Army Civilian Career Management Activity

October 2022
ACCMA Director's Corner

It's been an exciting year to be part of an organization that continues to transform Army Civilian talent management for the Army civilian workforce. As ACCMA begins the third year since we were established, our mission continues to be people-focused. The divisions and career fields within ACCMA are working to assure we deliver information and programs that equip the modern Army Civilian with the best training, development, and career opportunities available. We are excited for the forthcoming release of the updated Civilian Implementation Plan to the Army People Strategy later this month. The Civilian Implementation Plan is the basis for how ACCMA approaches talent management and serves as a guide for how we deliver those items that support the Acquire, Develop, Employ and Retain components of the plan. The Civilian Implementation Plan 2022 is the next phase to evolve Civilian Talent Management Services with ACCMA as the enterprise provider, working in partnership with commands to meet mission requirements.

ACCMA will be participating in the Association of the United States Army (AUSA) Meeting and Exposition is taking place 10-12 October at the Walter E. Washington Convention Center in Washington D.C. Be sure to check out the presentation schedule on the following pages of this newsletter. ACCMA's 11 Career Field Functional Chiefs will be speaking and we will also have a kiosk in the main exhibit floor.

Notable Upcoming Activities/Dates

October 10	Columbus Day
October 10-12	2022 AUSA Annual Meeting
November 11	Veterans Day
November 24	Thanksgiving Day

Newsletter ✉

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 provide your article NLT 30 days in advance.

AUSA 2022
ANNUAL MEETING & EXPOSITION
IO-I2 OCTOBER | WASHINGTON, DC

The theme for this year's AUSA annual meeting is "Building the Army of 2030" with a civilian theme Focusing on "I am an Army Civilian – Now and 2030." Over three days, through presentations, panel discussions and exhibits, this annual professional development event provides information, as well as the most advanced products, on how organizations are meeting the needs of the modern Army soldier and civilian.

Army Civilian Sessions will start Tuesday 11 October with Dr. Todd Fore, Deputy Assistant Secretary of the Army, providing opening remarks. Following his comments is a joint DASA-CP/ACCMA panel discussion between Civilian Implementation Plan (CIP) Lead Integrator Ms. Denise Howell Parker and Mr. Edward Emden, Director of ACCMA. Afterward, the Funtional Chief for each of ACCMA's 11 Career Fields will each give a 45-minute presentation that will provide updates and in-depth discussions on how their teams support the career development of Army Civilians. We encourage those in the National Capital Region to attend AUSA and these Career Field Sessions. See schedules below for times and locations.

Conference Rooms listed below (Independence and Liberty Rooms)

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

Career Field Presentation Schedule

Time	Event Title	Presenter	Title	Office
0800-0900 Room Liberty M	DASA-CP/ACCMA – *Modernizing Army Civilian Talent Management for the Future*	Ms. Denise Howell Parker	APS-CIP Integrator	DASA-CP
		Mr. Edward C. Emden	Director	ACCMA
0930-1015 Room Liberty N	Getting to Know Your Career Field – *Human Capital and Resource Management*	Mr. Roy Wallace	Assistant Deputy Chief of Staff, G-1	Deputy Chief of Staff, G-1, HQDA
0930-1015 Room Liberty O	Getting to Know Your Career Field – *Medical*	Mr. Chris Rheney	Deputy Chief of Staff, Resources, Infrastructure & Strategy, G-8/9	Medical Command	Office of the Surgeon General
0930-1015 Room Liberty P	Getting to Know Your Career Field – *Installations*	Mr. Daniel M. Klippstein	Assistant Deputy Chief of Staff, G-9	Deputy Chief of Staff, G-9, HQDA
1000-1045 Room Liberty M	Getting to Know Your Career Field – *Contracting*	Ms. Megan R. Dake	Deputy Assistant Secretary of the Army for Procurement	Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology)
1030-1115 Room Liberty O	Getting to Know Your Career Field – *Security and Intelligence*	Ms. Diane Randon	Assistant Deputy Chief of Staff, G-2	Deputy Chief of Staff, G-2, HQDA
1030-1115 Room Liberty P	Getting to Know Your Career Field – *Logistics*	Mr. John E. Hall	Assistant Deputy Chief of Staff, G-4	Deputy Chief of Staff, G-4, HQDA
1030-1115 Room Liberty M	Getting to Know Your Career Field – *Digital Technology*	Dr. David Markowitz	Chief Data & Analytics Officer	Office of the Chief Information Officer (CIO)
1100-1145 Room Liberty N	Getting to Know Your Career Field – *Construction, Engineering, & Infrastructure*	Dr. Christine T. Altendorf	Director, Military Programs, U.S. Army Corps of Engineers	U.S. Army Corps of Engineers
1130-1215 Room Liberty N	Getting to Know Your Career Field – *Education and Information Sciences*	Mr. Charles R. Bowery, Jr.	Executive Director, U. S. Army Center of Military History	U.S. Army Training and Doctrine Command
1130-1215 Room Liberty O	Getting to Know Your Career Field – *Professional Services*	Ms. Sarilyn Leary	Acting Director, Professional Services Career Field	Army Civilian Career Management Activity
1130-1215 Room Liberty P	Getting to Know Your Career Field – *Science, Engineering, & Analysis*	Ms. Susan Goodyear	Executive Deputy to the Commanding General, Army Futures Command	Army Futures Command

