

Department of Defense Acquisition Workforce Development Account

Fiscal Year (FY) 2025 Budget Estimates

Department of Defense Acquisition Workforce Development Account, Defense-Wide Summary (\$ in thousands)

| | FY 2023 Actuals | Price Change | Program Change | FY 2024 Estimate | Price Change | Program Change | FY 2025 Estimate |
|---------------|----------------------------|-------------------------|---------------------------|-----------------------------|-------------------------|---------------------------|-----------------------------|
| DAWDA | 111,667 | 2,495 | -59,185 | 54,977 | 1,186 | 14 | 56,176 |
| CR Adjustment | 0 | 0 | 0 | 56,814 | 0 | -56,814 | 0 |
| Total | 0 | 0 | 0 | 111,791 | 1,186 | -56,800 | 56,176 |

- FY 2023 includes \$0 in Overseas Operations Costs (OOC) Actuals. FY 2024 includes \$0 in OOC Estimate. FY 2025 includes \$0 for the OOC Budget Estimate. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.
- A full-year FY2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law 118-35). The FY2024 estimate reflects the annualized level provided by the continuing resolution.

I. Description of Operations Financed:

| Defense Acquisition Workforce Development Account (\$ in thousands) | | FY 2023 | FY 2024 | FY 2025 |
|---|-----------------------------------|----------------|----------------|----------------|
| President's Budget Request | | \$ 53,791 | \$ 54,977 | \$ 56,176 |
| Congressional Action | Defense Civilian Training Corps | \$ 50,000 | | |
| | Congressional Mandates | \$ 5,000 | | |
| | Diversity STEM Talent Development | \$ 3,000 | | |
| Total Obligating Authority | | \$ 111,791 | \$ 54,977 | \$ 56,176 |
| Actual Obligations | | \$ 111,667 | | |

The FY 2025 President's Budget Request for the Defense Acquisition Workforce Development Account (DAWDA) supports the 10 U.S.C. 1705 statutory purpose and readiness of the Defense Acquisition Workforce (DAW) to ensure the DAW has the capacity, in both personnel and skills, needed to properly perform its mission, provide appropriate oversight of contractor performance, and ensure the Department receives the best value for the expenditure of public resources. The budget request will support the continued modernization of the Defense Acquisition Workforce Improvement Act (DAWIA) new certification framework under DoDI 5000.66. The FY 2023 execution and the FY 2024 and FY 2025 requests continue to maintain the DAWDA's focus on acquisition workforce readiness through Office of the Secretary of Defense and Defense Agencies and Field Activities (DAFA) acquisition workforce initiatives.

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RECRUITING AND HIRING

(\$ in Millions)

| FY 2023 | FY 2024 | FY 2025 |
|---------------|-----------------|-----------------|
| <u>Actual</u> | <u>Estimate</u> | <u>Estimate</u> |
| \$1.74 | \$2.92 | \$4.33 |

Recruiting and Hiring: DAWDA recruiting incentives attract talented individuals to address critical workforce gaps. Also, DAWDA recruiting and hiring initiatives actively support the Office of the Under Secretary of Defense for Acquisition and Sustainment Defense Civilian Acquisition Intern Program, which hires college interns during the summer with the potential for long-term federal employment upon graduation. It is estimated that FY 2024 DAWDA will be allocated for an increase of five civilian full-time equivalents (FTEs) to implement Section 801 of the FY 2022 NDAA, Acquisition Workforce Education Partnership (AWEP) Program. AWEP requires that the Defense Acquisition University (DAU) detail each faculty member to an operational acquisition position to a military department, Defense Agency, or extramural institution for at least six months every five years with the purpose of enhancing DAU's faculty practical experience and expertise as well as gaining real-world exposure in operations acquisition roles. An estimated ten total AWEP FTEs will be funded in FY 2025.

