



Systems and Professional Development

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Systems and Professional Development
MA66



The MA66 Team

- Linda Ott
- Lynn Muck
- Sigmond Ceaser
- Virna Drummond
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- Ruby Giles
- Deb Bouslog
- Todd Brinson
- Deniece Johnson
- Terri Diehl
- Larry Hardison
- John Makepeace
- Mike Somerville
- Thomas Calamari



Importance of Contracting in DOE

Compared with Other Civilian Agencies

--- DOE has the highest % of Contracting to Budget ---

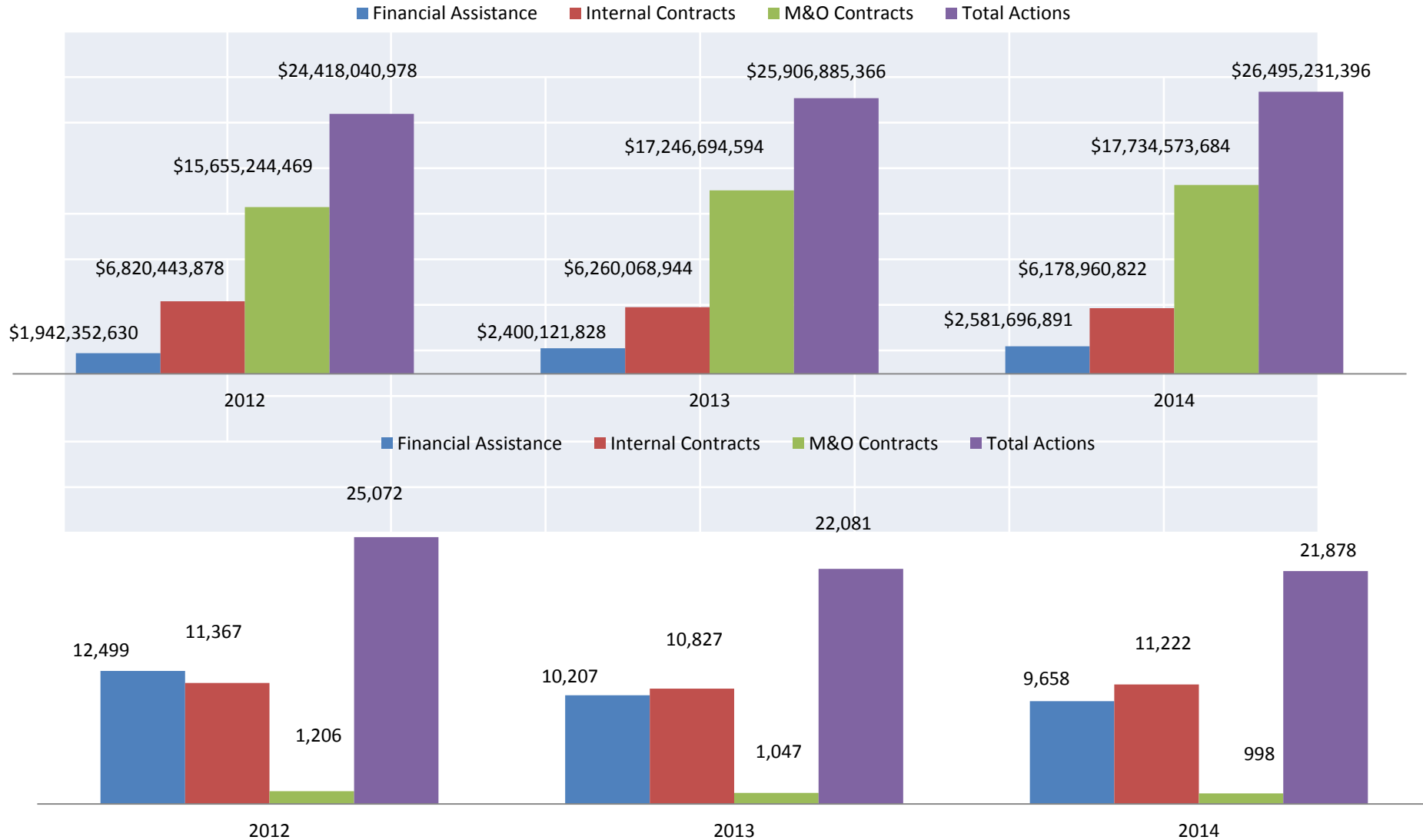
No.	Agency	FY12 Contract Obligations (\$B)	FY12 Budget* (\$B)	Obligations as % of Budget
1	DOE/NNSA	\$25.1	\$26.4	95%
2	NASA	\$15.2	\$18.7	81%
3	NAVFAC	\$9.2	\$11.7	77%
4	USACE	\$21.5	\$37.3	58%
5	DOI	\$4.2	\$12.0	35%
6	DHS	\$12.4	\$43.2	29%
7	VA	\$17.1	\$61.9	29%
8	HHS	\$19.1	\$79.9	24%
9	USDA	\$5.2	\$23.9	22%
10	EPA	\$1.5	\$9.0	17%



