



Monthly

HAWWT

HOT

ACQUISITION

WORKFORCE

TOPICS

Wash

**SYSTEMS ENGINEERING &
ARCHITECTURE OFFICE**

March 2026 Edition

Congratulations to the 2025 Acquisition Workforce Individual Achievement Award Winners!

Winning the **Warfighting Acquisition Workforce Individual Achievement Award** represents excellence at the highest level and is a true testament to each individual's significant accomplishments in today's dynamic environment. The Warfighting Acquisition University's Human Capital Initiatives office is hosting the awards ceremony on March 19, 2026.

Congratulations to the following winners in the award categories under the Engineering and Technical Management (ETM) and Test and Evaluation (T&E) Functional Area Leader's cognizance!

Mr. Michael Flatau; U.S. Special Operations Command, MacDill Air Force Base, Florida
ETM (Engineering & Technical)

Mr. Derek Seymour; Air Force, Tinker Air Force Base, Oklahoma
ETM (Production & Sustainment)

Lt Col Jay Vizcarra; Air Force, Washington, D.C.
T&E

1st Lt Daniel Miller; Space Force, Los Angeles Air Force Base, California
Software Development

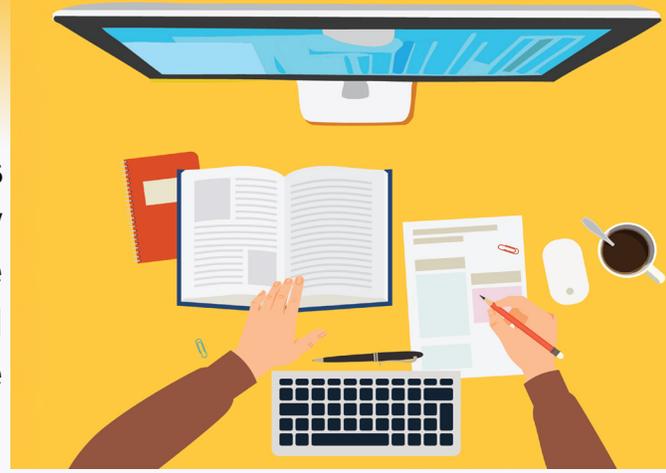
Mr. Anthony Hoover; Air Force, Eglin Air Force Base, Florida
Value Engineering

B-21 Software Factory Team, Air Force, Wright-Patterson Air Force Base, Ohio
Software Innovation Team Award



New T&E Learning Asset Available

The Warfighting Acquisition University continues to field credentials in a piecemeal fashion by deploying learning assets as they are ready. One new learning asset has been released! Once all learning assets for a credential are deployed, the credential will go live.



CTST 002: Cyber T&E Fundamentals

- [CYB 0120](#) Cyber T&E Execution Overview

Updated ETM and T&E Info Sheets Published

The ETM and T&E Information Sheets have been updated to better support the workforce! They feature the latest credential deployments, credentials in development, and supporting learning assets that are available to the workforces. Take a look and share these information sheets, as well as others produced by the OUSW(R&E) SE&A Office, [HERE](#).

ETM

WORKFORCE DEVELOPMENT

The DoW is investing in the existing workforce by developing and modernizing training and education. Training addresses technical skills needed to transition technology into usable capabilities. The Office of the Under Secretary of War for Research and Engineering (OUSW(R&E)) technical workforce development efforts are guided by Secretary of War priorities. OUSW(R&E), ETM workforce leaders from across the Department, and the Warfighting Acquisition University collaborate to develop competencies, training, and credentials for the ETM workforce.

TRAINING

ETM training is based on targeted proficiency levels for ETM competencies. The recommended order to complete these courses is below. Completion of ETM 1060 is recommended prior to ETM 2060; all other ETM 1000-level courses are required prior to their corresponding 2000-level course.

