



# Monthly HAWT TOPICS Wash

**SYSTEMS ENGINEERING &  
ARCHITECTURE OFFICE**  
December 2025 Edition



## New Credentials Deployed Under ETM Functional Area

In coordination with the Engineering and Technical Management (ETM) Functional Integration Team, the Warfighting Acquisition University deployed two new credentials to support the ETM workforce.



**CENG 026: Quality Surveillance**, teaches skills to apply quality surveillance principles in real-world acquisition environments. Register for this credential [HERE](#).



**CENG 033: DSO Pipeline Construction & Management**, teaches the planning needed to create and manage a DevSecOps pipeline. Register for this credential [HERE](#).

# Warfighting Acquisition University Deploys Second Digital Literacy Training Track

Section 835 of the National Defense Authorization Act for FY23 directed the Warfighting Acquisition University to supplement existing training related to software acquisitions and cybersecurity software/hardware acquisitions to increase digital literacy related to such acquisitions. The **second of three training tracks** in support of these requirements recently deployed. The **Digital Literacy Applied Technology Training** curriculum is a 4-course series.



The available courses in the series for the second training track include:

- [ETM 3210](#) Applied Information Technology Systems
- [ETM 3220](#) Applied Cybersecurity
- [ETM 3230](#) Applied Machine Learning and Data Analytics
- [ETM 3240](#) Applications of Emerging Technology

## Updated ETM Certification Course Released

The Warfighter Acquisition University released an updated course for the **ETM Foundational Certification**. ETM 1071 is an upgraded course that provides more content on the digital literacy foundations to operate in a modern DoW environment. This course replaces the ETM 1070 and any workforce member currently enrolled will be able to complete it to meet position requirements.

- [ETM 1071 Digital Literacy Fundamentals](#)





# New T&E Learning Assets Available

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

## CTST 002: Cyber T&E Fundamentals

- [CYB 0060](#) Benefits of M&S in Cyber T&E
- [CYB 0100](#) Cyber T&E Test

### Planning Overview

- [CYB 0110](#) Cyber T&E Preparation Considerations
- [CYB 0130](#) Cyber T&E Reporting Overview



## CTST 005: T&E of AI Fundamentals

- [TST 0550](#) AI Policies Relevant to Testing
- [TST 0640](#) Test Planning for AI-Enabled Systems

# Acquisition Transformation Strategy

To drive and support **modernization of defense acquisition and industrial base innovation**, the President has directed an overhaul of defense acquisition processes. To learn more, click [HERE](#).

The three intended outcomes of this strategy are:



1. Field technology and modernize systems at a rate that outpaces our adversaries.



2. Increase production capacity and deliver wartime surge capacity for key capabilities, systems, weapons, and munitions to the U.S. warfighter and priority allies and partners.



3. Put the entire acquisition system and the industrial base on a wartime footing with the urgency and mandate to accept more risk, transition from a culture of compliance to one of speed and execution and rapidly tackle the strategic challenges facing the nation.

# Guidance Issued on Civilian Incentives and Awards to Retain and Reward Top Talent

USW(P&R) has released implementation guidance to expand the use of **civilian workforce incentives and awards**, such as Civilian Award Incentives; Student Loan Repayment; and Recruitment, Relocation, and Retention Incentives.

DoW Components are expected to utilize all available authorities to **strategically retain, reward, and recognize high-performing civilian employees**, particularly those in critical skill areas essential to mission readiness.

Where DoW Component policy is more restrictive than DoW policy, the Component should consider removing such limitations (e.g., Quality Step Increase timing).

To learn more, click [HERE](#).



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SEP 30 2025

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP  
COMMANDERS OF THE COMBATANT COMMAND  
DEPARTMENT OF WAR AGENCY AND DOW FIELD ACTIVITY  
DIRECTORS

SUBJECT: Implementation Guidance on Civilian Incentives and Awards to Retain and Reward Top Talent

- References: (a) Secretary of Defense Memorandum, "Initiating the Workforce Acceleration & Recaptialization Initiative," March 28, 2025  
(b) Deputy Secretary of Defense Memorandum, "Workforce Acceleration & Recaptialization Incentive Implementation," April 7, 2025  
(c) Department of Defense Instruction 1400.25, Volume 451 "DoD Civilian Personnel Management System: Awards," November 4, 2013, as amended  
(d) Department of Defense Instruction 1400.25, Volume 537, "DoD Civilian Personnel Management System: Student Loan Repayment," May 7, 2020  
(e) Department of Defense Instruction 1400.25, Volume 575, "DoD Civilian Personnel Management System: Recruitment, Relocation, and Retention Incentives and Supervisory Differentials," February 2, 2018

In accordance with references (a) and (b), this memorandum provides initial implementation guidance to the Military Departments and DoW Components to expand the use of civilian workforce incentives and awards. Effective immediately, the Secretaries of the Military Departments, the Chairman of the Joint Chiefs of Staff, and the heads of all other DoW Components are expected to utilize all available authorities to strategically retain, reward, and recognize high-performing civilian employees, particularly those in critical skill areas essential to mission readiness.

The Department has considerable authority to prioritize recruitment, relocation, and retention of high-performing employees. Where DoW Component policy is more restrictive than DoW policy, the Component should consider removing such limitations (e.g., Quality Step Increase timing). To ensure the Department is attracting, incentivizing, and retaining top talent, the Military Departments and other DoW Components should fully utilize available awards and incentives to target employees who make the greatest contributions to the Department's mission. Factors to consider when developing targeted measures include demonstrated superior performance, unique technical expertise, and performance of the most critical and hard-to-fill roles.

Available tools that DoW Components may use to strategically retain, reward, and recognize civilian employees are listed below. Within 45 days of the date of this memorandum, DoW Components are requested to submit a plan of action and milestones (POA&M) to the

## Upcoming Events

### Proactive DMSMS for Foreign Military Sales Programs

This webinar will explore ways to strengthen Foreign Military Sales programs through the use of proactive DMSMS management. Common barriers and how to avoid them will be discussed. To learn more, click [HERE](#).

### DoW Weapon Systems Software Summit

This annual conference will provide opportunities to explore solutions to the most demanding and complex software issues and challenges impacting the development and sustainment of weapon systems software. This summit will bring together government, academia, and industry partners to collaborate on identifying challenges and share best practices. 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](mailto:stephanie.m.nishimori.ctr@mail.mil) for consideration to be featured in a future info sheet edition.