



Federal Acquisition *INSIGHT*

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From the Desk of the Director: Karen Pica

I'd like to thank all the contracting and procurement professionals who recently completed the Contracting Workforce Competencies Survey. A 60% response rate is a great indicator that you wanted us to hear you. We are reviewing the information and assessing how to further prepare the workforce to meet both today's needs and tomorrow's challenges. We are proud to support all initiatives of the acquisition workforce. The Federal Acquisition Certification for Program and Project Managers (FAC-P/PM) is in our repertoire and we will implement this Office of Federal Procurement Policy (OFPP) initiative to synthesize the skills of our acquisition teams. The Federal Acquisition Institute (FAI) is also working with the Small Business

Administration (SBA) and key federal agencies to develop training for our team members who generate requirements. Our goal is to help agencies and small businesses outline key roles and responsibilities and to achieve success. Look for this training at the start of fiscal year (FY) 2008.

I recently received a suggestion from a contracting professional asking for more classroom training focused on the acquisition team. FAI currently offers performance-based acquisition team training, and we will incorporate this new suggestion and identify further training classes. Thank you for your suggestions on how to improve FAI to better support your workday. We welcome all suggestions at questions@FAI.gov.

Around the Acquisition Workforce

The 2007 Contracting Workforce Competencies Survey

By Cynthia Schoeppl

The Office of Federal Procurement Policy (OFPP), Office of Personnel Management (OPM) and Federal Acquisition Institute (FAI) are exceptionally pleased with the response to the 2007 Contracting Workforce Competencies Survey. The overall response was just over 5,400 or about 60% of the eligible workforce. Accolades go out to the subject matter experts who assisted in the survey design and content. These were: Cassandra Wells, Department of Transportation (DOT), Joanie Newhart, Small Business Administration (SBA), and Dianne Rose and Debbie Hahn, Social Security Admini-

stration (SSA). Thank you to all the Acquisition Career Managers (ACM) in the agencies. Their support and effort at the grass roots level were vital to achieve the 60% response rate.

In the months ahead, the data will be analyzed for trends across the contracting workforce. The information will assist FAI in determining if the training courses being offered are appropriate as well as design any new courses to meet identified needs. The information will also give OFPP, OPM and FAI a better perspective on human capital initiatives that would benefit the contracting workforce. As information becomes available, it will be shared with the acquisition community.

Around the Acquisition Workforce

OMB/OFPP Issues the Annual Report On the Federal Acquisition Workforce for FY 2006

By Tom Edwards

For the past 30 years, FAI has developed reports on the federal acquisition workforce. The latest report, with data from FY 2006, was released by Office of Federal Procurement Policy (OFPP) and Office of Management and Budget (OMB) on June 4, 2007. The Annual Report on the Federal Acquisition Workforce (ARFAW) for FY 2006 contains tables and graphs on the occupational series that have traditionally been considered to constitute the acquisition workforce: General Business and Industry (GS-1101), Contracting (GS-1102), Industrial Property Management (GS-1103), Property Disposal (GS-1104), Purchasing (GS-1105), Procurement Clerical and Assistance (GS-1106), and Industrial Specialists (GS-1150).

There are several important implications from the data in the ARFAW for FY 2006, and the government is taking action.

The size and complexity of the acquisition workforce are broad

and the government continues to identify the roles and responsibilities needed in the acquisition process.

The government is very aware of the need to recruit skilled employees, and FAI will be partnering with Office of Personnel Management (OPM) and other federal agencies in various recruitment strategies. The recruitment effort will be highlighted by an increased focus on accession programs at entry and mid-career levels.

The diversification of acquisition roles and responsibilities requires more planning for change. This includes more intense human capital planning as well as guidelines, such as certification programs, by which acquisition professionals can measure their own development.

A new feature in the ARFAW for FY 2006 is an appendix that contains a set of salary-based tables. Salary-based analysis of the workforce will become increasingly more useful as the classification of federal employees transitions from the traditional general schedule positions to other pay systems. The ARFAW for FY 2006 can be viewed on www.FAI.gov.

FPDS Data Integrity

By Tom Edwards

The Federal Procurement Data System (FPDS) is the government's central repository for information on acquisitions. It is used by agency managers to determine the amounts spent and collected; by agencies and contractors to make business decisions; by agencies to make decisions on organizations, staffing and training; and by Congress and the public to review how taxpayers' money is spent. Because of this, it is very important that data in FPDS be accurate and entered in a timely manner.

An Office of Federal Procurement Policy (OFPP) memo from March 9, 2007, directed all Chief Acquisition Officers to establish a routine verification process, to correct any inaccuracies in FPDS, and to establish policies and procedures to ensure the

accuracy of data being entered into FPDS. In a memo dated May 22, 2007, OFPP Administrator Paul Denett cited FPDS data to show that in FY 2006 agencies exceeded the goal of using performance-based acquisition (PBA) on 40% or more of eligible service actions over \$25,000 and raised the goal for FY 2007 to 45%. The May 22 memo also highlighted training available on PBA from FAI and the Defense Acquisition University (DAU).



