



December 2021

ACCMA Director's Corner

ACCMA Mission

Provide talent management services across the human capital lifecycle to support a highly skilled and ready professional civilian workforce that supports the national defense.

Greetings everyone! It is hard to believe December is here already. As we enter the last month of the year and bring 2021 to a close, colorful trees and fall air will give way to colder and shorter days. We will soon enter that time of year where the sights and sounds of the holiday season make their way into our homes, neighborhoods, and places along the way.

December 2021 is a bittersweet month. As I am sure you have probably heard, Ms. Burton, the CHRA Director, is retiring. I would like to extend a heartfelt "Congratulations" to her and convey the gratitude we all feel as she prepares for the next chapter. We are forever grateful and appreciative of all she has done for our nation, the Army, CHRA, and ACCMA. Best wishes Ms. Burton.

In this edition of the newsletter, you will find a couple of articles highlighting efforts ACCMA is working to deliver the Army People Strategy's Civilian Implementation Plan. First is an article on the recently created supervisor certification operational process team (OPT). The Supervisor Talent Management Division in ACCMA is leading an OPT to develop a detailed framework for the supervisor certification. The plan will be briefed at the January Career Management Executive Council to the functional chiefs for feedback. The second article highlights ACCMA's Talent Acquisition Division's continued efforts to enhance the fellows programs by delivering our first program orientations for the Army Fellows Program and the PMF, McCain, and Emerging Leaders Fellows Programs. This month the team will host the first quarterly professional development session for all Army Fellows.

Thanks to all of ACCMA staff as they daily meet the mission of ACCMA to provide talent management services across the human capital lifecycle.

Notable Upcoming Activities/Dates

NOV 8 – DEC 13	Federal Benefits Open Season
DECEMBER 25	Christmas Day
JANUARY 1	New Year's Day
JANUARY 17	Martin Luther King Jr Birthday
JANUARY 20	CMEC Meeting





Mr. Roy A. Wallace
Assistance Deputy Chief of Staff, G-1
Functional Chief, Human Capital & Resource Management Career Field



Civilian Human Resource Management
Functional Advisor: Ms. Carol Burton

It is my honor to serve as the Human Capital & Resource Management (HCRM) Career Field Functional Chief (FC). The Functional Advisors and I are committed to meeting the current and future needs of the Army by aligning our workforce planning efforts with the Army People Strategy and Civilian Implementation Plan.

To our HCRM professionals: We are committed to providing you top-tier service, as well as relevant and challenging training and developmental opportunities. HCRM will continue to place an emphasis on cross-training within our career field, enabling you to get out of your comfort zone to understand the roles and responsibilities of all six functional communities within HCRM. Your functional community managers are there to guide and assist you as you move through career. However, it is your responsibility to take advantage of the opportunities presented to you, as you are your first and best career manager.

The Department of the Army is the largest employer of Civilian Human Resource Management professionals in the Federal government. The Civilian Human Resource Management Functional Community (CHRM FC) consists of approximately 6,000 diverse professionals employed world-wide. CHRM FC professionals provide strategic planning, talent management, project/program management, HR analysis and consulting, as well as the eight core Civilian Human Resource Management specializations: Classification; Compensation; Employee Benefits; Human Resource Development; Staffing and Recruitment; Human Resources Information Systems; Labor Management and Employee Relations; and Performance Management. These professionals work in a wide variety of settings, including Civilian Personnel Advisory Centers, command headquarters and field offices, medical centers, joint activities, or in offices at the Headquarters, Department of the Army.

ACCMA's Civilian Human Resource Management Functional Community team provides talent/career management to continually develop workforce in alignment to the Army People Strategy – Civilian Implementation Plan. In addition to recruitment activities to support the Army Fellows Program, the CHRM FC team offers a wide range of training and development opportunities.

Recently, the CHRM FC procured licenses for the Udemy for Business digital learning platform which will provide many of our HCRM professionals access to 6,000+ professional skills courses in FY22. Those afforded this opportunity are encouraged to actively use the learning platform. Additional information on available licenses will be provided shortly.

