



ACCMANEWS

ARMY CIVILIAN CAREER MANAGEMENT ACTIVITY

ISSUE 19 | CIVILIAN WORKFORCE

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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.

ACCMA Director's Corner

Greetings!

As ACCMA continues to drive toward our organizational priorities--Taking care of our People, Implementing the Army People Strategy, and Being a customer-centric organization--I'd like to highlight activities from February that underscore our commitment to developing talent, investing in people, and fostering partnerships. We participated in 16 career fairs, coordinated Army recruitment activities during the Black Engineer of the Year Award (BEYA) recruitment fair, and partnered with the International City Management Association (ICMA), which offers the City-County Management Senior Fellowship program. We also ramped up hiring for the Student Intern Program, which is a proven pathway to future Army employment.

I am honored to be part of a team that puts people first, while leveraging diversity, talent management, and professional development. These values are significant in a time where we as Army Civilians remain poised to support the Army as it continues to stand ready to fight and win in an ever-changing and unpredictable world.

Notable Upcoming Activities/Dates

March 8	International Women's Day
March 15	North Carolina A&T University Education Fair
March 17	St. Patrick's Day
March 25	University of Maryland Global Campus Virtual Career Fair



**WOMEN'S HISTORY MONTH:
"PROVIDING HEALING,
PROMOTING HOPE"**

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The Army is hiring student interns and Army Fellows.

Last year, as part of the Army People Strategy and the associated Civilian Implementation Plan, the Army established the Student Intern Program. As a key pipeline for the Army Fellows Program, the Student Intern Program is an enterprise-funded program to expose current students to the Army Civilian Corps, inspire them to serve, and potentially convert them to permanent full-time employment in the Army Civilian Corps after graduation. The Student Intern Program offers post-secondary students 12 weeks of full-time employment, up to 480 hours, during the summer months.

The program continues to expand by providing college students more opportunities in a wider array of career fields and locations. The emphasis remains on Science, Technology (including Cyber), Engineering, and Mathematics (STEM) and other critical and difficult-to-fill occupations. Eligible students must be enrolled in an accredited postsecondary institution identified by the Department of Education. A student's entry-grade will depend on the hiring authority and their qualifications. Lastly, students must perform at a satisfactory or higher level and successfully complete all training, experiential learning, professional development, performance and conduct requirements established by the supervisor, career field, and the ACCMA Talent Acquisition Division.

Financial incentives beyond salary may be available for student interns in certain difficult-to-fill positions. Acceptance of some financial incentives requires a continued service agreement. For more information, contact Timothy A. Weathersbee, Chief, Talent Acquisition Division.



**IMAGINE A
CAREER WHERE...
YOU CAN HAVE A
GLOBAL IMPACT.**

As a Civilian employee in the U.S. Army, you have opportunities to grow your career locally and globally across more than 500 occupations.

The U.S. Army is hiring students for Civilian positions across multiple paid internship and fellowship programs.

Learn more at <https://www.goarmy.com/careers-and-jobs/army-civilian-careers.html>



The Army's Student Intern Program provides new opportunities for college students to embark on careers within the Army, fulfilling important roles aligned with their degrees.

Find current openings for student interns (student trainees) and Army Fellows (permanent, full-time employment) at:
https://portal.chra.army.mil/afp?id=acdp_public_jobs.

“More Than Surviving—Finding Opportunity in Turbulent Times”

by Christi Bass, Medical Career Field

We all can agree the coronavirus pandemic changed lives, altered careers, and drastically impacted day-to-day business practically overnight. While COVID-19 has affected everyone, it has created a substantial impact on our Army Civilians in the Medical Career Field. More than a public health crisis, it has changed how we view our work and the environment in which we operate. If the global deadly pandemic was not enough, the Medical Career Field has been engaged in the evolution of the Army career fields within ACCMA, faced with the ongoing medical transformation prescribed by NDAA 2017, and has experienced over 60% turnover on the career field team. Any of these things alone could lead to the assumption the Medical Career Field team should hunker down and ride out the turbulence. However, the Medical Career Field Director, Mr. Michael Waschek, says it is the perfect time not only to evolve, but to actually thrive.

