



DEFENSE ACQUISITION UNIVERSITY

Learn. Perform. Succeed.



Aligning Acquisition & Sustainment Outcomes

Learn.

Perform.

Succeed.



'02 '06



'05 '06 '07



'04 '06 '07 '09



'03 '04





“Workforce size is important, but quality is paramount.”

Dr. Ashton Carter



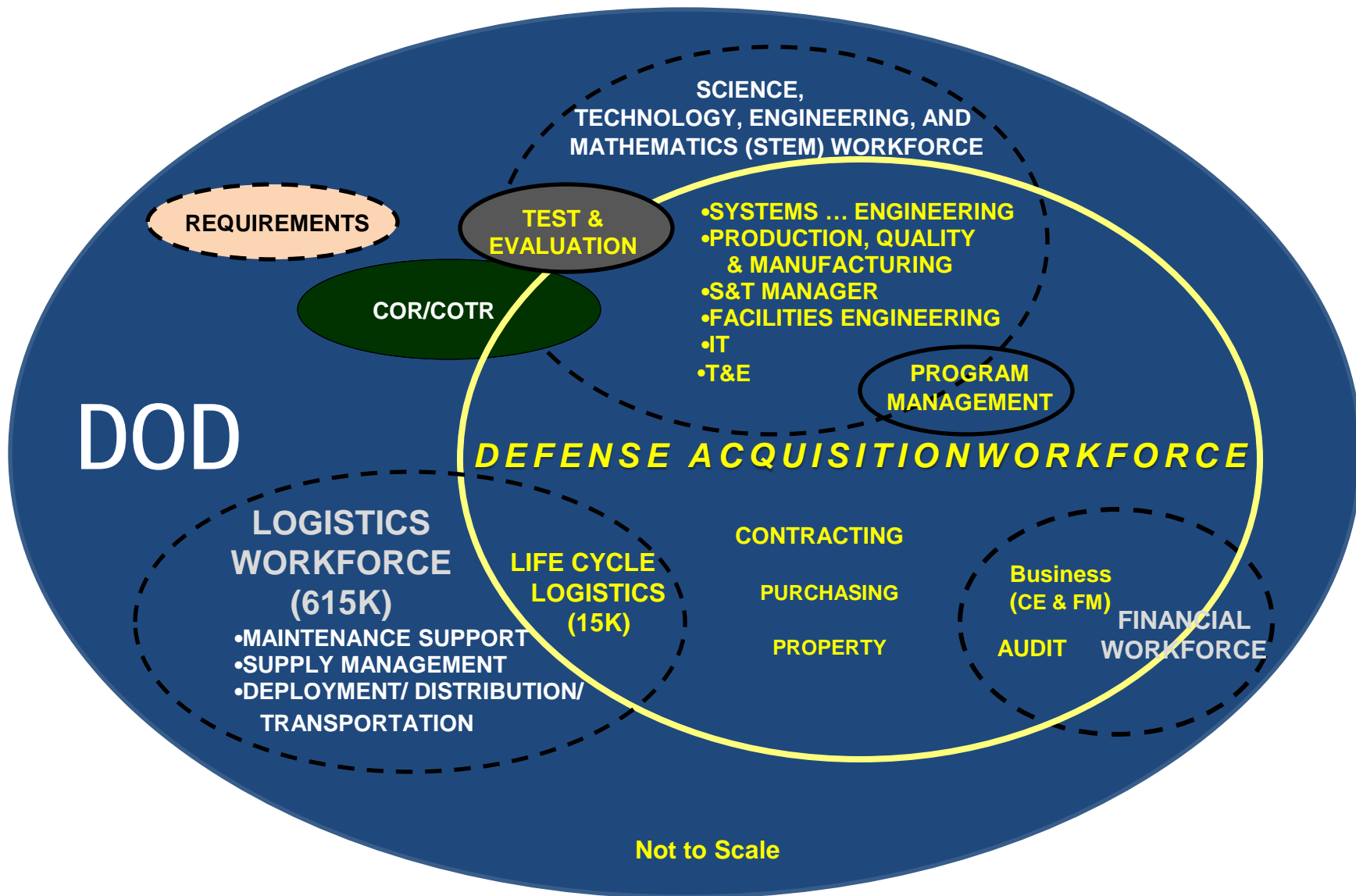


SECDEF Growth Strategy Objectives

1. Rebalance the acquisition total force – **grow the organic acquisition workforce 15% by 2015 —126,000 to 147,000**
 - 9,887 new positions
 - 10,000 in-sourced contract services positions
2. Strategically grow to improve acquisition capabilities and capacities -- **strengthen organic core**
 - **Technical capabilities – to include Life Cycle Logistics**
 - **Business functions-- contracting, pricing and cost estimating**
3. Improve DoD's oversight capability to improve acquisition outcomes
4. Assess workforce competencies
5. Strategically **reshape DAW training**



