



ACCMANEWS

ISSUE 26 | CIVILIAN WORKFORCE

Newsletter Inquiries:
usarmy.belvoir.chra-hqs.mbx.accma-newsletter-submissions@army.mil

November 2022

Army Civilian Career Management Activity

ACCMA Director's Corner

Last month proved a busy, yet productive time for ACCMA. Participating in the 2022 AUSA meeting and exposition presented the opportune platform to communicate our mission, activities, and initiatives. Being charged with providing talent management services across the Army enterprise requires dedicated professionals and keen attention to changes around the Army. Those professionals could be seen at the AUSA conference sharing ACCMA's achievements over the last two years as well as showcasing career field specific information. Events such as the AUSA conference are critical enablers to ACCMA's strategic objective to modernize talent management because its platform includes senior leaders, industry, Army Civilians, commands, and Soldiers. In addition to the AUSA conference, ACCMA also continued its recruiting efforts by developing partnerships and collaborating to recruit top STEM talent, as well as graduating a new group of Army Fellows. You will learn more about these events in this edition.

I would be remiss if I did not encourage everyone to take a moment and thank a veteran this month, as we should be grateful for all their sacrifices to this great nation.



Members of the 3rd and 4th Division Navajo code talker platoons of World War II, dressed in their unit's uniform, pose for a group photo during a commemoration of the landing on Iwo Jima.



Notable Upcoming Activities/Dates

- November Native American Heritage Month
- November 11 Veterans Day
- November 24 Thanksgiving Day



Articles and suggestions (along with any photos or graphics) should be sent to usarmy.belvoir.chra-hqs.mbx.accma-newsletter-submissions@army.mil.

AUSA 2022: ACCMA Supports Building the Army of 2030

By Dr. Delicia C. Battle

The Army Civilian Career Management Activity (ACCMA) joined thousands of civilians, Army Soldiers, senior leaders, and contractors for the Association of United States Army (AUSA) meeting and exposition held in Washington D.C., last month.

The theme of the three-day conference focused on strategies and initiatives essential to building the Army of 2030. The Army's transition from conflicts in Afghanistan and Iraq to addressing threats from its near peers, like China and Russia, involves modernizing its approaches to acquiring, developing, employing, and retaining talent. Through its mission to provide talent management services across the human capital lifecycle, ACCMA plays a vital role in ensuring Army Civilians are ready to support the Army of 2030.

Events like the AUSA conference give ACCMA an opportunity to build awareness and knowledge about ACCMA and its programs by showcasing its commitment to ensuring Army Civilians are the best trained and skilled workforce that is ready to meet the challenges of supporting the national defense. Prior to ACCMA, Army Civilian career program management had been a decentralized function that spread across multiple offices and commands. Each of the existing 32 career programs varied greatly in staffing levels and the number of Army Civilians they supported. Additionally, the critical workforce planning and talent management functions performed by individual career programs was not effectively integrated across the Army, resulting in inconsistencies. Restructuring the existing 32 career program into 11 career fields was identified as a crucial component in modernizing the way the Army develops multi-functional leaders capable of leading organizations and the enterprise.

During the Modernizing Civilian Talent Management for the Future joint session, Mr. Edward C. Emden, Director, Army Civilian Career Management Activity and Ms. Denise Howell Parker, Army People Strategy-Civilian Implementation Plan Lead Integrator Office of the Deputy Assistant Secretary of the Army (Civilian Personnel) discussed lessons learned and best practices that ACCMA specifically has employed to modernize Army civilian talent management. This emphasis on capitalizing ACCMA's achievements to revamp talent management, ensures the Army remains competitive for acquiring top-talent and developing and retaining its current workforce.

"In FY 22, we started using digital tools to improve our recruitment approach," Emden said. "It's a tool that allows you to target specific groups of individuals that meet criteria we'd like to identify... What we've seen is that in the first three quarters FY 22, 30% of those who applied... were referred by that [tool]."



Mr. Ed Emden (left), Director, ACCMA and Ms. Denise Howell Parker, Army People Strategy-Civilian Implementation Plan Lead Integrator, DASA-CP, (right), discuss modernizing civilian talent management as part of their joint session.

To increase knowledge among Army commands and Army Civilians, this year's AUSA conference also featured individual sessions by all 11 career fields. These engagements brought career field directors, functional chiefs, functional advisors, and their populations together to share best practices and initiatives germane to their career field.

