



DAU AND THE AT&L WORKFORCE

Scott Ilg

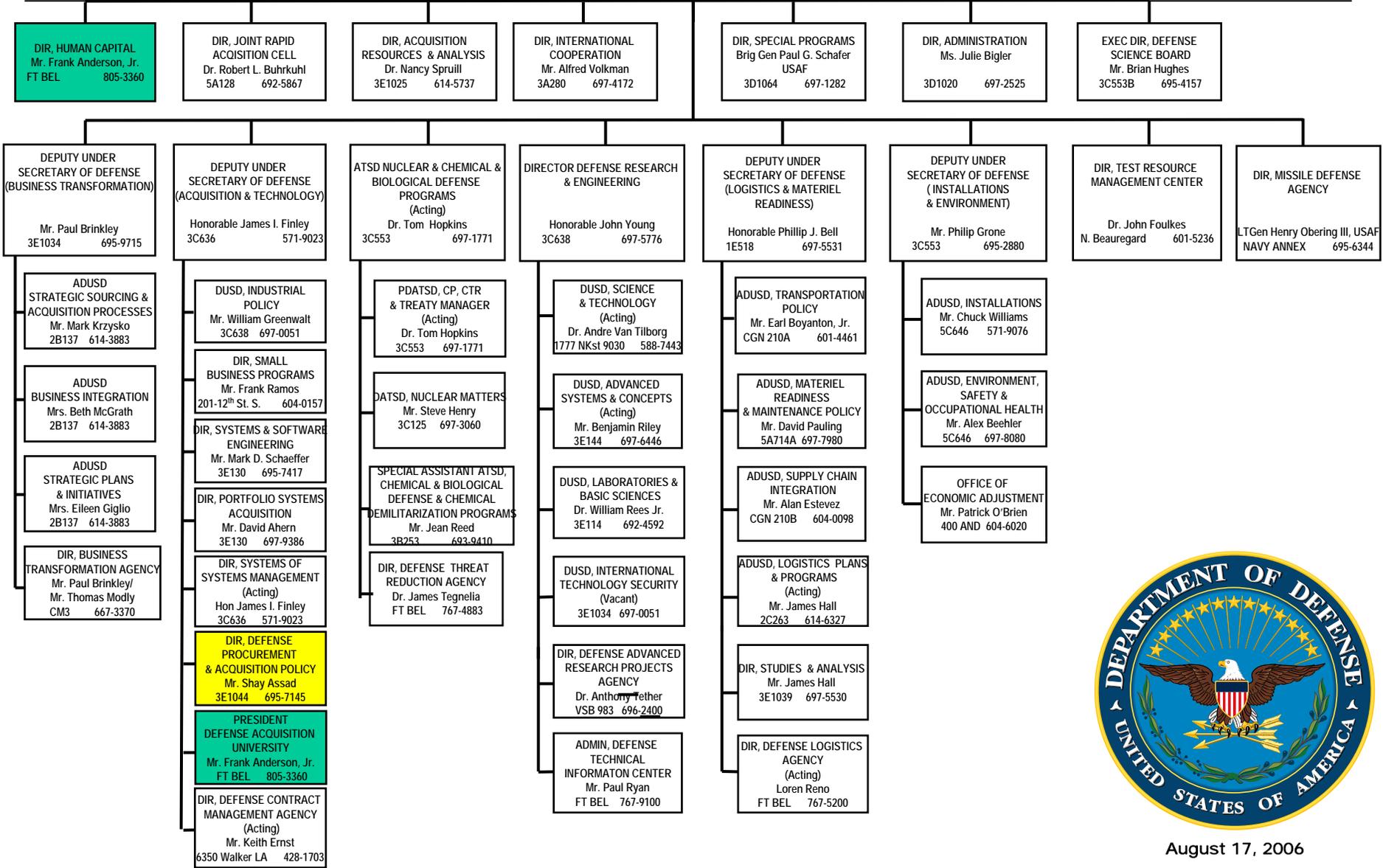
Site Manager, Germany

Defense Acquisition University



UNDER SECRETARY OF DEFENSE
 (ACQUISITION, TECHNOLOGY AND LOGISTICS)
 Honorable Kenneth J. Krieg
 697-7021 3E673

PRINCIPAL DEPUTY
 Not Designated



August 17, 2006



Goal 1 – High Performing, Agile and Ethical Workforce

Goal 2 – Strategic and Tactical Acquisition Excellence

Goal 3 – Focused Technology to Meet Warfighting Needs

Goal 4 – Cost-effective Joint Logistics Support for the Warfighter

Goal 5 – Reliable and Cost-effective industrial Capabilities Sufficient to Meet Strategic Objectives

Goal 6 – Improved Governance and decision Processes

Department of Defense
Acquisition, Technology and Logistics

AT&L Human Capital Strategic Plan v 1.0





The Top Strategic Goal -- People

“A High-performing, Agile, Motivated, Ethical Workforce”



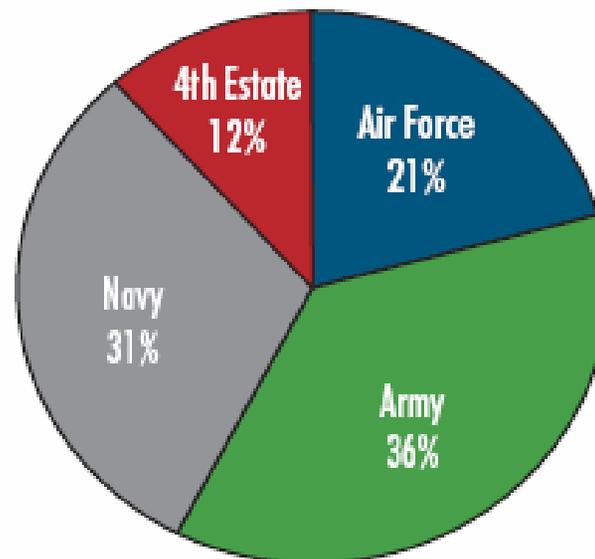
**The # 1 Goal
of the Under Secretary of Defense
for Acquisition, Technology, and Logistics
is
PEOPLE**