Career Field Mailbox List

How to Reach Your Career Field

1. **Construction, Engineering, and Infrastructure:** usarmy.belvoir.chra-accma.mbx.cei-cf@army.mil
2. **Contracting:** usarmy.belvoir.chra-hqs.mbx.accma-contracting-and-procurement-cf@army.mil
3. **Digital Technology:** usarmy.belvoir.chra-hqs.mbx.accma-digital-technology-careers@army.mil
4. **Education and Information Sciences:** usarmy.belvoir.chra-hqs.mbx.accma-edis-career-field@army.mil
5. **Human Capital and Resource Management:** usarmy.belvoir.chra-accma.mbx.hcrm-career-field@army.mil
6. **Installations:** usarmy.belvoir.chra-accma.mbx.installations-career-field@army.mil
7. **Logistics:** usarmy.belvoir.chra-hqs.list.accma-logistics-career-field@army.mil
8. **Medical**: usarmy.belvoir.chra-accma.mbx.medical-career-field@army.mil
9. **Professional Services:** usarmy.belvoir.chra-accma.mbx.professional-services-cf@army.mil
10. **Science, Engineering and Analysis:** usarmy.belvoir.chra-accma.mbx.sea-cf@army.mil
11. **Security and Intelligence:** usarmy.belvoir.chra-accma.mbx.security-and-intelligence@army.mil

Education and Information Sciences Career Field Mentorship

The Education and Information Sciences Career Field Mentorship Program enhances the career development of Army Civilians assigned to the following Functional Communities: Education Services; Training, Capability, Doctrine, War Fighting Developers and Librarians; and Historians, Archivists, and Museum Professionals. Since 2015, 186 Civilians have participated, and 32 members have been promoted, attributing their success to participation in the program. The program intends to: Develop leaders and managers, enhance career development, promote the transfer of knowledge and expertise, improve staff retention and foster networking and collaboration through the exchange of ideas among program participants from different sectors of the Army to create long-term professional relationships. Collaboration with the Marine Corps University, Army Management Staff College and the Army Resiliency Center as well as reputable vendors, achieves these objectives. January 2023, Cohort 8 will kick off at the Ft. Eustis Club with 30 participants, including Education and Information Sciences Career Field Civilians, Coast Guard Members, Marine Civilians, and an active-duty member to build coalitions and diversity across the enterprise.

Cohort 7 (2022)

Left to Right:
Amanda Lousley (Mentee)
Michael McNulty (Mentor)
Sharlene Carter (Mentee)
Kristin Ferguson (Mentee)
Joetta Grant (Mentee)

Left to Right:
James Breeding
(Career Field Director)
Sharlene Carter (Mentee)
David Paschal, SES (Functional Chief)

Left to Right:
Vivien Moss (Mentee)
Eileen Maeso (Mentor)
Chequitha Chatman (Mentee)

Army's New Occupational Series: Data Science

In December 2021, OPM announced they were establishing the 1560 Data Science occupational series. As a result of this new series, the Army can now grow its data science workforce through targeted recruiting and hiring, as well as focused training and professional development opportunities. Establishing this new series compliments the Army Data Plan and the Army's move towards a data-driven decision-making culture.

The 1560, Data Science occupational series was created as a result of the need for more data scientists to perform key functions across the Federal government. OPM defines data science as "work involving the use of scientific methodology, processes, algorithms, and systems to extract insights from structured and unstructured data, and to provide guidance for data-driven decision making. The field of data science consists of several domain sub-disciplines including computer science, mathematics and statistics and business knowledge. Specific to these sub-disciplines data science work broadly incorporates traditional research, machine learning, and software development."

