

Fiscal Year 2022 President's Budget

Department of Defense Acquisition Workforce Development Account



May 2021

Department of Defense Acquisition Workforce Development Account

Fiscal Year (FY) 2022 President's Budget

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

	<u>FY 2020 Actuals</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2021 Enacted</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2022 Request</u>
DAWDA	400,000	7,346	-319,165	88,181	1,679	-35,181	54,679

*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).

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

I. Description of Operations Financed:

Defense Acquisition Workforce Development Account (\$000)	FY 2020 Actuals	FY 2021 Enacted	FY 2022 Estimate²		
Appropriation ¹	\$ 400,000	\$ 88,181	\$ 54,679		
Funding Carried Forward from Prior Year ³	\$ 30,712	\$ 133,401	\$ -		
Total Obligation Authority	\$ 430,712	\$ 221,582	\$ 54,679		
Total Obligations ⁴	\$ 352,367	\$ 221,582	\$ 54,679		

1/ The FY 2021 and FY 2022 Estimates will be targeted to address the requirements of the DAFA acquisition workforce.

2/ FY 2021 Appropriation is a 1-year availability with no funding to be carried over to FY 2022.

3/ FY 2021 Funding Carried Forward includes FY 2020 and prior year adjustments.

4/ \$96.0 million of FY 2020 funding was reserved for critical DoD and A&S Defense Acquisition Workforce (DAW) initiatives, of which \$20.53 million was obligated with the remaining balance forward into FY 2021. The funds carried forward reflect the impacts of COVID-19, to include Department's COVID-19 Stop Movement direction which impacted acquisition workforce training, development and other workforce initiatives.

The FY 2022 appropriation request of \$54.7 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 (DAW), which is 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 FY 2021 Consolidated Appropriations Act supported the President's Budget request to realign \$140.3 million from the DAWDA to the Military Departments' respective Operation and Maintenance (O&M) accounts to strengthen the management of their acquisition workforce with the remaining funds in the DAWDA focused on the acquisition workforce readiness through OSD

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I. Description of Operations Financed: (Cont.)

and Defense Agency and Field Activity acquisition workforce initiatives. The FY 2022 appropriations request continues to maintain the DAWDA's focus solely on the Defense Agency and Field Activity acquisition workforce. The FY 2022 appropriations request further reflects the continued success in strengthening the Military Departments' management of their acquisition workforce as evidenced by the amounts requested for the traditional Recruiting and Hiring and Recognition and Retention funding lines.

RECRUITING AND HIRING

(\$ in Millions)

FY 2020	FY 2021	FY 2022
<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
\$153.2	\$1.4	\$1.4

Recruiting and Hiring: Recruiting incentives to enable components to recruit talent to mitigate critical gap challenges. Critical hires and their sustainment continued at a reduced level in FY 2022 relative to FY 2020.

TRAINING AND DEVELOPMENT

(\$ in Millions)

FY 2020	FY 2021	FY 2022
<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>
\$230.6	85.4	\$51.9

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 the development and sustainment of a professional, agile, high-performing and accountable workforce. DoD will use DAWDA to ensure comprehensive training for the acquisition workforce, focusing on the early and mid-career workforce. Training provided includes technical, leadership, 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 expeditionary contracting and operational contractor support readiness. Congress has also provided authority to use the DAWDA for human capital, talent management, benchmarking studies, and tools to improve acquisition.

RECOGNITION and RETENTION

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I. Description of Operations Financed: (Cont.)

	(\$ in Millions)		
FY 2020	FY 2021	FY 2022	
<u>Actuals</u>	<u>Estimate</u>	<u>Estimate</u>	
\$16.2	\$1.4	\$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.

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:

Not Applicable.

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III. Financial Summary (\$ in Thousands):

	FY 2020 <u>Actuals</u>	Budget <u>Request</u>	FY 2021 <u>Congressional Action</u>			Current <u>Enacted</u>	FY 2022 <u>Request</u>
			<u>Amount</u>	<u>Percent</u>	<u>Appropriated</u>		
A. BA Subactivities							
1. Recruiting and Hiring	\$153,176	\$1,437	\$0	0.00%	\$1,437	\$1,437	\$1,444
Recruiting and Hiring	\$153,176	\$1,437	\$0	0.00%	\$1,437	\$1,437	\$1,444
2. Training and Development	\$230,624	\$55,386	\$30,000	54.17%	\$85,386	\$85,386	\$51,840
Training and Development	\$230,624	\$55,386	\$30,000	54.17%	\$85,386	\$85,386	\$51,840
3. Retention and Recognition	\$16,200	\$1,358	\$0	0.00%	\$1,358	\$1,358	\$1,395
Retention and Recognition	<u>\$16,200</u>	<u>\$1,358</u>	<u>\$0</u>	<u>0.00%</u>	<u>\$1,358</u>	<u>\$1,358</u>	<u>\$1,395</u>
Total	\$400,000	\$58,181	\$30,000	51.56%	\$88,181	\$88,181	\$54,679

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

<u>B. Reconciliation Summary</u>	<u>Change FY 2021/FY 2021</u>	<u>Change FY 2021/FY 2022</u>
BASELINE FUNDING	\$58,181	\$88,181
Congressional Adjustments (Distributed)	30,000	
Congressional Adjustments (Undistributed)	0	
Adjustments to Meet Congressional Intent	0	
Congressional Adjustments (General Provisions)	0	
SUBTOTAL APPROPRIATED AMOUNT	88,181	
Fact-of-Life Changes (2021 to 2021 Only)	0	
SUBTOTAL BASELINE FUNDING	88,181	
Supplemental	0	
Reprogrammings	0	
Price Changes		1,679
Functional Transfers		0
Program Changes		-35,181
CURRENT ESTIMATE	88,181	54,679
Less: Wartime Supplemental	0	
NORMALIZED CURRENT ESTIMATE	\$88,181	\$54,679

