DoD Acquisition Workforce

"The Way Ahead"

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How We Begin to Solve
The Challenges Ahead

- **Gaps in Skills & Competencies**
- **Skills Needed**
- **Recruitment**
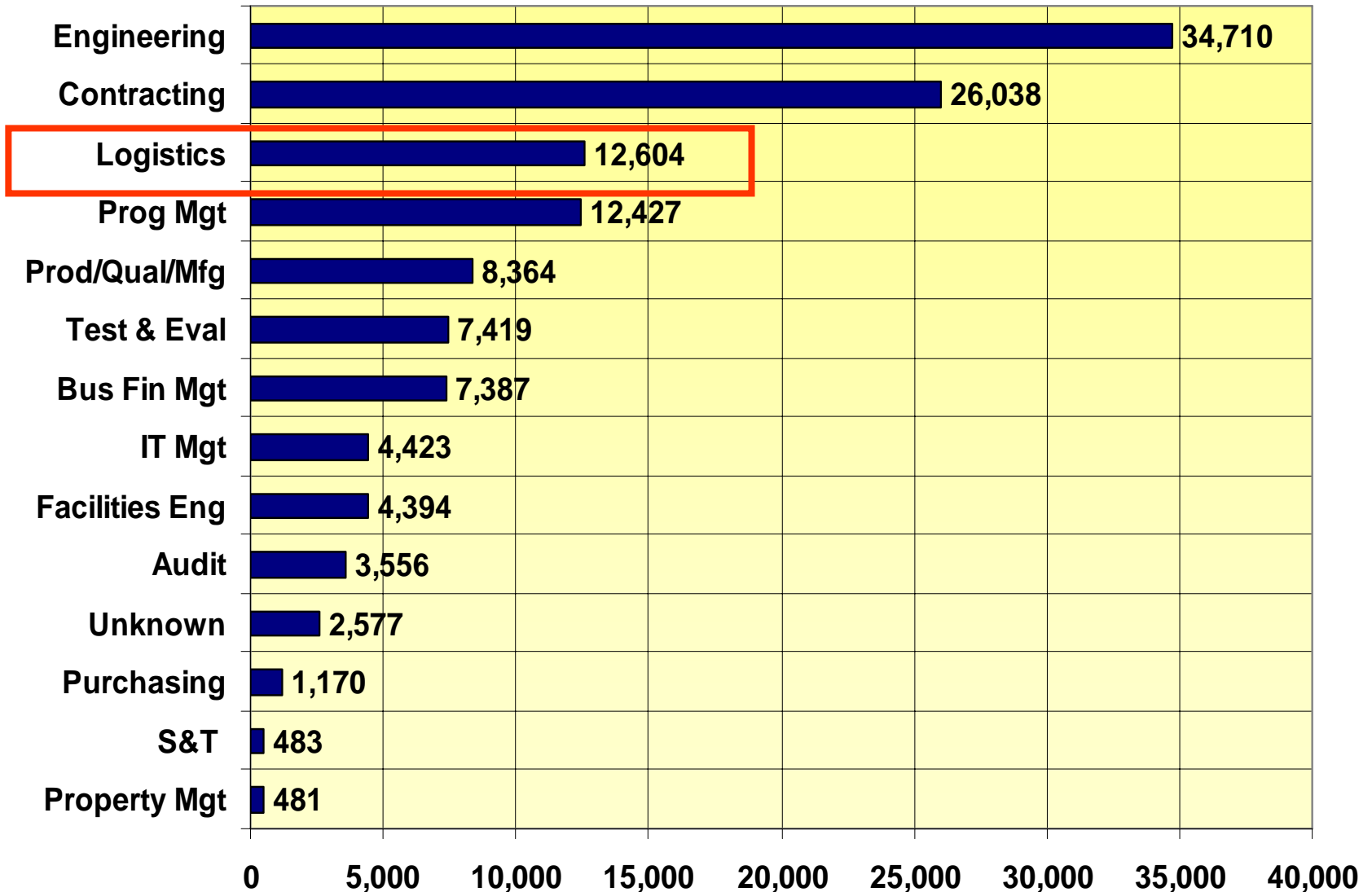- **Retention**

