



May 2021

ACCMA Director's Corner

Special Edition

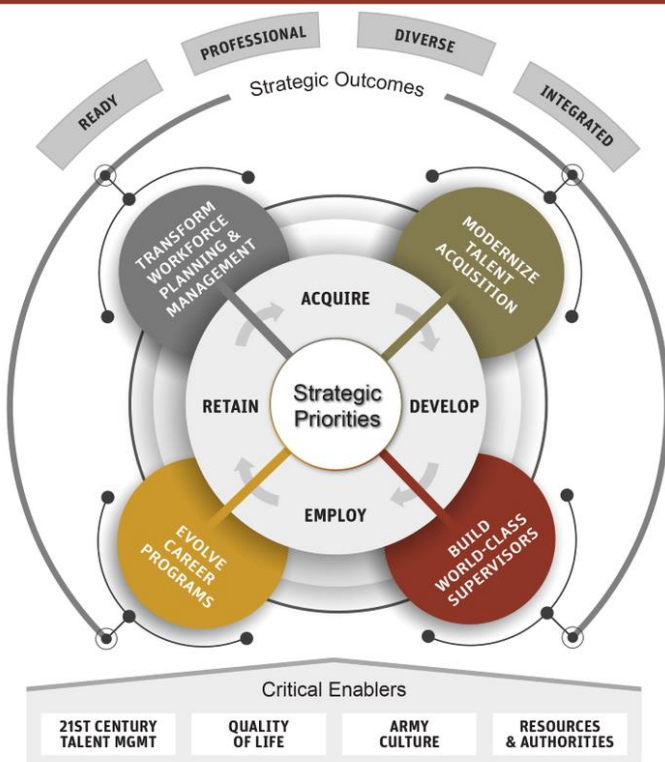
This edition of ACCMANews is dedicated to the one-year anniversary of the Army People Strategy – Civilian Implementation Plan.

Can you believe it's already been one year since the Army People Strategy – Civilian Implementation Plan (CIP) was released? The ACCMA team has been busy building toward the end state identified in the CIP. We are working quickly to become Army Civilians' focal point for talent management. When we reach our end state, our processes and products will be in place and the Army will be optimized to manage its civilian workforce strategic priorities. We are the talent management go-to for commands and functional chiefs. When the Army issues guidance such as the Strategic Human Capital Guidance, we take it, break it down, work it through our process, create plans in our career fields on how we are going to meet that guidance – and then meet it!

A critical element of our work is continuing to transform our career programs into effective, cohesive career fields. A big part of doing this is conducting workforce planning for each of the career fields. As many of you know, workforce planning is the systematic process to identify and address the gaps between the workforce of today and the human capital needs of tomorrow. We are moving into position to build our processes, hone our skills, and take on this enormous task together. And, we're on that path today.

Guiding our Civilian career management transformation, the Career Management Executive Council (CMEC) met on 15 April to address key issues in support of the Civilian Corps and the Army People Strategy. Several topics of interest were presented at the forum including the realignment of CP 51, funding update for the Army Career Development Program, functional training funding review, the realignment of the library science functional area from the Technology Career Field to the Education and Information Sciences Career Field, and updates from the recent Career Field Planning Board meetings. The next CMEC is scheduled to take place on 15 July.

I'll end with a huge thank you to every ACCMA team member as we celebrate Public Service Recognition Week, 2-8 May. Many of you labor behind the scenes, so know that your efforts matter, and I and the leadership team truly appreciate you.



CIVILIAN IMPLEMENTATION PLAN



Ms. Susan J. Goodyear
 Functional Chief, Science, Engineering,
 & Analysis Career Field
 Executive Deputy to the
 Commanding General
 Army Futures Command

I am privileged to serve as the newly appointed Functional Chief of the Science, Engineering, & Analysis Career Field (SEA-CF). In this role, I represent and advocate for approximately 20,500 Army Civilians performing engineering, scientific, modeling, simulation, and analysis functions in support of Army missions.