**Specifically an
Integrated, Strategic Approach to Human Capital
Management.**

AT&L WORKFORCE STATISTICS

Total Count	Combined	134,299
	Military	15,439 (11.5%)
	Civilian	118,860 (88.5%)
Average Age	Military	35.6 yrs
	Civilian	47.3 yrs
Civilian Retirement Program Distribution	CSRS	34.9%
	FERS	64.2%
	Unknown	0.9%

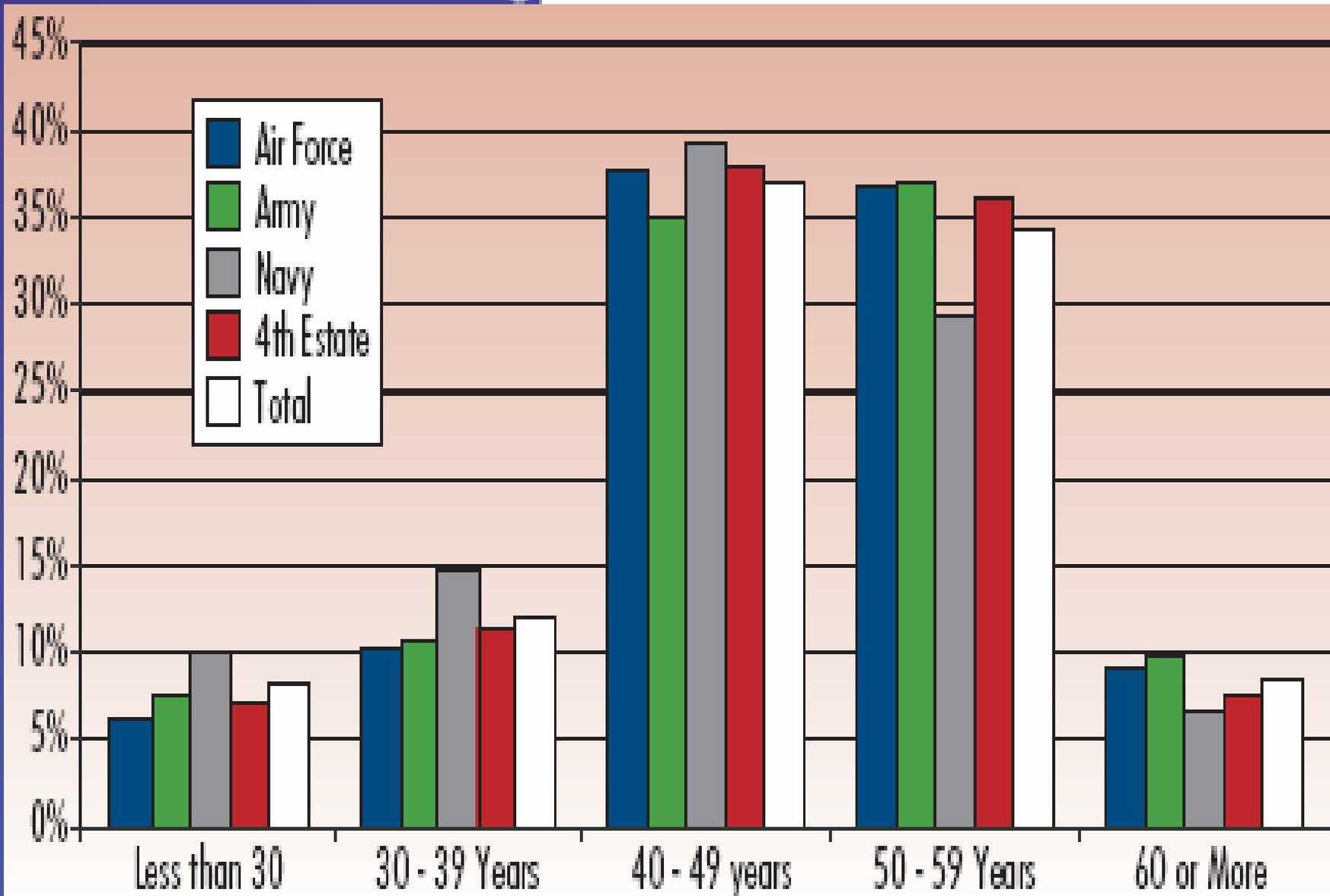
Total AT&L Workforce Statistics



Total AT&L Workforce Summary Data by Component

		Air Force	Army	Navy	4th Estate
Total Count	Combined	27,945	49,119	41,128	16,107
	Military	9,695 (34.7%)	1,472 (3.0%)	4,272 (10.4%)	n/a
	Civilian	18,250 (65.3%)	47,647 (97.0%)	36,856 (89.6%)	16,107 (100%)
Average Age	Military	33.4 yrs	40.3 yrs	38.8 yrs	n/a
	Civilian	47.9 yrs	47.7 yrs	45.9 yrs	47.7 yrs
Civilian Retirement Program Distribution	CSRS	34.5%	38.2%	31.0%	34.1%
	FERS	65.5%	60.4%	69.0%	64.8%
	Unknown	n/a	1.4%	n/a	0.1%

