# Fiscal Year 2022 President's Budget Defense Acquisition University



May 2021

# Operation and Maintenance, Defense-Wide Summary (\$ in thousands) Budget Activity (BA) 3: Training and Recruiting

	FY 2020	Price	Program	FY 2021	Price	Program	FY 2022
	<u>Actuals</u>	<u>Change</u>	<u>Change</u>	<b>Enacted</b>	<u>Change</u>	<u>Change</u>	<u>Request</u>
DAU	179,108	3,043	-20,256	161,895	3,486	6,226	171,607

<sup>\*</sup>FY 2020 includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

#### I. Description of Operations Financed:

The Defense Acquisition University (DAU) (http://www.dau.edu) is a corporate university of the Department of Defense, Office of the Under Secretary of Defense (Acquisition and Sustainment) (OUSD, A&S). The DAU's mission is to provide a global learning environment to develop qualified acquisition, requirements, and contingency professionals who deliver and sustain effective and affordable warfighting capabilities. The DAU's vision is to produce an accomplished and adaptive workforce, giving the warfighter a decisive edge.

The DAU helps approximately 183,000 Department of Defense (DoD) acquisition-coded employees to achieve the right acquisition outcomes now and in the future. It is the one institution that affects all Defense Acquisition Workforce (DAW) professionals across six functional areas at every stage of their career. DAU's products and services target workplace performance and promote mission effectiveness, and are critical to improving the DAW's professionalism. Also, the DAU provides support to four functional areas: international, requirements, earned value management, and services acquisition, in addition to the Defense Contract Management Agency (DCMA) via the College of Contract Management (CCM).

#### **DAUNext - Transforming DAU Support to the Acquisition Workforce**

The Defense Acquisition Workforce Improvement Act (DAWIA), enacted in 1991, established the DAU. The DAWIA emerged from the 1985 Packard Commission when the acquisition workforce was considered inadequately and inconsistently trained. Since then, the Defense environment has evolved and DAU has worked to keep pace of the changes from technologies that were mainly created and owned in the defense industrial base to the fast-changing technology is available to all and being developed in a diverse international industrial base that doesn't need to work with DoD.

Similarly, the learning environment has evolved. DAW professionals were told what they should learn, when they should learn it, and the learning was pushed to them. Now, DAW professional desire greater ownership and control over their learning destiny and expect that knowledge is available when required.

The DAUNext transformation will flow from changes in how the Department structures workforce development. Much like the acquisition system itself, the DoD workforce management framework grew to include excessive requirements and is too rigid to respond to diverse and changing

<sup>\*</sup>FY 2021 includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

#### I. <u>Description of Operations Financed</u>: (Cont.)

demands on and from the workforce. The Department has long worked under a system where everything was required for each career field, whether relevant or not to their work environment. For example, contracting had grown to over 800 hours of required training. More and more career fields and career paths were added under the old structure resulting in too much training delivered to the wrong people at the wrong time. The solution chosen by the Department to resolve this problem is called "Back to Basics", which will streamline required training to a core minimum and then empower the workforce to tailor their training and development to meet their workplace needs. This solution, in turn, drives dramatic changes at the DAU.

To succeed in a world where most training is optional, and where training needs are diverse and quickly changing, the DAU must focus on three outcomes for DAUNext: learning must be effortless; the content must be world-class; and must build and rely upon a vast and dynamic network. The DAU is the learning platform that meets the needs of the modern workforce:

**Effortless learning.** We will be asking an increasingly stressed and busy workforce to choose DAU to help them succeed, so we must make it as easy as possible to find and use our learning assets. In DAUNext, our customers may sometimes be looking for specific training, as a credential, to support them in their current job. Sometimes they will run across it by accident; find surprising things. And the learning is personalized just for them. They can learn in the workflow, where learning is part of their work, while it helps them do their job. In a world where 30 seconds sometimes seems an eternity, we have to make learning available naturally and readily, right now.