As the Executive Deputy to the Commanding General for Army Futures Command (AFC), the Army's lead command for the Modernization Enterprise, I serve as the Commanding General's Civilian Advisor responsible for the long-term management and investments of AFC. My background in directing complex resources allows me to strategically balance workforce and financial management with the Army's science and technology missions.

As the Army embarks on Civilian transformation through the execution of the Army People Strategy (APS) Civilian Implementation Plan (CIP), I am confident in the Civilian career management community's ability to lead these efforts. Through the establishment of the Army Civilian Career Management Activity (ACCMA), the alignment of career programs into career fields and the formation of a robust Civilian governance structure, we are positioned to increase Civilian readiness through superior talent management.

Following the APS CIP framework, the SEA-CF is focused on **acquiring, developing, employing** and **retaining** top talent. The Army Career Development Program (ACDP) allows us to **acquire** top talent, and as we move forward, we will expand our recruiting efforts to reach across more of the diverse and inclusive markets, while leveraging various hiring authorities and pay scales, advocating for flexible hiring and onboarding timelines.

We want to enhance the results of fully executing our resources; therefore, we are exploring strategies such as credentialing and certification to further develop critical skillsets for the future Army. Furthermore, synchronizing individual career program tasks into a comprehensive, executable strategic career field workforce plan, will help accomplish our employ LOE goals.

Finally, our internal outreach efforts, such as our SEA-CF Career Development Days and supporting the Army's employee engagement initiatives will help **retain** the workforce. With 63 % of the SEA-CF occupational series categorized as science, technology, engineering, and math (STEM), we are committed to aligning our resources and processes to the APS CIP goals, and to positioning the workforce to help carry the modernization torch. Below are a few of the SEA-CF ACDP torch bearers.



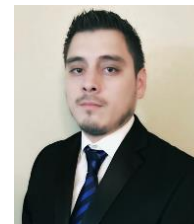
Arthur Ackerman came to the Center for Army Analysis (CAA) in June 2020 as a Presidential Management Fellow. He has contributed to the design and execution of five wargames and recently began an external rotation with the Deputy Assistant Secretary for Defense for European and NATO Policy.



Collin Henley joined the CAA as a Pathway Intern in June 2019 and became an ACDP Apprentice in June 2020. As a junior data scientist, he significantly contributed to the efforts of COVID-19 modeling for the Army, as demonstrated by being a team member finalist in the 2020 Military Operations Research Society Rist Prize. He is also instrumental in the development of a virtual R-Course for DoD.



Shakayla Robinson-Love joined the U.S. Army Test and Evaluation Command as an ACDP Apprentice in August 2020 and supports force sustainment and chemical/biological protection. Ms. Robinson-Love currently manages Joint Biological Tactical Detection System Developmental Test, which will be the first program she's running from start to finish.



Rolando Villanueva, an ACDP Apprentice at ATEC, supports plans & analysis. He recently supported the database development for the CH-47, Limited User Test, which included designing, coding, and testing. He is evolving the knowledge learned from this database build to identify all common data elements and is standardizing the record names and field parameters to speed test database development.



Jessica Giscombe is also an ACDP Apprentice supporting ATEC. She is currently participating in compressed planning of the CH-47 Limited User Test, where she integrated the data element capture needs from pattern of analysis development through performance from development and Human Systems Integration survey identification. Additionally, she conducted event design which led to the commitment of resources for an additional 60 days of testing.

Army Civilian Implementation Plan Celebrates Inaugural Year



Dr. Todd A. Fore
Deputy Assistant Secretary
of the Army (Civilian Personnel)

“We are modernizing our approach to talent management and development by being fully engaged partners in providing input and decision making for human capital actions and policies affecting our workforce.”

Army Civilians have something to celebrate! This May marks the inaugural year of the Army’s Civilian Implementation Plan (CIP) which lays out a path to provide a more streamlined, modern approach to Civilian talent management.

Army leaders committed to change with the publication of the CIP – the roadmap developed to operationalize the Army People Strategy’s (APS) priorities for the Civilian Corps. The APS was signed in October 2019 and was the first strategy in the history of the Army to focus on people. Transforming the civilian enterprise is key to ensuring the Army continues to be competitive today and in the future.