Functional communities within the Defense Acquisition Workforce are part of larger DoD communities





Defense Acquisition Workforce

Career Fields	ARMY	NAVY/USMC	AIR FORCE	Defense Agencies	FY09 TOTAL	FY08 Total
Auditing	0	0	0	3,777	3,777	3,638
Business, Cost Est., & Fin. Mgt	2,771	2,286	1,845	360	7,262	7,085
Contracting	8,391	5,516	7,443	6,305	27,655	25,680
Information Technology	1,843	1,240	966	309	4,358	3,934
Life Cycle Logistics	7,952	4,784	1,989	127	14,852	13,361
Production, Quality & Manufacturing	1,930	2,064	389	4,640	9,023	9,138
Program Management	3,452	4,598	4,461	911	13,422	12,871
SPRDE	10,412	18,328	7,248	1,339	37,327	35,017
Test and Evaluation	2,235	2,833	3,630	194	7,892	7,420
Other	1,370	5,323	203	639	7,535	7,825
Total	40,356	46,972	27,174	18,601	133,103	125,879

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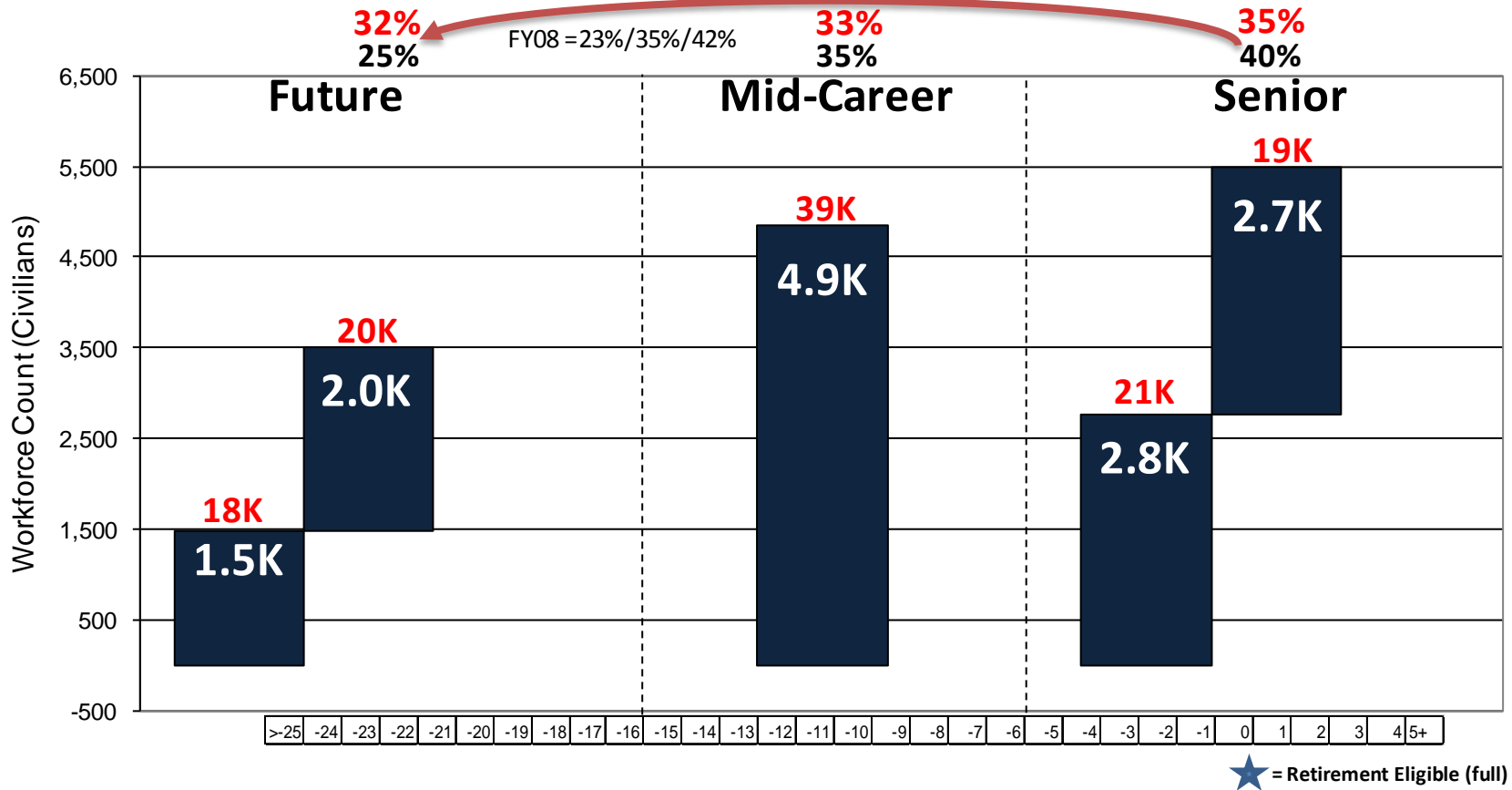