**World-class content.** We must change our definition of quality. It is no longer enough to be correct. The policy that our learners must comply with should not be the center of our learning content. Our content must build critical thinking skills and confidence in each learner's ability to decide and act to drive performance excellence. If we want busy people to choose our learning, we must offer quality experiences that are personalized, relevant, this-minute current, and informed by the best experts in the world. To realize this, we must form design partnerships between our content experts and our learning specialists that empower us to rethink and re-envision our learning assets. By implementing the latest tools and technologies, we can balance learning science with high-quality modern design and delivery to exceed our learners' expectations.

**Dynamic Network.** The network is going to be vital to us as we transform. We can already see that happening. We are connecting people who know with the people who need the knowledge. Think about that as our job. We also have scale with our network. It's a massive advantage to us in reaching the workforce, and it's a significant advantage to us competitively. Nobody else has that. We must think about ourselves as the world's largest and most significant acquisition network. We can reach everyone in the acquisition workforce, and everyone knows that we're the way for them to reach everyone. In the future, imagine that our competitors give up on being our competition and instead want to hitch a ride on the DAU network.

The DAU used to be a conduit down to a learner in a classroom or an asynchronous course. We are now expanding into a network that connects many people to many people. A network that delivers world-class content that people might not have been aware of and exposes it effortlessly.

**Current Status:** The DAU's transformation is well underway. The Under Secretary of Defense for Acquisition and Sustainment (USD(A&S)) recognizes that the DAU is a critical component of the "Back to Basics" initiative championed by USD(A&S). The COVID-19 pandemic has

#### I. Description of Operations Financed: (Cont.)

accelerated this transformation. As of August 2020, DAU rapidly converted over 86% of the seats in its classroom courses to virtual instructor-led training (VILT) because of its technology strategy and expected to maintain a high VILT level after the pandemic to support its transformation.

One of the DAU's goals is to produce quality and breadth of learning assets to improve acquisition outcomes. Thus, the DAU continues to succeed in its vital function - giving the DAW tools and knowledge it needs to succeed. The DAU accomplished an impressive amount of learning to the workforce in FY 2020:

- Provided over 6.2 million hours of foundational learning;
- Graduated 209,166 (distance learning course graduates: 167,242 and VLIT/ILT graduates: 41,924);
- Offered 331 online continuous learning modules, with approximately 644,020 student completions; and
- Provided 141,379 hours of Performance Learning.

#### **Mission Success**

The DAU has repeatedly demonstrated, and recognition has followed, for its success in providing a global learning environment. The DAU earned reaffirmation of accreditation from the Council on Occupational Education (CoE) and regularly has received recognition as a sector leader in the corporate training industry.

- DAU has been recognized as the 2020 Chief Learning Officer Learning Elite Winners Circle (2017–2020). The Learning Elite program
  honors the best organizations for learning and development, utilizing best practices in evaluation to rank based on their impact, size, and
  industries served. It also recognizes individual companies for their efforts in functional areas, including leadership development, use of
  technology, executive buy-in, and content development and delivery, among others.
- In 2019, the DAU was selected for the Trailblazer Award as part of the prestigious Chief Learning Officer Learning in Practice award program. This program recognizes the very best learning executives. They demonstrate excellence in the design and delivery of employee development programs through a combination of qualities such as leadership, vision, business acumen, and strategic alignment. The trailblazer award honors those who have delivered new and unique applications of emerging technology to employee learning and development.
- In 2019, the DAU was recognized as the Public Sector Innovation Winner for implementing its business intelligence project, Empowering People Through Data Literacy, by the Public Sector 360 Media Group's award program. The Government Innovation Awards showcase the best examples of discovery and innovation in government IT.
- Also, in 2019 and for the ninth consecutive year, ELearning! Magazine named the DAU as one of the best learning programs at the world Enterprise Learning! Conference & Expo.

