



On behalf of Mr. Kendall
Acting Under Secretary of Defense
Acquisition, Technology, and Logistics (USD(AT&L)),

Thank YOU

for all you do to support
each member of our profession and the Warfighter.

Each of us should consider a stronger workforce to be
his or her most important legacy.

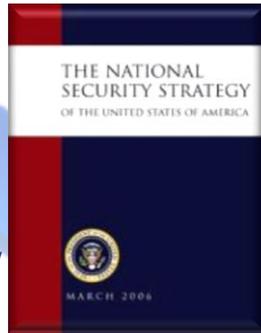
Senior Leadership Priority – Strengthen the Acquisition Workforce



Barack Obama
President



Improve the capacity & ability of the Federal acquisition workforce



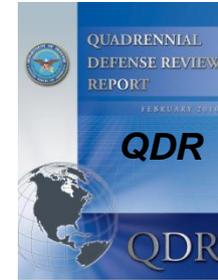
Transform National Security Institutions



Leon Panetta
SECDEF



Aston Carter
DEPSECDEF



“...the acquisition system must be supported by an appropriately sized cadre of acquisition professionals with the right skills and training to successfully perform their jobs.”



DOD Initiatives

Better Buying Power



- Improve Total Force
- Right Technology
- Agile & timely procurement



DoD Metrics
- Grow the acquisition workforce



Frank Kendall
Acting USD(AT&L)

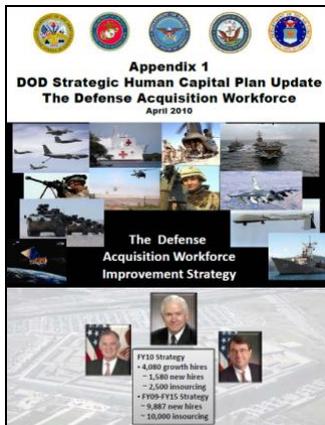
**Acquisition Workforce
FY12 Priorities**



Rene Thomas-Rizzo
Director
AT&L Human Capital Initiatives

“Workforce Size is Important, but Quality is Paramount”