PREVIOUS REFERENCE	NEW REFERENCE
32 Career Programs	11 Career Fields
Career Management	Talent Management
Career Program	Functional Community
Careerist	Army Civilian
Army Career Development Program (ACDP)	Army Fellows Program
Apprentice/Intern (Graduate)	Fellow
Intern (Student)	Intern



**Comptroller
Functional Advisor: Ms. Caral
E. Spangler**

The Comptroller Functional Community's vision is to be a customer-focused partner. The guiding principle is to recruit and develop a technically competent and poised workforce that is visionary in its approaches to financial management issues, concepts, and daily operations.

The Comptroller Functional Community congratulates the Defense Comptrollership Program (DCP) Cohort 2021 graduates: Mr. Mark R. Brohm, Mr. Nathan D. Galbreath, Mr. Christopher C. Gannon, Ms. Koufra C. Girven, Ms. Jessica L. Johnson, Mr. Terry L. McCue, Ms. Shanon L. Meeks, and Ms. Jill N. Nunnery! The eight professionals were awarded a Master of Business Administration (MBA) degree and an Executive Master of Public Administration (EMPA) from Syracuse University in July 2021.

The DCP is a premier long-term training opportunity for Department of Defense (DoD) Civilians. The 14-month, 60-hour graduate curriculum design prepares leaders for complex fiscal and economic challenges at the operational and strategic levels. If interested in attending the DCP Cohort 2023, the deadline for application submission is January 14, 2022. The training begins in May 2022 and concludes in July 2023.



Graduates of DCP 2021 Cohort



**Manpower & Force
Management
Functional Advisor: Mr. Myles
Miyamasu**

The Manpower and Force Management Functional Community (MFM FC) consists of approximately 2,800 diverse professionals located throughout the world, supporting numerous Army commands and missions. The Functional community encompasses three main occupational series: 0343 (analysts), 0301 (program management), and 1515 (ORSAs). The mission of our professionals is to develop, design, analyze, and resource the Army's forces in support of the National Military Strategy.

MFM FC functions include Manpower and Equipment Requirements Determination, Organizational Planning, Force Structure Development, and Planning, Programming, Budget and Execution (PPBE). The functional community provides strategic development of Army Civilians through progressive and sequential work assignments, formal training, educational courses, and self-development opportunities from entry level to key positions.

MFM FC is excited to announce the Manpower and Force Management Course has transitioned to the Army's Force Management School starting in FY22. As the foundational training for our functional community, the Manpower and Force Management course (MFMC) highlights the strategic importance of manpower requirements determination for the Army's generating force and covers fundamental aspects of planning and programming. MFMC is a prerequisite for any additional training within the functional community. This two-week course is open to professionals outside of the functional community who are interested in learning the basic concepts of manpower and force management.



Equal Employment Opportunity
Functional Advisor: Mr. Anselm A. Beach

The Army Equal Employment Opportunity Program is a U.S. Army mandated program which provides equal opportunity and fair treatment for all persons without regard to race, color, sex, religion, or national origin and provides an environment free of unlawful discrimination and offensive behavior.

The EEO Functional Community population consists of approximately 440-500 Army Civilians. The population consists primarily of EEO/EO specialists, managers, and assistants. These professionals manage programs that advance the values of diversity, equity, and inclusion; and enforce an environment free from unlawful discrimination, harassment, and prohibited behaviors.

The EEO Functional Community plans and manages career development for EEO Army Civilians. It also supports the Army Fellows Programs and provides training opportunities, including virtual 90-day developmental assignments.

Did You Know??? The Army launched the worldwide **“Your Voice Matters”** listening tour July 8, 2020 and continued throughout Fiscal Year (FY) 2021. In FY21, the Equity and Inclusion Agency (EIA) conducted listening sessions at 21 locations, talking with 5,578 Soldiers and Civilians during 148 sessions. These sessions, designed to engage Soldiers and Army Civilians in conversations about race and potential disparate treatment in order to address racism, discrimination, and their potential effects on the force, have provided senior leaders across the Army with insight into issues affecting our force. In addition, these sessions helped to identify policies and regulations that may disparately affect segments of our workforce. The EIA also has provided consultations with installation leadership to enhance their ability to develop new leadership competencies throughout their commands and build cohesive teams.



