

APPLICABILITY OF QUALIFICATION REQUIREMENTS FOR CERTAIN DEFENSE ACQUISITION WORKFORCE POSITIONS pdf

1: [USC04] 10 USC Management policies

Applicability of qualification requirements for certain defense acquisition workforce positions: report (to accompany H.R.) (including cost estimate of the Congressional Budget Office). Author: United States.

Acquisition workforce a Description. The development of acquisition workforce policies under this section shall be carried out consistent with the merit system principles set forth in section b of title 5. B Ensure uniform implementation. The Administrator shall coordinate with the Deputy Director for Management of the Office of Management and Budget to ensure that the policies are consistent with the policies and procedures established, and enhanced system of incentives provided, pursuant to section c of the Federal Acquisition Streamlining Act of Public Law " , Stat. The Administrator shall evaluate the implementation of this section by executive agencies. B Government-wide training standards and certification. The senior procurement executive shall ensure that the policies of the head of the executive agency established in accordance with this section are implemented throughout the agency. To the maximum extent practicable, information requirements shall conform to standards the Director of the Office of Personnel Management establishes for the Central Personnel Data File. The head of each executive agency shall make available information on those career paths. B Critical duties and tasks. For this purpose, the head of the executive agency shall provide appropriate coverage of the critical duties and tasks identified by the Director of the Federal Acquisition Institute. C Mandatory training and education. The head of each executive agency also shall encourage employees to maintain the currency of their acquisition knowledge and generally enhance their knowledge of related acquisition management disciplines through academic programs and other self-developmental activities. The system of incentives shall include provisions that" A relate pay to performance including the extent to which the performance of personnel in the workforce contributes to achieving the cost goals, schedule goals, and performance goals established for acquisition programs pursuant to section b of this title ; and B provide for consideration, in personnel evaluations and promotion decisions, of the extent to which the performance of personnel in the workforce contributes to achieving the cost goals, schedule goals, and performance goals. The Director is deemed to have approved the requirement or prescription if the Director does not disapprove the requirement or prescription within 30 days after receiving it. The Administrator of General Services shall manage the fund through the Federal Acquisition Institute to support the activities set forth in section a of this title , except as provided in paragraph 5. The Administrator of General Services shall consult with the Administrator in managing the fund. A Government-wide task and delivery-order contracts entered into under sections and of this title. B Government-wide contracts for the acquisition of information technology as defined in section of title 40 and multiagency acquisition contracts for that technology authorized by section of title C multiple-award schedule contracts entered into by the Administrator of General Services. The Defense Acquisition University shall use the fees for acquisition workforce training. B The exceptional difficulty in recruiting or retaining a qualified employee. C A temporary emergency hiring need. Historical and Revision Notes.

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2: Acquisition Tuition Assistance Program “ USAASC

Acquisition Workforce Qualification Initiative Update in the professional qualification requirements of the workforce. the overall MDAP/MAIS level Defense.

Developing and Managing the Acquisition Workforce 1. This Policy Letter establishes the government-wide framework for creating a federal acquisition workforce with the skills necessary to deliver best value supplies and services, find the best business solutions, and provide strategic business advice to accomplish agency missions. The quality and effectiveness of the federal acquisition process depend on the development of a capable and competent workforce. These acts established education, training, and experience requirements for entry and advancement in the acquisition career fields for the Department of Defense DOD and civilian agencies respectively. Policy Letter , dated June 24, , established policies for skill-based training in contracting and purchasing duties for all executive agencies. This Letter builds on those previous efforts to improve the development of the acquisition workforce by more broadly defining the acquisition workforce and more closely aligning civilian non-DOD and defense acquisition workforce requirements. One of the principal purposes of this Letter is to include formally these individuals in the definition of the acquisition workforce so they can be trained and developed using common standards. To facilitate the identification of individuals included in the acquisition workforce, agencies shall consider the functions performed by those individuals. Membership in the acquisition workforce may be on a full-time, part-time, or occasional basis. For example, members of the acquisition workforce may include: At a minimum, the acquisition workforce of an agency, for purposes of this Letter, includes: All positions in the general schedule contracting series GS and non-DOD uniformed personnel in comparable positions. All Contracting Officers CO regardless of general schedule series with authority to obligate funds above the micropurchase threshold. All positions in the general schedule purchasing series GS Any significant acquisition-related positions identified by the CAO, or equivalent, using the guidance provided above. The CAO shall carry out the powers, functions, and duties of the agency head with respect to implementation of this Letter. The CAO may delegate this responsibility to a level no lower than the deputy CAO, or equivalent, and may appoint functional advisors for each segment of the acquisition workforce i. The CAO shall consider appointing senior civil service managers as functional advisors to promote technical continuity in advising the CAO on career management issues in the various disciplines. This may include recruitment needs and hiring strategies, relevant agency workforce statistics, skills assessments, accession plans, workforce development initiatives, and performance incentive plans in accordance with section 37 b 1 of the OFPP Act, 41 U. Additionally, the CAO is responsible for assessing the current skills inventory of the workforce, identifying short- and long-term agency needs, and establishing plans, including recruitment and retention strategies, for obtaining the acquisition workforce resources and skills required to meet future agency mission needs. At a minimum, the ACM shall: The CAO shall forward the name and contact information phone number, email, etc. The development of a highly-qualified, well-trained workforce will generally be based on a framework of core competencies that are common to defense and civilian agencies. OFPP, in consultation with OPM, and DOD shall also establish a process for updating these competencies, as needed, and developing specialized competencies for particular areas of focus. Agencies may require their acquisition workforce members to obtain additional competencies to fulfill agency mission needs. To promote the development of core acquisition competencies government-wide and to facilitate employee mobility, FAI, in consultation with OPM, shall develop federal acquisition certification programs that shall be accepted by, at a minimum, all civilian executive agencies. These certifications will generally serve as one means to demonstrate that an employee meets the core education, training, and experience requirements, as appropriate, for that acquisition-related discipline e. Agency-specific certification programs are not transferable to other agencies. Federal acquisition certifications shall be offered to, though not necessarily required of, the general acquisition workforce as defined in this Letter and further identified by

