



ACCMANEWS

ARMY CIVILIAN CAREER MANAGEMENT ACTIVITY
ISSUE 21 CIVILIAN WORKFORCE

Newsletter Inquiries:
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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!

Last month, ACCMA made significant progress in supporting the Army Civilian workforce through engagement opportunities and talent management initiatives. This was most evident in the Education and Information Sciences Career Field earning its five-year re-accreditation for the Training, Doctrine, and Capability Developers Functional Community Certificate Training Program from the American National Standards Institute (ANSI). The certificate training program strengthens training, education, and occupational competencies across core and advanced career levels and provides professionals with a well-defined roadmap for career development and talent management.

Two career fields conducted virtual town halls in April. The Medical Career Field and the Installations Career Field both reached directly to Army Civilians to provide information on career field activities. The town halls included career field overviews, updates on current programs, and addressed questions and issues impacting these specific career fields. Another great indicator of ACCMA's priority of supporting our Army Civilians!

Accreditation and facilitating town halls are indicative of ACCMA's core values of supporting, informing, and developing the Army's most valuable resource-its people.

Notable Upcoming Activities/Dates

May 12-13	Supervisor Student Intern Program Orientation
May 18	Army Fellows Professional Development Session
May 25	Student Intern Program Orientation



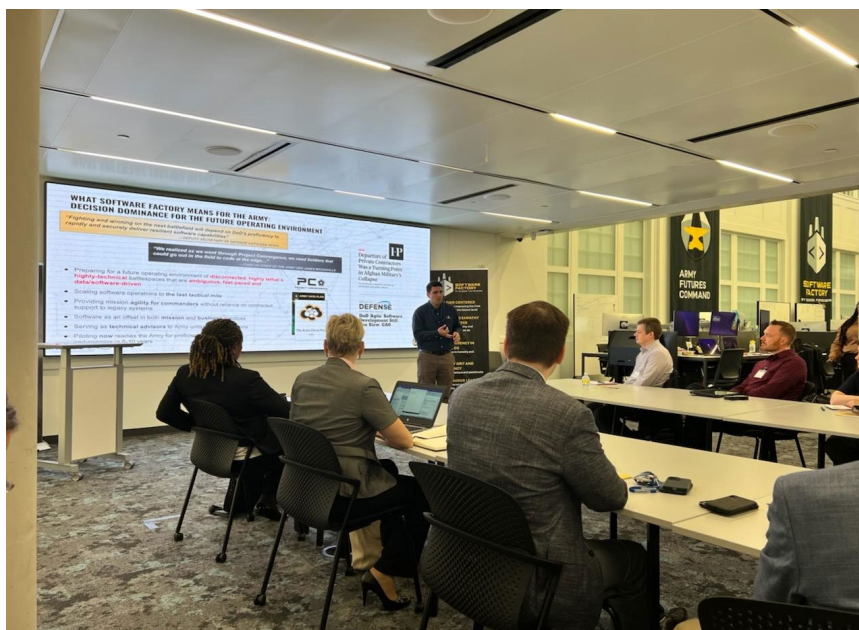
Army Software Factory Visit Highlights

By: Josue (Sway) Lemy

The Army Civilian Career Management Activity (ACCMA) and representatives from various Army commands visited the Army Software Factory in Austin, TX from April 25-26, 2022. The site visit provided the participants, which included employees from the Science, Engineering, and Analysis Career Field, the Digital Technology Career Field, and the Talent Development Division in ACCMA, an opportunity to engage with staff, students, and software factory leaders on new and emerging technologies that support the Army's modernization and readiness priorities. The first day provided an overview of how work is accomplished using a team agile framework of product teams and platform teams with a total of roughly 15 individuals with various design, management, science, and engineering skillsets. The concept is very team oriented focused on paired programming, which is an industry best practice. This agile extreme programming approach results in faster training, better code, and faster outcomes. Using agile extreme programming, the Army Software Factory has decreased product delivery timelines from 18 months to mere weeks. In the first year, the Army Software Factory has seven applications in production.