Workforce Lifecycle Model - LC LOGISTICS

■ = DOD-wide

Years to Retirement Eligibility (YRE) - DAW Civilians (FY09)

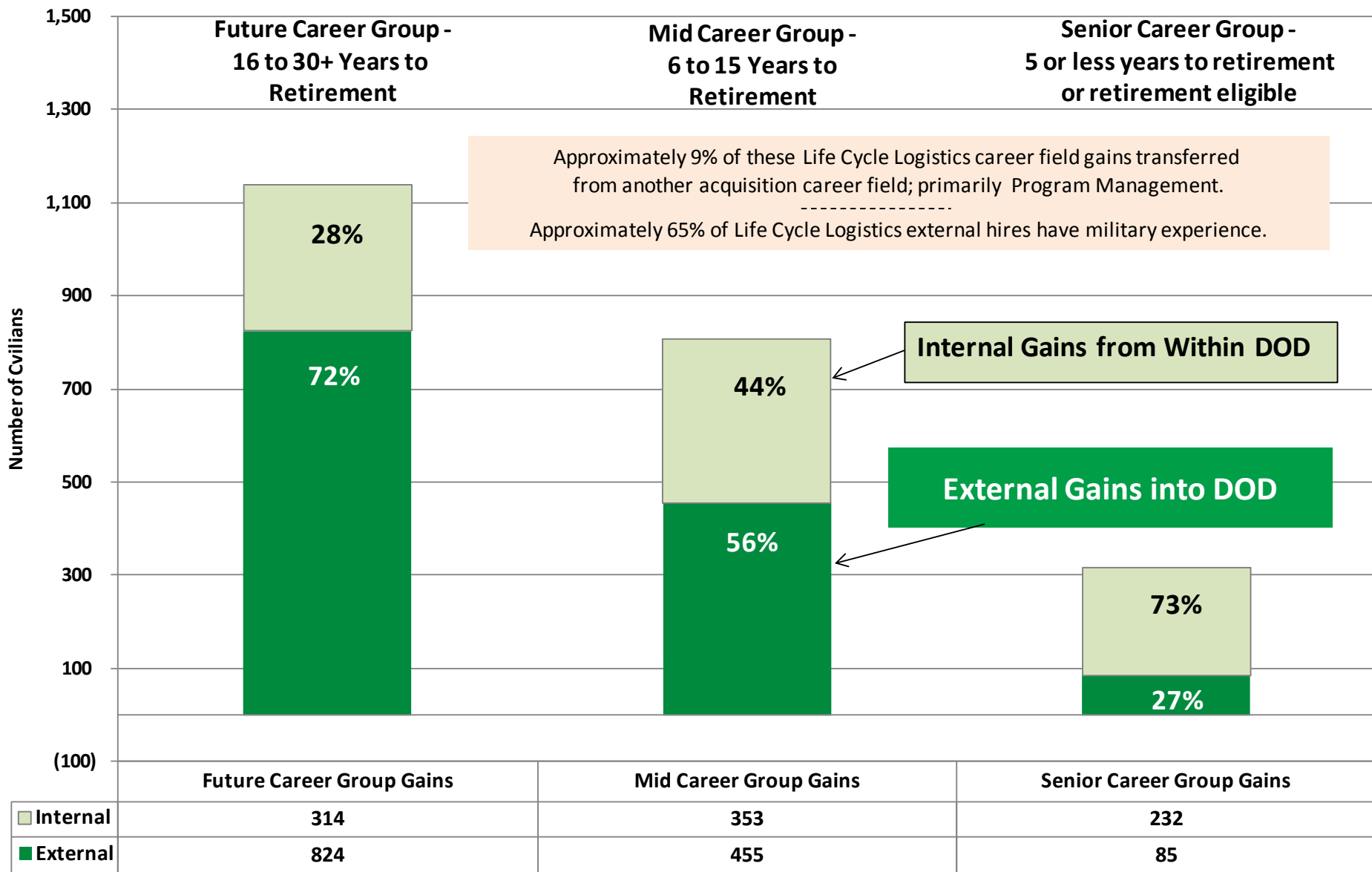


Career Lifecycle Groups by Years to Retirement Eligibility

Source: AT&L HCI Generated from HCI/RAND Analysis using DMDC data; CSRS and FERS employees only