The CIP looks to update many of the Army’s human resources and management processes. Ms. Maria Ciepela, the Army People Strategy and Civilian Implementation Plan Lead Integrator in the Office of the Deputy Assistant Secretary of the Army (Civilian Personnel), stated “The Civilian Implementation Plan is integral to the current and future success of the Army Civilian workforce. The CIP is a transformative document that is changing the way the Army markets, hires, onboards, and retains the highest level of talent and puts the right person in the right job at the right time.”

“Army Civilians are the institutional backbone of the Army and an integral part of the Army enterprise.”



To achieve this goal, the CIP is organized around four lines of effort (LOE): acquire, develop, employ, and retain. Work Groups in each LOE leverage subject matter experts, by engaging in innovative thinking to consider and chart future strategic and operational needs for Army Civilians.

The CIP has seen many successes during its inaugural year, and one of the most impactful was standing up the Army Civilian Career Management Activity (ACCMA). ACCMA’s mission is to provide career management services across the human capital lifecycle to enable a highly skilled and ready professional civilian workforce that supports the national defense. Part of the Civilian Human Resources Agency, led by Ms. Carol Burton, ACCMA is revolutionizing talent management—the integrated, strategic process to get the right talent on board, grow that talent, and meet individual and organizational objectives. As part of this effort, 32 of the Army’s individual career programs have been consolidated into 11 broad career fields to provide better access to career opportunities across functional areas. The new career field construct will significantly change how career management functions are organized and delivered, thus enabling the Army to address challenges and opportunities to improve Army career management.

Through its many successes in just one short year, the CIP will continue to provide strategic guidance to Army Senior Leaders and Civilians alike to improve workforce transformation. Successful execution of the CIP will ensure its vision is met, and that *Army Civilians are the most ready, professional, diverse, and integrated federal workforce.*



“The Army People Strategy is our charter for a modernized infrastructure to support an agile, resilient, and ready civilian workforce.”

Ms. Carol Burton
Director, Civilian Human Resources Agency

For more information about the CIP, please visit our milSuite page at:

<http://www.milsuite.mil/book/community/spaces/dasa-cp/army-civilian-implementation-plan>

Empowering our people

An interview with Mr. Edward Emden, Director, Army Civilian Career Management Activity, a key contributor of the CIP.



Mr. Edward Emden
Director, Army Civilian
Career Management Activity

“People are our top priority. There is a significant amount we have to do to create a system whereby we can use resources and talents most effectively because it is the only way we are going to be successful in accomplishing the missions the Army has been assigned.”

Q: As one of the architects of the Army People Strategy’s Civilian Implementation Plan, what inspired you to develop this important document?

A: It’s important to first address the Army People Strategy – that was an important starting point for us. In 2019, Dr. Wardynski, Assistant Secretary of the Army (Manpower and Reserve Affairs), directed us to develop the Army People Strategy, which outlines the future vision for the entire Army workforce, both military and civilian. It’s the vision that was established in the Army People Strategy for developing a twenty-first century talent management structure to govern how we manage our workforce and how we empower our people.

The CIP became a natural extension of that vision and we tailored it to our civilian workforce, outlining the steps we needed to take to get us over the finish line. Once we had the Army People Strategy in place, we worked collaboratively with commands and career programs to refine the vision of how the Army People Strategy would translate to our civilian cohort.

In May of 2019, we published the Civilian Implementation Plan, and since then we have been working with a large group of stakeholders in the Army to move it forward.

It was very exciting for me to be a part of developing the Civilian Implementation Plan, and I am happy that my colleague Ms. Maria Ciepela has now taken the lead in moving this forward to continue the execution of the Civilian Implementation Plan.

Q: How important was it to work with command and human resource representatives across the Army in developing the CIP?

A: It was very important. The CIP was a much more comprehensive product and it ensured we were meeting the needs of Civilians as a result of the collaborative approach.

Q: One year later, how do you view the CIP’s significance for the Army and Army Civilians?

I think it’s huge. This is the first time we’ve had a human capital strategy, or a people strategy for our workforce at all, and specifically for the civilian workforce. It’s significant that we have brought our entire workforce into Army People Strategy planning and efforts from the very beginning.

