

Fiscal Year (FY) 2021 Budget Estimates
Department of Defense Acquisition Workforce
Development Account



February 2020

(This page intentionally left blank)

**Department of Defense Acquisition Workforce Development Account
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2021 Budget Estimates**

**Operation and Maintenance, Defense-Wide Summary (\$ in thousands)
Budget Activity 1: Acquisition Workforce Development Account**

	FY 2019 <u>Actuals</u>	Price <u>Change</u>	Program <u>Change</u>	FY 2020 <u>Enacted</u>	Price <u>Change</u>	Program <u>Change</u>	FY 2021 <u>Estimate</u>
DAWDA	471,927	10,364	-82,291	400,000	7,346	-349,165	58,181

I. Description of Operations Financed: \$ in Thousands

Defense Acquisition Workforce Development Account ((\$000))	FY 2019 Actuals	FY 2020 Enacted	FY 2021 Estimate
Appropriation ¹	\$ 450,000	\$ 400,000	\$ 58,181
Funding Carried Forward from Prior Year ²	\$ 63,816	\$ 41,889	\$ 33,690
Total Obligation Authority	\$ 513,816	\$ 441,889	\$ 91,871
Total Obligations	\$ 471,927	\$ 408,199	\$ 91,871

1/ The FY 2021 Estimate will be targeted to address the requirements of the DAFA acquisition workforce.

2/ FY 2020 unobligated balances carried forward into FY 2021 may be used to address Military Department and DAFA requirements.

The FY 2021 appropriations request of \$58.2 million for the Defense Acquisition Workforce Development Account (DAWDA) supports the 10 U.S.C. 1705 statutory purpose and readiness of the defense acquisition workforce (AWF) to support the National Defense Strategy (NDS). The statutory purpose of the Account is to ensure the Department of Defense acquisition workforce 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.

**Department of Defense Acquisition Workforce Development Account
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2021 Budget Estimates**

I. Description of Operations Financed (cont.)

The reduced request reflects the Department's success in strengthening the Military Departments' control and management of their acquisition workforce and a shift of resources to higher National Defense Strategy (NDS) priorities. Of the \$400 million that was included for the DAWDA for FY 2021 prior to the Defense Wide Review, \$198.5 million was redirected to higher NDS priorities, \$140.3 million was realigned to the Military Departments' respective Operation and Maintenance (O&M) accounts, as shown in the table below, and \$58.2 million will remain in the DAWDA to enhance readiness of the Defense Agency and Field Activity acquisition workforce in support of the NDS.

DAWDA/Operation and Maintenance (O&M) Funds Targeted for the Acquisition Workforce of the Military Departments¹ (\$000's)	FY 2019 Actuals (from DAWDA)	FY 2020 Estimate (from DAWDA)	FY 2021 Estimate (requested in O&M)
Department of the Air Force	\$ 69,774	\$ 67,233	\$ 42,060
Department of the Army	\$ 84,115	\$ 69,115	\$ 37,640
Department of the Navy	\$ 129,524	\$ 106,934	\$ 60,620
Total	\$ 283,413	\$ 243,282	\$ 140,320

1/Amounts reflected above represent only the funding realigned from DAWDA to the Military Departments, and may not represent the entirety of the funding that may be used for the training and development of their respective acquisition workforce.

**Department of Defense Acquisition Workforce Development Account
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2021 Budget Estimates**

I. Description of Operations Financed (cont.)

RECRUITING AND HIRING

(\$ in Millions)

FY 2019	FY 2020	FY 2021
<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
\$159.5	\$138.9	\$1.4

Recruiting and Hiring: Recruiting incentives enable components to recruit talent to mitigate critical gap challenges. New hires are not projected with funding from the FY 2021 DAWDA. Using new flexibility provided by the FY 2020 National Defense Authorization Act (NDAA), DoD will use this requested DAWDA funding for other DoD components and enterprise initiatives to enhance readiness of the acquisition workforce to support the NDS.

TRAINING AND DEVELOPMENT

(\$ in Millions)

FY 2019	FY 2020	FY 2021
<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
\$303.7	255.3	\$55.4

Training and Development: Acquisition leaders are responsible for providing acquisition workforce personnel with properly-phased education, training, development and experience opportunities to ensure they are ready and qualified to perform the position responsibilities and to facilitate development and sustainment of a professional, agile, high-performing and accountable workforce. DoD will use DAWDA to ensure comprehensive

**Department of Defense Acquisition Workforce Development Account
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2021 Budget Estimates**

I. Description of Operations Financed (cont.)

training for the acquisition workforce, with focus on the early and mid-career workforce. Training provided includes technical, leadership, and currency training, as well as targeted workshops and point-of-need training, critical for improving acquisition productivity and outcomes. The Defense Acquisition University (DAU) will use DAWDA for new and emerging workforce training requirements that support the NDS and serve the entire acquisition workforce. DoD will also continue to use the DAWDA to support training and joint exercises that improve readiness for expeditionary contracting and operational contractor support. Congress has also provided authority to use the DAWDA for human capital, talent management, benchmarking studies and tools to improve acquisition.