AT&L Civilian Age Distribution by DoD Component

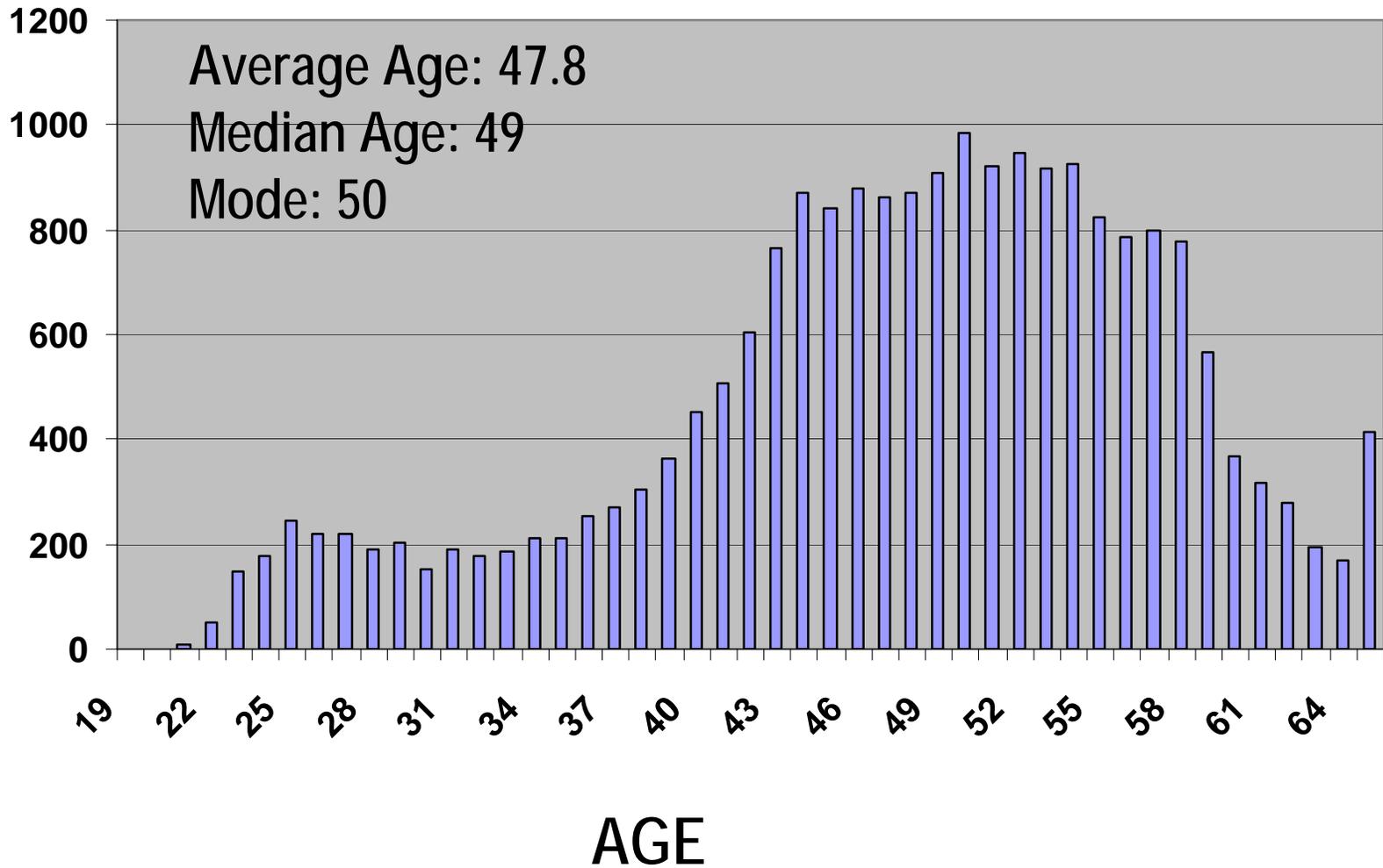




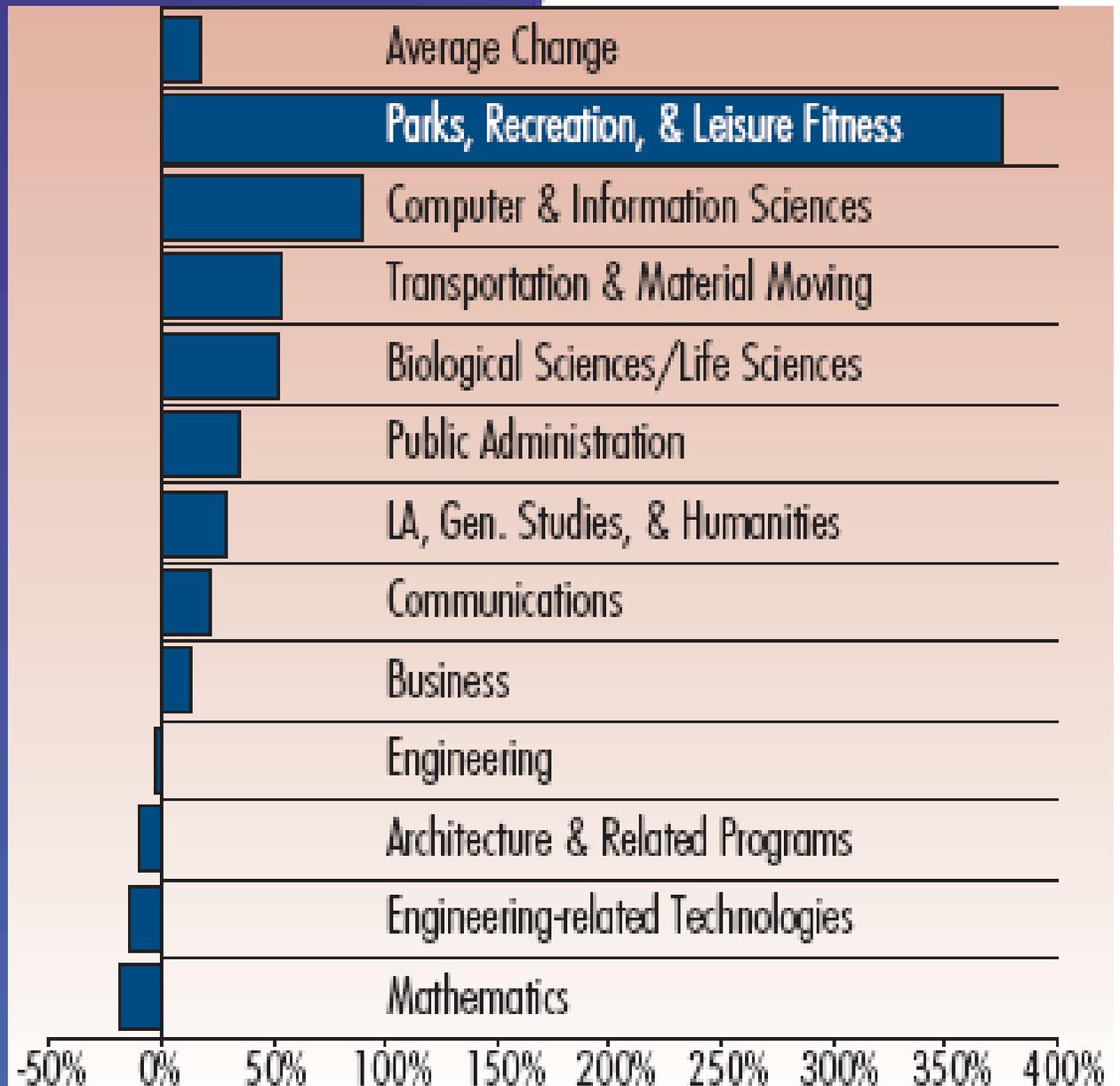
AT&L Civilian Workforce – Contracting

