

Fiscal Year 2024 Budget Estimates

Department of Defense Acquisition Workforce Development Account



March 2023

Department of Defense Acquisition Workforce Development Account

Fiscal Year (FY) 2024 Budget Estimates

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

	FY 2022 Actuals	Price Change	Program Change	FY 2023 Enacted	Price Change	Program Change	FY 2024 Estimate
DAWDA	85,440	1,814	24,537	111,791	2,510	-59,324	54,977

I. Description of Operations Financed:

Defense Acquisition Workforce Development Account (\$000)		FY 2022	FY 2023	FY 2024
President's Budget Request		\$ 54,679	\$ 53,791	\$ 54,977
Congressional Action	Defense Civilian Training Corps		\$ 50,000	
	Congressional Mandates ¹		\$ 5,000	
	Diversity STEM Talent Development	\$ 2,000	\$ 3,000	
Transfer	Artificial Intelligence (AI) Workforce Recruiting and Training ²	\$ 28,911		
Total Obligation Authority		\$ 85,590	\$ 111,791	\$ 54,977
Total Obligations ³		\$ 85,440	\$ 111,791	

Notes:

1) FY 2023 Joint Explanatory Statement (JES) accompanying the FY 2023 DoD Appropriations (P.L. 117-328) includes \$5.0 million for DAWDA authorized NDAA mandates.

2) FY 2022 DoD Appropriations (P.L. 117-103), General Provision Section 8080 provided \$50.0 million for acquisition workforce Artificial Intelligence (AI) literacy recruiting and training and \$28.9 million of the \$50.0 million was transferred to DAWDA for execution.

3) FY 2023 Obligations amount is estimated.

The FY 2024 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) implementation to a new DAWIA certification framework under DoDI 5000.66. The FY 2023 enacted budget and the FY 2024 request continue to maintain the DAWDA's focus on acquisition workforce readiness through Office of the Secretary of Defense (OSD) and Defense Acquisition and Field Activity (DAFA) acquisition workforce initiatives. The FY 2023 enacted budget provided one-time Congressional adds for \$50.0 million to develop and implement the Defense Civilian Training Corp (DCTC), \$3.0 million

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I. Description of Operations Financed: (Cont.)

for Science, Technology, Engineering and Mathematics (STEM) initiatives, and \$5.0 million for DAW requirements identified in the FY 2023 NDAA Joint Explanatory Statement (JES). Separately, the FY 2023 Appropriation also provides for \$146.1 million DAWDA to the Military Departments' respective Operation and Maintenance (O&M) accounts to strengthen the management of their acquisition workforces.

RECRUITING AND HIRING

(\$ in Millions)

FY 2022	FY 2023	FY 2024
<u>Actuals</u>	<u>Enacted</u>	<u>Estimate</u>
\$1.0	\$1.7	\$3.0

Recruiting and Hiring: Recruiting incentives enable components to recruit talent to mitigate critical gap challenges. DAWDA Recruiting and Hiring supports the USD(A&S) Defense Civilian Acquisition Intern Program (DCAIP) of employing summer-time college interns with potential for long-term federal service upon graduation. In addition, FY 2024 estimate funds +5 civilian FTEs requirements. Specifically, Section 801 of the FY2022 NDAA Acquisition Workforce Education Partnership (AWEP) program.

TRAINING AND DEVELOPMENT

(\$ in Millions)

FY 2022	FY 2023	FY 2024
<u>Actuals</u>	<u>Enacted</u>	<u>Estimate</u>
\$82.00	\$108.70	\$50.60

Training and Development: Acquisition leaders are responsible for providing acquisition workforce personnel with properly-phased education, training, development, and key 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 resources to ensure a comprehensive training for the acquisition workforce, focusing on the early and mid-career workforce, is provided. Training includes technical, leadership, currency training, as well as targeted workshops and self-directed learning, which are critical for improving acquisition productivity. DoD will continue to utilize the DAWDA to support the training events and joint exercises that improve expeditionary contracting and operational contractor support readiness. Congress has provided authority to use the DAWDA for human capital, talent management, benchmarking studies, tools to improve diversity in Science, Technology, Engineering and Mathematics (STEM) talent development activities as well as the establishment of a Defense Civilian Training Corp (DCTC). Furthermore, DAWDA will be utilized for new and emerging

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I. Description of Operations Financed: (Cont.)

workforce training requirements for the entire acquisition workforce, as well as for the restructure and transformation of the acquisition training under the modernization and implementation of the new Defense Acquisition Workforce Improvement Act (DAWIA) certification framework as directed by DoDI 5000.66.

