



June 2021

## ACCMA Director's Corner

### ACCMA Mission

*Provides career management services across the human capital lifecycle to support a highly skilled and ready professional civilian workforce that supports the national defense.*

*(continued from right column)*

Focusing just on the remainder of this fiscal year, we secured enough professional development and talent acquisition funding to cover the majority of the requested unfunded requirements, PCS moves, and software factory funding. We believe that we can fully execute our talent management programs for this year, and continue to continue to build our vision for the future.

I know there are a lot of moving parts to all that we're doing. Thank you to the ACCMA staff and our partners across the Army. As a result of your efforts, we are on a path to excellence. I am 100% all-in, and I thank you for all your hard work to make this vision a reality.

### The Path to Excellence

Here's the vision. A new Army Civilian hire falls in love with the Army, the people and the mission, partly because they were so welcomed and so effectively onboarded, and because they had a great supervisor. So, they decide to make the Army a career. This person knows where to get all the information they need to plan their career and create exciting plans for their future. They have access to mentors and materials that enables them to develop in a deliberate way so that at every stop on their journey, they are mission ready. When this vision becomes a reality, it means that the Army wins—and keeps winning—the war for talent.

The new Army Civilian won't see the comprehensive, thoughtful structure powered by the dedicated staff underlying that mature talent management system. But those of us creating it do.

ACCMA is leading this transformation, under a very aggressive timetable. The Army People Strategy – Civilian Implementation Plan details where we are making great strides right now. Our end state is going to be amazing. Talent Acquisition through enterprise intern programs, Talent Development through an integrated Civilian development enterprise, and strategic workforce planning through rigorous, data-driven analysis of every career field.

With the Career Field Directors within ACCMA working in these key areas, the possibilities for exceptional career management, from the individual civilian experience to the efficiencies realized through best practices at this enterprise level, are unlimited. Together we are building a forward thinking, lean, effective talent management system that will reliably deliver mission ready Civilians.



**Mr. John Hall**  
 Assistant Deputy Chief of Staff,  
 HQDA G4  
 Functional Chief,  
 Logistics Career Field

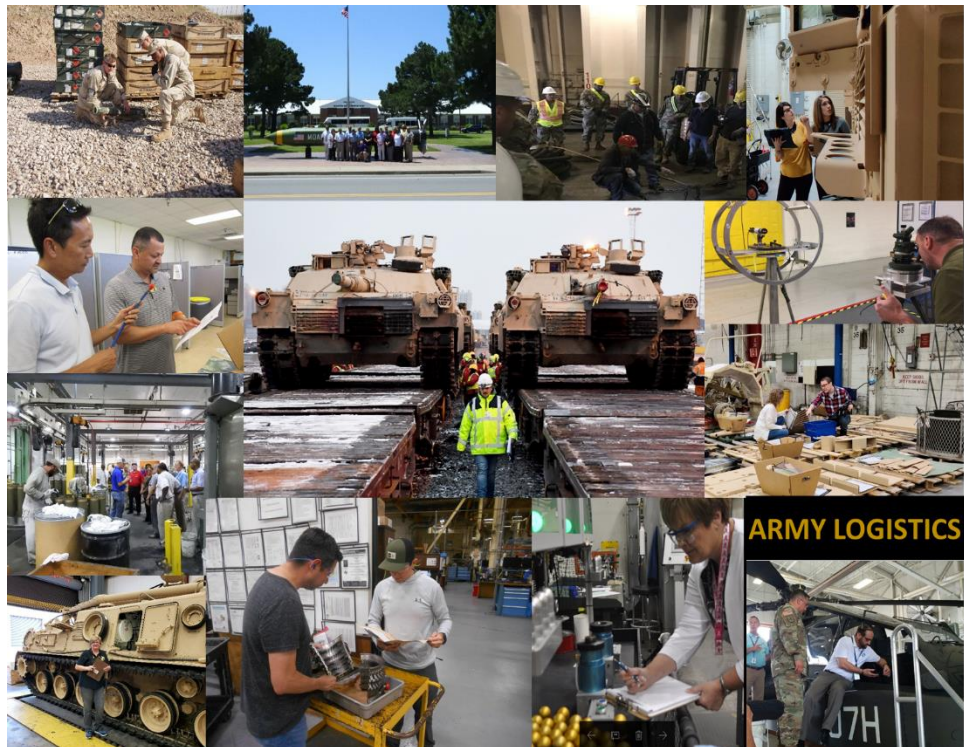
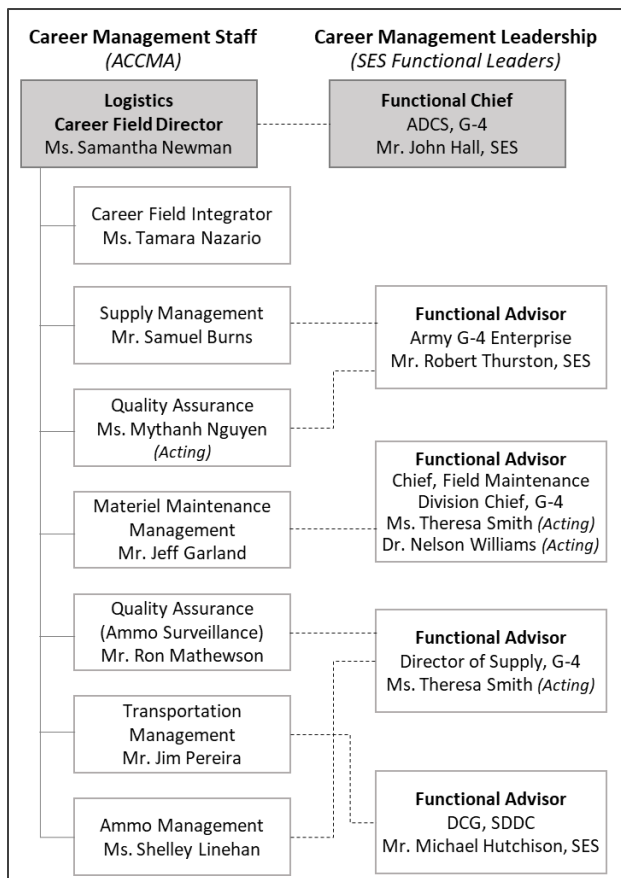
It is a privilege to serve as the Functional Chief (FC) for the Logistics Career Field (LCF), consisting of six career programs. The Functional Advisors and I are committed to shaping the 60,000-strong logistics workforce to meet the current and future needs of the Army by aligning workforce planning efforts with the Army People Strategy (APS) and Civilian Implementation Plan (CIP). We are accomplishing this through providing a world class apprentice program that attracts and trains the best talent (ACQUIRE); training, building and shaping our workforce at every level (DEVELOP); managing a talent pool of multifunctional, agile professionals placed strategically to support the logistics mission (EMPLOY); and developing and incentivizing a talent pool of highly qualified and skilled GS-14 and GS-15 Master Logisticians ready to fortify Senior Executive Service (SES) positions Army-wide (RETAIN).

