



ACCMANEWS

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Newsletter Inquiries:
usarmy.belvoir.chra-hqs.mbx.accma-newsletter-submissions@army.mil

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ACCMA Director's Corner

Army Civilian Career Management Activity



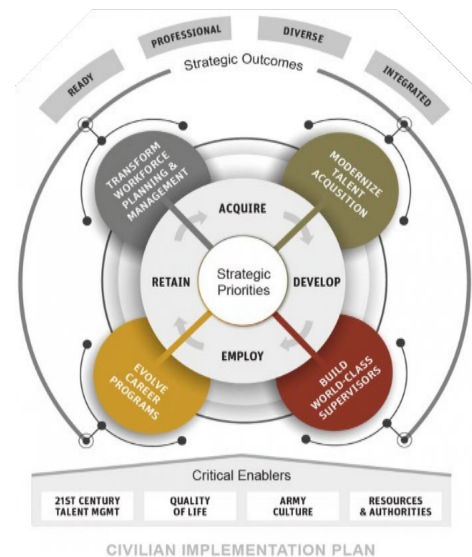
With the end of the fiscal year rapidly approaching, the Army Civilian Career Management Activity is pressing forward with its mission to provide talent management services to the Army Civilian workforce. This mission underscores the four Strategic Priorities depicted below, which are to Acquire, Develop, Employ, and Retain Army Civilians. Recruitment and professional development are essential elements to this mission and lines of effort. This edition features details about the upcoming Army Civilian Forum at AUSA 2022 and the release of the Civilian Implementation Plan (CIP) 2022. Then, you will learn about how two Army student interns leveraged one of ACCMA's premiere recruitment programs, the Army Student Intern Program, to gain a deeper understanding of how STEM activities are integral to the Army's mission. Lastly, you will read about how the Professional Services career field's collaboration with the Office of the Chief of Public Affairs (OCA) keeps Army Civilians abreast of current and future development opportunities. Although this edition is the last for this fiscal year, it contains confirmation that ACCMA continues to lean forward in its pursuit to provide talent management services across the human capital.

Notable Upcoming Activities/Dates

September 11	Patriot Day
September 21	Technology and Science Career Fair- Univ of Texas at Austin
September 22	Fall 2022 Virtual All Majors Job & Internship Fair- Howard Univ
October 10-12	AUSA 2022



Articles and suggestions (along with any photos or graphics) should be sent to usarmy.belvoir.chra-hqs.mbx.accma-newsletter-submissions@army.mil. Please limit submissions to 300 words and submit your article 30 days in advance, if possible.



I am an Army Civilian – Now and 2030!

The 2022 Association for the United States Army’s (AUSA) annual meeting and exposition is scheduled to take place on October 10-12 at the Walter E. Washington Convention Center in Washington, D.C.

The theme for this year’s AUSA annual meeting is “Building the Army of 2030.” The theme for Army Civilian events is “I am an Army Civilian – Now and 2030.” This year, Army Civilians will be represented during several key sessions, as well as the ACCMA kiosk at the Army booth.

Army Civilian sessions will begin with a joint DASA-CP/ACCMA presentation on Tuesday, 11 October, with opening remarks from Dr. Todd Fore, Deputy Assistant Secretary of the Army – Civilian Personnel, followed by Ms. Denise Howell Parker, CIP Lead Integrator, and Mr. Edward C. Emden, Director, ACCMA. The event will be followed by “Getting to Know Your Career Field” presentations, with representation from all 11 career fields, throughout the day on Tuesday.

The Civilian Forum will take place on Wednesday, October 12, and will feature the launch of Civilian Implementation Plan (CIP) 2022. This year’s Civilian Forum will highlight key accomplishments from the CIP 2020 and kickoff the newly signed CIP 2022. In addition to Army Senior Leader participants, the Civilian Forum will feature Army Civilian testimonials showcasing accomplishments from CIP 2020. The event will be livestreamed and we encourage all Army Civilians to participate.



October 10-12, 2022
 Washington Convention Center
 Marriott Marquis Hotel
 (Independence A-E, Liberty M-P)

AUSA 2022 Theme:
“Building the Army of 2030”

2022 Army Civilian Theme: “I am an Army Civilian – Now and 2030”

Date	Time	Event
October 10-12	All Day	ACCMA Kiosk (Army Booth) Convention Center
October 11	0800-0900	DASA-CP/ACCMA Joint Session Marriott Room Liberty M
October 11	0930-1215	Career Field Presentations Marriott Rooms Liberty M-P
October 12	0800-0915	Senior Executive Service Meeting (CLSMO) Invitation Only
October 12	0930-1200	Civilian Forum* Marriott Room Independence A-D

* Livestream event

Here comes CIP 2022!