#### I. <u>Description of Operations Financed</u>: (Cont.)

As the primary learning assets provider for the DAW, the DAU is a strategic enabler that expedites the right acquisition outcomes by fully engaging its students, in the classroom, online, and on the job. Its products and services enhance workplace performance, promote mission effectiveness, and help reshape the DAW to meet future challenges. The DAU strives to be fully integrated into its learners' careers from the time of first-course enrollment until retirement, providing the DAW with effective training to acquire the very best weapons systems, equipment, and services for this nation's warfighters.

#### **DAU Strategic Goals**

Over the last two years, the DAU has shifted our culture from providing products and services to where we understand customers so that we can deliver learning solutions that meet their needs, every day, in whatever form and whatever place is most potent.

While not a Program of Record, the DAU executes the following core functions in support of three National Defense Strategy Lines of Effort: 1) Build a More Lethal Force, 2) Strengthen Alliances and Attract New Partners, and 3) Reform the Department's Business Practices for Greater Performance and Affordability:

- Build a More Lethal Force The National Defense Strategy clarifies that lethality is essential to our Nation's security. A critical element of successfully building this more lethal force is recruiting, developing, and retaining a high-quality military and civilian workforce. DAU Strategic Goal 1 identifies on rapidly create learning solutions focused on stakeholder/customer needs, ensuring they have the information and training they need to develop and procure the weapons on which the warfighter depends, and delivering them at the speed of relevance.
- Strengthen Alliances and Attract New Partners The National Defense Strategy highlights the importance of working with our international partners to defend freedom, deter war, and maintain the rules which underwrite a free and open international order.
- Reform the Department's Business Practices for Greater Performance and Affordability The National Defense Strategy calls for an end to the current bureaucratic approach to acquisition and a transition to a culture where results and accountability matter.

**DAU Strategy Goal 1** – Rapidly create learning solutions focused on customer and stakeholder needs. Modernize learning assets by redesigning curriculum to employ learning technology and advanced methods to engage learners and enhance job performance skills.

**DAU Strategy Goal 2 -** focuses on DAU's learning platform transformation and enterprise technologies to create an adaptive and engaging user-driven experience. These learning solutions are critical to the DAW to understand the new acquisition initiatives and have the knowledge and skills they need to successfully perform their jobs in this new culture. And our international partners' acquisition processes to be better resourced and outfitted.

#### I. <u>Description of Operations Financed</u>: (Cont.)

**DAU Strategy Goal 3** - cultivates an expert DAU workforce that supports the user-driven experience. Develop Human Capital workforce mix of buy, borrow, build, balance, and bounce (e.g., federal workforce, contract workforce, detail augmentation, advisors) required to support a transformed Learning Delivery environment.

**DAU Strategy Goal 4** - provides effective and efficient facilities and business operations. Create modern learning support facilities and optimized business processes and operations to enable the DAU transformation.

Assisting the Department change its acquisition culture to support the National Defense Strategy, requires DAU to change its learning and development culture. When DAU accomplishes its strategic goals, the DAW will be learning effortlessly, receiving world-class content, and connecting across a dynamic network.

The FY 2022 Direct War and Enduring Costs accounted for in the base budget are as follows:

- Direct War costs accounted for in the Base Budget: \$0.0 thousand: Direct War costs are those combat or direct combat support costs that will not continue to be expended once combat operations end at major contingency locations.
- Enduring costs accounted for in the Base Budget: \$0.0 thousand: Enduring Requirements are enduring in theater and in CONUS costs that will likely remain after combat operations cease.

