Model DACM Office
4th Estate Summit Discussion
Presented by Joe Chang

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Discussion Areas - Current & Future

• Our Goal: Excel in servicing customers

• Who we are: AT&L Workforce & Career Management Office and 4th Estate DACM (colocated - unique)

• Key Discussion Areas:
  - AT&L Workforce Initiatives
    • Human Capital Strategic Planning
    • Competency Management
    • Data Green Management
  - Career Management Focus areas
    • Certifications, Acq Corps, IDPs, Dashboards
    • Budget, Travel, Quota Management
DAU AT&L Workforce
Office at a Glance
Our Mutual Goal

AT&L Workforce Transformation

USD(AT&L) Workforce Team Effort!

Goals

1) High Performing, Agile and Ethical Workforce
2) Strategic and Tactical Acquisition Excellence
3) Focused Technology to Meet Warfighting Needs
4) Cost-effective Joint Logistics Support for the Warfighter
5) Reliable and Cost-effective Industrial Capabilities Sufficient to Meet Strategic Objectives
6) Improved Governance and Decision Processes
Strategic Alignment

DAU Goal 1.1.5
Provide a fully integrated powerful learning environment that engages the learner at the point of need.

DoD HCSP Goal 2
Mission - Ready Workforce

AT&L HCSP Goal 4
Provide learning assets at the point of need to support mission responsive human capital development.

AT&L Goal 1
High Performing, Agile and Ethical Workforce

AT&L Workforce and Career Management
Customer Support for You

• Know customers personally - meet regularly to identify issues, exchange ideas, and improve career management

• Continually update and improve processes (such as: certifications, acq corps, IDPs, data green, human capital planning, competency management, procedures, etc)

• Invite 4th Estate to select key meetings (SSB, WMG, Policy Planning, etc on a rotating basis)

• Be your first stop to help on career management issues
4th Estate Customer Meetings with New DACM and Exec Director, AWCM

- DISA - Jul 3, 2007 (at DAU)
- DCMA - Aug 7, 2007
- DTRA - Sep 7, 2007 (at DAU)
- DLA - Sep 11, 2007
- MDA - Sep 10, 2007
- SOCOM - Sep 12, 2007
- 4th Estate Summit - Sep 12-14, 2007
- DISA - Sep 28, 2007
Defence Agency (DACM) – Update

• Accomplishments
  - Centralized Travel Budget, Quota Management, Help Desk
  - Implemented tools to help the field – Master Waitlist, Generate Student Applications, Top Ten Reports, Weekly Dashboards with key stats
  - Developed a Priority System to enhance quota management
  - Implementation of automated Certification System
  - Implementation of Acquisition Corps Certification
  - Implemented Continuous Learning Points Tracking System

• Way Ahead
  - Personal Visits to Customers to educate/enhance customer service
  - Executive Forum with Mr. Anderson and SPEs/Agency Directors
  - Integration with Key AT&L Initiatives (Data Green, HCSP, Compentency)
  - New Dashboards for Students, Supervisors, Quota Managers
  - New Automated Individual Development Plan (IDP) System
DACM Office – Today and Beyond

- Supports career management for civilians employed by the Defense Agencies
  - Distributes training resources
    - DAU Course Quotas
    - DAU Student Travel Budget
  - Provides tools to aid in career management
    - Acquisition Training Application System
      - DAU Registration
      - Continuous Learning Tracking System
      - Application for Career Field Certification (Dec 2006)
      - Application for Acquisition Corps Membership (Dec 2006)
    - Acquisition Leadership Effectiveness Inventory
  - Assists with coordination and Interpretation of Acquisition Workforce Related Policies

- What would a model DACM office look like and what would you like to see us do for you?
AT&L Continuous Learning Policy

DoD AT&L Workforce Members Must participate in meaningful Continuous learning activities.

