dap.dau.mil/bbp>, or the BBP (Public Site) at <https://acc.dau.mil/bbp>.

NEW AT DAU

The FY12 classroom course schedule is available.

Register now at:

<http://catalog.dau.mil/onlinecatalog/CareerLvl.aspx#>

Please note that the following courses are not yet available for registration. Provided are anticipated dates of availability:

CON 280 – 1QFY11

CON 290 – 1QFY11

LOG 211 - TBD

LOG 340 - TBD

Better Buying Power Initiatives

1. Target Affordability
2. Incentivize Productivity
3. Promote Competition
4. Improve Tradecraft
5. Reduce Bureaucracy



Level III Certification

PMT 352A
Program Management Office Course

50 hrs, online

PMT 352B ***
Program Management Office Course

5 weeks classroom

SYS 202
Intermediate Systems Planning, Research, Development, & Engineering

30 hrs, online

*** 3 New Online Prerequisites (57.5 hrs)

Case Based

“Core Plus”

ACQ 265, 370

New Changes for PM Level III Certification

Sylvia Bentley, Acquisition Workforce Manager, DACM

Beginning in FY12, new curriculum changes for the Program Management (PM) acquisition workforce (AWF) members pursuing Level III certification will begin. A 29 June 2011 USD (AT&L) memorandum (SUBJ: Revised Requirements for Level III Program Management Certification) announced the changes to the PM Level III Curriculum **beginning 1 Oct 2011**.

The changes to the **PM Core Certification Curriculum** were designed to provide more extensive knowledge in areas determined to be key for Program Managers. As a result, **PMT 352B** “Program Management Office Course, Part B” will have 3 **prerequisite courses**:

- BCF 102** - Fundamentals of Earned Value Management (EVM)
- BCF 103** - Fundamentals of Business Financial Management (BFM)
- LOG 103** - Reliability, Availability, and Maintainability (RAM).

Along with the changes to the core curriculum, the following courses were added as **PM Level III Core Plus** training:

- ACQ 265** - Services
- ACQ 370** - Acquisition Law

Those PM AWF members who are already registered for PMT 352B will be able to complete the course, but must complete the new requirements to obtain certification. Additionally, members of the PM career field who are already Level III certified are encouraged to complete the new training curriculum.

Acquisition “War Room” Training Opportunity

Deb Lemmeyer, Chief of Staff, DACM



Over the past year, the Director, Acquisition Career Management’s (DACM) focus has been to rebuild the DoN acquisition workforce through a number of parallel efforts, to include deliberate hiring, career development, acquisition training, Section 852 execution, and in-sourcing. Thus far, we have hired approximately 4,000 additional acquisition professionals and plan to continue the growth through FY15, ensuring we achieve the right balance of skill sets and people. Additionally, the DACM office has been looking at innovative ways to provide ship-building centric acquisition training which can be integrated into existing DAU courses. Along these lines, some key training initiatives underway include a *Ships Are Different* DAU training module and integrating a *Navy Day* into the current PMT-401 course. The *Ships are Different* module was successfully piloted at NAVSEA this past June and is being integrated into the ACQ201B schedule for FY12, and the last two PMT-401 courses at Fort Belvoir have included a *Navy Day*, allowing future Program Managers to interact with Senior Acquisition Executives. This set aside day introduces Program Managers to DoN's S&E infrastructure (Warfare Centers/Labs/FFRDCs/UARCs), and familiarizes them with DAWIA policy, process and procedures.

Additionally, the DACM is developing an Acquisition “War Room” training opportunity that incorporates lessons-learned from U.S. Naval War Room Strategies known as “The Meyer Study” after RADM Wayne E. Meyer. The study focused on defining an executable strategy and plan for the next generation surface fleet. We are transitioning the study’s intellectual capital to our Acquisition Workforce and leveraging its educational value for PMs, DPMs, APMs, IPTs, Design Teams, etc. Although the original study began by focusing on the Naval Surface Fleet, it applies to all Naval Warfare. There are now 6 war rooms:

- **The Main War Room:** Explores the national and international forces that shape Navy thinking.
- **The Evolution of the Navy War Room:** Studies the history of the Navy and provides analysis at critical junctures throughout the Nation's history
- **The Organization War Room:** Explores how the DoN has organized itself through the years to maintain, mobilize, operate, and fight.
- **The Acquisition War Room (New):** Looks historically at the evolution of the Navy's Material Establishment in order to inform what establishment is needed in the next 30 years in terms of science and technology, manufacturing and production, organization and management processes, infrastructure and industrial base, workforce and people and contracts and financing
- **The Program Management War Room (New):** Examines how to meet the challenge of a major acquisition program as it passes from initiation to in-service in the context of forces often outside of a Program Manager's control. The lessons learned in the Aegis Project are to be codified and then added to by reviewing the lessons learned from other successful major acquisition programs.
- **The War Ready Ship (Shipbuilding and Modernization) War Room:** Provides Program Managers practical lessons learned for naval shipbuilding.