RECOGNITION and RETENTION

(\$ in Millions)

FY 2019	FY 2020	FY 2021
<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
\$8.7	\$5.8	\$1.4

Recognition and Retention: Components will use DAWDA to recognize workforce excellence and also for recruiting and retention-type incentives, such as student loan repayments.

II. Force Structure Summary:

Not applicable.

Department of Defense Acquisition Workforce Development Account
 Operation and Maintenance, Defense-Wide
 Fiscal Year (FY) 2021 Budget Estimates

III. Financial Summary (\$ in thousands)

	FY 2020						
	FY 2019 <u>Actuals</u>	Budget <u>Request</u>	<u>Congressional Action</u>		<u>Appropriated</u>	Current <u>Enacted</u>	FY 2021 <u>Estimate</u>
			<u>Amount</u>	<u>Percent</u>			
A. BA Subactivities							
1. Recruiting and Hiring	133,709	153,176	-14,301	-9.3	138,875	138,875	1,437
Recruiting and Hiring	133,709	153,176	-14,301	-9.3	138,875	138,875	1,437
2. Training and Development	328,218	230,624	24,666	10.7	255,290	255,290	55,386
Training and Development	328,218	230,624	24,666	10.7	255,290	255,290	55,386
3. Retention and Recognition	10,000	16,200	-10,365	-64.0	5,835	5,835	1,358
Retention and Recognition	10,000	16,200	-10,365	-64.0	5,835	5,835	1,358
Total	471,927	400,000	0	0.0	400,000	400,000	58,181

Department of Defense Acquisition Workforce Development Account
 Operation and Maintenance, Defense-Wide
 Fiscal Year (FY) 2021 Budget Estimates

III. Financial Summary (\$ in thousands)

<u>B. Reconciliation Summary</u>	<u>Change</u> <u>FY 2020/FY 2020</u>	<u>Change</u> <u>FY 2020/FY 2021</u>
Baseline Funding	400,000	400,000
Congressional Adjustments (Distributed)		
Congressional Adjustments (Undistributed)		
Adjustments to Meet Congressional Intent		
Congressional Adjustments (General Provisions)		
Carryover		
Subtotal Appropriated Amount	400,000	
Fact-of-Life Changes (2020 to 2020 Only)		
Subtotal Baseline Funding	400,000	
Supplemental		
Reprogrammings		
Price Changes		7,346
Functional Transfers		-140,320
Program Changes		-208,845
Current Estimate	400,000	66,380
Less: Wartime Supplemental		
Normalized Current Estimate	400,000	

Department of Defense Acquisition Workforce Development Account
 Operation and Maintenance, Defense-Wide
 Fiscal Year (FY) 2021 Budget Estimates

III. Financial Summary (\$ in thousands)

	<u>Amount</u>	<u>Totals</u>
C. <u>Reconciliation of Increases and Decreases</u>		
FY 2020 President's Budget Request (Amended, if applicable)		400,000
1. Congressional Adjustments		
a. Distributed Adjustments		
b. Undistributed Adjustments		
c. Adjustments to Meet Congressional Intent		
d. General Provisions		
e. Carryover		
FY 2020 Appropriated Amount		400,000
2. War-Related and Disaster Supplemental Appropriations		
3. Fact-of-Life Changes		
FY 2020 Baseline Funding		400,000
4. Reprogrammings (Requiring 1415 Actions)		
Revised FY 2020 Estimate		400,000
5. Less: Item 2, War-Related and Disaster Supplemental Appropriations and Item 4, Reprogrammings		
FY 2020 Normalized Current Estimate		400,000
6. Price Change		7,346
7. Functional Transfers		-140,320
a. Transfers In		
b. Transfers Out		
1) Defense Wide Review (DWR): Funding Transfer to the Military Departments (-150 FTEs)	-140,320	
8. Program Increases		
a. Annualization of New FY 2020 Program		
b. One-Time FY 2021 Increases		
c. Program Growth in FY 2021		
9. Program Decreases		-208,845
a. Annualization of FY 2020 Program Decreases		

Department of Defense Acquisition Workforce Development Account
 Operation and Maintenance, Defense-Wide
 Fiscal Year (FY) 2021 Budget Estimates

III. Financial Summary (\$ in thousands)

<u>C. Reconciliation of Increases and Decreases</u>	<u>Amount</u>	<u>Totals</u>
1) Reflects reduced workforce initiatives to planned annual budget level. (FY 2020 Baseline: \$400,000 thousand; Baseline FTEs: 1,675)	-3,000	
b. One-Time FY 2020 Increases		
c. Program Decreases in FY 2021		
1) Defense Wide Review (DWR): Reduce the Defense Acquisition Workforce Development Fund (DAWDF) FY 2020 Baseline FTEs: 1,675 (FY 2020 Baseline: \$400,000 thousand; -1,445 FTEs)	-198,499	
2) Reflects reduced workforce initiatives to planned budget level. FY 2020 Baseline FTEs: 1,675 (FY 2020 Baseline: \$400,000 thousand; -80 FTEs)	-7,346	
FY 2021 Budget Request		58,181

**Department of Defense Acquisition Workforce Development Account
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2021 Budget Estimates**

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 2021 request for appropriated funding 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 and National Defense Strategy objectives to rebuild the military while gaining full value of every taxpayer dollar spent on defense. Aligned with statutory intent and enterprise and component strategic needs, DAWDA-funded initiatives will support workforce recruiting, shaping, training, development, qualifications, currency, recruitment, retention, and recognition.