Military Human Resources
Functional Advisor: Mr. Jeffrey Angers

The Military Human Resource Functional Community Army Civilian workforce works alongside uniformed military personnel managers, providing the same level and functions of human resources (HR) support to the fighting force as their military counterparts. Military human resource professionals perform the full range of human resource support across the HR lifecycle: structure, acquire, train, sustain, develop, and transition.

The Military Human Resource Functional Community recently celebrated seven years since establishing the Personnel Management Professional Development Program. This self-development program is located in the Army eLearning platform. To date a total of 57,159 courses have been completed which equates to a total savings for the Army of \$8,779,540.

The Military Human Resources Functional Community orchestrated and funded the Recruiter Academy Certified Recruiter Program for the United States Army Cadet Command (USACC). Training is provided to the ROTC Recruiting Operation Officers (ROOs). USACC commissions the majority of Army officers. The ROO is the DA Civilian who synchronizes and integrates the program’s marketing, outreach, recruiting, retention, and scholarship process to enroll and contract cadets. This training will support the ROO to recruit the best cadets in support of USACC’s priority to produce officers of character, competence, and commitment.



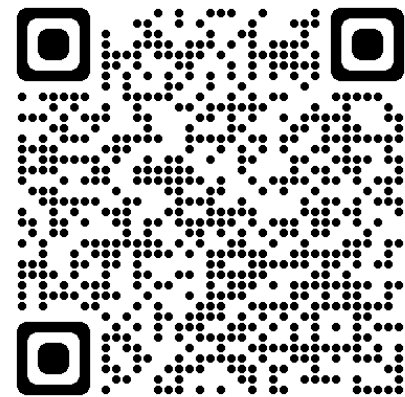
General Administration and Management
Functional Advisor: Mr. Roy A. Wallace

The General Administration and Management Functional Community accounts for 24% of the 39.8K professionals within the HCRM CF. These 9,200 Army Civilian professional consists of process facilitators, integrators, and gatekeepers performing work in a variety of administration and operational support related positions embedded at all levels of the Army from installations to headquarters.

The functional community is dedicated to provide world-class professional development and opportunities for personnel to obtain certifications in their functional area to validate proficiency.

Two Project Management Professional (PMP) boot camps were delivered to HCRM career field personnel in October. The training provided a solid foundation in project management vocabulary, material, and understanding how to use the skills prior to completion of the PMP exam. Initial and retest PMP exam fees are fully funded or reimbursed by the training vendor.

In November, the HCRM career field provided a Business Process Management (BPM) boot camp. The BPM boot camp is a five-day seminar compatible with the Association of Business Process Management Professionals' (ABPMP) Comprehensive Body of Knowledge. It provides tools and techniques required to regain and maintain a cross-functional focus that optimizes process flow to minimize waste and cycle service time, sustains excellence and fosters strategic breakthroughs via innovation. Upon completion of the training, participants were prepared to apply and complete the Certified Business Process Associate (CBPA) exam.



Use this QR code with your cell phone camera to view a Civilian Implementation Plan video. Simply open your camera, go to your camera setting or QR scanner app, aim it at the square, and then click on the “dvidshub” link.

Supervisor Operational Process Team Convenes

ACCMA Supervisor Talent Management (STM) Division stood up to establish policies, programs, and processes for supervisors that recognize and capitalize on the unique knowledge, skills, and behaviors of every member of the Army team.

Supervisors are critical to the overall success of the Army. They guide and lead Army Civilians to mission, team, and personal success. To ensure our supervisors are afforded the best training available, STM is leading an effort to fully integrate training, certifications, and experiential learning opportunities into a cohesive process of education, coaching, mentoring, monitoring, and measuring supervisor performance.

STM is facilitating a Supervisor Operational Process Team (S-OPT) with supervisors from across the Army enterprise. This team is charged with providing input and recommendations for an implementable plan for supervisor development and certification. Supervisor certification will become a cohesive, distinct process that incorporates education, training, coaching, mentoring, performance practice/demonstration, and some type of evaluation.