Leadership Considerations

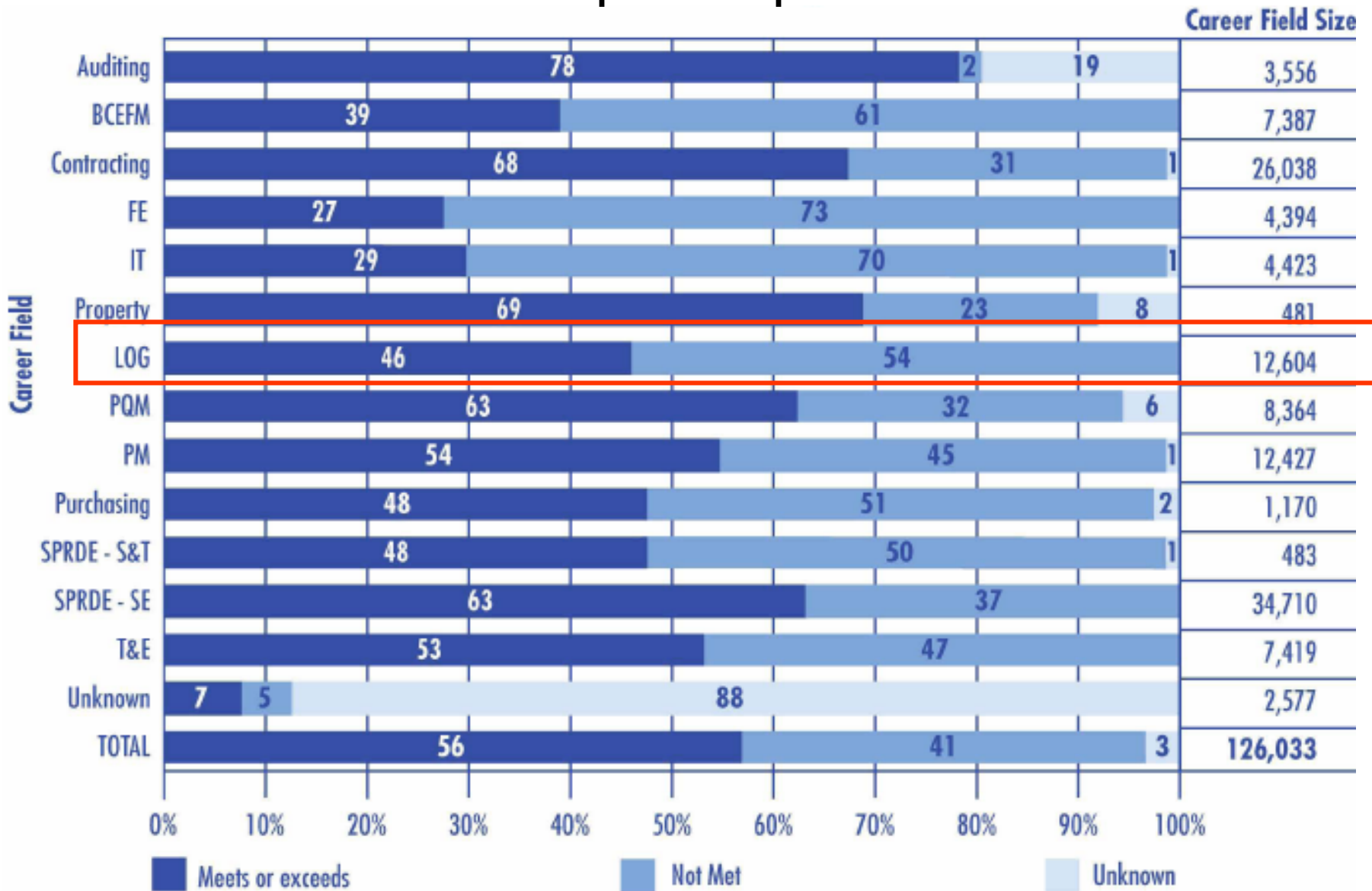| DAW Areas of Need	DAW Functional Area Gaps
• **Replace Expected Baby Boomer Vacuum** • **Satisfy Technical Skills Shortage** • **Certify More Employees** • **Collect Accurate and Complete data of Workforce** • **Leverage And Expand Learning Assets** • **Develop More Precise Competency Management** • **Provide More Complete Context Training On "Big A"**	• **Fewer Available SPRDE Degreed People** • **Tenured Program Management Employees Leaving The Workforce** • **Contracts Becoming More Complex** • **Too Few People Certified At Levels II And III In Lifecycle Logistics** • **Deeper Testing And Evaluation Curriculum** • **More Clear Alignment and Training of BCEFM Skilled Personnel in Acquisition Workforce**

AT&L Functional Composition

Figure 1. AT&L Workforce Count by Career Field (as of Sep 07)

Career Field	Count
Engineering	34,710
Contracting	26,038
Logistics	12,604
Prog Mgt	12,427
Prod/Qual/Mfg	8,364
Test & Eval	7,419
Bus Fin Mgt	7,387
IT Mgt	4,423
Facilities Eng	4,394
Audit	3,556
Unknown	2,577
Purchasing	1,170
S&T	483
Property Mgt	481

