



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

SEP 21 2012

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Department of the Navy Defense Acquisition Workforce Improvement Act (DON DAWIA) Goals for Fiscal Year 2013

Reference: (a) DACM Memo, DON Defense Acquisition Workforce Improvement Act (DAWIA) Goals for Fiscal Year 2011 dated July 1, 2010  
(b) DACM Memo, DON Defense Acquisition Workforce Improvement Act (DAWIA) Goals for Fiscal Year 2012 dated November 4, 2011

This memorandum provides FY13 DAWIA goals which continue our efforts to enhance the quality and professionalism of the Acquisition Workforce. Reference (a) implemented an initial set of DON DAWIA Goals in FY11. Reference (b) raised the bar towards improving our Continuous Learning goal. While we have made great strides over the past two years in communicating and educating our Acquisition Workforce on the importance of getting back to basics, work remains to be done toward improving DON DAWIA compliance. In our ongoing efforts to focus on fundamentals and ensure our workforce is the best at what we do in this changing acquisition environment, it is critical that the Department of the Navy Acquisition Workforce remain current and relative in their respective areas of expertise. Thus, it is important our Acquisition Workforce members meet these requirements and are provided opportunities for career growth.

Fiscal Year 2013 goals, identified below, emphasize improving performance toward achieving DAWIA requirements. We have had marked improvements across the board this past year, especially in Critical Acquisition Positions (CAPs) Acquisition Corps Membership, therefore, we have raised the bar to achieve 95% of CAPs being filled by Acquisition Corps members. Additionally, we have added a new Key Leadership Position (KLP) goal to increase emphasis and visibility on our key leaders.

Fiscal Year 2013 Goals are:

- Goal 1—Certification Levels: 95% of AWF members be certified to the level required by their position within allowable timeframes.
- Goal 2—Continuous Learning (CL): 85% of AWF members have current CL certificates.
- Goal 3—Acquisition Corps Membership for Critical Acquisition Positions (CAPs): 95% of CAPs be filled by Acquisition Corps members at the time of assignment to the CAP.
- Goal 4—PMT 401/402 Compliance: 100% of ACAT I and II PMs and DPMs complete PMT 401 and PMT 402 within six months of their PM/DPM assignment.
- Goal 5—Key Leadership Positions: 100% of individuals assigned to KLPs be fully qualified.

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Please ensure that plans are in place to achieve these goals by the end of Fiscal year 2013. We will continue to review progress towards these goals on a quarterly basis with the Acquisition Commands. Attachments provided reflect current FY12 goal achievement to date, and Goal 5 KLP qualification criteria.

I sincerely appreciate your support in this important matter as we better align ourselves to professionalize the DON Acquisition Workforce. Please do not hesitate to contact me or my Chief of Staff, Ms. Deb Lemmeyer, [debra.lemmeyer@navy.mil](mailto:debra.lemmeyer@navy.mil), should you need any assistance.



René Thomas-Rizzo  
Director, Acquisition Career Management

Attachment(s):  
As stated

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