



November 2021

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

Happy Fall! Welcome to a new season and the beginning of a new Fiscal Year. While leaves begin to change color and we move towards cooler weather in the company of things such as pumpkins and football, much is happening at ACCMA as we enter our second year.

I want to thank everyone who supported us at AUSA (Association of the United States Army) in October. Be it virtually or in person, no matter the capacity in which you dedicated time to our presence there, your support was greatly appreciated. Our first appearance was a huge success as we gave panel discussions and met with a number of attendees. Our forums, presentations, and presence at the Army booth were highly received and left folks wanting to know more.

I also want to mention that November is the month when we are given the opportunity to use our voices. Office of Personnel Management (OPM) recently announced the 2021 Federal Employee Viewpoint Survey (FEVS) will be opening for five weeks in early November. I ask that you take time and complete this confidential survey. It is a great opportunity to let leaders know your thoughts about your organization.

Mark your calendars. It is that time of year for the Federal Benefits Open Season. This year it is from November 8, 2021 – December 13, 2021. Visit OPM's website for more information on making changes like enrolling or dis-enrolling for programs that are of benefit to you. You can do that at: <https://www.opm.gov/healthcare-insurance/open-season/active-federal-employees/>

As I close, I send warm thoughts to you and yours for a happy Thanksgiving season. I hope you are able to spend time with family, friends, neighbors, and others who are near and dear as you reflect on things for which you are thankful. Enjoy this time and know that you are greatly appreciated.

Notable Upcoming Activities/Dates

NOV 1 – DEC 3	Federal Employee Viewpoint Survey
NOV 8 – DEC 13	Federal Benefits Open Season
NOVEMBER 11	Veterans Day
NOVEMBER 25	Thanksgiving Day
DECEMBER 25	Christmas Day
JANUARY 1	New Year's Day

Correction to a recent edition of ACCMANews, Mr. Paschal's name was incorrectly spelled. He is the Functional Chief for Education & Information Sciences.



Ms. Megan R. Dake
Acting Deputy Assistant Secretary of the Army for Procurement (DASA (P))
Acting Functional Chief/Advisor Contracting Career Field

It is an honor to be designated as the Acting Deputy Assistant Secretary of the Army for Procurement (DASA(P)). While in this acting role, I have the pleasure of serving as the Acting Functional Chief/Advisor for the Army's Contracting Career Field.

One of my highest priorities is to continue our strategic approach to talent management efforts, shaping the training and development of the entire Army Contracting Enterprise (ACE) which not only encompasses our contracting teammates, but also our procurement professionals. I view my role as an advocate for the ACE community to ensure they have the necessary tools and training to perform their critical contracting missions.

People are the Army's greatest resources – whether they are a Contract Specialist, Cost Price Analyst, Procurement Analyst, or Contracting Officer, each role is vital to the Army's success. I will continue to work together with the Army Civilian Career Management Activity (ACCMA) in the interest of shaping the Army's current and future workforce into the most skilled, knowledgeable, and agile workforce it can be.



Ms. Lee Carver
Director
Contracting Career Field

Greetings and welcome to the world of Contracting! It is truly a privilege to serve as Director of ACCMA's Contracting Career Field. Joining me on this journey are four outstanding team members/Functional Community Managers: Ms. Christine Rimestad, Mr. Andre Batson, Mr. Yves Jackson and Ms. Dorothy Smith.

We are here to support and assist our Functional Community with the execution of civilian talent management plans, programs, and initiatives that support the shaping of our workforce of over 8,000 Army Civilians spread across twelve occupational series. We are here and happy to assist!

The Army Contracting Enterprise (ACE). The ACE is made up of contracting and procurement professionals supporting Army Contracting Command (ACC); U.S. Army Corps of Engineers (USACE); the Rapid Capabilities and Critical Technologies Office (RCCTO); and the National Guard Bureau (NGB). ODASA(P), in partnership with ACCMA, provides Army Civilians with a broad range of opportunities to build technical and professional competencies ranging from the attendance at National Contract Management Association and Association of the United States Army conferences, in addition to business skills training and funding of master's programs at George Washington University and the Naval Postgraduate School. Each year, we strive to find the right mix of developmental opportunities based on current need. We take input directly from the ACE and turn that into training, seminars, and online learning that will yield immediate results. We are not only working to develop technical skills, but to also to strengthen non-technical skills and increase professional capability. We understand that a well-rounded professional in our career field must have more than just the technical know-how.