Aligning the LCF under ACCMA promotes cross-broadening opportunities, sharing best practices, developing diverse talent, and providing equitable opportunity for growth and career progression for all Army Civilians.

The LCF has made the following internal structure changes to support these efforts:

- Standing up an Integration Team to support career field- wide efforts
- Increasing engagement with the functional community
- Partnering with colleges and universities and expanding recruiting efforts
- Promoting CES, SETM/ETM, and Senior Service Colleges career field-wide
- Implementing an ANSI accredited Master Logistician Certificate Program
- Initiating a Talent Management Program to develop employees from entry- to senior-level, closing competency and talent gaps

The LCF Team remained adaptive and innovative throughout the COVID-19 pandemic by pursuing relevant virtual training platforms and developmental/broadening opportunities via industry, academia, and the Army Logistics University. Some of the unique programs executed this fiscal year were supply chain management programs, data analysis training, port operations training, project management programs, and American Society for Quality-related training courses. In FY 2022, under our new structure, we will remain focused on closing enterprise-level competency gaps and building the best talent to support the logistics mission.





Our dynamic team of Logistics functional leaders, along with our partners in CHRA and ACCMA, provide 21<sup>st</sup> century talent management strategies that will develop the critical multi-functional leaders of tomorrow.

**Credentialing Opportunities Across the Logistics Career Field**

The **Master Logistician Certificate Program** builds and delivers multifunctional logisticians capable of planning and executing mission requirements in key Master Logistician positions across the Army enterprise. The Certificate Program levels include Foundational for GS-07-11 careerists, intermediate for GS-12-13 careerists, and Advanced for GS-13-15 careerists.