With input from the S-OPT, STM will establish policies, programs, and processes to be approved by the Deputy Assistant Secretary of the Army, Civilian Personnel (DASA-CP), who is the proponent for supervision. STM will develop distinct, achievable levels of certification, from new supervisor to advanced supervisory proficiency that lead toward supervisory expertise and that meet federal statutory requirements.

Through administration of the S-OPT, implementation of new procedures, and establishment of DASA-CP approved development and certification policies, STM will develop the blueprint for a new approach to supervisor talent management. The Army will continue to acquire, develop, employ, and retain supervisors to generate positive effects on organizations and Army Civilians, in keeping with the Civilian Implementation Plan priority to enable and build world-class supervisors.



CONGRATULATIONS Ms. Burton!

From those of us at ACCMA, we extend our best wishes and deepest thanks as you move forward into the next chapter. Our organization appreciates you and we are forever grateful for all you have done. In every capacity you served, you did so by believing and demonstrating the Army values.

Your 34 years of service have made a tremendous difference to those under your leadership and also for the Department of Defense, the Army, Civilian Human Resources Agency, Army Civilian Career Management Activity, and many other organizations that have been positively impacted by your management and leadership. You are an inspiration to us all and we are honored to have worked with you. Enjoy your retirement!

Army Civilian Corps Creed

I am an Army Civilian – a member of the Army Team.

I am dedicated to our Army, our Soldiers and Civilians.

I will always support the mission.

I provide leadership, stability, and continuity during war and peace.

I support and defend the Constitution of the United States and consider it an honor to serve our Nation and our Army.

I live the Army values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage

I am an Army Civilian.

FY22 started a new era for the internship and fellowship programs managed by ACCMA's Talent Acquisition Division (TAD) with a renewed emphasis on professional development and orientation to the Army. TAD will provide the interns/fellows and their supervisors an initial orientation and quarterly professional development sessions which will offer them the opportunity to onboard together, network, and create long-lasting relationships.

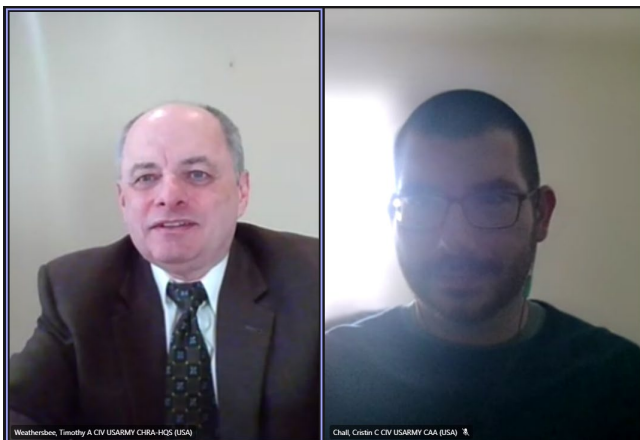
TAD hosted the first annual orientation for Emerging Leader, McCain, and Presidential Management Fellows on November 17. There were 32 participants including all nine fellows, supervisors, command representatives, and career field directorate staffs. Dr. Todd Fore, Deputy Assistant Secretary of the Army (Civilian Personnel), and Mr. Roy Wallace, Assistant Deputy Chief of Staff, G-1 Headquarters, provided remarks about the importance of mentorship and networking and seeking out opportunities instead of waiting for them. Topics at the orientation also included requirements for each program, the roles of various offices (e.g., TAD, CF Directorates, and commands/supervisors), and a short history of Army civilian training and the establishment of ACCMA.



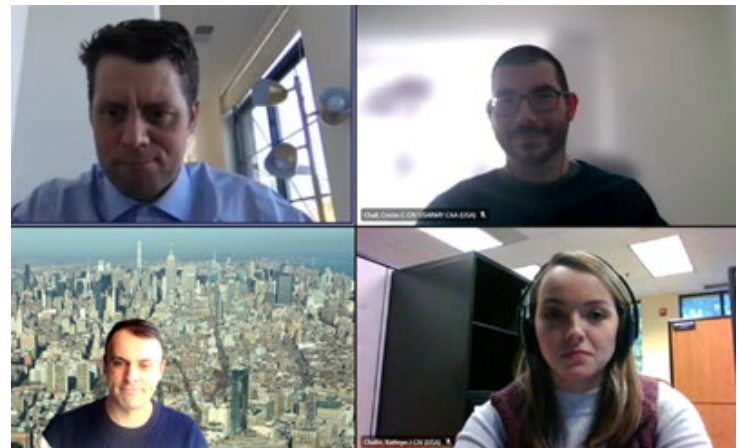
Dr. Todd Fore, Deputy Assistant Secretary of the Army (Civilian Personnel) provides remarks.



