

# Developing and Managing the Federal Acquisition Workforce

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# Emphasis on Human Capital

- Human Capital is part of the President's Management Agenda
- The Office of Federal Procurement Policy (OFPP) has responsibility for establishing policies and procedures to manage the civilian (non-DAWIA) acquisition workforce including:
  - Accession
  - Education
  - Training
  - Career Development
  - Performance Incentives

# Rewrite of Policy Letter 97-01 on Workforce Development

- Currently out for comment to the Chief Acquisition Officers (CAOs)
- Intend to release by April 2005
- Purpose is two-fold:
  - Broadly define the acquisition workforce
  - Closely align civilian and defense workforce requirements

# Broadly Defining the Workforce

- Gives CAOs responsibility for identifying their workforce to include, at a minimum:
  - All GS-1102s
  - All warranted Contracting Officers (COs) regardless of series
  - All GS-1105s
  - All program and project managers, as identified by the CAO
  - All CORs and COTRs
  - Any acquisition-related position identified by the CAO

# Aligning the Civilian and Defense Workforce Requirements

- Core competencies aligned
- Core training aligned
- No change to the qualification standard for civilian 1102s (no change to the education standard)

# Federal Acquisition Certification – Contracting GS-1102

- Voluntary for general workforce
- Level I, II, and III (likely)
- Required for new COs warranted after January 1, 2007 (SPEs can waive on case-by-case basis w/documentation)
- 80 continuous learning points required to keep certification (and warrant, if applicable)
- FAI is developing certification program for CAOC approval
  - Prospective candidates
  - Legacy workforce
- All civilian agencies, at a minimum, shall accept this as evidence an employee meets the minimum requirements

# Federal Acquisition Certification – Program and Project Managers and Others

- Generally reflect the DAU requirements, though may be limited to basic training
- FAI will develop recommendations for other disciplines
- Voluntary – career enhancing credential

# CORs and COTRs

- CAOs responsible for developing basic and refresher training for agency CORs and COTRs
- CORs and COTRs shall enter training information into ACMIS

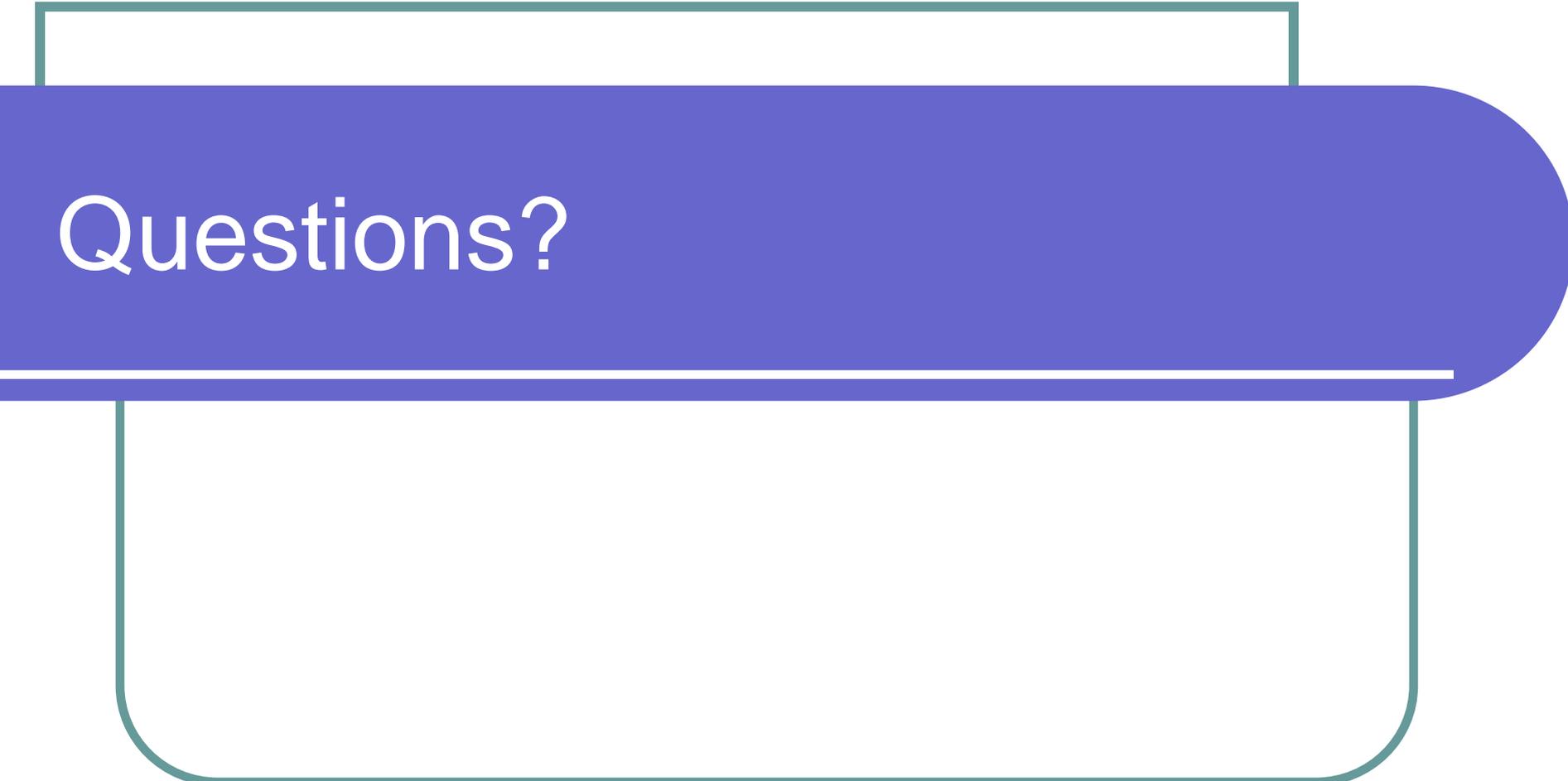
# Acquisition Career Management Information System (ACMIS)

- By October 1, 2006:
  - All GS-1102s
  - All COs regardless of series
  - All GS-1105
- By October 1, 2007:
  - CORs/COTRs
  - Program and project managers as appropriate
- Hope to integrate OPM's competency management inventory system and ACMIS

# Agency Acquisition Career Manager

CAO shall designate a person to manage implementation of this Letter at the agency level to include, but not limited to:

- Managing identification of the workforce
- Proposing to the CAO an annual budget
- Providing input to the Chief Human Capital Officer on human capital strategic planning
- Proposing a transition plan
- Recommending waivers, as necessary
- Maintaining and managing agency-wide data



Questions?