Around the Acquisition Workforce

AbilityOne Unveils New Brand Logo

Stephanie Lesko, Committee for Purchase from People Who Are Blind or Severely Disabled

The Committee for Purchase from People Who Are Blind or Severely Disabled (the Committee), the independent federal agency which administers the AbilityOne (formerly Javits-Wagner-O'Day or "JWOD") Program, is unveiling a new brand logo to accompany its new AbilityOne Program name. This logo will be available for nonprofit and government agency use while participating in this government-wide federal initiative.

The logo enables the AbilityOne Program to communicate its uniqueness and distinguishes it from other programs, thereby leaving a lasting impression with various audiences. The Javits-Wagner-O'Day Program name and JWOD acronym will be used during a 12-month transition period, alongside the AbilityOne brand.

"Branding is essential in today's marketing world. This brand will establish an identity for current and future participants to think of AbilityOne first," said Andrew D. Houghton, Chairperson of the Committee. "Our conception is for people to recognize our brand and immediately know who we are: "AbilityOne" – the program that provides thousands of jobs for people who are blind or have other severe disabilities and quality products and services to our federal government customers."

Although the name has changed, the AbilityOne Program's mission remains the same: to provide employment opportunities for people who are blind or have other severe disabilities in the manufacture and delivery of products and services to the federal government. As the largest source of employment of people who are blind or have severe disabilities in the United States, the AbilityOne Program utilizes the abilities of nearly 47,000 individuals in coordination with more than 600 nonprofit agencies nationwide.

Subsequent to the Committee approving the name change, representatives from the program's two central nonprofit agencies, National Industries for the Blind (NIB) and NISH (creating jobs for people with a range of severe disabilities) met with the Committee to collaboratively create this logo that also serves as a stamp of approval.

To represent different parts of the program working together, the logo's three boxes represent people working together for one cause. Strong at the top, the red box displays the name AbilityOne. To represent "a job well done" and high quality, the navy blue box displays a star. Likewise, to represent the people and organizations that make AbilityOne work, the light blue box is a field of color that either stands alone or displays different entity names – "program," "network" or "team member." In the near future, the new logo and guidelines for its use will be posted on the Committee's Web site at www.abilityone.gov.



Around the Acquisition Workforce

Federal Acquisition Certification for Program and Project Managers

By Victoria Davidson

On April 25, 2007, Office of Federal Procurement Policy (OFPP) released a memorandum announcing the establishment of the Federal Acquisition Certification for Program and Project Managers (FAC-P/PM).

The FAC-P/PM outlines the essential competencies, training and experiences for acquisition program and project managers across civilian agencies at three levels of certification: entry, mid-level/journeyman and senior/expert. The program does not include functional or technical competencies such as those needed for information technology or agency-specific competencies.

Program and project managers that are assigned to major acquisitions as defined in OMB Circular A-11, Part 7, exhibit 300, *Plan-*

ning, Budgeting, Acquisition, and Management of Capital Assets are required to complete this certification within 12 months following their assignment to the program or project.

Experienced program and project managers are an integral part of improving acquisition planning, contract formation and contract management to achieve an agency's mission and demonstrate good stewardship of taxpayer dollars. Therefore, it is essential that programs such as FAC-P/PM serve as the standard for accurate government requirements, measurable performance standards, and managing contractor activities to effectively accomplish desired results.

The formation of FAC-P/PM underscores FAI's commitment to preparing professionals to meet present and future challenges in the agencies in which they serve. More information on the FAC-P/PM can be found in the "Manage Your Career" link at www.FAI.gov.

Acknowledging Excellence: Acquisition Awards Update

Awards Presented at FACE

By Cynthia Maltby, OFPP

At the Federal Acquisition & Conference Exposition (FACE) Conference on June 19, 2007, at the Ronald Reagan Building in Washington DC, OFPP Administrator Paul Denett presented the Federal Acquisition Regulation (FAR) Team Award, the Alternative Dispute Resolution (ADR) Award, the Ida Ustad Award for Excellence in Acquisition and the Chief Acquisition Officers Council (CAOC) Acquisition Management Awards during the SHINE Awards luncheon. He also highlighted the additional seven SHINE initiative awards. These awards are: the NCMA/ESI International Contracting Award, the Elmer B. Staats Young Acquisition Professional Excellence Award, the GSA Governmentwide Excellence in Performance-Based Service Acquisition Awards, the E.R. "Dick" Alley, Jr. Award (Committee For Purchase from People Who Are Blind or Severely Disabled or jwod.gov), the David Packard Excellence in Acquisition Awards (sponsored by the Army



OFPP Administrator
Paul Denett

Acquisition Support Center), the Herbert Roback Memorial Award (sponsored by NCMA), and the Blanche Witte Memorial Foundation Annual Award (sponsored by NCMA). Congratulations Award Winners!

