



FAI NEWSLETTER

ISSUE 7 SPRING 2015 | FAI QUARTERLY NEWSLETTER

From the Acting Director



Jeff Birch,
Acting Director, FAI

Spring is finally here - hooray! Nature shows us that spring is the perfect time for new developments. The theme of “new developments” is no different here at FAI. Two key activities have recently launched, and both focus on encouraging our acquisition workforce to identify, evaluate, and try new processes and practices.

First, the December 4, 2014 Office of Management and Budget (OMB) memo, [Transforming the Marketplace: Simplifying Federal Procurement to Improve Performance, Drive Innovation, and Increase Savings](#), identifies a number

“We cannot solve our problems with the same thinking we used when we created them.”

-Albert Einstein

We are sharpening our vision to “drive positive change in acquisition workforce culture, practices, and capabilities”. Our acquisition workforce is highly educated, eager to learn, and dedicated to public service. As a result, it’s our responsibility to provide them with the training, tools, and incentives they require to be successful.

Here at FAI, we must become more agile in everything we do in order to best serve you. We can no longer retain our younger acquisition workforce members and keep them engaged with cumbersome processes, old technologies, and unchanged leadership practices. To deliver on these demands, we are providing mobile technology, deploying bursts of information (“Knowledge Nuggets”), developing and testing simulations (“Interactive Challenges”), and evaluating more opportunities to leverage and infuse informal social learning. These new developments are only the beginning of the many changes necessary to better align and support the requirements and vision outlined in the December 4th OMB memo.

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ANNOUNCEMENTS

FAITAS Wins Harvard Ash Center Bright Ideas Award!



For more than 20 years, the Innovations in American Government Awards Program, through the [Ash Center for Democratic Governance and Innovation](#) at Harvard University's John F. Kennedy School of Government, has recognized the very best innovations in American government and has brought national attention to these practices and promoted their widespread dissemination. In order to shine a light on these government programs and practices, in 2010, the Innovations Program launched a recognition initiative called "[Bright Ideas](#)" so that government leaders, public servants, and other individuals

can learn about these efforts and adopt those initiatives that can work in their own communities. Beginning with these Bright Ideas, the Innovations Program has created an open collection of innovations that serve as the foundation of an online community where innovative ideas can be proposed, shared, and disseminated.

In 2015, the Ash Center [recognized 124 Bright Ideas](#), including FAI's FAITAS. FAITAS received recognition as an "avenue for all civilian acquisition workforce members to register for training, track their certifications and manage their careers from anywhere in the world." Congratulations to the FAITAS Team and the Federal Acquisition Community that have made FAITAS a government-wide success story!



Acquisition.gov Gets a Makeover!

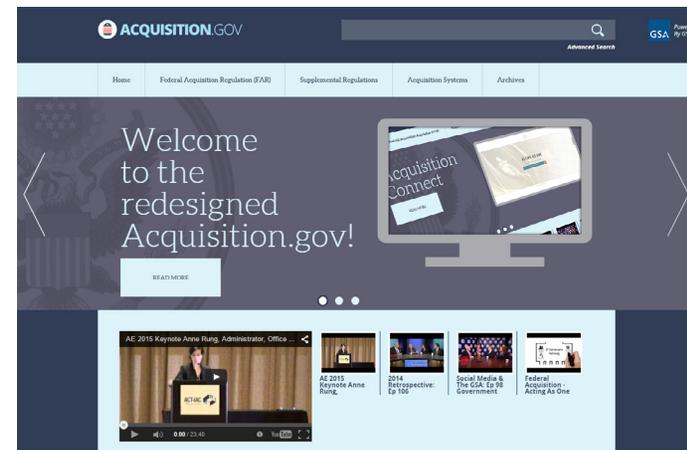
Acquisition.gov is home to the Federal Acquisition Regulation (FAR) and serves as a central portal for federal agencies' FAR supplements.

On April 9, 2015, GSA launched a revamped [www.Acquisition.gov](#), featuring an interactive design that's more clearly organized and easily navigable.

Here are a few things you can do on the new site:

1. View the Federal Alert Notice (FAN), a summary of proposed, interim, and final rules.
2. Filter your FAR search results by document type, such as Part, Subpart, or Form.
3. Access previous versions of the FAR by searching FAC Number or Effective Date.

Take a moment to visit the revamped Acquisition.gov and share your thoughts via the Contact Us link.



ANNOUNCEMENTS

2015 CAOC Acquisition Excellence Award Winners

Team Award for Program Management **Global Pharmaceutical Prime Vendor Team, Defense Logistics Agency Troop Support Medical Office, Department of Defense**

The Defense Logistics Agency (DLA) Global Pharmaceutical Prime Vendor Team expertly and professionally programmed and managed the award of a \$26 billion, 10-year requirements contract for pharmaceutical supply support that reduces the cost of Department of Defense (DOD) pharmaceutical purchases by \$1.8 billion over the life of the contract. The Global Team not only achieved an extraordinary price, it also added new DOD-unique support capabilities to the contract, which supports DOD's mission across the globe.



Team Members: Jayne Bailie (left), Paul Vasquez (right), Patricia Kniffin (not shown), and Stephanie Fuss (not shown)
Presenter: Anne Rung (center)

Individual Award for Program Management **Anna M. Garcia, Department of State**



Award Winner: Anna M. Garcia (right)
Presenter: Anne Rung (left)

In 2014, Ms. Garcia quickly identified and contracted with a small business with biocontainment capability to be used in medically evacuating U.S. citizens exposed to or infected with the Ebola virus in West Africa. Ms. Garcia expertly managed the contract and showed the value of Contracting Officers in strategic problem solving and in leading their organizations through complex logistical challenges.

Thank you to all who submitted nominations for this year's awards! Visit the [Acquisition Award Program Award Winners](#) page on [FAI.gov](#) to learn more about the CAOC Awards and previous winners.

