Defense Acquisition Workforce Improvement Act (DAWIA)

TOPIC LEARNING OBJECTIVES

Upon successful completion of this topic, the student will be able to:

1. Recognize how DoD implements DAWIA.

2. Recognize acquisition positions, acquisition functional areas, and the difference between acquisition positions and critical acquisition positions.

3. Recognize the levels of certification (foundational, practitioner, advanced) available in all acquisition functional areas and the need to petition the Directors of Acquisition Talent Management (DATMs) for certification recognition.

4. Identify the requirements and procedures for Acquisition Professional Membership.

5. Differentiate between DAWIA certification and Acquisition Professional Membership.

6. Identify the requirements for DAWIA Continuous Learning.

STUDENT PREPARATION

Student Support Material

1. None

Primary References

1. DoN DAWIA Operating Guide

2. Defense Acquisition University homepage (https://www.dau.edu)

3. DAU Virtual Campus (https://id.dau.edu)

4. DAU Online Course Catalog (https://icatalog.dau.edu/onlinecatalog/CareerLvl.aspx)

5. Navy eDACM (https://www.atrrs.army.mil/channels/navyedacm/Login/Login.aspx)

6. Navy Acquisition Workforce http://www.secnav.navy.mil/RD&A/workforce/Pages/default.aspx)

7. Officer Acquisition Detailing (https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Acquisition

8. DAU Back-to-Basics https://www.dau.edu/back-to-basics

Additional References

1. Students' Orders

Overview

- **DAWIA Background**
- Positions and Functional Areas
- Certification
- Training
- Acquisition Professional Membership
- Continuous Learning

DAWIA Background

- The Defense Acquisition Workforce Improvement Act (DAWIA) was initially enacted by Public Law 101-510 in 1990. Requires the DoD to establish education and training standards, requirements, and courses for the civilian and military workforce
  - Perception that DoD acquisition community lacked the professionalism of private industry counterparts
  - Purpose is to develop and manage a highly skilled professional Acquisition Work Force (AWF) through:
    - Education
    - Training
    - Experience
  - Maintained via sound career management

*DoD implements DAWIA through education, training, experience, and certification*

1

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Acquisition Position Information

- Acquisition positions reflect the largest composition of the Acquisition Work Force (AWF) personnel
    - Developmental and journeyman level acquisition positions
    - At least 50% of their responsibilities are acquisition related
- For military, acquisition position information is identified in one's orders; for civilians, acquisition position information is found in the Position Description (PD)
- Every acquisition position in DoN must have a position category/functional area and level specified. For Navy and Marine Corps:
    - Position category/functional area is included in the Additional Qualification Designation (AQD) code or Military Occupational Specialty (MOS)
    - Certification level is determined by the billet rank
- The acquisition functional area and level identified for your position form the basis for determining your certification requirements (education, training, and experience)
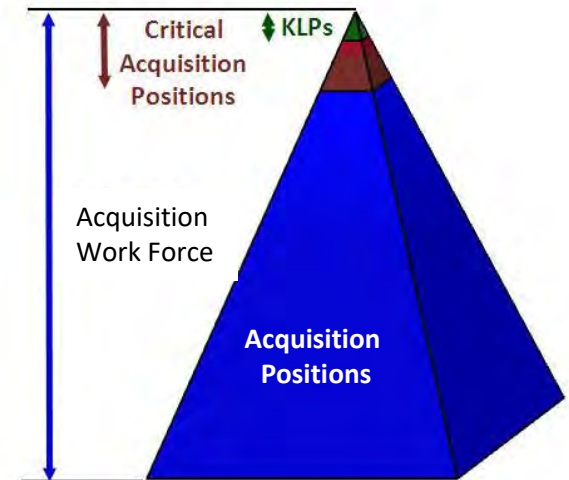
Critical Acquisition Positions (CAPs)

- Senior positions with significant responsibility, primarily involving supervisory or managerial duties, in the acquisition system

- Require Acquisition Professional Membership

- Military billets must be filled by an O-5 or above

- Require a tenure obligation (minimum 3 years) to provide for stability and accountability for program, effort, or function

- CAPs include:
    - ACAT III/IV PMs and Deputy Program Managers (DPMs)
    - Commanders, Deputy Commanders, and Technical Directors of Warfare Centers