**Goal:**
40 Continuous Learning Points (CLPs) every year

**Mandatory:**
80 CLPs every 2 years.

Reported Annually
Budget Process

• Previous Procedures: MIPRs were provided to the 16 major agencies

• Last year: we centralized budget process with DAU PRM office to provide more visibility in tracking funding and centrally manage

• Discussion area: How is the budget process working for our customers?
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<th>Goal</th>
<th>Description</th>
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<td>1</td>
<td>Align and fully integrate with overarching DoD human capital initiatives.</td>
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<td>2</td>
<td>Maintain a decentralized execution strategy that recognizes the components’ lead role and responsibility for force planning and workforce management.</td>
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<td>3</td>
<td>Establish a comprehensive, data driven workforce analysis and decision-making capability.</td>
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<td>4</td>
<td>Provide learning assets at the point of need to support mission-responsive human capital development.</td>
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<td>5</td>
<td>Execute DoD AT&amp;L Workforce Communication Plan that is owned by all DoD AT&amp;L senior leaders (One Team, One Vision, A Common Message and Integrated Strategies).</td>
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Human Capital is a national strategic challenge for both the public and private sector:

- Aging workforce
- Pending experience gaps
- Emerging technical talent shortages
- Human Capital Data shortfalls
- Very aggressive DoD/AT&L human capital initiatives in place

We must act now... to ensure the AT&L workforce is positioned for the future!
Competency Management Initiative

Assess

Model

Report

Analyze

13 functional areas

Gap fix measures
Why is the Data Green Initiative Important?

**Where ATL Data Was**
- Inconsistent Data
- DACM-Centric Information
- No data validity review
- Disjointed Reporting

**ATL WF Data Integration**
- Standard Reporting Tool
- Common Data Model
- Standardized Data
- Aggregated Data Store
- Consolidated Data Submission
- Data Validity Review
- Workforce Data Analysis
- Data Transparency
- Workforce Dashboards

**Where ATL Data Must Go**
- Integrated internal & external transactions
- Common Picture “One ATL WF”
- Real-time access & interaction
- Faster, Better, Cheaper, Easier
1. Improve AT&L workforce-unique (DoDI 5000.55) data management processes
   • Components/DAU partnering on centralized collection of data in AT&L Workforce Datamart
     – Person Data submitted quarterly to DAU; Position Data submitted 2 times per Year
     – Alternatives for secure submission via FTP, flat file or directly into Web Application
   • DAU provides DMDC centralized submission of AT&L workforce data

2. Improve Data Quality
   • Services/agency position reviews (AF already complete)
   • Iterative reviews for completeness, accuracy, and duplications (focus on key data first)
   • Enable Service direct access to their data in AT&L datamart

3. Improve Workforce Analysis Capability
   • AT&L Workforce Datamart provides Business Intelligence (BI) analysis tools
   • 24/7 availability (sorting, graphs, calculations, generate reports)

4. Improve Transparency and Availability of Data for Strategic Decisions
   • State-of-the-Workforce report (Web-hosted) will enable improved transparency
   • On-Demand and automated dashboard reports for senior leaders/components

Data Transparency Is Transformation!
Why Data Green Is Important

We report to Congress and other key stakeholders and need accurate, real-time, valid data

What’s the impact of reporting invalid data?

• Budget requests will not be accurate
• Inaccurate depiction of the acquisition workforce
• Human Capital Strategic Planning is impaired
• Identifying competencies for the workforce is marred
• Inadequate planning for current/future workforce training
• Estimates of future needs is flawed

• In essence, we need to change the process, streamline policy, and ask the Senior Procurement Executives and Agency Directors for their personal commitment for excellence in data reporting and management

Discussion Points when moved to next monthly
Next Steps

• Invite Senior Procurement Execs/Agency Directors to a 4th Estate Executive Forum
  - Mr. Anderson, Director, Human Capital Initiatives and President of DAU will personally meet with your executives to discuss current issues, obtain your inputs, and develop mutual commitments to key AT&L priorities

• Set up Next 4th Estate Summit date, topics, place
Resources for more info

- AT&L Workforce Office Web - www.dau.mil/workforce
- 4th Estate DACM Site www.dau.mil/doddacm
- 4th Estate community of practice site: http://acc.dau.mil/dacm