Small Business Excellence Team **Award for Effective Collaboration** **Office of Small Business Programs, U.S. Special Operations Command, Department of Defense**

The Office of Small Business Programs (OSBP) at the U.S. Special Operations Command (USSOCOM) has successfully influenced the contracting and program management staff to adjust their acquisition strategies to allow for two high-dollar acquisitions that were previously performed by large businesses to be set aside entirely for small business. Actions such as this have allowed USSOCOM to surpass its small business contracting goals and achieve the highest percentage of small business awards in Command history.



Team Members: Christopher Harrington and Angela Mitchell

FEDERAL ACQUISITION CERTIFICATIONS

FAC-C (Legacy) Certification Program Ends on September 30, 2015

When the Office of Federal Procurement Policy (OFPP) issued the memorandum on [Revisions to the Federal Acquisition Certification in Contracting \(FAC-C\)](#) on May 7, 2014, they established a new FAC-C certification program currently referred to as FAC-C (Refresh). In the memorandum, OFPP established a sunset provision for the previous FAC-C certification program currently referred to as FAC-C (Legacy), of September 30, 2015. Until September 30, 2015, the OFPP memo allows the two FAC-C certification programs to run concurrently, i.e. the FAC-C (Legacy) and the FAC-C (Refresh).

As of September 30, 2015, the FAC-C (Legacy) certification program will be retired, and no FAC-C certifications under the Legacy program may be awarded after this date. All federal agencies must use the FAC-C (Refresh) certification standards.

Currently Working on FAC-C (Legacy) Certification?

If you are currently working on FAC-C (Legacy) certification, for any level, you must complete all the FAC-C (Legacy) requirements by September 30, 2015, in accordance with any agency-required lead times for certification requests. If certification requirements for the FAC-C (Legacy) level you are working on are not met by September 30, 2015, you will be required to use the training requirements in the FAC-C (Refresh) program.

Further, the following FAC-C (Legacy) courses cannot be used in the FAC-C (Refresh) program: CON 110, CON 111, CON 112, FCN 110, FCN 111, FCN 112, CON 120, CON 215, CON 217 and CON 218.

Planning to Take FAC-C (Refresh) Courses?

Be Aware: Because of FAC-C (Refresh) course prerequisites, taking FAC-C (Refresh) courses may require that you take additional courses at the FAC-C (Refresh) Level I, even if you are already Level I certified under FAC-C (Legacy).

Questions About FAC-C (Legacy) and/or FAC-C (Refresh)?

If you have questions about FAC-C (Legacy) and/or FAC-C (Refresh), additional information can be found from the following sources:

- [OFPP Flash: FAC-C \(Refresh\) Video in the FAI.gov Media Library](#)
- [FAC-C page of FAI.gov](#)
- Your [Agency's Acquisition Career Manager \(ACM\)](#)



FEDERAL ACQUISITION INSTITUTE

FAC-C (Refresh)

Each agency will establish its transition strategy between FAC-C (Legacy) and FAC-C (Refresh)

Possible FAC-C Transition Strategies

- Immediately as of the date of the refresh memo (May 2014)
- On October 1, 2014
- By October 1, 2015

OFPP Flash: FAC-C (Refresh) Video
Joanie Newhart, OFPP

FEDERAL ACQUISITION CERTIFICATIONS

Year in Review: FAC-P/PM-Information Technology Core-Plus Certification

March 31, 2015 marked the one year anniversary of the effective date for agency implementation of the [Revisions to the Federal Acquisition Certification for Program and Project Managers \(FAC-P/PM\) memorandum](#), signed by the Office of Federal Procurement Policy (OFPP) on December 16, 2013. The revised policy, which took effect March 31, 2014, rolled out key changes in how Federal P/PMs get and stay certified. The revised policy roll-out also launched a [revised core competency model](#) and [one new competency model for the policy's first core-plus specialty certification](#) for those P/PMs managing information technology (IT) projects and programs (FAC-P/PM-IT).

For the most part, the core provisions of the policy governing certification have become operational by the Federal sector, and major training providers have revised their P/PM courseware to the core competency model. However, one of the most prolific changes of the revised policy are the standards and competencies of the FAC-P/PM-IT. Strangely, one year into policy implementation, Federal agencies and industry training providers continue to move slowly with the unique demands of this certification program. So, with one year of learning curve under the bridge, what is the “state-of-the-union” of FAC-P/PM-IT?

Quick Recap of FAC-P/PM-IT

Before answering this question, let's review the basic tenets of the FAC-P/PM-IT specialty certification to establish a common point of departure of where we are today, one year after its debut.



Purpose

The intent behind core-plus specialty certification is to establish additional training, experience, and continuous learning requirements for FAC-P/PM certified professionals who manage specific investments involving specialized knowledge, skills, and abilities. Attaining the specialty certification is not mandatory for all P/PMs, however, it must be held by P/PMs assigned to those types of specialty investments (in this case – IT investments) determined to be major acquisition programs.

Requirements

A P/PM heading up a major IT acquisition must be senior level core FAC-P/PM certified, plus hold the FAC-P/PM-IT core-plus specialty certification. Other P/PMs leading IT projects that support, or have key integration functions with other major acquisitions shall be at least mid-level certified and also hold the FAC-P/PM-IT specialty certification. In order to qualify and apply for the IT specialty certification, the applicant must:

1. Be mid- or senior-level FAC-P/PM certified,
2. Complete specific training, education, or other relevant certifications that align with the performance outcomes (or document the outcomes through fulfillment) in the [new FAC-P/PM-IT competency model](#), and
3. Have at least two years of experience supporting IT projects or programs.

To maintain the IT specialty certification, at least 20 of the required 80 Continuous Learning Points (CLPs) must be dedicated to continuous learning in topics closely associated with the IT PM specialty.

