



Business Functional Area Workforce Development Proposals

2021 DAU-S Acquisition Update

February 17, 2020



Agenda

- AS IS Course Requirements
- Business Task Force Overview
- Definitions
- Prospective CE and FM Model
- BUS-CE Framework
- BUS-FM Framework
- BUS Notional Workforce Examples
- Q&As



AS IS

Current Courses / Requirements - Cost Estimating

Level I Certification

Knowledge Based

ACQ 1010
Fundamentals of
Systems Acquisition
Management

13 hours, online

EVM 101
Fundamentals of
Earned Value
Management

10 hours, online

BCF 110
Fundamentals of
Business Financial
Management

22 hours, online

BCF 130
Fundamentals of Cost
Analysis

11 hours, online

BCF 132
Applied Cost
Analysis

9.5 days classroom
58 hours

CLB 035
Statistical Analysis

3 hours, online

CLB 042
Cost Risk and
Uncertainty
Analysis

5 hours, online

PMT 0130
Work-Breakdown
Structure

3 hours, online

2 Years of Acquisition
Experience in CE

Total Hrs: 125 hours

Level I "Core Plus"
Courses & CL Module)

Level II Certification

Case/Scenario Based

ACQ 202
Intermediate Systems
Acquisition, Part A

34 hours, online

ACQ 203
Intermediate Systems
Acquisition, Part B

5 days classroom
28 hours

BCF 230
Intermediate Cost
Analysis

9.5 days classroom
58 hours

BCF 206
Cost Risk Analysis

3.5 days classroom
22 hours

BCF 216
Applied Operating and
Support Cost Analysis

4.5 days classroom
28 hours

BCF 221
Intermediate Financial
Management Concepts

9 hours, online

BCF 225
Acquisition Business
Management
Application

5 days classroom
29 hours

BCF 250
Applied Software
Cost Estimating

4.5 days classroom
28 hours

CLB 026
Forecasting Techniques

2 hours, online

CLE 076
Introduction to Agile
Software Acquisition

5 hours, online

4 Years of Acquisition
Experience in CE

Total Hrs: 243 hours
Cum. Hrs: 368 hours

Level II "Core Plus"
Courses & CL Module

Level III Certification

Case/Scenario Based

BCF 331
Advanced Concepts in
Cost Analysis

5 days classroom
28 hours

6 Years of Acquisition
Experience 5 in CE

Total Hrs: 28 hours
Cum. Hrs: 396 hours

Level III "Core Plus"
Courses & CL Module



AS IS

Current Courses / Requirements - FM

Level I Certification

Knowledge Based

ACQ 1010
Fundamentals of
Systems Acquisition
Management

13 hours, online

EVM 101
Fundamentals of
Earned Value
Management

10 hours, online

BCF 110
Fundamentals of
Business Financial
Management

22 hours, online

BCF 130
Fundamentals of Cost
Analysis

11 hours, online

CLB 014
Acquisition
Reporting Concepts
and Policy
Requirements

3 hours, online

CLM 003
Overview of
Acquisition
Ethics

1 hours, online

2 Years of Acquisition
Experience in FM

Total Hrs: 60

Level I "Core Plus"
Courses & CL Module

Level II Certification

Case/Scenario Based

ACQ 202
Intermediate Systems
Acquisition, Part A

19 hours, online

ACQ 203
Intermediate Systems
Acquisition, Part B

5 days classroom
30 hours

BCF 221
Intermediate Financial
Management
Concepts

9 hours, online

BCF 225
Acquisition Business
Management
Application

5 days Classroom
30 hours

BCF 275
Applied Business
Analysis
Techniques

4 days classroom
24 hours

CLB 037
Defense Working
Capital Fund

2 hours, online

CLC 011
Contracting for the
Rest of Us

2 hours, online

CLM 017
Risk Management

8 hours, online

Choice One Of:

- BCF 209 Acquisition Reporting for MDAPs 26 or
- ACQ 370 Acquisition Law 28 hours or
- EVM 202 Intermediate EVM 52 hours or
- EVM 263 Prin of Sche Mgt 18 hours

4 Years of Acquisition
Experience in FM

Total Hrs: 176 hours max
Cum. Hrs: 236 hours max

Level II "Core Plus"
Courses & CL Module

Level III Certification

Case/Scenario Based

BCF 301
Advanced
Financial Management

8.5 days
classroom
52 hours

CLB 036
Foreign Military
Sales

4 hours, online

CLM 031
Improve Statement
of Work

3 hours, online

6 Years of Acquisition
Experience in FM

Total Hrs: 59 hours
Cum. Hrs: 295 hours max

Level III "Core Plus"
Courses & CL Module



Business Task Force Overview

- Objective: Develop a streamlined and adaptable BUS-CE and BUS-FM workforce training and developmental concept that provides timely, relevant and tailored training for personnel across the defense acquisition workforce
- Address key themes of DAU “Voice of the Customer” survey:
 - Current DAWIA 3-level certification model is too frontloaded
 - Much learning comes too soon; much forgotten or outdated when needed
 - Significant scrap learning; “this isn’t relevant to my job”
 - Too much policy, not enough tailorable, job-centered skills
 - Must support both job-centered learning and career-long development
- Address FY20 NDAA Sec. 861: Defense Acquisition Workforce Certification, Education, and Career Fields regarding Professional Certification Requirement

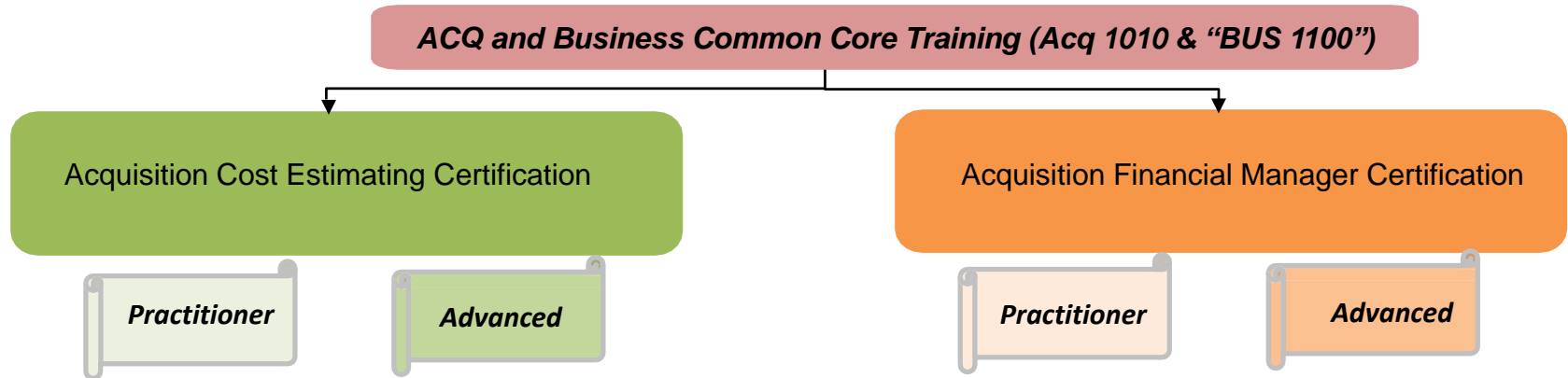


Current Status

- Task Force Outputs:
 - Completed & Provided Business Competency Models to DAU
 - BUS-CE's model contains certification levels; two types of credentials; WBS; Unit of Competency; Competency Topic, Sub-Competency Statements
 - BUS-FM's model contains two certification levels; Unit of Competency; Competency Topic, Sub-Competency Statements
 - Drafted Certification Frameworks
 - Education, Experience, Training, Assessment, and Validation
 - Completed Business Essentials (BUS 1100) training topics, common to both FM and CE
 - Completed Position Category Descriptions
- Alignment with OSD Comptroller requirements
- DAU is working on:
 - Translating competencies statements to performance & learning objectives
 - Determining course content and credential scheduling



