



DEPARTMENT OF VETERANS AFFAIRS
Office of Acquisition and Logistics
National Acquisition Center
P.O. Box 76
Hines, IL 60141

December 28, 2020

In Reply Refer To: 21-01726-F

Mr. Austin Evers
American Oversight
1030 15th Street NW
Suite B255
Washington, DC 2005
foia@americanoversight.org

Dear Mr. Evers:

This is the agency decision on your July 28, 2020, request under the Freedom of Information Act (FOIA), 5 U.S.C. § 552, in which you asked for a copy of

“All calendars and calendar entries for the agency officials listed below, including any calendars maintained on their behalf, reflecting events that took place from January 1, 2020 to the date the search is conducted.”

Your request was received in this office on December 11, 2020. It was referred by Ms. Ruthann Parise under FOIA Tracking Number 21-01726-F, from her eighth interim Initial Agency Decision (IAD) for FOIA request 20-08472-F. Please refer to these tracking numbers whenever communicating with VA about your request.

Based on the information provided in your letter, I have classified you as a “representative of the news media” FOIA requester. As a news media requester, VA FOIA implementing regulations found at 38 C.F.R. § 1.561 state that representative of the news media requesters will be charged for the cost of reproduction only, excluding charges for the first 100 pages. In this case, no fees are assessed. However, please be advised that we reserve the right to assess fees as appropriate under the FOIA on any and all future FOIA requests.

A thorough search has been conducted and provided are the records that are responsive to your request; including eleven (11) pages, “VA Acquisition Academy Internship School Warriors to Workforce Transitioning Veterans and Transforming Government.”

All information is provided in its entirety. No portions of the requested records have been withheld either in whole or in part. This concludes VA National Acquisition Center’s response to your FOIA request.

If you have any further questions, please feel free to contact me at (708) 786-7804 or by e-mail to kristen.ellis@va.gov.

Sincerely,

Kristen M. Ellis

Kristen M. Ellis, CIPP/G, CIPT, FIP
Government Information Specialist

Enclosure



U.S. Department of Veterans Affairs

Office of Acquisition and Logistics
VA Acquisition Academy

VA Acquisition Academy
Acquisition Internship
SchoolWarriors to Workforce
Transitioning Veterans and
Transforming Government

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MULTI-VA-2010-1020-000



About The VA Acquisition Academy (VAAA)



In 2016, VAAA delivered 376 classes to 11,387 enrollment seats



VAAA occupies 80,000 square feet: 5
Schools 16 classrooms 17 breakout rooms 3
distance learning laboratories Work space for
more than 150 employees

The Acquisition Internship School trains the next generation of entry-level acquisition professionals up to FAC-C Level II, and includes two tracks; the Acquisition Intern Program and the Warriors to Workforce Program which is designed to transition and develop wounded Veterans into business professionals. The Contracting Professional School trains contracting officers and specialists to FAC-C Level III, offers specialized tracks and elective offerings. The Program Management School trains entry, mid, and senior level program managers and Contracting Officer Representatives. The Supply Chain Management School, stood up in 2013, trains supply chain managers and logisticians at the entry, mid, and senior levels. The Facilities Management School, stood up in 2013, trains all FM disciplines using a competency-based, theory-to-practice training model.



W2W: 1102 Succession Planning Solution



Challenge

*The federal acquisition workforce is facing: High attrition rates & retirement eligible personnel
Increasing contracting scrutiny & regulatory requirements
Expectation to do more with less; increase in acquisitions with shortage of time and resources to transfer knowledge
Limited pipeline to recruit, hire, train and develop the next generation*



Solution

*The W2W Program provides: Targeted recruitment & screening of Veterans most at risk for unemployment
Dedicated transition support & professional development while Veterans meet 1102 education requirements in less than 1 year
Award-winning, holistic acquisition training program with proven methodologies and strong retention
W2W interns trained to FAC-C Level II in less than 3 years (75% of years 2 and 3 spent training on the job)*