FEDERAL ACQUISITION CERTIFICATIONS

Year in Review: FAC-P/PM-Information Technology Core-Plus Certification (Cont'd)

FAC-P/PM-IT Gets a Slow Start

The overriding challenge to bring the FAC-P/PM-IT specialty certification up to the more mature, operational level of the core FAC-P/PM program has been the unexpected lag time for industry training providers to develop and offer training that aligns to the specialty competency model. Since it is difficult for the government to forecast how many P/PMs need or will potentially need the FAC-P/PM-IT specialty certification, industry training providers have been cautious to dedicate costly resources and infrastructure toward IT PM courseware development. For our industry providers, the uncertainty in how many students will require this training in the next 4 years makes for a tough business decision when venturing into a rapid and costly development cycle.

Another challenge that has slowed the progress of implementing FAC-P/PM-IT is the technical and rapidly evolving knowledge, skills, and abilities (KSA) involved with managing IT projects. The [FAC-P/PM-IT competency model](#) addresses these KSAs with two sets of performance outcomes:

1. **Technical:** There are 15 technical performance outcomes that are unique to what's expected of P/PMs managing IT projects and programs.
2. **Core-Plus:** There are 18 core-plus performance outcomes that are main stream KSA's from the core FAC-P/PM competency model, which possess an additional IT focus or emphasis.

It should be noted when the P/PM Functional Advisory Board (FAB) researched and assembled the FAC-P/PM-IT core-plus specialty competency model for OFPP approval, the 33 total performance outcomes represented what the FAB considered to be the minimal KSA's for IT PMs to be successful in this complex domain. It's a very "lean" competency model, so to speak.

FAI Assists in Accelerating FAC-P/PM-IT Roll-Out

Developing training that addresses the core-plus outcomes involves less instructional design effort than the technical outcomes. However, training that addresses the technical outcomes has proven to be a more challenging endeavor. In an effort to assist industry training providers in crafting training for the technical outcomes, FAI outsourced the development of learning objectives addressing these technical outcomes and posted them on [FAI.gov](#). Since then, P/PM training providers have accelerated their development efforts, and several have forecasted complete training solutions for all 33 performance outcomes by the end of this year's third quarter. A few providers have courseware addressing the 18 core-plus outcomes, with two of these providers already FAI-verified.

In the meantime, FAI reminds agencies with workforce members who need the FAC-P/PM-IT certification to also consider "other-than-training" options for meeting the certification training requirements, including IT-related academic degrees, other relevant certification programs such as the IT Infrastructure Library (ITIL) certifications, and using fulfillment to document mastery of the performance outcomes through on the job experience.

Positive Outlook Remains for FAC-P/PM-IT

With this first difficult year behind the roll-out of the FAC-P/PM-IT specialty certification program, the second and coming years look to be very exciting. Stay in touch with [FAI.gov](#) and your [Acquisition Career Manager \(ACM\)](#) communication channels for the latest developments in making the FAC-P/PM-IT specialty certification successful and fully operational across the Federal sector.

Do you meet the requirements for the FAC-PPM-IT specialty certification? Log on to [FAITAS](#) and submit your application with all the supporting documentation.

TRAINING AND DEVELOPMENT

2015 Acquisition Seminars: What's Been Done and What You Don't Want to Miss!

What's Been Done?

FAI kicked off 2015 with a pair of exciting Acquisition Seminars – [“The Next Generation of GSA’s Federal Strategic Sourcing Solution for Office Supplies”](#) and [“Equal Employment Opportunity Responsibilities of Federal Procurement Officers: An Update.”](#) If you were not one of the nearly 2,500 live viewers that tuned in for these, or if you would like to watch one of them again, you can access both of the recordings in the [FAI.Gov Media Library](#).

January 21, 2015: [The Next Generation of GSA’s Federal Strategic Sourcing Solution for Office Supplies](#)

In 2012, FAI teamed up with GSA to deliver an Acquisition Seminar that included a tutorial of GSA’s Federal Strategic Sourcing Initiative for Office Supplies Second Generation (FSSI OS2). Nearly 1,700 viewers attended that Acquisition Seminar which ignited interest across the acquisition community. FSSI OS2 resulted in more than \$370 million in direct and indirect savings from 2010 through 2014. Upon launch of FSSI for Office Supplies Third Generation (FSSI OS3), FAI jumped on the opportunity to once again partner with GSA to educate viewers on the next generation of office supply strategic sourcing. GSA FSSI OS3 expert, Robert Anderson, showed viewers how to use the OS3 solution to maximum benefit, order supplies through the OS3 Purchase Channel, and use *GSA Advantage!* and DoD EMALL. In addition to viewing the recording in the [FAI.Gov Media Library](#), check out the OS3 information and how-to documents in the [FAI.Gov Resources](#) tab, including the Step-by-Step Purchasing Guide for OS3 on *GSA Advantage!* and FAQs for the OS3 solution.



February 18, 2015: [Equal Employment Opportunity \(EEO\) Responsibilities of Federal Procurement Officers: An Update](#)

In February, FAI partnered with subject matter experts from the Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, to broadcast an Acquisition Seminar on recent changes to EEO requirements that apply to government acquisitions. These updates include changes to requirements related to the Vietnam Era Veterans’ Readjustment Assistance Act of 1974 (VEVRAA), Section 503 of the Rehabilitation Act of 1973, and the recently issued Executive Order 13672, prohibiting discrimination on the bases of sexual orientation and gender identity. Check out the recording of this webcast in the [FAI.Gov Media Library](#) to ensure you understand your EEO responsibilities as an acquisition workforce member!



EEO Responsibilities Acquisition Seminar
Herman Narcho and Melissa Speer, OFCCP

What You Don't Want to Miss!

It’s not too late to register and attend the next Acquisition Seminar, [“Agile Acquisitions 101: The Means Behind the Magic.”](#) Agile Acquisitions 101 will broadcast live on **Wednesday, April 22nd at 1:00pm EDT**. During this seminar, you will learn what Agile is and why new procurement methods and strategies are needed to implement it. This seminar will feature examples where Agile acquisition has been successfully implemented in the Federal Government. The lessons learned, success stories, and the opportunity to question the trailblazers themselves will provide those in attendance a great foundation. If you haven’t registered for this great, free webcast in [FAITAS](#) yet, don’t delay! You will receive two continuous learning points (CLPs) for viewing, but advanced registration is required to earn CLPs!

