



# VA Acquisition Academy (VAAA) Acquisition Internship School (AIS) *Warriors To Workforce (W2W)*



## About the Program

The 1 year Warriors to Workforce (W2W) Program offers Veterans with a service-connected disability an opportunity to transition into a new career in the Federal government by applying their military skills and experiences to the Contract Specialist field. The program focuses on their transitional support, mentoring, professional development, and foundational career training activities. Participants complete the program as a cohort, fortified by a built-in support system that mirrors the team environment and camaraderie that they experienced in the military. These relationships create a foundation for a lasting professional network throughout their career. After successful completion of the program, participants advance to the two-year Acquisition Intern Program (AIP) which equips them with the skills and experiences they need to become full-time Contract Specialists. Through the W2W and AIP programs, Veterans are taught in-demand skills and competencies which allows them to continue serving their country as civil servants.

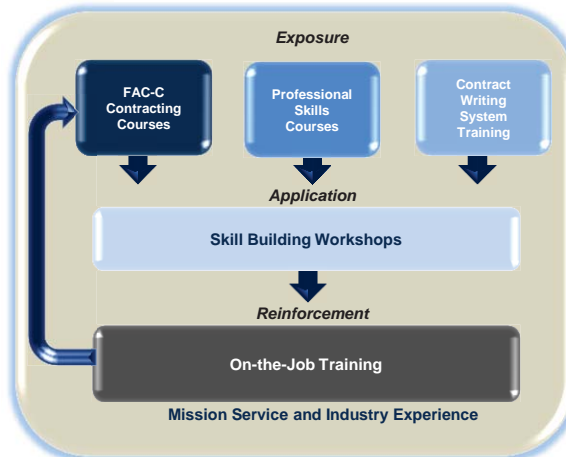
## How it Works

W2W Program Components	
<b>Business Education</b>	Instructor led college business courses from an accredited institution
<b>Professional Development</b>	Foundational acquisition and general business training
<b>Peak Performance</b>	Individualized training which provides critical mental skills to enhance personal resilience, self-confidence, adaptability and mental agility
<b>Mission Service</b>	Mission service project organized to give back to the community and connect with and understand the VA mission

Participants are hired as GS-5 federal government employees. The curriculum includes four main components; Business Education, Professional Development, Peak Performance Training and Mission Service. The Business Education component provides the necessary college credits to meet the positive education requirements to enter the Contract Specialist (1102) career field. Participants are eligible to utilize their Vocational Rehabilitation and Employment Service benefits.

## AIP Program Highlights

Participants who successfully complete the W2W Program are converted to GS-7 Contract Specialists and matriculate to the AIP where they learn the essential technical and professional competencies for contracting professionals including the requisite training for both the Federal Acquisition Certification in Contracting (FAC-C) and Defense Acquisition Workforce Improvement Act (DAWIA) Levels I and II Certification in an experiential learning environment with real-world work scenarios. Upon successful completion of the AIP, participants are strategically infused into the Acquisition workforce to meet the needs of federal contracting organizations throughout the country.



## W2W Hiring Criteria

- OEF/OIF/OND Veterans with a service-connected disability & Honorable Discharge
- High school diploma (or equivalent) with little to no post-secondary education (i.e. no Bachelor's degree)
- Flexibility to move for training for 1 year in Frederick MD, and for final placement at a federal contracting organization within the U.S.

## Compensation Package

- Full-time, paid position
- Health, vision, and dental insurance
- plan options
- Flexible spending accounts
- Thrift Savings Plan (TSP)
- Annual leave •Sick leave
- Life Insurance •Military Buyback

Send W2W inquiries to [VAAAW2W@va.gov](mailto:VAAAW2W@va.gov)



Awarded by Leadership Excellence Magazine for the Acquisition Intern Program and W2W Program



Awarded by Harvard's University Ash Center for design and delivery of the W2W program



Awarded by the Coalition for Government Procurement for Best Veteran Hiring Program



Awarded by the Chief Learning Officer for excellence in customer service for design and delivery of the AIP and W2W Program



Awarded by the Chief Acquisition Officers Council (CAOC) for establishing the W2W program and for contributions to VA and the Federal community.



Awarded by the Department of VA Office of the Secretary for excellence in serving the VA mission through the design and delivery of the W2W program.



Awarded by the Chief Learning Officer for excellence in vendor collaboration for design and delivery of the AIP and W2W Program



Awarded by the Chief Acquisition Officers Council (CAOC) for excellence in acquisition management for design and delivery of the AIP program