"We're extremely grateful for the opportunity to finally meet with people in person after two plus years of virtual meetings via Teams, Zoom or other virtual platforms due to the COVID 19 Pandemic. Also, happy for Senior Leader support of the Army Fellows, Student Intern, and other ACCMA-led enterprise programs," said Lee Carver, Director, Contracting Career Field.

In addition to the career field presentations and the joint session, ACCMA sponsored a kiosk where attendees could learn more about the organization and its effort to modernize Army Civilian talent management services. Of note, visitors could view testimonial videos by Army Fellows. Through a blending of progressive and sequential work assignments, formal training, and self-development, the Army Fellows Program is just one of the ways ACCMA acquires, develops, and employs talent.



Ms. Tina Manns (left), Program Manager, ACCMA and Ms. Priya U. Harmon (right), Senior Research Analyst, Planning, Programming, Budgeting, and Execution (PPBE) Reform take a break from ACCMA's kiosk for a quick picture.

The 2022 AUSA meeting and exposition brought members from ACCMA, civilians, senior leader, Soldiers and contractors together to share information and initiatives integral to building the Army of 2030. Through its joint session, career field presentations, and kiosk, ACCMA was able to capitalize on this audience and showcase its best practices and the lessons learned in modernizing talent management services. As an organization barely two-years-old, ACCMA has transformed the way Army manages civilian talent management by centralizing the development, acquisition, employment, and retainment of a professional civilian workforce, which are force multipliers that impact Army readiness.

How Does the Army Civilian Corps Recruit Top STEM Talent?

By: Dr. Delicia C. Battle, Mr. Raymond (Jay) Thabet, and Ms. Shawntell D. Williams

Recruiting top talent for any organization is not easy. Recruiting top talent within the Science, Technology, Engineering, and Math (STEM) fields for the Army Civilian Corps brings about a myriad of challenges that require cooperation, collaboration, and partnerships. The Army Civilian Career Management Activity (ACCMA) leverages the basic tenets of its strategic marketing plan to build relationships with diverse organizations to expand awareness of Army career programs.

On October 8, 2022, the Army participated in the Women of Color – STEM Conference and Recruiting event. This multicultural event, presented annually since 1995 in conjunction with the Women of Color magazine, has been the premier forum of choice for recognizing the significant contributions of women in the STEM fields. The event offers three days of hands-on, round-table exercises, panel discussions, and working groups. The career conference provides an excellent opportunity to interact with more than 3000 thought leaders in engineering, computer science, and business, not to mention it is the ideal environment to promote the Army as an employer of choice for top talent.

Groups who participated in the recruiting event included: five Army commands (Army Materiel Command, Army Futures Command, Army Cyber Command, Army Test and Evaluation Command, and the Space and Missile Defense Command); two ACCMA career fields (Digital Technology and Science, Engineering, & Analysis); and ACCMA recruiters.

The Civilian Personnel Advisory Center (CPAC) in collaboration with representatives from the Army Recruiting Cell (ARC) were instrumental in ensuring hiring managers could potentially offer Tentative Job Offers during the conference. Centrally funded recruiting incentives were made available to assist hiring managers in making a winning offer to candidates they engaged with during the event. Cooperation, collaboration, and partnerships like this prove to potential candidates that the Army is an employer of choice and a serious competitor for top STEM talent.

On 4 October 2022, ACCMA participated in a virtual outreach event with Mr. Andrew Cavanaugh, Employer Accounts and Events Manager at the University of Virginia (UVA) and Ms. Peggy Reed, Employer Relations Manager Center for Engineering Career Development at UVA. The university is an identified university on the FY23 Army Civilian Talent Acquisition Plan. Ms. Shawntell Williams provided an overview of Army civilian careers with an emphasis on the Army Fellows and Student Intern programs. She also highlighted difficult to fill STEM career field positions. Mr. Cavanaugh and Ms. Reed were excited for the potential opportunities for their students. Ms. Reed welcomed an in-person visit at the UVA Engineering department with the Army. Ms. Reed is facilitating a visit between ACCMA and Mr. James Bland, Director of the Center for Diversity of Engineering Center. Partnerships with top-tier universities like UVA, ensure the Army is postured to remain competitive for STEM talent.