When asked how the Medical Career Field team has changed and how he’s managing in the turbulence, Mr. Waschek said, “Turbulent times create great opportunities for positive change. The pandemic has taught us a lot, we’ve witnessed a medical revolution, embraced technology in new ways, realized the benefits of telemedicine, adapted the way we work and operate, and much more. To survive, we need to adjust to these new paradigms and this requires the right actions and mindset. We have to continually align our purpose to meet emerging missions.” One way the Medical Career Field team has responded is by utilizing the VUCA managerial strategy from the Army War College.

The VUCA acronym stands for:

- Volatile – Change is rapid and unpredictable in its nature and extent
- Uncertain – The present is unclear and the future is uncertain
- Complex – Many different, interconnected factors come into play with the potential to cause chaos and confusion
- Ambiguous – There is a lack of clarity or awareness about situations

The Medical Career Field team, like the entire world, is currently responding to a VUCA environment. Using the VUCA strategy helps identify challenges and develop appropriate responses for positive outcomes. The career field is utilizing the VUCA approach to gather information and learn as much as possible about existing challenges and to determine areas where they have control.

While adapting to an uncertain future, the Medical Career Field team is optimistically taking steps to restructure how they operate to ensure they’re postured to meet the career development needs of career field Civilians. The team is leveraging the Career Field Planning Board (CFPB) and respective command representatives, along with the VUCA managerial strategy to identify challenges and develop unique, appropriate approaches to resolve issues and meet mission requirements.

With the medical transformation and growth of the Defense Health Agency in full swing, the Medical Career Field Civilian serviced population is changing and will decrease over time. Rather than waiting for the impact of this change, the team is leaning forward to maximize support for Army Medical Career Field Civilians and focus more on proactive career development. The team is taking critically important, necessary steps to ensure great work continues to be accomplished and partnerships continue in unison with the pivot toward medical readiness. During this time of uncertainty and change, the Medical Career Field team is focusing on the things they can control, ensuring they’re ready for the demands of the future workforce and mission. As the father of modern management Peter Drucker said, “The greatest danger in times of turbulence is not the turbulence, it is to act with yesterday’s logic.”

One step the Medical Career Field team has already taken is the revision of the CFPB. The Medical Career Field team updated the CFPB charter and structure to create deeper engagement to better serve current and future Medical Career Field Civilians. Additionally, through the sharing of critical workforce analytics with CFPB command representatives, the team will be able to generate senior level strategic functional advice and operational guidance. Resulting actions of the CFPBs will also help to frame critical Civilian talent management discussions that impact Career Management Executive Council decisions.

Several changes have already been implemented. One of these changes is the enhanced engagement and overall involvement of CFPB command representatives. Enhanced strategic communications include monthly touchpoints from the Medical Career Field team and each command representative. These monthly touchpoints ensure command representatives remain abreast of ongoing trends and challenges across the Medical Career Field and deepen the professional partnership of all stakeholders. Initial touchpoints have demonstrated added value for partnerships and increased awareness of requirements and needs. In addition, they will provide opportunity for deeper discussion of CFPB topics and allow the quarterly CFPB meetings to focus on strategic decision making and higher level results-driven agendas. Revisions to the charter provide clarification of roles and responsibilities and set clear expectations.

In addition, the updated Strategic Workforce Plan is being implemented and the Medical Career Field team will be able to align CFPB identified challenges to respective Army People Strategy-Civilian Implementation Plan lines of effort. The Medical Career Field team also updated the annual training request form to include clarified standardized priorities, justification, and return-on-investment write-ups that focus on the desired end-state. Command representatives have been included throughout the process to emphasize the importance of this partnership in meeting Medical Career Field goals.

We do not know exactly what lies ahead for our career field beyond the coming year, but rest assured, the Medical Career Field is postured to meet the challenges head on.



J.M. (Jay) Harmon, U.S. Army Medical Center of Excellence, deputy to the commanding general, discusses the future of Army Medicine for Soldiers and Civilians.

Are you one of the many Army Civilians who has student loan debt? If so, there are recent changes to the Public Service Loan Forgiveness program that may interest you. The most significant change involves how eligibility is determined. Under the recent changes, you become eligible to apply for federal student loan forgiveness once you have 10 years of public service (military and federal civilian service qualify) and have made qualifying payments during this period. Here's what you need to know:

PSLF Waiver-Important Changes:

Waiver: Between October 2021 and October 2022, the Department of Education is making changes to qualifying payment requirements and qualifying loan requirements.