Certification Shortfalls/Gaps in Competencies and Skills

Career Field	Meets or exceeds	Not Met	Unknown	Career Field Size
Auditing	78	2	19	3,556
BCEFM	39	61		7,387
Contracting	68	31	1	26,038
FE	27	73		4,394
IT	29	70	1	4,423
Property	69	23	8	481
LOG	46	54		12,604
PQM	63	32	6	8,364
PM	54	45	1	12,427
Purchasing	48	51	2	1,170
SPRDE - S&T	48	50	1	483
SPRDE - SE	63	37		34,710
T&E	53	47		7,419
Unknown	7	5	88	2,577
TOTAL	56	41	3	126,033

Legend: Meets or exceeds | Not Met | Unknown

Source: DAU AT&L Workforce Datamart

Certification Levels vs Position Requirements for the AT&L Workforce

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FY08 Life Cycle Logistics Level I Core Plus Framework Example

Three Level Certification Framework

Distinct Acquisition Logistics & Sustainment Tracks

Acquisition & Functional Core DAWIA Certification Standards – *applies to all career field members*

Tailored Cross-Functional "Plus" Training, Education & Experience Opportunities – *based on the job or assignment*

Life Cycle Logistics (*Entry*) Level I

Type of Assignment	Representative Activities
Acquisition Logistics (e.g. Service acquisition organizations IPTs, Program Offices, Life Cycle Management Commands)	• Plans/develops effective and affordable weapons, materiel, or information systems support strategies. • Ensures product support strategies meet program goals for operational effectiveness and readiness. • Ensures supportability requirements consistent with cost, schedule, and performance are addressed. • Plans and develops performance based logistics (PBL) as preferred DoD product support approach. • Ensures integration of all support elements to maximize system deployability, supportability, and mobility.
Sustainment (e.g., Logistics/Materiel Commands/Centers, ICPs, depots, defense agencies)	• Implements effective and affordable weapons, materiel, or information systems support of fielded and/or out of production systems, including obsolescence, modernization/ modification, sustaining engineering, workload allocation, public-private partnerships, supply chain management (SCM), and/or system retirement. • Executes and manages system PBL support strategy, ensuring system performance requirements are met.

Core Certification Standards [1]	
Acquisition Training [2]	• ACQ 101: *Fundamentals of Systems Acquisition Management*
Functional Training [2]	• LOG 101: *Acquisition Logistics Fundamentals* • LOG 102: *Systems Sustainment Management Fundamentals* • CLL 008: *Designing for Supportability in DoD Systems* • CLL 011: *Performance Based Logistics (PBL)*
Education	• Formal education not required for certification
Experience	• 1 year of acquisition and/or sustainment experience in life cycle logistics

Core Plus Development Guide [2]	Type of Assignment	
Training [1]	Acquisition Logistics	Sustainment
BCF 101: *Fundamentals of Cost Analysis* CR	X	
BCF 102: *Earned Value Management*	X	
CON 110: *Mission Support Planning*	X	
CON 111: *Mission Planning Execution*	X	
SYS 101: *SPRDE Fundamentals*	X	
TST 101: *Introduction to Acq Workforce Test & Evaluation*	X	X
CLB 007: *Cost Analysis*	X	X
CLB 009: *Planning, Programming, Budgeting and Execution (PPBE)*	X	X
CLB 012: *Cost as an Independent Variable*	X	
CLC 013: *Performance Based Services Acquisition (PBSA)*	X	
CLC 019: *Leveraging DCMA for Program Success*	X	X
CLC 108: *Strategic Sourcing*		X
CLC 112: *Contractors Accompanying the Force*	X	X
CLE 003: *Technical Reviews*	X	
CLE 015: *Continuous Process Improvement (CPI) Familiarization*	X	X
CLE 301: *Reliability and Maintainability*	X	X
CLL 002: *Defense Logistics Agency (DLA) Support to the Program Manager*	X	X
CLL 006: *Depot Maintenance Partnering*	X	X
CLL 014: *Joint Systems Integrated Support Strategies*	X	X
CLL 017: *Defense Distribution*		X
CLM 032: *Evolutionary Acquisition*	X	X
CLM 021: *Introduction to Reducing Total Ownership Costs (R-TOC)*	X	X
CLM 013: *Work Breakdown Structure (WBS)*	X	

Education
Baccalaureate Degree in a technical, scientific, or managerial field

| Experience |
|---|
| 2 years of life cycle logistics experience in support of acquisition or sustainment of DoD weapons/ materiel systems |

[1] These Standards list the training, education and experience required for certification at this level.
[2] A "CR" following a course title indicates the course is delivered as resident based instruction.
[3] When preparing your IDP, you and your supervisor should consider the training, education and experience listed in this Core Plus Developmental Guide if not already completed.