→ Creating Updated Workforce Master Plan



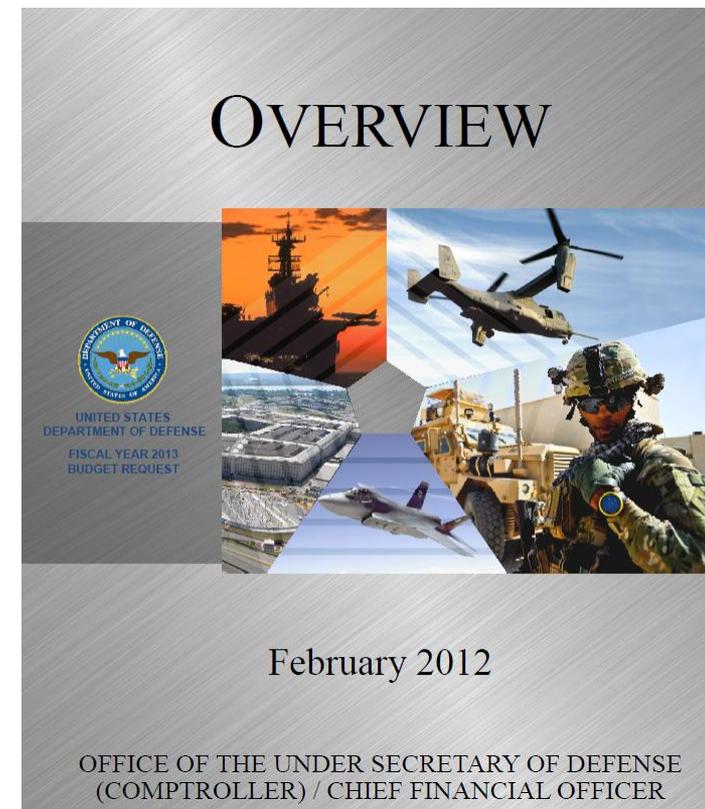


OVERVIEW

DEPARTMENT OF DEFENSE

FISCAL YEAR 2013 BUDGET REQUEST

The FY 2013 budget supports continued strengthening of the acquisition workforce to ensure we achieve and sustain sufficient workforce capacity and capability. Since 2008, DoD has filled 6,400 new acquisition positions supported by the Defense Acquisition Workforce Development Fund. Aligned with strategy, workforce capacity has improved in critical areas such as engineering, contracting, acquisition management, and audit. Training capacity has improved by approximately 19,000 resident and 100,000 online training seats per year. These improvements mitigate ongoing challenges: 17 percent of the workforce is eligible for full retirement today; 19 percent are eligible within five years; workforce gains decreased 32 percent from FY 2010 to FY 2011; and losses spiked up 32 percent from FY 2010 to FY 2011. In addition to completing and maintaining improved capacity, DoD will continue efforts to strengthen the quality, readiness and performance results of the acquisition workforce. The requested FY 2013 appropriation of \$274.2 million for the Defense Acquisition Workforce Development Fund is critical to following through on the improvement strategy. Ultimately, it is the quality of the workforce that determines the quality of our acquisition outcomes.



Defense Acquisition Workforce Sustainment



“...(the) Fifth (objective) is strengthening our acquisition workforce. We have increased the number of people in the acquisition workforce over the last few years. While some growth may still be possible, we will increasingly turn our attention to improving the capability of the workforce that we have. Every supervisor should consider a stronger workforce to be his or her most important legacy.”

**The Honorable Frank Kendall
Acting Under Secretary of Defense for
Acquisition, Technology and Logistics**

Guidance Memo to DoD Acquisition Community, October 7, 2011



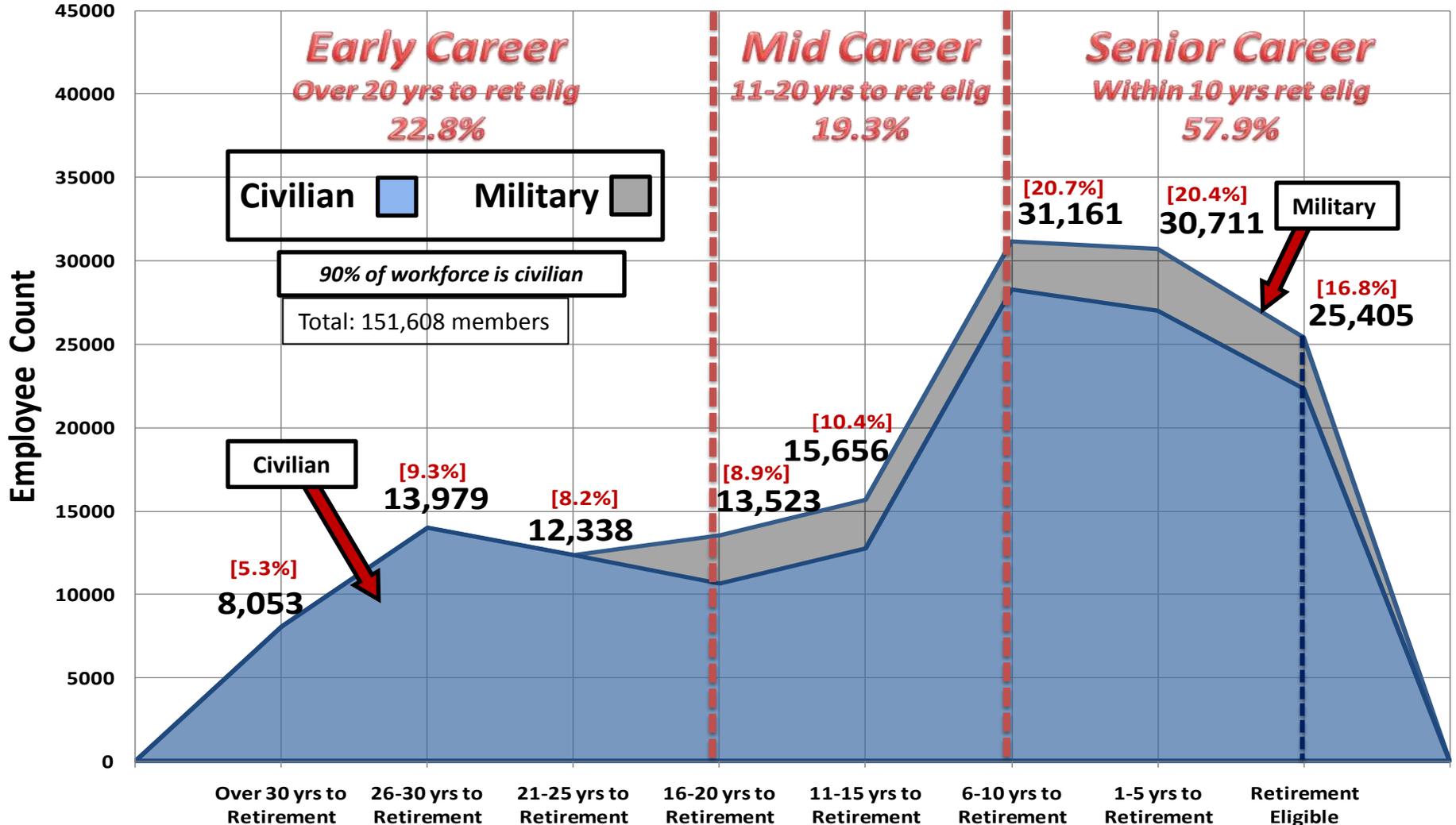
Defense Acquisition Workforce by Service & Career Field – FY11