Prospective CE and FM Model



Two Tracks to Certification Two Levels of Certification

There will be some training common to both tracks

BUS 1100 topics include:

Budget Formulation Justification and Presentation

Budget Execution

Policy and Regulations

EVM Overview

Intro to Cost Analysis

Contracting Overview



BUS-CE Framework

Element	Business - Cost Estimating
Education	Degree: in operations research; or at least 24 semester hours in a combination of operations research, mathematics, probability, statistics, mathematical logic, science, or subject-matter courses requiring substantial competence in college-level mathematics or statistics. At least 3 of the 24 semester hours must have been in calculus
Curriculum	<p>Practitioner: ACQ Common Core, Business Common Core, Cost Estimating Fundamentals, One Commodity Credential, and Soft Leadership Skills</p> <p>Advanced: Practitioner plus Advanced Cost Estimating and Leadership Soft Skills</p>
Experience	<p>Practitioner: at least ~4 years of acquisition experience in cost estimating</p> <p>Advanced: at least ~7 years of acquisition experience in cost estimating and serving a program office, PEO, Service/Defense agency levels, or supporting program that report to a Service Acquisition Executive (SAE)</p>
Assessment	In discussion, would like to offer overall assessment opportunity without taking training or Course Fulfillments; Graduate level equivalency (MCEA and AFIT)
Validation	Services/Components process to use to validates completion of above requirements
Certification Currency	80 hours CL every 2 yrs. with an acquisition and leadership focus; CL taken in technical, specialty, and professional competencies; a certain amount/type of CL as determined by supervisor shall directly map to professional competencies; if 80 hrs. not completed within 2-year time period, certification will expire and become inactive. The employee must develop a Certification Reactivation Plan, approved by the supervisor, describing employee's plan of action to reactive certification. Specific application policy will need to be provided in DoDI 5000.66.