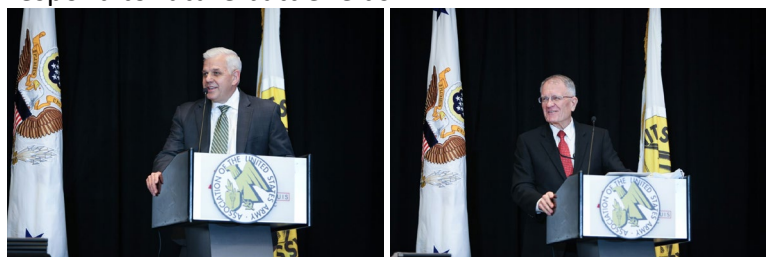
Contracting, Acquisition, Procurement – Oh my! Over the years, the terms Contracting and Acquisition have been used synonymously when in fact they are not. The Acquisition process is event based, and begins at the point when an agency need is established and encompasses the entire materiel development progression. It is divided into phases, milestones, and reviews. Contracting is nested in the acquisition process and is a key enabler to the success of a program, but specifically is the purchasing or obtaining of supplies or services from nonfederal sources. Procurement is another term for purchasing and acquiring goods and services. As you can see, these words have similar meanings, with subtle differences, yet are often interchanged. In fact, if you look up the definition of Procurement in the FAR, it says "see Acquisition". We call that coming full circle. One thing is certain, members of the Contracting Career Field are the contracting and procurement professionals that support the execution of critical supplies and services to our warfighter – no matter the name you choose.

ACCMANNEWS | AUSA Annual Meeting and Exposition Recap

In October, thousands of attendees were back in Washington D.C. for the 67th Association of the United States Army's annual meeting after the event was held virtually in 2020. AUSA 2021 took place over three information-packed days and focused on "America's Army and its People, Transforming for the Future."

With "people" being a major theme throughout the event, there were many opportunities to share the important work Army Civilians are doing every day.

This year's Army Civilian Forum, held on October 13, focused on how the Army is "Enabling Civilian Talent Management via the Civilian Implementation Plan (CIP)." The opening speaker was Mr. Christopher Lowman, the Senior Official Performing the Duties of the Under Secretary of the Army, where he discussed the critical role Army Civilians play and how we need to continue to modernize, adapt, and define requirements in order to be able to respond to future battlefields.



Mr. Lowman and Mr. Lewis provide opening remarks at the Civilian Forum

"That's really what the Army People Strategy and Civilian Implementation Plan is all about: How do I identify the different skillsets I need? How do I acquire those skillsets? How do I employ it? And how do I retain it?"

Mr. Mark Lewis, Senior Official Performing the Duties of the Assistant Secretary of the Army, Manpower and Reserve Affairs, also provided remarks as the Army Senior Leader for Civilians. Mr. Lewis led all Army Civilians in the audience in a reaffirmation of the Army Civilian Oath.

An executive panel followed the keynote addresses, discussing the CIP and the four CIP lines of effort--acquire, employ, develop, and retain--in support of the Army People Strategy (APS). The panel included Ms. Maria Ciepiela, CIP and Governance Lead Integrator, Office of the Deputy Assistant Secretary of the Army, Civilian Personnel, Office of the Assistant Secretary of the Army, Manpower & Reserve Affairs; Ms. Carol Burton, SES, Director, Civilian Human Resources Agency (CHRA), within the Office of the Deputy Chief of Staff, G1; Mr. Michael Formica, SES, Deputy to the Commanding General, Combined Arms Center, Training and Doctrine Command; and Mr. Max Wyche, SES, Deputy Chief of Staff, G-1, Headquarters, U.S. Army Materiel Command (AMC).



Mr. Wyche, Mr. Formica, Ms. Burton, and Ms. Ciepiela participate in a panel discussion at the Civilian Forum

On October 12, Mr. Edward Emden, Director, ACCMA, and Ms. Maria Ciepiela, CIP Lead Integrator, held a joint session to introduce the CIP and review the progress made over the last year, to include the establishment of ACCMA in FY21 and its impact on the Army Civilian Corps. Ms. Ciepiela opened the session with an introduction to the Army People Strategy, the history and strategic documents leading up to the development of the Civilian Implementation Plan, a review of the four lines of effort, and the four strategic priorities outlined in the plan. Ms. Ciepiela also provided an overview of the accomplishments over the last year highlighting some of the key accomplishments contributing to Army Civilian talent management transformation. Mr. Emden discussed the establishment of ACCMA and its correlation to the employ line of effort in the CIP and the consolidation of the 32 career programs into 11 broad career fields, enabling the Army to build multi-functional leaders capable of leading organizations and the enterprise.



