



July 2021

ACCMA Director's Corner

ACCMA Mission

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

It has been an exciting month! As you may know, Christine Wormuth was sworn in as the new Secretary of the Army in late May and started establishing her priorities and vision for the future. Secretary Wormuth, who spent several years as a DOD civilian herself, has vowed to champion a full range of initiatives to better the force. I believe that Secretary Wormuth will be a huge supporter of ACCMA. If anyone is living proof of just how valuable career development opportunities can be, it would be our new Secretary. Secretary Wormuth first joined government service in 1995 as a Presidential Management Intern – an early iteration of the Presidential Management Fellows Program! Maybe, in 26 years, one of our 40 incoming FY22 PMF participants will be following in her footsteps. Honestly, it is amazing the role that we play in helping shape the future, and I am so proud to be leading the charge with this amazing team.

We had several other special occasions during the month of June. Juneteenth was established as a federal holiday – the first new federal holiday since Martin Luther King, Jr. Day in 1983! What a momentous occasion that we got to witness. Additionally, we celebrated the Army Birthday on June 14th, 246 years of service to our country. The U.S. Army is one of the country's oldest employers and our people are why we thrive. Speaking of, we continue to staff up - please see page seven for more information on our newest ACCMA employees and make sure to give them a warm welcome.

As we enter into the final quarter of the fiscal year, let us finish the year strong. This last quarter of the year brings a wealth of development opportunities for Army Civilians offered by the career fields. Also, after a brief pause, we are working hard to ensure we bring on the planned number of ACDP participants and PMFs to continue to build the bench for the future. Importantly as we move into the last quarter of this fiscal year, we're focusing our efforts on preparing for the additional services and opportunities we'll be able to provide to Army Civilians as we continue to advance the objectives of the Army People Strategy. Lastly, please enjoy your 4th of July festivities and be safe.

Notable Upcoming Activities/Dates

JULY 4	Fourth of July
JULY 5	Fourth of July Holiday
JULY 15	CMEC Meeting
AUGUST 3	ACCMA Town Hall
AUGUST 12	CESC Meeting
SEPTEMBER 6	Labor Day Holiday
OCTOBER 1	First Day FY22
OCTOBER 11-13	AUSA Conference





Ms. Diane Randon
 Assistant Deputy Chief of Staff, G-2
 Functional Chief, Security &
 Intelligence Career Field

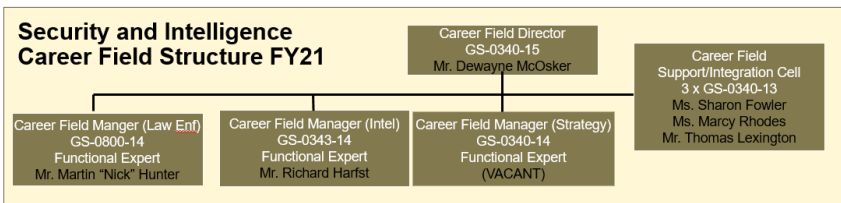
It is my honor to serve dual-hatted as the Security and Intelligence Career Field Functional Chief for Career Programs (CP) 19 (Law Enforcement and Physical Security), 35 (General Intelligence), and 60 (Foreign Affairs and Strategic Plans) and as the Functional Advisor for CP35 Civilians. On behalf of the collective 14,000+ Civilians in this Career Field, as well as Mr. Eugene Smith, Functional Advisor for CP19 and Mr. Thomas Cooke, Functional Advisor for CP60, thank you for the opportunity to discuss our Security and Intelligence Career Field. On 1 October 2020, the Army's 32 career programs, portions of G-3/5/7 DAMO-TRV, and AG-1 CP became a single organization, the Army Civilian Career Management Activity (ACCMA). This organization reports to the Director of the Civilian Human Resources Agency and is accountable to the Deputy Assistant Secretary of the Army (Civilian Personnel). Career program personnel transferred to CHRA and Senior Executive Service career program leaders retained their leadership responsibilities for the integration and management functions within their functional area. Our entire career field team remains committed to supporting the build-out of ACCMA, the structure necessary to drive change aligned with the Army People Strategy, Civilian Implementation Plan (APS-CIP). Within the career field we are focused on our ongoing seamless efforts to professionalize our Civilian workforce by developing and improving credentialing programs supported by more robust and accessible curricula, experiential assignments and professional development. We are delivering strong talent management support to our Senior Leaders and supported Commanders and organizational principals at every echelon. Strong