We’ve never had a strategy or implementation plan for our civilian cohort, which is not an insignificant number – a workforce of 300,000 – directly supporting Army readiness. It’s extremely important to make sure we accomplish the critical missions the Army’s been assigned.

The Army People Strategy is helping position the Army to have the talent we need moving into the future. We know that the nature of work, and the skills that are needed to be successful in the future are ever evolving and speeding up rapidly. We need to have systems and processes in place to allow us to attract that important talent, develop the talent that we have, put them to the best use for the Army, and then ensure we can keep the folks that we have to support our missions going forward.

The significance is that we are not just saying that people are our top priority, we are devoting significant experts’ attention to create a system whereby we can use our people’s resources and talents most effectively because it is the only way we are going to be successful in accomplishing the missions the Army has been assigned.

Q: How is ACCMA contributing to talent management?

When you take a talent management approach, it is an absolute win-win for everybody. Not only are we ensuring that we are attracting and aligning the talent we need for the Army’s mission – and it’s really easy to get into that mindset – but the other piece that is really important from the employee’s perspective is having a more collaborative, interactive relationship throughout their career to ensure they are doing work that they find meaningful. We are

able to give them opportunities to progress in their careers, and to take their careers in directions that are going to be most rewarding to them and their interests. In the past that's not really the system that we had, and it is certainly still aspirational at this point, and is a really exciting vision that we are taking big steps towards right now.

Q: How will the implementation of the CIP improve the Army for a better future?

We're making significant improvements across the talent management lifecycle, but where I see the most significant changes that folks will feel the soonest is in how we acquire talent. Very soon we are going to start actively marketing for our civilian workforce which is something we've done on a very limited basis, and then the natural extension of that is recruitment, which is something we are already planning.

In the past, we have been very passive as far as talent acquisition goes, and we relied on people to come to us. We had a limited scope for outreach. We recognize that we are competing for very scarce talent, and we have to be out there where other employers are. We have to build a brand that people recognize, that's valued, and that makes it easy for folks to say *"I want to work for the Army as a Civilian."*

Q: How is ACCMA supporting the vision of the CIP and all the things we are trying to accomplish?

I'm really excited about the stand up of ACCMA and the changes it means for the Army. Prior to the CIP, we had a lot of really important components, but they weren't linked together in a way that was meaningful and allowed us to best support our Civilians to drive us to ensure our talent was in the right place to meet the Army's mission. We've addressed that with the establishment of ACCMA.

We've been given a really broad mission that recognizes the importance of talent management and builds processes that aren't stove-piped into individual Commands or narrowly-defined functional areas, as we previously had with career programs.

ACCMA brought all of the career programs, now career fields under one umbrella. This has enabled us to significantly improve our unity of effort and allows us to

be much more agile in making resource decisions, as well as how we manage our programs. Everyone is under one roof now, and it is much easier for us to respond and provide a solution when a Command says *"I need a little more flexibility in this area,"* or *"how can you help me get this particular talent?"* It's speeding up the time we need to do that, and it's delivering a much better service for the Commands we support.

The integration has been very key, and the significant investments we are making in ACCMA are really going to pay dividends for the Army.

One area in particular is our focus on workforce planning as an important capability. This was something that was really hard to do prior to ACCMA because everyone was segmented. Commands were doing a great job looking at how they projected their workforce needs. But from a functional perspective, it was really hard because we were decentralized.

We are now able to look at big issues. We are focused on cyber as an important skillset, to continue to build and to continue to retain the people we have. We can now partner effectively with the important stakeholders to strategize how to build the workforce we need for the future. We can determine what other portions of the workforce have similar skills, so we can retrain and develop those folks with the skills we need in the future.

Q: Is there anything else you want us to know, or anything else you want to share?

I want to reinforce the Army senior leaders' focus on people. That's really what the CIP is about. We are also focused on diversity, which falls under the people umbrella, and is closely linked with the CIP.

