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Mass Communication Specialist 2nd Class Joshua Scott

DACM Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION WORKFORCE

Farewell Note from the DACM

This will be my last message to you as the Department of the Navy Director, Acquisition Career Management. I arrived at the DACM office five and a half years ago with a long list of improvements I thought the Navy Acquisition Workforce (AWF) would embrace. You have been a vital part of the DON AWF transformation and professionalization yet there is much left to do.

I am particularly sad to be leaving the Department of the Navy and all you wonderful members of the AWF. I remember when I first arrived as DACM, many of you fully engaged with me and provided me a great number of terrific ideas and recommended initiatives that would make the DON AWF a high performing and world class acquisition team. Many of those good ideas are now implemented. In 2010, we published the first DON AWF Strategic Plan and, to date, we have successfully increased the size of the AWF by more than 20% through deliberate re-shaping of our technical and business acumen career fields. Focused attention on entry- and journey-level hiring has resulted in marked improvement in our retirement eligibility profile helping to reduce the bathtub effect of our AWF. Additionally, we established DAWIA goals across the department and now have the most qualified AWF in history achieving significant improvement in every goal. I could go on and on but suffice it to say, we have been busy and you have been supportive beyond my wildest expectations.

I thank each and every one of you as I depart the DACM office at the end of December and invite you all to keep in touch as I embark on my new assignment in USD(AT&L) office as the Director, Human Capital Initiatives (sound familiar?). An unknown author is quoted as saying: "A goodbye isn't painful unless you're never going to say hello again…" I couldn't have said it better myself.

Sincerely and with deepest respect,
Rene' Thomas-Rizzo

Congrats to U.S. Navy Winners of 2014 DoD AWF Award

Congratulations to the two U.S. Navy teams and three U.S. Navy civilians who received a 2014 Defense Acquisition Workforce Award. Awards were presented at a Dec. 9, 2014 ceremony at the Pentagon in which Department of Defense leadership honored those who, through acquisition excellence, provided outstanding support to the warfighter.

The two teams which received the Developmental Award each won the Gold Award for their respective category: Large Organization and Small Organization.

The three individuals who received the Achievement Award each won for their respective category: Program Management, Test & Evaluation and Life Cycle Logistics.

LARGE ORGANIZATION
NUWC, NEWPORT, RI

(Left to Right) **Mr. James Thomsen, Hon. Frank Kendall, Jr., Ms. Vicki Comeau, Captain Howard Goldman, Mr. Donald McCormick**

SMALL ORGANIZATION
SPAWAR, BUS-FM COMPETENCY

(Left to Right) **Hon. Frank Kendall, Jr., Ms. Patricia Ashenfelter, Mr. James Thomsen**

PROGRAM MANAGEMENT
MS. THU VAN HENDREY

(Left to Right) **Hon. Frank Kendall, Jr., Ms. Thu Van Hendrey, Mr. Bill Bray, Mr. James E. Thomsen**

TEST & EVALUATION
MR. STEVEN D. SCHROEDER

(Left to Right) **Hon. Frank Kendall, Jr., Mr. Steven Schroeder, Ms. Amber Huffman, Mr. Frederick Stefany, Mr. James Thomsen**

LIFE CYCLE LOGISTICS
MR. KEVIN M. CORMIER

(Left to Right) **Mr. James E. Thomsen, Hon. Frank Kendall, Jr., Mr. Kevin Cormier, Rear Admiral Thomas J. Moore, Mr. Mike Cornwell**

Naval Undersea Warfare Center Newport Conducts "Hack-a-thon" for Undersea Technical Excellence

Science & Technology

John Woodhouse
NUWC Newport Public Affairs

Inventors, innovators, and problem solvers from the Naval Undersea Warfare Center (NUWC) Division in Newport, R.I. participated October 14-15, 2014, in the Center's first use of hacking as a tool to generate innovative ideas. Dubbed "Hacking for Undersea Technical Excellence," NUWC Newport used this two-day Hack-a-thon to inaugurate a new Rapid Innovation Center (RIC), designed as a place to encourage innovation and creative thinking.

The RIC event was organized by NUWC's Chief Technology Office with assistance from the Massachusetts Institute of Technology's (MIT) Innovation Initiative.

Thirty-five scientists, technicians, engineers, and mathematicians from across NUWC Newport, representing a broad spectrum of experience and interests, generated ideas in response to four undersea technology challenges — submarine stealth, platform design, payload technology, and Sailors' quality of life.

Following a brief rundown of the hack rules and process, individual participants delivered 60-second elevator pitches addressing one of the challenges. From the dozens of ideas presented during the forum, five were selected by the group for further team exploration and development.

George McNamara, NUWC's chief development officer and one of the organizers of the event, recognized the need for diversity of the participants and the imperative to be creative and innovative with limited and restricted resources.

"We are constantly being challenged by technology around the world," he said. "We need to think about things in new ways. The innovation sparked by this event will allow us to offer new systems and tools for the Warfighter."

The five ideas included an idea for a robotic marine organism removal scanner for hull maintenance, an idea for decreasing the detectability for submarines, a proposal for hydroponic gardening aboard ships to provide fresh fruits and vegetables, a concept for a mobile data base of critical shipboard information, and a way to measure shipboard morale to monitor the welfare of the crew.

Teams had access to senior Warfare Center mentors and active duty Navy personnel with extensive fleet experience. They were also provided access to virtual world technology in order to illustrate and communicate their ideas. Over the two days, the ideas grew into four-minute pitches to the entire group and a panel of evaluators who judged the results on criteria including teamwork, prototyping, creativity, effectiveness, future plans, communication, and whether or not the challenge areas were properly addressed. In addition, the judges and mentors asked probing questions and offered comments on the evolving proposals.

Luis Luciano, a NUWC Newport team leader for the stealth challenge, was pleased with the inaugural hack. "The event was everything it was cracked up to be: fun, intense, and empowering," he said. "I would definitely participate in one again."

Team members brainstorm ideas during NUWC Newport's first Hack-a-thon event October 14, 2014, in its new facility called the Rapid Innovation Center. U.S. Navy photo by Richard Allen.

NAVSEA WARFARE CENTERS NEWPORT

The five ideas were then posted to an internal website for wider evaluation and "crowdsourcing." NUWC Newport personnel were encouraged to watch the video presentations from each team and use "virtual funds" to invest in the idea or ideas that viewers thought had the most promise. Those investing could spend all of their money or just a portion of it during their visit to the survey.

Based on the crowdsourcing 'investments,' two of the ideas were selected for further development and the application of resources — 'robotic marine organism removal scanner for hull maintenance' and 'for decreasing the detectability for submarines.'

The results of the follow-on development were presented to the Naval Sea Systems Command in mid-December, and decisions are pending evaluation for real world potential and possible funding for further development.

"Events like NUWC Newport's Hack-a-thon offer an exciting new way for the Warfare Centers to continue developing the innovative technical solutions that we've long been known for," said Donald McCormack, Executive Director, Naval Surface and Undersea Warfare Centers. "The interest level in this event, especially among our junior employees, was tremendous. It allows everyone, from the newest employee to the most senior, to develop ideas that may benefit the Navy well into the future."