Key Leadership Positions

- Key Leadership Positions (KLPs) - most senior leadership positions
  - Make up less than 1% of Acquisition Work Force
  - Most demanding education, training and experience requirements mandated by DAWIA
- ASN (RD&A) and USD (A&S) attention
  - Designated by ASN (RD&A) based on recommendation from DoN's major acquisition organizations
  - Filled by O-6 level or GS-15 civilian equivalent or higher
  - Exceptions authorized for O-5 or GS-14 on case-by-case basis
- Have 3 to 4-year tenure obligations
- KLPs include:
  - PEOs/DPEOs
  - DRPMs/DDRPMs
  - PMs/DPMs of ACAT I/IA/II programs
  - Senior Contracting Officials
  - Senior Executive Service members
  - ACAT I/IA/II Program Leads
    - Systems Engineer, Cost Estimator, Contracting Officer, and Business Financial Manager

2

DAWIA Back to Basics (BtB)

- In September 2020, USD A&S announced the Back-to-Basics initiative
- BtB modernizes the DoD's implementation of the Defense Acquisition Workforce Improvement Act (DAWIA) to a 21st Century talent management framework
  - The initiative significantly streamlines the certification construct and re-focuses training resources for the Defense Acquisition Workforce
- DoD's response to DAWIA in 1990, a three-tiered certification program, proved to be a powerful tool in the overall professionalization of the workforce
  - For more than thirty years, training was a one-size-fits-all approach and delivered early in an individual's career
- BtB rethinks training to foster a culture of lifelong learning for current and future acquisition professionals

Functional Areas

- Business Financial Management and Cost Estimating
- Contracting
- Engineering and Technical Management
- Life-Cycle Logistics
- ***Program Management********
- Test and Evaluation

* Most EDO billets are coded for Program Management

2

PM Requirements

PROGRAM MANAGEMENT

DoD is modernizing its implementation of the Defense Acquisition Workforce Improvement Act (DAWIA). Below is an overview of the updated Program Management (PM) Functional Area certification requirements effective Feb. 1, 2022. Beginning FY23, PM certification will also require passing a comprehensive assessment.

CERTIFICATION CATEGORIES

ADVANCED
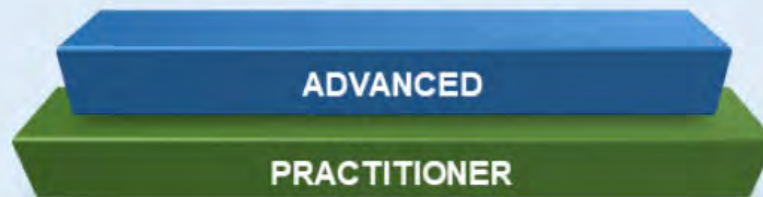
PRACTITIONER

PRACTITIONER TIER | ADVANCED TIER

	Practitioner		Advanced
Years of Acquisition Experience	4		8*
Number of Required Courses	6		7
Years Grace Period†	5		4

*Specialized experience as indicated by the Functional Area Leader.
†Planning is underway to potentially expand the current two-year grace period to complete certification requirements.

More time available for professional growth through elective learning and workplace experience.

60% Reduction in training hours compared to FY21 curriculum requirements.

14 Job-specific credentials available or planned.

80 Continuous Learning Points (CLPs) every two years.

PM Courses for Certification

Practitioner Certification

ACQ 1010 Fundamentals of Systems Acquisition Management	**ACQ 2020** Intermediate Systems Acquisition, Part A	**ACQ 2030** Intermediate Systems Acquisition, Part B	**PMT 2570V** Program Management Tools Course
JACQ 003/ ACQ 010 Welcome to Acquisition	**BFM 0050** Planning, Programming, Budgeting, and Execution	**SWE 0034** Software Acquisition Pathway	**LOG 3510** Adaptive Acquisition Framework Overview
SWE 056 What is Artificial Intelligence	**Log 0440** Supply Chain Resiliency Fundamentals	**ETM 3130** Introduction to Digital Acquisition	**ETM 1070** Digital Literacy Fundamentals
PMT 0140 Team Management and Leadership	**ACQ 0030** Overview of Acquisition Ethics	**CLC 011** Contracting for the Rest of Us	**LOG 0640** Dimishing Manufacturing Sources and Material Shortages (DMSMS)

Comprehensive Exam   **4 Years Experience**

Recommend completion of course work prior to EDQP oral board

PM Courses for Certification

Advanced Certification

ACQ 135 Understanding Industry	**PMT 0170** Risk Management	**PMT 3400** Leadership and Organization	**PMT 0120** Program Scheduling	**PMT 0130** Work Breakdown Structure (WBS)
CLE 084 Models, Simulation, and Digital Engineering	**CON 7640** Multiple Incentive Contracts	**CLE 019** Modular Open Systems Approach	**LOG 0370** DoD Supply Chain Fundamentals	**TST 102** Fundamentals of Test and Evaluation
	SWE 2050 Intellectual Property and Data Rights	**PMT 3500** Business Aspects	**PMT 3600** Program Management Office Course	