We are very excited to share that the Civilian Implementation Plan (CIP) 2022 will be officially launched at the AUSA annual meeting and exposition in October! The CIP 2022 builds upon the important work initiated by the CIP 2020 and demonstrates Army’s continuing commitment to the Army Civilian workforce.

As you are aware, a major accomplishment of CIP 2020 was the establishment of ACCMA and the integration of 32 career programs into 11 broad career fields. With the establishment of ACCMA, civilians have greater flexibility in their careers and more opportunities for professional growth and advancement.

Other CIP 2020 key achievements include:

- publishing the first Army employee engagement strategy;
- implementing consistent, repeatable workforce planning to inform prioritization of workforce programs; and
- designating a proponent for civilian supervision to ensure a consistent, enterprise approach for policies and programs related to supervisors.

CIP 2022 builds on the momentum and many successes of CIP 2020 and continues the Army’s efforts to modernize our approach to talent management and development, build readiness, and take care of our people.

Just like the original CIP, CIP 2022 aligns under the Army People Strategy (APS), executing the APS for Army Civilians, and is organized along the same Lines of Execution as the Military Implementation Plan (MIP). CIP 2022 will ensure that Army Civilians are the most ready, professional, diverse, and integrated federal workforce.

While CIP 2022 execution will officially begin on 1 October, we look forward to a formal kickoff at AUSA during the Civilian Forum on Wednesday, October 12. Be sure to attend or watch via livestream (link will be provided prior to the event) to hear CIP 2022’s key priorities and tasks!



Civilian Human Resources Agency Director Visit By: Dr. Delicia C. Battle

Ms. Hong Miller, Director, Civilian Human Resources Agency, visited the Army Civilian Management Activity (ACCMA) at Fort Belvoir, Virginia on August 3, 2022.

“Hosting the CHRA Director’s Workforce Message live at Fort Belvoir was an exciting event, especially since Ms. Miller had just returned from a TDY trip to the EU Region, Stuttgart, Kaiserslautern, and Poland”, said Mike DeYoung, Director Operations and Plans.

Miller became the Civilian Human Resource Agency’s director in January 2022 after serving as the agency’s deputy director. The agency is responsible for providing civilian human resources services to more than 330,000 Department of Defense and Army Civilians worldwide and is the higher headquarters for ACCMA.

ACCMA is a relatively new addition to the Army. Established in October 2020, as a part of CHRA, ACCMA supports the CHRA mission of recruiting, developing, and sustaining a professional civilian workforce through effective, efficient, and responsive human resource products and advisory services by focusing on providing talent management services to Army Civilians across the human capital lifecycle.

Miller’s visit included a tour of ACCMA’s new building located at 9401 Stimson Road, Fort Belvoir.

Although the new site is under renovation, Miller was eager to view its progress.



Hong Miller (left), Director, Civilian Human Resources Agency, receives an update from Shawn Dillahunt (center) and Natalie Zai (right) of the Army Civilian Career Management Activity’s new building Wednesday, Aug. 3 at Fort Belvoir, Virginia.



Shawn Dillahunt (left) gives Hong Miller (right) a detailed tour and progress update of the Army Civilian Career Management Activity’s new building Wednesday, Aug. 3 at Fort Belvoir, Virginia.

Following the tour, Miller recorded her weekly CHRA Director’s Workforce message where she congratulated Tina Manns on her recent League of United Latin American Citizens 2022 Excellence in Service Award. The award recognizes individuals or teams in the advancement of diversity, education, economics, and health in communities with large, underrepresented populations.

“I’ve had the opportunity to see Tina in action as she’s been working on the onboarding and acculturation program. She’s really been significant at laying the groundwork for that program. It’s going to be the first enterprise level onboarding and acculturation program that we’ve had across the Army,” said Miller.

Miller signed off from Fort Belvoir by reiterating her support for and to Army Civilians both in the states and overseas.



Hong Miller (left) congratulates Tina Manns on her League of United Latin American Citizens 2022 Excellence in Service Award during her weekly CHRA Director’s Workforce Message at Fort Belvoir, Virginia, Aug. 3.



Hong Miller (center) signs documents during her visit at Fort Belvoir, Virginia, Aug. 3.

Army Interns Learn Valuable Army Lessons at the Army Software Factory

By: Mr. Andy Bui and Mr. Zahid Laguna

The Army Student Internship Program, managed by the Army Civilian Career Management Activity, exposes current college students to the Army Civilian Corps and career opportunities with emphasis on STEM and mission critical occupations. Students train, shadow, and gain valuable information and insight on cutting edge technologies and initiatives that drive Army readiness. Recently, Mr. Andy Bui and Mr. Zahid Laguna completed their internships at the Army Software Factory (ASWF) in Austin, Texas.