If this piques your interest, War Room visits are scheduled as half day sessions, with groups of 5-8 recommended. During your visit you are provided with well researched lessons learned on what has been successful in Shipbuilding/Combat Systems Acquisition. These experiential-based learning sessions provide a broadened perspective to help prepare program teams for success by offering a forum for discussion regarding complex acquisition challenges (both Executive and Program Manager level) and to introduce a team of acquisition experts who might be used as a source of reference in program execution. This training is approved for Continuous Learning credit.

For more information, please contact DACM Chief of Staff, Ms. Deb Lemmeyer, at debra.lemmeyer@navy.mil.

Establishment of PEO LCS

Program Executive Office, Littoral Combat Ships (PEO LCS) stood up at a ceremony in the Washington Navy Yard on July 11. This Program Executive Office has singular authority for acquisition and sustainment of the focused mission warfighting capabilities of Littoral Combat Ships in Surface Warfare, Antisubmarine Warfare and Mine Countermeasures. The new organization includes the Program Offices of PMS 495, Mine Warfare; PMS 420, Littoral Combat Ship Mission Modules; PMS 406, Unmanned Maritime Systems; and PMS 501, Littoral Combat Ship Seaframes. In addition, PEO LCS will execute Fleet Introduction, Test and Evaluation, and In-Service Support for the LCS class ships through the recently established PMS 505, LCS Fleet Introduction and Sustainment Program Office. Aligning the Seaframe, mission modules and the supporting systems programs under one PEO results in optimized program communication and increased programmatic efficiency. These six Program Offices with approximately 200 civilians and military personnel have total responsibility for the Navy's LCS Shipbuilding program and the delivery of up to 55 ships over the next ten years.



Originally, acquisition and maintenance of the LCS Seaframe and Mission Modules were conducted by two different PEOs — PEO Ships and PEO Littoral and Mine Warfare (PEO LMW). With the stand up of PEO LCS, Navy disestablished PEO LMW, moving the Program Offices of PMS 340, Naval Spec Warfare; PMS 408, CREW / EOD; PMS 480, Anti-Terrorism Afloat to NAVSEA; and PMS 485, Maritime Surveillance Systems, to PEO Subs.



"The littoral combat ship is a critical shipbuilding program and demands the very best skill and effort from government and industry teams. To ensure that we deliver this program to the fleet successfully, I am establishing a new Program Executive Office, Littoral Combat Ships that will align several program offices into one consolidated PEO, focused entirely on achieving that result," stated Assistant Secretary of the Navy (Research, Development and Acquisition) Sean J. Stackley in his 5 May 2011 memo establishing PEO LCS. Mr. Stackley further stated that "this action takes efforts that are currently managed across multiple organizations, and integrates design, development and tests, trials and evaluations under one roof. PEO LCS will have authority across all aspects of the program."

The Secretary of the Navy named Rear Adm. James Murdoch as its Program Executive Officer and Ms. E. Anne Sandel as Executive Director.

eDACM Support Team Tips: AWTAP

Erin Fulfer, NACC eDACM AWSP Manager



Civilian Acquisition Workforce Members have access to tuition assistance through the Acquisition Workforce Tuition Assistance Program (AWTAP). Eligible members must create a complete Education Development Plan (EDP) in eDACM outlining the total number of courses required for degree completion and specify when those courses will be taken. Additionally, individuals taking courses using AWTAP funding must supply grade documentation upon completion of the course. Grades must be submitted via eDACM for review and approval. Those individuals who do not receive acceptable grades in accordance with the AWTAP SOP will be required to refund the tuition assistance received for the course.

Note: The total number of courses required for degree completion cannot change once the EDP has been approved. However, the dates for which you expect to take the courses can be adjusted. Once your EDP is approved, it is extremely important that the EDP be maintained and remains up-to-date with what you are actually doing.

Important Reminder: As the new fiscal year approaches, it is a good time to take a look at your EDP and ensure it is up-to-date. EDPs that are not maintained will be placed in a suspended status.