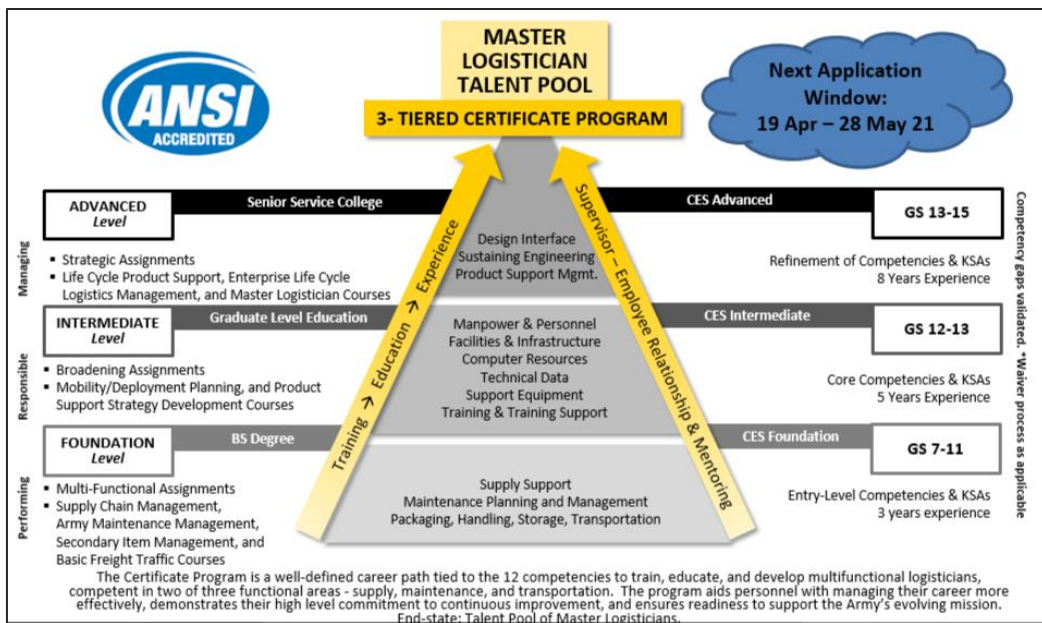
The certificate program is accredited through the American National Standards Institute (ANSI) and verifies that the certificate program meets rigorous standards similar to any university certificate program, and allows the Master Logistician (ML) designation to be added to a careerist’s signature block. To align with the Army People Strategy and the Civilian Implementation Plan, the LCF is developing a Logistics Talent Management Strategy to establish a talent management program and process to build competent Master Logisticians to fill key positions throughout the Army.

A Master Logistician is an experienced professional who can operate successfully in dynamic conditions, is capable of integrating and synchronizing the sustainment functions to provide support and services, and leads with character, commitment, and competence. The Master Logistician talent pool ensures the Army has experienced and trained employees to assume technical and leadership roles.

The **American Society for Quality (ASQ) certifications** are recognized as a mark of quality excellence in many industries. The certifications are a formal recognition by ASQ that an individual has demonstrated a proficiency within, and comprehension of, a specific body of knowledge.



CP-15 currently supports five industry standard certifications at the apprentice, journeyman, senior and executive levels. These certification opportunities are open to all careerists within the LCF who meet the eligibility requirements.



**The Ammunition Life Cycle Professional Certificate Program** is a competency-based program designed to provide careerists with a structured progressive training path to develop into a well-rounded Ammunition Manager who will gain core knowledge across the primary ammunition management and logistics functional areas.

This program focuses on training, development, and experience to level-set the knowledge base across the ammunition mission area, reduce competency gaps, and prepare careerists for new roles and responsibilities. All qualified careerists within the LCF are welcome to apply.

**CP-20 Support in Theatre: Quality Assurance Specialist (Ammunition Surveillance (QASAS)) Deployment Support**

AR 702-12 directs the CP-20 Career Program Manager to provide support, through deployment, for contingency or wartime operations. QASAS support may be obtained through the Army command (ACOM), Army service component command (ASCC), direct reporting unit (DRU), or Deputy Chief of Staff, G-4. Over the history of CP-20 QASAS have supported military operations, either indirectly through logistic operations of transportation of material to theater, or directly supporting troops in the field with surveillance and serviceability of the stockpile.

CP-20 careerists typically deploy for 179 days and work directly with military counterparts, providing guidance and oversight of ammunition operations, including, storage, shipping and receiving, retrograde, explosive safety and disposal. Since 2003, CP-20 has deployed 585 careerists, supporting operations in Afghanistan, Iraq and Kuwait.

## Presidential Management Fellows Program

Many have heard of the Presidential Management Fellows (PMF) Program, yet may know little about how to leverage it to acquire top talent. In this article, we will provide information on the program, including how to hire centrally funded PMFs into a two-year fellowship to meet talent requirements, as well as introduce some current Army PMFs.

The PMF Program was established by executive order in 1977 to attract outstanding individuals from a variety of academic disciplines and career paths to the Federal service. The fellows have a clear interest in, and commitment to, excellence in leadership and management in the public sector. For more than four decades, the PMF Program has been the Federal government's flagship leadership development program at the entry level for advanced degree candidates. By drawing graduate students from diverse social and cultural backgrounds, the PMF Program provides a continuing source of talent to meet the future challenges of public service and develop into a cadre of potential government leaders.

Approximately 6,820 applications were received, and 551 applicants were selected as finalists for 2021. The 2021 finalists' pool represents 77 different disciplines and 153 academic institutions worldwide. Nearly 10 percent of finalists are veterans. Finalists have an appointment eligibility period of 12 months, expiring in November each year. In some cases, appointment eligibility may be extended.