The Army Software Factory's objectives are to prototype a future force design and empower Soldiers to solve problems through software engineering at the edges of the battlefield while upskilling the Army's technical competencies. ASWF's motto drives the focus of the organization, "By Soldiers, For Soldiers." The organization enables and empowers the talent of Army Soldiers and Army Civilians to solve operational Army problems with software solutions. To accomplish this, cohort members begin with a tech accelerator to baseline their technical skills. The second phase of cohort enablement consists of pairing with industry experts to scope and design software solutions for an assigned Army problem. The goal is for the Army to possess a scalable organic capability enabling autonomous Soldier-led teams to scope and engineer Army-wide software solutions.

The Army Student Internship Program nests with the ASWF cohort model by designing a program where college students shadow, observe and learn from the distinct disciplines on the Application Teams: Software Developer, Product Manager, and designer. Students spend 80 hours in each discipline and then complete another 80 hours in their preferred discipline to gain greater depth and understanding. The training culminates with a capstone project to showcase the knowledge and experience gained at the Army Software Factory. The goal of the internship is to bring the Student Interns back as part of the Army Fellows Program.



Army Student Interns, Zahid Laguna and Andy Bui take a break from training at the Army Software Factory, Austin, Texas.

Although students spend 480 hours in the program learning Army technical competencies, they also gain exposure to soft skill development through collaboration and mentoring. “It’s nice to shadow and learn from software developers, designers, and product managers. This gives me a lot of insight on which discipline I want to pursue in the future. Additionally, having exposure to the dynamic and culture of the different teams also helps me become better at facilitating collaborative communication,” Bui said.

While at the Software Factory, Andy took on the responsibility of prototyping and designing his team’s metric dashboard. The dashboard will provide the team with real time tracking of user data. It’s important that the product can meet its metrics and goals as laid out in the product roadmap. Focusing on the product manager track, Andy aids in constructing the roadmap and prioritization of software features.

Like Andy, Zahid enhanced his understanding of software development and collaboration. His experience also helped him hone future career skills. “Overall, each part of the team has given me vital information and critical aspects that can help me with my future career in software engineering, such as agile software development, waterfall, new software skills, and languages,” Laguna said.

In his second and third weeks, Zahid was paired with the Product Manager (PM) role, where he learned how the PM conducts meetings, user interviews, uses the interviews to achieve future feature delivery to their team’s application, and conducts touch points with stakeholders alongside their team. His final rotation was with the design team where he increased his understanding of Figma to create prototypes and design features that will benefit future versions of the app.

Through the Army Student Internship Program, students like Andy and Zahid can learn about complex software systems and processes while gaining an understanding of how the program can lead to a future career as an Army Civilian employee. “Overall, this is a great internship experience, and I would recommend it to anyone who wants to learn about software and how a balanced team works,” said Laguna.

As the Army fields increasingly complex systems, Soldiers will need reliable access to technical assistance in contested communication environments to dominate in the information centric battlefield. Programs like the Army’s Student Internship Program introduces college students to real-world Army problems and affords them the opportunity to shadow, observe, and learn alongside Soldiers and Army Civilian technical experts. The Army Student Internship Program is one of the many ways Army Career Civilian Management Activity recruits potential Army Civilian leaders.

Professional Services Career Field Staff Give Presentation for Public Affairs Lecture Series By: Ms. Susan Hand

Providing talent management services that supports a highly skilled and ready professional civilian workforce lies at the center of what the Army Civilian Career Management Activity (ACCMA) does every day. The Professional Services career field's briefing as part of the Office of Chief of Public Affairs' (OCPA) monthly Public Affairs Forum Lecture Series last month is evidence of ACCMA's commitment to delivering talent management and career development opportunities to Army Civilians. Susan Hand gave an overview of the FY23 training and talent management opportunities for the 2,300-members who the Professional Services career field supports.

Developing relationships with senior Army leaders and their organizations ensures ACCMA is postured to provide timely and relevant professional development opportunities. This monthly lecture series illustrates one of those relationships. By coordinating its talent management efforts with OCPA, the Professional Services career field provides public affairs and communications media professionals the opportunity to hear from subject matter experts in their field on shared topics of interest, including crisis communications; high-visibility, Army-wide communications efforts; and, in this case, training and professional development opportunities.

Hand intends to provide an updated brief via the OCPA Lecture Series biannually. The lecture series is an excellent forum for the Professional Services career field to keep its workforce up to date on training and development opportunities and ensure staff have the information they need to work with their supervisors or employees to update their Individual Development Plans (IDP). Providing talent management services by collaborating with Army senior leaders and their organizations is just another way the Army Civilian Career Management Activity fulfills its mission to support a highly skilled and ready professional, civilian workforce.