White House Forum Recognizes SPAWAR for Savings of over \$1 Billion

From Space and Naval Warfare Systems Command Public Affairs

SAN DIEGO – The White House Forum on Accountability in Federal Contracting recognized Ms. Debbie Streufert, Contracting Officer at the Space and Naval Warfare Systems Command (SPAWAR), for developing an aggressive strategy that saved taxpayers in excess of \$1 billion. Streufert was previously awarded the Chief Acquisition Officers Council (CAOC) Acquisition Excellence Award and was called a “hero” by the Honorable Dan Gordon, Administrator for Federal Procurement Policy for her work in Navy contracting services during a meeting of acquisition professionals on July 7.

The forum was held as part of President Obama’s Campaign to Cut Waste, which calls on federal agencies to cut spending on contracts for management support services.

“We are targeting affordability and cost growth, we’re incentivizing productivity and innovation in industry and we’re promoting real competition and improving especially the way we buy services,” said Richard Ginman, Department of Defense Director of Defense Procurement and Acquisition Policy. “A shining example of how we’ve redoubled our efforts to drive a hard bargain and get a better deal for our taxpayers is the Navy’s Continuity of Services Contract.”

Debbie Streufert, one of SPAWAR’s lead procurement contracting officers, was responsible for the contracting effort to award the Navy-Marine Corps Intranet (NMCI) Continuity of Services contract. This effort will help NMCI, one of the world’s largest intranet services – a network with more than 700,000 users and 384,000 workstations – transition to the Next Generation Enterprise Network (NGEN).

Streufert led an aggressive plan to inventory and evaluate more than 1.2 million individual assets of existing NMCI property in support of negotiations. During that time, Streufert simultaneously conducted an evaluation of the NMCI intellectual property and negotiated a Government Purpose Rights License, including 100,000 hours of support at no additional cost to the taxpayer. The signed contract represents the execution of the Navy-Marine Corps mission at a significantly reduced price.

“SPAWAR is dedicated to making the Navy acquisition process as efficient and effective as possible and Ms. Streufert is a great example of how acquisition professionals can have maximum impact on the Navy and DoD,” said SPAWAR Commander Rear Adm. Patrick H. Brady. “As the Navy’s Information Dominance command we are keenly aware of our responsibility to lead not just in that mission, but also in the Department of Defense Better Buying Power Initiative. I’m very proud of SPAWAR and Ms. Streufert.”

For more news from Space and Naval Warfare Systems Command, visit:

www.navy.mil/local/spawar/

To watch the presentation, visit the White House website at:

<http://www.whitehouse.gov/photos-and-video/video/2011/07/07/white-house-forum-accountability-federal-contracting?category=101>

Secretary of Defense Corporate Fellowship Program

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



The Assistant Secretary of the Navy for Research, Development and Acquisition (ASN(RD&A)) will once again sponsor additional seats for the next session of the Secretary of Defense Corporate Fellows Program (SDCFP). The seats will be offered to select military acquisition workforce officers (O5/O6) who possess a high potential for becoming Major Program Managers.

The SDCFP was established by the Secretary of Defense in 1994 as a long-term investment in transforming the Department of Defense. Two or more officers from each military service are selected each year to receive their military senior service college credit by training with sponsoring institutions (i.e., corporations, companies, commercial enterprises, etc.) who have earned a reputation for insightful long-range planning, organizational and management innovation, and implementation of new information and other technologies. These fellows then form a cadre of DoD leaders that bring these insights back to the Department to influence change.

Last year, ASN (RD&A) successfully attained two additional fellowships for acquisition professionals and selected two candidates for this program: CAPT JT Elder, an Aerospace Engineering Duty Officer from SPAWAR, who went to Booz Allen Hamilton out of McLean, VA, and CAPT Michael "Woody" Peoples, another AED from NAVAIR, who went to SRI International/Sarnoff in Princeton, New Jersey. They will be completing their assignments in June of 2012.

The solicitation for applications for the next fellowship will be released shortly after Thanksgiving with applications due in January to ASN(RD&A)/DACM. All Department of the Navy O-5/O-6 military officers (both Navy and Marine Corps) that are part of the Acquisition Corps (or Acquisition Corps Eligible) and have high potential for future assignment as a Major Program Officer are encouraged to apply. Applications will require a PEO-level or MARCORSSYSCOM (in the case of the Marines) endorsement and a community manager/detailer impact assessment. Since there are no programmed billets for these additional seats, commands must be willing to gap an O5/O6 billet for the duration of the fellowship for their candidate to participate. The application process for these additional seats is different than that of the standard Service allocation; therefore, interested candidates need to apply separately for those seats.

The announcement of selected candidates occurs in March or April with industry assignments announced shortly after selection. PCS orders are issued, however assignment locations can vary widely and there is no guarantee that a candidate will be assigned near his/her current duty station. Acceptance into this program does incur an additional Service obligation of three years in accordance with DoDD 1322.23.