Mr. Roy Wallace, Assistant Deputy Chief of Staff, G-1 Headquarters provides remarks



Mr. Tim Weathersbee and Cristin Chall (PMF) during the closing of the orientation



From top left clockwise: Mark Dubbs (McCain Fellow), Cristin Chall (PMF), Kathryn Chafin (PMF) and Ryan Kelleher (Emerging Leader Fellow)

OPEN ACCMA ANNOUNCEMENT

Position Title: Program Manager

Pay Plan-Series-Grade: GS-0340-13

Locations (1 vacancy at each):

- Medical Career Field - Fort Sam Houston, TX
- Science, Engineering & Analysis Career Field - Fort Belvoir, VA
- Education & Information Sciences Career Field - Fort Eustis, VA

Announcement Dates: November 24 – December 7

Link to Apply: [USAJOBS - Job Announcement](https://www.usajobs.gov/GetJob/ViewDetails/623892900)

<https://www.usajobs.gov/GetJob/ViewDetails/623892900>



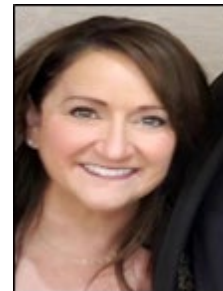
Larry Gilchrist is joining Installations Career Field team as the Housing Functional Community Manager. He comes to us from the Pentagon (DCS, G-9) where he served in the Army Housing Division, Strategic Initiatives Group, and Soldier and Family Readiness Division. Larry also served as the Chief Operations Officer for both the Housing Crisis Action Team and the Quality of Life Task Force. He just completed a 120-day SETM TDY rotation here in ACCMA, and we are looking forward to leveraging his tenacity and organizational skills to complete the Strategic Workforce Plan and implement some of the initiatives he has identified for the Installations Career Field.

Congratulations to the following individuals on their recent promotions and transfers!

Katie Egbert has been promoted to GS-12 and will serve as a management analyst within the Human Capital and Resource Management Career Field's Integration Team. Ms. Egbert served phenomenally as a Program Manager for the Manpower and Force Management Functional Community for three years, after successfully completing the Army Fellows Program. Katie brings a wealth of knowledge and experience as well as unparalleled customer service to her new role. We are looking forward to great things to come for her and the team!

Brandon Robinson has been promoted to GS-13 and joins the Human Capital and Resource Management Career Field Integration Team as a Program Manager. He previously served in the Comptroller Functional Community Program Office and has over 15 years of financial management and program management experience from Government assignments and as an active duty Soldier. He brings a tremendous amount of knowledge, experience, customer service and energy in all facets of program management.

Davida Stevenson has been promoted to GS-14 and will serve as Program Manager in the Education and Information Sciences Career Field. Davida previously served in the EDIS CF managing the Fellows program and supporting the credentialing efforts of the Certificate Training Program (CTP). She brings a wealth of talent management subject matter expertise, customer advocacy, and innovation. We are excited for her and the strategic change she brings to our team, customers, and the Army.



Christina (Christi) Bass is joining the Medical Career Field as the Training Team Lead. She brings significant career management and human resources experience from the Air Force and Army. She has 20+ years of DoD Civilian experience at the installation, region, and command levels. We are excited to have Christi join our stellar team.

Thanks to all Army Civilian employees who recently took the Federal Employee Viewpoint Survey (FEVS)!

Survey results do matter! They provide senior leaders with valuable insights on the strengths of the Civilian workforce as well as gauge areas for improvement and current challenges.

More information on the results once OPM has completed their tabulation.