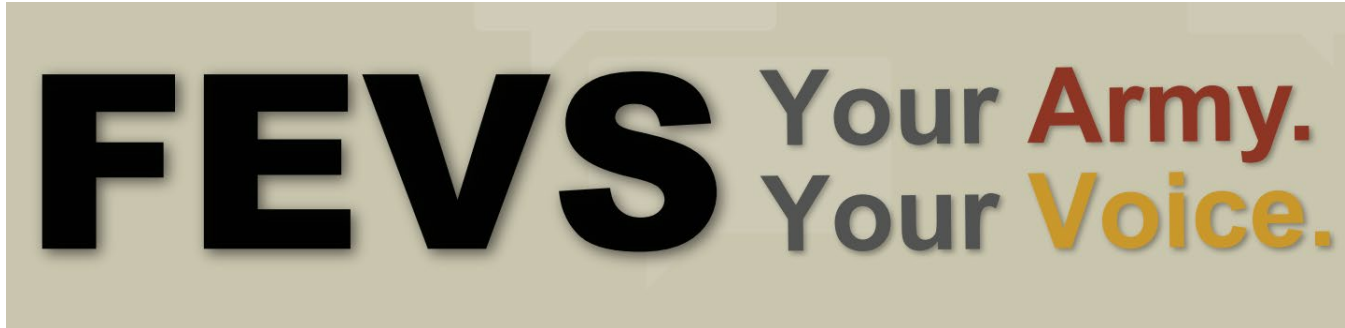
The second day involved roundtable discussions with Ms. Goodyear, Executive Deputy to the Commanding General, Army Futures Command and Ms. Kelley, Army Futures Command, G-1. Discussions focused on how to grow the workforce by expanding the Army Software Factory. The group also discussed the challenges with the Army Software Factory talent experiment, such as finding individuals and commands that are interested and willing to support the immersive, three-year Army Software Factory model. Other models were discussed that focused on shorter rotations, command specific projects so commands could realize immediate benefits, geographically limited mobility agreements, shorter programs for civilians, and detail military graduates to swap for civilians from commands.

For more information about the Army Software Factory to include how to apply to join the team, visit the Army Software Factory website at <https://armyfuturescommand.com/software-factory-2/>.



The Office of Personnel Management (OPM) has announced the survey window for the 2022 Federal Employee Viewpoint Survey (FEVS)! For the Department of the Army, the survey launches the week of **6 June** and will remain open until **22 July**.

All eligible employees will receive an email with a unique survey link. Eligible Department of the Army employees will receive an email from EVAR@opm.gov. U.S. Army Corps of Engineers eligible employees will receive an email from EVAC@opm.gov. Emails will be sent the week of 6 June.



We're thrilled to announce that the 2022 FEVS will return to a traditional survey in terms of timing, duration, scope, and reporting for the first time since 2019. The 2022 FEVS will feature:

- Early summer administration (week of 6 June through 22 July)
- A full census survey of all eligible employees
- A six-week survey window
- Score reporting at all levels
- Expanded eligibility (non-political, non-contractor civilians on board with their organization as of November 2021)

This last bullet of expanded eligibility is a huge win for the Department of Defense. For the first time, eligible non-appropriated fund employees and local national employees will be surveyed.

Stay tuned for more information on FEVS in the next issue of ACCMANews.

The FEVS represents the best opportunity for civilian employees across the federal government to share their opinions with senior leaders. Make your voice heard—take the FEVS!





There's still time to apply!

The suspense dates for the Army Senior Enterprise Talent Management and Enterprise Talent Management programs application due dates have been extended to 22 May 2022.

Updated FY22 Application Timeline:

- 1 March: SETM/ETM opened for applications
- 22 May: Deadline for Applicant and Rater/Endorser Assessment
- 23 May: 05 June: Functional Chief/ Functional Advisor Assessment
- 06 June- 30 June: Deadline for Command Board
- 01 July: Command Order of Merit Lists to HQDA

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 2022. Go to <https://hr.chra.army.mil/setm>

“BECOME AN EXPEDITIONARY CIVILIAN”

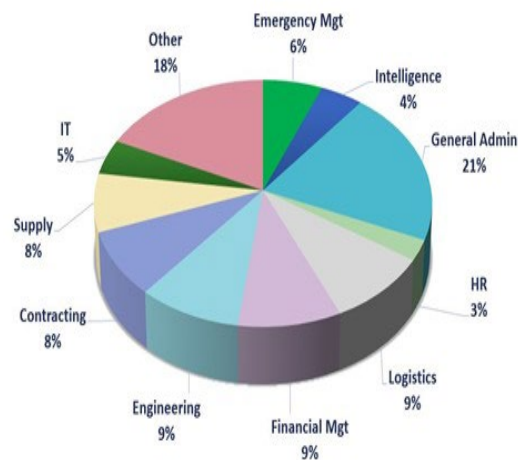


Are you considering a civilian deployment experience? Congratulations! Your experience and knowledge are greatly needed!

As a civilian deployee, you will have an extraordinary opportunity to support operations of national interest in locations across the globe. You may find that your professional skills and abilities are not only unique in some of the distant and remote locations to which you’re assigned, but that your contributions are highly and gratefully valued by the communities in which you are working.

What can you gain by volunteering?

- The opportunity to work and live in a foreign country;
- Increased pay;
- The opportunity to experience job and work challenges you will not find in your day-to-day job;
- The opportunity to make a difference;
- The opportunity to work alongside our military men and women, and support America’s mission around the globe.



Army employees can apply for the DoD Expeditionary Civilian program via the Army's civilian deployment site. Send inquiries to usarmy.belvoir.ag1cp.list.ecw-deployments@army.mil

There are a broad range of occupations represented by the civilian workforce within our deployed locations. Available positions range from blue collar to white collar, to include senior executive deployment opportunities.