RECOGNITION and RETENTION

(\$ in Millions)

FY 2022	FY 2023	FY 2024
<u>Enacted</u>	<u>Estimate</u>	<u>Estimate</u>
\$2.40	\$1.40	\$1.40

Recognition and Retention: Agencies and DoD enterprise-wide components will use DAWDA to recognize workforce excellence and also 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						FY 2024 Estimate
	FY 2022 Actuals	Budget Request	Congressional Action			Current Enacted	
			Amount	Percent	Appropriated		
A. BA Subactivities							
1. Recruiting and Hiring	\$1,000	\$1,746	\$0	0.00%	\$1,746	\$1,746	\$2,917
Recruiting and Hiring	\$1,000	\$1,746	\$0	0.00%	\$1,746	\$1,746	\$2,917
2. Training and Development	\$82,040	\$50,645	\$58,000	114.52%	\$108,645	\$108,645	\$50,660
Training and Development	\$82,040	\$50,645	\$58,000	114.52%	\$108,645	\$108,645	\$50,660
3. Retention and Recognition	\$2,400	\$1,400	\$0	0.00%	\$1,400	\$1,400	\$1,400
Retention and Recognition	\$2,400	\$1,400	\$0	0.00%	\$1,400	\$1,400	\$1,400
Total	\$85,440	\$53,791	\$58,000	107.82%	\$111,791	\$111,791	\$54,977

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

	Change FY 2023/FY 2023	Change FY 2023/FY 2024
<u>B. Reconciliation Summary</u>		
BASELINE FUNDING	\$53,791	\$111,791
Congressional Adjustments (Distributed)	55,000	
Congressional Adjustments (Undistributed)	3,000	
Adjustments to Meet Congressional Intent	0	
Congressional Adjustments (General Provisions)	0	
SUBTOTAL APPROPRIATED AMOUNT	111,791	
Fact-of-Life Changes (2023 to 2023 Only)	0	
SUBTOTAL BASELINE FUNDING	111,791	
Supplemental	0	
Reprogrammings	0	
Price Changes		2,510
Functional Transfers		0
Program Changes		-59,324
CURRENT ESTIMATE	111,791	54,977
Less: Supplemental	0	
NORMALIZED CURRENT ESTIMATE	\$111,791	\$54,977

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

FY 2023 President's Budget Request (Amended, if applicable)	\$53,791
1. Congressional Adjustments	\$58,000
a) Distributed Adjustments.....	\$55,000
1) Defense Civilian Training Corps.....	\$50,000
Program increase for Defense Civilian Training Corps	
2) Diversity STEM Talent Development	\$5,000
Program increase for Diversity STEM Talent Development	
b) Undistributed Adjustments.....	\$3,000
1) Congressional Mandates.....	\$3,000
Program increase for Congressional Mandates	
c) Adjustments to Meet Congressional Intent.....	\$0
d) General Provisions	\$0
FY 2023 Appropriated Amount	\$111,791
2. Supplemental Appropriations	\$0
a) Supplemental Funding.....	\$0
3. Fact-of-Life Changes.....	\$0
a) Functional Transfers.....	\$0

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

b) Technical Adjustments	\$0
c) Emergent Requirements	\$0
FY 2023 Baseline Funding.....	\$111,791
4. Reprogrammings (Requiring 1415 Actions).....	\$0
a) Increases	\$0
b) Decreases	\$0
Revised FY 2023 Estimate.....	\$111,791
5. Less: Item 2, Supplemental Appropriation and Item 4, Reprogrammings	\$0
a) Less: Supplemental Funding.....	\$0
FY 2023 Normalized Current Estimate	\$111,791
6. Price Change	\$2,510
7. Functional Transfers	\$0
a) Transfers In	\$0
b) Transfers Out.....	\$0
8. Program Increases.....	\$1,450
a) Annualization of New FY 2023 Program	\$0

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

b) One-Time FY 2024 Increases	\$0
c) Program Growth in FY 2024	\$1,450
1) One more paid day in FY 2024	\$279
FY 2024 contains 261 paid days vice 260 paid days in FY 2023. (FY 2023 Baseline: \$1,746 thousand; FY 2023 Baseline FTEs: 36 FTEs; +5 FTEs)	
2) Acquisition Workforce Education Partnership (AWEP) Program	\$1,171
+5 Civilian FTEs requirement for Defense Acquisition University in support of Section 801 of the FY2022 NDAA. (FY 2023 Baseline: \$1,746 thousand; FY 2023 Baseline FTEs: 36 FTEs; +5 FTEs)	
9. Program Decreases	\$-60,774
a) Annualization of FY 2023 Program Decreases	\$0
b) One-Time FY 2023 Increases	\$-59,276
1) Diversity STEM talent development	\$-3,066
Congressional program increase for Diversity STEM Talent Development	
2) Defense Civilian Training Corps	\$-51,100
Congressional program increase for Defense Civilian Training Corps	
3) Congressional Mandates	\$-5,110
Congressional program increase for Congressional Mandates	
c) Program Decreases in FY 2024	\$-1,498
1) Reflects reduced DAW initiatives in Training and Development	\$-1,498
FY 2024 Budget Request	\$54,977

