



ACQUISITION AND TECHNOLOGY

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APR= 6= 2001



MEMORANDUM FOR DISTRIBUTION

SUBJECT: Assimilation of Newly Identified Personnel into the Acquisition and Technology Workforce

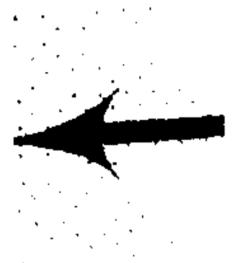
On November 20, 1998, I issued a memorandum requesting the Military Departments and Defense Agencies to identify Acquisition Technology & Logistics (AT&L) positions in their Components using the refined Packard identification methodology (attachment 1). Since that time, further revisions in the methodology and updated data on the AT&L workforce have produced a common, more detailed understanding of these position categories and the acquisition career fields into which they fall. This understanding, in turn, has enabled the Directors of Acquisition Career Management to identify the career civilian and military personnel who occupy those positions and to assign them to acquisition career fields. The next step is to assimilate newly identified positions into the workforce and to ensure that the incumbents satisfy the applicable education, training, and experience requirements.

The Military Departments and Defense Agencies will complete the assimilation of newly identified positions in existing acquisition career fields within the next six months, subject to completion of all collective bargaining obligations for those positions in recognized collective bargaining units. Some position category descriptions and corresponding career fields are under development or undergoing major revision. For such fields, assimilation of newly identified personnel will occur not later than six months after the approval of standards for the career field, subject to completion of all collective bargaining obligations for those positions in recognized collective bargaining units and subject to changes to the Department of Defense Civilian Personnel Data System.

Because of the large number of personnel affected, I have waived the 18-month period for satisfying non-statutory education, training, and experience certification requirements for incumbents of newly assimilated positions. The Director, Acquisition, Education, Training and Career Development has provided additional implementation guidance in (attachment 2). This waiver is entirely separate from, and may not be used in conjunction with, the exceptions or waiver provisions of 10 USC Section 1724, which specifies qualification requirements for contracting officers and those in the GS-1102 occupational series. This memorandum is effective immediately. Its contents will be incorporated into the DoD Directive System in accordance with DoD Directive 5025.1, DoD Directive System.

Attachment(s):
As Stated

Dave Oliver



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UNDER SECRETARY OF DEFENSE (CIVILIAN PERSONNEL POLICY)
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PRESIDENT, DEFENSE ACQUISITION UNIVERSITY

REFINED PACKARD IDENTIFICATION METHODOLOGY

For counting civilians, the model includes three categories of occupations (people and positions) and two categories of DoD organizations, as follows:

- Personnel in Category I are in such occupations as contracting or program management and are presumed to be performing acquisition-related work regardless of where they are located in the Department. As a result, all personnel in these occupations are counted as part of the Key A&TWF.
- Personnel in Category IIA are in occupations such as electronics engineering or computer specialist. They are counted only when they are serving in components of such acquisition-related organizations as the Army or Air Force Materiel Commands.
- Personnel in Category IIB are in occupations such as space science or microbiology. They are counted only when they are found in technology-related organizations such as the Office of Naval Research or the Army Research Lab.
- Finally, Category III adds flexibility to the model by allowing Defense components to either add or delete personnel to improve the accuracy of the count. For example, Defense Acquisition Workforce Improvement Act positions not counted under Categories I or II would be added in Category III.

For military personnel, all officers located in acquisition or technology-related organizations are counted. However, enlisted personnel are not counted unless a component chooses to add them using the Category III capability.