Number members by Age (30 Sep 2005)

Number of Workforce Members



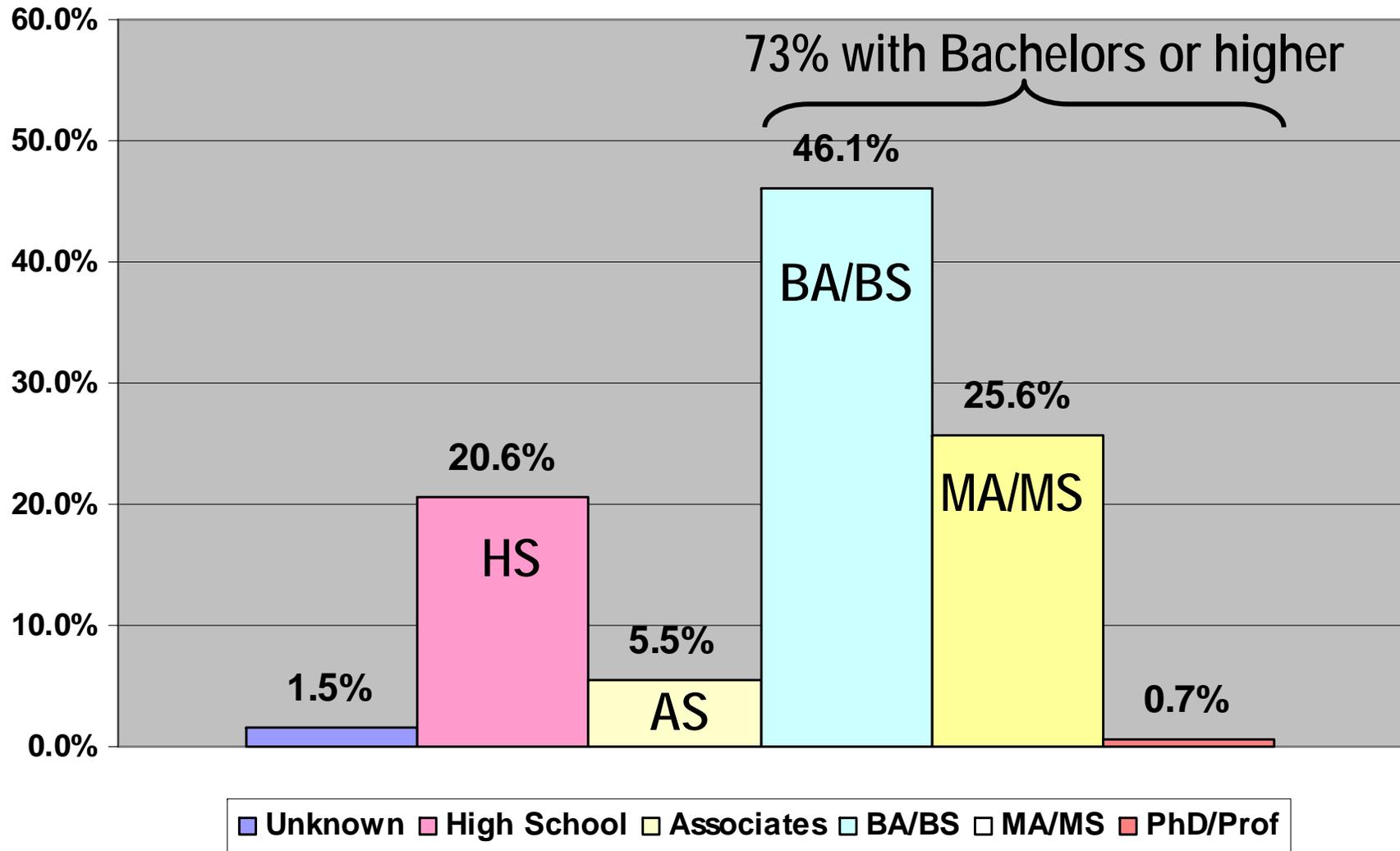
Percent Change in Bachelor's Degrees Awarded at U.S. Colleges & Universities 1991 - 2002





