**PURPOSE**

The purpose of the SALT program is to develop future strategic leaders of the Contracting Workforce, who are results oriented and equipped to advance to levels of greater responsibility and authority. The SALT program will provide the qualifying 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 within the 1102 series (minimum 1102 contracting experience with your current agency as of July 2016 – July 2018). 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 Defense Acquisition Workforce Improvement Act (DAWIA) equivalent if employed by DOD) at the time of application and program participation.

**SELECTION AND PLACEMENT**

2018-2019 SALT applications are due by 4PM Eastern Time on July 16, 2018 to VAAASALT@va.gov. Each cohort is expected to include 30 participants. Selection will be made by each organization. The first on-site training session, or mission, for each cohort will take place in October 2018 at the VAAA in Frederick, MD.

**COMPETENCY FOCUS**

SALT is structured to create leaders who are agile; understand themselves and others; think critically and strategically to get results; effectively communicate; are able to manage and lead change; and can lead from where they are now while readying 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. Finally, the third mission focuses on developing the communication competencies vital to a leader’s ability to effectively deliver critical information and positive change.

**CAPSTONE PROJECT**

SALT participants will form teams to research, analyze, and develop innovative solutions to current contracting 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 their Project Sponsor.

**DURATION**

The program is scheduled to begin in October 2018 and will end in May 2019 (eight month duration). Selectees will attend four one-week developmental sessions at the VAAA. The program will culminate in Capstone project presentations in May 2019.

**EXPENSES**

VA 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. Expenses related to travel and lodging for approved program events will be funded by each student’s administration through existent agreements with VAAA. Agencies of non-VA students are required to pay tuition costs of $11,100 by October 1, 2018 and fund travel to VAAA for each of the four missions.

**PROGRAM COMPLETION REQUIREMENTS**

During the program, participants will be required to attend four developmental missions at VAAA.

Cohort 1 and Cohort 2 in-class instruction at VAAA:

- 10/10-10/19 (Mission 1)
- 12/10-12/14 (Mission 2)
- 3/11-3/15 (Mission 3)
- 5/20-5/24 (Mission 4)

Participants will also be required to engage in virtual learning. Virtual assignments (including off-site Capstone work) are anticipated to require approximately 40-60 hours 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 missions. Each team will submit a written report on their Capstone project, and in May 2019, 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 ~220 CLPs after successful completion of the program, including submission of all mandatory assignments and the Capstone briefing to Project Sponsors.

**SEEKING ADDITIONAL INFORMATION?**

Visit our [website](http://vaasalt.va.gov) to register for an upcoming SALT informational webinar session.

Please send any questions to vaaasalt@va.gov