DAU Logistics Course Graduates
FY01 - FY07
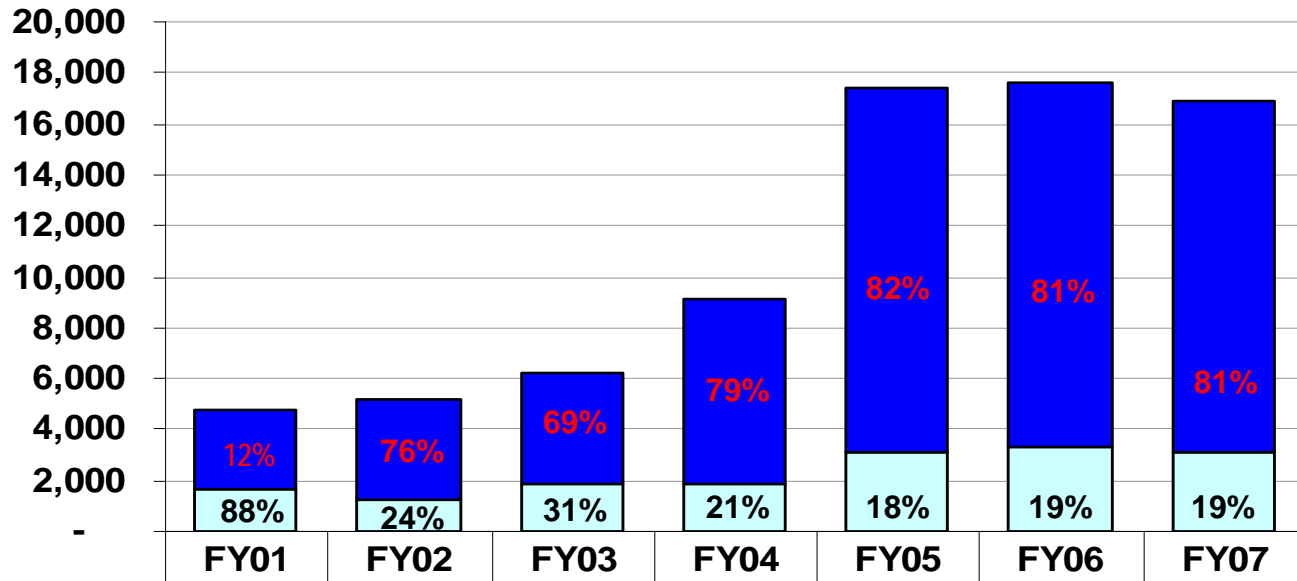
	FY01	FY02	FY03	FY04	FY05	FY06	FY07
■ Web Grads	3,028	3,977	4,283	7,242	14,223	14,329	13,731
□ Classroom Grads	1,694	1,238	1,908	1,878	3,152	3,298	3,144
Total	4,722	5,215	6,191	9,120	17,375	17,627	16,875

Four-fold Student Increase without Sacrificing Classroom Training Opportunities

DoD Acquisition Workforce Generational Composition

Generation	National* Workforce (millions)	National* % Workforce	DoD** Workforce	DoD** % Workforce	Civilian AT&L Workforce	Civilian AT&L % Workforce	Logistics Workforce Workforce	Logistics Workforce % Workforce
Silent Generation (born before 1946)	11.5	6.5%	45,625	6.7%	6,624	5.9%	738	5.9%
Baby Boomers (1946-64)	61.5	34.9%	438,971	64.5%	74,887	67.3%	9,067	72.0%
Generation X (1965-76)	43.5	24.7%	132,948	19.5%	18,544	16.7%	1,944	15.4%
Generation Y (1977-1989)	31.5	17.9%	62,676	9.2%	11,286	10.1%	837	6.7%
Millenium (1990-present)	28.0	15.9%	153	0.0%	0	0.0%	0	0%

Notes:
*Source: Armour, Stephanie "Generation Y They've Arrived at Work with a New Attitude" USA Today, Nov 7, 2005, 18-28
**Source: OSD P&R Report: DoD Civilian Workforce Statistics/DoD Demographics/May2006 Edition
***Source: AT&L Datamart FY07 AT&L Workforce Count/AT&L workforce data contains 456 files with null for age

Even though our workforce is working longer, there is a growing concern that a large and experienced component of the DAW & LOG will start to contract—creating _gaps in critical skills_