For more information on the SDCFP please go to: <http://www.ndu.edu/sdcfp/>. For additional information on ASN(RD&A) seats, please contact CAPT(Sel) Ron Bishop at 571-256-4590 or ronald.bishop3@navy.mil.

The 2011 NAVFAC Intern Conference

Lana Lyskin, NFI

The NAVFAC 2011 Intern Conference was held in San Diego, California on June 21-22. Interns gathered from across the NAVFAC enterprise. The conference agenda included an overview of the NAVFAC's mission, vision, and business operations. Also, each Community Leader met with interns from their communities in break-out sessions to discuss community specific issues and business trends.

In addition to a keynote address by Mr. Elliott Branch, Executive Director, Acquisition and Logistics Management from the Office of the Assistant Secretary of the Navy (RD&A), the interns received briefs from several of NAVFAC's key leadership on DoD efficiency initiatives, NAVFAC's way ahead, and career management.

NAVFAC's internship programs offer recent college graduates and professionals who are new to the work force or changing careers an accelerated path to career advancement. The two or three year programs give interns opportunities to work in a variety of career fields and locations while training them to become the NAVFAC organization's future leaders.



Mr. Griffin, NAVFAC (SES) with keynote speaker Mr. Elliot Branch, ASN(RD&A) (SES).

Biomass to Biofuel: Working Toward a Green Future

Mr. Scott O'Neil, NAWCWD Executive Director and Director for Research & Engineering

Researchers at the Naval Air Warfare Center Weapons Division (NAWCWD) under the aegis of the Naval Air Systems Command (NAVAIR) have developed biofuels for the Fleet of the future.

Supported through a combination of NAWCWD discretionary and Naval Innovative Science and Engineering (NISE) Transition Program (Section 219) resources, the biofuel initiative is providing a development path for transition of leading alcohol-to-fuel candidates to Department of Defense (DoD) and commercial applications.

The NAVAIR Alcohol-to-Biofuel Project led by Dr. Michael Wright of NAWCWD is becoming a key effort in helping the Navy meet its 2016 and 2020 goals to have 50% of its fuel derived from alternative energy sources. This project gets its biomass from cellulose and hemi-cellulose materials—it takes waste products such as old newspapers, bagasse from sugarcane and sorghum, and virtually any other waste biomass, and converts them first to alcohol—and is accomplished through the coordination with key industrial collaborators. The most unique thing about the fuel process developed under this project: gasoline equivalent (n-butanol) is generated from the cellulose, which, in turn, is transformed into an oligomeric fuel, a diesel and jet fuel. Because the United States accounts for billions of gallons of the world's alcohol production, the established infrastructure already lends itself to large-scale production. This, coupled with the proven methodology developed in the NAVAIR laboratories, makes transition of an alternative green fuel to the Fleet in sufficient quantities a realistic goal. The ultimate objective is to have ready drop-in fuel replacements that reduce environmental impact (green house gases) and greatly decrease the Navy's dependence on petroleum-based fuels.



This project serves as an excellent example of what can be accomplished when we nurture science: new ideas and innovation blossom into solutions for the future and subsequently, we enable valuable partnerships for the DoD. In the words of Dr. Michael Wright, "We have an opportunity here in the 21st century to make biofuels that are cleaner, more efficient, cost effective and fully sustainable, and it is very clear that chemistry will drive the winning solutions."

SECNAV'S SAFETY INTEGRATION IN ACQUISITION AND EMERGING CENTER OF EXCELLENCE AWARDS

The Secretary of the Navy presents his annual Safety Integration in Acquisition (SIA) Award to the team or organization which best demonstrates exceptional success in identifying and mitigating safety hazards during systems acquisition and best incorporates safety and operational risk management throughout systems design and implementation. What these three acquisition teams and NAVFAC have in common is a passion for making safety an inherent core value in the DON culture. Their efforts will surely preserve resources, prevent injuries and save lives.

Congratulations to this year's 2011 SIA Award recipient PMS 325/PEO Ships T-AKE Acquisition Team

- Designed and constructed a new ship class with minimal safety issues and conveyed a legacy of safety improvements in succeeding hulls. The team aggressively charted a course for other teams to emulate.

Congratulations also go to the recipients of the Secretary's Emerging Center of Excellence Award, Naval Facilities Engineering Command (NAVFAC)

- Exhibited exceptional promise for future safety excellence. Selected for their initiative to elevate the importance of safety by making safety performance a stand-alone contractor selection factor.