A month after the initial hack session, a two-hour rapid innovation session — or "mini-hack" — took place in NUWC Newport's RIC as part of Chief of Naval Operations' Rapid Innovation Cell (CRIC) tour of the northeast. The CRIC visit, which made stops in Groton, Newport, and Boston, included visits with the Naval War College, Coast Guard Academy, Massachusetts Institute of Technology, and Commander Submarine Development Squadron 12, with the objective of creating an opportunity for collaboration and idea sharing between CRIC members and NUWC Newport analysts, engineers, and scientists.

Thirty engineers, scientists, officers and enlisted personnel were involved in the mini-hack which revisited the more than 40 ideas from the original RIC event that had not been selected for further development at the time. Three were selected for the participants to vote for and ultimately pursue one additional idea to incubate.

The three choices were proposals for a manned autonomous underwater vehicle, one involving

See **HACK-A-THON** *page 3*

SYSCOM SPOTLIGHT

Marine Corps Systems Command

Science, Technology, Engineering, & Math Hiring Strategies

MCSC Public Affairs

With a large percentage of the national and Navy/Marine Corps science, technology, engineering, and math (STEM) workforce reaching retirement age, replenishing these ranks is essential. To keep the pipeline flowing, the Marine Corps Systems Command (MCSC) resource management team and engineering competency work closely with the Naval Acquisition Career Center. The result is a comprehensive approach that engages students from middle and high school through college with professional development opportunities, recruiting the best and brightest to pursue careers as civilian Marines.

MCSC supports science, technology, engineering, and math activities at local and national science fairs as well as schools across the nation. Locally at the Quantico Middle/High School, MCSC sponsors an annual one-week STEM Robotics Camp that connects engineers with students. During that week, engineers cultivate STEM curiosity and discovery through challenges, displays, demonstrations, design activities, and career briefings.

The outreach has expanded in recent years to other Marine Corps facilities, from Science Week at the Marine Corps Tactical Systems Support Activity in Camp Pendleton, California, to STEM Week in Orlando, Florida, with support from Program Manager Training Systems. Engineers also reach out at the annual U.S. Science and Engineering Festival held at the Washington Convention Center in Washington, D.C. This event attracted 2,000 visitors in 2014.

Deana Hudson, an engineer with Armor and Fire Support Systems at Marine Corps Systems Command, opens the eyes of a student at the U.S. Science and Engineering Festival held at the Washington Convention Center in Washington, D.C. The command reaches out to potential engineers at schools and science fairs throughout the country. U.S. Marine Corps photo

The Command also works with the Science, Mathematics, and Research for Transformation Scholarship for Service Program. Known as SMART, the Department of Defense program aims to increase the number of civilian scientists and engineers working at DOD agencies, commands, and laboratories.

At the post-collegiate level, the Naval Acquisition Development Program (NADP) hires engineers for multi-year development programs that result in employment at the command. This program, comprised of paid entry-level and associate employees, is designed for those who want to rapidly advance their professional career. For the qualified candidate, the Command offers the opportunity to be part of a team making a difference for Marines.

Collectively, these efforts are making a difference. Since FY11, the Command has graduated 20 engineers and scientists from the Recent Graduate program and currently has 15 engineers and scientists in the program. There are also six graduates from the SMART internship program who have enrolled in either the Recent Graduate Program or an MCSC developmental program. Five additional SMART candidates are projected for fiscal years 2015-16.

For the future civilian engineers and scientists who participate in these programs, the payoff comes when they see their systems successfully tested, fielded, and employed by the operational forces. Alex Solomon is an engineer who came through the NADP. For him, the chance to gain firsthand experience, seeing how Marines and equipment operate, has been invaluable.

"Engineers can get lost in the technical world and not see how Marines actually use the equipment we design," Solomon said. "But to see it in the field – to see [the equipment] do what it was designed to do – that's a 'We got it' moment."

"You can choose to sit behind a desk or be outside," he said, adding that all the MCSC outreach programs open doors for engineers to the best of both worlds.

HACK-A-THON *from page 2*

bio mimicry, and one for augmented reality (AR)/Oculus/3-D displays. After a quick vote, the group decided to pursue the AR/Oculus/3-D displays proposal. Participants were divided into three groups, each addressing one aspect of the topic: hardware, information flows, or nonvisual options.

The event resulted in the development of three ideas – one which looked at how to represent the volume around the submarine using augmented reality, one explored the information architecture and display layout for augmented reality, and the last proposed using sensors on a submarine to sense trace particles in the environment. The results of the event were collected and later presented in a forum on the CRIC visit.

"This event was designed to provide participants with an opportunity to experiment with a new set of innovation tools at NUWC," said McNamara. "While generation of actual, workable and applicable technological solutions to the challenges could be the final result of this event, it was not a necessary result for the event to be judged a success."

One of nine Warfare Center Divisions under the direction of the Naval Sea Systems Command, NUWC Newport's mission is to provide research, development, test and evaluation, engineering, and fleet support for submarines, autonomous underwater systems, undersea offensive and defensive weapons systems, and countermeasures.

To ensure human systems integration elements were incorporated into their concepts, Hack-a-thon participants interviewed Sailors attached to the command, October 14, 2014, during Naval Undersea Warfare Center's Hack-at-hon in its new facility called the Rapid Innovation Center in Bldg 1258. U.S. Navy photo by Richard Allen.

WARFARE CENTER SPOTLIGHT

Mission Package Support Facility Sustains Littoral Combat Ships

NAVSEA WARFARE CENTERS
Port Hueneme

NSWC Port Hueneme Division Public Affairs

PORT HUENEME, CA. – Naval Surface Warfare Center, Port Hueneme Division (NSWC PHD) is the home of the Mission Package Support Facility (MPSF) - the central sustainment "hub" for Littoral Combat Ship (LCS) Mission Modules (MM).

Within the Naval Sea Systems Command (NAVSEA) Warfare Centers, NSWC PHD specializes in Fleet support for in-service surface ship combat and weapon systems. In this capacity, NSWC PHD supports Program Executive Office Littoral Combat Ships (PEO LCS) PMS 505 to maintain, install, remove, and replenish MM systems and equipment. PMS 505 operates the Mission Package Support Facility as well as Mission Module Repair Sites to execute MM requirements. MM sustainment includes: maintenance management of organizational, intermediate, and depot (O, I, and D) level maintenance; asset management and visibility; embark and debark execution including Ready For Use (RFU) / System Operational Verification Test (SOVT); configuration management of installed hardware and software; distance support, troubleshooting, and repair; spares and consumables replenishment; and shipping, transportation, and pier services.

"Where Mission Package Support Facility is the sustainment hub for mission modules, other Divisions like Dahlgren, Panama City, and Newport support the research, development, test, and evaluation of the Surface Warfare, Mine Countermeasures (MCM), and Anti-Submarine Warfare (ASW) Mission Modules," said Gene Scampone, MPSF Deputy Site Manager. "The Mission Package Support Facility is intended to have a level of organic capability to execute its sustainment responsibilities, but it relies on established engineering and logistics support from our partner Divisions to accomplish more integrated and complex tasks."

There are several examples of how the NAVSEA Warfare Centers are collaborating to provide integrated technical solutions in support of PEO LCS.