ETM CERTIFICATION TRAINING

FOUNDATIONAL	PRACTITIONER
ETM 1040 Technical Management Fundamentals	ETM 2020 Digital Design for Practitioners
ETM 1010 Design for High Performance	ETM 2040 Information Systems for Practitioners
ETM 1020 Mission & Systems Engineering	ETM 2030 Mission & System Testing for Practitioners
ETM 1030 Requirements Analysis	ETM 2010 Requirements Analysis for Practitioners
ETM 1050 Design-Driven Development	ETM 2050 Design Collaborations for Practitioners
ETM 1060 Mission & System Engineering	ETM 2060 Technical Project Management for Practitioners
ETM 1071 Digital Mission Engineering	ETM 2090 Technical Project Management for Practitioners
ETM 1081 Software Development	ETM 2090 Technical Project Management for Practitioners
ETM 1090 Technical Project Management for Practitioners	ETM 2090 Technical Project Management for Practitioners

TYPICAL ROLES

ETM workforce members hold a variety of positions that may include, but are not limited to, Engineer/Chief Engineer, Architect, Software Developer, Specialist (Quality, Reliability, etc.), Production Controller, Researcher/Scientist, Technical Management, and Analyst.

T&E

The T&E workforce is responsible for, or is an integral part of, the conceptualization, initiation, design, development, contracting, testing, and evaluation of defense systems across all commodity areas. T&E professionals develop and optimize test designs, execute testing, and perform evaluations of system performance, interoperability, reliability, maintainability, and cybersecurity posture. They also address the maturity of test planning, deal with T&E infrastructure challenges, and offer unbiased information to support design improvements and enable accelerated, risk-informed production and fielding decisions.

WORKFORCE DEVELOPMENT

The DoW is investing in the existing workforce by developing and modernizing training and education. Training addresses technical skills needed to transition technology into usable capabilities. The Office of the Under Secretary of War for Research and Engineering (OUSW(R&E)) technical workforce development efforts are guided by Secretary of War priorities. OUSW(R&E), T&E workforce leaders from across the Department, and the Warfighting Acquisition University collaborate to develop competencies, training, and credentials for the T&E workforce.

T&E COMPETENCIES

PLANNING	ANALYSIS	TEST EXECUTION	PROFESSIONAL
Plan Test Strategy	Test Methodology & Validation	Test Execution	Customer Service
Test Plan Development	Test Design & Analysis	Test Management	External Awareness
Test Case Development	Test Results Analysis	Test Reporting	Communication
Test Execution	Test Results Analysis	Test Reporting	Professional Ethics
Test Results Analysis	Test Results Analysis	Test Reporting	Leadership & Management
Test Results Analysis	Test Results Analysis	Test Reporting	Teamwork

TRAINING

The T&E workforce progresses through training based on targeted proficiency levels for T&E competencies. Completion of Foundational certification training is recommended prior to enrolling in Practitioner certification training.

TYPICAL ROLES

T&E workforce members hold a variety of positions that may include, but are not limited to, Chief Developmental Tester, Acquisition Program Executive Officer for T&E, Lead Test Engineer, Test Office, and Lead Developer.

[ETM Info Sheet](#)

[T&E Info Sheet](#)

Updated DOWM 5000.13 Published

The OUSW(R&E) has published an updated [Cyber Development Test and Evaluation DoW Manual](#) to support cybersecurity DT&E of DoW systems to support assessments of cybersecurity, survivability, and resilience within a mission context.

DOW MANUAL 5000.103, February 23, 2024	
GENERAL DUTY INFORMATION	4
Applicability	4
Policy	4
RESPONSIBILITIES	5
Under Secretary of War for Research and Engineering (USW(R&E))	5
CDAC	6
USW(R&E)	6
USW(R&E)S	6
Director of Operational Test and Evaluation	6
DoW CIO	6
DoW Component Heads	7
CYBER DT&E OVERVIEW	8
General	8
Overview	10
Government Acceptance Cyber T&E	10
Government Cyber DT&E	12
Integrated Cyber Testing	13
Integration With DoD R&E	14
Cyber DT&E and M&E	15
Cyber DT&E Program Management	15
Program Manager, Project Lead, S&T Manager, or Equivalent	15
CYWG	17
CDT as T&E Lead	19
Responsible Cyber DT&E Team	19
Lead DT&E Organization	20
CYBER DT&E ITERATIVE PROCESS	21
Overview	21
Mission Planning for Cyber DT&E	21
CYWG Cyber DT&E Strategy Scoping	21
CYWG Input to System Develop Contract Requirements	22
Cyber DT&E Strategy Input to the T&E or T&E Strategy	26
Preparing for Cyber DT&E	28
Developing Cyber DT&E Plans	28
Program for Cyber DT&E Events	29
Conduct Cyber DT&E Readiness Reviews	29
Executing Cyber DT&E	30
Evaluating Cyber Developmental Test Data	30
Reporting Cyber DT&E Results	31
FINAL DETAILS: CYBER DT&E PLANNING AND REPORTING REQUIREMENTS	32
CYBER DT&E FOR ADAPTIVE ACQUISITION FRAMEWORK PATHWAYS	39
General	39
Operational Capability Acquisition (OCA) Pathway	40
Stopping Pathway	41
Initial Pathway	44
Mid Pathway	46
End Pathway	52