Impact

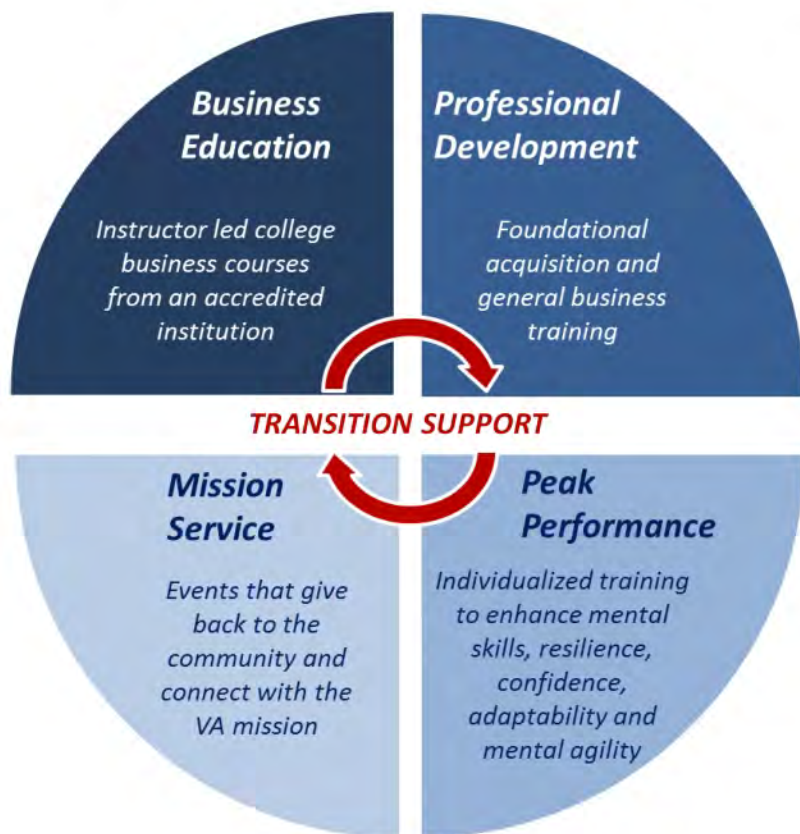
*Government Agencies receive:
Opportunity to fulfill government responsibility, serve those who served, and support our Wounded Warriors
Succession planning pipeline and streamlined network
Reduced time to competency; an experienced employee ready to hit the ground running
Reduced hiring costs through direct hire process and higher retention
Support with candidate identification, intern mentoring & coaching*



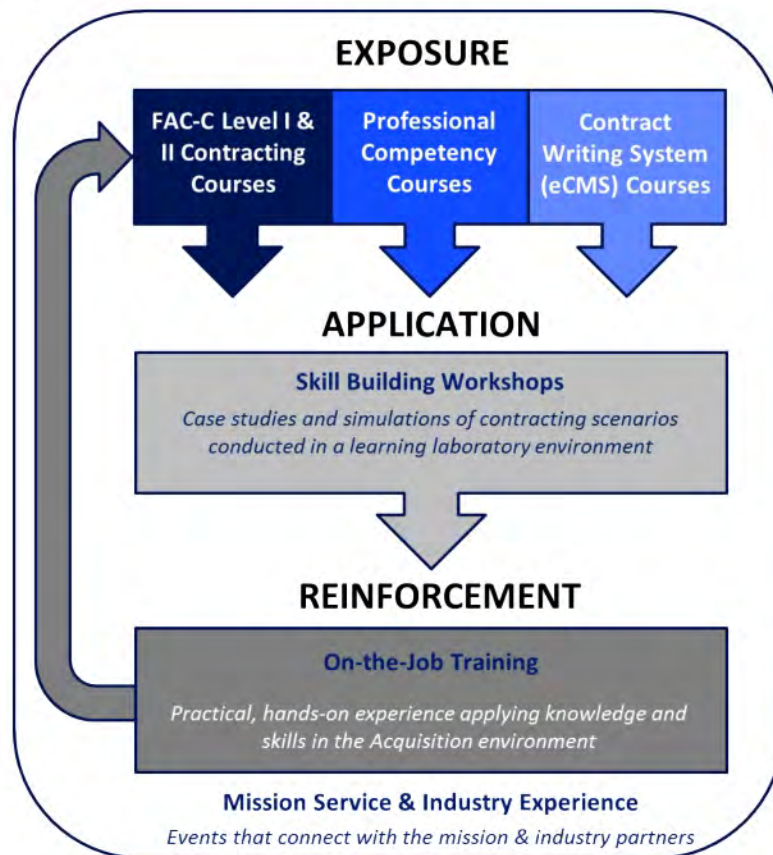
Program Components



W2W Program Components



AIP Components





AIS Key Features



Cohort Model



Interns complete the entire program as a group, building teamwork, interpersonal skills and a lasting professional network