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agency CAOs. Federal Acquisition Certification - Contracting GS Series - Not later than January 1, , FAI, in partnership with DAU, shall develop a certification program that considers a variety of means, including a fulfillment process, for assessing and certifying that the education, training, and experience requirements for the GS series, as described herein, have been met. The program shall be based on the DAWIA requirements for certification at the junior, intermediate, and senior levels to reflect the need to meet increasingly more rigorous standards for education, training, and experience throughout the career development process. Once granted, the certification shall be accepted by, at a minimum, all civilian executive agencies as evidence that an employee meets the core education, training, and experience requirements for the GS series. The GS federal acquisition certification is not mandatory for all GSs. However, members of the workforce issued new CO warrants on or after January 1, , regardless of GS series, must be certified at an appropriate level to support their warrant obligations. New CO warrants are defined as warrants issued to employees for the first time at a department or agency. This requirement does not apply to senior level officials responsible for delegating procurement authority or those whose warrants are generally used to procure emergency goods and services. CAOs shall establish agency-specific requirements for tying warrant levels to certification levels based on agency needs. The SPE of a civilian agency may waive this requirement in writing, on a case-by-case basis, if granting a waiver is in best interest of the agency. This authority may not be delegated, and the use of this authority shall be adequately documented. This waiver is not transferable to another agency. This Policy Letter does not change the education requirements for the civilian GS series, and the certification program shall be developed to reflect any differences between civilian and defense education requirements. This authority may not be delegated. In accordance with the Contract Specialist GS Qualification Standard, this waiver must be based on a certification by the SPE that the applicant possesses significant potential for advancement to levels of greater responsibility and authority. The use of this authority shall be adequately documented and exercised on a case-by-case basis, as needed, to ensure that the best candidate for a position is selected. This waiver is not transferable to another agency and does not apply toward the requirements for federal acquisition certification.

Contracting GS Series Training Requirements - One of the principal purposes of this Letter is to establish uniform core training requirements for the civilian and defense acquisition workforce. Not later than October 1, , civilian agencies shall prospectively follow the training requirements established by DOD, in consultation with OFPP, as part of their acquisition workforce development program see [www](#). Employees are not required to retake classes, but shall follow the DOD training requirements when considering additional core training, if needed, or continuous learning. Please see paragraph 8 b 1 above for additional information on the SPE waiver authority. To ensure consistent quality of the training provided to the acquisition workforce, civilian agencies shall follow the course equivalency determinations accepted by DAU to ensure that core training is comparable across the workforce and qualifies for certification. Electives and other courses do not generally require a course equivalency determination. Civilian agencies shall generally follow the guidance provided by DOD on how these points can be earned see [www](#). The Administrator for Federal Procurement Policy may prescribe specific continuous learning courses to ensure that training is provided to the acquisition workforce on topics such as ethics, performance-based contracting, strategic sourcing, or others, as needed. FAI shall develop these recommendations not later than October 1, . Not later than, January 1, , agency CAOs shall identify program and project managers who will be subject to the requirements of this Letter, and shall establish appropriate timeframes and policies for applying the certification program requirements. For example, agencies may choose to require certification for individuals working on certain critical agency projects or programs, those of a certain dollar threshold, or other high visibility programs and projects. Individuals identified by the CAO as subject to this Letter shall ensure that the appropriate information is included in ACMIS see paragraph 12 so that workforce data may be captured for future training and development planning. The CAO is responsible for developing basic and refresher training requirements to ensure CORs and COTRs are adequately trained for the functions they perform in the acquisition workforce. FAI and DAU have a number of continuous learning resources to assist agencies in this effort see [www](#).