Ms. Ciepiela and Mr. Emden discuss the CIP and ACCMA at the People First: Modernizing Army Civilian Talent Management Session

Additionally, the following career fields held sessions providing insights on what they are doing to continue being the most ready, professional, diverse, and integrated federal workforce: Installations; Logistics; Construction, Engineering, and Infrastructure; Human Capital and Resource Management; and Contracting. In addition, the Recruitment and Outreach team led a session for command representatives



ACCMA's Recruitment and Outreach Division held a session titled, "The Way Ahead for Army Civilian Recruitment and Outreach" featuring Mr. Roy Wallace, Assistant Deputy Chief of Staff, G-1; Ms. Michele Davis, Division Chief, Recruitment and Outreach Division, ACCMA; and Mr. Tim Weathersbee, Division Chief, Talent Acquisition Division, ACCMA.



To learn more about AUSA 2021 go to:
<https://www.ausa.org/2021-annual-meeting-news>



Tina Manns from Talent Acquisition Division talks with an AUSA attendee.



Lyletha Hawkins from CEI-CF speaks with LTG Gary Brito, the Army G1, at the ACCMA kiosk.

Enterprise Leader Development Courses for Army Civilians

Congratulations to the following individuals who were selected for these Enterprise Leader Development Courses: The Federal Executive Institute Leadership for a Democratic Society, George Washington University Senior Manager Course in National Security Leadership, and Harvard University Senior Executive Fellows Course.

The courses guide senior level civilians through a personal and professional learning experience that develops their leadership skills, strategic thinking, and self-awareness.

Career field staff work closely with their functional chiefs and in collaboration with command and organization training offices to announce the annual course schedule, collect applications from eligible civilians (GS14-15 and equivalent pay bands), and select the most highly qualified participants for the enterprise leadership development programs.

Command training managers play a critical role in assisting their applicants with the process by providing information and guidance to their workforce. ACCMA funds all tuition costs. Commands continue to fund any travel/per diem costs required for attendance.

FY22 TALENT DEVELOPMENT PROGRAMS SELECTEES

Harvard SEF

Construction, Engineering, and Infrastructure

Michael Chirpich, USACE
 Lisa Jayne Fiedler, USACE
 Anthony Travia, USACE
 Loretta Whitacre, HQDA

Contracting

Craig Stiller, HQDA

Digital Technology

George Battistelli, ARNG
 Theron Spurgeon, AFC
 Dennis J. Sullivan, AFRICOM

Education & Information Sciences

David Oeschger, USAREUR

Human Capital & Resource Management

Jamie Ayer, AMC
 Robert Cheatham Jr, HQDA
 Cynthia Crippen-Cook, EUCOM
 Edward Emden, CHRA
 Ramell L. Gaston, AMC
 Timothy J. McLaughlin, INSCOM

Harvard SEF (cont.)

Installations

Gerald Lowe, HQDA
 Emily E. Nunn, AMC
 Martin Traylor, AMC

Logistics

Madeline Bodoh, USARC
 Mark Davis, AFC
 John P. Freeman, AMC
 Allen Marble, AMC
 James Oneida, MDW
 Hector Rodrigues, AMC
 John Schafer, AMC
 Steven Wall, AMC

Professional Services

Jennifer Aaron, AMC

Security & Intelligence

Joseph Burke, HQDA
 Eric Haussmann, INSCOM
 Opher Heymann, USAFRICOM
 Evan Huelfer, USACIDC
 Nicole Jones, USASMDC
 Edward LaBarge, USACIDC
 Michael Mans, INSCOM
 Donald Rhoads, USAASC
 Nicholas Sifer, HQDA

Science, Engineering, & Analysis

Joshua Delmonico, USACE
 Steven G. Ernst, USACE
 Jeremy T. Lanman, USAASC
 Jonathan S. Strzelec, AMC

