



US Army Corps
of Engineers



Defense Acquisition Workforce Improvements Act - Update

Mark Grammer
HQUSACE

Our Army at War – Relevant and Ready



US Army Corps
of Engineers



Acquisition Career Fields

- Auditing
- Business, Cost Est. & Financial Mgt
- ***Contracting***
- ***Facilities Engineering***
- Industrial/Contracting Property Management
- Information Technology
- Life Cycle Logistics
- Production, Quality and Manufacturing
- Program Management
- Purchasing
- Systems Planning, Research, Devel. & Engineering
- Test & Evaluation

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Acquisition Career Managers



- Provide day-to-day support to careerists in regions
- Help with Acquisition Career Record Briefs and Career Field Certification packages
- Coordinate with Functional Chief's Representative and Certifying Officials as needed



US Army Corps
of Engineers

Acquisition Support Center Website



<http://asc.army.mil>

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Acq. Career Record Brief



- <http://asc.army.mil>
WEBSITE PROVIDES INFO WITH HELPFUL
HINTS, ACRB INSTRUCTIONS
- LOOK UNDER :
“Steps to Planning Your Acquisition Career”



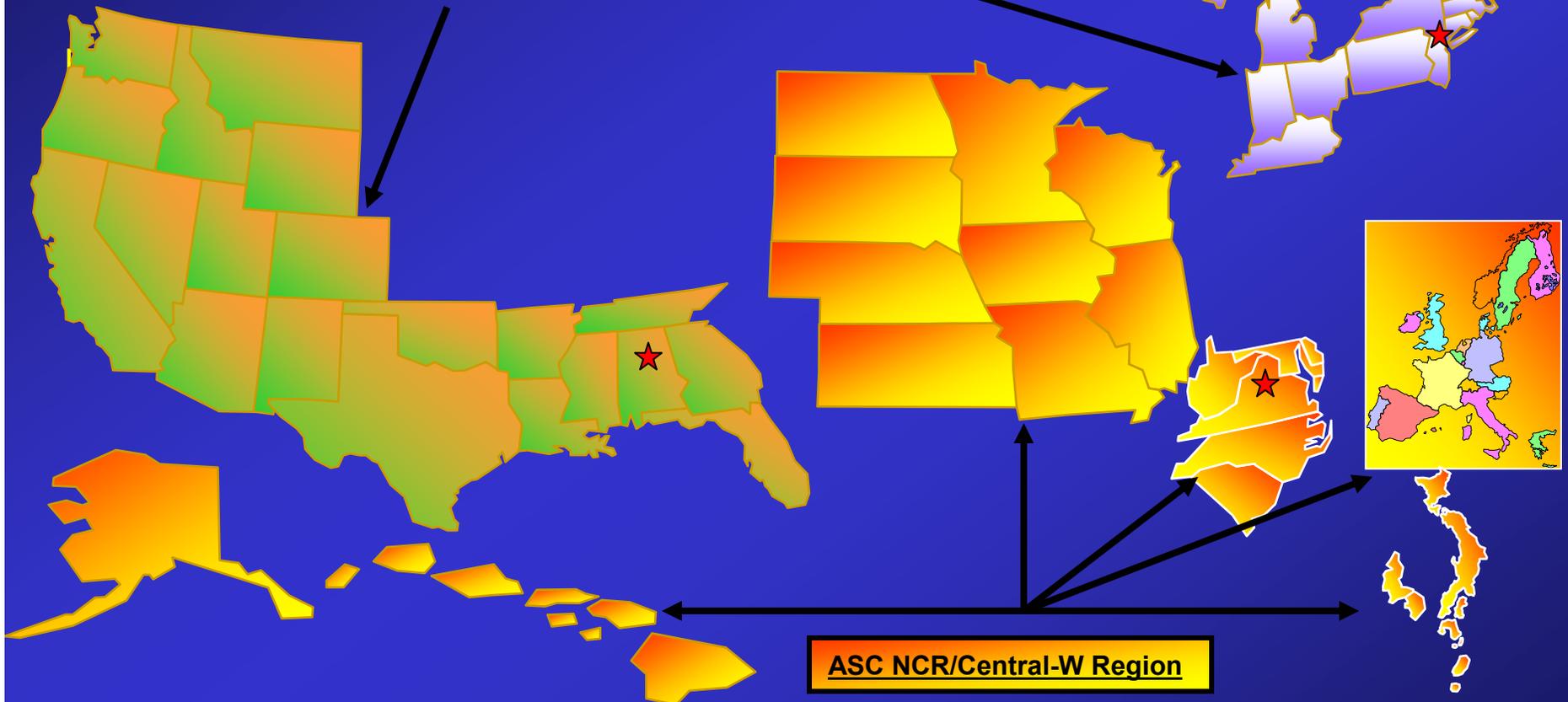
US Army Corps
of Engineers

Regional Career Management Support



ASC Southern/Western Region

ASC Northeast



Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Continuous Learning



- 80 CONT. LEARN. PTS. WITHIN 2 YRS OF CERTIFICATION. WHAT COUNTS ? MANY THINGS !
- SAME WEBSITE:
Look Under "Policy/Procedures"



US Army Corps
of Engineers

To Designate as Acquisition



- Cmd I.D.'s **Position** to HQUSACE
- HQUSACE provides info to DA
- Cmd I.D.'s **Person** to Regional Acq. Career Mgr (ACM)
- Cmd provides ACRB to ACM
- IDP prepared on line
- Training requested

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

CONSTRUCTION ACQUISITION WORKFORCE



- Individuals in CP-18 directly involved in administration of construction contracts
- Area/Resident Engineers & Deputies
- Office Engineers, Project Engineers, Contract Administration Engineers
- Not series 802 and 809
- Included in the "Contracting" career field in order to get ACO warranted !

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Career Levels



- Level 1 - GS 11 and Below