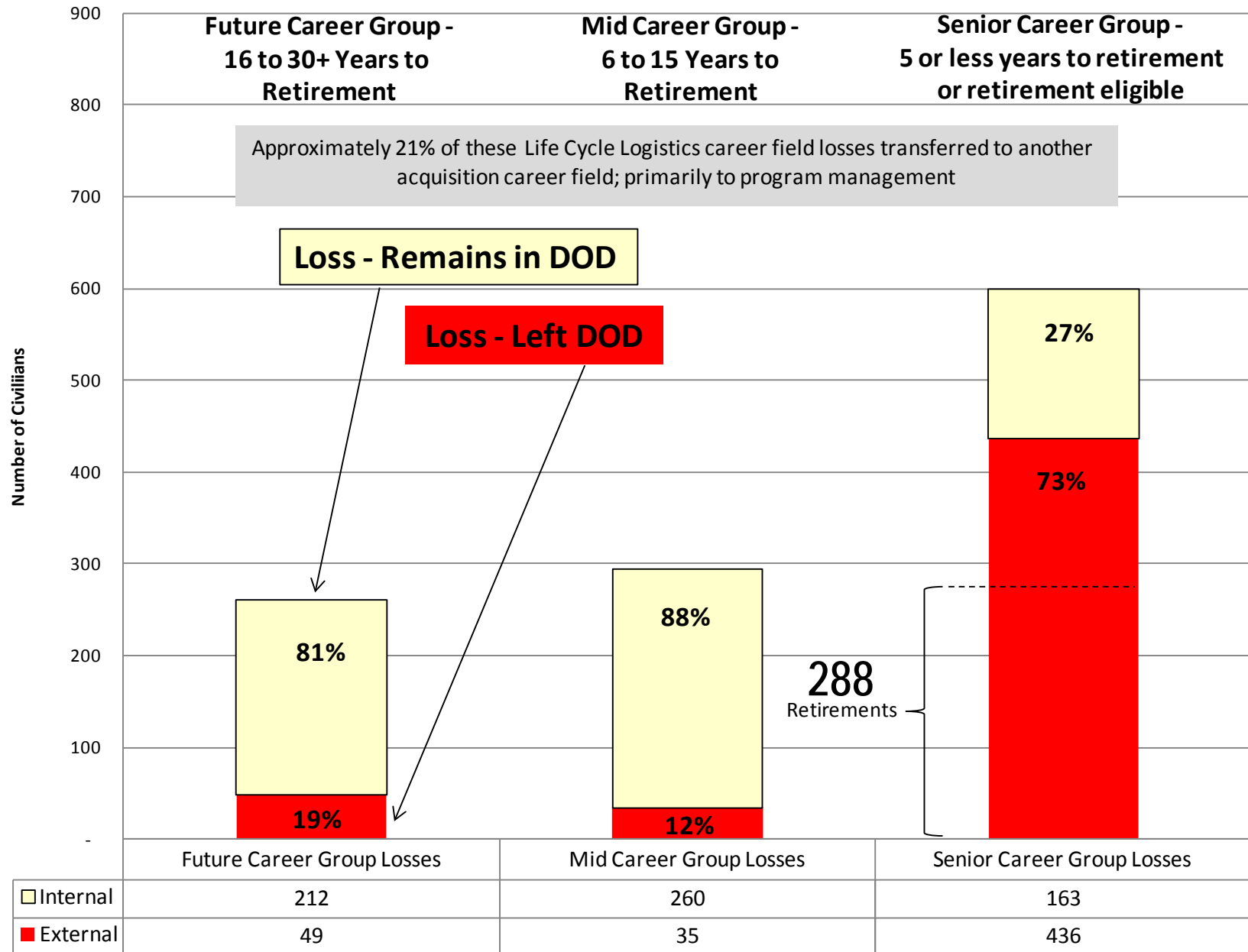
Life Cycle Logistics Workforce FY09 Gains



Source: AT&L HCI generated from HCI/RAND analysis using DMDC data; analysis on civilians under FERS and CSRS.; does not include administrative gains.



