



DEPARTMENT OF THE NAVY
OFFICE OF THE ASSISTANT SECRETARY
(RESEARCH, DEVELOPMENT AND ACQUISITION)
1000 NAVY PENTAGON
WASHINGTON DC 20350-1000

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MEMORANDUM FOR DISTRIBUTION

SUBJECT: DON DAWIA Operating Guide Policy Change – Continuous Learning Program

Reference(s): (a) Director, Acquisition Career Management Memorandum “Department of the Navy Defense Acquisition Workforce Improvement Act (DON DAWIA) Goals for Fiscal Year 2011”, July 1, 2010
(b) DoD Instruction 5000.66 “Operation of the Defense Acquisition, Technology and Logistics Workforce Education, Training, and Career Development Program”, December 21, 2005
(c) DON DAWIA Operating Guide, November 24, 2009

The following Continuous Learning Program Policy is provided for widest dissemination.

The DON has established FY11 DAWIA goals, reference (a), to increase the visibility, awareness and need for professional development of our Acquisition Workforce. Continuing on the effort, the Director, Acquisition Career Management is working to improve the policies and processes that govern training, education and certification in support of enhanced learning opportunities for our Acquisition Professionals. DAWIA Goal 2, reference (a), seeks to improve the percentage of Acquisition Workforce members who achieve the mandated 80-point standard for Continuous Learning. The DON AT&L Continuous Learning program compliance is monitored and reported quarterly to the ASN (RD&A).

The objective of the AT&L Workforce Continuous Learning Program, as stated in references (b) and (c), is to ensure that Acquisition Workforce members remain current in their primary acquisition career field and cross-functional proficiencies. A robust Continuous Learning Program promotes awareness, understanding and adaptability to change. Workforce members are enjoined to coordinate with managers and supervisors to create a professional career development plan that will keep them informed of key initiatives in a rapidly-changing environment.

As a result of ongoing policy and process improvements, the following Continuous Learning Program Policy changes are being made, and will be incorporated in the next update of the DON DAWIA Operating Guide, reference (c):

1. *Effective Immediately:*

Creditable Acquisition Workforce Continuous Learning activities and points have been re-defined to better align with the career development goals in our DON AWF Strategic Plan and the intent of the Continuous Learning program (Attachment 1).

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2. *Effective 30 April 2011:*

Continuous Learning cycles will reset at the end of the 2-year period, not when the 80 point threshold is met. Continuous Learning cycles are reset by our eDACM information system (formerly Register-Now) and will require software modifications.

As a reminder, eDACM is the official system for tracking DON AT&L CL points. Continuous Learning points are self-reported by Acquisition Workforce members and should be documented on the DON DAWIA transcript, at <https://www.atrrs.army.mil/channels/navyedacm/Login/Login.aspx>.

My point of contact for the Continuous Learning Program is Heather Jacobs, at 703-614-4214 or by email at heather.jacobs@navy.mil.

A handwritten signature in black ink, appearing to read "Rene' Thomas-Rizzo". The signature is fluid and cursive, with the first name "Rene'" being the most prominent part.

Rene' Thomas-Rizzo
Director, Acquisition Career Management

Attachment(s):
As stated

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Distribution:

DAWIA Program Executives

DAWIA Program Directors

NACC

Appendix N Creditable Continuous Learning Activities & Points

January 10, 2011

Creditable Activity	Point Value
*Training	
DAU Courses/Modules	10 per CEU (see DAU icatalog)
Continuous Learning Modules — testing or assessment associated	1 point per hour of instruction
Other Acquisition Career Field/Functional Training	1 point per hour of instruction
Leadership Training	1 point per hour of instruction
DANTE Equivalency Exams	Same points as awarded for the corresponding DAU course
Academic Credits related to Acquisition Career Fields	
Quarter Hour	10 per Quarter Hour
Semester Hour	15 per Semester Hour
Continuing Education Unit (CEU)	10 per CEU
Acquisition Experience - Max points cover 2-year cycle	
On-the-Job Experiential Assignments	20 point maximum
Rotational Assignments	40 point maximum
Training with Industry	40 point maximum
IPT/Special Project Leader	15 point maximum
IPT/Special Project Member	10 point maximum
Mentor	5 point maximum
Professional Activities related to Primary Career Field - Max points cover 2-year cycle	
Teaching/Lecturing	20 point maximum
Symposia/Conference Attendance/Participation	20 point maximum
Writing for Publications	20 point maximum

*Non-acquisition related or annual employee training requirement such as Information Assurance Awareness, Prevention of Sexual Harassment (POSH), Retirement Planning Seminars/Workshops, safety drills, etc., are not applicable to the AT&L Continuous Learning Program.