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Additionally, the Administrator for Federal Procurement Policy may prescribe specific continuous learning courses to ensure that training is provided on topics such as ethics, performance-based contracting, strategic sourcing, or others, as needed. Each executive agency must recognize, in its strategic planning and budgeting activities, the importance of developing its acquisition workforce. OMB Circular A provides guidance concerning classification of education and training obligations within budget documentation. To the extent that funding is available, agencies may provide tuition reimbursement at accredited institutions for education, including a full-time course of study leading to a degree, in accordance with 5 U. Acquisition Workforce Training Fund. The AWTF supplements, but does not replace, existing agency training budgets, and agencies should continue to budget separately for the training and education of their acquisition workforce. FAI maintains an acquisition career management information system ACMIS that can assist agencies in managing their workforce and help members of the workforce manage their individual education, training, and experience information. However, all civilian agencies shall ensure that ACMIS has complete and current information on the members of the acquisition workforce as described below. Not later than October 1, , each civilian agency shall have complete, current records in ACMIS for, at a minimum, the following: All positions in the general schedule contracting Series GS and non-DOD uniformed personnel in comparable positions; All Contracting Officers regardless of general schedule series with authority to obligate funds above the micropurchase threshold; All positions in the general schedule purchasing series GS Information on employees in other acquisition-related disciplines can be entered, as appropriate, but not later than one year after the certification program for that discipline has been developed. ACMIS will use the EHRI information, agency learning management systems information, if applicable, and additional information provided by employees and supervisors to capture more specific data on the acquisition workforce. Additionally, ACMIS will provide detailed reports to assist agencies in short- and long-term workforce planning. The Federal Acquisition Institute. Roles and Responsibilities “ FAI fosters and promotes the development of a professional acquisition workforce and is responsible for performing a wide range of activities supporting management of the acquisition workforce as directed by the Administrator for Federal Procurement Policy, pursuant to section 6 d 5 of the OFPP Act, as amended 41 U. To support the management of the workforce in accordance with this Letter, FAI shall focus on the following priorities: Not later than April 1, , and in consultation with the CAOC and other organizations, as appropriate, FAI shall establish general performance measures that agencies may use in assessing their acquisition workforce development programs. Core competencies and curriculum support: In partnership with DAU, FAI shall support the identification and maintenance of core acquisition workforce competencies and a core curriculum to develop these competencies government-wide. FAI shall develop curriculum content, if necessary, to support the civilian workforce needs. Establish career development programs. To assist the workforce in obtaining the necessary competencies and skills, FAI shall establish career development programs. Establish the federal acquisition certification programs: FAI shall develop and administer, with agency involvement, the federal acquisition certification programs. The Board shall direct FAI to prepare recommendations for other certification programs as needed. Questions regarding this Policy Letter should be directed to Lesley A. Field, Office of Federal Procurement Policy lfield omb. This Policy Letter is not intended to provide a constitutional or statutory interpretation of any kind and it is not intended, and should not be construed, to create any right or benefit, substantive or procedural, enforceable at law by a party against the United States, its agencies, its officers, or any persons. It is intended only to provide policy guidance to agencies in the exercise of their discretion concerning federal contracting. Thus, this Policy Letter is not intended, and should not be construed, to create any substantive or procedural basis on which to challenge any agency action or inaction on the ground that such action or inaction was not in accordance with this Policy Letter. This Policy Letter is effective April 15,

3: Civilian Programs “ USAASC

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The Defense Acquisition Workforce Improvement Act (DAWIA) of , P.L. , Title XII, imposed qualification requirements for certain acquisition positions.

4: 41 U.S. Code Â§ - Acquisition workforce | US Law | LII / Legal Information Institute

The Defense Acquisition Workforce Improvement Act (DAWIA) of , P.L. , Title XII, imposed qualification requirements for certain acquisition positions. DAWIA was enacted to improve.

5: Policy Letter | The White House

Defense Acquisition Workforce Improvement Act (DAWIA) The Defense Acquisition University (DAU) provides mandatory, assignment-specific and continuing education courses for military and civilian acquisition personnel within DOD.

6: [USC03] 10 USC Subtitle A, PART II, CHAPTER 87, SUBCHAPTER II: DEFENSE ACQUISITION POSI

Key Leadership Position Joint Qualification Board Application The information collected in this application will be used by the KLP Joint Qualification Board to identify personnel with the knowledge, skills, abilities, and experiences necessary to fill Key Leadership Positions (KLP) of Major Defense Acquisition Programs.

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