ACCMMA manages and centrally funds Army PMFs, providing the fellows with a two-year developmental opportunity and the career fields with an opportunity to acquire and develop a new teammate. As with other enterprise talent acquisition programs, e.g., the Army Career Development Program (ACDP), the Army funds civilian pay, travel, training to fulfill master training plan requirements, and other authorized expenses, such as the Office of Personnel Management's (OPM) administrative fee. A mobility agreement is required for all fellows.

The master training plans for fellows include career field-specific requirements and requirements established by OPM. OPM requirements include 160 hours of formal interactive training and at least one four- to six-month developmental assignment. Each fellow must also be assigned a mentor.

OPM recruits applicants each fall and selects qualified candidates (minimum master's degree) by means of a rigorous assessment process. Those selected are designated finalists and are pre-qualified at the GS-09 level. OPM announces these finalists approximately six weeks after the application period ends. Agencies, including the Army, may select from interested finalists beginning in the second quarter of the fiscal year and hire those who accept the offer at the GS-09/11/12 entry levels, depending on qualifications.

The first step to hiring is for career fields to identify their PMF requirements and provide them to the Talent Acquisition Division (TAD) when submitting annual requirements. The TAD will include the number of PMF allocations by career field when requesting approval from senior leadership. The TAD will inform the Career Field Directors of the numbers of PMFs approved.

To access the repository of finalists' resumes and potentially engage and hire finalists, interested career fields should contact the Army PMF coordinator, Mr. Ed David, [edward.h.david.civ@mail.mil](mailto:edward.h.david.civ@mail.mil). A typical annual timeline follows:

- Late SEP-OCT: OPM opens application window for PMF
  - Mid OCT: Applications due
  - Late NOV-early DEC: OPM announces finalists
  - JAN: Selecting officials may access finalists' resumes\* and may engage finalists.
- \*To access the repository of finalists' resumes, interested career fields should contact the Army PMF coordinator, Mr. Ed David, [edward.h.david.civ@mail.mil](mailto:edward.h.david.civ@mail.mil).*
- FEB-MAR: PMF virtual hiring fair and hiring window opens. The ACDP Recruitment Cell (ARC) announces job opportunities to PMF finalist population as requested by selecting officials.
  - ARC provides selecting officials referral lists
  - Selecting officials make selections and notify ARC
  - ARC extends offers
  - Finalists who accept tentative job offers complete pre-employment actions
  - ARC extends firm job offers
  - PMFs joins the team

The Army will fund and has established a goal to hire 40 PMFs in FY22. More information on the PMF Program is available at <https://www.pmf.gov/> and by contacting Mr. Ed David

Meet two PMFs and a former PMF now serving as the PMF Coordinator for the Center for Army Analysis, an organization that has used the PMF program as an effective STEM talent pipeline for decades.



*Testimonial from Mr. Arthur Ackerman, PMF Class of 2020, CP-36 GS-1515-11, Center for Army Analysis:* Starting as an Army PMF has been a tremendous experience and a great way to begin a government career. It's been a chance to get involved in an important project while getting acquainted with the Army and larger DoD landscape. I've also received substantial support for professional development and rotational assignments, which allow me to continue improving as an Army analyst. Despite my onboarding in the midst of COVID and telework, my team quickly found a role for me in its work to support DoD wargames.



*Testimonial from Dr. Cristin Chall, PMF Class of 2020, CP-36 GS-1515-09, Center for Army Analysis:* The PMF program provided a wonderful opportunity to give back to my country by applying the knowledge and skills I learned throughout my graduate education. It also opened operations research (OR) analysis as a career path that I hadn't considered before. As an OR analyst in the Army, I get to work on interesting and challenging problems and use my education in new ways. There is a lot of encouragement for professional development and continuing education, and my experience in the Army has been incredibly welcoming.



*Testimonial from Mr. Martin Dubbs Jr, PMF Class of 2009, current Center for Army Analysis PMF Coordinator:* The Center for Army Analysis (CAA) recruited its first PMF in 1998 and has hosted 34 PMFs. Currently, CAA is home to two active PMFs and seven PMF alumni, and will welcome three more PMFs in 2021. I joined CAA as a PMF in 2009 and have had the privilege to serve as the PMF Coordinator since 2011. Over the last 10 years, I have witnessed CAA PMFs produce groundbreaking work across the spectrum of Operations Research Analysis, from writing doctrine to developing cutting-edge data analysis and wargaming techniques. CAA PMFs are able to cut across so many fields of expertise because OPM recruits finalists from a broad spectrum of degree fields—from philosophers to engineers to political scientists and public administrators. Critically, these finalists are not just looking for a job. They are seeking careers in government so that they can serve their country. This spirit of service drives PMFs to excellence and unparalleled performance. The PMF Program provides CAA a unique recruiting mechanism. The PMF Program's ability to identify the brightest graduate students seeking a career in government and make them available for rapid, targeted recruiting plays an invaluable role in accomplishing CAA's mission.