AT&L Contracting Workforce

Academic Degree Level Achieved





AT&L Workforce Human Capital Strategic Plan

- **Tasks/Initiatives – Examples**
 - Performance Management
 - AT&L workforce competencies validation
 - Improve workforce data, gap-analysis and transparency to improve strategic human capital decision-making
 - Improve workforce certification framework (Core Plus)
 - Improve workforce development and job performance resources
 - Share and migrate workforce best practice initiatives across components

DAU MISSION

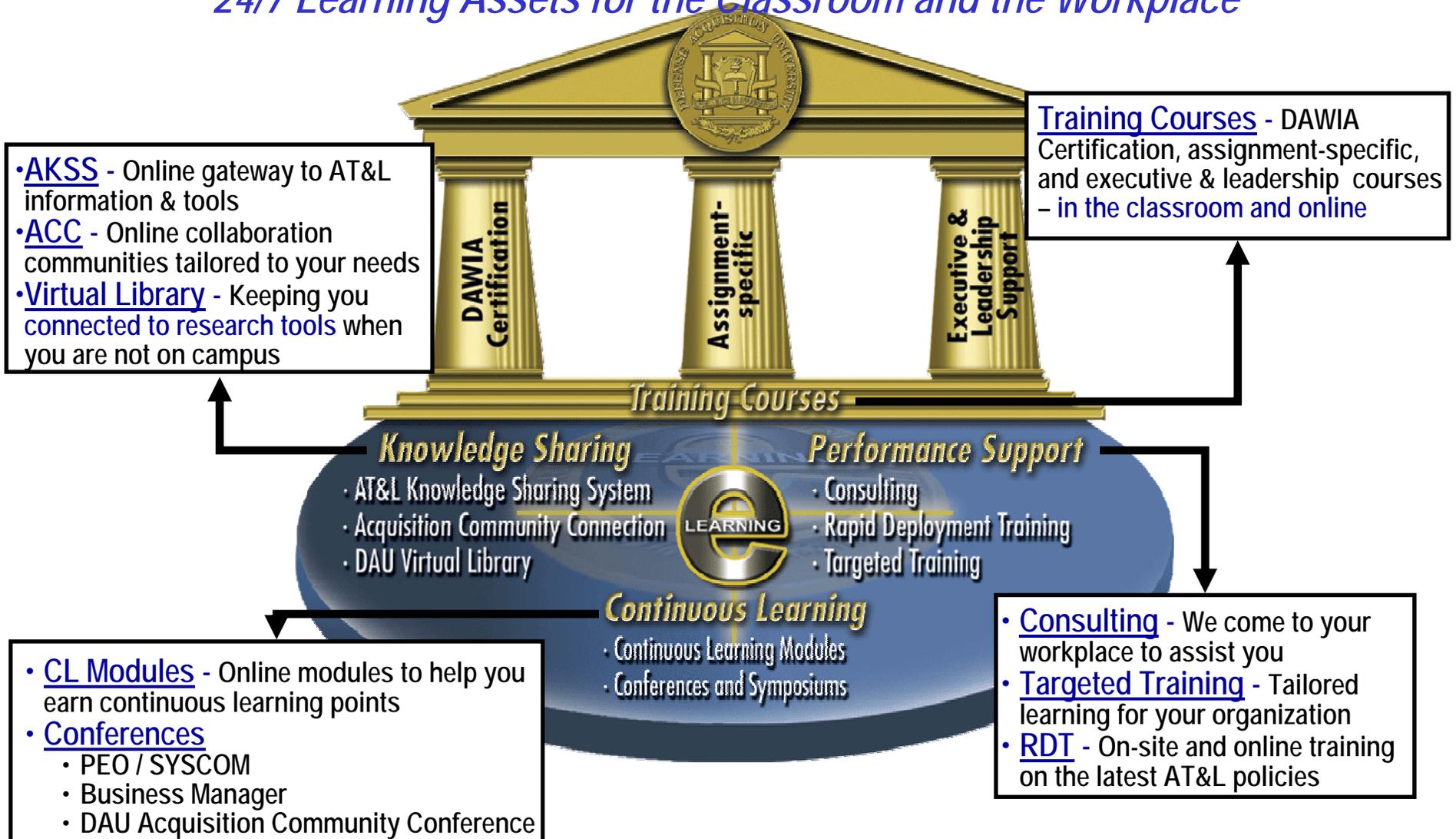
Provide practitioner training, career management, and services to enable the AT&L community to make smart business decisions and deliver timely and affordable capabilities to the warfighter.