functional expertise of our career field teams coupled with a strong cadre of multi-talented career support teams are focused on the four tenets of the APS-CIP - Acquiring, Developing, Employing and Retaining our Army Civilian workforce. My Career Field Director, with the support of a growing team of ACCMA professionals, and the Functional Advisors are forging the way ahead for this overall vision of shifting from simply “distributing personnel” to more deliberately managing the talents of our Civilians and creating a 21st century talent management system with policies, programs, and processes that recognize and capitalize the unique knowledge, skills, and behaviors possessed by every member of the Army team. We have tough work ahead AND we are excited to be on the team working to continue to make our Army a world-class place – the employer of choice – and achieve its vital mission. Wishing you a safe and relaxing Independence Day weekend.

Law Enforcement and Physical Security Functional Management Team (CP19)

ACCMA’s Law Enforcement and Physical Security Functional Manager (CP19) provides talent/career management to a workforce of ~8,500 Civilian police, guards, antiterrorism, physical security, corrections, criminal intelligence and criminal investigator personnel. Our professionals protect Army personnel and assets allowing commanders and our Soldiers to focus on the Army mission. In addition to the intern, training and development mission traditionally done by our functional management teams (career programs), below are a few recent initiatives developed/supported by our law enforcement team (CP19):

- **Fort Hood Planning Team (USA Criminal Investigation Command)** – For the last 6 months, the team provided Civilian costing, management and the hiring plan to the Army G-3 /Senior leaders in support of this effort. On 6/11/21, the Director, CHRA briefed and gained approval from the Undersecretary of the Army on the hiring plan to provide additional criminal investigative support to our Army.
- **Gained Law Enforcement Authority from the Secretary of Defense for all DoD occupational series GS-0083 Police Officers**



- **Gained SECARMY approval to conduct grade/organizational changes for DA Security Guards (DASG)** - This effort supported Senior Command challenges over the recruitment, hiring and attrition of our DASGs. The grade/organizational changes resulted in increased DASG numbers which helped return of over two battalions of Soldiers from the front gates of our installations back to their units increasing unit and Army readiness.
- **Occupational Manpower Requirements (Workforce Models)** - Developed, staffed & gained US Army Manpower Analysis Agency validation and Army G-3 approval of Civilian manpower requirements for Physical Security Inspectors, Law Enforcement Officers, DASGs, & Visitor Control Clerks.
- **Cost Benefit Analysis** - Supported Army staff and Senior Commanders by conducting manpower cost benefit analysis and justification for requirements and authorizations to ensure the occupations we serve are validated and funded during the POM.

General Intelligence Functional Management Team (CP35)

ACCMA's General Intelligence Functional Manager (CP35) provides talent/career management to a workforce of ~5,000 Intelligence and Security professionals. Primarily GG-0132 Intelligence and GG-0080 Security personnel, their work includes the collection, processing, reporting, analysis, evaluation, interpretation, protection and dissemination of classified information in support of the Army intelligence mission. This workforce operates in a classified environment with the vast majority in the Defense Civilian Intelligence Personnel System (DCIPS). In addition to the intern and training and development mission traditionally done by our career functional teams, below are a few recent initiatives developed/supported by our team:

- **General Intelligence Security (GIS) Rebalance** - Assisted in the analysis and rebalancing of security manpower to ensure better security coverage for our installations.
- **Security Professional Education Development (SPeD) Certification Program** – These eight DoD security certifications ensure our security professionals are trained, educated, and certified to a DoD-established base-line level. 6 of the 8 certifications are accredited by the National Commission of Certifying Agencies (NCCA).

- **Acquisition Intelligence (ACQ-INTEL) Credentialing Program.** Assisting HQDA G2 (Foreign Intelligence) personnel with the newest Army Accreditation supporting our ACQ-INTEL workers continuing to work the DoD Security Professional Education Development (SPeD) Certification program.

Strategic Planning & Foreign Affairs Functional Management Team (CP60)

The Strategic Planning & Foreign Affairs Functional Manager (CP60) provides talent/career management to a workforce of ~1,000 strategists, foreign affairs specialists, linguists, and translators. These individuals are the “practitioners of choice” by commanders and senior leaders at all levels across the force to effectively lead strategic planning and international relations. Ultimately, our civilian strategists and foreign affairs personnel provide creative concepts and unmatched analysis that give our commanders’ viable options and our forces a clear and distinctive advantage over our Nation's adversaries. In addition to the intern, training and development mission traditionally done by our career functional teams (career programs), below are a few recent initiatives developed/supported by our team:

- **Updated Strategic Plan**
- **Student Volunteer Initiative Program**
- **Army Intern policy**
- **New Occupational Series for Strategic Planners**

Functional Advisors



Mr. Thomas Cooke
Deputy Director, Plans & Policy
HQDA, G-3/5, DAMO-SS
Functional Advisor, Strategic
Planning & Foreign Affairs Career
Program

Mr. Eugene Smith,
Chief, Army Physical Security
Office of the Provost Marshal
General, HQDA
Functional Advisor, Law
Enforcement & Physical Security



Army Career Development Program: Top Talent That Stays

If you seek to hire top entry-level talent that tends to stay with the Army for the long term, the centrally-funded Army Career Development Program (ACDP) may be what you need. For decades the program has attracted and retained participants with remarkable talent and diversity of thought and experience. Participants come from all walks of life – some are graduates of colleges and universities across the nation, some have domestic and international experience, others may be first generation of some sort, some have even been former Fulbright Scholars. Despite their differences, a passion for public service and strong intellectual curiosity are seen throughout. Not surprisingly, many current and former members of the Senior Executive Service (SES) entered the Army Civilian Corps through this program.

First conceived in 1978, a group of civilian senior leaders decided to create a program that would emulate the successful military training model for entry-level civilians in professional series. Implemented in 1983, the program provided progressive and sequential training for new civilians, building the civilian bench of future leaders. Now, the ACDP has a national reputation for bringing in talented people and helping them grow to be Army leaders who are prepared to support a variety of mission requirements. Participants are hired as Army enterprise assets and trained to an Army standard proficiency level defined by functional subject matter experts. Additionally, they are required to sign a mobility agreement, which allows them to be permanently placed to meet Army mission requirements.

Every year the ACDP recruits and hires up to 800 participants, maintaining a pipeline of 1200 participants and providing funds for their salaries, travel, training, and administrative costs. Participants are generally hired at the GS-5/7 level, trained for two years and placed into a permanent assignment at the GS-9/11 level. During the training period, these new employees are exposed to prescribed sequential and progressive formal training, on-the-job experience, and developmental assignments. The result is an Army Civilian professional with the requisite knowledge, skills, abilities, and competencies eligible for placement wherever Army mission needs require.

The population is diverse, contributing to the diversity of thought and experience important to creativity, innovation, and problem-solving. In many ways, participants represent the society we serve. Approximately 40% are female. Participation by employees in most minority ethnicity and race categories is near the national civilian labor force participation rates. Participants are well educated, with over 90% having completed four or more years of college. Their preferences and behaviors indicate they are committed to a long-term Army career. After 15 years, more than 70% of participants are still working for the Army, compared with 40% for the Army as a whole. Such high retention reduces requirements to hire, saves time and financial resources, and contributes to continuity and mission accomplishment.

The formalized and structured, but flexible, training program offered by the ACDP is crucial to mission accomplishment. The assurance of training, rotations, and grade increases is important inducement, as stated by applicants, and provides a distinct hiring advantage in competitive job markets. The training program allows for formal classroom and experiential training that is necessary for an entry-level employee. Without this established process of training, the employee will have to rely much more heavily on on-the-job training (OJT). While all employees learn new skills during OJT, particularly for an entry-level employee, this requires greater supervision to ensure accurate and timely work products. The extra time required for on-the-job learning, along with the additional time commitment from senior employees, can lead to degradation in mission accomplishment. This is in contrast to an ACDP participant who has two years to train and learn new skills.



Participant requirements are based on prior Career Field/Career Program hiring execution over the last seven FYs; available resourcing for the year of execution and future POMs; prior hiring trends and Army required occupational needs. Career Fields collaborate with Army

ACPD: Top Talent that Stays (continued)

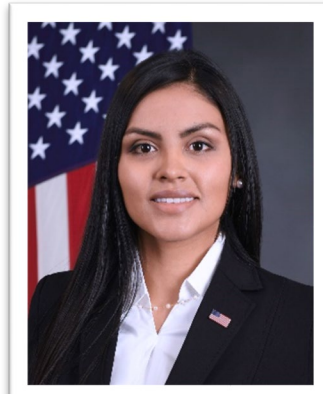
Commands to identify annual hiring requirements which are then centrally vetted and validated based on available funding and enterprise Army occupational mission needs. Ultimately, senior executive leadership approves hiring allocations by career field. New hires through the program account for approximately 20-30% of hires to fill GS-11 positions, leaving plenty of opportunities for internal promotions of those great colleagues already on the team. While the program may be used by all Army Civilian occupations, specific emphasis is placed on building capacity within Science, Technology, Engineering and Mathematics (STEM) fields and Mission Critical Occupations. More than 50% of our current pipeline is focused on STEM positions.