Leadership for a Democratic Society

Construction, Engineering, and Infrastructure

Patrick Appelman, AMC
 Dr. Wen-Huei Chang, USACE

Contracting

David Curry, USACE

Human Capital & Resource Management

Laura M. Massey, HQDA
 Ronald W. Robinson, USAREUR-AF

Installations

Christopher J. Angle TRADOC
 Julia S. Sibilla, AMC
 Chester M. Witkowski, AMC

Professional Services

Katherine MacKenzie, AMC
 Timothy Phillips, AMC

Security & Intelligence

Kira Graves, TRADOC
 James Rickard, AMC

Senior Managers Course in National Security Leadership (SMC)

Construction, Engineering, and Infrastructure

Iqbal Sayeed, AMC

Contracting

Jeremy Miller, AMC

Digital Technology

Renda Green, USARC

Human Capital & Resource Management

Andrea E. Brewster, AMC

Zannia S. McDonald, ARCENT

Dane A. Patterson, CHRA

Installations

Shawn R. Lehman, AMC

Logistics

David Banian, AMC

Anthony Williams, SOUTHCOM

Security & Intelligence

Michael Anderson, USAREUR-AF

Robert Gaddis, USSOCOM

David Greene, SOUTHCOM

Dwayn Hanford, INSCOM

Ronald McCarthy, SMDC

Bryant Middleton, INSCOM

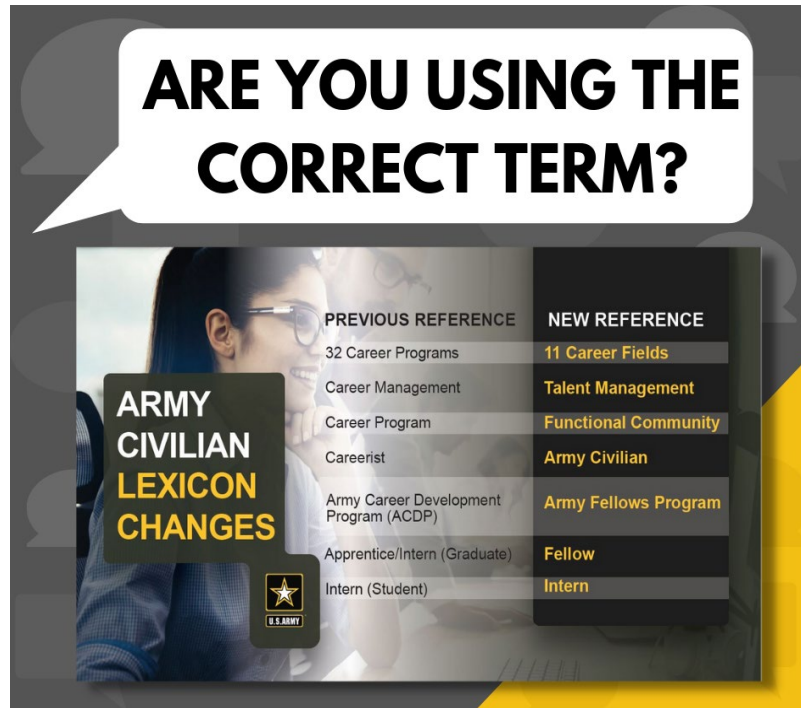
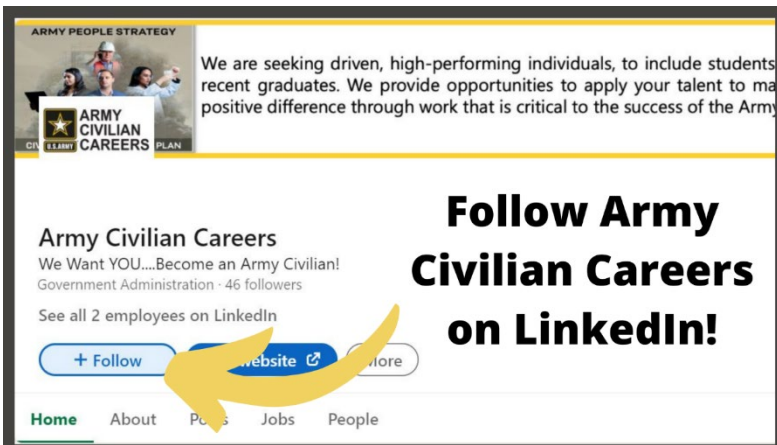
Michael Schellhammer, HQDA

Jennifer Thingvold, HQDA

Victoria Warmouth, USFK

New Army Civilian Careers LinkedIn Page Is Now Live

The Recruiting and Outreach Division successfully launched the first ever Army Civilian Careers LinkedIn page. If you are on LinkedIn, please take a moment to follow and share the page with current and potential Army Civilians.



