



Human Capital Initiatives: National Defense Authorization Act Acquisition Workforce Highlights

Fiscal Years 2010-2013



NDAA FY10

Section 1108

Requirement for DoD Strategic Workforce Plans

- The Secretary of Defense shall submit to the congressional defense committees on an annual basis a strategic workforce plan to shape and improve the civilian employee workforce of the Department of Defense.
- The “Acquisition” plan shall include:
 - All - An assessment of the critical skills and competencies that will be needed in the future within the civilian employee workforce by the Department of Defense to support national security requirements and effectively manage the Department during the seven-year period following the year in which the plan is submitted;
 - All - the appropriate mix of military, civilian, and contractor personnel capabilities;
 - All - the critical skills and competencies of the existing civilian employee workforce of the Department and projected trends in that workforce based on expected losses due to retirement and other attrition;
 - All - gaps in the existing or projected civilian employee workforce of the Department that should be addressed to ensure that the Department has continued access to the critical skills and competencies .
 - All - Plan of action for developing and reshaping workforce
 - All - Specific recruiting and retention goals
 - All - Specific strategies for developing, training, compensating and motivating workforce
 - All - any incentives necessary to attract or retain any civilian personnel possessing the skills and competencies identified
 - All - Specific “size” change needs
 - All - any legislative changes that may be necessary to achieve the goals
 - An assessment, using results-oriented performance measures, of the progress of the Department in implementing the strategic workforce plan under this section during the previous year.
 - All - Funding needed
 - Any additional matters the Secretary of Defense considers necessary to address.
 - Each strategic workforce plan under subsection (a) shall include a separate chapter to specifically address the shaping and improvement of the senior management, functional, and technical workforce (including scientists and engineers) of the Department of Defense.
 - Acquisition - Plan of action for improving the DAW
 - Acquisition - Specific steps to develop appropriate career paths for the DAW
 - Acquisition - A plan for funding needed improvements thru FYDP
 - The Secretary of Defense shall require the Secretary of each military department and the head of each Defense Agency to submit a report to the Secretary addressing each of the matters described in this section



NDAA FY-11

- **The following provides a high-level summary of NDAA FY-11 sections that relate to the acquisition workforce:**
 - 871: Acquisition Workforce Excellence
 - 872: Demonstration Project relating to certain acquisition personnel management policies and procedures
 - 873: Career Development for Civilian and Military Personnel in the Acquisition Workforce
 - 874: Recertification and Training Requirements
 - 875: Information Technology Acquisition Workforce
 - 876: Definition of Acquisition Workforce
 - 877: Defense Acquisition University Curriculum Review



NDAA FY-12

- **The following provides a high-level summary of NDAA FY-12 sections that relate to the acquisition workforce:**
 - 805: Extension of availability of funds in the DAWDF
 - 822: Authority to use higher thresholds for procurements in support of contingency operations
 - 931: General policy for total force management
 - 932: Revisions to DoD civilian personnel management constraints
 - 933: Additional amendments relating to total force management
 - 934: Amendments to annual defense manpower requirements report
 - 935: Revisions to strategic workforce plan
 - 936: Technical amendments to requirements for service contract inventory
 - 937: Modifications to temporary suspension of public-private competitions for conversion of DoD functions to contractor performance
 - 938: Preliminary planning and duration of public-private competitions
 - 939: Conversion of certain functions from contractor performance to performance by DoD civilian employees
 - 1061: Amendments relating to financial management workforce
 - 1063: Financial management personnel competency assessment
 - 732: Comptroller general report on contracted health care staffing for military medical treatment facilities



NDAA FY-13

- **The following provides a high-level summary of NDAA FY-13 sections that relate to the acquisition workforce:**
 - 803: Availability of the amounts in DAWDF
 - 824: Codification of requirement relating to government performance of critical acquisition functions
 - 831: Guidance and training related to evaluating reasonableness of contract price
 - 955: Savings to be achieved in civilian personnel workforce and service contractor workforce of the department of defense
 - 1622: Small business act contracting requirements training