



DEPARTMENT OF THE AIR FORCE

Office Of The Assistant Secretary

01 APR 1998

MEMORANDUM FOR AF/DP
AFMC/CV
POLICY COUNCIL CHAIR, PROGRAM MANAGEMENT
POLICY COUNCIL CHAIR, CONTRACTING &
MANUFACTURING CIVILIAN CAREER PROGRAM
POLICY COUNCIL CHAIR, SCIENTIST AND ENGINEER
CAREER PROGRAM

FROM: SAF/AQ
1060 Air Force Pentagon
Washington DC 20330-1060

SUBJECT: An Initiative to Enhance Career Management Acquisition Disciplines

In December 1997, the Acquisition Professional Development Council (APDC) approved an initiative to enhance career management within our acquisition disciplines. The Council was motivated by a number of factors. First, the need to influence career management issues for both the civilian and military workforce. Second, the need for consistent career management processes for all acquisition disciplines throughout the Air Force. Third, the need for a linked career management structure, able to meet the challenges of the 21st Century.

The timing for such an initiative is ideal. For several years, the personnel community has been paving the way to establish a single AF Personnel Center (AFPC). The Center provides the framework to work as a single personnel manager, for both military and civilian, for each military AFSC and civilian job series. In concert with AFPC's initiative, AFMC/DR is also launching an initiative to establish oversight and career management linkage for the area of acquisition program management.

Effective career management is one of the most important people tasks the acquisition community faces today. Making assignments and filling jobs are part of this process. Ensuring we are corporately developing people with the right skills to be successful, will greatly enhance our abilities as an acquisition workforce. Each of us in the acquisition business must play a part in that process. With senior leadership guidance, supervisor involvement, and individual career counseling, we can build a consistent career management structure throughout the acquisition community.

I request the following actions be taken as first steps.

1. Each Policy Council Chair expand their Civilian Career Program charters to include oversight of the functional area's military workforce.

2. AF/DP, AFMC/CV, SAF/AQ, and each Policy Council Chair provide members to form an action team to develop initial plans for functional career management based on this new initiative. This team will be led by SAF/AQXD. Request organizations select representatives and provide names to SAF/AQXD by COB 10 Apr 98.

a. The career management action team shall develop a structural framework which ensures that career management goals and objectives for both military and civilian personnel are consistent, and linked to all Laboratories, Logistics, Product, and Test Centers across the Command as well as HQ AFMC and the Air Staff.

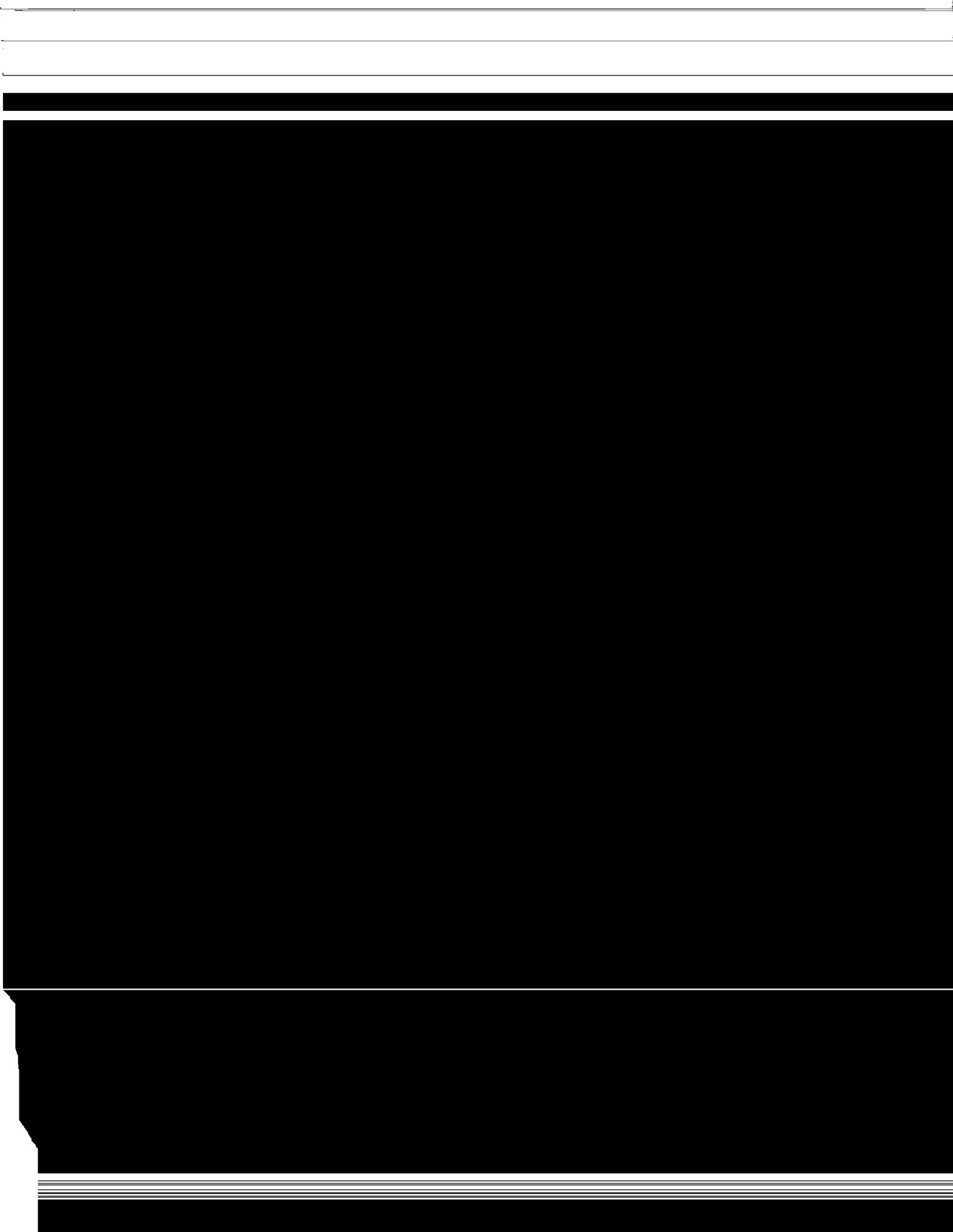
b. The action team should plan to brief at the next APDC meeting their plans and status to accomplish this career management initiative.