TRAINING AND DEVELOPMENT

The Knowledge Nuggets are Here!

FAI is pleased to announce that the first Knowledge Nugget, [“What is a PM?”](#) has been posted to the [FAI.gov Media Library](#)!

In an environment tight on time and a demand for “just in time information,” FAI’s Knowledge Nuggets video series offers acquisition workforce members a quick way to learn about new concepts or hot topics. The Knowledge Nuggets are designed to answer a few fundamental questions, explain the basics of the subject, and inform the viewer on the importance of the topic. While Knowledge Nuggets are less than 5 minutes in length, each video encourages viewers to learn more and offers additional training resources to better educate the workforce member.

To view the first Knowledge Nugget, please go to the [FAI.gov Media Library](#), and be sure to check back often for future videos!



Upcoming Topics

Several topics for future Knowledge Nuggets have already been approved and a number of other subjects are under construction. Keep your eye out for videos on the topics below!

Knowledge Nugget Topics	
What is a Program Manager (PM)? (Duties & Responsibilities) – COMPLETE	
The 5 “W’s” of an ACM and what they can do for you? (Who, What, Why, When, Where)	
The Many Faces of a Contracting Professional	
Category Management Overview	
FAITAS in 3 minutes or less	
GSA Schedules and Discounts	
Agile/Modular Acquisition	
What is a COR's Duties & Responsibilities	
Source Selection Team Essentials	
Big “A” – The 3 Legs of Acquisition	
Value of Cross-Functional Teams	
How to Get Effective Vendor Engagement	
Acquisition Hallways – A Helpful Tool for Your Procurements	
Innovation in Acquisition – What Is It and How do You Start?	
Acquisition 360	
Small Business Basics	
Past Performance Essentials	

TRAINING AND DEVELOPMENT

Draft FAI FY 2016 Training Matrix

FAI is pleased to release its draft training matrix for FY 2016. Working closely with agency Acquisition Career Managers (ACMs) and industry training providers, FAI was able to develop the Draft FY 2016 Class Schedule Matrix presented below. To supplement agency training requirements, FAI will be concentrating its classroom offerings in Washington, DC, Atlanta, GA, Denver, CO, and Philadelphia, PA.

In addition to the offerings listed in the matrix below, many FY 2015 offerings have been rescheduled for FY 2016 due to a low number of registrants. Please note, FY 2015 courses to be offered in FY 2016 are not included in the matrix.

Draft FAI FY 2016 Class Schedule Matrix

		October	November	December	January	February	March	April	May	June	July	August	September
CON 170	Fundamentals of Cost and Price Analysis (10-Day)				DC	DC	ATL	DEN	DC	DC			
FCN 190	Federal Acquisition Regulation Fundamentals (10-Day)						DC	ATL	DEN	DC			
CON 270	Intermediate Cost and Price Analysis (10-Day)				DC	DC	ATL	DEN	DC	DC			
CON 280	Source Selection and Administration of Service Contracts (10-Day)						DC	ATL	DEN	DC			
CON 290	Contract Administration and Negotiation Techniques in a Supply Environment (10-Day)							DC	ATL	DEN			
CON 360	Contracting for Decision-Makers (10-Day)				DC	DC	ATL	DC	DEN	DC			
FCN 400	Emergency Contracting Basics (2-Day)								DC		DC		
	Contract Close-out (2-Day)									DC	DC		
FFM CHW	Capitol Hill Workshop (3-Day)						DC		DC				
FQN PBA3	Performance Based Acquisition (3-Day)							DC		DC			
FFM APL3	Federal Appropriations Law (3-Day)						DC			DC			
FCN 404	Federal Contract Law (3-Day)							DEN			DC		
FQN SAP5	Simplified Acquisition Procedures (5-Day)							ATL		DEN			
	Source Selection (5-Day)					ATL		DC	PHIL				
	Contract Negotiation Strategies and Techniques (5-Day)						ATL		DC	PHIL			
	Contract Administration (5-Day)							ATL		DC	PHIL		
FCR 201	Contracting Officer's Representative Level II					DC	DC	DC	PHIL	DC	DEN	DC	PHIL
FPM 121*	Acquisition Fundamentals of Project and Program Management II		DC			DC			DC			PHIL	
FPM 200a**	FAC-P/PM Level 2 Course 1				DC		DC		PHIL				
FPM 200b**	FAC-P/PM Level 2 Course 2					DC		DC		PHIL			
FPM 200c**	FAC-P/PM Level 2 Course 3						DC		DC		PHIL		
FPM 200d**	FAC-P/PM Level 2 Course 4							DC		DC		PHIL	
FPM 300a**	FAC-P/PM Level 3 Course 1				DC		DC		PHIL				
FPM 300b**	FAC-P/PM Level 3 Course 2					DC		DC		PHIL			
FPM 300c**	FAC-P/PM Level 3 Course 3						DC		DC		PHIL		
FPM 300d**	FAC-P/PM Level 3 Course 4							DC		DC		PHIL	

*Henceforth, FAI will only provide FPM 120 (online) & FPM 121 (classroom) for FAC-P/PM level 1 training.

**Training providers on contract with FAI for FAC-P/PM training offer four courses per FAC-P/PM level. However, they have different numerical identifiers. The identifiers used here are generic and notional only.

TRAINING AND DEVELOPMENT

FAI Launches Two New Distance Learning Courses!

FAI recently launched two new distance learning courses: FCN 101: Contracting Basics; and FAR 100: Introduction to the Federal Acquisition Regulation (FAR). While both courses are primarily intended for new acquisition workforce members, they may be used to earn Continuous Learning Points (CLPs). Learn more about these courses below and on the [FAI.gov Find and Register for Courses page](#). You can register for one, or both, of the new courses, through [FAITAS](#) today!

