



FUTURE-PROOFING THE AAW

The workforce is entering a new era of efficiency and effectiveness.

The mission of the Army Acquisition Workforce (AAW) is to cultivate innovation, design the impossible and provide Soldiers with what they need to be successful. While the acquisition community has been called upon to address and evolve with the modernization initiatives across the Department of Defense (DOD), our mission remains the same. The Director of Acquisition Career Management (DACM) Office is committed to achieving efficiency without losing the core, or the heart, of our AAW education and training opportunities.

REIMAGINING AND REENGINEERING

As acquisition professionals advance in their careers, their skills become more tailored and refined to align with their chosen career path. Each AAW professional not only gains core knowledge skills but also becomes specialized in their area of expertise, ensuring the Army has a workforce that can effectively turn requirements into products and services.

Recently, President Donald Trump signed executive orders aimed at modernizing defense acquisitions and spurring innovation in the defense industrial base. To address these executive orders, the acquisition community is actively assessing how we can maximize efficiency and value while maintaining the highest level of quality and professionalism that will help realign the defense acquisition processes with future mission needs. The DACM Office is evaluating how the AAW can efficiently achieve modernization through revitalized resource management to deliver state-of-the-art capabilities to the Soldier.

For example, the Leadership Excellence and Acquisition Development (LEAD) program will move from a 24-month program to a 12-month program, but we guarantee that attendees will still get the training and experience necessary to confidently work toward a future goal of obtaining an acquisition Key Leadership Position. The next cohort of the LEAD program will be the first to move through the adjusted program timeline. By meticulously evaluating where we can maximize efficiency within the program without

IN YOUR ARSENAL

The DAU-SSCF program is offered at Redstone Arsenal, Picatinny Arsenal and virtually.
(Photo by Sgt. 1st Class Solomon Navarro, U.S. Army Southern European-Task Force, Africa)



loss in value, we can continue to develop leaders into the program managers they have the potential to become.

Our DACM programs are built to enable excellence within the acquisition community. Following the same methodology that we've applied to the LEAD program, we'll be reengineering our other programs to bolster acquisition and achieve our goals throughout the workforce.

LEVERAGING THE DIGITAL LANDSCAPE

In acknowledgement of the changes across the workforce, we are not only adjusting our programs for efficiency but also accessibility. Acquisition professionals will be able to develop their skills and take on new experiences while minimizing the impact on their organizations in their absence. We are reassessing how to leverage and implement digital opportunities for training and programs that will expand the digital-first culture that is vital to acquisition upskilling.

Our job is to provide pathways to build and support an agile and adaptive acquisition workforce.

Programs such as the Defense Acquisition University Senior Service College Fellowship (DAU-SSCF), an educational senior leadership development opportunity that provides leadership and acquisition training, include travel costs that may be prohibitive for participants. By offering new virtual cohort opportunities for DAU-SSCF and other programs, more applicants can feel confident applying to take part in unique and valuable fellowships that will prepare them for future leadership roles.



CONTINUED EDUCATION

There are many activities that DAU-SSCF includes, such as a program management course and leadership courses. There are plenty of topics to learn with DACM. (Photo by Kevin C. McDevitt, U.S. Army Support Activity, Fort Dix)

Maximizing accessibility alongside efficiency also sets acquisition professionals up for success by giving them access to the tools used to streamline technology and capabilities in support of the warfighter. For example, the Public-Private Talent Experience (PPTE) provides selected DOD acquisition workforce employees with the opportunity to complete a professional assignment with industry by serving six months with a private sector organization. Digital engineering will be a new focus for PPTE to take full advantage of engaging in collaborations across virtual environments. Implementing more modeling and simulations offers a cost-effective opportunity to efficiently test new technology, and beyond, to achieve successful applications in a real-world environment without the fear of failure.

CERTIFICATION COMPLIANCE

Professionals across the AAW are actively working toward their certifications, dedicating their time to continuous learning and laying the necessary groundwork to reach new milestones as their career progresses. By utilizing our resources, we will ensure that every acquisition professional is able to access all the tools, training and assistance needed to reach the standards set across the acquisition community. Appropriately tailoring our offerings will create efficiencies where necessary, balancing educational settings with hands-on experiences while meeting statutory requirements and leaving no acquisition professional behind.

As our programs and learning opportunities evolve, I encourage you to collaborate with your supervisors to be deliberate and meticulous in expanding your individual development plan. Any changes concerning certification requirements and related standards will be communicated in advance to ensure you're able



DIGITAL COMMUNICATION

Video conferencing platforms foster collaboration and efficiency by enabling AAW professionals to attend trainings, meetings and interviews from any location, allowing for greater participation in programs without travel costs to support a geographically diverse workforce. (Photo by Diva Plavalaguna, Pexels)

to get the necessary training when you need it. Our job is to provide pathways to build and support an agile and adaptive acquisition workforce, and I believe the workforce will thrive in a leaner, more efficient environment.

CONCLUSION

Whether it's leveraging our digital tools to expand our virtual opportunities or readjusting our programs to shorten the distance between applications to graduations, we're ready to give you the same high quality and high level of training that we've always provided.

I am exceptionally proud of the acquisition workforce and the ability to adapt in the face of transformation. The DACM Office will work to ensure that each of you can accelerate in your career, develop

into world-class professionals and reach the goal of supporting the warfighter. As valued members of the acquisition community, we are committed to supporting the current and future workforce and look forward to the efficiencies we can achieve together.

I'd also like to take a moment to acknowledge that this Summer 2025 issue is the last print issue of the Army AL&T magazine. Moving forward, we will shift our focus to providing AL&T news in a condensed online format. I look forward to leveraging our digital footprint to further showcase all things acquisition, logistics and technology across the AAW. As we close the page on our last print issue, I'd like to thank our readers for their support over the years. 🙌🙌