#### II. Force Structure Summary:

The DAU main campus is located at Ft. Belvoir, Virginia where the university maintains a staff for centralized academic oversight, a robust curriculum development center, and an e-learning and technology development directorate. The university has five regional campuses strategically located in areas where there is a high concentration of DoD acquisition workforce members. The five regional campuses are as follows:

- Capital and Northeast Fort Belvoir, Virginia (serves workforce of 43,500)
- Mid-Atlantic California, Maryland (serves workforce of 33,200)
- Midwest Kettering, Ohio (serves workforce of 26,400)
- South Huntsville, Alabama (serves workforce of 41,800)
- West San Diego, California (serves workforce of 38,100)

Further, DAU has two colleges:

### II. Force Structure Summary: (Cont.)

- **Defense Systems Management College (DSMC)** Ft. Belvoir, Virginia. DSMC is chartered to provide the following to the DoD acquisition workforce across the globe: Executive level, international acquisition management, requirements, mission assistance, leadership, and research courses.
- College of Contract Management (CCM) Ft. Lee, Virginia. Co-located with the DCMA headquarters at Fort Lee, VA, the CCM is chartered to provide the professional, accredited courses necessary to enhance workforce's skills within the DCMA.

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

FY 2021 **Congressional Action** FY 2020 FY 2022 Current Budget A. BA Subactivities Request **Appropriated** Actuals Amount Percent **Enacted** Request 1. Teaching \$119,081 \$88,352 \$-1,068 -1.21% \$87,284 \$87,284 \$87,417 2. Curriculum Development \$26,256 \$15,810 \$22,691 \$0 0.00% \$22,691 \$22,691 3. Performance Learning \$24,564 \$34,615 \$0 0.00% \$34,615 \$34,615 \$39,126 4. Workflow Learning \$16,412 \$14,443 \$0 0.00% \$14,443 \$14,443 \$15,702 5. Research \$1,290 \$1,141 \$0 0.00% \$1,141 \$1,141 \$1,253 6. Human Capital \$0 \$1,951 \$1,721 0.00% \$1,721 \$1,721 \$1,853 Total \$179,108 \$162,963 \$-1,068 -0.66% \$161,895 \$161,895 \$171,607

<sup>\*</sup>FY 2020 includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

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	Change	Change
B. Reconciliation Summary	FY 2021/FY 2021	FY 2021/FY 2022
BASELINE FUNDING	\$162,963	\$161,895
Congressional Adjustments (Distributed)	0	
Congressional Adjustments (Undistributed)	-1,068	
Adjustments to Meet Congressional Intent	0	
Congressional Adjustments (General Provisions)	0	
SUBTOTAL APPROPRIATED AMOUNT	161,895	
Fact-of-Life Changes (2021 to 2021 Only)	0	
SUBTOTAL BASELINE FUNDING	161,895	
Supplemental	0	
Reprogrammings	0	
Price Changes		3,486
Functional Transfers		0
Program Changes		6,226
CURRENT ESTIMATE	161,895	171,607
Less: Wartime Supplemental	0	
NORMALIZED CURRENT ESTIMATE	\$161,895	\$171,607

FY 2021 President's Budget Request (Amended, if applicable)	\$162,963
1. Congressional Adjustments	\$-1,068
a) Distributed Adjustments	\$0
b) Undistributed Adjustments	\$-1,068
1) Undistributed Reduction - EXCESS TO NEED - NON MIP	\$-1,068
c) Adjustments to Meet Congressional Intent	\$0
d) General Provisions	\$0
FY 2021 Appropriated Amount	\$161,895
2. War-Related and Disaster Supplemental Appropriations	\$0
a) OCO Supplemental Funding	\$0
3. Fact-of-Life Changes	\$0
a) Functional Transfers	\$0
b) Technical Adjustments	\$0
c) Emergent Requirements	\$0
FY 2021 Baseline Funding	\$161,895
4. Reprogrammings (Requiring 1415 Actions)	\$0

a) Increases	\$0
b) Decreases	\$0
Revised FY 2021 Estimate	\$161,895
5. Less: Item 2, War-Related and Disaster Supplemental Appropriation and Item 4, Reprogrammings	\$C
a) Less: OCO Supplemental Funding	\$0
FY 2021 Normalized Current Estimate	\$161,895
6. Price Change	\$3,486
7. Functional Transfers	\$C
a) Transfers In	\$0
b) Transfers Out	\$0
8. Program Increases	\$6,496
a) Annualization of New FY 2021 Program	\$0
b) One-Time FY 2022 Increases	\$0
c) Program Growth in FY 2022	\$6,496
1) Compensation and Benefits - Transformation Civilian FTEs Skills Set Upgrade  +4 Civilian FTEs requirement for Transformation skills set upgrade for delivering world-class learning cor	ntent