Army senior leaders are driving culture change across the department that focuses on people, how we invest in our people, and this is not a one-shot plan. It's about changing how we think about people – both military and civilian – and the investments that we make in the workforce. This is going to drive the success of the Army as a whole as we reframe and put people first in all of our decisions. There will be clear dividends for us in the future, both in terms of what the Army is able to do, and in terms of the value that people derive from being an Army Civilian.

Implementing the Develop Line of Effort

“The Army will establish the guidance and incentives to encourage individuals and leaders at all organizational levels to value opportunities for Army Civilians’ professional education and training and their future advancement, not just their current organization but in the Army as a whole.”

*Army People Strategy
Civilian Implementation Plan*

The Future of Talent Development for Army Civilians - Where We Stand

Because Army Civilians comprise almost one quarter of the total Army workforce, developing and managing Army Civilian talent is critical to Army readiness. The Army People Strategy (APS) – Civilian Implementation Plan (CIP) Line of Effort (LOE) – *Develop*, seeks to build a diverse and talented workforce through expanded and incentivized training and education programs and integrating policies to deliver the right person, with the right skills, to the right place, at the right time. Key outcomes of this LOE are an optimized Army Civilian Career Field infrastructure and enhanced training and education opportunities supported by systems and policies to resource, synchronize, and assess Army Civilian talent. This LOE supports the APS *Ready, Professional, and Integrated* workforce Strategic Outcomes.

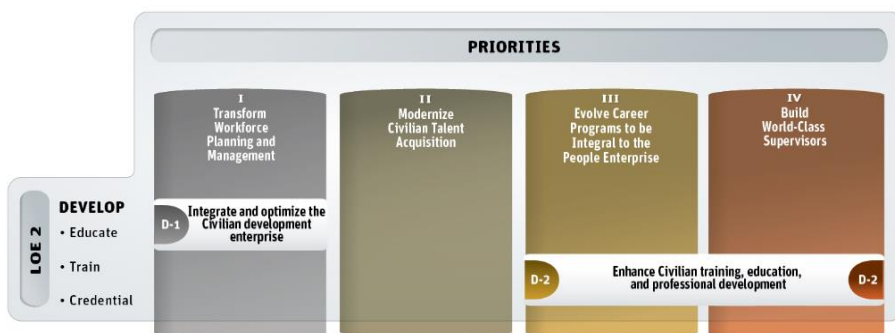
Objective Develop–1: Integrate and optimize the Civilian Development Enterprise.

D-1, led by the ASA(M&RA) and ACCMA Talent Development Division, seeks to integrate and synchronize authorities, responsibilities and resources for centralized management and standardized Civilian training and education execution.

The Objective has two supporting tasks: D-1.1 (further describe the Army Civilian Development Enterprise); and D-1.2 (define a supporting governance structure to optimize all components of the enterprise). D-1.1 progresses with the development of the draft *Army Civilian Development Enterprise Concept Paper* that describes talent development and an organizational structure for career management; designates professional roles for Army Civilians; describes career pathways; and defines measures of success to fully understand the degree to which the Civilian development enterprise achieves the intended results. The Objective also moves toward completing task D-1.2 to establish a civilian development enterprise governance structure, and published the first annual *Army Civilian Strategic Human Capital Planning Guidance* for FY21. This document, signed by the ASA(M&RA) in October 2020, establishes Army Civilian talent management priorities, responsibilities and implementing guidance to acquire, develop, employ, and retain a diverse and inclusive Army Civilian Corps. Additionally, the D-1.2 Working Group established a formal governance structure with a clear purpose, operating principles, responsibilities and defined membership to provide strategic direction, oversight, resource allocation / prioritization, and decision making authority for the Army Civilian People Enterprise.

Objective Develop–2: Enhance Civilian training, education, and professional development.

D-2, led by TRADOC’s Combined Arms Center, seeks to create a talent development approach that ensures a capable and highly skilled Civilian workforce, technically competent world class supervisors, and increased credentialing programs guided by effective strategy and policy. The objective has five supporting tasks: D-2.1 (assess current Civilian leader development programs); across career fields.) Significant work accomplished to date includes the DASA (CP)’s designation as the Army Supervision Proponent, and a recommended Supervisor Development Certification Model that presents a framework for lifelong supervisory development, with certification waypoints along a continuous path to personal and professional growth. Objective work group team members are progressing towards the end state of a trained, educated, and highly skilled workforce, with supervisors certified to effectively manage talent to meet the Army’s current and future needs and to increase readiness.