Holistic Approach



Training includes a combination of technical, professional, interpersonal and self management skills

Adult Learning Theory



Coursework includes formal instruction, learning laboratory and scenario-based mock exercises, and On-the-Job Training rotations with continuous feedback



= Academy Based Training
(ABT) at VAAA

AIS Schedule Summary



W2W PROGRAM *Hired as 1106 / GS-5*

1 Year

Transition to Acquisition Intern Program (Conversion to 1102 / GS-7)



AIP Year One

2 Years



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Full Time 1102

AIP Year Two *Promotion to GS-9*

MULTI-VA-2018-01625-000006



Success Stories



Percentiles achieved through Peak Performance (1 Cohort, out of 10,000 users)

81st Percentile for attention
76th Percentile for speed
62nd Percentile

3.6 GPA
out of 4.0

+134% average improve

45 interns will have compl

95% across 11 Cohort

Average improvements through Peak Performance (3 Cohorts)

122% Brain speed for working memory
165% Short term

"I accomplished things I never thought I'd do. I never pictured myself a 'suit' kind of guy. ... I'm proud to be a Veteran and to indirectly support them with services I can provide. I want to thank leadership-you've helped out a lot in my life. I want to say thank you." - Inaugural W2W Intern

visual and auditory processing

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recall

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VAAA's Government-Wide Partnerships



*Cost-effective
training through
quality discounts
with vendors*

18
**Federal
Agencies
have trained
at VAAA**

*High quality
training and
resources to
oversee content
development &
delivery*



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MULTI-VA-2019-16-0-0009103



Hiring & Compensation



Hiring Criteria

- OEF / OIF Veteran with service-connected disability
- High School Diploma (or equivalent) with little to no post-secondary education (i.e. no college degree)
- Flexibility to move for training to Frederick, MD for first year of training and for a final placement at a VA / USACE organization within the US

Compensation

- Full-time, paid Federal Government employee with the following benefits:
 - Health, vision, and dental insurance plans
 - Flexible spending accounts
 - Thrift Savings Plan (TSP)
 - Annual leave
 - Life Insurance (VA pays 1/3 of cost of basic life insurance premium)



How Do You Apply?

Warriors to
Workforce
(W2W) Program

How do Veterans apply for the W2W program?

- Candidates submit packages with resumes, high school/college transcripts, DD-214s, and VA disability letters as direct hiring packages (Veterans' Recruitment Appointment-VRA) program consideration. Resumes are thoroughly reviewed to identify the best candidates for the program. The candidates receive a W2W program questionnaire to complete, and if selected, an initial screening is conducted. The best candidates will receive phone or in-person interviews conducted by a hiring panel and receive an offer from HR if selected. The application process is a rolling admissions process; however, each cohort begins training together with an annual start date beginning in early September and concluding at the end of the following July.



Warriors to Workforce (W2W) Cohort Statistics



	TOTALS	W2W14	W2W15 (OIT)	W2W16	W2W17	W2W18	W2W19	W2W21	W2W22
Coast Guard	4	0	0	0	0	1	1	0	2
Marines	73	10	7	6	11	13	8	9	9
Air Force	59	2	1	1	0	0	0	25	30
Navy	22	1	0	3	2	2	1	6	7
Army	93	10	13	14	12	18	21	2	3
Bronze Star	9	2	1	1	1	1	0	3	0
Purple Heart	32	7	6	7	3	2	4	1	2
Afghanistan Tours	135	6	4	16	14	22	15	29	29
Iraq Tours	217	21	13	17	24	35	43	35	29
Women	39	1	2	3	1	7	3	10	12
Men	212	22	19	21	24	27	28	32	39
OGA: (Other Govt Agencies)	45	1	0	4	5	6	5	6	18
- GSA	9	1	0	1	1	2	1	1	2
- NIH	14	0	0	3	2	4	3	1	1
- DOD	3	0	0	0	2	0	1	0	0
- DOT	4	0	0	0	0	0	0	4	0
- DHS	15	0	0	0	0	0	0	0	15
Hired	251	23	21	24	25	34	31	42	51
Service Connection Rating	67.1%	63.9%	64.8%	72.5%	70.0%	63.8%	66.8%	68.8%	66.2%
Program GPA	3.47	3.50	3.08	3.40	3.45	3.54	3.51	3.46	3.40