



August 2021

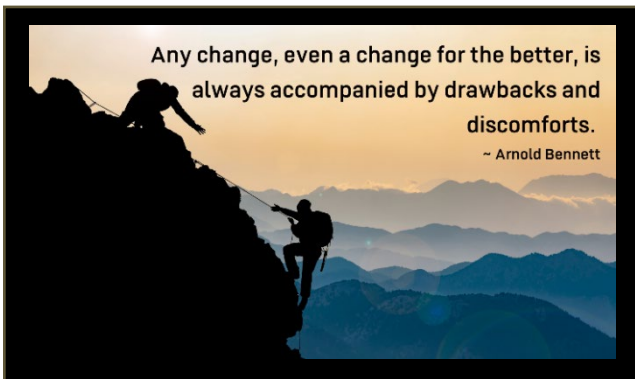
ACCMA Director's Corner

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.

Notable Upcoming Activities/Dates

AUGUST 3	ACCMA Town Hall (Internal)
AUGUST 12	CESC Meeting
SEPTEMBER 6	Labor Day Holiday
OCTOBER 1	First Day FY22
OCTOBER 11	Columbus Day Holiday
OCTOBER 11-13	AUSA Conference
OCTOBER 21	CMEC



When I think of the last nine months, two words immediately come to mind – change and growth. As a new organization, we are constantly evolving and changing. It is an exciting time, but it is also a challenging time. There are times when we are stretched thin, but I know that ACCMA staff’s passion for our customers is what keeps forging our way ahead.

As we transform and grow as one organization, I want to ensure that we are not only telling you about changes throughout our organization, but explaining why these changes matter. With that said, I have a few updates/changes that I want to socialize with you. The first, if you look to your left – you will see that we have modified our mission statement. The change from “career management” to “talent management” more accurately captures the myriad of functions/roles that ACCMA staff perform. Next, the Technology Career Field has now transitioned to the Digital Technology Career Field. This new name helps to distinguish between the other types of technology and better clarifies the mission and role of Army Civilians in this career field. Another notable change, the Army Career Development Program (ACDP) has undergone a name change and will now be referred to as the Army Fellows Program. In addition, we have made it a priority here at ACCMA to provide the best customer service possible. As such, we are committed to listening to feedback from our customers. One thing we have changed as a result of this feedback is that we are now moving away from the term “careerist” and will instead utilize the term “Army Civilian.” For information on these changes, and more, please see pages 4 and 5.

Ultimately, ACCMA as an organization is rooted in growth. We encourage our customers to grow and evolve throughout their careers so it is only fitting that we also embody that same principle. Inevitably, there will be many changes in our future but I am confident that through these efforts we will be able to offer the best, most robust talent management system that the Army has ever seen.



Mr. Dan Klippstein

Assistant Deputy Chief of Staff, G-9
Functional Chief, Installations Career
Field; Functional Advisor, Installation
Management

I am honored and privileged to serve in a dual-hatted role as the Installations Career Field Functional Chief for Safety & Occupational Health, Housing Management, Installation Management, and Aviation functional (career) programs and as the Functional Advisor for Installation Management Civilians. On behalf of the collective 33,000+ Civilians in this Career Field, as well as the Functional Advisors and the entire Career Field Management Team, thank you for the opportunity to highlight our Installations Career Field.

Given the speed at which ACCMA stood up, in a “virtual” environment within the constraints of the COVID pandemic, with a geographically dispersed team (Fort Belvoir, Fort Rucker, and JB San Antonio), I couldn’t be prouder of the seamless level of support provided to our Installations Career Field Civilians. As we move closer to the end of ACCMA’s first year, the team continues to work through the challenges of managing and executing the many training, education, and professional development (TE&PD) programs and assignments offered by our functional management teams. The dynamics of moving from a “career program” emphasis to a “career field” focus is more than just semantics, but rather one that requires both a physical shift of functions and activities and a cultural and intellectual shift to how we execute these critical responsibilities. As such, I’ve asked the Installation team to focus on “3-Cs”: (1) Connection – create and maintain a 2-way connection with our career field professionals and ensure they can identify with our career field and their individual career program; (2) Communication – establish positive, continuous, and responsive communications with our career field professionals – i.e., frequency, content, method, etc., given the diversity of our programs and global dispersion; and (3) Credibility – establish and maintain credibility (and confidence) of our career field members that we can and will, institutionally, deliver quality professional development and career advice.