## ACCMA Welcomes New Employees



**Shannon Lee**  
Management Analyst  
Career Management Support

Shannon joined the Career Management Support team from the Department of Homeland Security, where she was the lead mission support specialist for personnel. Shannon's extensive experience providing advice to senior leaders, supervisors and staff on human resources problems and issues and recommending solutions will be invaluable in her role as the lead for performance management, as well as setting up an onboarding program.



**George Taylor**  
Division Chief  
Supervisor Talent Management Division

George is joining the Operations and Plans team, where he will serve as the Chief, Supervisor Talent Management. He most recently comes to us from an overseas tour in Saudi Arabia where he served as the Chief of Staff, Saudi Arabian National Guard Modernization Program. George is both a Navy veteran and was a Department of the Navy Civilian before seeing the light and coming over to the Army. He has extensive HR experience to include staffing, classification, resource manpower, and personnel training along with extensive experience in career development and career management.



**Bryan Wallace**  
Senior ORSA  
Talent Assessment and Analysis Division

Bryan joined ACCMA as a Senior Operations Research Systems Analyst. He will lead a team of ORSAs that will provide Army Civilian personnel analysis support to Career Fields, ACCMA, and the Army. He joins us from TRADOC HQs/G-8, and has previous experience conducting human capital analysis as an ORSA with Army G-1. Bryan's previous experience includes conducting human capital analysis as an ORSA with Army G-1 and possesses a master's degree in Industrial/Organizational Psychology. This education and experience makes him an ideal addition to the team as we look to transform civilian career management.



## Implementing the Employ LOE

*“The Army must be able to effectively match Civilian Corps capabilities with mission requirements. This means projecting future demands for talent and maximizing Army Civilians’ talents and preferences by aligning them with organization demand – benefiting the individual, the organization, and the Army.”*

*Army People Strategy – Civilian Implementation Plan*

ACCMA plays an integral role in the Employ Line of Effort. We envision new ways to forecast Civilian Corps requirements, assist with the transition from the current state of “Career Programs” into a streamlined Career Field construct, and create a robust talent marketplace that incorporates not only Knowledge and Skills, but also Behaviors and Preferences of the Civilian Corps.

The Army People Strategy (APS) – Civilian Implementation Plan allows ACCMA to take a data-forward point of view. This is borne out in the planned deployment of the Defense Civilian Human Resources Management System (DCHRMS) and the exploration of the Integrated Personnel and Pay System – Army (IPPS-A), which will match “best fit” assignments for Army Civilians based on demand for talent.

### Objective Employ-1: Strategic Workforce Planning

E-1 develops repeatable processes that support ongoing strategic workforce planning, helping shape and grow the Army enterprise civilian talent to support Army missions. There are four tasks within Objective E-1, as detailed below. Combined, these tasks define a method and format for strategic workforce planning for the Army Civilian Corps.

ASA (M&RA) leads all four Tasks within the E-1 Objective, with focused support on the maturation of ACCMA capabilities. Task E-1.1 supports ACCMA through developing formats and repeatable processes that enable strategic workforce planning.

The E-1 team calls upon subject matter experts from across the Army people enterprise to inform and help shape the process and supporting policy guidance. Task E-1.2 supports the maturing of ACCMA’s strategic workforce planning capabilities through development of strategic workforce plan guidance, formats and policy updates.

Task E-1.3 challenges the team to incorporate measures of readiness into civilian workforce management processes. The initial action defines Army Civilian Corps readiness at the individual, organizational, and functional levels. The team then develops measures of readiness and processes and tools to report readiness, as well as incorporates readiness assessments into leader reporting.

By challenging the status quo, Task E-1.4 seeks to find and evaluate innovative ways to allocate costs and investments in civilian talent. In this task, the team examines a host of Army resource requirements across the acquire, develop, employ, and retain portions of the civilian human capital lifecycle. Once feasible methods to reallocate costs are determined, a deep dive into that opportunity will occur, with any approved courses of action triggering changes to law, policy, and resourcing.

### Objective Employ-2: Talent Matching

E-2 aims to take full advantage of the talents of Army Civilians through the migration from semi-automated processes to a data-rich environment that identifies, tracks, and validates Army Civilian Knowledge, Skills, Behaviors, and Preferences (KSB-Ps). There are four tasks nested under E-2. Each task focuses on a talent-matching aspect for Army Civilians.

ASA (M&RA) leads the E-2.1 and E-2.2 tasks focused on instituting assessments to identify the KSB-Ps that will inform human capital decision making, enable talent matching, and institutionalize a process to match people to positions. The core work group is augmented with additional support across the Army Human Resources community. Additionally, reach-back support beyond the Army is used as needed, to ensure managers and Commands have opportunities to share perspectives and collaborate.