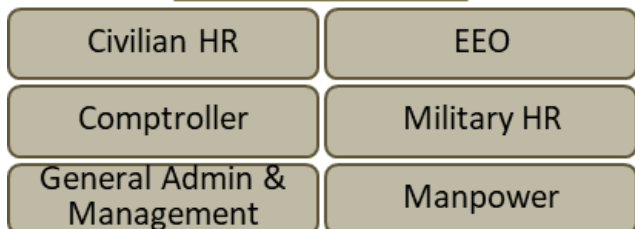



Career Program 51 Realignment

The General Administration and Management Career Program (CP-51) was not previously aligned to a career field. Last month, the Career Management Executive Council approved the recommendation to align CP-51 under the Human Capital & Resource Management Career Field. This change offers several advantages including:

- Aligning positions administrative in nature with closely-related professions to improve professional development and advancement opportunities, maximize career management efficiencies, and improve overall mission support capabilities,
- Administrative positions with no specialty will not dilute other CPs, and
- Providing CP-51 representation at the CMEC; CP-51, Functional Advisor also serves as the Human Capital & Resource Management Career Field, Functional Chief.

Thank you to Tiffany Turner, Professional Services Career Field Director, for quickly and skillfully leading our effort to analyze and realign a large portion of the CP-51 workforce that was incorrectly aligned. With the support of numerous members of the ACCMA team across all career fields, this initiative has been a big success for our new organization.



ARMY CIVILIANS CELEBRATE
PUBLIC SERVICE RECOGNITION WEEK
 May 2-8, 2021 

The Army's greatest asset is its people. Army Civilians work tirelessly to provide leadership, technical expertise, and ensure that the Army is the most ready, professional, diverse, and integrated federal workforce. This Public Service Recognition Week, we're honoring their dedication and highlighting the ways that the Army People Strategy (APS) helps improve the Army Civilian work experience.


Army leaders committed to change with the publication of the Civilian Implementation Plan (CIP), the roadmap developed to translate APS priorities to the Civilian experience. The CIP aims to transform the Army into a top-tier employer, with the capacity, processes, and procedures to attract and hire top talent, equip our elite talent pool with the skills needed to fulfill the Army mission, and ensure Civilians have fulfilling roles that result in long and gratifying careers.

In addition to executing the tasks identified in the CIP, the Army is committed to identifying and responding to employee feedback each year. We're proud that year-over-year participation in the Federal Employee Viewpoint Survey (FEVS) has once again improved among Army Civilians. FEVS results provide Army senior leaders and supervisors clear direction on how to continue improving the Civilian experience.

The Army is invested in its people, and we are honored that our Army Civilian population has chosen to commit so much time and hard work to the Army mission. During this Public Service Recognition Week, we want to say **thank you** to our Civilians for all that they do.

For more information on the CIP, please visit <https://www.milsuite.mil/book/community/spaces/dasa-cp/army-civilian-implementation-plan>

30%
of the Army population
is **CIVILIANS**



2nd **LARGEST**
cabinet-level agency
among federal
workforces

With approximately
300,000
Civilians supporting
the Army

PEOPLE ARE OUR #1 PRIORITY

**Thank you to all our
Civilians for your service
and dedication to the Army!**



Current Position Openings

**GS-0340-12/13
Program Manager (2 Openings)**
Security and Intelligence
Career Field

[Apply](#)

**GS-0340-12/13
Program Manager
Multiple Openings**
Various Career Fields

[Apply](#)

ACCMA Welcomes New Employees



Teodora Ferguson
Budget Analyst
Resource Management Division

Teodora is joining the Career Management Support team, Resource Management division, effective 25 April. She joins us with extensive budget execution knowledge experience from the Army Aviation Brigade where she worked as a Senior Budget Analyst. Teodora's in-depth knowledge of accounting transactions, systems, and processes will be a tremendous asset to ACCMA's budget execution team.