Development: +\$266K; Performance Learning: +\$296K; Workflow Learning: +\$154K; Research: +\$14K; Human Capital: +\$16K) (FY 2021 Baseline: \$110,554 thousand; FY 2021 FTEs: 568 FTEs: +4 FTEs)
2) Equipment Purchases
3) IT Contract Support
4) Management and Professional Services
5) Materials and Supplies
6) Other Intra-Governmental Purchases
7) Purchased Communications

8) Travel of Persons	
9. Program Decreases	\$-270
a) Annualization of FY 2021 Program Decreases\$0	
b) One-Time FY 2021 Increases\$0	
c) Program Decreases in FY 2022\$-270	
1) Rental Payment to GSA - Rental Savings\$-270  DAU will close down commercially leased office locations and attempt to relocate on military bases. (Teaching: -\$279K) (FY 2021 Baseline: \$5,249 thousand)	
FY 2022 Budget Request\$17	1,607

### IV. Performance Criteria and Evaluation Summary:

Number of Students Trained	Workload Actuals FY 2020	Workload Estimate FY 2021	Workload Estimate FY 2022
Classroom (ILT & VILT Starting FY20)	40,000	34,000	33,000
Web-based (Includes CLM Starting FY20)	<u>818,000</u>	<u>783,000</u>	825,000
Total	858,000	817,000	858,000
	FY 2020 Actuals	FY 2021 Estimate	FY 2022 Estimate
Army	163,020	155,230	163,020
Navy	300,300	285,950	300,300
Air Force	180,180	171,570	180,180
DoD	171,600	163,400	171,600
Other	42,900	40,850	42,900
Total	858,000	817,000	858,000

The DAU uses students trained as an efficient measure for mission performance. Students who successfully complete specified Defense Acquisition Workforce Improvement Act (DAWIA) course requirements are the key output measure. The ultimate goal is DAWIA certifications meet the mandates of Congressional legislation while improving the DoD acquisition posture. The majority of effort occurs via web-based delivery to facilitate maximum learning flexibility allowing the DAU to offer courses in a cost efficient manner.

	FY 2020	FY 2021	FY 2022
Cost per Grad (FY 2019: \$220)	\$209	\$198	\$200
\$ Chg from FY 2019	-\$11	-\$22	-\$20
% Chg from FY2019	-5.0%	-10%	-9.1%
\$ Chg YoY	-\$11	-\$11	+\$2
% Chg YoY	-5.0%	-5.3%	+1.0%

#### IV. Performance Criteria and Evaluation Summary:

The DAU's operating budget is quantified in terms of performance measurement and results achieved using total students trained as described above. The DAU's history, charter, and mission all emanate from the impetus of DAWIA mandates to standardize and improve DoD's acquisition posture. Average cost per student uses the population of students graduated in proportion to the dollars obligated

### V. Personnel Summary:

	FY 2020	FY 2021	FY 2022	Change FY 2020/ <u>FY 2021</u>	Change FY 2021/ <u>FY 2022</u>
Active Military End Strength (E/S) (Total)	37	43	43	6	0
Officer	34	40	40	6	0
Enlisted	3	3	3	0	0
Civilian End Strength (Total)	669	621	621	-48	0
U.S. Direct Hire	669	621	621	-48	0
Total Direct Hire	669	621	621	-48	0
Active Military Average Strength (A/S) (Total)	37	43	43	6	0
Officer	34	40	40	6	0
Enlisted	3	3	3	0	0
Civilian FTEs (Total)	616	568	572	-48	4
U.S. Direct Hire	616	568	572	-48	4
Total Direct Hire	616	568	572	-48	4
Average Annual Civilian Salary (\$ in thousands)	189.0	194.6	199.1	5.7	4.4
Contractor FTEs (Total)	139	129	131	-10	2

<u>Personnel Summary Explanations:</u>
Four Civilian FTEs will be added in FY 2022 due to upgrading sets skills to be in front, iterating, prototyping, and experimenting for a world-class content in DAU's curriculums during DAU Transformation.