The planned work of E-2.3 is to deploy the replacement personnel system of record, DCHRMS. DoD manages the actual implementation, and Army participates in shaping the resulting application. Work still moves forward; however, schedule delays are being closely monitored and E-2.3 stays closely engaged as progress is made.

To accomplish the mission of E-2.4, the team from the Civilian Personnel Evaluation and Analysis (CPEA) Office leads the work group focused on ensuring relevant data analytics are produced and used to best inform human capital decision-making, as well as to enable talent matching and management.

### Objective Employ-3: Revised Career Program

The final task within the Employ LOE is to enhance career program roles and responsibilities in the People Enterprise with five main supporting actions. The first two actions—“define and recommend the new organizational construct” and “optimally organize the career program enterprise to efficiently and effectively execute the enhanced role for career programs”—effectively consolidated the existing 32 career programs into 11 broad career fields under the newly formed Army Civilian Career Management Activity, reporting to the Civilian Human Resources Agency.

ACCMA is currently reviewing policies and regulations affecting career programs to ensure clarity of roles, tasks, and authorities for career programs and all stakeholders. Additionally, several other initiatives are underway to improve career programs’ capabilities to include:

- Ability to conduct strategic workforce planning
- Establishing career progression paths
- Identifying training/education opportunities for careerists
- Communicating with and representing the interest of careerists
- Analyzing training and education requirements to project requirements
- Evaluating effectiveness of training and education programs to optimize return on investment
- Providing opportunities for careerists to obtain certifications in their functional area and validate proficiency

ACCMA will enable the Army to address challenges and opportunities facing Army Civilians career programs, and significantly improving Army career management. The integration of enterprise-wide career management functions into operations and plans offices provides consistent direction to all career fields. The centralized support office provides support functions to operations and plans and career fields—including human resources, budget execution, logistics, facilities management, information technology, and administration—and empowers career fields to perform additional talent management functions across the personnel domain.

ACCMA serves as an integral component of the APS-CIP and facilitates the transformation of Army Civilian processes and practices, to ensure Army Civilians are the most diverse, ready, professional, and integrated federal workforce.

### ACCMA Stands up Supervisor Talent Management Division

*“The Supervisor Talent Management Division will provide supervisory skill development across career fields, regardless of background or specialty. The division is dedicated to providing skill development not only for Army-specific skills, but ones across DoD and for what the nation sees are the important attributes for our leaders to possess.”*

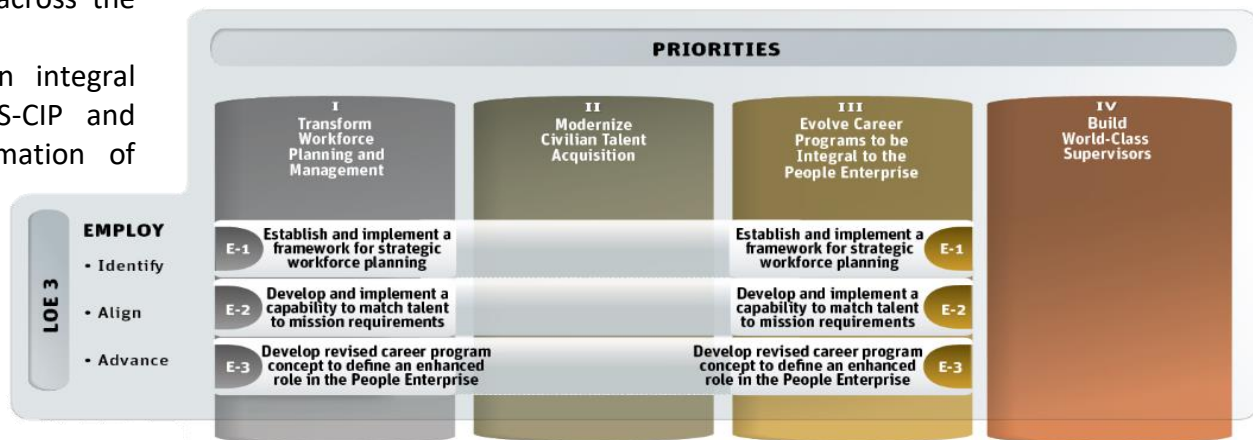
*George Taylor, Division Chief, ACCMA*

ACCMA’s latest show of commitment to supporting and executing the APS-CIP comes in the recent standup of the Supervisor Talent Management Division within ACCMA. The Supervisor Talent Management division is tasked with helping the Army to “build world class supervisors.” Naturally, this effort embraces the CIP’s major themes of Acquire, Develop, Employ, and Retain, and seeks to go above and beyond by providing the tools and best practices that supervisors need to perform at a high level. New supervisors and experts will benefit not only from instruction in fundamentals such as employee relations, classification, and counseling, but also from practical coaching and mentoring.

