



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

MEMORANDUM FOR DISTRIBUTION

JUL 01 2009

SUBJECT: Guidance for Department of the Navy Acquisition Workforce Growth Strategy

- Reference:
- (a) PCD (AW) memo, Strategy to Balance Acquisition In-House and Contractor Support Capabilities, December 5, 2008
 - (b) PCD (AW) memo, Workforce Program Objective Memorandum (POM) Build Process, December 2, 2008
 - (c) DON DACM memo, Acquisition Workforce Requirements, Planning, and Execution Tracking, February 12, 2009
 - (d) PCD (AW) memo, Department of the Navy (DON) Acquisition Workforce, 13 March 2009
 - (e) OASN FM&C memo, Guidance for the Preparation and Submission of FY 2011 Program/Budget Estimates for the DoN Program/Budget Review, June 2, 2009

On April 6, 2009, the Secretary of Defense announced that the Department of Defense (DoD) would reduce the number of contractors performing support services and increase the organic DoD civilian workforce. The DoD acquisition workforce goals are to in-source approximately 10,000 contractor positions to organic civilian employees by fiscal year 2015. Resource Management Decision 802, signed April 8, 2009, realigned funds for FY2010 in-sourcing. In addition, the Defense Acquisition Workforce Development Fund (DAWDF), authorized by the National Defense Authorization Act for FY2009, Section 852, will fund an additional 10,000 civilian acquisition workforce growth from FY2010 through FY2015. The Department of the Navy (DON) portion of this acquisition workforce growth is to in-source approximately 3,500 contractor positions to civilian positions and to hire at least 1,590 additional Section 852 civilian employees.

In December 2008, the DON initiated in-sourcing strategies tasked by reference (a). To-date, these efforts have focused on bringing the core technical and business functions back into the organic acquisition workforce. In response to the additional DoD guidance, I request the DON major acquisition Commands expand their strategies to grow the DON acquisition workforce using in-sourcing and Section 852 hiring. This effort is a continuation of the process started by reference (b), (c), and (d) to identify proper size and skill mix requirements based on demand signal, placing an emphasis on DON goals. Command growth strategies should address the precepts provided in Attachment (1). I also request the strategies consider the initial in-sourcing and Section 852 organizational targets previously provided in Attachments (2) and (3).

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Command acquisition workforce growth strategies should be presented at an Acquisition Workforce Strategy Off-Site being planned for 4th Quarter 2009. In addition to the material required by references (b), (c), and (d) each Command should present their planned and required yearly acquisition workforce growth for in-sourcing and Section 852 through FY2010 – FY2015, broken out by DAWIA category.

Commands are advised that growth strategies requiring funding and Full Time Equivalent adjustments must be supported by issue papers that capture the discrete changes in accordance with ASN (FM&C) guidance provided in enclosure (5) of reference (e). These issue papers are due to ASN FM&C on July 6, 2009.

My point of contact for this is Ms. Susan Wileman, (703) 614-3265, email susan.wileman@navy.mil.



James E. Thomsen
Principal Civilian Deputy

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