NSWC Dahlgren designed and developed the MK50 Gun Mission Module (GMM), a part of the Surface Warfare Mission Package (SUW MP), to provide the Navy with warfighting capability against small boats. Within the NAVSEA Warfare Centers, NSWC Dahlgren Division specializes in systems engineering and integration of warfare systems. As the GMMs went through developmental and operational testing, Dahlgren engineers provided Port Hueneme's MPSF engineers GMM familiarization training, including how to install and remove the guns within the required 96-hour embark/debark time. NSWC PHD is transitioning to the In-Service Engineering Agent (ISEA) role for the GMM, thereby expanding PHD's role beyond SUW Integrated Logistics Support (ILS).

Another example of collaboration is the partnership between NSWC Port Hueneme and NSWC Carderock Divisions in support of the Rigid Inflatable Boat (RIB), a component of the SUW MP Maritime Security Module (MSM), which provides Visit, Boarding, Search and Seizure (VBSS) capability. Within the NAVSEA Warfare Centers and the Department of Defense (DoD), NSWC Carderock Division provides full spectrum engineering services for boats and combatant craft. During USS Freedom's (LCS 1) deployment, Carderock participated in several fly-away teams to conduct maintenance and repairs aboard small boats, enabling NSWC Port Hueneme's MPSF engineers to provide a more capable, organic level of support to USS Fort Worth (LCS 3) as she deploys.

Currently, NSWC Panama City Division supports the development and integration of the vehicles and sensors that comprise the MCM MP. Within the NAVSEA Warfare Centers, NSWC Panama City Division specializes in engineering for littoral warfare and coastal defense. As the NSWC Panama City Division-developed MP systems progress through developmental testing and operational testing in 2015, NSWC Port Hueneme Division MPSF engineers are relying on Panama City's deep knowledge and experience to repair and maintain the highly integrated systems. Panama City will remain an important engineering and logistical partner as the MCM MP deploys to the Fleet in 2016 and beyond.

In the coming years, MPSF will work with NUWC Newport as the ASW MP comes online to become more familiar with the various ASW systems and equipment.

The Surface Warfare, Mine Countermeasures, and Anti-Submarine Warfare MPs all have a software component critical to the performance of the MM and its integration with the LCS ship. Dahlgren and Panama City collaborate to develop and deliver the Mission Package Application Software (MPAS); MPSF will continue to install and support MPAS throughout its lifecycle.

Personnel from Naval Sea Logistics Center (NSLC), a command within NUWC Keyport, are onsite at NSWC PHD's MPSF and play a key role in maintaining the MM configuration in Configuration Data Managers Database – Open Architecture (CDMD-OA). While normally not onsite, the presence of these Configuration Data Managers (CDMs) is needed to keep pace with the rapid changes that occur with MM embarks/debarks and parts replacement, as well as the reliance on updated configuration information for the maintenance system SKED and the Automated Work Notification (AWN) system for issue/failure reporting. Naval Supply Fleet Logistics Center (NAVSUP FLC) also assists with receiving, stowing, and issuing MM replenishment parts and consumables.

"Across the NAVSEA Warfare Centers, we have visibility across multiple portfolios within multiple warfare areas," said Don McCormack, Executive Director of the Naval Surface and Undersea Warfare Centers. "These are great examples of how we are working collaboratively across the NAVSEA Warfare Centers to deliver integrated technical solutions in support of Naval Programs."

One of nine Warfare Center Divisions under the direction of the Naval Sea Systems Command, NSWC Port Hueneme provides the U.S. Navy with weapon system in-service engineering, logistics, and test and evaluation.

Mission Package Support Facility (MPSF)

Littoral Combat Ship (LCS) Quick Facts

- A fast, agile, mission-focused platform designed to defeat asymmetric "anti-access" threats such as mines, quiet diesel submarines and fast surface craft.
- Operates in near-shore environments yet is capable of open-ocean operation.
- Outfitted with reconfigurable payloads, called Mission Modules (MMs) that can be changed out quickly.
- MMs are made up of mission systems and support equipment and when combined with crew detachments and aviation assets, they become complete mission packages (MPs).
- The complete MP has the software, equipment, and personnel necessary to deploy manned and unmanned vehicles and sensors in support of Mine Countermeasures (MCM), Anti-Submarine Warfare (ASW) or Surface Warfare (SUW) missions.

Tour on ASN (RDA) Staff is Great Learning Experience

CAPT Todd Boehm, Aegis Fleet Readiness MPM

I completed a tour on the staff of the Assistant Secretary of the Navy for Research, Development and Acquisition (ASN(RDA)) in September 2014. Military or civilian, I strongly encourage all acquisition professionals to consider an assignment in any capacity on the ASN(RDA) staff. Although navigating the Pentagon and acquisition process may appear daunting and complicated at times, a tour on the ASN(RDA) staff makes it clear that successful acquisition management is really all about the basics.

Know the numbers. A primary function of the Pentagon is to produce a budget. There are really three budgets that must always be considered: 1.) the budget currently being executed, 2.) the budget on Capital Hill, and 3.) the Program Objective Memorandum (POM) budget. Program managers need to understand where their program milestones exist with relation to each of these three budgets. The best programs are able to trace money to requirements, and then work with industry to determine and execute at "should cost." Programs that cannot "cost it" and properly budget will find themselves in the position of not being able to execute. Additionally, a view from the ASN(RDA) staff gives you perspective of how budget discipline cumulatively affects the Navy's budget endgame in terms of being able to procure aircraft, ships, and submarines.

Find ways to compete. In today's environment of diminishing resources, acquisition professionals must find ways to compete products in the defense industry. As a member of the ASN(RDA) staff, you gain the perspective of competitive best practices. Competition is not always head to head. Other examples of competition include competing down the supply chain, finding alternative ways to meet the requirement, competing a subcomponent, or competing against a budget. As long as requirements are understood and managed by the government team, programs can drive costs down in not only procurement, but also life cycle support.

Train the workforce. Professional development of the acquisition workforce is critical to improving the effectiveness of the acquisition process. Program Managers must be able to do more than manage instructions and regulations. They must also understand and manage the technical aspects of their programs and know how to reach out to the experts. Combined technical programmatic competency enables acquisition professionals to manage the "technical cost trade space." To facilitate training acquisition professionals how to apply their expertise to building business relationships with industry, ASN (RDA) sponsors a bi-annual "Understanding the Government and Industry Relationship" course at the University of North Carolina, Chapel Hill. This course is designed for senior executives, flag officers, and program managers.

A tour on the ASN(RDA) staff is a memorable experience if for no other reason than being a member of a team of incredible professionals. Interacting daily with the Office of the Chief of Naval Operation, the Office of the Secretary of Defense, and the Systems Commands, members of the ASN (RDA) staff work as a close-knit team. The result is the opportunity to form professional and personal relationships that contribute to sustaining our great Navy long after a tour on the ASN(RDA) staff is completed.

Acquisition Workforce: Education & Tuition Assistance, Training & Related Travel, Experience, Certification, Continuous Learning, Acquisition Corps, Reporting & Analytics

eDACM FAQ's – January 2015

Question: I only have one more class to take but I've already reached the $10K/fiscal year limit for tuition assistance. Since I won't use the $ limit next fiscal year, can I take the last class this fiscal year and finish my degree?