“The Supervisor Talent Management Division will provide supervisory skill development across career fields, regardless of background or specialty,” said George Taylor, the new Division Chief. “The division is dedicated to providing skill development not only for Army-specific skills, but for skills across DoD, and that the nation sees are the important attributes for our leaders to possess.”

A successful organization also requires the right people in the right place at the right time, and the Supervisor Talent Management Division will ensure that individuals are in the positions suited to their strengths and organizational needs.

We are excited to introduce George Taylor as the new Supervisor Talent Management Division Chief and welcome him to ACCMA.



## Army Celebrates 246 Years

In the words of the Army Civilian Corps Creed, Army Civilians provide “**leadership, stability, and continuity.**” U.S. Army Civilians are among the most skilled, well-trained, and capable professional groups in history. For 246 years, you have provided critical support in times of war and peace: from clerks and wagon drivers at the onset of the American Revolution to cutting edge medical and engineering professionals today. A dedicated group of Civilian professionals is critical to keep the gears running smoothly.

Your stability, patriotism, and dedication are hallmark examples of what it means to serve your country. In June, we celebrate 246 years of the United States Army. Thank you for your courage in answering the call to serve.

Join us this month for virtual celebrations to honor the Army force. June “birthday” events can be found at [this link](#), and select celebrations are listed below.

## Anniversary of Civilian Creed

The purpose and role of the Army Civilian was codified in 2006 with the establishment of the Army Civilian Corps Creed. This was a momentous occasion, formalizing in writing more than 230 years of Army Civilian commitment as an essential constituent of the U.S. Army. As June marks the 15-year anniversary of the Army Civilian Corps Creed, we commemorate the work that the Civilian Corps performs for the Army.

Consistent with doctrine ADP 6-22 on Army Leadership, the Civilian Corps Creed was revised in May of 2019 to emphasize the critical leadership role that Army Civilians play.

I am an **ARMY CIVILIAN** – a member of the Army team.

I am dedicated to our Army, Soldiers, and Civilians.

I will **ALWAYS** support the mission.

I provide leadership, stability, and continuity during war and peace.

I support and defend the Constitution of the United States and consider it an honor to serve our Nation and our Army.

I live the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

I am an **ARMY CIVILIAN**.



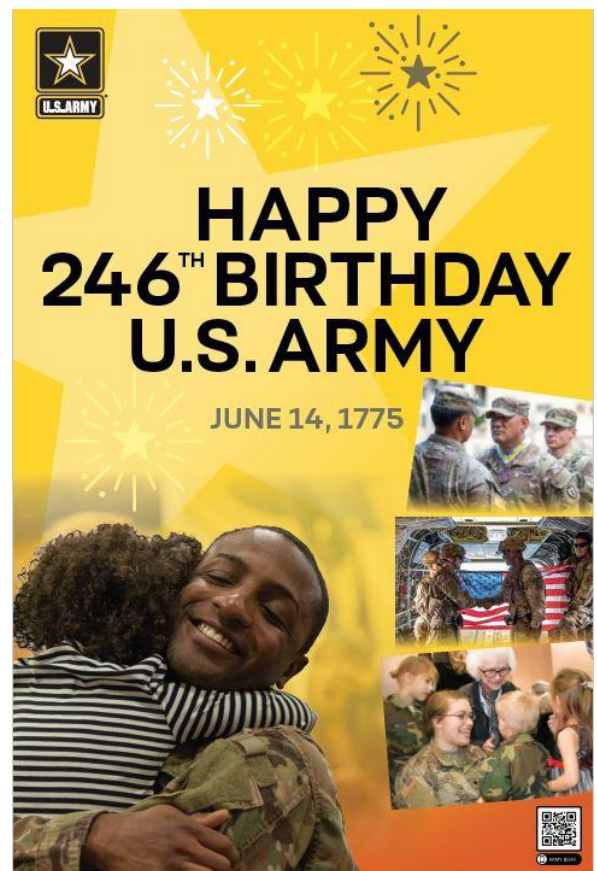
## MAY - JUNE

# CALENDAR OF EVENTS

Share these events with your stakeholders and virtually attend

<b>May 31 – 11 a.m.</b>	Memorial Day Observance Wreath-Laying Ceremony; Tomb of the Unknown Soldier, Arlington National Cemetery
<b>June 9 – 7 p.m.</b>	Twilight Tattoo at Joint Base Myer-Henderson Hall
<b>June 10 – 8:30 a.m.</b>	Army Birthday Run at Joint Base Myer-Henderson Hall
<b>June 14 – 9 a.m.</b>	Army Birthday Wreath-Laying Ceremony Tomb of the Unknown Soldier, Arlington National Cemetery
<b>June 14 – 10 a.m.</b>	<b>Army Birthday Showcase Event: Honoring the Courage of the American Soldier</b>
<b>June 14 – 11:30 a.m.</b>	Cake-Cutting and Reenlistment Ceremony
<b>June 14 – 7:05 p.m.</b>	Army Day with the Washington Nationals
<b>June 15 – 9 a.m.</b>	Capitol Hill Engagement

\* For more information on the events above, please visit: <https://www.army.mil/article/245293>  
All events are subject to change or cancellation.



