

Acquisition Workforce Planning & Development



Federal Aviation
Administration

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Outline

- **Acquisition Workforce Council**
- **Acquisition Workforce Plan**
- **Training and Certification Programs**



Preface

- **Need a high level of technical and acquisition expertise to deliver NextGen**
- **Need new, aggressive strategies to recruit, develop, and retain acquisition talent**
 - Retirement eligibility on the rise
 - Complexity of acquisitions requires increasingly sophisticated skills
 - Demand for acquisition talent is outpacing supply



ATO Acquisition Workforce Council

- **Cross-organization, executive level**
- **Provides strategic direction and oversight to ensure ATO has the acquisition workforce talent it needs**
 - Focus on core disciplines
 - Strategies support FAA-wide acquisition workforce
- **Oversight for development and implementation of an Acquisition Workforce Plan and annual updates**
- **Links to Acquisition Executive Board**



Acquisition Workforce Plan Overview

- **5-year plan (2009-2013) with yearly updates**
- **Contents:**
 - Description of the FAA Acquisition Workforce
 - Challenges (internal and external drivers)
 - Workforce planning process
 - Current views of the workforce and future demand
 - Staffing/Hiring Plans
 - Strategies to address workforce requirements



Core Acquisition Workforce

Employees whose primary functions involve:

- **acquisition of mission-critical NAS infrastructure**
- **direct engagement in projects or programs that fall within the Concept & Requirements Definition and In-Service Decision milestones of the AMS lifecycle**



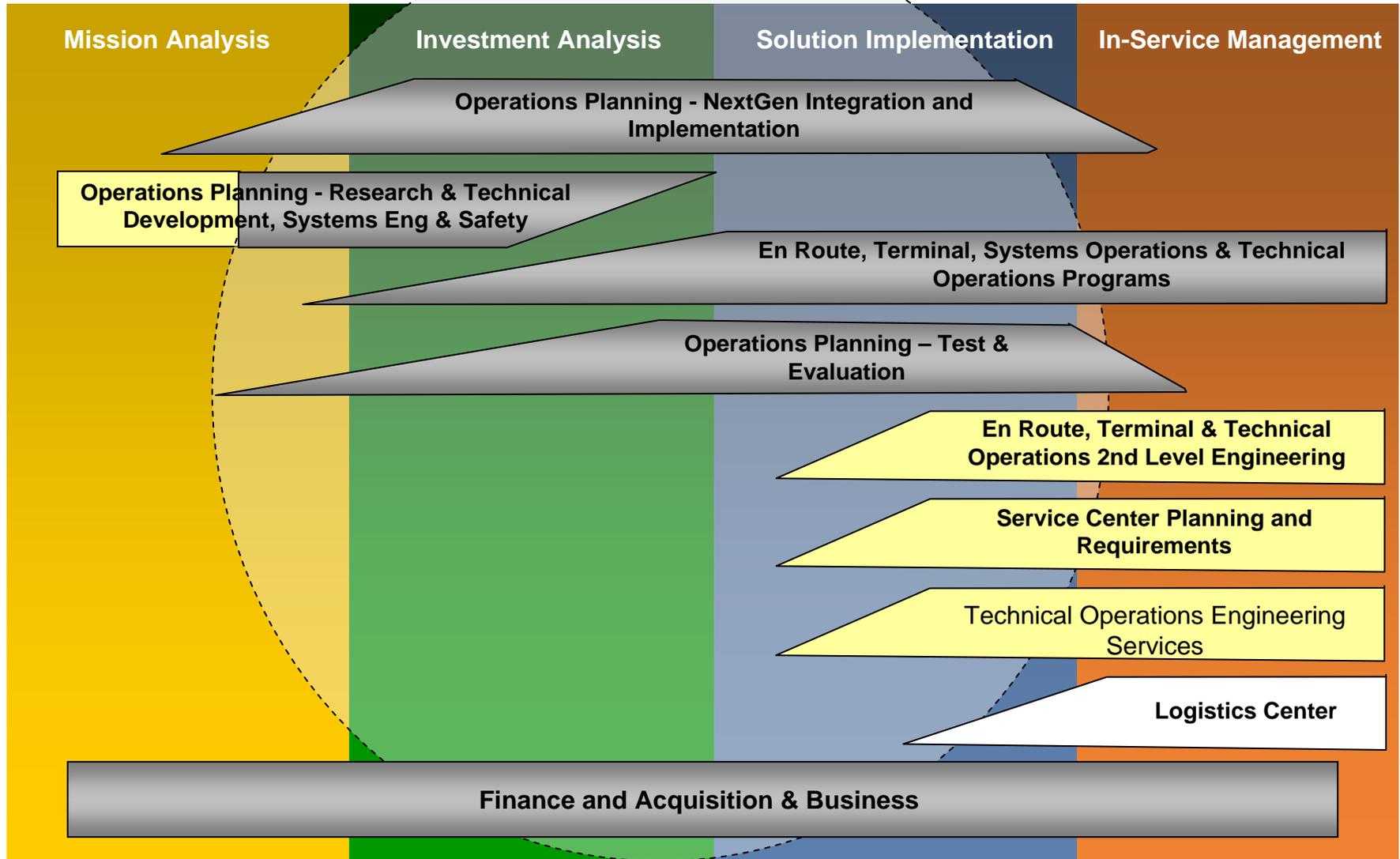
Core Acquisition Disciplines

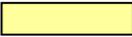
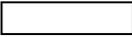
- **Program/Project Management**
- **Engineering & Research**
- **Business and Financial Management**
 - Includes Cost Estimating and Investment Analysis
- **Contracting**
 - Contracting Officers and Specialists
 - COTRs
- **Logistics**
- **Test & Evaluation**



Core Acquisition Workforce

Plan focuses on core Acquisition workforce



-  ATO Core Acquisition Workforce
-  ATO Acquisition-Related Support
-  ARC Acquisition-Related Workforce



Federal Aviation Administration

Workforce Plan Progress

- **Defined “acquisition workforce”**
- **Assessed current staffing (“by-name” inventory)**
- **Defined workforce demand (FY09-11)**
 - Using EA as an organizing construct
 - Developed staffing model in parallel
- **Completed a high-level competency assessment**
- **Inventoried current acquisition workforce efforts**
- **Identified strategies to address key needs**



Strategies & Sample Initiatives

- 1. Fill gaps according to supply/demand analysis**
 - Streamline hiring process & leverage HR flexibilities
 - Create manager's "playbook" of recruitment & retention strategies
 - Develop "dashboard" on status of hiring, AOB, attrition, etc

- 2. Develop and execute an acquisition sourcing plan**
 - Target recruiting – entry, mid, senior/by discipline
 - Develop messaging/branding

- 3. Create an integrated acquisition career development program**
 - Define acquisition career paths
 - Implement a structured career development program

- 4. Institutionalize acquisition workforce planning**
 - Refine staffing model and workforce planning tools
 - Expand communication between planning and operations
 - Track and update workforce plan



Acquisition Training & Certification

The ATO Office of Leadership & Professional Development offers training and certification programs in:

- Acquisition Management System
- Program/Project Management
- Systems Engineering
- Enterprise Architecture
- Human Factors
- Contracting
- COTR
- Cost Estimating
- Investment Analysis
- Financial Management

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