TRAINING AND DEVELOPMENT

(\$ in Millions)

| FY 2023 | FY 2024 | FY 2025 |
|---------------|-----------------|-----------------|
| <u>Actual</u> | <u>Estimate</u> | <u>Estimate</u> |
| \$108.53 | \$107.47 | \$51.45 |

Training and Development: Acquisition leaders are responsible for equipping acquisition workforce personnel with appropriate education, training, development, and valuable experience opportunities. This is crucial in ensuring that the acquisition workforce possesses the necessary qualifications and readiness to fulfill job responsibilities effectively. DAWDA aids in cultivating a professional, agile, high-performing, and accountable workforce and plays a crucial role in addressing the training needs of the entire acquisition workforce, especially in response to new and emerging requirements. The Department of Defense (DoD) leverages DAWDA to deliver comprehensive training for the acquisition workforce, with a particular focus on early and mid-career professionals. This training encompasses technical skills, leadership development, currency, and other training vital for enhancing acquisition productivity and addressing gaps. Additionally, the DoD will continue utilizing DAWDA to support training events and joint exercises that enhance expeditionary contracting and operational contractor support readiness. Congress has granted the authority to employ the DAWDA for various purposes, including human capital and talent management. DAWDA is utilized for conducting benchmarking studies and implementing tools that improve DoD acquisition processes and productivity. Additionally, DAWDA is used

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to establish and operate the Defense Civilian Training Corp (DCTC). Moreover, DAWDA supports the restructuring and transformation of acquisition training in alignment with the modernization and implementation of the new DAWIA certification framework, as directed by DoDI 5000.66.

RECOGNITION and RETENTION

(\$ in Millions)

| FY 2023 | FY 2024 | FY 2025 |
|---------------|-----------------|-----------------|
| <u>Actual</u> | <u>Estimate</u> | <u>Estimate</u> |
| \$1.40 | \$1.40 | \$0.40 |

Recognition and Retention: DAFAs utilize DAWDA resources to recognize workforce excellence as well as for recruiting and retention-type incentives targeted to critical talent and workforce shaping.

II. Force Structure Summary:

Not Applicable.

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III. Financial Summary (\$ in Thousands):

| | FY 2023 Actuals | Budget Request | FY 2024 Congressional Action | | Current Estimate | FY 2025 Estimate |
|------------------------------|----------------------------|---------------------------|---|----------------|-----------------------------|-----------------------------|
| | | | Amount | Percent | | |
| A. BA Subactivities | | | | | | |
| 1. Recruiting and Hiring | \$1,746 | \$2,917 | \$0 | 0.00% | \$2,917 | \$4,235 |
| 2. Training and Development | \$108,521 | \$50,660 | \$0 | 0.00% | \$50,660 | \$51,541 |
| 3. Retention and Recognition | \$1,400 | \$1,400 | \$0 | 0.00% | \$1,400 | \$400 |
| Total | \$111,667 | \$54,977 | \$0 | 0.00% | \$54,977 | \$56,176 |

- Section III is presented at the Budget Line Item (BLI) level and as such, the Current Estimate does not include an adjustment to reflect the FY 2024 annualized level provided by the Further Continuing Appropriations.

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III. Financial Summary (\$ in Thousands): (Cont.)

| | Change <u>FY 2024/FY 2024</u> | Change <u>FY 2024/FY 2025</u> |
|--|--|--|
| <u>B. Reconciliation Summary</u> | | |
| BASELINE FUNDING | \$54,977 | \$54,977 |
| Congressional Adjustments (Distributed) | 0 | |
| Congressional Adjustments (Undistributed) | 0 | |
| Adjustments to Meet Congressional Intent | 0 | |
| Congressional Adjustments (General Provisions) | 0 | |
| Fact-of-Life Changes (2024 to 2024 Only) | 0 | |
| SUBTOTAL BASELINE FUNDING | 54,977 | |
| Supplemental | 0 | |
| Reprogrammings | 0 | |
| Price Changes | | 1,186 |
| Functional Transfers | | 0 |
| Program Changes | | 13 |
| CURRENT ESTIMATE | 54,977 | 56,176 |
| Less: Supplemental | 0 | |
| NORMALIZED CURRENT ESTIMATE | \$54,977 | \$56,176 |

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III. Financial Summary (\$ in Thousands): (Cont.)

| | |
|--|-----------------|
| FY 2024 President's Budget Request (Amended, if applicable) | \$54,977 |
| 1. Congressional Adjustments..... | \$0 |
| a) Distributed Adjustments | \$0 |
| b) Undistributed Adjustments | \$0 |
| c) Adjustments to Meet Congressional Intent..... | \$0 |
| d) General Provisions | \$0 |
| 2. Supplemental Appropriations | \$0 |
| a) Supplemental Funding | \$0 |
| 3. Fact-of-Life Changes..... | \$0 |
| a) Functional Transfers..... | \$0 |
| b) Technical Adjustments | \$0 |
| c) Emergent Requirements..... | \$0 |
| FY 2024 Baseline Funding | \$54,977 |
| 4. Reprogrammings (Requiring 1415 Actions) | \$0 |
| a) Increases..... | \$0 |
| b) Decreases | \$0 |