Professional Workforce Workload

31 Dec 2014

Contracts and Financial Assistance

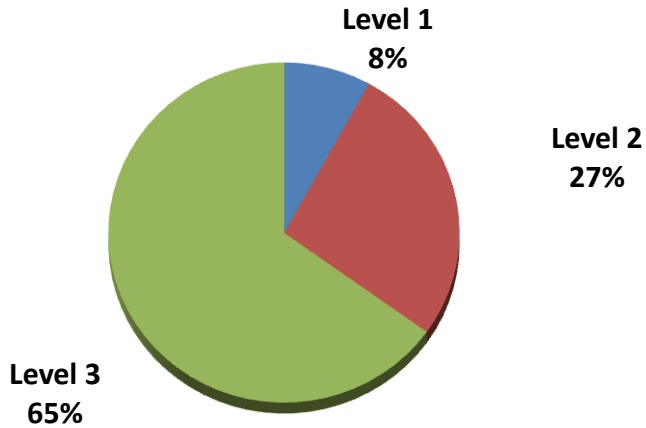




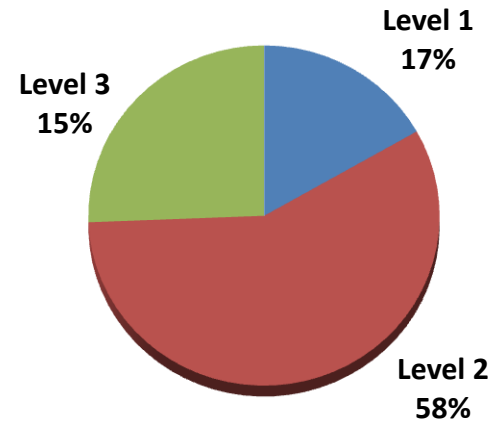
DOE's Certified Workforce

31 Dec 2014

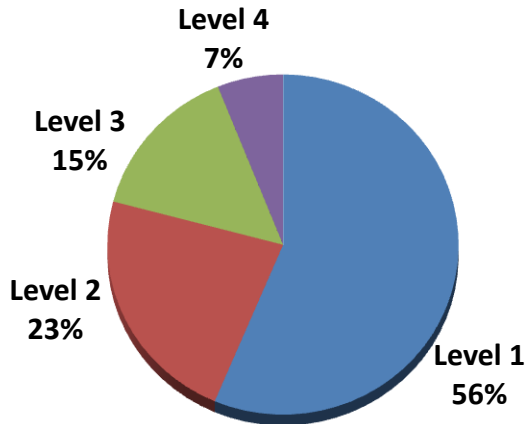
610 Are Certified FAC-Cs



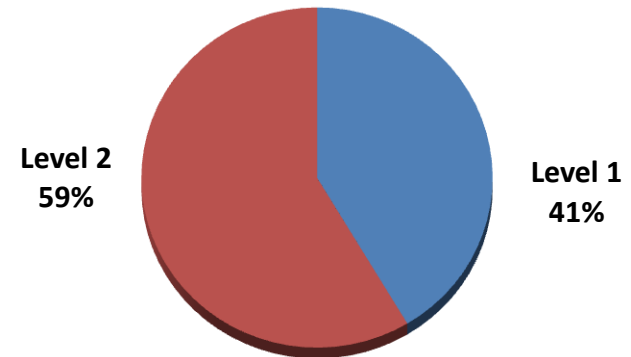
949 Are Certified FAC-CORs



330 Are Certified FPDs



268 Are Certified TPOs





Acquisition Workload

Obligations per Contract Specialist (Series "1102")

--- Most Workload per "1102" in Government ---

No.	Agency	FY12 Contract Obligations (\$B)	FY12 GS1102 Staffing Levels	Annual Oblig. per 1102 (\$M)
1	DOE/NNSA	\$25.1	614	\$40.9
2	NASA	\$15.2	727	\$20.8
3	USACE	\$21.5	1,202	\$17.9
4	HHS	\$19.1	1,089	\$17.6
5	NAVFAC	\$9.2	1,000	\$9.2
6	DHS	\$12.4	1,425	\$8.7
7	USDA	\$5.2	603	\$8.6
8	VA	\$17.1	2,422	\$7.1
9	EPA	\$1.5	312	\$4.8
10	DOI	\$4.2	889	\$4.7