- Level 2 - GS 12 and Above
- No Level 3

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Contracting Training (Old)



- Level 1
 - CON 101 - Fundamentals of Contracting
 - CON 104 - Fundamentals of Contract Pricing
- Level 2
 - CON 202 - Intermediate Contracting
 - CON 210 - Government Contract Law
 - CON 204 - Intermediate Contract Pricing

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Contracting Training *(Current)*



- LEVEL 1
 - CON 100 Shaping Smart Bus Arrange (40 Hrs Class)
 - CON 110 Mission Supt Planning (40 Hrs Web)
 - CON 111 Mission Strategy Exec (40 Hrs Web)
 - CON 112 Mission Perf Assess (20 Hrs Web)
 - CON 120 Mission Focused Contr (80 Hrs Classroom)
 - 1 Elective
- LEVEL 2
 - CON 202 Inter Contr (80 Hrs Classroom)
 - CON 204 Inter Contr Pricing (80 Hrs Classrm)
 - CON 210 Govt Contr Law (40 Hrs Classroom)
 - 2 Additional Electives

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Contracting Officer Education Reqm'ts



- LEVEL 2 Certification in Contracting
- Bachelors Degree in Person's Career Field
- 24 Semester Credit Hours from among following disciplines: accounting, business, finance, contracting, law, purchasing, economics, industrial management, marketing, quantitative methods, and organization & management.
- PARC makes final determination



US Army Corps
of Engineers

FE Career Field



- Tri-Service Initiative
- Addresses Facilities Acquisition
- Separate DAWIA Career Field Request Approved by DOD 16 July 2001
- Working on Revised Command Guidance to Assimilate Workforce by End of CY05



US Army Corps
of Engineers



Benefits

- Seat at the DoD Acquisition Table
 - * Army Functional Chief (FC) is the Chief of Engineers
 - * FC Representative is Deputy Director Mil. Programs
- Funding for Professional Development
- Tuition Assistance for Degrees
- Service-sponsored Interns
- Interoperability Among Services

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Facilities Career Field



- Functional Areas Involved
 - * Planning
 - * E&C
 - * Project Management
 - * Real Estate
 - * BaseOps
 - * Environmental
- Construction Workforce May Be In 2 Career Fields (Facilities & Contracting but Contracting must be primary)

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Career Field Definition *(Approved by OUSD (A,T&L))*