Life Cycle Logistics Workforce FY09 Gains

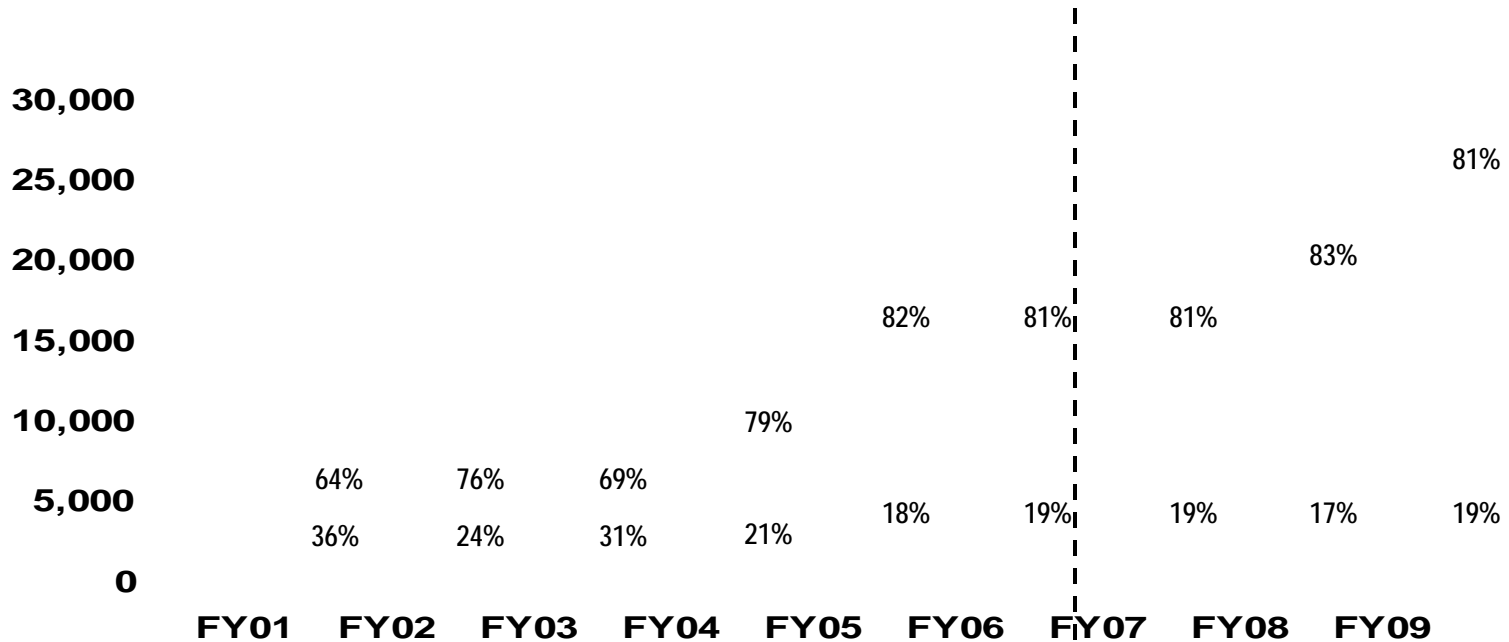


Source: AT&L HCI generated from HCI/RAND analysis using DMDC data; analysis on civilians under FERS and CSRS.; does not include administrative losses.



Total Logistics Graduates (Classroom & Web)

FY01 – FY09



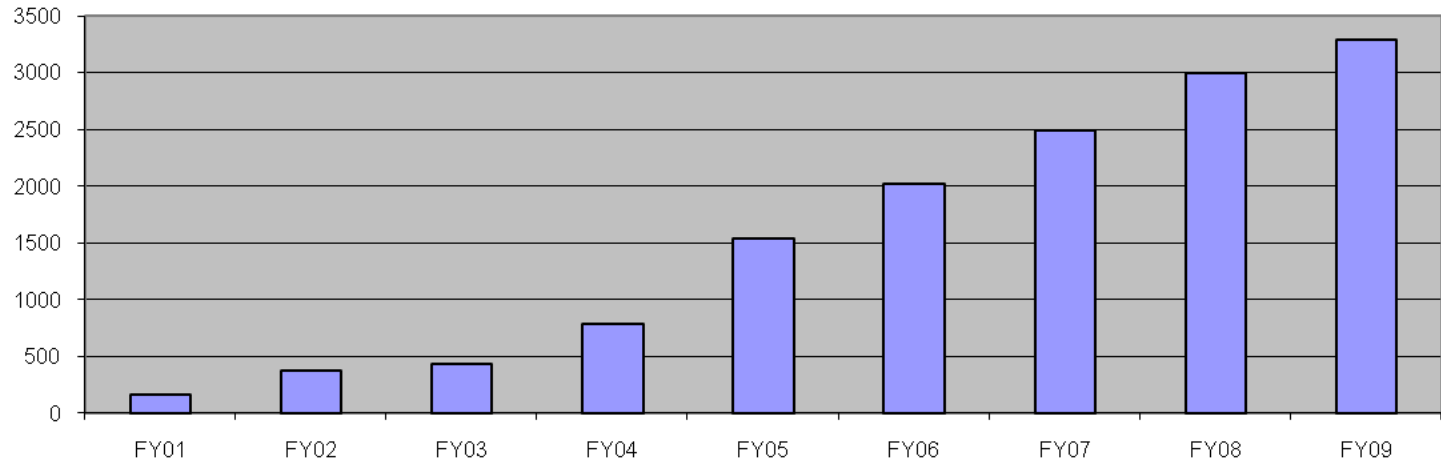
	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09
Web	3,028	3,977	4,283	7,242	14,223	14,329	13,731	16,708	20,564
Classroom	1,694	1,238	1,908	1,878	3,152	3,298	3,144	3,419	4,675
Total	4,722	5,215	6,191	9,120	17,375	17,627	16,875	20,127	25,239