The Holy Grail of Contract and Project Management

- In the ideal: contract management and project management staffing occurs at optimal levels, contracts and projects get executed in the most cost efficient manner and the mission gets maximum support.
- There is a world where there is:
 - Minimal risk of fraud
 - Minimal risk of waste
 - Minimal risk of abuse
 - Minimal risk of mismanagement
 - Minimal extra costs to perform the task
 - Minimal delays in accomplishing the task



FAC P/PM and FAC-C Standards Raised

Dec 16, 2013

- FAC-P/PM is required for all project managers at all levels
- FAC-P/PM core –plus w/ IT specialty introduced at intermediate level
- Behavioral outcomes identified for each level of certification (competence is more specific)
- FAITAS is the required system of record for FAC-P/PM

2006

- FAC-C announced January 2006

2012

- FAC-C first issued at DOE in 2012

2008

- FAC-C updated to reflect new curriculum at Level 2

May 7, 2014

- FAC-C Refresh issued.
- Curriculum requirements increased and strengthened.
- Education and experience requirements remain as before.



FAC-C Level I Curriculum Comparison

2014 Curriculum

2013 Curriculum

- CON 100-Shaping Smart Business Arrangement
- FCN 110-Mission Support Planning
- FCN 111-Mission Strategy Exec.
- FDC 112- Mission Performance Assessment
- CON 120 – Mission Focused Contracting
- Performance Based Contracting

- **CON 100:** Shaping Smart Business Arrangements
- **CON 090:** FAR Fundamentals
- **CON 121:** Contract Planning
- **CON 124:** Contract Execution
- **CON 127:** Contract Management
- **CLC 058:** Intro to Contract Pricing
- **CON 170:** Fundamentals of Cost and Price Analysis
- **FAC 023:** Basic Contracting for GSA Schedules
- **CLC 031:** Small Business Programs
- **CLC 057:** Performance Based Payments
- *Plus DEAR Bridge*

80hrs Resident + 80hrs Online = 160hrs

203hrs Resident + 63hrs Online = 266hrs



FAC-C Level II Curriculum Comparison

2013 Curriculum

- CON 200-Business Decisions for Contracting
- CON 215- Intermediate Contracting
- CON 216- Legal Considerations
- CON 217-Cost Analysis and Negotiation
- CON 218-Advanced Contracting
- Financial Mgmt (12 hr min)
- Earned Value Management (14.5 hr min)

180hrs Resident + 62hrs Online = 242hrs

2014 Curriculum

- CON 200 Business Decisions for Contracting
- CON 216 Legal Considerations
- CLC 056 Analyzing Contract Costs
- CON 270 – Intermediate Cost/Price Analysis
- CLC 051 Industrial Property
- HBS 428 – Negotiating
- CON 280- Source Selection and Admin of Svc Contracts
- CON 290 – Contract Admin and Negotiation

210hrs Resident + 44hrs Online = 254hrs



FAC-C Level III Curriculum Comparison

2013 Curriculum

- CON 353 Advanced Contracting
- Project Management (21 hr minimum)
- Property Management (21 hr)

2014 Curriculum

- CON 360¹-Contracting for Decision Making
 - ACQ 370 Acquisition Law
 - ELECTIVE HBS module²
- Choose(1) of the following electives³:*
- ACQ 315 Understanding Industry (Business Acumen)
 - CON 235/370 Advanced Contract Pricing
 - ACQ 265 Mission-Focused Services Acquisition
 - CON 244 Construction Contracting
 - CON 252 Fundamentals of Cost Accounting Standards

80hrs Resident + 0hrs Online = 80hrs

140hrs Resident + 37hrs Online = 177hrs



DOE's FAC-C Required Electives

At each level:	Old	New
Level 1	1) Performance-Based Contracting (Minimum of 16 hours)	Required for EM and NNSA; high priority for all others.
Level 2 Choose 2	1) Earned Value Management (Minimum of 14.5 hours) 2) Financial Management (Minimum of 12 hours) offer other options 3) Managing Contract Changes (28 hrs)	1) Required for those with EVMS clauses in contracts 2) Keep as an Elective but offer other options. 3) Keep as a Requirement
Level 3	1) Project Management (Minimum of 21 hours) 2) Property Management IND 105	1) Required for those contracting for projects 2) For contracting officers with FAR Part 45
All Levels	Construction Contract Course Architect-Engineering (AE) training	1) Required for those on construction contracts. 2) required for personnel managing AE contracts