Presidential Management Fellows Program

By: Christy Bowers-Brimer, ACCMA Talent Acquisition Division

As featured in the June 2021 ACCMA newsletter, the Presidential Management Fellows (PMF) Program is the Federal Government’s flagship leadership development program for advanced degree holders. Through an expedited process, the Army can initially hire PMFs across all academic disciplines at the GS-9/11/12 (or equivalent) for a two-year fellowship, ultimately leading to conversion and a rewarding career in civil service. The program also offers a pathway to become future leaders of the Army.

The Office of Personnel Management (OPM) recruits applicants each fall and selects qualified and eligible candidates through a rigorous assessment process. Finalists hold at least a master’s degree. The application window for the 2022 class of PMFs recently closed. OPM is expected to announce the list of finalists by the end of November.

The Army has established a goal to hire 16 PMFs in FY22 and bring them onboard during the third and fourth quarters. The following career fields have been assigned for PMF allocations for FY22.

- Construction, Engineering and Infrastructure (7)
- Science, Engineering and Analysis (1)
- Logistics (2)
- Human Capital and Resource Management (4)
- Education and Information Sciences (2)

Commands interested in hiring a PMF can contact the appropriate career field for additional information.

The table below details the timeline to hire the PMF class of 2022 for the Army.

Did you know? The current Secretary of the Army, the Honorable Christine Wormuth, began her government career as a PMF (formerly known as Presidential Management Intern)!

Army PMF Class of 2022 Hiring Timeline:

28 SEP 2021	PMF Class of 2022 Application period opens
12 OCT 2021	PMF Class of 2022 Application period closes
Approximately 6 weeks after closing (week of 22 NOV 2021)	OPM announces PMF Finalists for Class of 2022
Week of 22 NOV 2021	Selecting Officials may begin accessing and reviewing Finalists’ resumes through Talent Management System (TMS)* *To access TMS, interested career fields should contact the Army PMF Program Manager, Mr. Edward David at edward.h.david.civ@army.mil and Army PMF coordinator, Ms. Christy Bowers-Brimmer at christy.e.bowers-brimmer.civ@army.mil.
JAN 2022 and throughout remainder of FY22	PMF Virtual Hiring Fair and the hiring window opens
JAN 2022 and throughout remainder of FY22	Army PMF Program Coordinator announces job opportunities to PMF finalists in TMS and USAJOBS as requested by selecting officials
5-10 business days after announcement closure	Referral lists provided to selecting officials by the ACCMA Recruitment Cell (ARC)
5-10 business days upon referral receipt	Selecting officials make selections and notify the ARC
5-10 business days after receipt of selections	ARC extends tentative job offers (TJOs) to selected finalists
During pre-employment process	Upon acceptance of TJOs, finalists complete requirements of pre-employment conditions
After completion of pre-employment actions	ARC extends firm job offers (FJOs) to finalists
~3rd and 4th quarters FY22	Army PMF finalists onboard
Mid-NOV 2022	Deadline to extend TJOs to PMF finalists Class of 2022

Make Your Voice Heard. Take the FEVS!

Let your VOICE be HEARD! Army Engagement in **2021**

Take the **2021** Federal Employee Viewpoint Survey

1 November through 3 December*

FEVS Your Army. Your Voice.

<https://www.milsuite.mil/book/groups/federal-employee-viewpoint-survey-fevs>
*Official FEVS survey dates for all eligible Army Civilians.

The 2021 Federal Employee Viewpoint Survey (FEVS) arrives this week! The window for Army Civilians to complete the 2021 FEVS **closes on December 3**.

FEVS is an annual survey of the federal workforce, administered by the Office of Personnel Management (OPM), that measures employee satisfaction and informs decision-making at all levels of the government.

