



THE UNDER SECRETARY OF DEFENSE
3010 DEFENSE PENTAGON
WASHINGTON, DC 20301-3010

FEB 05 2008

ACQUISITION,
TECHNOLOGY
AND LOGISTICS

MEMORANDUM FOR SERVICE ACQUISITION EXECUTIVES
DIRECTORS OF THE DEFENSE AGENCIES
USSOCOM ACQUISITION EXECUTIVE

SUBJECT: Competency Initiative for the Department's Contracting Workforce

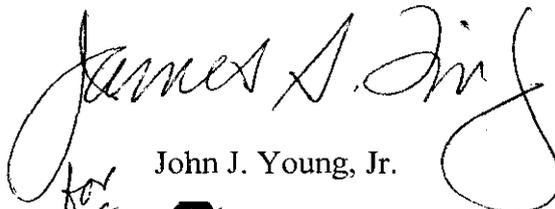
I request your commitment to a matter that is of paramount importance to the Department of Defense – improving the capability of our acquisition workforce. A key component of this effort is to understand the baseline capability of the workforce.

Over the past year, the contracting community laid the cornerstone of a human capital strategy that will improve our ability to effectively deliver equipment and services to meet the needs of the Warfighter. With the support of representatives from across the Department, the contracting community completed development of the DoD Contracting Competency Model. In addition, several organizations, including the Defense Logistics Agency, the Army Corps of Engineers, and four Air Force bases, completed competency assessments using this model. These pilot assessments were a huge success, with more than 3,600 contracting professionals participating and a response rate of 92 percent.

We now are ready to deploy the competency model to the remainder of the contracting workforce. The Contracting Competency Assessment will: provide us with a complete inventory of competencies that exist in the contracting workforce; identify current and projected competency gaps; and support workforce development in ways to best fit the strengths and weaknesses of the workforce and the needs of the contracting mission. All civilian and military members of the contracting workforce and their supervisors are required to complete the assessment over the next 4 months. Success is contingent on the cooperation and involvement of the contracting community.

Our challenge does not end here. I look forward to: establishing a continuous process to define and maintain the competencies required to deliver mission-critical capabilities; aligning and adjusting personnel strategies to address competency gaps and provide opportunities for training and development; and integrating these efforts in to the AT&L Human Capital Strategic Plan. These efforts will help deliver value for the Warfighter and the taxpayer, and I thank you for your support.

Sincerely,


for
John J. Young, Jr.