Warfighting Acquisition University Updates

The Warfighting Acquisition University has many exciting updates to share!

- Their new, official acronym moving forward is WarU and this can be used across the Department.
- WarU has a new dedicated site for all of their Digital Acquisition learning assets, courses, workshops, and other materials to support the workforce. The new website can be found [HERE](#).
- WarU released an updated and redesigned iCatalog that is easier to navigate. The updated website can be found [HERE](#).

DIGITAL ACQUISITION

iCatalog Home

Our mission is to equip the acquisition workforce to rapidly accelerate delivery of warfighter capability through a talent management strategy that includes transformative education, collaborative partnerships, and a continuous drive for acquisition operational excellence.

CERTIFICATION

- Certification Guides
- Certification Facts
- Meeting Education Standards
- Meeting Experience Standards
- Functional Area Changes/Archives (Excel)

COURSES

- Courses
- Prerequisites & Predecessors
- Equivalency Program
- Student Policies & Campus Information
- Low Fill Class Report (PDF)

Digital Acquisition

If you are looking to expand your skills, here are Credentials, courses, workshops, and guided project accordance with Department of Defense Instruction members are required to earn 80 CLPs every two

About

- Training & Development
- DAWIA Certification Training
- Mission Assistance Workshops
- Resources

WarU Digital Engineering Workshop Opportunities

WarU has expanded their offerings for two Digital Engineering workshops this calendar year. Both [WSE 032 Digital Acquisition Modeling](#) and [WSE 006 Digital Engineering Management](#) are open for enrollment. These workshops offer a unique learning environment to help students gain valuable, hands-on experience navigating complex challenges related to Digital Engineering within the DoW.

Upcoming Events



**MAR
12**

Implementing MOSA with FACE & SOSA Standards

This webinar will focus how government acquisition programs leverage FACE and SOSA standards within their MOSA strategies. To register, click [HERE](#).



**MAR
17-18**

NDIA Human Systems Conference

This event will emphasize the critical role of human systems in a rapidly evolving landscape and how it relates to the theme of “Human Systems for a Secure and Resilient Future.” To learn more, click [HERE](#).



**MAR
17-20**

IGNITE 2025

This event will explore ways to best solve integration challenges between Mission Engineering, Digital Engineering, Systems Engineering, and Test & Evaluation. To learn more, click [HERE](#).



**MAR
19**

The Intersection of Program Protection and DMSMS and PM&P

This webinar will focus on how to apply program protection data and strengthen decision-making within DMSMS and PM&P. To register, click [HERE](#).



**MAR
24**

Beyond Initial Modeling in Engineering

This webinar will explore the ways that Model-Based Systems Engineering enhances T&E throughout the program lifecycle. To register, click [HERE](#).



**MAR
24-26**

Cyber Workforce Summit

This event will focus on ways that the DoW can build and develop a qualified workforce that can win in cyberspace. To learn more, click [HERE](#).

Check the Warfighting Acquisition University Events at <https://www.dau.edu/events> for more webinars and events. Webinars are recorded and saved for future viewing by those who could not attend live.

HAVE NEWS TO SHARE WITH THE COMMUNITY?

Send your input to Ms. Stephanie Nishimori at stephanie.m.nishimori.ctr@mail.mil for consideration to be featured in a future info sheet edition.