Application must be made before 31 October 2022.

Effect is that certain requirements (repayment type and loan type) will be changed AND considered retroactively.

Previous Requirements: Repayment Plan, Loan Type:

- ✓ Previously, only payments made IAW an Income Driven Repayment Plan (IDR) counted towards forgiveness.
- ✓ If you made a "standard" repayment or any repayment not explicitly through an IDR, it did not count.
- ✓ Previously, only payments made to a Direct Loan or a Direct Consolidation loan counted towards forgiveness.
- ✓ If you made an IDR repayment (or other type of repayment) on any other type of loan, it did not count.

Essentially, you could have made 120 loan payments either on a non-qualifying repayment plan and/or to a non-qualifying loan type and be zero payments closer to forgiveness.

Waiver changes to requirements: Repayment Plan, Loan Type:

- ✓ Now, any previous on-time payment made will qualify, regardless of repayment plan.
- ✓ If you successfully apply into the waiver program, your servicer will calculate all your previous on-time, full payments toward forgiveness.
- ✓ Now, payments made to any federal loan (except Parent Plus) will count towards forgiveness.
- ✓ If you paid towards a Federal Family Education Loan, Perkins Loan, or other federal loan, those payments will count toward forgiveness.
- ✓ You must have a direct consolidation loan to "waive" into the program.

Essentially, you could have made 120 loan payments either on a non-qualifying repayment plan OR a non-qualifying loan type and now be 120 payments closer to forgiveness!

How to Apply:

Using the Department of Education "Help Tool" <https://studentaid.gov/pslf/>, follow these steps:

- Create an account: <https://studentaid.gov/fsa-id/create-account/launch>.
- Look up your loan type and determine your servicer.
- Complete your enrollment: <https://studentaid.gov/sites/default/files/public-service-application-for-forgiveness.pdf>

Army Civilian 2021 FEVS Results Released

The Office of Personnel Management (Office of Personnel Management) released the Army's scores for the 2021 Federal Employee Viewpoint Survey (FEVS).

The Army's overall Employee Engagement Index (EEI) score, derived from the percentage of positive responses to selected employee engagement questions, was 70.2%. This was a decline of 2.5 percentage points from the 2020 survey, mirroring a decline in scores across the Department of Defense and the federal government. The Army's EEI score remains higher than in any of the last 10 years, with the exception of 2020.

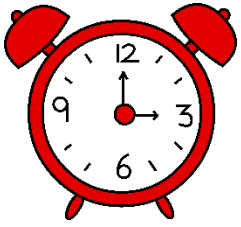


Each of the EEI's sub-indices experienced modest decline, contributing to the overall decline in EEI: the Army scored 73.1 % (-3.4 points) in Intrinsic Work Experience, 77.8% (-1.1 points) in Supervisors, and 59.8% (-3.0 points) in Leaders Lead. Despite the decline in employee engagement scores, we remain optimistic about the overall status of employee engagement among Army Civilians. The 2021 survey took place under highly unusual circumstances, with a late start date, a shorter survey window, and a limited reporting structure all contributing to dramatic drops in participation across the federal government. With the return to a normal survey window and full reporting in 2022, the Army aims to regain its positive trajectory in FEVS scores.

The Office of the Deputy Assistant Secretary of the Army (Civilian Personnel) will continue to inform organizational FEVS representatives as OPM provides more data from the 2021 survey and updates on the 2022 survey, which will occur in early summer 2022.

Thank you to all who assisted in the FEVS participation campaign and who completed the FEVS!





What Time Is It?

DEFENSE PERFORMANCE MANAGEMENT AND APPRAISAL SYSTEM (DPMAP)

Time to close out the 2022 rating cycle (1 April 2021 – 31 March 2022) and begin the 2023 cycle (1 April 2022 – 31 March 2023) for US Army employees covered by the Defense Performance Management and Appraisal Program (DPMAP).

2022 Annual Appraisals: A written rating of record must be provided for each employee who has performed under an approved performance plan for 90 calendar days during the 2022 cycle.