Career Field	ARMY	NAVY	AIR FORCE	DCMA	DLA	Other DoD	TOTAL
Auditing	-	-	-	-	-	4,231	4,231
Business - Cost Estimating	280	499	417	2	-	54	1,252
Business - Financial Management	2,443	2,116	1,892	164	2	392	7,009
Contracting	9,125	6,041	7,996	2,480	3,432	1,253	30,327
Facilities Engineering	1,767	5,615	36	-	1	9	7,428
Industrial/Contract Property Mgmt	75	65	26	300	13	4	483
Information Technology	2,301	1,830	1,086	147	2	197	5,563
Life Cycle Logistics	8,962	5,415	2,762	91	21	118	17,369
Production, Quality and Manufacturing	2,004	2,353	406	3,948	852	38	9,601
Program Management	3,491	5,601	5,361	337	10	883	15,683
Purchasing	358	536	131	8	199	44	1,276
SPRDE - S&T Manager	250	349	2,314	9	6	134	3,062
SPRDE - Systems Engineering	10,052	19,247	8,253	836	14	808	39,210
SPRDE - Program System Engineer	56	78	261	81	1	3	480
Test and Evaluation	2,298	3,022	2,936	7	4	306	8,573
Unknown	14	24	270	11	8	17	344
TOTAL	43,476	52,791	34,147	8,421	4,565	8,491	151,891



Significant Loss of Experience on the Horizon Overall Defense Acquisition Workforce

Overall DAW (Mil & Civ) Retirement Eligibility Distribution - FY12Q1 (12-31-11)



National Security
is enabled by...

...The success of DoD in fighting and winning the Nation's wars, which is enabled by...

...The Nation's \$1.6 Trillion investment in products, assets & equipment for the Warfighter, which is enabled by...

Increasing Value
...Leadership improves and sustains a high quality workforce with the capability and capacity to successfully execute the acquisition mission.

The Acquisition Workforce Value Chain

Acquisition Workforce Performance & Results...

...The success of DoD acquisitions, which is enabled by...