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

			Change from FY	2020 to FY 2021		Change from FY	2021 to FY 2022	
		FY 2020	Price	Program	FY 2021	Price	Program	FY 2022
404	EVEC OFFILIA OFFICIOLISTO	<u>Program</u>	<u>Growth</u>	<u>Growth</u>	Program	<u>Growth</u>	Growth	<u>Program</u>
101	EXEC, GEN'L & SPEC SCHEDS	116,132	1,788	-7,366	110,554	2,510	796	113,860
107	VOLUNTARY SEP INCENTIVES	280	4	-284	0	0	0	0
0199	TOTAL CIVILIAN PERSONNEL COMPENSATION	116,412	1,792	-7,650	110,554	2,510	796	113,860
308	TRAVEL OF PERSONS	4,741	95	-3,335	1,501	29	800	2,330
0399	TOTAL TRAVEL	4,741	95	-3,335	1,501	29	800	2,330
633	DLA DOCUMENT SERVICES	95	1	1	97	2	0	99
0699	TOTAL OTHER FUND PURCHASES	95	1	1	97	2	0	99
771	COMMERCIAL TRANSPORT	24	0		24	0		24
0799	TOTAL TRANSPORTATION	24	0	0	24	0	0	24
912	RENTAL PAYMENTS TO GSA (SLUC)	6,421	128	-1,300	5,249	100	-270	5,079
914	PURCHASED COMMUNICATIONS (NON-FUND)	1,672	33		1,705	32	500	2,237
915	RENTS (NON-GSA)	168	3		171	3		174
917	POSTAL SERVICES (U.S.P.S)	13	0		13	0		13
920	SUPPLIES & MATERIALS (NON-FUND)	708	14	50	772	15	100	887
921	PRINTING & REPRODUCTION	330	7	0	337	6		343
922	EQUIPMENT MAINTENANCE BY CONTRACT	550	11	0	561	11	0	572
923	FACILITIES SUST, REST, & MOD BY CONTRACT	962	19		981	19	0	1,000
925	EQUIPMENT PURCHASES (NON-FUND)	7,165	143	-2,945	4,363	83	1,000	5,446
932	MGT PROF SUPPORT SVCS	12,199	244	-1,071	11,372	216	1,150	12,738
957	OTHER COSTS (LAND AND STRUCTURES)	5,045	101	-2,524	2,622	50	0	2,672
960	OTHER COSTS (INTEREST AND DIVIDENDS)	1	0		1	0		1
987	OTHER INTRA-GOVT PURCH	1,537	31	-1	1,567	30	2,000	3,597
989	OTHER SERVICES	3,568	71	-1,001	2,638	50		2,688
990	IT CONTRACT SUPPORT SERVICES	17,497	350	-480	17,367	330	150	17,847
0999	TOTAL OTHER PURCHASES	57,836	1,155	-9,272	49,719	945	4,630	55,294

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

			Change from FY 20	om FY 2020 to FY 2021		Change from FY 2021 to FY 2022			
		FY 2020 <u>Program</u>	Price <u>Growth</u>	Program <u>Growth</u>	FY 2021 <u>Program</u>	Price <u>Growth</u>	Program <u>Growth</u>	FY 2022 <u>Program</u>	
9999	GRAND TOTAL	179,108	3,043	-20,256	161,895	3,486	6,226	171,607	

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