To ensure that this initiative receives proper attention and oversight, I am directing the rewrite of the Acquisition Professional Development Council Charter, which will include membership of each Acquisition Career Program Policy Chair. I will also host an APDC meeting three times a year.

Your commitment and support are vitally important to the success of this career management initiative. Your efforts will set the stage for the rest of the acquisition community. SAF/AQXD will assist in the development of your plans and the briefing for 22 April. Please contact Mr. Joe Diamond, DSN 425-7120, Commercial (703) 588-7120 or Lt Col Dick Vantine DSN 425-7276, Commercial (703) 588-7276 if you have any questions concerning this effort.


DARLEEN A. DRUYUN
Principal Deputy Assistant Secretary
(Acquisition & Management)

cc:
SAF/AQ Functional Managers
APDC Members
All Policy Council Chairs
AFPC





DEPARTMENT OF THE AIR FORCE

Office Of The Assistant Secretary

01 APR 1998

MEMORANDUM FOR AF/DP
AFMC/CV
POLICY COUNCIL CHAIR, PROGRAM MANAGEMENT
POLICY COUNCIL CHAIR, CONTRACTING &
MANUFACTURING CIVILIAN CAREER PROGRAM
POLICY COUNCIL CHAIR, SCIENTIST AND ENGINEER
CAREER PROGRAM

FROM: SAF/AQ
1060 Air Force Pentagon
Washington DC 20330-1060

SUBJECT: An Initiative to Enhance Career Management Acquisition Disciplines

In December 1997, the Acquisition Professional Development Council (APDC) approved an initiative to enhance career management within our acquisition disciplines. The Council was motivated by a number of factors. First, the need to influence career management issues for both the civilian and military workforce. Second, the need for consistent career management processes for all acquisition disciplines throughout the Air Force. Third, the need for a linked career management structure, able to meet the challenges of the 21st Century.

The timing for such an initiative is ideal. For several years, the personnel community has been paving the way to establish a single AF Personnel Center (AFPC). The Center provides the framework to work as a single personnel manager, for both military and civilian, for each military AFSC and civilian job series. In concert with AFPC's initiative, AFMC/DR is also launching an initiative to establish oversight and career management linkage for the area of acquisition program management.

Effective career management is one of the most important people tasks the acquisition community faces today. Making assignments and filling jobs are part of this process. Ensuring we are corporately developing people with the right skills to be successful, will greatly enhance our abilities as an acquisition workforce. Each of us in the acquisition business must play a part in that process. With senior leadership guidance, supervisor involvement, and individual career counseling, we can build a consistent career management structure throughout the acquisition community.

I request the following actions be taken as first steps.

1. Each Policy Council Chair expand their Civilian Career Program charters to include oversight of the functional area's military workforce.

2. AF/DP, AFMC/CV, SAF/AQ, and each Policy Council Chair provide members to form an action team to develop initial plans for functional career management based on this new initiative. This team will be led by SAF/AQXD. Request organizations select representatives and provide names to SAF/AQXD by COB 10 Apr 98.

a. The career management action team shall develop a structural framework which ensures that career management goals and objectives for both military and civilian personnel are consistent, and linked to all Laboratories, Logistics, Product, and Test Centers across the Command as well as HQ AFMC and the Air Staff.

b. The action team should plan to brief at the next APDC meeting their plans and status to accomplish this career management initiative.

To ensure that this initiative receives proper attention and oversight, I am directing the rewrite of the Acquisition Professional Development Council Charter, which will include membership of each Acquisition Career Program Policy Chair. I will also host an APDC meeting three times a year.

Your commitment and support are vitally important to the success of this career management initiative. Your efforts will set the stage for the rest of the acquisition community. SAF/AQXD will assist in the development of your plans and the briefing for 22 April. Please contact Mr. Joe Diamond, DSN 425-7120, Commercial (703) 588-7120 or Lt Col Dick Vantine DSN 425-7276, Commercial (703) 588-7276 if you have any questions concerning this effort.


DARLEEN A. DRUYUN
Principal Deputy Assistant Secretary
(Acquisition & Management)

cc:
SAF/AQ Functional Managers
APDC Members
All Policy Council Chairs
AFPC