Some Commands use this program for 100% of their new hires because they know that they will receive high quality, mission-ready employees. All new Quality Assurance Specialists (Ammunition Surveillance) - QASAS are hired through the ACPD. QASAS provide direct support to the warfighter by ensuring serviceable and safe ammunition worldwide. The QASAS mission used to be done primarily by Soldiers but is now performed by Civilians - all of whom need to be trained appropriately. The QASAS ACPD participants receive 12 months of resident training at the U.S. Army Defense Ammunition Center and 12 months of on-the-job training at an ammunition depot that prepares the civilians for this uniquely Army mission.

As the Army changes, replenishment of the future civilian force via training and education remains a top priority. The ACPD is an employment resource that provides a consistent pipeline of functional proficiency in spite of hiring freezes, continuing resolutions, and other fiscal or recruiting challenges. Promoting, supporting, and utilizing the ACPD as Army's centralized conduit for replenishment of the Civilian force will meet long-term needs in providing agile and adaptive future Civilian senior leaders.

For more information on the ACPD, contact Ed David at edward.h.david.civ@mail.mil.

Career Development Programs in a Virtual World



My name is Tamia Merino and I am part of the Army Career Development Program in Fort Sill, OK, where I work for the Army Civilian Human Resources Agency. Currently, I am in my second year of the program where I am employed as a Human Resource (HR) Specialist. Originally, I am from San Antonio, Texas where I met my husband, Luis Merino, who is an active-duty Soldier.

Working in Human Resources has always been a goal of mine. As a part of the program, I was excited to travel to Redstone Arsenal, AL where I was scheduled to kick off the first phase of my training program. A few weeks before our departure, our plans shifted due to the rise of COVID-19. As a result of some quick action on the part of the Army, I was now going to be trained virtually. Thankfully, a virtual learning environment was something that I was familiar with because of my experience attending the University of the Incarnate Word online where I received my Bachelor's in Health Sciences in 2019.

Training in a virtual environment has its benefits. One benefit is the strengthening of one's digital literacy skills. I've learned to be proficient in Microsoft Teams, research databases, and other platforms such as USA Staffing. Digital literacy is an integral part of our job, every task we perform as an HR Specialist has a specified turnaround time, whether it's to retrieve information or input data. Our online courses functioned the same as our structured on-the-job training, we were required to turn in assignments online by a certain date and time. Microsoft Teams chat and video calls helped make all this possible. Anytime I needed help with a question my instructors, mentors, supervisors and fellow co-workers were always readily available.

Other valuable skills the program helped me develop include communication, leadership, and strategic thinking. For example, during one of our mock debates we organized into groups to work on scenarios that consisted

of appeals for working conditions. I embraced my leadership role and so did my fellow team members. We took turns leading virtual team meetings and answering any questions. We also posted comments onto our forum chat to develop strategies for our debates, sharing various online resources helped us strengthen our stance. It's great to be able to have more than one means of communication, especially if they are working on the same task as you. Whether by e-mail, phone, video call, or chat, I know I have various options - and support - that can help me accomplish my work much quicker.

Despite the challenges of COVID, I feel as though I was equipped with the same level of knowledge, if not more, than in a traditional learning environment. Virtually, everything is centered on the student and receiving help from an instructor is just a video call away. I'm grateful to have been given the chance to learn all facets of HR during the program. I believe that it will help me make better HR decisions and have a greater understanding of how it all connects. After completing the program, I aspire to work in Staffing and I hope to advance my career through the various opportunities the government has to offer. I enjoy working with people and meeting the employment demands of our customers. Working in Human Resources truly provides a unique vantage, which helps us make positive impacts on people's lives. I feel as though virtual learning for career development program participants could be a great avenue for the future and I look forward to another year in the program.

Developmental Program Highlight – Ms. Noelle Strong



Noelle Strong, Class 20-002
 College: Florida Agricultural and Mechanical (A&M) University
 Major: Theater Performance
 Assignment: Army Aviation and Missile Command (AMCOM)

As a part of the Master Apprentice Training Plan (MATP), participants from the Logistics Career Field completed a developmental on-the-job training assignment at the Fort Lee Logistics Readiness Center (LRC). At the conclusion of their tenure at the LRC, each participant facilitated an out-briefing to the LRC Director. Ms. Strong submitted a proposal to improve the rolling stock turn-in procedures at the LRC. The proposed process would decrease customer errors and would streamline the turn-in procedures at the LRC turn-in site. The LRC Director immediately adopted the proposal rendered by Ms. Strong and highlighted two key reasons for his swift approval. The first reason was that the proposal was economically feasible; no cost to the organization. The second reason was that the proposal was actionable and enduring; immediately producing time and manpower (cost) savings for both the LRC and the host organization.