Answer: *The dollar and time limits (not to exceed five consecutive years) on tuition assistance are designed to maximize availability of assistance and ensure funding commitments are met. AWTAP (Acquisition Workforce Tuition Assistance Program) does not allow for exceptions, but you can ask your command for additional financial assistance.*

Question: Why aren't FAI (Federal Acquisition Institute) courses included on my DAWIA transcript in eDACM?

Answer: *FAI courses are not currently recognized as equivalent to DAU courses in meeting the learning objectives for the Defense Acquisition Workforce. You can check DAU's equivalency program for updates at http://icatalog.dau.mil/appg.aspx*

Question: Some of the courses I've taken are not reflected on my DAWIA transcript in eDACM – what can I do?

Answer: *The DAWIA Transcript in eDACM only tracks credentials that satisfy one or more acquisition position requirements. To see all completed courses, go to* ***Manage Career >> Training >> Training History****.*

Question: Why is my application for a DAU course still pending?

Answer: *Course registration requests are handled on a priority basis. Priority 1 requests – where the course is mandatory for the certification requirement of your current position -- are usually processed within one working day. Lower priority requests may be held until 65 days prior to the class start date, to ensure most class seats go to Priority 1 students.*

Question: Why can't I launch the on-line course I just registered for?

Answer: *Registration requests for online courses are sent to DAU nightly. Allowing for weekend & holiday schedules, you will normally receive log-in instructions by email from DAU within 48 hours. Once we transition to DAU's Portico system for course registrations (late 2015), you will be able to launch online courses immediately!*

Life Cycle Logistics (LCL)

CAREER FIELD CORNER

"Fleet Driven, Mission Focused"

NAVSEA goes Virtual!

Erin Miller
LCL Workforce DACM Representative

The Logistics Competency Leadership Office, at Naval Sea Systems Command (NAVSEA), hosted a successful Virtual Logistics Conference October 29-30, 2014, with outstanding leadership support and more than 700 attendees. This dynamic, two-day event featured exceptional key note speakers such as Deputy Assistant Secretary of the Navy for Expeditionary Programs & Logistics Management (DASN (ELM)), Mr. Thomas Dee; Commander, Naval Sea Systems Command, Vice Admiral William Hilarides; and NAVSUP Assistant Commander for Acquisition Logistics, Captain Robert Reichart. The event also included 31 subject matter experts who presented topics from Provisioning, Condition-Based Maintenance, and Item Unique Identification, to Warfare Center and Career Field updates. It was an excellent opportunity for professional development and continuous learning points in acquisition logistics. And, because there was no registration fee and no travel required for attendees, the virtual format for this conference is estimated to have saved 80-85% of the costs associated with a physical conference!

Mr. Gary Parker, NAVSUP N00AL, and NAVSEA 04L teams were the master minds behind this great event. They started planning back in February due to the increasing desire of the Logistics Community to meet as a collective enterprise via a conference setting. "How we came to host a virtual conference is in part due to our current NAVSEA Business Plan. Two of our priority goals within the Plan are: Technical Excellence & Judiciousness and Culture of Affordability. With these priority goals in mind, we came to a decision that this virtual setting was the best means to accomplish the demand," Mr. Parker stated. And the resulting event brought together the community for the first time in almost a decade!

The virtual platform was intuitive and engaging, with simple navigation. Attendees were able to join the conference during normal work hours from any time zone and catch all the active sessions right away. Attendees could stream the presentations or use "on-demand" features, like downloading the presentations for future reference. The platform also allowed participants to submit questions directly to the speakers and hear their response online in real time. Presenter and peer interactions were encouraged by a competition for collecting "badges" to win a NAVSEA SWAG BAG! Attendees had the opportunity to chat, comment, and ask questions in the "Networking" area with fellow NAVSEA members from around the country.

Over 200 attendees provided feedback so far, and the response has been overwhelmingly positive:

"there was more information provided at this conference than any 'live' conference I've been to. Plus I already got the presentations downloaded to my hard drive. This should be a yearly event!"

"I really hope we do this again next year! I thought it was a fantastic forum and all the information presented was value added for me."

"Application definitely more spiffy than others and also seems to be more reliable."

What a great accomplishment, given the budget constraints we face in today's workforce! Kudos to all!

ASN(RDA) Pilots PM Workshop

Mike Cecere, Strategic Insight

The Office of the Assistant Secretary of the Navy for Research, Development and Acquisition (ASN (RDA)) convened the first group of acquisition professionals in the pilot offering of the ASN (RDA) Program Manager's Workshop, October 20, 2014, at the ASN(RDA) War Rooms (WRs) located in Crystal City, VA.

The ASN(RDA) Program Manager's Workshop is an intensive four-day course of instruction wherein students are exposed to a wealth of information relevant to their major program management acquisition duties in the areas of U.S. Naval organization and history, U.S. military material procurement, shipbuilding-specific roles and responsibilities, and lessons learned of some of the greatest program managers of the past and present political environment.

The ASN(RDA) Mr. Sean J. Stackley opened the course with remarks. He went on to address the course as being "more about experience than academics," and charged the students to suggest ways to improve the course for the good of the entire Navy acquisition community.

Over the next three days, the students received extensive lessons in each of the six War Rooms, which provided lessons learned on what has been successful in U.S. Naval Shipbuilding and Weapon Systems Acquisition over our nation's history. These War Rooms are:

- Main War Room: Explores the national and international forces that shape Navy thinking and provides a comprehensive view of the numerous dimensions and conditions in which a program manager must operate.
- Evolution of the Navy War Room: Studies the historical evolution of our Navy over its history, with analysis at critical junctures in time.
- Organization of the Navy War Room: Presents the organizational evolution of the Navy and how it is set up to operate and fight, mobilize, and maintain the Navy.
- Material & Acquisition War Room: Views the evolution of the Navy's and the Nation's material establishment over time to inform what is needed in the next 30 years.
- Program Management War Room: Examines how to meet the critical challenges of a major

See **WORKSHOP** *page 7*

NAVSUP WSS Partners with Museum to Increase STEM Grads in Pennsylvania

Sarah Glinski, NAVSUP WSS
Office of Corporate Communications

PHILADELPHIA (NNS) -- Naval Supply Systems Command Weapon Systems Support (NAVSUP WSS) announced a new partnership with the Independence Seaport Museum (ISM) aboard the USS Olympia, Nov. 3.

The partnership will help propel Philadelphia high school students into Science, Technology, Engineering, and Mathematics (STEM) occupations.

The Engineering, Acquisition, and Global Logistics Education (EAGLE) program, established through the partnership in response to President Barack Obama's nationwide challenge to graduate one million STEM students over the next ten years, will provide educational opportunities to underserved students in Title I schools.

Currently, the U.S. ranks 25th in math skills and 17th in science skills among industrialized nations. Twenty percent of the Navy's STEM workforce will be eligible for retirement by 2019.

