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From: Deputy Assistant Secretary of the Navy (International Programs)  
To: Assistant Secretary of the Navy, Research, Development, and Acquisition

Subj: DAVID PACKARD EXCELLENCE IN ACQUISITION AWARD FOR  
CY 2003

Ref: (a) Recognition and Awards for Acquisition Personnel, ASN (RDA)  
Memorandum for distribution dated January 23, 2004

1. In accordance with reference (a), the Department of the Navy (DoN) International Programs Office is proud to nominate their newly developed International Affairs Certification and Career Development Program for the CY 2003 David Packard Excellence in Acquisition Award in recognition of this program's major contribution to *Promoting Continuous Improvement of the Acquisition Process* in the criteria of *Training and Educating a Professional Acquisition Workforce*; **Program Management Award** category.

2. Point of Contact: Mr. John P. Hoefling, Director of Training Policy, Navy International Programs Office (Navy IPO), Nebraska Avenue Complex, 4255 Mount Vernon Drive, Suite 17100, Washington, DC 20393-5445; telephone (202) 764-2494;  
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3. Recipients, Contributing Individuals: The Department of the Navy/United States Coast Guard (DoN/USCG) International Affairs (IA) Integrated Process Team (IPT) made up of the following individuals;

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4. Summary of Achievement: In May 1998, the Deputy Secretary of Defense directed that efforts be undertaken to reinvent the security assistance process. The Executive Director, Navy IPO recognized significant shortcomings in the DoN IA training and education process. He recommended one of the four DoD security assistance reinvention initiatives address IA training and career development as a short and long range goal to dramatically improve the human resource skills and capabilities of the IA workforce.

A DoD IPT was created in January 2001 and chartered to develop standardized certification and career development guidelines to provide the DoD the opportunity to professionalize their workforce and develop the knowledge, skills, and abilities required to support IA in the 21<sup>st</sup> century, from entry-level personnel to senior leadership. Each MILDEP was required to develop an implementation plan, consistent with the DoD guidelines, that provided for professional recognition, improved training and growth opportunities consistent with their unique cultural environment.

Under the guidance of the Executive Director (Navy IPO), and the leadership of the Director of Training Policy Director (Navy IPO), a DoN/USCG IA IPT was formed resulting in the development of the *United States Department of Navy & United States Coast Guard International Affairs Certification and Career Development Implementation Plan*. This plan, approved by the Defense Security Cooperation Agency 11 October 2002, set in motion the following initiatives:

- Certification and Career Development Program
- Internship Program
- Graduate Studies Program
- Continuous Learning Program (CLP)

During CY 2003, the program successfully certified 40% of the Navy/Marine Corp/Coast Guard IA workforce personnel, selected and assigned three interns to DoN commands, and selected seven participants for the graduate studies program. The CLP program is on a two-year cycle similar to the Acquisition CLP and will begin in April 2004.

5. Program details may be reviewed at the Navy IPO website (<https://www.nipo.navy.mil>) under *Packard Award*.

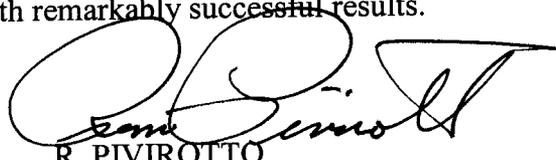
The certification program established standards for experience, education, and training to qualify for professional certification at Levels I, II, and III. The internship program was implemented with the help and cooperation of the Navy Director of Acquisition Career Management (DACM) and provides the opportunity for new college graduates to enter a three-year program resulting in a Level II certification upon successful completion.

The graduate studies program was initiated and provides for seven DoN IA professionals to attend the Fletcher School of Law and Diplomacy (Tufts University) internet-mediated Global Master of Arts Program (GMAP). Successful completion of this program results in a Masters Degree in International Affairs.

The CLP was created using the Defense Acquisition Workforce model and provides for a career continuum of education and training requiring the IA workforce to maintain their high skill level in the dynamic environment of security assistance. Full implementation of this program will start in April 2004.

The DoN/USCG program was approved one year ahead of all other MILDEP programs; all four elements of the DoN/USCG career development plans are in place and in use by our companion MILDEPs and Defense Agencies as a model for the implementation of their programs. Unlike the Defense Acquisition Workforce Improvement Act, which was a result of legislation, the IA Workforce Certification and Career Development Program is voluntary. As such, the IPT members who represented all affected Navy/Marine Corps/Coast Guard commands are required to generate the necessary enthusiasm within their commands to maximize participation. The program has generated an outpouring of interest in attending security assistance training courses. DoN attendance at the Defense Institute for Security Assistance Management (DISAM) has increased over 47%, at the Defense Acquisition University (DAU) by 36%, and at the Joint Special Operations University (Hurlbert Field) by over 60%. Thus far, the greatest impact has been the enhancement in workforce self-esteem and pride. The end result is a world-class, highly skilled DoN/USCG IA workforce for the new millennium.

The success of this program is a direct result of the enthusiasm, hard work, cooperation, dedication, and sincere desire on the part of the IPT members to dramatically improve the DoN/USCG IA workforce and enhance their professional growth. In recognition of this very successful program, I strongly recommend the David Packard Excellence in Acquisition Award for CY 2003 to the DoN/USCG IA IPT in recognition of their achievements in establishing this program a full year ahead of schedule with remarkably successful results.



R. PIVROTT  
Executive Director  
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