PURPOSE
The purpose of the SALT program is to develop future strategic leaders in the Acquisition Workforce, who are results-oriented and equipped to advance to levels of greater responsibility and authority. The SALT program will provide the necessary skills, experience, and preparedness to cultivate agile leaders and strategists who represent the future of the acquisition workforce.

ELIGIBILITY
Applicants must have at least two years of current agency experience as an 1102 or P/PM (minimum acquisition experience with your current agency of June 2017 – June 2019). Applicants must also be classified as a GS-13 through GS-15 supervisor (note: the supervisor requirement may be waived with Endorsing Official approval), and certified at FAC-C Level III or Senior Level FAC-P/PM at the time of application and for the duration of the program.

SELECTION AND PLACEMENT
The 2019-2020 SALT applications are due by 4:00 PM Eastern Time on July 8, 2019, to VAAASALT@va.gov. Each cohort will accommodate up to 30 participants. The first cohort is planned be a hybrid, composed of 1102s and P/PMs; the second cohort is intended for 1102s only. Selection will be made by each organization. The make-up of the cohorts is subject to change based on the applications received. The first on-site training session, or mission, for each cohort will take place in October 2019 at the VAAA in Frederick, Maryland.

COMPETENCY FOCUS
SALT is structured to create leaders who are agile; understand themselves and others; think critically and strategically to get results; communicate effectively; are able to manage and lead themselves for the future. The first of four missions focuses on understanding oneself and others to get results. The second mission navigates through thinking strategically to ask the right questions and solve complex organizational challenges. The third mission focuses on developing the communication competencies vital to a leader’s ability to effectively deliver critical information and positive change. The final mission is dedicated to the Capstone project, described below.

CAPSTONE PROJECT
SALT participants will form teams to research, analyze, and develop innovative solutions to current acquisition issues identified by senior leadership. Solution development and team collaboration will remain integral throughout the program. By the end of the program, at the fourth mission, each team will ultimately have synthesized a proposed solution and will provide recommendations to address the issue through an in-person presentation to a panel of senior acquisition leaders.

DURATION
SALT participants will attend four developmental missions at the VAAA; missions one and three will be 8 days in duration and missions two and four will be 5 days in duration. The program will culminate in Capstone project presentations and graduation in June 2020.

EXPENSES
Students will not incur costs directly associated with this program provided the Continued Service Agreement (CSA) requirements are met and they successfully complete the program. Training and travel expenses will be covered by the VAAA Contracting Professional School (CPS).

PROGRAM COMPLETION REQUIREMENTS
During the program, participants will be required to attend four developmental, on-site missions.

10/2-10/11
Mission 1
11/18-11/22
Mission 2
2/26-3/6
Mission 3
6/1-6/5
Mission 4
Cohort 1 dates shown above

10/23-11/1
Mission 1
12/9-12/13
Mission 2
3/25-4/5
Mission 3
6/1-6/5
Mission 4
Cohort 2 dates shown above

Participants will also be required to engage in virtual assignments and collaboration (including off-site Capstone work); these are anticipated to require approximately 50-70 hours to complete.

Finally, SALT participants must meet their team-established milestones in preparing their Capstone project. Progress reports will be provided by teams at each of the developmental missions. Each team will submit a written report on their Capstone project, and in June 2020 the teams will deliver a presentation of their project to their Project Sponsor and senior leaders who can ultimately decide if the team solution should be implemented. Satisfactory completion will be determined by the Project Sponsor and SALT program manager. Satisfactory completion requires that each team member collaborate, cooperate, and contribute to the research, analysis, discussions, and proposed solution(s) for the Capstone challenge.

CONTINUOUS LEARNING POINTS (CLPs)
Participants will earn ~270 CLPs upon successful completion of the program, including submission of all mandatory assignments and the Capstone briefing to Project Sponsors.

To register, please visit the SALT Website

Please send any questions to vaaasalt@va.gov