1. We **train** the AT&L Workforce through certification and assignment-specific courses
2. We promote career-long learning through our **Continuous Learning Center**
3. We offer **performance support** to the AT&L Workforce through consulting, Rapid Deployment Training, and targeted training
4. We facilitate **knowledge sharing** through online resources and communities of practice
5. **Provide Human Capital Strategic Planning** for the AT&L Workforce



AT&L PERFORMANCE LEARNING MODEL

24/7 Learning Assets for the Classroom and the Workplace

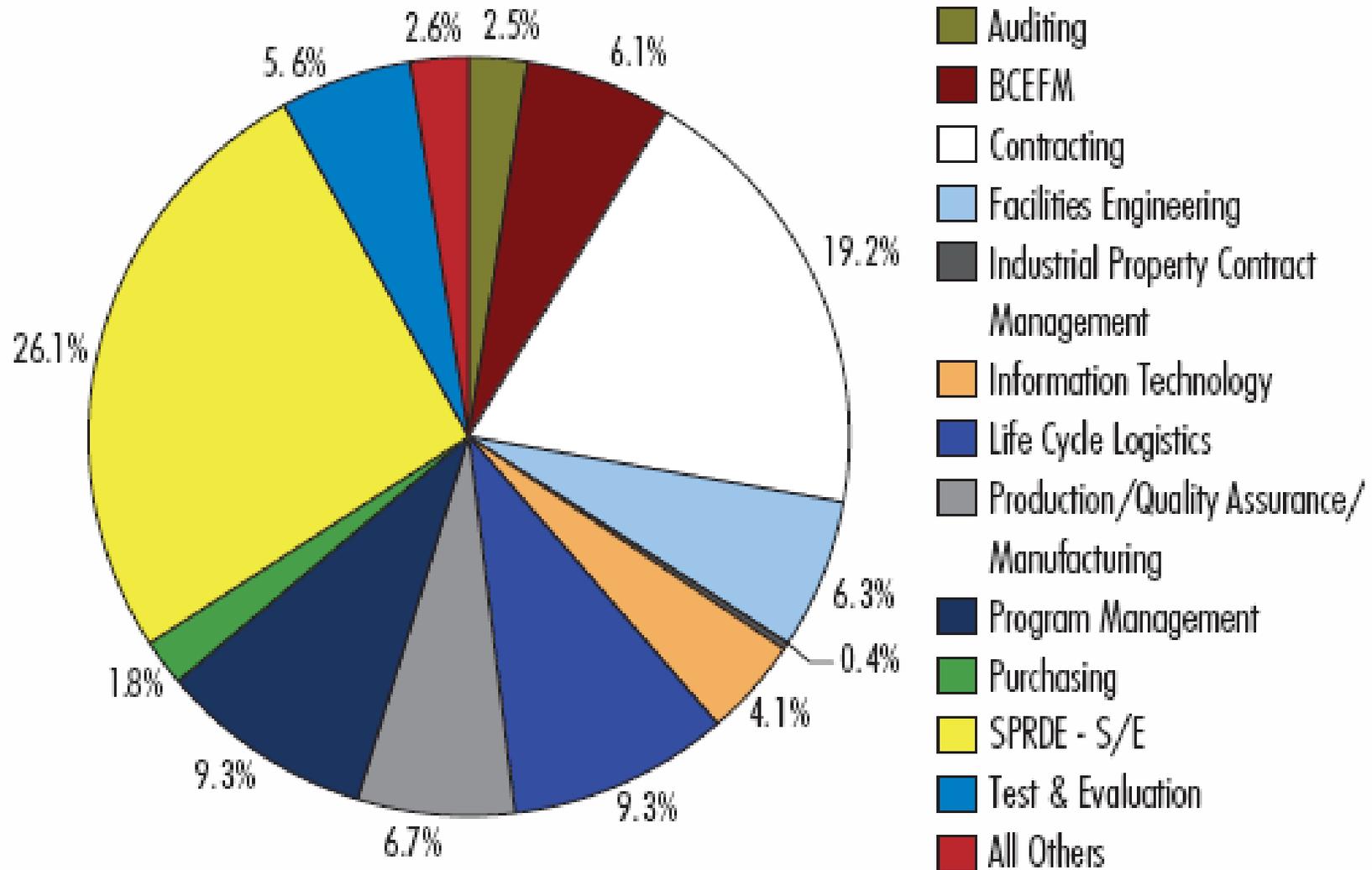




Career Field Certification Programs

- Auditing
- Business, Cost Estimating and Financial Management
- Contracting
- Facilities Engineering
- Industrial/Contract Property Management
- Information Technology
- Life Cycle Logistics
- Production, Quality and Manufacturing
- Program Management
- Purchasing
- Systems Planning, Research, Development and Engineering-Science and Technology Manger
- Test and Evaluation

TOTAL AT&L WORKFORCE CAREER FIELD DISTRIBUTION





AT&L WORKFORCE SUMMARY DATA BY FUNCTIONAL CAREER FIELDS

Career Field	Distribution		Total Count				Average Age		Retirement Program	
	Military	Civilian	Air Force	Army	Navy	4th Estate	Military	Civilian	FERS	CSRS
Auditing	0%	100%	-	-	-	3,367	n/a	45.3	77%	23%
BCEFM	4%	96%	1,826	4,384	1,840	155	34.7	48.5	54%	43%
Contracting	16%	84%	7,430	8,092	5,080	5,191	33.9	47.9	62%	38%
Facilities Engineering	0%	100%	-	4,922	3,506	4	n/a	47.0	64%	36%
Industrial Property Contract Management	0%	100%	-	155	61	327	n/a	52.0	57%	43%
Information Technology	12%	88%	1,550	3,023	760	205	35.8	48.8	61%	39%
Life Cycle Logistics	9%	91%	2,081	6,143	4,208	85	39.3	49.8	57%	43%
Production/Quality Assurance/Manufacturing	7%	93%	407	2,295	2,033	4,207	39.5	50.8	56%	44%
Program Management	40%	60%	4,510	3,804	3,552	564	37.7	49.8	56%	44%
Purchasing	1%	99%	627	348	586	893	29.9	50.4	64%	36%
SPRDE - S/E	6%	94%	6,505	11,259	16,888	413	31.6	44.7	72%	28%
Test & Evaluation	21%	79%	2,417	2,500	2,454	83	33.7	44.5	74%	26%