Stephanie Kennedy
Human Resource Specialist
Career Management Support

Stephanie Kennedy is joining the Career Management Support team. Stephanie joins us with extensive hiring experience and in-depth knowledge of Human Resources gained at multiple CPACs. Stephanie has provided the ACCMA family with amazing support from its transition to date at the Fort Belvoir CPAC, and will continue moving forward hiring actions to achieve a fully staffed workforce and ensure we meet our growth targets.



Kerry Meeker
Public Affairs Career Manager
Professional Services Career Field

Kerry is joining the Professional Services Career Field team as the Public Affairs Career Manager. Most recently, she served as an Executive Outreach Officer, Office of the Chief of Public Affairs. In this capacity, Kerry served as an expert advisor for all Army executive outreach programs, initiatives, policies and procedures that directly supported the interests of the Secretary of the Army, the Under Secretary of the Army, the Chief of Staff of the Army, the Vice Chief of Staff of the Army, the Director of the Army Staff and the Sergeant Major of the Army. We look forward to the functional expertise that she brings to the ACCMA team.



Allison Spencer
Strategic Communications Specialist
Operations and Programming

Allison Spencer is joining the Operations and Programming team, Operations and Plans Directorate, as the Strategic Communications Specialist. Allison will be responsible for developing ACCMA's strategic communication plan for Army-wide talent management initiatives; providing communication strategies for use by the career fields; and coordinating all logistical support for participation in Army enterprise forums. Allison is joining us from the Defense Contract Audit Agency. Prior to that, Allison worked at the VBA Education Service, Department of Veterans Affairs where she was responsible for communication and outreach, public relations and digital engagement.

ACCMA welcomes new and returning employees!



Shenita Gooding
Human Resource Specialist
Talent Acquisition Division

ACCMA's Talent Acquisition Division is pleased to welcome Shenita Gooding back home. Shenita left the AG1-CP, Civilian Career Program Division on 5 January 2020 and deployed to Bagram, Afghanistan, under the DoD-Expeditionary Civilian Program. She completed a 14-month assignment as the Chief, Reception, Staging, Onward-Movement, and Integration (RSOI). Shenita stated, "Even though she served in a hostile environment, she enjoyed working and meeting personnel from all across the globe." She gives thanks for a wonderful opportunity to the former AG-1 CP, Mr. Michael Reheuser; Army Director of the DoD-EC Program, Ms. Yanir Hill; and the former CCPD Chief, Ms. Barbara Guy. Shenita is looking forward to joining the ACCMA-TAD team!



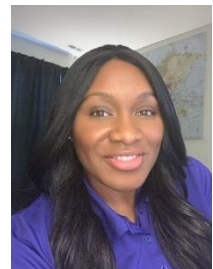
Kelly Berreman
Career Manager
Installations Career Field

Kelly Berreman has been promoted to GS-14 and assumed the role of Career Manager (Housing Management) for the Installations Career Field. Kelly brings a wealth of expertise in housing, career management, and apprentice management from her time as the GS-13 Career Manager for Housing Management. She also has 20+ years of experience working at the Installation in various areas to include Housing, Garrison Commander Office, and the Plans, Analysis and Integration Office (PAIO). She will use both her career management and installation support knowledge to build talent across the Installations Career Field enterprise.



Martha Bowers
Career Manager, CP-32
Education & Information Career Field

Martha Bowers has been promoted to GS-14 and assumed the role of CP-32 Career Manager for the Education & Information Sciences Career Field. Martha has an expansive and in-depth knowledge of career management and credentialing experience that will continue moving forward talent management and professional development of the workforce she supports. Her ability to influence and maximize employee engagement will continue to build talent across the Education and Information Sciences enterprise.