More than Five-Fold Student Increase without Sacrificing Classroom Training Opportunities



DAU Industry Logistics Course Graduates

(1,946% Increase Since FY01)



Course	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	Total
LOG 101	133	298	326	488	658	862	931	1,278	1,313	6,287
LOG 102	0	0	0	1	445	484	542	698	831	3,001
LOG 200	0	12	15	43	98	153	185	224	284	1,014
LOG 201	0	12	12	7	26	28	61	49	66	267
LOG 203	16	31	56	68	48	91	185	137	162	794
LOG 204	1	5	8	5	6	61	209	278	309	882
LOG 205	13	10	11	0	0	0	0	0	0	34
LOG 210	0	0	0	0	0	0	4	1	2	7
LOG 235	0	0	0	131	212	299	284	247	251	1,424
LOG 236	0	0	0	36	35	37	73	42	51	274
LOG 304	0	2	8	3	12	9	16	39	0	89
LOG 350	0	0	0	0	0	0	0	0	19	19
Totals	169	370	436	782	1,540	2,024	2,490	2,993	3,288	14,092



Life Cycle Logistics

Learning Asset Delivery Quality Indicators

	FY07		FY08		FY09		
Category	All DAU	LOG Courses	All DAU	LOG Courses	All DAU	LOG Courses	
Instructor	6.57	n=2,991 6.69	6.60	n=3,517 6.70	6.63	n=4,334 6.76	↑
Environment	6.06	n=2,944 6.17	6.12	n=3,841 6.18	6.16	n=4,278 6.26	↑
Courseware	5.88	n=14,243 5.93	5.90	n=15,527 5.95	5.91	n=20,127 5.99	↑
Online Delivery	5.78	n=11,265 5.89	5.83	n=11,276 5.94	5.80	n=15,802 5.92	↓
Learning Eff	5.92	n=14,196 5.92	5.95	n=15,465 5.97	5.95	n=20,033 5.98	↑
Job Impact	5.80	n=14,247 5.73	5.84	n=15,536 5.76	5.84	n=20,145 5.77	↑

0.00
5.24
5.25
5.59
5.60
7.00
Other
0.00
5.24
5.25
5.99
6.00
7.00
Inst

Functional Leader
(OSD ADUSD/MR)

FIPT Executive Secretary
(DAU)

Acq Log PLD (DAU)

PBL PLD (DAU)

Sustainment PLD (DAU)

Knowledge Mgt (DAU)