One of the key steps to establish the 1560s within the Army, was to create position descriptions (PD) with consistent language that captures the unique and intricate duties, responsibilities and required competencies of the data science field. Thus, in August 2022, the Army Civilian Career Management Activity (ACCMA) 1560 Data Scientist PDs were created for Army-wide use. The PDs are categorized as "Developmental PDs" for Army Fellows (GS-07 thru GS-11) and "Full Performance PDs" (GS-11 thru GS-15). The Science, Engineering & Analysis Career Field (SEA-CF) led this effort in coordination with various career field offices, the Mission Command Center of Excellence (MCCoE), various Army commands, and the Army Data Plan SE3/SE5 OPT members. Though these PDs are recommended versus standardized, "we encourage commands and organizations to use them for their data science workforce, or at a minimum, allow them to serve as guides going forward", says Dr. Steven Stoddard, the Analysis, Modeling & Simulation Functional Advisor.

Now that the PDs are created, individuals can expect to see more data science related training, professional development and career progression tools as career fields identify how to successfully provide talent management support to the data science workforce. Additionally, commands will begin to determine which individuals and/or PDs will be recoded as 1560s. Finally, organizations will be able to recruit specifically for data scientists with emerging skills, such as artificial intelligence and data analysis, in order to fill critical workforce gaps. The PDs can be found on FASCLASS or at the links below:

AS1560ACCMA15 DATA SCIENTIST, GS-1560-15
AS1560ACCMA14 DATA SCIENTIST, GS-1560-14
AS1560ACCMA13 DATA SCIENTIST, GS-1560-13
AS1560ACCMA12 DATA SCIENTIST, GS-1560-12
AS1650ACCMA11 DATA SCIENTIST, GS-1560-11
PDC1156011T12 DATA SCIENTIST, GS-1560-11* Developmental PD
PDC1156009T12 DATA SCIENTIST, GS-1560-09* Developmental PD
PDC1156007T12 DATA SCIENTIST, GS-1560-07* Developmental PD

National Disability Employment Awareness Month

October is designated as National Disability Employment Awareness Month (NDEAM). This designation dates back to 1945 and the return of Service members with disabilities from World War II. Established by Public Law and Presidential Proclamation, NDEAM is a time to recognize the many and varied contributions America's workers with disabilities make each and every day across the Nation. NDEAM is also an opportunity to reaffirm the Department of Defense (DoD) and the Department of the Army's commitment to recruit, retain, and advance individuals with disabilities throughout our workforce and our commitment to ensuring equal opportunity for all citizens. This commitment is further articulated in the Army People Strategy Civilian Implementation Plan 2022 in which one of the key tasks in the Acquire Line of Effort is "Expand targeted outreach and recruitment of qualified individuals with disabilities and increase representation in the Army civilian workforce."

Each year the U.S. Department of Labor announces a theme for NDEAM. The 2022 theme is "**Disability: Part of the Equity Equation**." Reflecting this year's theme, throughout the month of October, the Army Civilian Career Management Activity (ACCMA) will be engaging in a variety of activities to educate its employees and others on disability employment issues and its commitment to an inclusive work culture. These efforts include weekly conversations and dialogues about how we can fully include people with disabilities in all of our Army Civilian occupational series throughout the enterprise. Martha Bowers, Chief, Operations Division, ACCMA, today announced "ACCMA is committed to the tenets of the National Disability Employment Awareness Month. We want to spread the important message that people with disabilities are a critical part of the equity equation and we value all people as we look to hire the right people, at the right place, and at the right time."

The Army has a robust reasonable accommodation program and resources to include Disability Program Managers, DoD Computer and Electronic Accommodations Program (CAP) https://www.cap.mil/ and the Job Accommodation Network https://askjan.org/ to assist those who need accommodations to enjoy equal employment opportunity and the benefits and privileges of employment.

Hiring managers can be intentional about hiring those with disabilities by taking advantage of expedited hiring through the use of non-competitive Schedule A appointment authority for qualified individuals with disabilities. There are many sources of qualified candidates to include the Workforce Recruitment Program (WRP) www.wrp.gov where hiring managers and career field managers can search the WRP database of over 2,000 college students and graduates from more than 250 colleges and universities. CHRA also maintains a database of Schedule A eligible individuals.

Employers and employees in all Commands and Career Fields can learn more about how to participate in National Disability Employment Awareness Month and ways they can promote inclusion of all persons during October and throughout the year — by learning more and keeping inclusion as a primary focus for the Army Civilian Corps and the Total Force.

October may be National Disability Employment Month; however, let us not lose focus the rest of the year on the importance of committing to recruit, retain, and advance individuals with disabilities. Keep the spirit of NDEAM alive throughout the year and ensure we provide equal opportunity for all citizens.