"There is a clear need for an educational pipeline to bring young people from Philadelphia high schools into STEM-related college majors and career fields," said Rear Adm. David Pimpo, commander, NAVSUP WSS. "From their first year in high school through their last year of college and beyond, these kids will be surrounded and completely immersed in STEM culture. Through EAGLE, we've got places for them to go when they're ready - whether it's NAVSUP WSS, a Navy ROTC (Reserve Officers Training Corps), or the Naval Academy, to name a few."

With the guidance of NAVSUP WSS and ISM mentors, students will complete three hands-on projects through the application of an intensive mathematics and logistics-based curriculum: a remotely-operated submersible, a small sailboat, and a robot.

With their finished projects, participants will compete in the Office of Naval Research's (ONR) SeaPerch competition, compete against each other with their sailboats, and enter the For Inspiration and Recognition of Science and Technology (FIRST) Tech Challenge, which is partially sponsored by ONR.

At the completion of this four-year program, students will have access to a variety of scholarship opportunities through FIRST, as well as through local colleges and universities. Additionally, EAGLE participants will be eligible to apply for co-ops within NAVSUP WSS and the Navy, and throughout their college career, their mentors will continue to provide guidance toward STEM-related careers with the Navy and in the region.

"EAGLE participants are embarking on a high-engagement, hands-on, and long-term educational experience that I am confident will inspire and propel them into STEM fields in the years to come," said Pimpo.

Several magnet and charter schools have registered to participate in EAGLE, and there is already an applicant wait list. NAVSUP WSS and ISM plan to expand the list of participating high schools over the coming years.

A field activity of the Naval Supply Systems Command, NAVSUP WSS is the U.S. Navy's supply chain manager providing worldwide support to the aviation, surface ship and submarine communities. NAVSUP WSS provides Navy, Marine Corps, joint and allied forces with products and services that deliver combat capability through logistics. There are more than 2,000 civilian and military personnel employed at its two Pennsylvania sites. The NAVSUP WSS Philadelphia site supports aircraft, while its Mechanicsburg site supports ships and submarines.

For more information about Navy STEM, visit: http://www.navy.com/stem/, or for more news from Naval Supply Systems Command, visit http://www.navy.mil/local/navsup/.

WORKSHOP *from page 6*

acquisition program through its life cycle. Captures the history, lessons and beliefs of three of the Navy's most successful programs: POLARIS, AEGIS, and F/A-18.

• Shipbuilding and Modernization War Room: Addresses the unique challenges and requirements of naval shipbuilding and naval systems development.

As part of each War Room instruction, ASN (RDA)'s four acquisition themes are also described and illustrated:

→ Getting the Requirements Right
→ Making Every Dollar Count
→ (Reducing) the Cost of Doing Business
→ Minding the Health of the Industrial Base

Each theme serves as a discussion point with historical examples that illustrate the tension that exists between the individual themes and the tradeoffs among them.

During this course, the students learned the background and evolution of our present acquisition process, prominent examples of past procurement programs, and methods and means for meeting their acquisition responsibilities in the current environment.

Throughout the course, the instructors were uniformly impressed with the students' engagement and active participation. A daily wrap up / course critique session was held at the end of each day, with emphasis on changes required to enhance the quality and completeness of course for future attendees.

This pilot program culminated two years of preparatory effort on the part of the Department of the Navy's Director, Acquisition Career Management, General Dynamics Information Technology, and Strategic Insight, Ltd. The feedback received was very positive. ASN(RDA) is in the planning stage to offer this course several times over the coming year. If you desire to attend, please contact the DACM office via phone directly at 703-614-3666 or via email directly at dacm.desk.fct@navy.mil.

Michael L. Cecere III, CDR (Engineering Duty), USN, Retired, *(standing)*, **instructs during the pilot offering of the ASN(RDA) Program Manager's Workshop which took place October 20-24, 2014, at the ASN(RDA) War Rooms located in Crystal City, VA. Cecere is instructing in the Material & Acquisition War Room.** Official Navy Photo

Joint Key Leadership Position Qualification Boards

Mike Said, Assistant Deputy for T&E, ASN(RDA)

Introduction

The OSD (AT&L) initiative to implement the Joint Qualification Boards (Q-Boards) for Key Leadership Positions (KLPs) has been underway for the past year. This applies to KLPs that support Major Defense Acquisition Program (MDAP) and Major Automated Information System (MAIS) (Acquisition Category (ACAT) I and IA) programs. The primary focus over the year has been a pilot effort in the Test and Evaluation (T&E) community and its KLPs, otherwise known as Chief Developmental Tester (CDT.) The Joint T&E KLP Q-Board met and successfully completed deliberations on December 9, 2014 and will be releasing its results in early January 2015. Information is provided below about the overall Q-Board process for KLPs being implemented by OSD (AT&L), Services and DOD Agencies. In addition, information on the T&E KLP Q-Board pilot effort is also provided with insight about how it's being used to inform follow-on career field KLP Q-Board efforts ((e.g., Logistics and Engineering) which are planned for implementation in 2015.

Background

The OSD (AT&L) memo of November 8, 2013 by Mr. Frank Kendall provided expanded guidance on KLPs and reiterated that Departments fill ACAT I and IA programs with properly qualified military and civilian members of the Defense Acquisition Workforce. KLPs require a significant level of knowledge, skills, experience for the position responsibilities. There are several requirements triggered when a position is designated as a KLP: GS 14/15 (or equivalent) civilian or O-5/O-6 military personnel, tenure obligations, Defense Acquisition Corps Membership, and Level III Certification in the career field. The following KLPs should be dedicated to a single ACAT Program:

- Program Manager
- Deputy Program Manager
- Chief Engineer/Lead Systems Engineer
- Product Support Manager (Program Lead Logistician)
- Chief Developmental Tester (Program T&E Lead)
- Business Financial Manager, Program Lead

The following program positions may be associated exclusively with a single program or shared with across multiple programs, as required:

- Contracting Officer
- Cost Estimator
- Production, Quality and Manufacturing
- Information Technology

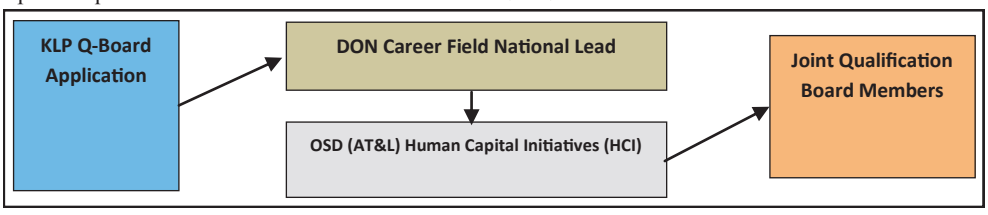
Joint KLP Q-Boards have the objective to identify a pool of qualified candidates that meet KLP requirements and who are ready to fill these important positions. To be clear, this process is not a "hiring action". KLP Q-Boards are a prescreening effort to identify a pool of candidates that are deemed qualified based on their education, certifications and work experience. The board functions independently from normal promotion or command boards. At this time, KLP Q-Board certification is not a prerequisite for being selected to a KLP position. However, Board qualification is expected to be a discriminator in future KLP selections and may over time become necessary with rare exceptions. Current incumbents of KLPs are not required to apply to Q-Boards, but must meet KLP requirements for their career field by June 30, 2015.