The Career Field, as seen from the supporting four career programs, comprises the cadre of Army professionals

who are the bedrock that enable the daily operations of our Army’s over 140 installations. The actions of these professionals touch the lives and activities of all of the Army’s Soldiers, their Families, our Civilians, our “Soldiers-for-Life” veterans/retirees, and those Gold Star families who rely upon our installations for support and services. Further, these professionals are also at the center of ensuring our installations’ readiness to support Army modernization efforts and enable mobilization of forces and projection of power to meet Army and National security strategy requirements.

Safety and Occupational Health (SOH)

The SOH Functional Manager provides talent/career management to a workforce of ~6,500 professionals. The Army is challenged with a wide array of SOH hazards that threaten our installations and our ability to train, fight and win. If not mitigated, these hazards result in loss to the Army. Mishaps directly impact Army readiness; the damage to equipment, facility losses, injuries, and illnesses from these mishaps cost the Army over \$2B/year. The SOH community stands in support of the Army by enhancing “Readiness through Safety.” The Army relies on the SOH workforce to anticipate, identify, prevent and mitigate these hazards before they lead to loss. The SOH community combines 25 highly specialized job series to meet this need. The job series include fire, emergency services, safety and occupational health managers/specialists, safety engineers, explosives safety specialists, industrial hygienists, and health physicists to name a few, that work together to comprehensively meet the SOH needs of the Army. The SOH career field provides structured plans, processes, and activities that support the needs of the Army and the individual SOH Army Civilians through a series of training, educational and professional development programs and assignments.

Housing Management

The Housing Management Functional Manager provides services to a workforce of ~900 professionals. The Housing Management Career Program develops, promotes, and executes policy, programs and strategies for enterprise lifecycle management for housing professionals supporting Soldier and family readiness; and executes training, forecast modeling, apprentice

management, workforce development, and competency gap analysis to enable a diverse, agile, and highly competent workforce. These professionals work in a variety of housing-related positions and functions that are embedded at all levels of the Army structure from the Installation to HQs in five distinct housing programs: housing services office, unaccompanied housing, family housing, Residential Communities Initiative (privatized UH, FH and Lodging), and Army lodging. Examples of what duties housing professionals perform are: assessing assignments and terminations from housing and lodging; inspecting facilities; ordering facility maintenance and repair; determining housing requirements; performing landlord tenant negotiations; resolution of complaints; budget, execute and document funding and requirements; interpret regulations and policies and a myriad of other functions.

Installation Management

The Installation Management Functional Manager assists a workforce of ~24,000 professionals in 60 plus occupational series. The Installation Management Functional Team develops, promotes, and executes methods, procedures, programs, and strategies that enable a diverse, agile and highly skilled workforce that supports Total Army readiness. Installation Management Professionals work across a broad spectrum of services and capabilities, directly and indirectly supporting Army readiness through the management, integration, and synchronization of garrison services. Functions include installation policy development and administration, management of installations, installation operations (Directorate of Plans, Training, Mobilization and Security), management of Soldier and Family Programs and Services (Morale, Welfare and Recreation, Army Community Service, Child and Youth Services, sports and fitness, recreation, business operations, etc.), commissary management, cemetery administration, strategic planning and business process engineering, range operations, a wide range of blue collar occupations including electrical, structural work, metal work, painting, plumbing, carpentry, custodial, equipment maintenance, and plant and animal services, and more.

Aviation

The Aviation Functional Manager works with a workforce of ~1,400 civilian professionals. Operating over 3500 aircraft in units around the globe, Army Aviation is the largest single driver of readiness in the Army’s capability portfolio. Our Army Civilian Aviators directly contribute to generating mission readiness by delivering competence and capability in 18 occupations, including aircraft pilots, air traffic controllers, and airfield managers/operations specialists. The Aviation Career Program enables training, education, and professional development opportunities that lead to nationally recognized professional certifications and credentialing of the Army Civilian professionals who manage the Aviation Enterprise. In addition to the intern, training and development mission traditionally done by our career functional teams (career programs), some recent initiatives include a Mentor Program and Orientation for Army Aviation, launching a Women’s Leadership Certificate in support of Army’s focus on diversity and inclusion, and FAA approved Standard Terminal Automation Replacement System (STARS) training for Air Traffic Control Specialists.