Dr. Nicole Morant
Career Manager, CP-61
Education & Information Sciences Career Field

Dr. Nicole Morant has been promoted to GS-14 and assumed the role of CP-61 Career Manager for the Education & Information Sciences Career Field. Nicole brings a wealth of workforce development expertise garnered from her time in Career Programs 31 and 32. Nicole serves on several ACCMA working groups and has leveraged best practices across Career Programs 31, 32, and 61 that have established several cross leveling training opportunities in Career Field Education and Information Sciences. Her innovative approach will continue to build talent across the Education & Information Sciences enterprise. Nicole has a Bachelor's degree in Management, Master's in Education, and a Doctorate degree in Adult Learning and Leadership from Columbia University in the City of New York.



La'Darrian Smith
Career Manager, CP-51
Human Capital & Resource
Management Career Field

La'Darrian Smith has been promoted to GS-14 and assumed the role of the CP-51 Career Manager for the Human Capital & Resource Management Career Field. He brings a wealth of workforce development expertise from his time in CP-10 and from serving as a Human Resource Development Specialist at the Command level. His innovative approach and passion for process improvement will play a critical role as we redesign CP-51 from the ground up as a result of the recent CP-51 Career Field alignment efforts. He spent the last 16 months on duty with FORSCOM G-1 as the Quality of Life representative responsible for the establishment of assignment incentives, special pay, and entitlements for Soldiers and family members assigned to remotely located installations.



Tawana Townsend
Career Manager, CP-16
Science, Engineering, & Analysis
Career Field

Tawana Townsend has been promoted to GS-14 and assumed the role as the CP-16 Career Manager for the Science, Engineering, and Analysis Career Field. She is well versed in career management and has led efforts to improve strategic communications and outreach opportunities for her careerists. Tawana is an invaluable asset and true professional, and we're excited to have her in this new role.

**Congratulations on
 your promotions!**



ACCMANews Content Submission Guidelines

Interested in submitting an article to ACCMANews? Do you have news that everyone can use? Would you like to hear from a key Army leader?

We want ACCMANews to be relevant and responsive to our information needs. We are also very proud of you, and we want to shout out all the great things that you are doing! As we meet the Army People Strategy’s intent, you are the people through whom we will lead the Army into new avenues of career management.

ACCMANews publishes monthly with a “Featured Career Field” focus area for each month. Here’s our current plan:

2021-2022	Career Field Area
February	Medical
March	Construction, Engineering, and Infrastructure
April	Technology
May	Science, Engineering, & Analysis
June	Logistics
July	Security and Intelligence
August	Installations
September	Education & Information Sciences
October	Contracting
November	Human Capital & Resource Management
December	Professional Services
January	Career Management Year-in-Review

Employee Engagement Guide for Leaders

The Office of the Deputy Assistant Secretary of the Army – Civilian Personnel (DASA-CP) has published the 2021 edition of the Employee Engagement Guide for Leaders, a one-stop resource for leaders on the Army’s approach to Civilian employee engagement.

This guide includes an overview of the Army’s employee engagement philosophy, a 2020 Federal Employee Viewpoint Survey (FEVS) summary, a list of communications and data resources, and a list of next steps for leaders. New and expanded sections this year include a spotlight on leaders’ performance during the COVID-19 pandemic and an expanded Diversity, Equity, and Inclusion section.

We encourage all senior leaders to review this guide and to familiarize themselves with the Army’s approach to Civilian employee engagement. Find the guide on milSuite here: <https://www.milsuite.mil/book/docs/DOC-959554>

Please limit submissions to 300 words, formatted in 12-point Calibri font, and include any photo or graphic component that would accompany the articles.

Submit your article to usarmy.belvoir.chra-hqs.mbx.accma-newsletter-submissions@mail.mil a minimum of 30 days in advance of the issue publication. If you have a great article idea, but don’t have the time to package it, submit your idea to usarmy.belvoir.chra-hqs.mbx.accma-newsletter-submissions@mail.mil, with your contact information, and we will reach out to you, interview you, and craft your idea into an article.

The ACCMA communications team reserves the right to postpone or refrain from publishing submissions based on space and content needs, as well as to edit submissions to comply with style guidelines. We will reach out to authors if any major edits are required.

We look forward to your articles, news, photos, and the truth that we need to move out together, as we reshape the Army Civilian career management landscape together.

