



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY**  
**ACQUISITION LOGISTICS AND TECHNOLOGY**  
**103 ARMY PENTAGON**  
**WASHINGTON DC 20310-0103**

DEC 10 2012

SFAE-CDD

**MEMORANDUM FOR American Federation of Government Employees (AFGE), Local 1858, (Mr. Walter Sewell), Redstone Arsenal, AL 35898**

**SUBJECT: Clarification of the Department of the Army Acquisition Workforce Continuous Learning Points (CLPs) Requirement**

**1. References:**

a. Memorandum, AFGE Local 1858, 26 June 2012, subject: Clarification of the Acquisition, Technology and Logistics (AT&L) Acquisition Workforce CLP Requirements.

b. Defense Acquisition Workforce Improvement Act (DAWIA), Title 10 Chapter 87 of the United States Code Sections 1701-1764, 1990.

c. Director of Acquisition Career Management (DACM) Memorandum #8, 30 January 2012, subject: Enforcement of Department of the Army (DA) Defense Acquisition Workforce Improvement Act (DAWIA) Certification Compliance Policy.

d. Department of the Army Continuous Learning Policy and Implementation Guidelines, 11 April 2011.

e. Department of Defense Instruction 5000.66, Operation of the Defense Acquisition, Technology and Logistics Workforce Education, Training, and Career Development Program, 21 December 2005.

2. I take DAWIA requirements very seriously and appreciate the opportunity to address your concerns with regard to CLP requirements. The Union position outlined in reference 1a. is on target with my direction for CLP attainment. All CLP training must be related to acquisition or leader development.

3. The DAWIA provides the statutory framework by which the defense acquisition workforce is governed. Section 1701 of reference 1b. states the following under policies and procedures and uniform implementation: "The Secretary of Defense shall establish policies and procedures for the effective management of persons serving in acquisition positions in the Department of Defense (DoD). The Secretary shall ensure that, to the maximum extent practicable, acquisition workforce policies and procedures established in accordance with this chapter are uniform in their implementation throughout the Department of Defense."

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4. All Army acquisition personnel are governed by DAWIA and those policies that articulate DAWIA implementation within the Department of Defense and the Services. The Under Secretary of Defense (Acquisition, Technology and Logistics) (USD (AT&L)) is the ultimate enforcer with regard to DAWIA.

5. As the DACM, I have instituted policies that provide Army implementation guidelines in support of DAWIA. The CLP management is one of those policies. Supervisors have an essential role in assisting acquisition workforce professionals with continuous learning requirements.

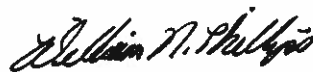
6. The intent of attaining 80 CLPs every two years is to ensure acquisition professionals remain current, relevant and proficient in their acquisition career field. References 1c. and 1d. provide my requirements to ensure Army acquisition personnel abide by the law. Reference 1d. provides specific guidelines, and I expect supervisors to exercise professional judgment and follow my lead. Those courses required of Army personnel (i.e., human trafficking, information assurance, etc.) not related to acquisition or leadership development are not in support of my CLP guidance and are not acceptable training to ensure our personnel remain acquisition relevant.

7. The DoD AT&L Certification and Core Plus Development Guides represent the most current DAWIA certification standards as well as the most current recommendations for continuing training and education within each acquisition career field/path. Continuous Learning Modules (CLMs) and Core Plus courses are examples of appropriate types of training. Additionally, CLMs are web-based and available 24/7.

8. The point of contact is Ms. Diane Murtha, Chief of the Army Acquisition Policy and Proponency Branch, U.S. Army Acquisition Support Center, commercial (703) 805-1234, DSN 655-1234, or e-mail: [diane.l.murtha.civ@mail.mil](mailto:diane.l.murtha.civ@mail.mil).

*Mr. Sewell,  
I greatly appreciate  
your interest in Acquisition  
training, and especially your  
support for our soldiers and  
our Army!*

*W.N.P.  
Bill*



WILLIAM N. PHILLIPS  
Lieutenant General, GS  
Director, Acquisition Career Management