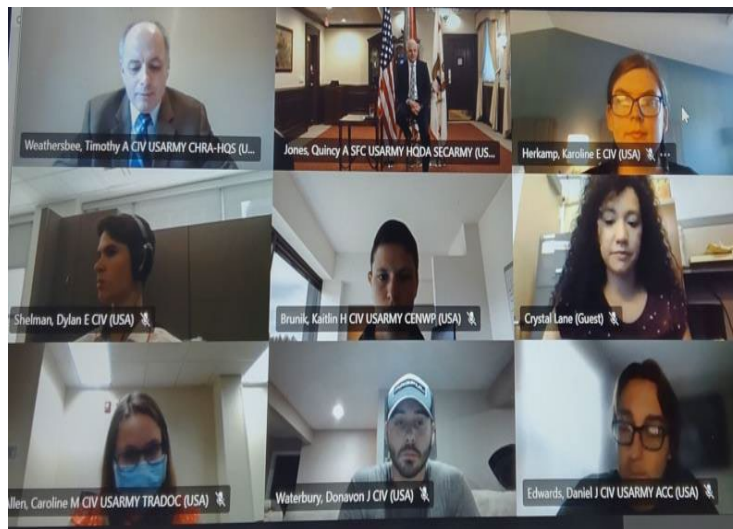
This year's survey uses a sample population, so it is especially important that employees who receive the survey take it. Eligible employees who are selected as part of this year's sample will receive a unique link to complete the survey via email. The email subject line will read "[Non-DoD Source] The 2021 OPM Federal Employee Viewpoint Survey."

The survey will take approximately 20-30 minutes to complete and will include questions on supervisors, senior leadership, COVID-19, telework and return to work, and the overall employee experience.

It is critically important for those employees who receive the survey to take it. The FEVS informs Army-wide policymaking and serves as the source of the annual Best Places to Work rankings. Taking the survey helps the Army get to the top spot in the Department of Defense!

We recommend you take the time to complete the survey as soon as it arrives in your inbox. The 2021 survey window includes two holiday weekends. The time to take the survey will fly by before you know it!

Participating in FEVS is a great way to make your voice heard. **Take the survey today!**



The Army's New Student Intern Program

Task and Purpose recently published an article that highlights the exciting Student Intern Program (SIP). The program is a recruiting tool to get people, particularly young college students who have grown up in a digital age, interested in careers as an Army Civilian before they graduate from college.

As featured in last month's ACCMANews, the Talent Acquisition Division facilitated the inaugural SIP orientation which served as a start to this vital new enterprise program. The feedback has been very positive and we look forward to guiding these students into a future filled with opportunity and success.

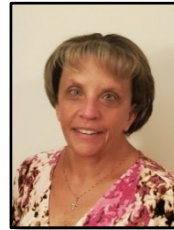
Please take the time to read the article at <https://taskandpurpose.com/news/army-civilian-internship/>





Michael (Mike) Waschek
*Career Field Director
Medical Career Field*

Mike is joining the Medical Career Field as its Director. He brings a wealth of talent management knowledge and experience coming from his prior assignment with IMCOM. He has 30+ years of DoD Civilian leadership experience in talent management and workforce development while serving at installation, command, and headquarters levels within the Air Force and Army. We are excited and looking forward to Mike joining the ACCMA team to lead the Medical Career Field.



Pamella Gray
*Program Analyst
Construction, Science, & Engineering CF*

Pamella is coming to us from Defense Contract Management Agency (DCMA) where she was an Executive Assistant to the Executive Director Information Technology. She brings quantitative and qualitative skills to our office to bolster data collection and measurement strategies to enhance and accelerate talent management missions. She brings diverse experience with her from multiple government assignments including time as an Army Civilian and as an active duty Soldier. We look forward to her contributions in talent management throughout the full spectrum of Construction, Engineering and Infrastructure Career Field missions.



Anthony Mesias
*HR Specialist (HR Development)
Talent Development Division*

Anthony is joining the Talent Development Division as a Human Resources Specialist (HR Development). He has over 15 years of human resources experience in the private and public sector, to include active-duty military service. He brings a tremendous amount of knowledge, experience, and energy in all facets of human resource management. We are excited to welcome him to the ACCMA team.



Leticia (Leti) Ramirez
*Functional Community Manager
Education and Information Sciences CF*

Leti is joining the Education and Information Sciences Career Field team as a Functional Community Manager. Leti brings a wealth of talent management knowledge and experience coming from USMEPCOM in Chicago, IL. She has a multi-faceted background as an instructor, admissions director, and student/training manager. We are excited and looking forward to her joining our team to further move career field initiatives forward.

Follow us on Facebook for more ACCMA updates



Congratulations on the recent promotion!

Tamara (Tamie) Huston
Installations Career Field Director