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

FY 2021 President's Budget Request (Amended, if applicable)	\$58,181
1. Congressional Adjustments	\$30,000
a) Distributed Adjustments.....	\$30,000
1) Program increase - Acquisition Workforce Training.....	\$30,000
b) Undistributed Adjustments	\$0
c) Adjustments to Meet Congressional Intent.....	\$0
d) General Provisions	\$0
FY 2021 Appropriated Amount	\$88,181
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	\$88,181
4. Reprogrammings (Requiring 1415 Actions).....	\$0

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

a) Increases	\$0
b) Decreases	\$0
Revised FY 2021 Estimate.....	\$88,181
5. Less: Item 2, War-Related and Disaster Supplemental Appropriation and Item 4, Reprogrammings	\$0
a) Less: OCO Supplemental Funding.....	\$0
FY 2021 Normalized Current Estimate	\$88,181
6. Price Change	\$1,679
7. Functional Transfers	\$0
a) Transfers In	\$0
b) Transfers Out.....	\$0
8. Program Increases.....	\$0
a) Annualization of New FY 2021 Program	\$0
b) One-Time FY 2022 Increases	\$0
c) Program Growth in FY 2022.....	\$0
9. Program Decreases	-\$35,181
a) Annualization of FY 2021 Program Decreases	\$0

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

b) One-Time FY 2021 Increases \$-30,000

 1) Program increase - Acquisition Workforce Training..... \$-30,000

c) Program Decreases in FY 2022 \$-5,181

 1) Reflects reduced workforce initiatives to planned budget level. \$-5,181

FY 2022 Budget Request.....\$54,679

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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 2022 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.

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V. Personnel Summary:

	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>	<u>Change FY 2020/ FY 2021</u>	<u>Change FY 2021/ FY 2022</u>
Civilian End Strength (Total)	1,600	0	0	-1,600	0
U.S. Direct Hire	1,600	0	0	-1,600	0
Total Direct Hire	1,600	0	0	-1,600	0
Civilian FTEs (Total)	1,372	0	0	-1,372	0
U.S. Direct Hire	1,372	0	0	-1,372	0
Total Direct Hire	1,372	0	0	-1,372	0
Average Annual Civilian Salary (\$ in thousands)	103.6	0.0	0.0	-103.6	0.0
Contractor FTEs (Total)	537	198	107	-339	-91

Personnel Summary Explanations:

The reduced request FY 2021 reflects the Department's use of new flexibility provided by section 1010 of the FY 2020 National Defense Authorization Act and the Department's strategy to strengthen Military Department control and management of resources for their acquisition workforce and transfer remaining resources to higher National Defense Strategy (NDS) priorities. DoD will use the requested DAWDA funding for other DoD components and enterprise initiatives to enhance readiness of the acquisition workforce to support the NDS.

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

	FY 2020 Program	Change from FY 2020 to FY 2021		FY 2021 Program	Change from FY 2021 to FY 2022		FY 2022 Program
		Price Growth	Program Growth		Price Growth	Program Growth	
101 EXEC, GEN'L & SPEC SCHEDS	142,152	2,189	-143,042	1,299	29	-29	1,299
0199 TOTAL CIVILIAN PERSONNEL COMPENSATION	142,152	2,189	-143,042	1,299	29	-29	1,299
308 TRAVEL OF PERSONS	46,693	934	-40,427	7,200	137	-337	7,000
0399 TOTAL TRAVEL	46,693	934	-40,427	7,200	137	-337	7,000
633 DLA DOCUMENT SERVICES	18	0	-13	5	0	-2	3
0699 TOTAL OTHER FUND PURCHASES	18	0	-13	5	0	-2	3
771 COMMERCIAL TRANSPORT	851	17	-637	231	4	-85	150
0799 TOTAL TRANSPORTATION	851	17	-637	231	4	-85	150
912 RENTAL PAYMENTS TO GSA (SLUC)	1,703	34	-1,274	463	9	-172	300
914 PURCHASED COMMUNICATIONS (NON-FUND)	4,225	85	-3,162	1,148	22	-426	744
915 RENTS (NON-GSA)	340	7	-255	92	2	-34	60
920 SUPPLIES & MATERIALS (NON-FUND)	5,094	102	-3,812	1,384	26	-513	897
921 PRINTING & REPRODUCTION	594	12	-445	161	3	-59	105
922 EQUIPMENT MAINTENANCE BY CONTRACT	9,338	187	-6,988	2,537	48	-940	1,645
923 FACILITIES SUST, REST, & MOD BY CONTRACT	552	11	-413	150	3	-56	97
925 EQUIPMENT PURCHASES (NON-FUND)	6,667	133	-4,989	1,811	34	-671	1,174
932 MGT PROF SUPPORT SVCS	42,351	847	-16,410	26,788	509	-12,836	14,461
933 STUDIES, ANALYSIS & EVAL	8,566	171	-410	8,327	158	520	9,005
957 OTHER COSTS (LAND AND STRUCTURES)	2,123	42	-1,588	577	11	-214	374
987 OTHER INTRA-GOVT PURCH	67,445	1,349	-50,721	18,073	343	-6,537	11,879
989 OTHER SERVICES	61,288	1,226	-44,579	17,935	341	-12,790	5,486
0999 TOTAL OTHER PURCHASES	210,286	4,206	-135,046	79,446	1,509	-34,728	46,227
9999 GRAND TOTAL	400,000	7,346	-319,165	88,181	1,679	-35,181	54,679

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

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