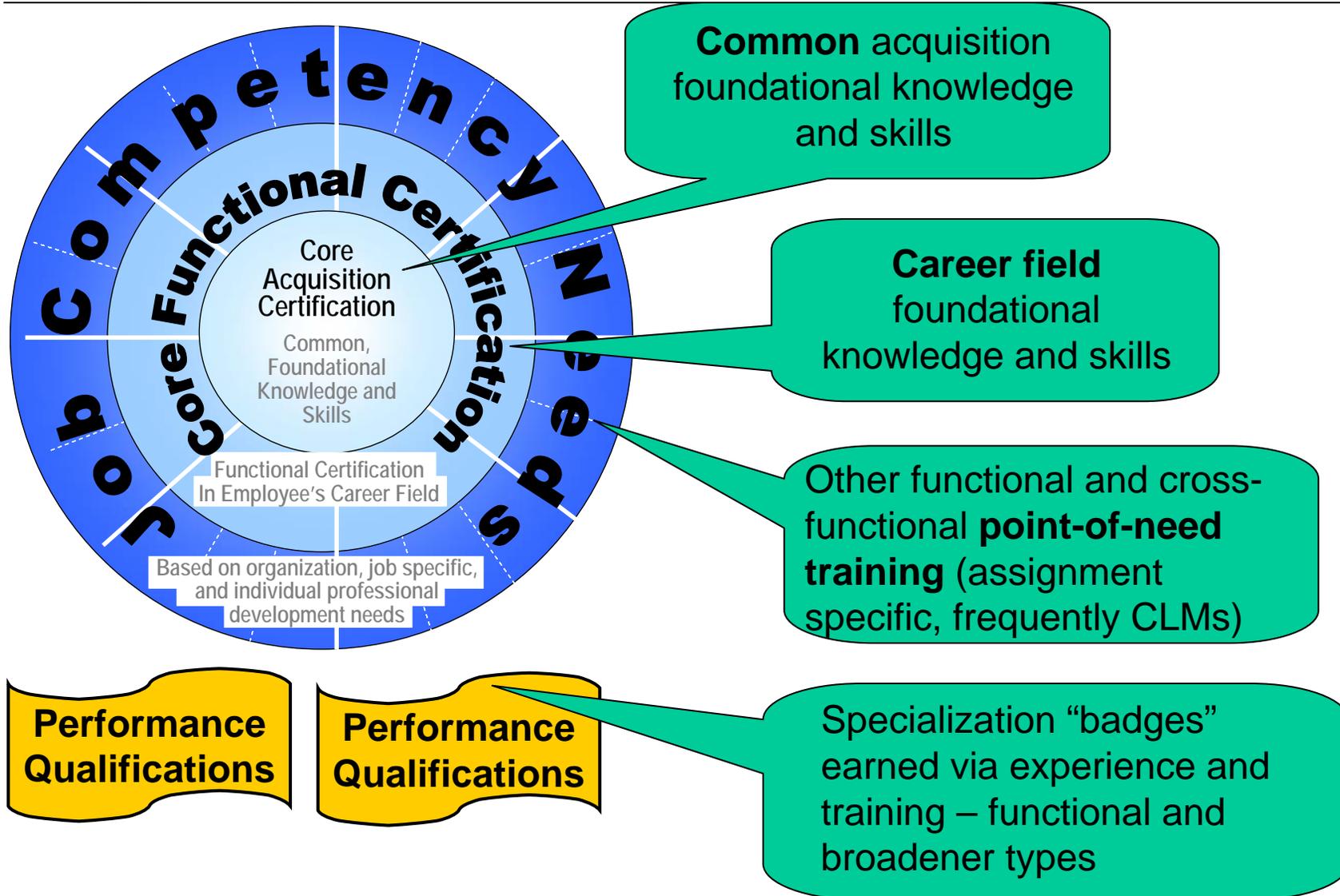
Note: SPRDE - S/T Manager data not included.



A FEW DAU INITIATIVES

- Moving from single dimension classroom training to multi-dimensional
- Core Plus
- Developing/exploring simulated or organizational training programs
- Setting the standard for data-driven work force analysis
- Exploring learning strategies that drive continuous learning and performance outcomes
- Engaging senior OUSD(AT&L) functional advisors to improve DoD-wide certification framework

CORE PLUS



Group Training

Problem Statement: DAU Conducts Individual Training, not Organizational Training

AT&L Organizational Training Program Goals:

- Develop targeted training as an intact organization comprised of actual staff members from the job
- Leverage PM / PEO / HQs staffs
- Use Real world acquisition scenarios
- Leverage state-of-the-art simulation technology
- Maximize Synergy building as an element of command and control

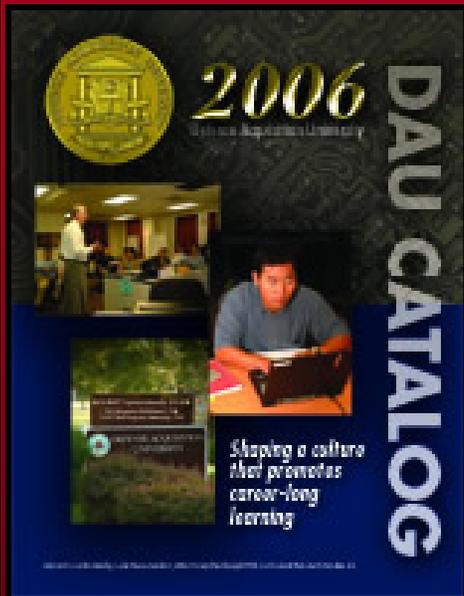


DAU Goal and End State:

