



## *AcqDemo 2.0!*

**"Strengthening the Acquisition Workforce"**

**Annual Lessons Learned Conference**

**April 17-19, 2012**

**DoD  
Civilian Acquisition Workforce  
Personnel Demonstration Project  
(AcqDemo)**

- What a year...!
  - Transition complete
  - Operations renewed
- Renewing Operations, *AcqDemo 2.0!*
  - Bringing design documents current
  - Establishing new/additional policies
  - CCAS Software Enhancements
  - E-Learning to promote understanding and assist sustainment training
- Many to Thank...!
- The Way Ahead...!
  - Congressional Assessment
  - Further Implementation
  - Achieving Permanent Status

# Transition from NSPS!

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Prior to NSPS, beginning in 1999, AcqDemo grew to about 11,500 folks.

Then came the NSPS design and the Department's position was that it would become the new DoD standard. The decision was made to put everyone but those in bargaining unit populations into NSPS. That meant about 9,000 employees went into NSPS.

# Transition from NSPS!

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But then NSPS ran into some challenges as we know and was repealed in NDAA 2010 with the direction that employees be returned to their former statute system and for us, that was AcqDemo. Those same populations had grown over the NSPS years, however, and about 13,000 then returned to NSPS in May of last year giving us a combined total of over 15,000 participants now.

# Transition Year Accomplishments!

- Transition Guide Published
- Conversion Readiness Checklist Adjusted
- Training Designed/Delivered
  - Tailored presentation sessions (Sr Leaders, HR Providers, Supervisors, Workforce)
  - New CCAS Guide, CAS2Net /CCAS Spreadsheet Guides
- New Operating Policies
  - Designed process rules for rating retained rate employees
  - Incorporated the WH/OPM/DoD 1% award funding limitation
- CAS2Net/CCAS Spreadsheet Software Upgrades
  - Incorporated new operating policies into software products
  - Expanded Supervisor features
  - Enabled Employee operation
  - CAC enabled; achieved IA accreditation
- 13<sup>th</sup> Cycle Operations Successful
  - Conducted “pilot” of new software
  - Successful end-of-cycle results upload

- Federal Register Notice Amendment
  - Bring current with legislation
  - Plan for expansion in FY13
- Operating Procedures update
  - Bring current with legislation
  - Clarify procedures
- Software Upgrades
  - Continuing enhancement of supporting software to accommodate design/policy modifications

- E-Learning Training Initiative
  - Convenient, easy access to training/information
  - Support new conversions/sustainment training needs
  - Fundamental AcqDemo 101 Overview Course
  - Several specialized topics in more detail
  - TRAC created to ensure employee involvement in training development
  - *AcqDemo 101 on display in break area kiosk!*

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- Transitioned AcqDemo website to HCI Portal
  - Updated website content
  - Improved format
  - Launched AcqDemo.com Website Initiative
    - Fast-breaking news; faster response to community information needs
    - Better access for e-learning courses
    - *Website prototype on display in break area kiosk!*

- AcqDemo Community!
- Program Office Staff
  - John Brundage
  - Patty Lindsey
  - Darryl Burgan
- Executive Council Members
  - AcqDemo Oversight
    - Army – Jerry Lee
    - Air Force – Janice Siemsen
    - Navy – George Mendoza
    - Marines – Warren Williams
    - AT&L – Clo Taylor
    - MDA – Sandy Rawdon (90 day detail to PO during transition planning)
    - DAU – Tina Richards
- NSPSTO Staff
  - Transition Guide/Process
    - Paula Shipe
    - Toni McFadden
    - Nancy Hill
    - Roberta Key
    - Carolyn Howell
- Office of General Counsel
  - Nikki Hall
- DCPAS Staff
  - DoD perspective on policy reviews
    - Betty Duffield
    - Todd Cole

## ■ SRA Team

- Software, Analysis and PO support
  - Dr Bob Rue
  - Danielle Dancy
  - Patty Lindsey
  - Karl Boehm
  - Darlene Reinhard
  - Trish Flynn
  - Tran Tran
  - Tony Hoang
  - Mike Simmons
  - Joe Adams
  - Mike Bowling
  - Katarina Derek
  - Hector Morales
  - Michael Anthony
  - Dan DeBoom
  - Chris Beckwith

## SRA Team (Cont)

- Sandy Rogers
- Herb Escobar
- Rouse Consulting Team
  - Training/PO Support
    - Al Rouse
    - John Brundage
    - Tom Stajmiger
    - Elle Peji
    - Lorraine McGovern
    - Karen Griffith
    - John Krause
    - Scott Hanger

- Assessment Review Committee (ARC) Members
  - Attitude Survey/Focus Groups/13<sup>th</sup> Cycle Results Analysis
    - Janice Siemsen, Air Force
    - Jodi Hartmann, Air Force
    - Nathan Ainspan, Army
    - Murray Mack, Army
    - Michael Wilkins, Army
    - Charles Buhl, Navy
    - Annett Good, Navy
    - Shawn Kutzleb, OUSD (AT&L)
    - Andrea Gibson, OUSD (AT&L)
    - Sandy Rawdon, Missile Defense Agency
    - Roberta Perry, Washington Headquarters Services

- Jerry Lee; Tim Zeitler; Lori Branch; Sandy Rawdon; Jael Latham
  - Transition Guide / Checklist / Army population training / User Testing
- Victor Gallegos, Army Contracting Command, MICC
  - Facilitated and finalized the PDF version of the CCAS form that is posted on DoD AcqDemo website that many of us used until CAS2Net modifications were ready
- Robert Laughman, Director, Survivability, Army Evaluation Center
  - Reported a security breach in CAS2Net that resulted in strengthening information security using multiple certificate selection on login protections
- Daisy Banks, Defense Acquisition University
  - User acceptance testing for CAS2Net modifications
- Nate Kussman, USAF
  - Optimizing CAS2Net DM/PPA functions

- Training Review Advisory Committee (TRAC) Members
  - E-Learning course reviews
    - Sarah Masterson, Air Force
    - Leah Boswell, Air Force
    - Greta Jones-Sanders, Air Force
    - Sharlene Lyle, Army
    - Ulysses Perea, Army
    - Amber Cortopassi, Army
    - Kimberly Lane, Navy
    - Warren Williams, Marine Corps
    - Janet Espinosa, Marine Corps
    - Renee Minor, OUSD (AT&L)
    - James McDaniel, Defense Acquisition University
    - Denise Walker, Missile Defense Agency
    - Gary Richmond, Washington Headquarters Services

- **NDAA 2011 Direction to Provide Independent Assessments to Congress**
  - Contracted with RAND Corporation to accomplish assessments
  - First assessment due to Congress 30 Sep 2012
  - Second assessment due to Congress 30 Sep 2016
- **Further Implementation**
  - Amendment of Federal Register Notice
  - Phased conversion plan
  - Conversion support
- **Achieving Permanent Status**
  - Getting it right on design
  - Exploring permanent status options with OPM
  - Using assessments/evaluations/surveys to inform AT&L leadership decisions