The Facilities Engineering Career Field encompasses a variety of professional individuals with diverse skills focused on the design, construction, and life-cycle maintenance of military installations, facilities, civil works projects, airfields, roadways, and ocean facilities. It involves all facets of life cycle management from planning through disposal, including design, construction, environmental protection, base operations and support, housing, real estate, and real property maintenance. Additional duties include advising or assisting Commanders, and acting as or advising program managers and other officials as necessary in executing all aspects of their responsibilities for facility management and the mitigation/elimination of environmental impact in direct support of the Defense Acquisition process

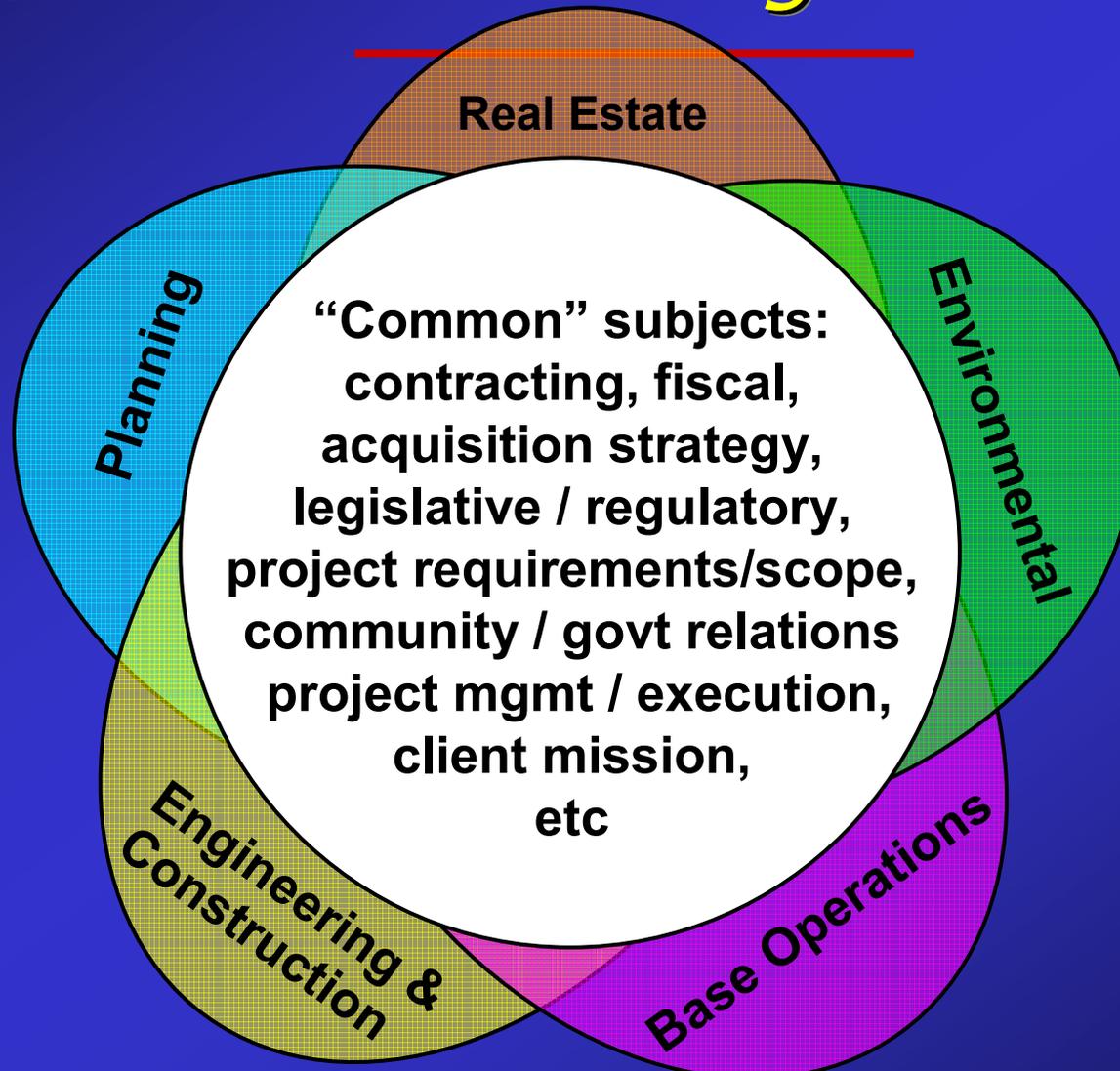
Our Army at War – Relevant and Ready



US Army Corps
of Engineers



FECF Knowledge Areas

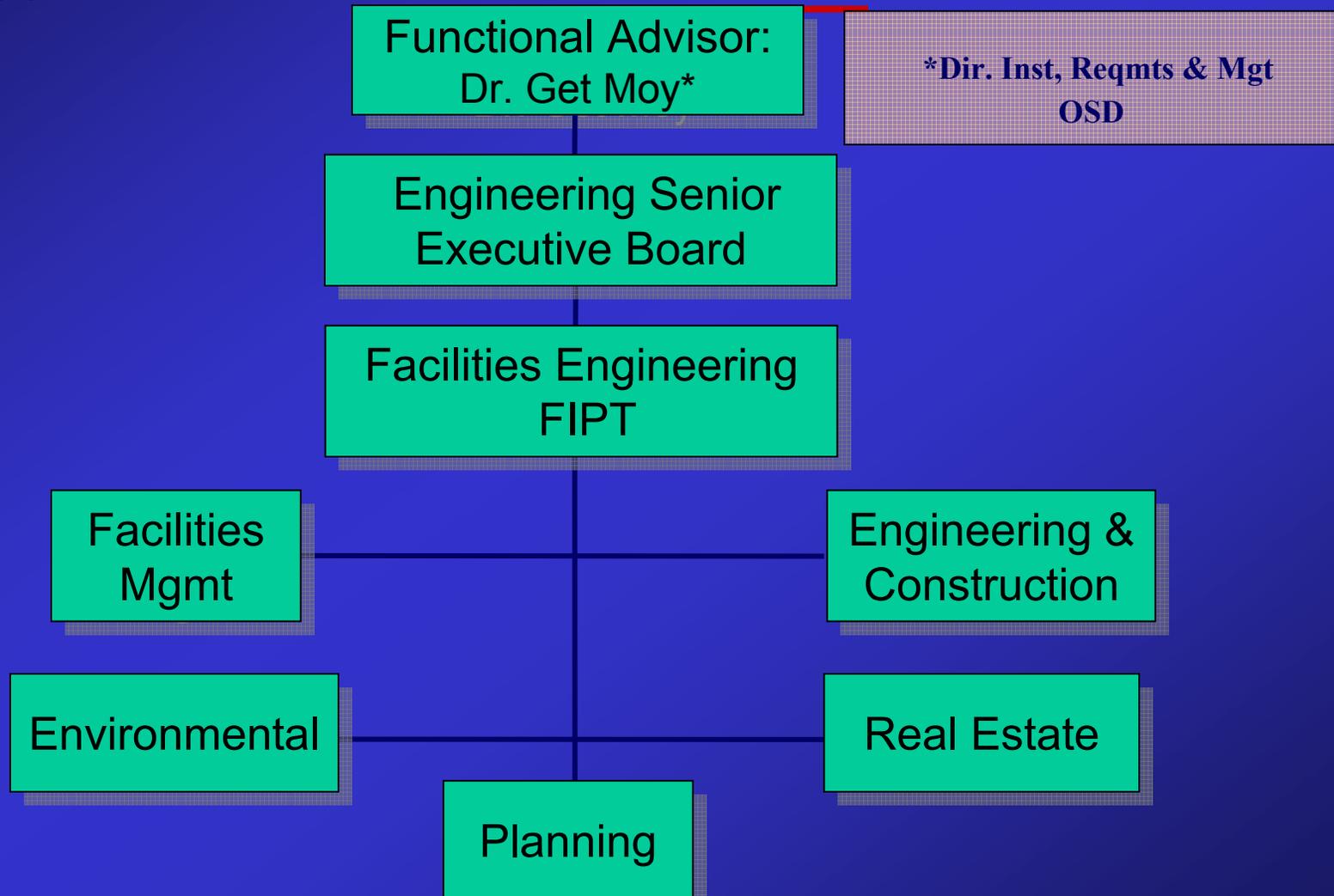


Our Army at War – Relevant and Ready



US Army Corps
of Engineers

FE Career Field Structure



Our Army at War – Relevant and Ready



US Army Corps
of Engineers

FE Career Paths



- **Experience:**
