PURPOSE
The purpose of the VAAA SALT Pilot is to prepare participants as future senior leaders of the VA Contracting Workforce, equipping them with the skills needed for advancement to levels of greater responsibility and authority. The program will provide the qualifying skills, experience, and preparedness to cultivate agile leaders and strategists representing the future of the VA acquisition function.

ELIGIBILITY
Applicants must have at least two years of VA experience within the 1102 series (minimum VA 1102 contracting experience of June 2015 – June 2017). 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 at the time of application and program participation.

SELECTION AND PLACEMENT
2017-2018 SALT Pilot applications will be due by 4PM ET on June 30, 2017 to VAAASALT@va.gov. The initial cohort is expected to include 30 participants. Selection will be made in July 2017 by VA Heads of Contracting Activity. Selected participants will be required to complete virtual training in the Fall, with the first on-site training session taking place in late October 2017 at the VAAA in Frederick, MD.

COMPETENCY FOCUS
The SALT Pilot is structured to promote various types of learning agility throughout the program, preparing rising leaders to respond effectively and strategically to new challenges. Participants will navigate through three integrated modules to gain a full range of competencies targeting rising VA contracting leaders. The first module focuses on understanding oneself and others to get results. The second module is centered on thinking strategically and working through the complexities of driving an organization to deliver results, with an emphasis on organizational agility. Finally, the third module focuses on developing the communication competencies vital to a leader’s ability to deliver critical information, manage change, and present persuasive positions.

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

DURATION
The program is scheduled to begin in October 2017 and will end in June 2018 (nine month duration). Selectees will attend four one-week developmental sessions at the VAAA. In addition, there will be virtual learning events scheduled between in-person sessions. The program will culminate in Capstone project presentations in June 2018.

EXPENSES
Students will not incur costs directly associated with this program provided Continued Service Agreement (CSA) requirements are met. Expenses related to travel and lodging for approved program events will be funded by each student’s administration through existent MOUs with VAAA.

PROGRAM COMPLETION REQUIREMENTS
During the program, participants will be required to attend four developmental events at VAAA, featured below:

- **10/30-11/3** VAAA Session
- **3/5-3/9** VAAA Session
- **5/7-5/11** VAAA Session
- **6/11-6/15** VAAA Session

Participants will also be required to engage in virtual learning scheduled between in-person sessions. Virtual assignments (including off-site Capstone work) are anticipated to require approximately 70 hours total to complete.

Finally, SALT participants must meet their team-established milestones in preparing their Capstone project. Progress reports will be provided at each of the developmental events. Each team will submit a written report on their Capstone project, and in June 2018, the teams will present a presentation of their project to their Project Sponsor. Satisfactory completion will be determined by the Project Sponsor and SALT program manager, and 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 ~245 CLPs after successful completion of the program, including submission of all mandatory assignments and the Capstone briefing to VA Project Sponsors.

SEEKING ADDITIONAL INFORMATION?
Visit our website to learn about upcoming SALT informational webinar sessions.

Please submit any questions to VAAASALT@va.gov