2023 Performance Plans: Rating Officials (RO) must develop performance plans with employee input. Performance plans must be established, approved by the Higher Level Reviewer, issued to employees, and acknowledged by employees in MyPerformance NLT 30 April 2022 or within 30 days of an employee’s assignment to a new position.



SENIOR ENTERPRISE TALENT MANAGEMENT (SETM) / ENTERPRISE TALENT MANAGEMENT (ETM)

SETM and ETM are Civilian leader talent management programs for GS-12 through GS-15 and equivalent employees. Additional information about the SETM/ETM programs, as well as instructions on how to apply, will be available on the portal March 1 – May 15. Go to <https://hr.chra.army.mil/setm>.

FY22 SETM/ETM Application Timeline:

- March 1, 2022: SETM/ETM opens for applications
- May 15, 2022: Deadline for Applicant and Rater/Endorser Assessment
- May 17 – 31, 2022: Functional Chief Representative (FCR) Assessment
- June 1 – 30, 2022: Command Board meets
- NLT December 2022: Final selections published

SETM & ETM

Army Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM) programs are designed to prepare Army Civilians with an enterprise perspective and the potential to serve in positions of increasing levels of responsibility.

The programs include professional development, senior-leader education, and experiential learning opportunities for eligible candidates at GS-12 through GS-15 (and equivalent pay bands).

APPLY TODAY!

To apply, visit <https://hr.chra.army.mil/setm>.

Applications open now through May 15

Welcome to the ACCMA Team!



Dr. Sean Seay is joining the Medical Career Field as a Program Analyst. He comes to us from the Defense Health Agency and brings a wealth of knowledge and experience in Civilian education training and development, staff assistance, mentoring/coaching, resource/knowledge management, process improvement, workforce/data analysis, strategic planning, change management and program/curriculum development. He has experience with the Army and Air Force at Command, HQ and installation levels. His experience and skills will enable him to contribute great things to the Medical Career Field and ACCMA.



Andre Golden is joining the Digital Technology Career Field where he will be leading the Cyber Information Technology/Cyber Security Functional Community. Andre is a knowledgeable professional with nearly 30 years of supervisory and technical experience in the Operations, Electronic Warfare and military acquisition industries. His experience also encompasses the areas of personnel management, supervision, training, education and counseling. He is a prior Air Defense Artillery Officer, and later an Electronic Warfare Officer. He is a subject matter expert in the planning, programming, budgeting and execution (PPBE) system with respect to Cyber and Electronic Warfare, personnel proponentcy, force management and joint capability integration. He has a wealth of experience integrating requirements across the DOTMLPF. He served as Army Electronic Warfare lead for Cyber Officer Commission with university/college partnerships. Mr. Golden is a U.S. Army Capability Developers Course graduate and a true self-starter with a team player attitude.



Josue "Sway" Lemy is a new Army Civilian and is joining the Science, Engineering and Analysis Career Field as a Program Analyst. Sway comes to ACCMA from Marine Corps Systems Command, Quantico, VA where he served as a Technical Editor/Program Analyst. He has also served in the U.S. Marine Corps as an Administrative Specialist, Budgeting/Funding Management and Operation Management before becoming a Marine Corps Civilian. Sway has vast experience in training development, resource management and administrative programs. Sway's experience and capabilities will enable him to greatly contribute to the Science, Engineering, and Analysis Career Field.

Congratulations to the following individual on their recent transfer!

Mark Ivey is transferring within the Installations Career Field to the Aviation Functional Community from the Installations Career Field Integration Team where he served as an Operations Analyst. Mark has extensive aviation and aviation management experience. He is a former AH-64 Apache Pilot and Instructor Pilot. Mark's experience and capabilities will enable him to greatly contribute to the Army Civilians in the Army Aviation Functional Community Program. We are super excited to have him join team aviation!

Congratulations to the following individual on their recent promotion!

John Thompson was promoted within the Installations Career Field. He brings a wealth of experience in procedural and policy matters pertaining to workforce development, and extensive career management experience engaging with stakeholders and managing Army Fellows. John also brings with him extensive military experience. Both John's civilian and military experience will greatly enhance the capabilities of the Installations Career Field team. His promotion is well deserved!