	FCN 101 Contracting Basics	FAR 100 Introduction to the FAR
Description	<p>This course provides new Contracting Officer (CON) and Contracting Officer Representative (COR) workforce members with a broad understanding of the Federal civilian contracting environment in which they operate.</p> <p>FCN 101 is a civilian agency equivalent of DOD's CON 100 and is an acceptable alternative to CON 100 for FAC-C certification.</p>	<p>This course identifies how acquisition professionals find and use information in the FAR to implement acquisitions.</p> <p>FAR 100 is not a required certification course.</p>
Objectives	<p>Upon completing this course, you should be able to:</p> <ul style="list-style-type: none"> • Identify key contracting terms and concepts, contracting categories, and influences on the acquisition environment; • Define the relationship between Government, contractor, and taxpayer; • Identify the laws and regulations that govern Federal contracting; and • Identify how contract professionals find and use information in the FAR to implement acquisitions. 	<p>Upon completing this course, you should be able to:</p> <ul style="list-style-type: none"> • Summarize how the FAR is administered and updated, • Recognize the role of FAR supplements and deviations in implementing an acquisition, • Recognize how content is organized and numbered in the FAR, • List key sections of the FAR that help acquisition professionals apply the FAR to a specific acquisition, and • Locate specific information in the FAR.
Duration/Continuous Learning Points (CLPs)	<p>The course takes approximately fifteen hours to complete, and upon successful completion, you will receive fifteen CLPs</p>	<p>This course takes approximately two hours to complete, and upon successful completion, you will receive two CLPs.</p>

TRAINING AND DEVELOPMENT

Federal Transportation Officer Training Program: eLearning Level 3 Sessions

The Office of Government-wide Policy's [Federal Transportation and Logistics Management eLearning website](#) was introduced in FAI Newsletter [Spring](#) and [Fall 2014](#), and [Winter 2015 editions](#). These articles presented an overview of the Federal Transportation Officer program and introduced the Basic (Level 1) and Intermediate (Level 2) Federal Transportation Officer courses. This article provides information on the Advanced (Level 3) Federal Transportation Officer course.

One important concept taught in our training is that Federal agencies can procure transportation and traffic management services using either (1) a Contract or (2) a Tender of Service.

The Office of Government-wide Policy (OGP) Transportation and Mail Policy Division is leading the government effort Transportation Data Initiative through regulation (Proposed Rule 79 FR 41667, FMR 41 CFR 102-117 Transportation Management, Subpart K – Transportation Reporting) with collaboration with Federal Acquisition Service (FAS) Center for Transportation Management and Transportation Audits Division. We want to include the acquisition community as a partner in this collaborative effort.

The Federal Transportation Officer eLearning program does not provide agency-specific information. It was created to provide a government-wide standard of federal transportation knowledge. This site offers online training in transportation, traffic management, and logistics management at no cost to agencies. Completion of the courses is one way for you to fulfill your annual training needs.

Federal Transportation Officer Advanced (Level 3) Course

This course provides content-specific subject matter appropriate to the responsibilities of a senior Transportation Officer with over 5 years of transportation experience. The Advanced course is composed of 5 sessions and a final exam. When you successfully complete all 5 sessions and the final exam, you will receive the Federal Transportation Officer Advanced Course (Level 3) certificate.

- Session 1: Ownership and Title Transfer, Liability, and Insurance presents information on the importance of the shipment ownership and title transfer, factors involved with insurance, and discusses the Government Losses in Shipment Fund. (4.0 CLPs)
- Session 2: Transportation Analysis provides guidance on the use of key performance indicators (KPIs) for effectively managing your organization's transportation operations. (2.5 CLPs)
- Session 3: Financial Issues reviews obligations, and pre-payment and post-payment transportation audits. (3.5 CLPs)
- Session 4: Managing the Agency Transportation Program provides guidance for the transportation manager to improve efficiency and effectiveness of their agency's transportation program. (3.5 CLPs)
- Session 5: Carrier Management and Rating highlights the factors that influence availability, price, and performance in the marketplace. The focus will be the information that transportation officers (TOs) need to determine eligibility and compliance, and then outline a means of comparing carriers for selection and continued use. (3.0 CLPs)

For more information on the Federal Transportation and Logistics Management eLearning website, please contact [Lois Mandell](#), Transportation Policy Director (202) 501-2735 or [Lee Gregory](#), Deputy Policy Director, (202) 507-0871.

HUMAN CAPITAL MANAGEMENT

New Acquisition Human Capital Planning Module Enables Data-Driven Decision Making

The Office of Federal Procurement Policy (OFPP) and FAI recently launched the Acquisition Human Capital Plan (AHCP) module in FAITAS. The transition to a FAITAS-based AHCP enables OFPP, FAI, and Agency acquisition leaders to immediately aggregate and analyze data to make better informed workforce planning and management decisions. Agencies will have access to a variety of human capital-related metrics and programs via the AHCP Dashboard, including Agency certification rates, dollar obligations, and a variety of other acquisition workforce metrics and ratios.

The AHCP Dashboards are designed to support data-driven decision making in the development of an efficient and effective Federal acquisition workforce. Government-wide and agency leaders will be able to utilize interactive graphics to compare their workforce to other CFO Act agencies across numerous variables. For example, Figure 1 compares the historical and projected FAC-C, FAC-COR, and/or FAC-P/PM populations across two agencies.

The AHCP Dashboards offer data visualizations pertaining to acquisition workforce ratios. Figure 2 demonstrates two such ratios: Dollar Obligations per 1102 employee and Contract Actions per 1102 employee. When displaying more sensitive data, the user's agency will be represented by one color (i.e., orange in Figure 2) while the other CFO Act agencies will be represented by a different color (i.e., blue in Figure 2). Similar to the visualization presented in Figure 1, the acquisition workforce ratios will be interactive. For example, the data presented in Figure 2 can be sorted by Fiscal Year.

In addition to acquisition workforce metrics, the AHCP module will allow users to evaluate human capital programs and initiatives across government. This feature will enable agencies to learn from one another and share ideas around common activities to help improve the management and development of the acquisition workforce.