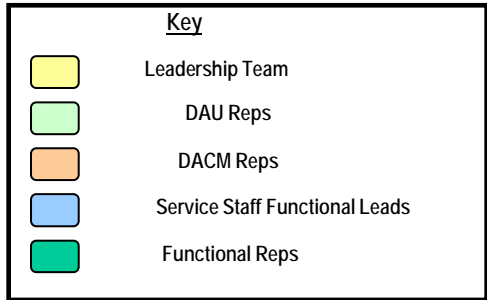
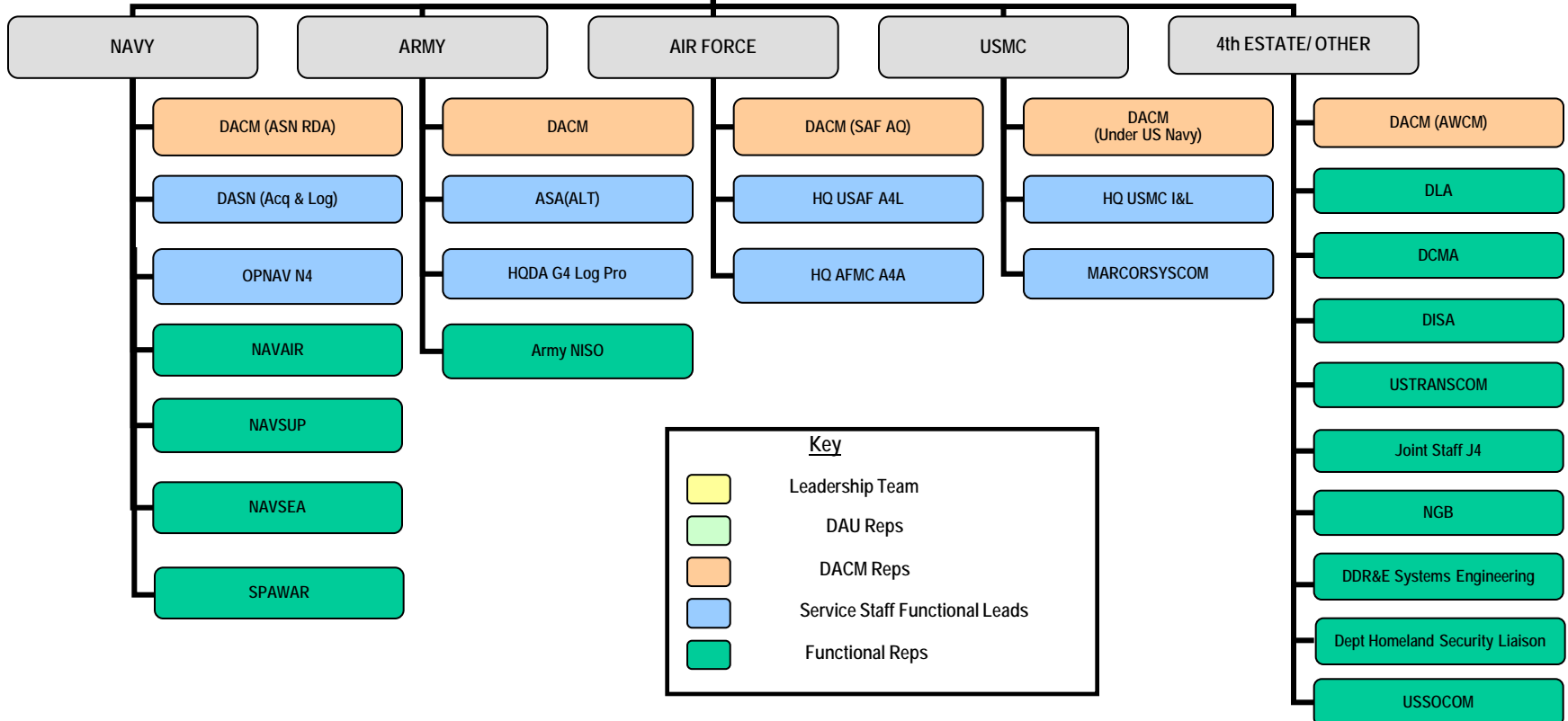
ISD (DAU)



Mr. Randy Fowler
LCL Functional Leader

Life Cycle Logistics Functional IPT

*Meets quarterly – advises
Life Cycle Logistics Functional Leader on
career field competencies, DAWIA
certification & workforce training
requirements*



