

## **GSA Acquisition Policy Federal Advisory Committee (GAP FAC) Acquisition Workforce Subcommittee Meeting**

**June 20, 2023**

The GSA Acquisition Policy Federal Advisory Acquisition Workforce Subcommittee convened for a public meeting at 3:00 PM on June 20, 2023, virtually via Zoom, with Nicole Darnall, Chair, and Anne Rung, Co-Chair, presiding.

In accordance with FACA, as amended, 5 U.S.C. App 2, the meeting was open to the public from 3:00 PM to 5:00 PM EST

### **Subcommittee Members Present:**

Nicole Darnall, Chairperson	<i>Arizona State University</i>
Anne Rung, Co-Chairperson	<i>Varis, LLC</i>
Darryl Daniels	<i>Jacobsen Daniels Assoc.</i>
Kristin Seaver	<i>General Dynamics Information Technology</i>
Clyde Thompson	<i>GovStrive, LLC</i>

**Absent:** C. Gail Bassette, Mark Hayden, David Malone, Steven Schooner

**Guest Speakers & Presenters:** n/a

### **GSA Staff Present:**

Boris Arratia	<i>Designated Federal Officer</i>
Stephanie Hardison	<i>Deputy Designated Federal Officer</i>
David Cochinec	<i>GAP FAC Support</i>
Skylar Holloway	<i>GAP FAC Support</i>
Abigail St. Louis	<i>Closed Captioner</i>
Daniel Swartz	<i>ASL Interpreter</i>
Melanie Gardner	<i>ASL Interpreter</i>

## **CALL TO ORDER**

Boris Arratia, Designated Federal Officer, opened the public meeting by welcoming the group before reminding the public that there will be time for comments and statements at the end of the meeting. Boris then performed roll call to confirm attendance before turning the meeting over to the Chairman, Nicole Darnall.

## **WELCOME & OPENING REMARKS**

Chairman Nicole Darnall welcomed the subcommittee and thanked them for their participation and help with the recommendations presented in May. The group will be looking into ways to engage with Priority 1 and 2.

## **AWFS PRIORITY 1 DISCUSSION**

Priority 1 was designed to achieve an opportunity to identify essential pathways needed to make environmental and sustainability concerns a core competency within the Federal acquisition. There was a focus on three critical areas for priority one. One was adopting a change acceleration approach to embed sustainability within acquisition. The second was to make sustainability a core competency for everyone across the frontline. Finally, the third was to make specialized training for individuals who would become the core experts within GSA around sustainability.

Anne dived into the feedback received from GSA. There was support for the recommendations, but to go deeper into third party certifications where the group recommended GSA leveraging these trainings. The second area to go deeper into was experiential training. What makes for good experiential training and what is the criteria to recommend and consider evaluating whether it is impactful or not?

The subcommittee moved the discussion to the Jamboard to compose ideas on third party training and the selected criteria needed based on their own experience with training. The group came up with the following:

- Offers a credential that has recognized value (e.g., certification) to the learner and their professional development.
- Credential is recognized within the profession.
- Strong alignment and feedback between third party and agency champion
- Specialized/curated to specific roles.
- Reputable/recognized industry experts.
- Technology tools to facilitate the training (possible integration capabilities).

- Involves a recognized third party with credibility across government, industry, and nonprofits.
- High quality content.
- Understanding and competence in addressing the target audience.
- Proven track record in delivering high quality training.
- Affordability
- Simple, accessible, easy to use.
- Ability and commitment to agile development and delivery.
- Content includes emerging concerns.
- Policies and practices are consistent with federal policies and regulations.
- Content is up to date and timely.
- Provides a means for learners to network with other professionals.
- A company that performs government contract training as part of the normal business.
- Easy to update with the changing government regulations.
- Ability to review usage metrics.

After collecting responses on selected criteria, the group moved forward to brainstorm on what makes for good experiential learning. The group came up with the following:

- Engages learners in direct experience and focused reflection.
- Develops skills and learning capacity.
- Ties learning objectives to educational activities and direct experiences.
- Delivers examples of outstanding sustainability projects so that learners can imagine what success looks like in their setting.
- Opportunities for participants to learn from other learners.
- The experience and content is relevant to the person. Learning is important to them.
- Individual support and coaching.
- It involves the “whole self,” not just thinking, but actions, feelings, etc.
- Designed to encourage high levels of learner participation.
- There’s a reflective component so they can relate their learnings to current or future scenarios.
- The experiences are highly relatable to the work the participant is responsible for.
- Knowledgeable and engaging facilitators/trainers.
- Tools-focused.
- Work in teams to simulate actual workplace settings.

- It promotes curiosity and creative problem solving.
- Resources to tap into along the way. Many times, the first hurdle causes folks to go back to their known ways. Coaching, SMEs are available.
- Assignments that are relevant to daily duties of the CO and the participants.
- Realistic situational role playing can be very helpful.
- A safe environment for risk taking.
- Asks participants to engage in problem solving and scenarios related to their work.
- Allows for relationship/team building.
- Include smaller breakout groups with role playing sessions.
- Incorporates team-based learning—homework projects with small teams that identify a problem and develop a strategy for solving that problem.
- Ability to do role play and apply real work activities.
- Highly skilled facilitation key for the experiential learning and in assessing third party providers.
- Ability to relate to all skill levels of participants.
- Bring in high level executives to hear the final presentation.
- Combination of internal (highly skilled) experts and external facilitators work in teams on actual internal problems.

After the group brainstormed their ideas, they focused on bringing in speakers around experiential learning and the required criteria selections for third party training. The subcommittee will form a focus group and hope to have it formed by the next public meeting.

## **AWFS PRIORITY 2 DISCUSSION**

Priority two is looking at the critical levers needed to empower the acquisition workforce using the least effort. There were three primary areas circled around this. Emphasizing the use of the sustainability check initiative, leveraging prism to automate sustainability in request for proposals (RFPs), and leveraging green procurement compilation. The group brainstormed who to line up as potential speakers to help the subcommittee to expand on priority two.

## **PUBLIC COMMENTS**

Nicole Darnall opened the discussion up to the public, but there were no questions or comments.

## **CLOSING REMARKS**

Nicole Darnall thanked the subcommittee for their participation.

**ADJOURNMENT**

Boris Arratia adjourned the meeting at 5:00 PM EST.

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*Nicole Darnall* 10/19/2023  
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Nicole Darnall  
Chairperson  
GAP FAC Acquisition Workforce Subcommittee

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