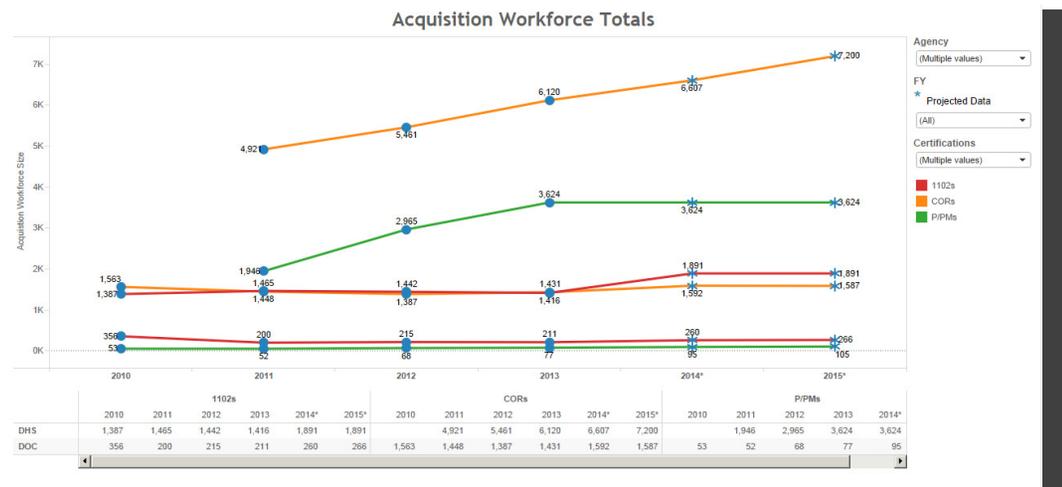


Figure 1

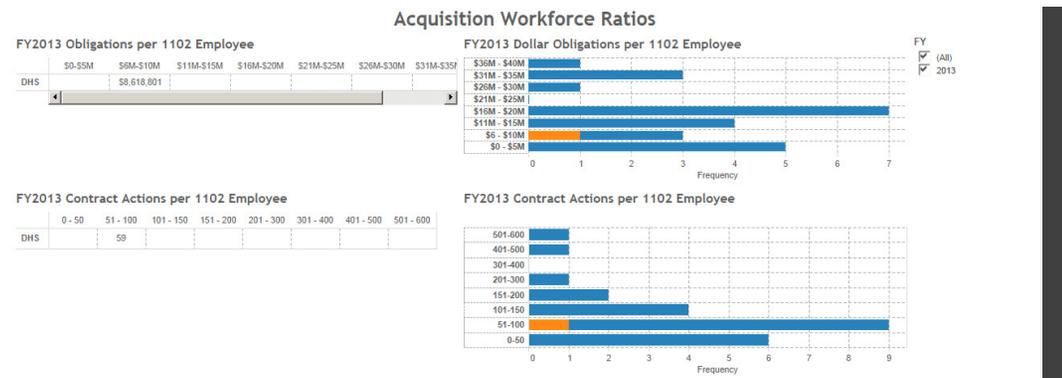


Figure 2

HUMAN CAPITAL MANAGEMENT

Congress Uses 2015 AHCP to Improve IT Acquisition

New to the AHCP - FITARA

The 2015 Acquisition Human Capital Plan (AHCP) includes a section dedicated to the Federal Information Technology Acquisition Reform Act (FITARA) passed in December 2014. Congress crafted the FITARA legislation to improve how the Federal government acquires, implements, and manages information technology (IT) investments through the expansion of training and use of IT acquisition cadres. The legislation affirms the importance of the AHCP process and requires CFO Act agencies to address how they are meeting human capital requirements to support the timely and effective acquisition of IT. Please contact your ACM if you have any questions related to FITARA and how it could impact you or your agency.

Be sure to check out the next edition of the FAI Newsletter which will feature some of the leading human capital programs aimed at improving the acquisition workforce across the government.

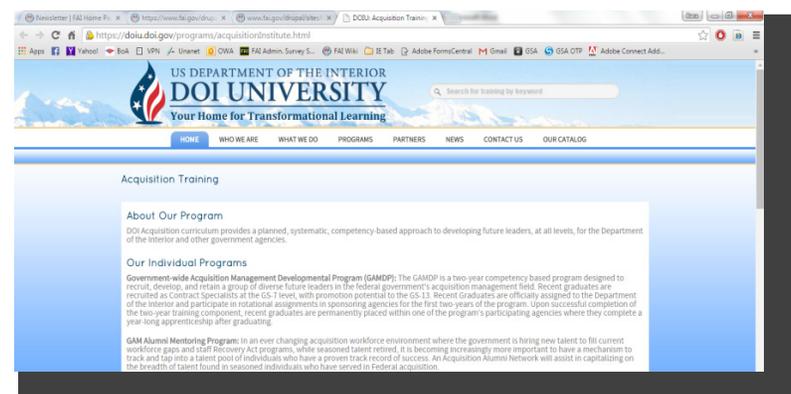


Management Development Program: Sponsor Agencies Needed!

Through the Department of Interior University (DOIU), the Acquisition Institute offers the Government-wide Acquisition Management Development Program (GAMDP). The GAMDP is a two-year competitive program designed to recruit, develop, and retain a group of diverse future leaders in the acquisition management field. The program is delivered under the Recent Graduates program, which is a component of the Office of Personnel Management's (OPM) Pathways program. Recent college graduates are recruited as Contract Specialists (1102) at the GS-7/9 level, with promotion potential to the GS-12/13.

Program participants are officially assigned to DOIU and participate in formal training, mentoring, and rotational assignments in sponsoring agencies. Upon successful completion of all program requirements, participants are permanently placed at the sponsoring agency. For more information, please visit the [DOIU Acquisition Institute website](#).