Training and Development. DoD will use DAWDA to ensure comprehensive training for the acquisition workforce, with focus on the early and mid-career workforce. Training provided includes technical, leadership, and currency training, as well as targeted workshops and point-of-need training, critical to improving acquisition productivity and outcomes. The Defense Acquisition University (DAU) will use DAWDA for new and emerging workforce training requirements that support the National Defense Strategy and serve the entire acquisition workforce.

**Department of Defense Acquisition Workforce Development Account
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2021 Budget Estimates**

V. <u>Personnel Summary</u>	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>	Change <u>FY 2019/ FY 2020</u>	Change <u>FY 2020/ FY 2021</u>
<u>Civilian End Strength (Total)</u>	<u>1,755</u>	<u>1,600</u>	<u>0</u>	<u>-155</u>	<u>-1,600</u>
U.S. Direct Hire	1,755	1,600	0	-155	-1,600
Total Direct Hire	1,755	1,600	0	-155	-1,600
<u>Civilian FTEs (Total)</u>	<u>1,600</u>	<u>1,675</u>	<u>0</u>	<u>75</u>	<u>-1,675</u>
U.S. Direct Hire	1,600	1,675	0	75	-1,675
Total Direct Hire	1,600	1,675	0	75	-1,675
Average Annual Civilian Salary (\$ in thousands)	82.6	84.9	0	2.3	-84.9

Recruiting incentives allows the recruitment of talent to mitigate critical gap challenges. New hires supported in FY 2021 are not projected from DAWDA funding. Using new flexibility provided by the FY 2020 NDAA, DoD will use this requested DAWDA funding for other DoD components and enterprise initiatives to enhance readiness of the acquisition workforce to support the National Defense Strategy (NDS).

**Department of Defense Acquisition Workforce Development Account
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2021 Budget Estimates**

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

<u>OP 32 Line</u>	<u>FY 2019</u> <u>Actuals</u>	<u>Change</u> <u>FY 2019/FY 2020</u>		<u>FY 2020</u> <u>Enacted</u>	<u>Change</u> <u>FY 2020/FY 2021</u>		<u>FY 2021</u> <u>Estimate</u>
		<u>Price</u>	<u>Program</u>		<u>Price</u>	<u>Program</u>	
101 Exec, Gen'l & Spec Scheds	132,115	3,673	6,364	142,152	2,189	-143,177	1,164
199 Total Civ Compensation	132,115	3,673	6,364	142,152	2,189	-143,177	1,164
308 Travel of Persons	72,305	1,446	-27,058	46,693	934	-33,427	14,200
399 Total Travel	72,305	1,446	-27,058	46,693	934	-33,427	14,200
633 DLA Document Services	0	0	18	18	0	-13	5
699 Total DWCF Purchases	0	0	18	18	0	-13	5
771 Commercial Transport	1,320	26	-495	851	17	-637	231
799 Total Transportation	1,320	26	-495	851	17	-637	231
912 Rental Payments to GSA (SLUC)	327	7	1,369	1,703	34	-1,274	463
914 Purchased Communications (Non-Fund)	402	8	3,815	4,225	85	-3,162	1,148
915 Rents (Non-GSA)	202	4	134	340	7	-255	92
920 Supplies & Materials (Non-Fund)	5,020	100	-26	5,094	102	-3,812	1,384
921 Printing & Reproduction	442	9	143	594	12	-445	161
922 Equipment Maintenance By Contract	12,489	250	-3,401	9,338	187	-6,988	2,537
923 Facilities Sust, Rest, & Mod by Contract	473	9	70	552	11	-413	150
925 Equipment Purchases (Non-Fund)	4,805	96	1,766	6,667	133	-4,989	1,811
932 Mgt Prof Support Svcs	77,654	1,553	-36,856	42,351	847	-34,411	8,787
933 Studies, Analysis & Eval	8,398	168	0	8,566	171	-6,410	2,327
955 Other Costs (Medical Care)	1	0	-1	0	0	0	0
957 Other Costs (Land and Structures)	9,225	185	-7,287	2,123	42	-1,588	577
985 Research & Development, Contracts	5,260	0	-5,260	0	0	0	0
987 Other Intra-Govt Purch	65,310	1,306	829	67,445	1,349	-56,721	12,073
989 Other Services	76,179	1,524	-16,415	61,288	1,226	-51,443	11,071
999 Total Other Purchases	266,187	5,219	-61,120	210,286	4,206	-171,911	42,581
Total	471,927	10,364	-82,291	400,000	7,346	-349,165	58,181