ACCOMPLISHMENTS

Civilian Workforce Transformation (CWT):

- All Army Civilians now are in one of 31 Career Programs
- 488 career maps were developed that now cover the GS population with a blueprint for a successful civil service career

Army Career Tracker (ACT):

- ACT now available to all Army GS Civilian employees
- All newly-developed career maps covering the GS population are now loaded into ACT, empowering an employee to search for training and education opportunities and resources
- Supervisors can now advise and track employee development more effectively

Senior Enterprise Talent Management (SETM):

- Four developmental pathways now available for GS-14/15s
- Electronic nomination submissions process increased efficiency & transparency over previous paper-based process
- First selection board using new process held summer 2012

Civilian Workforce Transformation Goal:

To create an adaptive and flexible Civilian cohort supported by integrated policies and programs that produce and deliver "the right person, to the right place, at the right time."

The Army now has 31 Civilian Career Programs

CP 10 – Civilian HR
CP 11 – Comptroller
CP 12 – Safety/Occ Health
CP 13 – Supply Mgmt
CP 14 – Contracting/Acq
CP 15 – Qual Assurance
CP 16 – Engineers/ Scientists (Non-Construction)
CP 17 – Material Maint Mgmt
CP 18 – Engineers/ Scientists (Construction)
CP 19 – Physical Security
CP 20 – Qual Assurance (Ammo)
CP 22 – Public Affairs
CP 24 – Transp/Distr Mgmt
CP 26 – Manpower/Force Mgmt
CP 27 – Housing Mgmt
CP 28 – EEO
CP 29 – Installation Mgmt
CP 31 – Education Svcs
CP 32 – Training/Doctrine Dev
CP 33 – Ammo Mgmt
CP 34 – IT Mgmt
CP 35 – Intelligence
CP 36 – Analysis (Mod/ Sim)
CP 50 – Military HR
CP 51 – General Administration
CP 53 – Medical
CP 55 – Inspector General
CP 56 – Legal
CP 60 – Foreign Affairs
CP 61 – Historian
CP 64 – Aviation

To find your Career Program or for information about SETM and ACT go to:

www.cwt.army.mil

U.S.ARMY

Army Civilians:
Soldier Focused
Army Strong

Army Civilian Workforce Transformation

2012 Report

"I hold each Army Civilian accountable for mapping and navigating a progressive program of self-development. Commanders, supervisors and managers share responsibility for enabling Army Civilian employees to reach their full potential."

John McHugh
Secretary of the Army

U.S.ARMY

Army Civilians:
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Civilian Workforce Transformation (CWT)

Civilian Workforce Transformation is the Army's program to transform the Army's Civilian cohort for the 21st century. CWT, now two years old, has accomplished much in a very short period of time and seeks institutional change across the Army resulting in more responsive and flexible Civilian professional development. The program's overall intent is to deliver "the right Army Civilian, to the right place, at the right time."

Civilian Workforce Transformation not only provides better management of the Army's Civilian workforce from an enterprise perspective but also develops a more capable Civilian who is well grounded as a leader and is technically proficient with the requisite training to meet the mission.

It is these innovative employees, fully capable to evaluate needs and solve problems, think creatively and systematically, embrace change, manage chaos and ambiguity, understand the value of partnering, and represent ideas through concepts and communications, who will provide the Army the adaptive and agile workforce necessary to perform the Army missions of the 21st century.

CWT

FY13 WAY AHEAD

Career Programs to Full Operating Capability & Competency Development and Integration

What is Civilian Workforce Transformation's Pay-Off?

For Civilians - A roadmap for career success with the training and development opportunities that match individual goals and Army needs.

For the Army - A rational methodology to state requirements and make resource decisions in a fluid environment.

For Commanders - The right workforce with the right training and development for current and future mission needs.

For the Nation - The effective management of the institutional Army now and in the future.

- SETM – Senior Enterprise Talent Management
- 31 Workforce Assessments
- 182,099 in Army Career Tracker
- 31 ACTEDS Plans
- Hiring Reform
- 86 Career Program Support Positions
- 488 Career Maps

FY12 ACCOMPLISHMENTS