DOIU is currently seeking agencies to become sponsors for this program. If your agency is interested in becoming a sponsor, please contact Theresa Spriggs, Program Manager, by phone at (202) 208-6917 or by e-mail at Theresa_Spriggs@ios.doi.gov.



TOOLS & TECHNOLOGY

Need Help Navigating FAITAS?

Do you need to request continuous learning points or sign up for training but you aren't sure how to navigate your way through [FAITAS](#)? The User Guides located under the Help menu provide step-by-step instructions that will walk you through all the processes and tools available to you in [FAITAS](#).



You may also want to check out the [Frequently Asked Questions \(FAQ\) Library](#) that contains answers to many of the frequently reported questions received from users.

Please remember to log on to [FAITAS](#) to update your profile if there are any changes to your information, including a new supervisor or email change.

New FAITAS Survey Dashboards!

FAI is expanding the FAITAS Business Analytics Tool to include charts for end-of-course surveys. These charts will be in addition to the end-of-course survey reports that are currently available in FAITAS, and will combine end-of-course survey results with elements of each student's profile to provide robust data views.

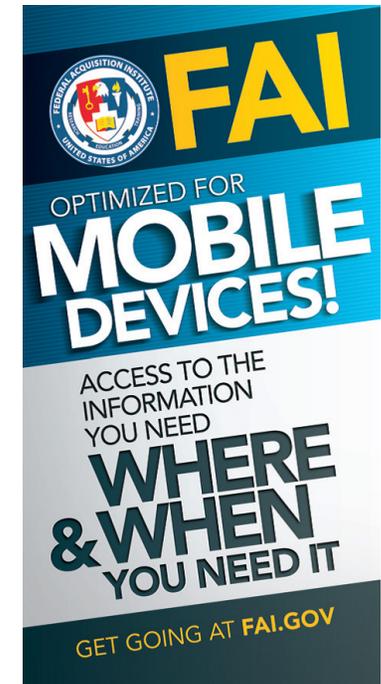
Data will be aggregated faster, provide more data points, and will allow agencies to be more responsive to feedback received in the end-of-course-surveys.

Stay tuned for more information as this enhancement is being developed!

FAI.gov Goes Mobile!

FAI is excited to announce the launch of the newly designed [FAI.gov](#) mobile website in early Spring. Visitors will now have easier access to [FAI.gov](#) anywhere, at any time, across a wide range of devices. This new mobile version optimizes download speeds and will automatically detect the size of your device to provide a user-friendly website sized for those with smaller screens. The updated design makes it easier to read and navigate the website, eliminating the need to repeatedly scroll and resize pages on touchscreen devices.

FAI wants to continue enhancing our mobile communication channel to better serve you. Check out the mobile site on your smartphone and tablet and let us know what you think on our [Facebook page](#) or send us a tweet at @FAIgov.



TOOLS & TECHNOLOGY

The Integrated Award Environment at GSA: On the Leading Edge of Change

The Integrated Award Environment (IAE) is a Presidential E-Government Initiative managed by GSA. Currently the IAE is composed of 10 federal technology systems that impact those who award, administer, or receive federal financial assistance (i.e., grants, loans), contracts, and intergovernmental transactions. These systems include the System for Award Management (SAM), Federal Business Opportunities (FBO), and the Catalog of Federal Domestic Assistance (CFDA), among others.

Tens of millions of people use IAE systems and services for various purposes, ranging from the acquisition of military equipment to the innovation

of ground-breaking medical solutions. In FY14, the United States Government spent more than \$1 trillion on federal financial assistance and contracts via 3.3 million transactions – Nearly all of these transactions ran through or were reported in the IAE systems.

The IAE Program Management Office (PMO) is responsible for supporting the large scope and magnitude of IAE operations. It also is on a path forward to achieve the vision laid out by the Award Committee for E-Government (ACE): To integrate the individual systems into one strong, streamlined environment.

“To improve the capability of our stakeholders to do business with and/or seek financial assistance from the U.S. government, we are trying to make the new environment as seamless and as intuitive as possible,” said IAE Director of Outreach and Stakeholder Management, Judith Zawatsky. “This gives us an unprecedented opportunity to enhance the way we work – to use Agile methodology to drive development, be open and transparent with our stakeholders, and demonstrate the highest level of customer service.”

The IAE continues to improve its current operations while making significant strides to integrate its 10 systems into the new, singular environment. That includes embracing a new level of openness

and transparency, as well as implementing Agile processes throughout the PMO. IAE currently is focused on designing and developing the Platform-as-a-Service (PaaS) through which vendors eventually will be able to build business applications. Additionally, IAE is soliciting feedback on API development and usage through its [new GitHub site called openIAE](#). Since opening its backend work on GitHub, IAE has received 58 distinct issue threads that are comments, suggestions, and bug fixes from a wide range of stakeholders. This feedback has resulted in a faster identification of issues and defects which has led to a higher quality product and better documentation of the API.

“This is an exciting time at IAE,” said Zawatsky. “There’s so much innovation and ground-breaking work going on here that it truly is inspiring to watch it all unfold. We’re confident that all of this progress will lead to a new dynamic and efficient award environment for the benefit of the US Government officials charged with procurement and federal awards.”

To learn more about IAE’s ongoing efforts or to find out how you can become part of the process through feedback, focus groups, and system testing, please e-mail IAEOutreach@gsa.gov, visit the [IAE page on GSA.gov](#), or subscribe to be a member of the [IAE Industry Community](#).