We Are Testers After All

The T&E career field was selected to develop and pilot the KLP Q-Board process. In early 2014, a Tiger Team comprised of DASD (DT&E) as OSD T&E Functional Lead, Service T&E Leadership personnel, Service DACMs and Director, Human Capitol Initiatives (HCI) representatives was formed to begin planning and support execution. The Tiger Team developed the Joint T&E KLP Q-Board Application, Instructions and Standard Operating Procedure, as well as, overall Board process, procedures and timeline. The subsequent DOD/DON call for T&E KLP Q-Board applications was completed in August 2014 and, as noted above, the actual T&E KLP Q-Board reviewed candidate applications and completed deliberations on December 9, 2014. Decision letters from the OSD Board Chair and Functional Lead, Dr. David Brown, DASD (DT&E)) will be provided to applicants by January 2015. Those applicants who were not selected will receive a letter with feedback on areas of improvement, with a copy provided to the Component Functional Executive (i.e., Deputy DON T&E Executive, ASN (RD&A) T&E/N84C), endorsing SES/Flag, DON DACM and applicant's supervisor. Those applicants will be encouraged to work with their chain of command to identify opportunities to expand their relevant experience and to reapply in the future, with no penalty. Qualified candidates maintain their status as long as they maintain currency in their respective acquisition career field. Current incumbent KLPs are not required to apply to KLP Q-Boards but must, as previously noted, meet their respective KLP requirements by June 30, 2015.

Application Process and Q-Board Structure

The diagram below provides an overview of the Navy and Marine Corps application process. DON applications must be submitted to the DON National Career Field Lead for review and forwarding, vice direct to OSD (AT&L) Human Capital Initiatives (HCI).



DON KLP Q-Board Application Process

CVN 78 GERALD R. FORD Class Nuclear Aircraft Carrier Program is an example of an MDAP that has a Chief Developmental Tester/T&E KLP

In accordance with OSD (AT&L) guidance, the following common factors were addressed in the application to aid in the evaluation and selecting of qualified KLPs. Each KLP Q-Board will tailor the functional competency items and specific requirements to suit their career field, as appropriate:

- Education
- Experience
- DAWIA Currency (Level III career field certification, Acquisition Corps membership and 80 hours Continuous Learning Points (CLPs) compliance)
- Executive Leadership (Fundamental Leadership Skills, Leading Change/People, Business Acumen)
- Cross Functional Competencies (Program Execution, Technical Management, Business Management)
- Specific Requirements (e.g. T&E Planning, T&E Risk Identification and Management, Determination of Test Adequacy) which are based on career field
- Signatures showing applicant certification of information, Supervisor concurrence and SES/Flag Officer endorsement

The T&E KLP Q-Board was comprised of OSD DT&E Functional Lead and Service/Agency T&E Executives as voting members, with support provided by DACMs and HCI (who were advisors and non-voting members of the board). A total of 35 applications were received across the Services and DOD Agencies, and each one was thoroughly and consistently reviewed by the Board from beginning of the proceedings to the end.

Summary and Conclusions (To Date)

The T&E KLP Q-Board pilot is being used to inform the OSD and Services regarding follow-on Joint KLP Q-Boards for other acquisition workforce career fields. The main lesson learned from the T&E KLP Q-Board is that applicants must provide specific examples of relevant experience for competency requirements, since the Board only uses the content of the application to determine pre-qualification. Other lessons learned will be provided by OSD and HCI in January 2015. The KLP Q-Board process is not mandatory at this time and the decision to apply or not to apply is a personal one. Participation does provide enhanced visibility into an individual's expertise and helps to convey commitment to your career field. However, qualification at this time does not constitute a job but rather a pre-qualification. The Systems Engineering, Program Management, Contracting and Life Cycle Logistics are gearing up for their KLP Q-Boards, which are planned to occur in 2015 timeframe.

Fiscal Year 2016 DAU Demand Forecasting

Chris McKelvey, Deputy Director, NACC

How do the Services end up with the number of 'seats' for DAU classes? The answer is rather simple – it's all based on DEMAND.

The Services goal is for DAU to meet our "demand signal" 100% - give us the seats necessary for everyone to meet certification requirements. DAU has a goal of maximizing resource availability (classrooms and instructors) and maximizing the limited travel funding provided to the Services. Allowing for budget and resource constraints, this equates to a goal of an 80% Fill Rate for Priority 01/ 02 courses.

For the Fiscal Year 2016 'Cycle,' a Ten-step Process is how we get there.

Last November, DAU and the Services held a "Pre-Scheduling Meeting" and a "Regional Preview" where the Services and DAU met to discuss trends, successes, failures, challenges, and recommendations. Highlights include discussions of alternative delivery methods to be piloted, cost effective locations, on-site offerings, and focusing on minimizing class cancellations due to "low fill."

In December, DAU distributed a workbook to the Services to input demand on a per-class basis and to request On-Site classes. The DACM, NACC, and Systems Command DAWIA Program Directors (DPDs) review their perspectives on the courses, using various tools such as deficiency reports, hiring plans, and historical trends, developing a "Wish List" of our demand signal which is given to the NACC in mid-January. The commands must really do their homework to determine, with as much detail as possible, how many and where they need 'seats' in each course to meet their expected demand.

In late January, Navy submits the forecast to DAU, who starts a series of five "iterations." The first iteration sees the Service requests input into a series of algorithms called the "CAP Allocation Model." This tool incorporates DoD workforce data, DACM input, DAU History, special considerations, and a unique algorithm called the Demand Management Tool (DMT). The result of this review is the first seat allocation recommendation which is then sent to the DAU Regions and Services for review.

The Regions review their resources, which the Services address differences between their demand and DAUs recommendation. A second iteration follows in February, with the Services and DAU holding a "CAP negotiation" where classes are discussed on a one-on-one basis, and on-site requests are reviewed. From this comes the third iteration a month later which is then sent to the DAU Regions for their final review of facility and resource capacity (iteration four). In early April of each year, DAU provides the Services with the "fifth and final" iteration which is reviewed one last time by all, and then the numbers go into the DAU Business System Files.

On May 14, 2015, the FY16 schedule will "go live," and the registration window is opened for all.

Rocket Science? Not really. It's all about demand – demand for courses, demand for resources, demand for time, demand for funding all evaluated to leverage requirements and resources to the greatest extent possible.

Welcome Aboard!