 - **Level I: GS 5-9: One year of FE acq. experience**
 - **Level II: GS 9-12: Two years of FE acq. experience**
 - **Level III:GS-13+: Four years of FE acq. Experience**
- **Education: Degree requirement**
 - **Baccalaureate desired for all levels**
 - **Advanced degree desired for Level III**
- **Training**
 - **Level I: ACQ 101 (online now)**
 - **Level II*: FE 201 (online now)**
 - **Level III**: FE 301 (mid FY-06)**

* Desired one additional DAU level I or II course from the other career fields

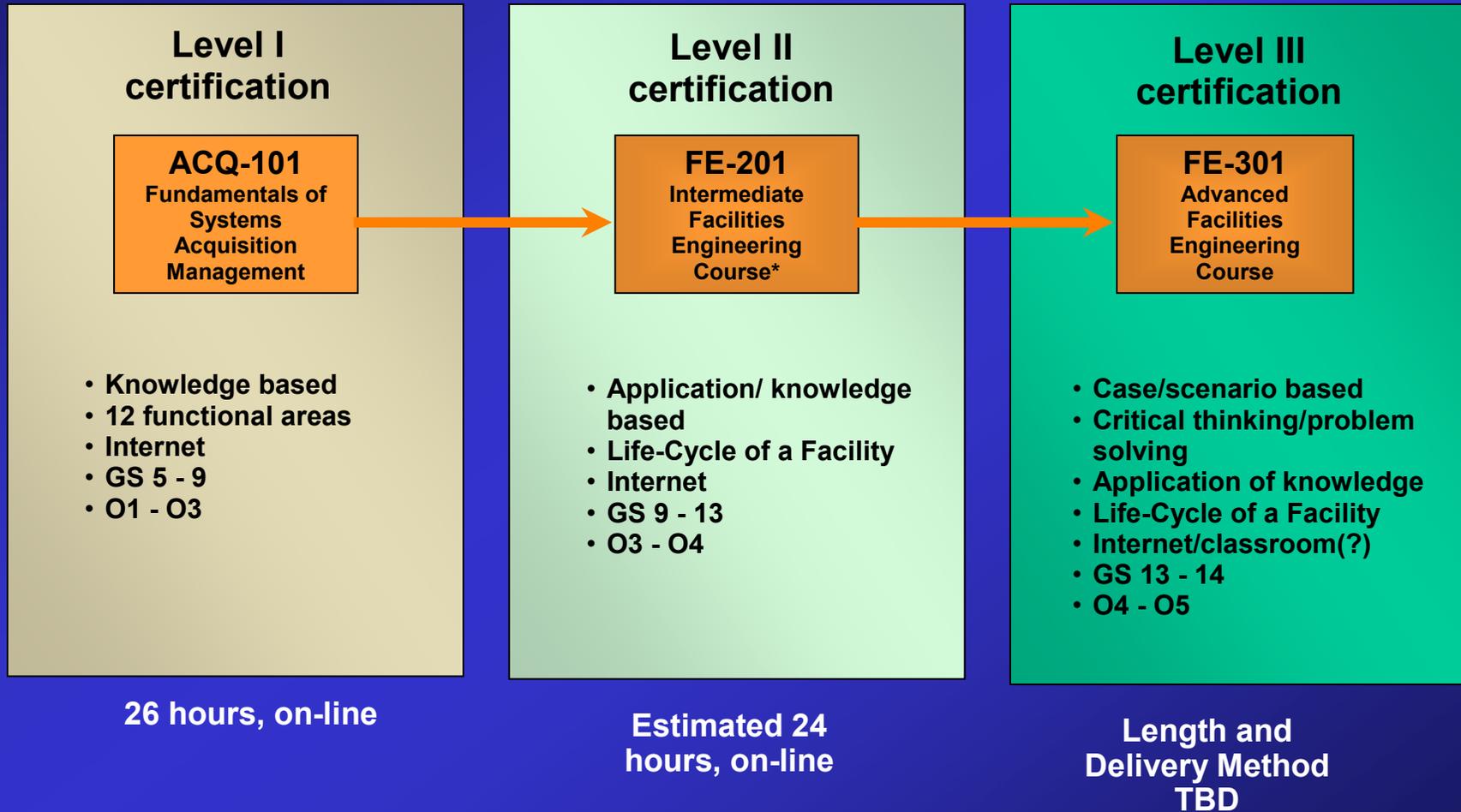
**Desired one additional DAU level II or III course from the other career fields