**HAPPY 246<sup>TH</sup> BIRTHDAY U.S. ARMY**

JUNE 14, 1775

The poster features a large central image of a smiling soldier hugging a child. Surrounding this are smaller images of soldiers in uniform, a soldier with a dog, and a group of people. The background is yellow with starburst patterns. The U.S. Army logo is in the top left corner, and a QR code is in the bottom right corner.





# CIVILIAN IMPLEMENTATION PLAN ONE YEAR IN

ARMY LEADERS ON THE TRANSFORMATIVE IMPACT  
OF THE CIVILIAN IMPLEMENTATION PLAN

JOIN US IN CELEBRATING THIS EXCITING  
ANNIVERSARY ON **26 MAY** BY USING THE HASHTAG

## #CIPOneYearIn

WHEN WATCHING & SHARING!

CIP One Year  
Anniversary Celebration

Presented by DASA-CP

ADMIT ONE



## CIP One Year In – Anniversary Celebration

This May, the Army’s *Civilian Implementation Plan* (CIP) is celebrating its one-year anniversary. Army leaders committed to change with its publication in May 2020. The CIP, in coordination with the *Military Implementation Plan* (MIP), operationalizes the *Army People Strategy*, which is the Army’s human capital strategy (signed in October 2019).

To celebrate this exciting milestone, 11 senior leaders from across the Army came together to film a video highlighting the successes of the CIP’s inaugural year as well as to discuss their vision for Army Civilians moving forward.

Dr. Todd Fore, Deputy Assistant Secretary of the Army–Civilian Personnel, reflected on the immense support the CIP has received, in addition to the cross-Army working groups charged with planning and implementing the actions in the CIP.

“So many key senior leaders are really supportive of where we are in the transformation and evolution of talent management for our Army Civilians,” Dr. Fore said. “It is amazing how much support we have across the department—both in uniform as well as Civilians.”

The Army is the third-largest federal employer, with approximately 300,000 Civilians throughout the entire force.

Mr. Mark Lewis, the Senior Official Performing the Duties of the Assistant Secretary of the Army (Manpower and Reserve Affairs), discussed the importance of talent management across the Army, saying, “We look at our Civilians just like we look at our military. We’re after the very best and we aim to retain the very best,” Lewis said. “For Civilians, it’s a very bright future.”

To achieve its goals, the CIP is organized around four lines of effort (LOE): acquire, develop, employ, and retain. Each LOE utilizes working groups, leveraging subject matter experts from across the Army to foster innovative thinking. The CIP has seen many successes during its inaugural year, including stand-up of the Army Civilian Career Management Activity (ACCMA). One of ACCMA’s major actions was streamlining the Army’s 32 career programs into 11 broad career fields, offering Civilians better access to career opportunities across their functional areas.

“We’re all one team, and we need to respect each other and support people as a philosophy, and people as a priority,” said Lieutenant General Gary Brito, Deputy Chief of Staff, G-1. “The readiness for the Army will continue to be strong, and I’m happy to be part of it.”

Find the video and more information about the CIP at <https://www.milsuite.mil/book/community/spaces/dasa-cp/army-civilian-implementation-plan/pages/home>.



## ACCMA congratulates the following individuals on their recent promotions and transfers!

**Angela Bailey**

*Promoted to GS-09, HR Specialist  
ACDP Recruitment Cell (ARC)*

**Adrienne Bell**

*Joined Recruiting and Outreach from  
Security and Intelligence Career Field*

**Ja’ida Davis**

*Promoted to GS-09, Management Analyst  
Installations Career Field*

**Shawn Dillahunt III**

*Joined Career Management Support from  
Human Capital and Resource Management  
Career Field*

**Michelle Hamann**

*Promoted to GS-11, HR Specialist  
ACDP Recruitment Cell (ARC)*

**LaTrisha Patterson**

*Promoted to GS-12, Budget Analyst  
Resource Management Team*

**Roberto “Rob” Rodriguez**

*Promoted to GS-14, Career Manager  
Installations Career Field*

**Nicholas Selby**

*Promoted to GS-06, HR Assistant  
ACDP Recruitment Cell (ARC)*

**Sarah Young**

*Promoted to GS-06, HR Assistant  
ACDP Recruitment Cell (ARC)*

## ACCMA News Content Submission Guidelines

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

We want ACCMA News 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.

ACCMA News 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

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](mailto: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](mailto: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.

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