Functional Advisors


Ms. Amy L. Borman
Deputy Assistant Secretary of the Army Environment, Safety and Occupational Health
Functional Advisor, Safety and Occupational Health



Mr. Michael E. Reheuser
Installation Services Director, Office of the Deputy Chief of Staff, G-9
Functional Advisor, Housing Management

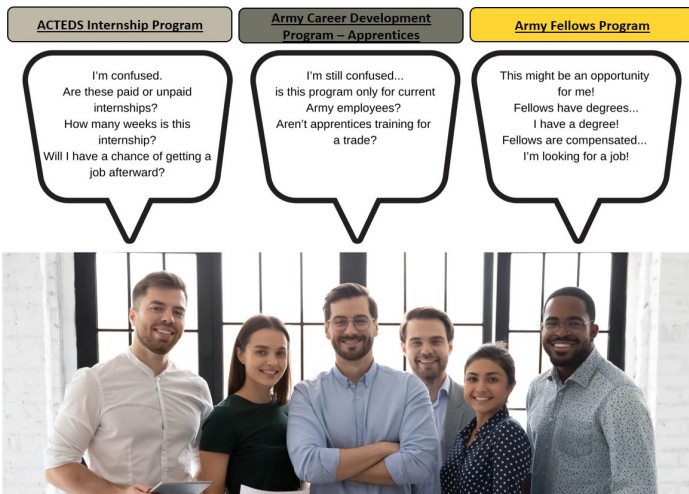
Mr. William (Bill) Kidd
Deputy to the Commanding General, U.S. Army Aviation Center of Excellence and Fort Rucker
Functional Advisor, Aviation



 **Current ACCMA Vacancies**
GS-340-15
PROGRAM MANAGER (CAREER FIELD) [Apply](#)

ACDP → Army Fellows Program

In the [July edition](#) of the ACCMANews, we discussed the ins and outs of the Army Career Development Program (ACDP). Since then, it was determined that the Army Career Development Program would be renamed the “Army Fellows Program.” This name change is important in communicating with potential applicants, establishing consistency with the naming convention of similar OPM and DOD programs that the enterprise uses, and marking new enhancements to the program.



Presently, several of the Army’s enterprise talent acquisition programs already used for degree holders seeking permanent employment are called “fellows” programs. To ensure consistency with existing OPM and DOD naming convention on similar programs, and appropriately reflect our participants’ employment status, it was decided that the ACDP would be renamed and participants would now be referred to as “fellows.”

This change is more than just a new name. In FY22, enhancements to the Army Fellows Program will ensure a richer experience for participants. In addition to senior leader engagements, professional development sessions, and Army-wide networking opportunities, Army Fellows will benefit from a robust enterprise training and development plan. This plan focuses on enterprise competencies and provides a consistent foundation for all Army Fellows, while tailoring functional training courses to the unique needs of each career field. For more information, please contact Ed David

Technology → Digital Technology

During the last Technology Career Field’s Planning Board meeting, strategic leaders and advisors came to a consensus that there was a need to further clarify and distinguish the Technology career field from other technological disciplines and missions throughout the Army to better reflect the demographic of civilian cyber professionals it serves.

As a result, the Technology Career Field was renamed “Digital Technology” to better identify its members who execute mostly on Cyber IT, Cybersecurity, Cyberspace Effects missions in and throughout the digital cyber space. These missions also include data analysts, electromagnetic spectrum management, Cyber Electro-Magnetic Activities (CEMA), telecommunications, electromagnetic warfare, information operations, and defensive and offensive operations. The clarifying distinction of “digital” helps separate these missions from other technological discipline areas such as medical technology, nanotechnology, research & development technology, robotics, and others that could also be considered “Technology” as STEM-related fields.