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III. Financial Summary (\$ in Thousands): (Cont.)

| | |
|--|-----------------|
| Revised FY 2024 Estimate | \$54,977 |
| 5. Less: Item 2, Supplemental Appropriation and Item 4, Reprogrammings..... | \$0 |
| a) Less: Supplemental Funding..... | \$0 |
| FY 2024 Normalized Current Estimate | \$54,977 |
| 6. Price Change..... | \$1,186 |
| 7. Functional Transfers..... | \$0 |
| a) Transfers In | \$0 |
| b) Transfers Out | \$0 |
| 8. Program Increases..... | \$3,651 |
| a) Annualization of New FY 2024 Program | \$0 |
| b) One-Time FY 2025 Increases | \$0 |
| c) Program Growth in FY 2025..... | \$3,651 |
| 1) AWEF Program | \$1,260 |
| Program Increase to support the AWEF program. (FY 2024 Baseline: \$3,730 thousand; 41 FTEs; +5 FTEs) | |
| 2) Management and Professional Services | \$2,391 |
| Realignment from travel budget to reflect more accurate baseline amount supporting the management and professional services requirements that support curriculum development, classroom instruction and other acquisition training and development. (FY 2024 Baseline: \$14,648 thousand) | |

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III. Financial Summary (\$ in Thousands): (Cont.)

| | |
|--|-----------------|
| 9. Program Decreases | \$-3,638 |
| a) Annualization of FY 2024 Program Decreases | \$0 |
| b) One-Time FY 2024 Increases | \$0 |
| c) Program Decreases in FY 2025 | \$-3,638 |
| 1) Travel Expenses..... | \$-1,652 |
| A cost reduction and realignment of the travel baseline based on the latest execution trend. | |
| (FY 2024 Baseline: \$6,000 thousand) | |
| 2) Other Services..... | \$-1,139 |
| Efficiencies gained generate cost avoidance in other services or other acquisition activities (example: acquisition organizational studies-most efficient organization). | |
| (FY 2024 Baseline: \$11,536 thousand) | |
| 3) Other Intra Governmental Purchases..... | \$-847 |
| A cost reduction to the other intra governmental purchases baseline. | |
| (FY 2024 Baseline: \$8,557 thousand) | |
| FY 2025 Budget Request | \$56,176 |

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IV. Performance Criteria and Evaluation Summary:

The purpose of the DAWDA is to ensure the DoD acquisition workforce has the capacity, in both personnel and skills, needed to (1) properly perform its mission; (2) provide appropriate oversight of contractor performance; and (3) ensure that the Department receives the best value for the expenditure of public resources. The FY 2025 request supports the statutory purpose and need to sustain and shape the 21st century acquisition workforce capability to deliver world class warfighting capability in a changing and challenging environment. DoD's acquisition workforce capability is critical to supporting Administration objectives and the National Defense Strategy, while gaining full value of every taxpayer dollar spent on defense. Aligned with statutory intent and enterprise and component strategic needs, DAWDA-funded initiatives support critical DoD priorities and the closing of critical gaps (e.g., Cyber, Digital, Artificial Intelligence-AI) through workforce recruitment, shaping, training, development, retention, and recognition.

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V. Personnel Summary:

| | <u>FY 2023</u> | <u>FY 2024</u> | <u>FY 2025</u> | <u>Change FY 2023/ FY 2024</u> | <u>Change FY 2024/ FY 2025</u> |
|---|----------------|----------------|----------------|--|--|
| Civilian End Strength (Total) | 120 | 205 | 210 | 85 | 5 |
| U.S. Direct Hire | 120 | 205 | 210 | 85 | 5 |
| Total Direct Hire | 120 | 205 | 210 | 85 | 5 |
| | | | | | |
| Civilian FTEs (Total) | 22 | 41 | 46 | 19 | 5 |
| U.S. Direct Hire | 22 | 41 | 46 | 19 | 5 |
| Total Direct Hire | 22 | 41 | 46 | 19 | 5 |
| | | | | | |
| Average Annual Civilian Salary (\$ in thousands) | 61.7 | 91.0 | 110.8 | 29.2 | 19.9 |
| | | | | | |
| Contractor FTEs (Total) | 319 | 126 | 127 | -193 | 1 |

Personnel Summary Explanations:

The Contractor FTEs change FY 2023/FY 2024 reflects reduced contracting efforts in studies and analysis along with management support services due to reduce budget in FY 2024. From FY 2024 to FY 2025 Contractor FTES are expected to increase by 1 FTE.