ACQUISITION LEADERSHIP CHANGES

Deputy Assistant Secretary of the Navy
Mr. Gary Kessler
DASN (AIR)

Program Executive Officers (PEOs)
RADM Mark Darrah
PEO (U&W)

Office of Naval Research
RADM Mathias Winter
Chief of Naval Research

ACAT I Program Managers (PMs)

Mr. Sean Burke
MQ-4C Triton
(PMA-262)

CAPT Jeffrey Dodge
Vertical Takeoff & Landing UAV
(PMA-266)

CAPT James Stoneman
AIM-9X Block II/III
(PMA-259)

NADP Recruiting Lessons Learned

Dave Mailander, Recruiting Division Director, NACC

At the beginning of FY15, the Naval Acquisition Career Center (NACC) conducted a Systems Command-wide Naval Acquisition Development Program (NADP) Recruiting Working Group teleconference focusing on significant lessons learned realized through the FY14 NADP hiring campaign. This included not only working group members, but hiring managers, selecting officials, and other key personnel who touch the recruitment and hiring process. This open dialogue increases understanding of the challenges, best practices, and ways to plan for future execution of NADP hiring. It has proven that communication is key to getting the job done and thus meeting the expectations set forth by our Acquisition leaders. It must be noted these lessons not only apply to NADP hiring but can be used with at-large acquisition workforce hiring. The following key areas were central themes to this year's lessons learned, summarized as follows:

• *Planning.* Starting recruiting early to accommodate pipeline time frames (28 day average certificate issue/25 day average certificate selection) continues to pay dividends for activities that complete execution well before the end of the fiscal year. Early execution allows for adjustments when candidates decline offers or when security issues arise. Furthermore, early announcement on USA JOBS maximizes your ability to advertise multiple times throughout the year, thus giving you more opportunity and options.

• *Communication.* Always stay in touch with your selectees to show interest and to ensure their needs are met. Timely notification is an important professional courtesy, even for those not selected. It may affect their interest in applying for future positions with the Department of the Navy.

• *Reference Checking.* Validation through reference checking allows hiring managers and selecting officials to compare the resume with interview information in order to verify the information presented. Reference checking also aids in predicting candidate success and other traits related to work habits and perspectives.

• *Interviews.* Interviews are required by the NADP program in order to examine qualifications and validate skills. This process aids in ensuring you select the best candidate and the applicant has an opportunity to ask questions related to the work they will encounter if they are hired.

• *Name Selects.* Provide source documents that support the grade level you are seeking under a name select action (i.e., VRA, Schedule A). Resume submissions also need to support the respective occupation for which the member is being recommended.

• *Alternate Selections.* When making selections from a certificate of eligible, select alternates you have determined as acceptable. This protects you against declinations and allows us to proceed to your alternate selection(s) to fill your current allocation amounts. Furthermore, alternates can be used during the execution year if you run out of time and cannot advertise due to time limitations.

For further questions, please call the NACC Recruiting Division Head at (717) 605-1029 or the NACC Recruiting Division Team Lead at (717) 605-2258.

FY15 DON DAWIA Goals signed

Since the Department of the Navy established its DAWIA Goals in FY11, there have been improvements across the board.

- Certification Compliance has increased by 6 percentage points (from 88% to 94%).
- Continuous Learning has increased by 20 percentage points (from 65% to 85%)
- Acquisition Corps membership for Critical Acquisition Positions has increased by 14 percentage points (from 77% to 91%).
- PMT 401/402 Compliance has increased by 28 percentage points (from 72% to 100%).
- The KLP Qualification goal, which was incorporated into the DAWIA Goals two years ago, has increased 5 percentage points (from 90% to 95%).

Read the memorandum on the Acquisition Workforce website at:
http://www.secnav.navy.mil/rda/workforce/Pages/StrategyPolicy.aspx

FY15 DON DAWIA GOALS

• Goal 1 - *Certification Levels*: 95% of AWF members be certified to the level required by their position within allowable timeframes.
• Goal 2 - *Continuous Learning (CL)*: 90% of AWF members have current CL certificates.
• Goal 3 - *Acquisition Corps Membership for CAPs*: 95% 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.
• Goal 5 - *Key Leadership Positions (KLPs)*: 100% of individuals assigned to KLPs are fully qualified.

DACM Chalice Recognition: Reaching Goals #1, #2, & #3 in FY14

In FY14, there was one Systems Command which attained a total of three of the DAWIA Goals: Certification Compliance, CL Compliance and CAP AC Membership.

In FY14 the Space and Naval Warfare Systems Command reached 96% for Certification Compliance, 90% for CL Compliance, and 96% for CAP AC Membership.

Bravo Zulu to SPAWAR for their outstanding efforts on improving our Acquisition Workforce!

NAVAL POSTGRADUATE SCHOOL

Upcoming online degree programs

Master of Science in Systems Engineering (Directed Energy Focus)

Commencing Tuesday, March 31, 2015
Program Delivered via Distance Learning
Sponsor Code: Open Enrollment (311-153O)

The Naval Postgraduate School's (NPS) Department of Systems Engineering (SE) is pleased to announce the offering of a two-year Systems Engineering Non-Resident Master's degree program with a Directed Energy focus beginning Tuesday, 31 March 2015.

The program is open to qualified uniformed officers, federal employees, and defense contractors .

For more information, visit the program website.

Master of Science in Contract Management (Curriculum 835)

Commencing Tuesday July 7, 2015
Program Delivered via Distance Learning
Sponsor Code: Open Enrollment (835-154)

The Naval Postgraduate School and its School of Business and Public Policy are pleased to announce the offering of an eight quarter part-time Master of Science in Contract Management by distance learning commencing Tuesday 7 July 2015.

The program is open to qualified uniformed officers, federal employees, and defense contractors .

For more information, visit the program website.

Marine Finds Dream Job as Part of NADP

Tony Monroe, Contract Specialist
NAVFAC

My experience with the Naval Acquisition Development Program (NADP) has been very positive and rewarding. My career experience prior to entering the NADP consisted of 22 years of service in the United States Marine Corps from which I retired in 2011. After two months of retirement, I decided to seek a second career that was different from anything I previously did and discovered government contracting via a Vet to Fed training program for veterans to enter into the Contracting 1102 field. During this time is when I discovered a passion for Contracting.

Upon completing the program, I applied for an NADP position with the Naval Facilities Engineering Command Washington at MCB Quantico; however, at the time, there was a hiring freeze, so I took a position as a Contract Administrator with Defense Contract Management Agency (DCMA) Manassas in April 2013. I kept hope alive and dreamt of the day the hiring freeze would lift, so I could apply for the position again. Guess what, dreams do come true after all.

I applied and was accepted for the NADP position with Naval Facilities Engineering Command (NAVFAC) Washington for a position with the Public Works Department (PWD) / Facilities Engineering & Acquisition Division (FEAD) at MCB Quantico in September 2013. There were several other Entry Level NADP participants onboarding with me, assigned to different locations throughout NAVFAC Washington. The headquarters acquisition and human resource team welcomed us with open arms and made onboarding a smooth process. The headquarters acquisition team has been very supportive in ensuring we get the required NADP training to include Defense Acquisition University (DAU) courses and Individual Development Plan (IDP) requirements. I must give special thanks to Cecilia Muhammad, Career Field Manager, Ravenne Diggs, Entry Level Program Manager, and Debra Strachan, Acquisition Technical Support for their continuous support of the NADP.

Once I arrived at the PWD/FEAD on MCB Quantico, I was introduced to Mrs. Kathy Schanze, the Supervisory Contracting Officer. Kathy took the time to brief me about the FEAD and the role we play in providing contracting support to the tenants aboard MCB Quantico. She also took me around the Command and introduced me to the staff and explained their individual role in support of the FEAD mission. Since retiring from the Marine Corps, I have always dreamed about working on MCB Quantico in support of the Marines. The NADP has given me the opportunity to live that dream.