Comprehensive Exam   **8 Years Experience****

**to include 2 Years in a Program Office defined as a PEO, PMA, PMS, PMW, PMM, IWS, SUPSHIP, PMR, MDA, or NRO

Your Orders

- CONGRATULATIONS ON YOUR ORDERS AND WELCOME TO THE ACQUISITION WORK-FORCE. YOUR NEW ASSIGNMENT IS TO AN ACQUISITION BILLET WHICH FALLS UNDER THE DEFENSE ACQUISITION WORKFORCE IMPROVEMENT ACT OF 1991 (DAWIA) AND AS SUCH REQUIRES ACQUISITION CERTIFICATION. IF NOT ALREADY ACQUISITION CERTIFIED, YOU MUST OBTAIN ***PRACTITIONER CERTIFICATION*** IN THE PROGRAM-MANAGEMENT FUNCTIONAL AREA ***WITHIN SIXTY MONTHS*** OF REPORTING TO YOUR NEW COMMAND. FOR ADDITIONAL INFORMATION ON THE ACQUISITION WORKFORCE SEE THE DIRECTOR OF ACQUISITION CAREER MANAGEMENT (DACM) WEBSITE. IF YOU HAVEN'T DONE SO, VISIT THE NAVY EDACM WEBSITE TO CREATE A USER PROFILE: HTTPS://WWW.ATRRS.ARMY.MIL/CHANNELS/NAVYEDACM/PUBLIC/LOGIN. CURRENT CERTIFICATION STANDARDS FOR YOUR ACQUISITION BILLET REQUIREMENTS ARE AVAILABLE ON THE DEFENSE ACQUISITION UNIVERSITY (DAU) ICATALOG: HTTPS://ICATALOG.DAU.EDU/ONLINECATALOG/CAREERLVL.ASPX"

- Practitioner; or Advanced if MPM
- Ensure you are in an ***acquisition coded billet*** in eDACM
    - See command DAWIA POC

Overview

- DAWIA Background
- Positions and Functional Areas
- **Certification**
- Training
- Acquisition Corps Membership
- Continuous Learning

Certification

- After fulfilling education, training, and experience requirements go to the Navy eDACM website and submit a request for certification

- Command may approve for O-6 and below personnel
  – Provided criteria met by approving authority
  – All acquisition experience requests are routed through the EDO OCM for validation of program management experience

- Director Acquisition Talent Management (DATM) certifies Flag and Senior Executive Service (SES) personnel
  – DATM delegates to heads of Echelon I and II organizations to certify civilian AT&L Workforce members and Navy military, except for Flag Officers and SES (per DoN DAWIA Operating Guide)

3

Crediting Acquisition-Related Education Toward Experience

- Acquisition-Related Education: Acquisition-related education may be credited towards experience in the following cases:
- Officer is pursuing certification or APM when the experience requirement is greater than or equal to 4 years, and one of the following applies:
  - (1) Holds a master's degree in hard sciences or business (e.g., Engineering, Computer Science, MBA)
  - (2) Completes acquisition-related education (e.g., NDU Eisenhower School Senior Acquisition Course, Nuclear Power training, USN Test Pilot School)
  - (3) Completes a master's degree from any DoD-affiliated school (e.g., Naval War College, Naval Postgraduate School, etc.)
- Education resulting in the award of subspecialty code 5100P may be credited for a maximum of 18 months. Education resulting in the award of subspecialty code 5100N may be credited for a maximum of 24 months (applies to MIT grads)
- After an education for experience substitution is credited, it may not be repurposed for multiple certifications. It may, however, be used to meet one certification experience standard and a request for APM

Contact EDO Community Manager (OCM) for acquisition experience credit request template

Overview

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- Certification

- **Training**

- Acquisition Professional Membership

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Training

- Getting Started: Login to eDACM website and sign up for a Continuous Learning Course
  - Go to the eDACM site:
  - https://www.atrrs.army.mil/channels/navyedacm/Login/Login.aspx
  - Login using your CAC. If this is your first time to the site, you will need to:
    - Set up your profile
      - Pay code = "O" for Officer
    - You can use your course director as your supervisor
      - Then change to your actual supervisor after you get to your new command
  - On the "Manage Career" tab, select "Training – Search for DAU Training"
  - Search DAU CL Modules for one that pertains to your certification level
  - Sign up for a module
  - Need NMCI account, accepted by DAWIA rep, and registered

Ensure your account is established to receive DAU credit

Application for Training Tips

- New course offerings typically become available in August
- Sign up for desired course as early as possible
  - Timing can be tricky, ensure you are looking at the schedule for the next course as well to see how you can make it work
- Funding: Entering "Parent command will fund travel & per diem" will increase your chances of getting the training
  - Just make sure your command agrees
  - Navy DATM has available funding designated for Priority 1 & 2 students