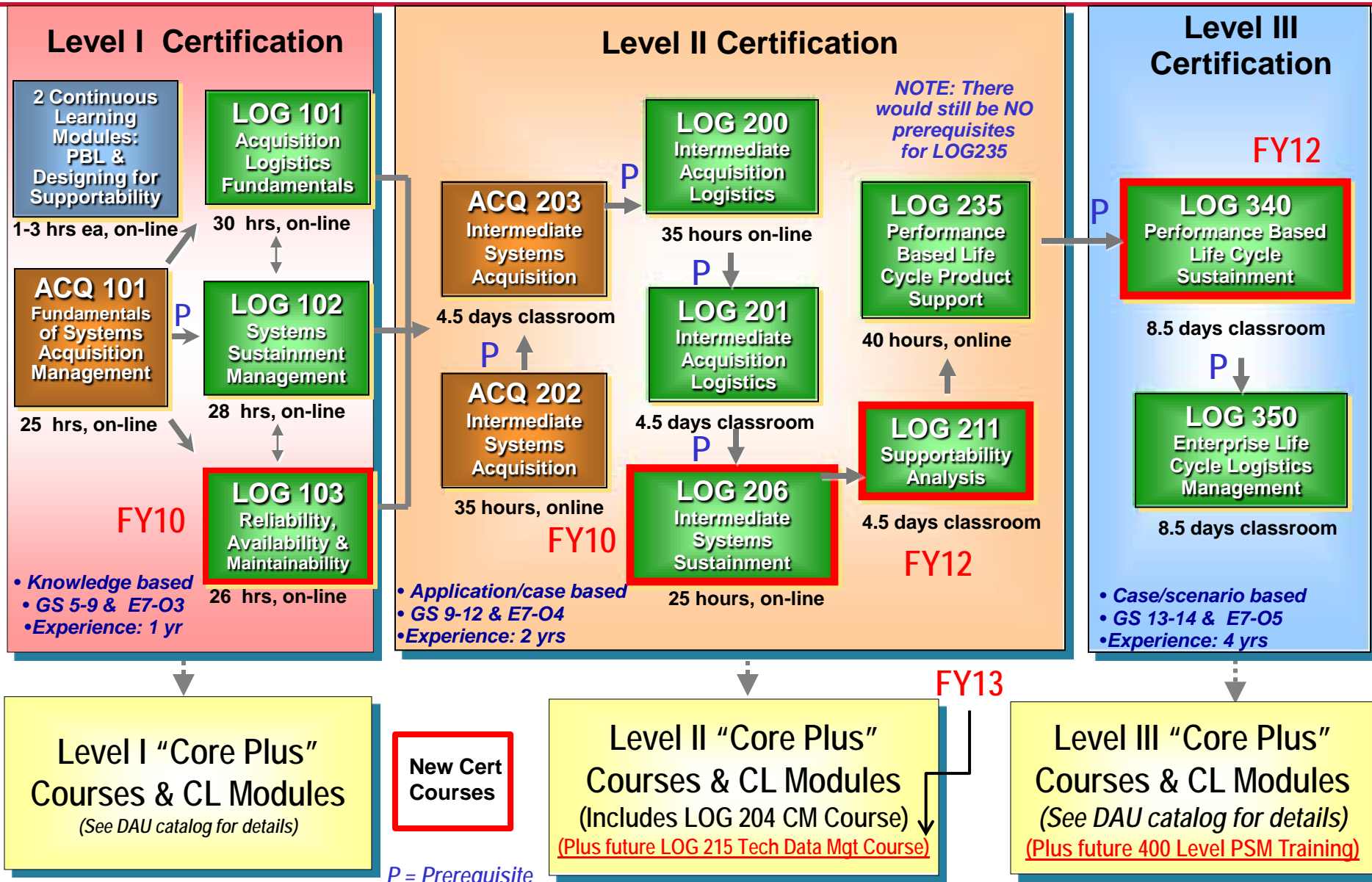


Shaping the Future Enterprise Logistician

- Emphasis on “fully qualified”
- Diversified experience to achieve acquisition success – The Enterprise Logistician
- DAU committed to improving caliber of both civilian AND military Defense Acquisition Workforce members
- Crucial balance between recruitment & training
 - “Adding 10,000 people each with one year's experience is different than adding 500 people with 20 years' experience” -- *Norm Augustine, 25 Feb 10*
- Life Cycle Logistics workforce expanding
 - FY05-09 +2,360 (19%); FY08-09 +1,500 (11%); by FY15 20,000?



Shaping the Future Enterprise Logistician Aggressive Life Cycle Logistics Roadmap (FY10-13)





Shaping the Future Enterprise Logistician

- Professional development of executive level, strategic-thinking logisticians who can function successfully across DoD enterprise
 - Focus on supporting warfighter & achieving best value life cycle systems readiness
 - Logistics is NOT a PM's "only discretionary account" -- cannot simply "worry about sustainment later"
 - DoD needs "Enterprise Logisticians" with broadly diverse understanding
 - across the DoD logistics domain of maintenance, supply, transportation/ distribution, life cycle logistics, AND
 - Across the DoD acquisition domain of life cycle logistics, program management, systems engineering, business, and others
- DAU leverages Performance Learning Model (PLM) to raise the professional development bar for the Life Cycle Logistician



Summary

Objective: "Agile, timely, precise, cost-effective support to the warfighter"

- Fully Qualified vs. Fully Certified
- Partnering with NDIA and AIA logistics committees
- Established DAU Chair at Industrial College of the Armed Forces (ICAF)*
- Evolving Strategy to Embed DAU Life Cycle Logistics Training into ICAF Senior Acquisition Course Portfolio
- DoD Logistics Human Capital Strategy Implementation – Collaboration

DAU is an Important Part of the TEAM