I have been in the NADP over a year now and have learned a lot about construction and service contracting, which is somewhat different from my previous experience with supply and contract administration. I have also been able to complete my Contracting Level I certification and am on track to complete both Contracting Level II certification and my Master of Business Administration in mid-March 2015. One of the most rewarding things about my job is seeing the end product and the customer's satisfaction in meeting their needs. My supervisor and team members are very supportive in my training. I have done an array of construction and service contracts task orders and modifications, site-visits, pre-construction meetings, and negotiations. I could not have gained these and other valuable skills without the support and training from my supervisor and team members. The NADP has given me the opportunity to grow, learn, and live my dream. The on-the-job training I am receiving from the program will give me the tools to attain my next goal of becoming a contracting officer. Thanks to the NADP, a dream can be a reality.

SHARE YOUR EXPERIENCE

CON Specialist Finds Direction with Help of Mentor

Danielle Green, Contract Specialist
NAVAIR

In January 2013, I started working for the Naval Air Systems Command (NAVAIR) as a procurement technician. My journey to acquire knowledge from the eDACM website began with several contract specialist courses. As I continued to learn my position as a procurement technician and what being a contract specialist entailed, I became fascinated with the idea of working to procure requirements for customers within the government while, at the same time, saving the government money. My ambition and tenacity took hold and drove me to complete my master's degree to better qualify as an Entry Level contract specialist.

In March 2014, I began a new endeavor as an Entry Level contract specialist with the Naval Acquisition Career Center through Mechanicsburg as a member of the Naval Acquisition Development Program. As a contract specialist, I have processed a variety of contract actions, such as delivery/task orders, modifications, and simplified acquisition procurement actions, while using intricate systems including, but not limited to, Standard Procurement System, Federal Procurement Data System Next Generation, Federal Business Opportunities, SeaPort-e and NAVAIR Obligation Database, Electronic Document Access Next Generation, System for Award Management, Navy-ERP, and the Acquisition Management System (PMT tool), using the experiences I acquired as a procurement technician.

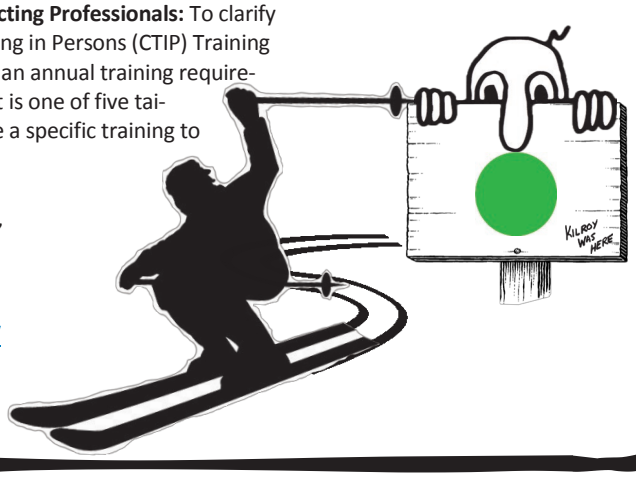
Within a couple of months of joining the NADP, I received my first requirement for a non-commercial hardware item: five-year indefinite-delivery, indefinite-quantity contract. I met with the customer to better understand what needed to be procured and why the requirement was important to the warfighter mission. During the stages of getting the requirement completed and awarded, I collectively learned from other contract specialists how to complete a requirement of this magnitude. Eventually, with a lot of hard work and many question-and-answer sessions, I awarded my first large contract December 8, 2014. I welcomed the challenges that came with procuring this requirement, because it gave me the opportunity to learn and retain pertinent information for future requirements.

NAVAIR managers always encourage and make available career progression. NAVAIR's mentoring program helps new employees adapt into a position or excel in another position. After becoming a contract specialist, I found a mentor: Lakeeta Young-Hill, division head for Contracts Policy & Process Management. She has given me great career advice on my goals and how to accomplish them within the realm of contracts.

With a master's degree in public health, health management, and policies, becoming a contract specialist was the last type of career I expected to have. Through hard work and perseverance, I will continue to try to excel within the NADP.

Glimpses of Recent/Upcoming AWF Changes

1. **NADP Training Symposium:** The Department of the Navy will be hosting their Naval Acquisition Development Program (NADP) Training Symposium on January 13-14, 2015 at the Marriott Hotel in Crystal City, VA. This symposium is a capstone course for the NADP employees preparing for graduation in 2015. Guest speakers Invited include, The Honorable Mr. Frank Kendall USD (ATL), Mr. James E. Thomsen - ASN(RDA) Principal Civilian Deputy, Mr. Brian Persons - Chief of Naval Operations for Warfare Systems and Ms. Jodi Greene - Secretary of the Navy (Policy). In addition, Executive Directors from the major Systems Commands will be on hand to round out a panel and share thoughts on their respective SYSCOM's mission, challenges, acquisition workforce, career planning, and keys to career success. Day two will include training and lectures on the Inner Workings of the Legislative Branch, NCIS Fraud Awareness, The Big Picture of Planning, Programming, Budgeting, and Execution (PPBE), and the History of the Navy.
2. **NAVAIR stands up two virtual knowledge libraries:** Naval Air Systems Command (NAVAIR) launched two virtual knowledge library websites Nov. 19 to make it easier to collect, categorize and share vital acquisition information. These sites will be accessible to all NAVAIR government and contract support professionals with a common access card and a SharePoint account, and both focus on meeting the needs of the NAVAIR workforce. (Logistics and Industrial Operations (AIR 6.0) content (https://myteam.navair.navy.mil/air/60KMS) and Acquisition KMS site (https://myteam.navair.navy.mil/corpapps/ams/home)).
3. **Navy military Acquisition Corps membership selectees**: Congratulations to all the Navy military selected to be part of the Acquisition Corps. If you applied for membership, you can see the board results at the PERS-447 website located at http://www.public.navy.mil/bupers-npc/officer/Detailing/acquisition/Pages/default2.aspx.
4. **Combating Trafficking in Persons (CTIP) Training for Acquisition and Contracting Professionals:** To clarify the recent distribution of the OSD AT&L and P&R memo: Combating Trafficking in Persons (CTIP) Training for Acquisition and Contracting Professionals, general CTIP training has been an annual training requirement set by the DoDI 22.000.01 since Sept 2010. This is "new" in the sense it is one of five tailored trainings offered by the DOD CTIP Program Office developed to provide a specific training to inform Defense Acquisition and Contracting Professionals about combating trafficking in persons in Department of Defense contracts. This includes an overview of laws and regulations and the responsibilities to prevent, identify, and respond to abuses. It is effective immediately for members needing to meet their current annual CTIP training requirement and future fiscal year requirement. Currently, this training is only available on Joint Knowledge Online. To access the training, click the link provided to log in to JKO: https://jkodirect.jten.mil/Atlas2/faces/page/login/Login.seam, then click on the COURSE CATALOG tab and then use "**J3TA-US1296**" for a course number search.



Calendar & 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
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15	16	17	18	19	20	21
22	23	24	25	26	27	28

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				

Acquisition Events

13 JAN	NADP Training Symposium (Day 1)
14 JAN	NADP Training Symposium (Day 2)

Federal Holidays

01 JAN	New Year's Day
19 JAN	Birthday of Martin Luther King, Jr.
16 FEB	Washington's Birthday

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