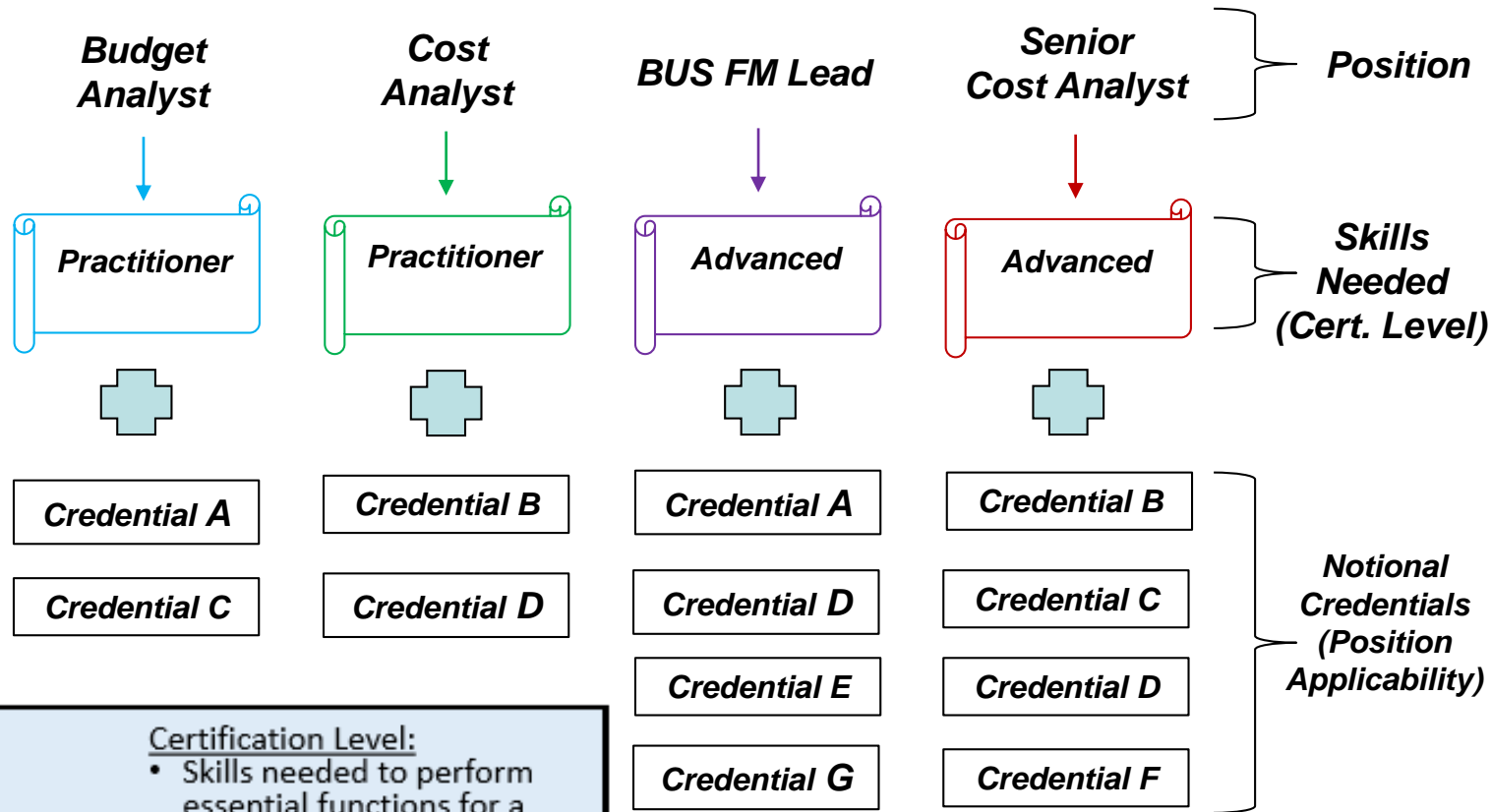


BUS-FM Framework

Element	Business - Financial Management
Education	Not required (Hiring agencies determine Occupational Series which may have requirements)
Curriculum	<p>Practitioner: ACQ Common Core, Business Common Core, Financial Management competencies proficiency level 1 & 2, and Leadership Soft Skills</p> <p>Advanced: Senior Acquisition Financial Management competencies proficiency level 3-5, and Leadership Soft Skills</p>
Experience	<p>Practitioner: At least 4 yrs. of relevant acquisition financial management experience</p> <p>Advanced: At least of 6 yrs. in acquisition financial management leadership billet within an acquisition major program office, PEO, or Service/Component/Headquarters/equivalent level. Example: Acquisition FM Competency Lead at HQ/Secretariat or equivalent or Major/System Command or equivalent org, Acquisition BUS-FM Program Lead on ACAT I/II or Business System Category I, Acquisition BUS-FM Lead at PEO, etc.</p>
Assessment	No comprehensive exam - Assessment included in training.
Validation	Agency validate relevant Acquisition experience according to Service processes.
Certification Currency	80 hours CL every 2 yrs. with an acquisition and leadership focus; CL hours taken in acquisition FM technical, specialty, and professional competencies; a certain amount/type of CL hours as determined by supervisor shall directly map to professional acquisition or FM competencies; if 80 hours not completed within 2-year time period, certification will expire and become inactive. The employee must develop a Certification Reactivation Plan, approved by the supervisor, describing employee's plan of action to reactive certification. Specific application policy will need to be provided in DoDI 5000.66



BUS Notional Workforce Examples



Credential:

- Job Required:
 - Assigned by Supervisor/Agency
 - Required for position
- Elective:
 - Selected by employee
 - Recommended by Supervisor/Agency
- Possible discriminator during hiring

Certification Level:

- Skills needed to perform essential functions for a position
- Identifies education, training, and experience requirements
- Required to obtain within 24 months in position

Types of Credential:

- Specialty
- Currency & Breadth