Defense Acquisition Workforce Contemporary Studies & Parallel Congressional Interest/Oversight/Support

Studies/Reports/Plans

Defense Acquisition Performance Assessment (Study) Report (Jan 05)

“1423” Federal Acquisition Advisory Panel Report (2006/Issued Jan07)

Defense Acquisition Structures and Capabilities Review Report to Congress (Jun07)

AT&L HCSPs (Jun06, Jun07)

Def Science Board Creating a DOD Strategic Acquisition Platform (workforce recommendations) (Apr09)

SECDEF Acq Workforce Improvement Announcement (Apr09)

Defense Business Board Study/Report “Quality First” (Feb10)

AT&L HCSP (Apr10) “Quality is Paramount” – USD AT&L, Dr. Carter

Weapon Systems Acquisition Reform Act Reports to Congress 2010 (Systems Engr, Test & Eval)

FY12 - Next

Next WASRA and DAWDF/Human Capital Plan Reports

Recent Statutory Requirements

FY06 NDAA Sec 814 Review of Def Acq Structures & Capabilities (Report submitted to Congress June 2007)

FY07 NDAA Sec 853 Program Manager Empowerment/Accountability (Report submitted to Congress Oct 2007)

FY07 NDAA Sec 801 Requirements Training (Update report provided to Congress; training deployed)

FY07 NDAA Sec 820 Performance of Critical Acq Functions (w/l 5 years)
(Appendix 13 of April 2010 DoD Acquisition Strategic Workforce Plan to Congress – Appendix 1 of DoD Human Capital Report)

FY08 NDAA Sec 851 Do DAW Human Capital report as part of DoD report
(April 2010 DoD Acquisition Strategic Workforce Plan to Congress – Appendix 1 of DoD Human Capital Report)

FY08 NDAA Sec 852 Establish Defense Acquisition Workforce Development Fund
(Deployed and first report to Congress submitted 14 Sep 2010)

FY08 NDAA Sec 855 Do Study/Succession Plan for Acquisition Workforce
(requirement met through April 2010 DoD Acquisition Strategic Workforce Plan to Congress – Appendix 1 of DoD Human Capital Report)

FY08 Def Appropriations Rpt 110-279 Do AT&L HCSP
(April 2010 DoD Acquisition Strategic Workforce Plan to Congress – Appendix 1 of DoD Human Capital Report)

FY08 NDAA Section 324 Performance of Certain Work by Govt (DEPSECDEF memo May 28, 2009)

Nov 2008 SASC letter to SECDEF – Rebuild Acquisition Workforce (co-signed by Senator Levin and Senator McCain)

FY09 NDAA Sec 833 Expedited Hiring Authority
(Authority deployed and in use; FY09 NDAA modified to improve add “critical need” authority and enable use for entry level hiring)

FY09 NDAA Sec 834 Military in Acquisition – Career Planning
(Appendix 14 of April 2010 DoD Acquisition Strategic Workforce Plan to Congress – Appendix 1 of DoD Human Capital Report)

FY09 NDAA Sec 1111 Lifted HQ Ceiling Caps for Acquisition Workforce

FY09 NDAA Sec 503 Provides for increasing acquisition flag officers (increases in-progress)

FY09 Weapon Systems Acquisition Reform Act
(increased emphasis on Systems Engineering, DT&E, Cost Estimates capability; Requires improved recognition of acquisition workforce – USD AT&L signed implementing memo August 3, 2009)

FY10 NDAA Sec 1108 Updates human capital plan reporting requirements for acquisition workforce
(initially met by April 2010 DoD Acquisition Strategic Workforce Plan to Congress – Appendix 1 of DoD Human Capital Report; next report June 2011)

FY10 NDAA Sec 1112 Defense Civilian Leadership Program
(OSD P&R led working group developing program to target early career leadership development; per SASC acquisition workforce should be high priority)

FY10 NDAA Modifications to DAW Development Fund & Improves Expedited Hiring Authority for DAW

FY11 NDAA Improve Acq Workforce Excellence; Recertify Workforce; Extend Acq Demo; DAU Curriculum Review; Enhance IT (acq) workforce

FY12 NDAA Sec 804 All funds in DAWDF have 3 year availability

FY12 NDAA Sec 807 Services Acquisition – ensure formal certification and training requirements, emphasize recruiting and training of services acquisition personnel consistent with HCSP and use of DAWDF; ensure career development consistent with DAWIA



Strategy

"... increasingly turn our attention to improving the capability of the workforce that we have." Mr. Kendall

How do we Improve
the Status, Prestige,
and Professionalism of
the Acquisition
Workforce?



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