PMCDP Curriculum Learning Map – effective January 2015

Level 4

1. Participate in a peer review
2. Lead a peer review
3. Course from the PMCDP curriculum not previously taken, not taken within 3 years, or not taken since the course underwent a major revision
4. Developmental course of FPD's choosing

Key

Purple outline = change from 2013
 Red outline – Alternate Delivery Conversions
 Yellow outline – FY15 Initiative

Level 3

Level 3 Core Courses

Executive Communications 3 days/21 001031	Advanced Earned Value Management Techniques 3 days/21 002689
Advanced Risk Management 3.5 days/25 001042	Program Management and Portfolio Analysis 5 days/35 001025

Technical

Level 3 Electives — Select one from each category

Communication

Project Execution and Readiness Reviews 3 days/21 001039	Facilitating Conflict Resolution 3 days/21 001558
Systems Engineering 3 days/21 001049	Labor Management Relations 3 days/21 001038
Strategic Planning 3 days/21 001043	Negotiation Strategies and Techniques 3 days/21 001047

Level 2

Level 2 Core Courses

Cost and Schedule Estimation and Analysis 5 days/35 001044	Leadership through Effective Communication 3 Days/21 002366	Project Management Simulation 5 days/35 001029
Advanced Concepts in Project Management Blended Learning/50 001023	Scope Management Baseline Development 3 days/21 001036	

Level 2 Electives — Select Two

Real Property Asset Management 3 days/21 001183	Federal Budgeting Process in DOE 4 days/28 001034
Value Management 3 days/21 001037	Environmental Laws and Regulations 3 days/21 001046

Level 1

Level 1 Core Courses

Acquisition Management for Technical Personnel 4.5 Days/32 000145	Managing Contract Changes 4 Days/28 002102	Earned Value Management Systems (24/7) DOE OLC/21	Contracting Officer Representative DAU Online-CLC222 32
Project Management Essentials DOE OLC/70	Project Management Systems and Practices In DOE Blended Learning/60 001024	Project Risk Analysis and Management 3.5 days/25 001033	Planning for Safety in Project Management 3.5 days/25 001035

Level 1 Electives — Select One

Performance Based Management Contracting 3 days/21 001951	LEED for New Construction and Existing Buildings 2.5 days/18 001936	Capital Planning for DOE O 413.3B Capital Asset Projects 2 days/14 002152
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Level 1 Notes: PM Essentials is waived with current PMP® Certification.



Acquisition Advisory Board

Membership:

- Co-chairs : Paul Bosco, APM and Bob Raines, NNSA
- Members:
 - NNSA Joe Waddell
 - EM Jack Surash
 - SC Joe McBrearty
 - APM David Leotta
- Ex Officio:
 - Policy Advisor Berta Schrieber
 - Executive Secretary David Brown

- **Purpose:**

- The Acquisition Advisory Board (AAB) is established for the purpose of providing a forum for select Department Acquisition Executives to obtain advice and comment regarding potential changes in acquisition and financial assistance policies and procedures and other issues pertinent to acquisition and financial assistance operations as well as advising requirements for DOE Acquisition Workforce members in the GS-1102, GS-1109 series and contracting officers and warrant holders in other series



Site Acquisition Career Manager's Forum 2014

FAITAS DASHBOARD FEATURES



My Continuous Learning Status displays information regarding Continuous Learning certifications.

Certification	CL Status	Current End Date	Points Needed	Time Remaining
FAC-C		Sep 17 2013	80.00	1 Month 10 Days
FAC-C FAC-C CL Progress: 0 % 0 Points Awarded out of 80 Points Required				
FAC-COTR		Jul 24 2015	40.00	2 Years
FAC-COR FAC-COTR CL Progress: 0 % 0 Points Awarded out of 40 Points Required				

My Certifications My Continuous Learning

FAITAS Announcements displays system-wide FAI announcements.

FAITAS Announcements
System Maintenance - weekend of 17 Aug 2013 Aug 5 2013

My Training displays any current training requests, regardless of status.

Course	Status	Start Date
CLC 020 - COMMERCIAL ITEM DETERMINATION	Registrar Disapproved	Oct 1 2012
ACQ 2018 - INTERMEDIATE SYSTEMS ACQUISITION	Supervisor Pending	Dec 9 2013

My Training Requests

My Notifications displays notifications regarding tasks that are pending action.

Message	Area
1 Certification Request Pending Your Review	Cert.
5 Certification Requests Pending Agency Review	Cert.
3 CL Point Requests Pending Supervisor Review	CL

My Individual Development Plan (IDP) Status displays information regarding an individual's development plan.

Progress:	0 % 0 of 13 courses complete
Status:	Approved
Last Submitted:	Aug 11 2011
Last Processed By Supervisor:	Aug 12 2011

My Development Plan