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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 2024 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 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 to be provided includes technical, leadership, and currency training, as well as targeted workshops and self-directed learning, critical to improving acquisition productivity and outcomes. It will include updates and training to a new Defense Acquisition Workforce Improvement Act (DAWIA) certification framework. The Defense Acquisition University (DAU) will use DAWDA for new and emerging acquisition workforce training requirements serving the entire acquisition workforce and for restructuring and transforming acquisition training under modernization of the implementation of the Defense Acquisition Workforce Improvement Act (DAWIA) and a new certification framework as directed by DoDI 5000.66.

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V. Personnel Summary:

	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>Change FY 2022/ FY 2023</u>	<u>Change FY 2023/ FY 2024</u>
Civilian End Strength (Total)	122	200	205	78	5
U.S. Direct Hire	122	200	205	78	5
Total Direct Hire	122	200	205	78	5
Civilian FTEs (Total)	21	36	41	15	5
U.S. Direct Hire	21	36	41	15	5
Total Direct Hire	21	36	41	15	5
Average Annual Civilian Salary (\$ in thousands)	46.4	48.5	72.7	2.1	24.2
Contractor FTEs (Total)	289	315	122	26	-193

Personnel Summary Explanations:

The Contracting FTEs change FY 2023/FY 2024 reflects reduced contracting efforts in studies and analysis along with management support due to reduce budget in FY 2024.

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

	FY 2022 <u>Program</u>	<u>Change from FY 2022 to FY 2023</u>		FY 2023 <u>Program</u>	<u>Change from FY 2023 to FY 2024</u>		FY 2024 <u>Program</u>
		<u>Price Growth</u>	<u>Program Growth</u>		<u>Price Growth</u>	<u>Program Growth</u>	
101 EXEC, GEN'L & SPEC SCHEDS	974	40	732	1,746	88	1,148	2,982
0199 TOTAL CIVILIAN PERSONNEL COMPENSATION	974	40	732	1,746	88	1,148	2,982
308 TRAVEL OF PERSONS	1,638	34	6,328	8,000	176	-2,176	6,000
0399 TOTAL TRAVEL	1,638	34	6,328	8,000	176	-2,176	6,000
633 DLA DOCUMENT SERVICES	0	0	3	3	0		3
0699 TOTAL OTHER FUND PURCHASES	0	0	3	3	0	0	3
771 COMMERCIAL TRANSPORT	32	1	67	100	2	0	102
0799 TOTAL TRANSPORTATION	32	1	67	100	2	0	102
912 RENTAL PAYMENTS TO GSA (SLUC)	0	0	306	306	7	-1	312
914 PURCHASED COMMUNICATIONS (NON-FUND)	0	0	500	500	11	-1	510
915 RENTS (NON-GSA)	88	2	-49	41	1	0	42
920 SUPPLIES & MATERIALS (NON-FUND)	86	2	827	915	20	-847	88
921 PRINTING & REPRODUCTION	0	0	72	72	2	-1	73
922 EQUIPMENT MAINTENANCE BY CONTRACT	0	0	1,678	1,678	37	-3	1,712
923 FACILITIES SUST, REST, & MOD BY CONTRACT	0	0	65	65	1		66
925 EQUIPMENT PURCHASES (NON-FUND)	1,462	31	-683	810	18	-2	826
932 MGT PROF SUPPORT SVCS	37,876	795	20,245	58,916	1,296	-44,750	15,462
933 STUDIES, ANALYSIS & EVAL	0	0	13,908	13,908	306	-7,714	6,500
957 OTHER COSTS (LAND AND STRUCTURES)	1,098	23	-863	258	6	-1	263
987 OTHER INTRA-GOVT PURCH	540	11	9,846	10,397	229	-2,126	8,500
989 OTHER SERVICES	4,812	101	9,163	14,076	310	-2,850	11,536
990 IT CONTRACT SUPPORT SERVICES	36,834	774	-37,608	0	0	0	0
0999 TOTAL OTHER PURCHASES	82,796	1,739	17,407	101,942	2,244	-58,296	45,890
9999 GRAND TOTAL	85,440	1,814	24,537	111,791	2,510	-59,324	54,977