As a part of the Civilian Human Resources Agency (CHRA), ACCMA supports CHRA's mission of recruiting, developing, and sustaining a professional civilian workforce. The talent marketplace is very competitive and with the emergence of STEM occupations, the market has become more selective. ACCMA must compete with the private sector, other government agencies and military branches for this talent. Leveraging cooperative agreements, collaborating with Army commands and agencies, fostering partnerships and participation with diverse organizations like the Women of Color and the University of Virginia support ACCMA's strategic marketing plan to recruit and acquire top talent.

Army Logistics Fellows Achieve Milestone

By Carl L. Brown

On October 18, 2022, at Fort Lee, VA, the Logistics Career Field (LCF) graduated 13 Department of the Army Logistics Fellows.

The Department of Army Fellows (Class 21-003) successfully navigated 13 months of rigorous training. Each of the Fellows completed the Introduction to Logistics Studies Program, Career Program Functional Training both resident and online, and various on-the-job-training assignments. Over the course of 13 months, they exhibited both determination and a commitment to learning Army logistics principles to better support the warfighter.

During the ceremony, Ms. Samantha Newman, Director, Logistics Career Field and Mr. James Pereira, Army Fellows Program Manager, both provided encouraging words that motivated the graduates to go out and perform at a level that represents the curriculum of the program. Senior Executive Services, Mr. G. Scott McConnell, Deputy to the Commander, Combined Arms Support Command (CASCOM) served as guest speaker for the event. Mr. McConnell's speech left the graduates with a sense of pride and confidence in their ability to support our military.

Fellows were also presented with a personally autographed book, *Ideas and Innovative Organizations: A Tribal Perspective* by Dr. Albert Segar. The book provides a perspective for measuring the capacity of a team to generate novel ideas and see those ideas through to a successful conclusion. LCF is proud to announce that Fellows of Class 21-003 will report to the following duty locations on 24 October 2022:

- Army Materiel Command (Redstone Arsenal, AL)
- Army Aviation and Missile Command (Huntsville, AL)
- Army Sustainment Command (West Point, NY and Rock Island, IL)
- Combined Arms Support Command (Fort Lee, VA)
- Communications-Electronics Command (Aberdeen Proving Ground, MD)
- Tank-Automotive & Armaments Command (Natick, MA)



Class 21-003





Alicia Brown
CECOM
Aberdeen
Proving
Ground,MD



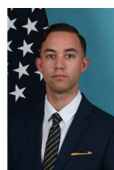
Sarah Brown
ASC
West Point, NY



Tammie Cox
ASC
Rock Island, IL



Chase Green
CECOM
Aberdeen
Proving
Ground,MD



Jonathan Hood
CASCOM
Fort Lee, VA



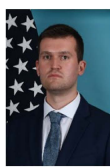
Brandon Imler
AMCOM
Redstone
Arsenal,AL



Maria Jones
TACOM
Natick, MA



Bryce Manley
AMCOM
Redstone
Arsenal, AL



Tyler McCoy
AMCOM
Redstone
Arsenal, AL



Lester Mungro
AMC
Redstone
Arsenal, AL



Samantha
Roberson
CECOM
Aberdeen Proving
Ground, MD



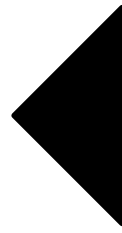
Sakran
Kolawole
AMCOM
Redstone
Arsenal, AL



Jordan Simmons
TACOM
Natick, MA

Civilian Implementation Plan (CIP) 2022

The Civilian Implementation Plan (CIP) 2022 was officially launched at the AUSA 2022 meeting and exposition last month. CIP 2022 focuses on four critical areas: **acquire, develop, employ, and retain**. Over the past two years, the Army has expanded its recruitment efforts with the goal of acquiring top talent to gain critical mission occupation throughout the workforce.



Want to learn more? Visit <https://www.army.mil/asamra#org-civilian-implementation-plan>



Civilian Implementation Plan 2022

Hip Pocket Guide

Acquire

- Improve the civilian hiring process for applicants, hiring managers, and HR specialists
- Provide centralized recruitment and outreach services to Commands
- Develop, resource, and execute an integrated Army Civilian marketing campaign
- Expand outreach and recruitment of qualified individuals from diverse backgrounds and individuals with disabilities
- Develop an outreach program to build awareness of civilian service among younger audiences



Develop

- Establish and resource a comprehensive, mandatory supervisor development and certification program
- Modernize civilian senior executive training and education

Employ

- Institutionalize a process to match people to positions
- Provide career opportunity paths to Army Civilians

Retain

- Strengthen the culture of employee engagement for Army Civilians
- Establish an Army Civilian for Life program