Careerist → Army Civilians

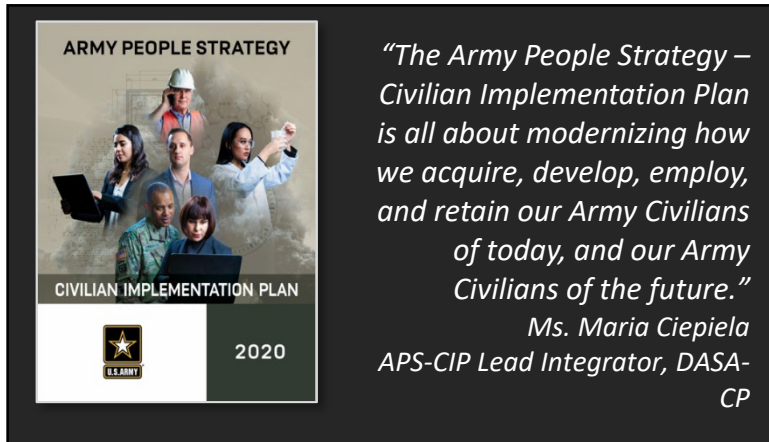
While the word “careerist” has been used by human resource and career management staff throughout the Army, no official definition of the word exists in regards to Army Civilians. After some research, it was determined that, in addition to the lack of a clear definition/understanding, the word “careerist” held some negative connotations that do not accurately reflect the values and dedication of our nearly 300k Army Civilians.

Moving forward, ACCMA staff should utilize the term “Army Civilians” instead of “careerist” when referring to our customers. A move towards the term “Army Civilians” ensures that we are being inclusive and leaving less room for interpretation. With the increased focus on People First, this change will help ensure that Army Civilians feel like valued members of the Army team.

People First: CIP Communications Campaign for Army Civilians

Army leaders are enabling a more tailored, modernized approach to civilian talent management in order to better focus on you, the people of our Army. Through execution of the Army People Strategy – Civilian Implementation Plan (CIP), the Army is putting policies, programs, and practices in place to ensure the right person, is in the right job, at the right time.

ACCMANews articles and the ACCMA Facebook page are valuable resources for latest updates and news on the CIP. Starting in August 2021, the Office of the Deputy Assistant Secretary of the Army (Civilian Personnel) (DASA-CP), is launching an expanded Army-wide communications campaign to ensure the Army knows the outcomes of the CIP and why they matter for Army Civilians. This campaign will continuously share those outcomes and the successes of the CIP; helping to show why the CIP matters for each and every Army Civilian.



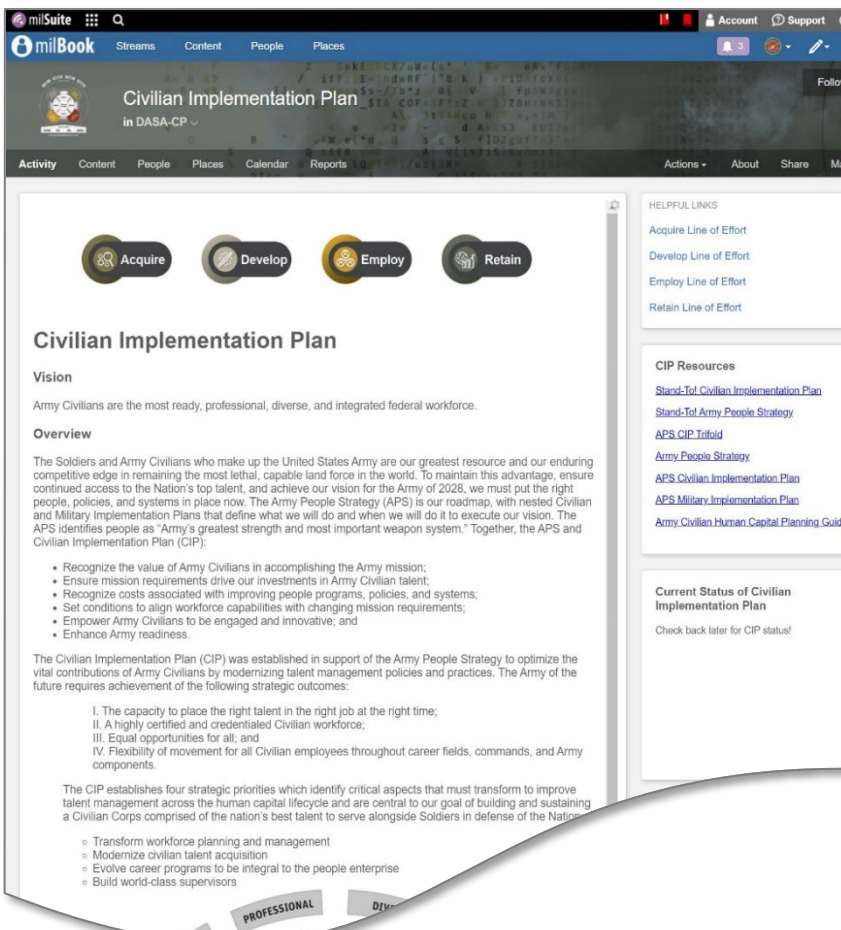
“The Army People Strategy – Civilian Implementation Plan is all about modernizing how we acquire, develop, employ, and retain our Army Civilians of today, and our Army Civilians of the future.”
 Ms. Maria Ciepela
 APS-CIP Lead Integrator, DASA-CP