By Danielle Porak de Varna

Just in: Congratulations to the 2007 Service to America Medals (Sammie) Award finalists. Information on all award recipients will be published in a future edition.

Nominations Being Accepted

The David Packard Excellence in Acquisition Awards, sponsored by the United States Army Acquisition Support Center (USAASC): due by July 6, 2007. For more information, please contact http://asc.army.mil/acq_awards/awards_davidp.cfm.

The Third Annual Army Life Cycle Logistician of the Year Award, sponsored by the USAASC: due by July 13, 2007. For more information, please contact Henry.Turner@hqda.army.mil.



Acquisition Spotlight

GSA Expo

By Victoria Davidson

On May 15-17, 2007 in Orlando Florida, GSA Expo was attended by more than 10,000 participants serving in the federal government and private industry. FAI was privileged to be a part of this historic event as one of the exhibitors and sponsors of six innovative training sessions, which included FAI Director Karen Pica's presentation on "Energize Your Career: Take This Job and Love It!"

Registration Update

FAI-sponsored classroom courses continue to be popular, with seats available for only a few courses through September. To find the class you need, go to the FAI registration system at www.FAI.gov. Remember that you can sign up for more than one instance of a given class. Once you are enrolled in a course, the others for which you applied will be automatically deleted.

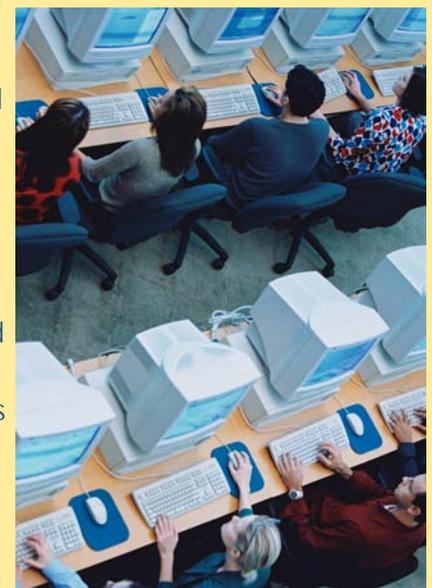
Training Updates

Maintaining Certification

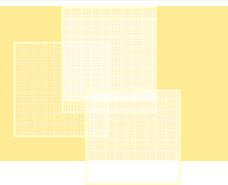
By Tom Edwards

Besides completing the core courses required for certification, contracting officers must also gather continuous learning points (CLPs) to maintain certification. Two classes of BCF 102, Fundamentals of Earned Value Management, one in August and one in September, still have seats available. In addition, DAU has just announced three new Continuous Learning Modules, CLE 035, DEPTI Introduction to Probability and Statistics (2 CLPs), CLM 103, Quality Assurance Auditing (2 CLPs), and CLB 023 Software Cost Estimating (2 CLPs). DAU has also made available five previously existing

CLMs: CLB 001, Business Management Modernization Program (1 CLP), CLC 015 Commercial Acquisition (0 CLP), CLM 022 Introduction to Interoperability (0 CLP), Time and Materials Contracts (CLC 060) and Berry Amendment (CLC 125). Descriptions of CLMs are in Chapter 3 of the DAU catalogue (<http://www.dau.mil/catalog>), while the number of CLPs you can earn for each course are listed in Appendix D of the catalogue. Employees of civilian agencies must sign up for these courses through the FAI registration system at www.FAI.gov. A complete listing of all continuous learning provided by both FAI and DAU can be found at www.FAI.gov then select "continuous learning center".



"We are working with our partners across and beyond the government to put the right solutions in place to make sure the acquisition workforce is positioned to meet the challenges of the next generation." - Karen Pica



Tip of the Month

Q
A

What classes are available through FAI and how can I register for an FAI class?

Once you log in to the Federal Acquisition Institute Training Application System via <http://www.FAI.gov/resource/register.asp> and complete your profile, you will be brought to the screen which allows you to select criteria and search for upcoming classes.

Thank you everyone for participating in the FACE conference.

Upcoming Events

July 1: Deadline for entering data into ACMIS

July 12: FAI speaks at the Federal Acquisition Summit

July 18: FAI speaks at the Federal Women's National Training Program

August 20: FAI participates in American Psychological Association Conference

August 21: FAI and OFPP On the Road Sessions, San Francisco, CA

August 25: August Edition of FAInsight Newsletter

Looking Ahead!

Look for the August Special Edition covering the FACE Conference and the results of the contracting workforce competencies survey. The August Edition will also feature the A-76 Post Competition Accountability Training and SHINE award winners.

We want to hear from you! How do you like our new newsletter format? Please let us know what we can provide to make it most useful for you and how we can support you and your training needs. Please contact questions@FAI.gov and visit www.FAI.gov today.

Thank you

We thank guest authors for their contributions and views and present these as part of Federal Acquisition Insight for our readers' information.

*For More Information, or to submit an article, contact the editor:
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