

**Preparing Tomorrow's
Acquisition Workforce
Federal Training & Career
Development Initiatives**

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Overview

- Key Leaders
- Acquisition Workforce Policy
- FAI/DAU Partnership
- Goals
- Initiatives



Key Leaders

- Federal Acquisition Institute
- OFPP and the FAI Board of Directors
- U.S. General Services Administration
- Chief Acquisition Officer Council
 - Human Capital Working Group
- Defense Acquisition University (DAU)
- Interagency Procurement Career Management Committee (IPCMC)



FAI/DAU Partnership

- Co-located January 26, 2005
- Leveraging infrastructure
- Developing common career development & performance tools
 - Common competencies
 - Common training for contracting personnel
 - Developing shared learning resources
 - Coordinated certification programs



OFPP Policy Letter 05-01

- Broadens definition of acquisition workforce
- Expands duties of the agency acquisition workforce manager
- Establishes common competencies
- Calls for development of certification programs
 - Contracting
 - Program/Project Management
 - Prospective
- Increase continuous learning requirement
- Requires agencies to provide workforce data to ACMIS
- Establishes FAI priorities



Goals

- A federal acquisition workforce with the skills necessary to deliver best value supplies & services, find the best business solutions, and provide strategic business advice to accomplish agency missions
 - Skills currency
 - Mission-focus
 - Alignment of civilian and defense agency training & tools
 - Fuller involvement of the acquisition team
 - Structured career growth
 - Greater mobility, more opportunities
 - Better management information, use of resources



Workforce Definition

- Contracting series GS-1102s
- Warranted contracting officers, regardless of job series
- Purchasing series GS-1105s
- Program & project managers
- Contracting Officer Representatives and Contracting Officer Technical Representatives
- Others identified by an agency CAO



Uniform Core Training

- Partnering with DAU on update of CON curriculum
 - CON 100 Shaping Smart Business Arrangements
 - CON 110 Mission Support Planning (Oct 04)
 - CON 111 Mission Strategy Execution (Nov 04)
 - CON 112 Mission Performance Assessment (Dec 04)
 - CON 120 Mission Focused Contracting (Jan 05)
 - CON Level 2 during FY2005 (launch in early 2006)
 - CON 353 Advanced Business Solutions for Mission Support



Skills/Currency Training

- Services acquisition course
- Updated COR/COTR training
- Training on FAR updates
- Share In Savings
- Performance Based Service Acquisition
- Earned Value Management
- Training on small business issues (CON 260)
- Training for non-contracting personnel
- Refresher training
- DAU Continuous Learning Center



Performance Support

- Acquisition Community Connections
 - DAU-sponsored collaborative tool
 - 26 communities of practice & special interest areas, including ACE for Services
- Exploring strategies for an integrated, federal acquisition knowledge management site
 - AcqNet
 - DAU's ACC
 - DAU's AT&L Knowledge Sharing System



Other Related Activities

- Migration to e-training platform
- Definition and application of measures of training effectiveness
- Identifying emerging training needs



Contracting Certification Program

- A recognized, common credential
- Mirrors DOD's program for government-wide consistency, portability
- Consistent with OPM GS-1102 Qualification Standard
- Key core requirements
 - Training
 - Education
 - Experience
- Agencies will be able to supplement the core requirements
- Program is not mandatory for individuals, but is required for new warrant holders after 1/1/2007



Program Operation

- Decentralized administration
 - Employee applies
 - Supervisor reviews
 - ACM reviews
 - Agency CAO or SPE grants
 - Signed by Federal certifying official
- Must meet 80 hours of continuous learning every 2 years to maintain certification
- ACMIS as database of record
- Agencies can request FAI to review existing certification programs for equivalency
- FAI to periodically audit agency management of program
- Human Capital Working Group to provide guidance and oversight



LEVEL 1: Entry

- Education
Baccalaureate degree OR at least 24 semester hours among these disciplines: accounting, law, business, finance, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management
- Experience
1 year of contracting experience
- Training
 - CON 100 Shaping Smart Business Arrangements
 - CON 110 Mission Support Planning
 - CON 111 Mission Strategy Execution
 - CON 112 Mission Performance Assessment
 - CON 120 Mission Focused Contracting
 - 1 Elective



LEVEL 2 - Intermediate

- Education
Baccalaureate degree OR at least 24 semester hours in business-related disciplines
- Experience
2 years of contracting experience
- Training
 - CON 202 Intermediate Contracting
 - CON 204 Intermediate Contract Pricing
 - CON 210 Government Contract Law
 - 2 Electives



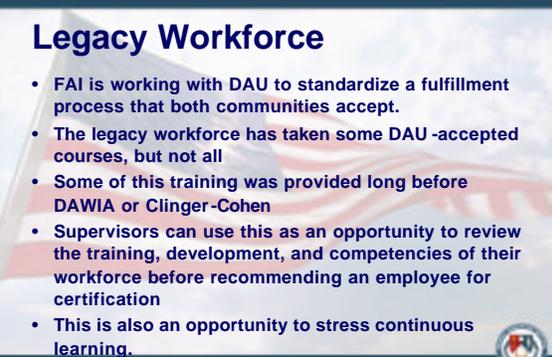
LEVEL 3: Advanced

- Education
Baccalaureate degree OR at least 24 semester hours in business-related disciplines
- Experience
4 years of contracting experience
- Training
CON 353 Advanced Business Solutions for Mission Support
2 Electives



Legacy Workforce

- FAI is working with DAU to standardize a fulfillment process that both communities accept.
- The legacy workforce has taken some DAU -accepted courses, but not all
- Some of this training was provided long before DAWIA or Clinger-Cohen
- Supervisors can use this as an opportunity to review the training, development, and competencies of their workforce before recommending an employee for certification
- This is also an opportunity to stress continuous learning.



PM Certification Program

- A recognized, common credential
- Components
 - Education
 - Training
 - Experience
 - Fulfillment
- Goals
 - Consistency with DOD's program, but not entire package
 - Balance of rigor and flexibility
 - Will set a basic level of qualification to avoid conflict with other professional certification programs
- Challenge
 - Defining & identifying members



ACMIS

- Acquisition workforce management tool
- Tracks acquisition workforce training and education qualifications, warrant levels, and other information
- Information and reports available to agency managers
- Coordinating with OPM e-gov initiatives
- Proposed to become mandatory
 - Contracting personnel records input by Oct 2006
 - Program & project managers by April 2007
- www.fai.gov or www.acmis.gov



FAI Resources

- FAI Online University: www.faionline.com
- Home page: www.fai.gov
 - ACMIS
 - FACE 2005 (June 7-8)
 - Acquisition Learning Seminars
 - Newsletter
 - Career Management
 - Educational Resources
 - Links to DAU resources
 - Acquisition Community Connections
 - Continuous Learning Center
- Contact Us
703-805-2300 or questions@fai.gov