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

FE Career Training



Our Army at War – Relevant and Ready



US Army Corps
of Engineers

FY 04 Assimilation Approach



- DA guidance 8 Aug 03 approved phased process (Levels 1 & 2 first)
- Positions included CP-18 workforce plus RE and PMs; no WG positions
- Large “inclusive” feeder group at the lower levels 1 & 2 (GS 12 and below)
 - * No college degree mandate
 - * No classroom training required
 - * Maintain competitiveness
- Likely smaller “exclusive” group at level 3
- USACE was ready to launch; IMA to follow...
UNTIL !!!!

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Acquisition Workforce Freeze



- Defense Authorization Act FY 2004, Sec 907 froze size of acquisition workforce at a previous baseline figure
- Additional Concerns at OSD over large numbers to be added
- Because of Refined Packard Commission definitions issues surrounded Base OPS, technicians and civil works positions
- Assimilation stopped until sorted out
- Restructured approach considered

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Good News ! *DAWIA Changes*



- No workforce size freeze reinstated in FY 05
- Packard Definitions not binding –guidance only
- CAPs decoupled from grade level



US Army Corps
of Engineers

Next Steps



- Restart assimilation process.
- Stay with intended workforce definition scope to include Civil Works, Base Ops, appropriate others
- Estimated FE Career field size 20K or less
- USACE Complete this FY – IMA to follow
- Ready the support infrastructure (ACMs, certifying officials, etc.
- Will suggest workforce initiate DAU training now.
 - ACQ 101 w/ FE Module On Web (Level 1)
 - FE 201 on Web (Level 2)
 - FE 301 In Development (Level 3)

Our Army at War – Relevant and Ready



US Army Corps
of Engineers

Discussion



- The FE FIPT developed a list of job series that would likely be included in this career field
- Potentially includes all individuals in: 0018, 0020, 0028, 0193, 034X, 04XX, 0690, 08XX, 1008, 1170/1, and 13XX.



US Army Corps
of Engineers

Discussion: UIC(s) to Series



Army Facility Engineers	Approximate Adds to AAT&L
COE 8 Div + 42 Districts	14,984
ACSIM (2 HQ's)	182
IMA (7 Reg + 181 Installations)	2,775
Total	17,941

Our Army at War – Relevant and Ready



US Army Corps
of Engineers



Assimilation Process

- DA implementation guidance will be supplemented with Command specific guidance.
- Subordinate activities will be tasked to validate workforce position designations per spreadsheets provided.
- Post assimilation activities will commence per command guidance.
- Support provided by the Army Acquisition Support Center (ASC), an FOA of the ASA(ALT), operating regionally.



US Army Corps
of Engineers



Post Assimilation

- Preparation of Acquisition Career Record Brief
- Preparation of Individual Development Plan
- Application for DAU training
- Continuing education (40 hrs per year) after certification achieved



US Army Corps
of Engineers

FE Points of Contact



USACE: Mark Grammer (202) 761-4108
mark.grammer@HQ02.usace.army.mil



ACSIM: Bob Sperberg (703) 601-0367
robert.sperberg@us.army.mil

Michael Ostrom (703) 602-3443
michael.ostrom@us.army.mil

IMA: Bill Sugg (703) 602-6413
william.sugg@hqda.army.mil

ASC: Ancel Hodges (703) 805-1234
ancel.hodges@us.army.mil

Our Army at War – Relevant and Ready