- Build an AT&L Simulation Center and Bring AT&L Organizations to a State-of-the Art Facility Where Organizations Can Train and Learn “Together” in their Respective Domains

Approach:

- Investigate Existing Methodologies Such as Simulation-based Training (SBT) Techniques that Will Help Arm Our AT&L Work Force for Greater Performance & Success in the Field
- Launch Phase I of a Multi-Phased SBT Approach—test-drive and validate in a few on-going DAU classes that are scenario-based
- Determine Which DAU Courses/Programs Can Produce Near-term Dividends that Will Pave Way for More Universal Applications Across DAU Curriculum





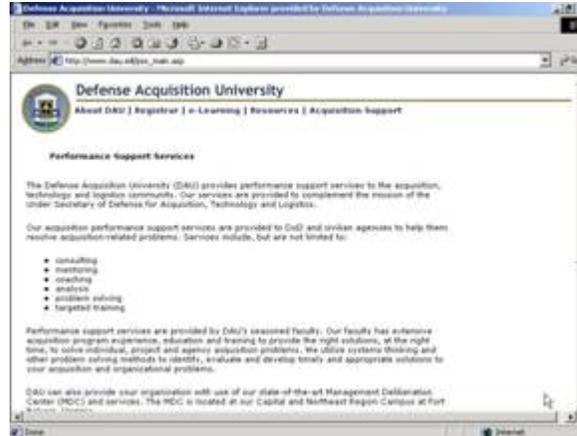
Find Out More About DAU Products

DAU Training Courses



<http://www.dau.mil/registrar/enroll.asp>

Performance Support



http://www.dau.mil/performance_support/

Continuous Learning Center



<http://clc.dau.mil>

AT&L Knowledge Sharing System (AKSS)



<http://akss.dau.mil>

Credit for DAU Courses toward Degrees



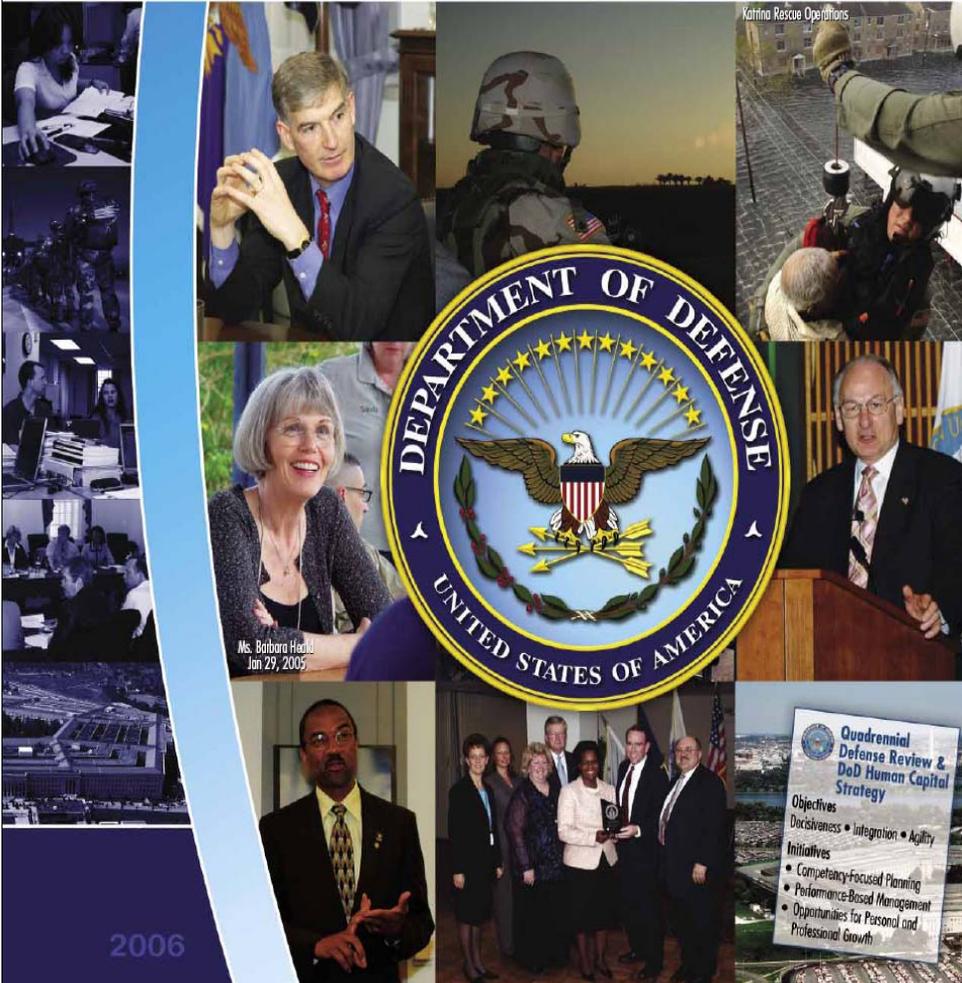
<http://www.dau.mil/about-dau/partnerships.aspx>

Equivalencies



<http://www.dau.mil/learning/equivalency.aspx>

AT&L Human Capital Strategic Plan v 1.0



2006