COMMUNITY CORNER

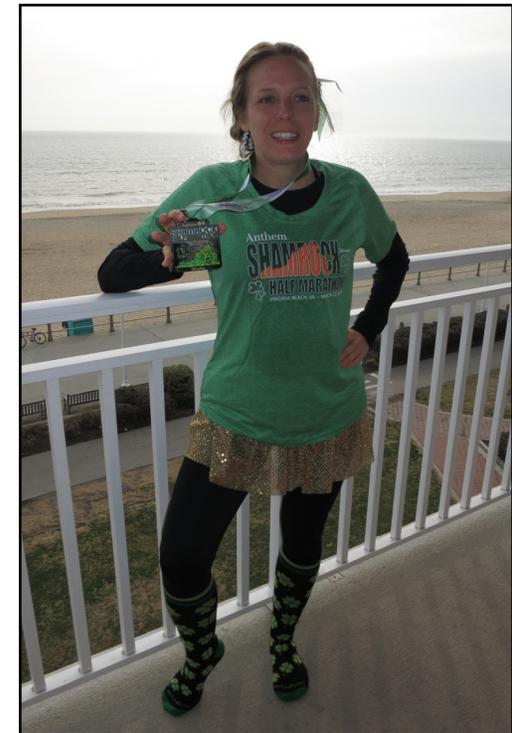
FAI's Lori Taylor Sets Personal Record at Anthem Shamrock Half Marathon!

FAI's very own Lori Taylor (Operations Research Analyst) was among the 8,865 runners that competed in the 2015 Anthem Shamrock Half Marathon in Virginia Beach on March 22nd. The race is well-known among the running community as a great course with lots of fun, live entertainment along the 13.1-mile race route. Many runners sport very fashionable St. Patrick's Day costumes and outfits, and Lori was no different - check out Lori's race outfit in the pre- and post-race pictures below! Not only did Lori look great, but she ran great too - finishing the 13.1 miles in a personal best time of 1:58:56! Way to go Lori!



Pre-Race

Lori and her running partner, Stacey, posing in their St. Patrick's Day costumes as they prepare for the race.



Post-Race

After finishing the 13.1 miles in her best time, Lori takes a break to show-off her finisher's medal.

ACM IN THE SPOTLIGHT

Getting to Know Jean Horton, Acquisition Career Manager, U.S. Agency for International Development (USAID)



Jean Horton, ACM, USAID

1. How long have you worked at the U.S. Agency for International Development (USAID)?

18 years.

2. Where were you before coming to USAID?

I worked as a commercial contracting professional and territorial manager for a manufacturer for 9 years. After which, I worked for the Department of the Air Force, Boling Air Force Base and Andrews Air Force Base as a Contract Administrator and Contract Specialist for 7 years.

3. Tell us about one of your biggest successes achieved by your team.

Serving as the Program Manager who established the Professional Development and Training Division (PDT) in USAID is one of my biggest successes. PDT is the first and only office in the USAID dedicated solely to the professional development of the Agency's entire Acquisition Workforce. We are a small talented dedicated team that supports the administration of the Federal Acquisition Certification program and institutionalization of FAITAS, curriculum development and delivery of in-house training courses/templates, and management of a virtual mentoring program. We also collaborate with the Human Capital Training Management Division and recommend acquisition-related curriculum for the Agency's Contracting and Assistance Officer Representatives (COR/AOR) certification training program. PDT's mission is to provide leadership that enables (1) access to relevant adult training to promote professional accreditation, (2) improved performance proficiency in functional areas of acquisition and assistance, and (3) cross fertilization of learning within the diverse AWF disciplines that contribute to the Agency's talent management goals and mission achievement.

4. What is the biggest challenge in your position?

The Agency has significantly increased its Foreign Service workforce (a talented diverse transitory population stationed all over the world) and is currently implementing robust business reforms. This staff has worked for USAID less than five years and the business reforms have brought about transformations resulting in multiple changes in processes and procurement strategies. Although the reforms are essential to advance progress toward achieving the Agency's mission, the staff's concentration on the various changes keeps them busy and distracts them from prioritizing training. As a result, my biggest challenge is enforcing training requirements.

5. What motivates you to put your best foot forward on a daily basis?

I am a self-motivated person and it is imperative that I know I am making a contribution to the mission objectives in whatever I do. I have a passion for the Agency's missions to end extreme poverty and empower economic, environment and social progress throughout the world. I am excited and inspired when I think about the role my team and I play in improving the functionality of the acquisition workforce. Our part is a little part but an important one.

6. What skills do you think are most critical to successfully perform your job?

- Patience – Good interpersonal skills such as listening, tolerance of and respect for others, articulate.
- Talent Management – Recruitment and retention, training development, mentoring and coaching.
- Perseverance – Strategic planning, determination to succeed, and commitment to learning.

ACM IN THE SPOTLIGHT

Getting to Know Jean Horton, Acquisition Career Manager, U.S. Agency for International Development (USAID)

- Acquisition Knowledge – Understanding and relating to the competencies associate with the AWF.
- Political Savvy – Understanding the organizational culture, networking and getting leadership support.
- Influence and Negotiation – Ability to convince others to take action or support a cause.

7. What could the FAI Team do to move the federal acquisition workforce forward?

FAI provides exceptional technical guidance and training for the AWF. I believe FAI could do more by rounding out the training with a focus on the soft skills such as political savvy, team management, coaching and mentoring, conflict resolution, inclusiveness and information on implications of generational differences.

8. What words of wisdom would you offer to your fellow ACMs?

Love it or leave it!

9. What is a goal you have for your acquisition workforce?

As I stated previously, our workforce is dispersed all over the world. It is a diverse workforce comprised of many cultures. My goals are to find innovative ways to use blended learning to (1) reduce travel costs associated with training, (2) increase accessibility of training while reducing the loss of productivity, and (3) provide learning mediums that allow immediate access to “just-in-time” training to provide instructions on how to perform specific tasks.

10. What is something about yourself that others might not know?

I really enjoy helping people see their own potential. I will do everything I can to mentor, coach, network, train, or be a reference for a person moving toward positive change professionally if he or she is trying to help his or her self.



Want your agency's Acquisition Career Manager to be the star of an upcoming Edition of ACM in the Spotlight?

E-mail your nomination to contact@fai.gov.

WORKFORCE RESOURCES

Student Support

If you have training and development questions, always begin with your agency Acquisition Career Manager (ACM)

[List of ACMs](#)

[FAI.gov](#)

[FAI Help Desk](#)

[DAU.mil](#)