A job well done to the highly competitive SIA Nominees:

- VIRGINIA Class (SSN 774) Integrated System Safety Team for its success in identifying, mitigating and eliminating safety hazards throughout the submarine's lifecycle.
- Naval Surface Warfare Center, Dahlgren Division's Systems Safety Engineering Division (G70) Workforce Development Team for proactively creating a supplemental curriculum to significantly improve instruction on safety methodologies, analysis rigor, and quality.



eDACM Edition

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

Myth #1: The eDACM Support Team processes DAU Training Requests.

Fact: The DoN Registrar – not the eDACM Support Team – processes DAU Training Requests.

- The **DoN Registrar** processes DAU training requests which include registering DoN military and civilian employees for DAU courses, monitoring and maintaining wait lists, and processing travel orders.
- The **eDACM Support Team** responds to questions about the eDACM site such as profile updates, access issues, etc. The team also processes training fulfillment and equivalency requests, manages DoN Continuous Learning events, and responds to general questions about the DoN DAWIA program.

Myth #2: My eDACM Dashboard and DAWIA Transcript reflect all of my training, education, experience information.

Fact: The eDACM Dashboard and DAWIA Transcript will reflect experience earned while occupying an Acquisition Workforce (AWF) Position, any DAU and continuous learning training, and degree information for AWF members. If you are a military member and do not occupy an acquisition position, eDACM will not display your education information.

Myth #3: I am an Acquisition Corps Member and my eDACM Dashboard should reflect a “green” check mark for Acquisition Corps Membership.

Fact: If an employee occupies an AWF position, and the position requires membership in the Acquisition Corps, he/she will have a ‘Red’ or ‘Green’ status depending upon whether or not he/she is a member of the Acquisition Corps. If an employee is not in an AWF position, they do not require Acquisition Corps membership. As such, they will have an ‘N/A’ in the status column for Acquisition Corps Membership.

Myth #4: Civilian education Information in eDACM can be manually updated and corrected by the eDACM Support Team.

Fact: The eDACM Team does not have the ability to correct education data. Rather, data in eDACM is electronically updated based on the information received from the Defense Civilian Personnel Data System (DCPDS). If the education information in your eDACM Transcript needs updating, it can be done using one of the following methods:

- The recommended method is to coordinate with your servicing human resources office to have the change officially recorded in DCPDS. You will most likely be asked to validate the update by providing documentation. The DCPDS data will automatically flow to eDACM during the next refresher, which occurs on a monthly basis. Your eDACM Transcript will add the update but will not remove any already existing information.
- Another method for updating is to use the “My Biz” utility in DCPDS. “My Biz” is unofficial in that it does not require validation of the change. The DCPDS “My Biz” update will automatically flow to eDACM during the next refresher. Your eDACM Transcript will add the update but will not remove any already existing information.

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

ANNOUNCEMENT:

New DAWIA Operating Guide Coming Soon!

The new DAWIA Operating Guide will be found on the DACM Website:
https://acquisition.navy.mil/rda/home/acquisition_workforce/strategy_policy/dawia_op_guide

DACM Word Search

Find out more about these words by visiting the DACM web site!
https://acquisition.navy.mil/rda/home/acquisition_workforce

L O G I S T I C S G T U C N C
 D Z C H J A M T E N I C E O R
 L Q V O Q S S C H J O V X I I
 E N G I N E E R I N G F C T T
 I L T R T T S I T Z E Q E A I
 F H E V E R R I T C S Z L U C
 G X T A X E N A R I B U L L A
 R B D S R U R O C U L A E A L
 Z U U C O N F A S T I I N V L
 X Q A U L K I I C Y I W C E Y
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 C Q Q O R E Q T G E N A G K F
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| BUSINESS | EVALUATION | MANAGEMENT |
| CAREER | EXCELLENCE | PROGRAM |
| CONTINUOUS | FACILITIES | LOGISTICS |
| CONTRACTING | FIELD | WORKFORCE |
| CRITICAL | LEARNING | ENGINEERING |

**Share Your Experience!
NAIP/NAAP Alumni Corner**

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

By submitting your experience, you'll be sharing valuable insights to interns and associates still in their programs.

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.

Conferences & Events

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

AWF Events

Government Holidays

1-2 NOV	PEO/SYSCOM Commander Conference
15 NOV	Acquisition Career Field Council
5-9 DEC	AEA Call for Nominations

10 OCT	Columbus Day
11 NOV	Veteran's Day
24 NOV	Thanksgiving Day
26 DEC	Christmas Day
2 JAN	New Year's Day Holiday

Director, Acquisition Career Management

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