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Acquisition Professional Membership

- **Purpose**
  - DoN Acquisition Professional Membership provides a pool of highly qualified personnel to fill Critical Acquisition Positions (CAPs) and Key Leadership Positions (KLPs). Acquisition Professional Membership, or a position waiver, is required for assignment to CAPs and KLPs

- **Process**
  - Acquisition Professional Membership is requested via eDACM. Approval is dependent upon designated authorities in the organization's approval chain
  - Package submission should consist of:
    - DAC Application (NAVPERS-1301-86)
    - eDACM transcript
    - All college transcripts
    - FITREPs required if requesting experience for non-acquisition coded time

> *Contact EDO OCM for more information*

4 5

Acquisition Professional Membership Requirements

- **Education**
  - Baccalaureate Degree from an accredited educational institution
    - With at least 12 semester credits in the following business related disciplines: accounting, business, finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, leadership, and organizational management

- **Certification**
  - DAWIA certified in any functional area

- **Position/rank**
  - LCDR or above (O-4 selects not considered)

- **Experience**
  - 48 months of documented acquisition experience
  - Up to 12 months of acquisition experience may be credited for completion of graduate level studies (18 months for 5100P sub-specialty code and 24 months for 5100N

4 5

Acquisition Professional Membership Business Requirements

- Accounting
- Business
- Finance
- Economics
- Law
- Contracts
- Marketing
- Quantitative Methods
- Organization and Management
- Industrial Management
- Purchasing

*For assistance in determining business credits,
see Officer Acquisition Detailing PERS-447 website*

4

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Continuous Learning Policy

- Workforce members must participate in at least 80 hours of continuous learning activities every 2 years
- Upon the completion date of the event that results in exceeding the 80-point threshold the member receives a certificate of completion for the current 2-year period
  - Clock does not restart if completion is before the end of the given 2-year period. The certificate is good until the current 2-year period ends
  - Points in excess of 80 will not carry over to the next biennial period
- ***You have to manually request the points once your eDACM account is ready, attached to command, and ACQ-coded***

Continuous Learning Policy

https://www.dau.edu/continuous-learning-center/point-credit

CREDITABLE ACTIVITIES	POINT CREDIT
Academic Courses	
Quarter Hour	10 CLPs per quarter hour
Semester Hour	15 CLPs per semester hour
Continuing Education Unit	10 CLPs per CEU
Equivalency Exams	Same CLPs as awarded for the course
Training Courses/Modules	
DAU Courses/Modules	10 CLPs = 1 credit per CEU
Awareness Briefing/Training (no test/assessment)	0.5 CLP per instruction hour
Continuing Learning Modules (with test/assessment)	1 CLP per instruction hour
Other Functional Training	1 CLP per instruction hour
Leadership or Other Training	1 CLP per instruction hour
Equivalency Exams	Same CLPs as awarded for the course
Professional Activities	
Professional Exam/License/Certificate	10-30 CLPs
Teaching/Lecturing	2 CLPs per hour, max 20 CLPs yearly limit
Symposia/Conference Presentations	2 CLPs per hour, max 20 CLPs yearly limit
Workshop Participation	1 CLP per hour, 8 CLPs per day limit, 20 CLPs yearly limit
Symposia/Conference Attendance	0.5 CLP per hour, max 4 CLPs per day, 20 CLPs yearly limit
Publications	10-40 CLPs
Experience	
On-the-Job Experiential Assignments	Max 20 CLPs yearly
AWQI areas of proficiency	1-3 points per associated task
Rotational Assignments	Max 40 CLPs yearly
Training with Industry	Max 40 CLPs yearly
IPT/Special Project Leader	Max 15 CLPs yearly
IPT/Special Project Member	Max 10 CLPs yearly
Mentor	Max 5 CLPs yearly
Assignment Length: 12 Months	80 CLPs
9 months	60 CLPs
6 months	40 CLPs
3 months	15 CLPs
2 months	10 CLPs
1 month	5 CLPs

Need help?

- Command's DAWIA representative
- EDO OCM (frequently interfaces with DATM Staff and DAWIA requirements)
- Navy eDACM website
  - https://www.atrrs.army.mil/Channels/navyedacm/Public/Login
- Navy DATM office
  - https://www.atrrs.army.mil/DATMS
- DAU website
  - www.dau.edu

Summary

- The majority of EDO billets are in the PM functional area
  - Initial requirement is in your orders

- Apply for in-resident DAU training via eDACM

- Prerequisites for Acquisition Professional Membership are LCDR, 12 business credits, 48 months of documented acquisition experience, and DAWIA certification in any functional area

- 80 continuous learning points points every two years