+5 Civilian FTEs requirements in FY 2025. The grades of the additional hires are high (GS14/15 equivalent) as compared to the base 36 interns FTEs (GS 3/4 equivalent) and just five higher paid faculty FTEs in FY 2024, significantly increasing the average annual salary in FY 2024 and FY 2025.

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VI. OP 32 Line Items as Applicable (Dollars in thousands):

| | FY 2023 Program | Change from FY 2023 to FY 2024 | | FY 2024 Program | Change from FY 2024 to FY 2025 | | FY 2025 Program |
|---|--------------------|--------------------------------|-------------------|--------------------|--------------------------------|-------------------|--------------------|
| | | Price Growth | Program Growth | | Price Growth | Program Growth | |
| 101 EXEC, GEN'L & SPEC SCHEDS | 1,358 | 68 | 2,304 | 3,730 | 108 | 1,260 | 5,098 |
| 0199 TOTAL CIVILIAN PERSONNEL COMPENSATION | 1,358 | 68 | 2,304 | 3,730 | 108 | 1,260 | 5,098 |
| 308 TRAVEL OF PERSONS | 3,012 | 66 | 2,922 | 6,000 | 126 | -1,652 | 4,474 |
| 0399 TOTAL TRAVEL | 3,012 | 66 | 2,922 | 6,000 | 126 | -1,652 | 4,474 |
| 633 DLA DOCUMENT SERVICES | 3 | 0 | 0 | 3 | 0 | 0 | 3 |
| 0699 TOTAL OTHER FUND PURCHASES | 3 | 0 | 0 | 3 | 0 | 0 | 3 |
| 771 COMMERCIAL TRANSPORT | 100 | 2 | 0 | 102 | 2 | 0 | 104 |
| 0799 TOTAL TRANSPORTATION | 100 | 2 | 0 | 102 | 2 | 0 | 104 |
| 912 RENTAL PAYMENTS TO GSA (SLUC) | 306 | 7 | 0 | 313 | 7 | 0 | 320 |
| 914 PURCHASED COMMUNICATIONS (NON-FUND) | 500 | 11 | 0 | 511 | 11 | 0 | 522 |
| 915 RENTS (NON-GSA) | 41 | 1 | 0 | 42 | 1 | 0 | 43 |
| 920 SUPPLIES & MATERIALS (NON-FUND) | 915 | 20 | -847 | 88 | 2 | 0 | 90 |
| 921 PRINTING & REPRODUCTION | 72 | 2 | 0 | 74 | 2 | 0 | 76 |
| 922 EQUIPMENT MAINTENANCE BY CONTRACT | 1,678 | 37 | 0 | 1,715 | 36 | 0 | 1,751 |
| 923 FACILITIES SUST, REST, & MOD BY CONTRACT | 65 | 1 | 0 | 66 | 1 | 0 | 67 |
| 925 EQUIPMENT PURCHASES (NON-FUND) | 810 | 18 | 0 | 828 | 17 | 0 | 845 |
| 932 MGT PROF SUPPORT SVCS | 55,895 | 1,230 | -42,477 | 14,648 | 308 | 2,391 | 17,347 |
| 933 STUDIES, ANALYSIS & EVAL | 6,158 | 135 | 207 | 6,500 | 137 | 1 | 6,637 |
| 957 OTHER COSTS (LAND AND STRUCTURES) | 258 | 6 | 0 | 264 | 6 | 0 | 270 |
| 987 OTHER INTRA-GOVT PURCH | 16,644 | 366 | -8,453 | 8,557 | 180 | -847 | 7,890 |
| 989 OTHER SERVICES | 13,414 | 295 | -2,173 | 11,536 | 242 | -1,139 | 10,639 |
| 990 IT CONTRACT SUPPORT SERVICES | 10,438 | 230 | -10,668 | 0 | 0 | 0 | 0 |
| 0999 TOTAL OTHER PURCHASES | 107,194 | 2,359 | -64,411 | 45,142 | 950 | 406 | 46,497 |
| 9999 GRAND TOTAL | 111,667 | 2,495 | -59,185 | 54,977 | 1,186 | 14 | 56,176 |