One major component of this campaign is the promotion of the CIP website on milSuite. This milSuite site acts as a one-stop-shop for everything CIP and includes a number of resources – like the ACCMA and CIP brochures, the CIP Hip Pocket Guide, CIP-related videos, and other useful links and files. Anyone with a CAC can access the site—if you want to send a useful piece of CIP content to a colleague outside of ACCMA, they’ll have an easy time finding it.

Why does this matter to you? The work executed through the CIP affects the entire Civilian Corps – it is important for us to share the outcomes and successes of the CIP with all Army Civilians. In the coming months, you’ll hear plenty more about the CIP through a number of platforms and communication channels. This campaign provides the Army with an opportunity to contextualize all this information—to step back and see the “so what” of the work that we do every day. It is both humbling and inspiring to be part of such an important effort, and a great opportunity to see the positive changes resulting from the execution of the CIP!

As we move forward with our communications campaign, we want to hear from you! We want to learn how you receive information so that we can message accordingly. Please reach out to our team if you have thoughts or ideas on how we can broaden our communications and help share good news about the Army People Strategy – Civilian Implementation Plan: Arpi Dilanian

Amanda Huntley



Visit: <https://www.milsuite.mil/book/community/spaces/dasa-cp/army-civilian-implementation-plan/pages/home>

Cynthia Barnett
*Career Manager
 Human Capital and Resource
 Management Career Field*



Cynthia comes to us after serving in a variety of positions as a Marine Corps Civilian. At ACCMA, Cynthia will assume the role of Career Manager, General Administration & Management. Cynthia has a wealth of human resource development and talent acquisition expertise. We are excited to have her in this new role where we will utilize her in-depth knowledge of instructional system design and training procurement processes.



Mark Ivey
*Program Manager
 Installations Career Field*

Mark joins us from the Flight Integration Training Branch, Directorate of Training and Doctrine in Fort Rucker, AL, where he served as a Training Specialist and AH64 Program of Instruction Analyst and Manager. Mark has a wealth of Army Aviation and workforce development experience. Mark's initial focus will be working on integrating career field analytics into our strategic goals and plans.

Amy Oden
*Program Manager
 Construction, Engineering, and
 Infrastructure Career Field*



Amy comes to us from the National Museum of the U.S. Army at Fort Belvoir. Her knowledge of human resources (HR), quality assurance, process improvement and communications was gained through multiple assignments as an Army Civilian and Army Reserve HR Officer. We look forward to her contributions in career management and workforce development.

Congratulations to the following individuals on their recent promotions and transfers!

Rhonda Clanton-Davis

Promoted to GS-13, Logistics Career Field

Carolyn Collins

Transferred to the Digital Technology Career Field

Stephanie Kennedy

Promoted to GS-13, Career Management Support

ACCMANews Content Submission Guidelines

Are you interested in submitting an article? Or do you have a great suggestion for a feature? Highlights and success stories are ALWAYS welcome!

Every month, ACCMANews publishes information on a featured Career Field. The schedule is:

2021-2022	Career Field Area
February	Medical
March	Construction, Engineering, and Infrastructure
April	Digital 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

Articles, suggestions, and career field submissions (along with any photos or graphics) should be sent to usarmy.belvoir.chra-hqs.mbx.accma-newsletter-submissions@mail.mil. Please limit submissions to 300 words and submit your article a minimum of 30 days in advance, if possible.

Note that submissions will be published space permitting and we may need to edit your article for tone, content, or length. We will reach out should any major edits be required. We look forward to working with you to make ACCMANews a relevant and informative product.