This was Noelle's first on-the-job training assignment; she demonstrated innovation, competence, and critical thinking abilities. Most importantly, Noelle gained key logistics knowledge via regulatory research, direct interviews and observation. The LRC Director recognized the significant contributions of Noelle and her colleagues and presented a Certificate of Appreciation for their endeavors. This experience will benefit Noelle as she matriculates to her permanent duty assignment with the U.S. Army Aviation and Missile Command (AMCOM).

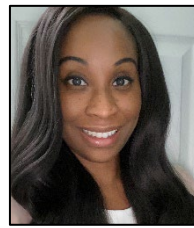
Pictured at left: graphic depiction of Ms. Strong's proposal to improve the rolling stock turn-in procedures at the LRC.



Susan Cullen
Program Manager
Construction, Engineering, and
Infrastructure Career Field



Susan joins us from Fort Riley where she was a Program Manager. She brings a rich background of quantitative & qualitative analytical experience in diverse settings augmenting Army civilian professional development through developmental assignments, marketing & outreach and working with career management & career fields. We look forward to her contributions in career management and workforce development.



Melissa Norris
Program Manager
Human Capital and Resource Management
Career Field

Melissa comes to us from Booz, Allen & Hamilton where she served as a Program Analyst. Prior to Melissa's time with BAH, she was a member of CP10. Melissa has over 10 years of experience in HR and brings a wealth of experience from her professional experiences. Melissa served in the United States Navy, first as an active duty Air Traffic Controller, and then as a Senior HR Specialist, Command EEO, and Training Manager.



Bernard Evans
Senior Operations Research Systems Analyst
(ORSA)
Talent Assessment and Analysis

Bernie joins us from Dept. of Agriculture where he served as an HR Specialist (Analytics). He will lead a team that will establish assessment programs for the Army civilian workforce, and conduct analysis in support of ACCMA. Bernie is a retired Army officer who served in the Field Artillery and as a military ORSA. He deployed as a military analyst and served as a manpower analyst while on active duty.

Melissa Pritchett
Program Manager
Construction, Engineering, and
Infrastructure Career Field



Melissa is coming from the Office of the Administrative Assistant where she worked as a Management Analyst. She brings a very rich background of analytical experience in diverse settings. Melissa is a huge Dallas Cowboys fan and she believes this is the year for another Super Bowl Championship! Her contributions in career management and workforce development will be a great asset.

Welcome to the team!

Tina Manns
Program Analyst
Talent Acquisition Division



Tina joins us from USACE where she served as Chief of the Manpower and Management Analysis Branch. She brings a wide breadth of experience and diverse analytical abilities gained through experience with USACE, IMCOM, ATEC, and DASA-FIM. Tina will lead development of the onboarding and acculturation program. She will also improve strategic planning and enhance program management for enterprise talent acquisitions programs.



Raymond "Jay" Thabet
Senior Program Manager
Recruitment and Outreach Division

Jay comes to us from ASA(M&RA) where he was the Enterprise Brand Manager with Army Marketing. He extensive skillset in enterprise marketing and outreach, strategic planning, innovation development, cross-functional integration, and executive management of global organizations and programs. He has more than 10 years of experience in private industry and almost 20 years with the Federal Government – including six with the Army.

Implementing the Retain LOE

“Retaining top civilian talent is a business imperative, and involves thoughtfully engaging, compensating, and transitioning employees. Employees who are engaged are dedicated to their work and to the success of the organization. Our organizational culture must support our Army civilians and evolve to meet the needs of the modern workplace.”

Army People Strategy – Civilian Implementation Plan

The Army People Strategy (APS), Civilian Implementation Plan (CPS) Line of Effort – Retain, seeks to retain Army civilian talent by thoughtfully engaging, compensating, and transitioning employees. Retaining top Civilian talent is a critical business imperative directly impacting Army readiness. It requires fostering an organizational culture that supports Army Civilians and evolving to meet the needs of the modern workplace.

Objective Retain-1: Cultivate Leading Workplace Practices

R-1, led by the HQDA DCS, G-1, seeks to embrace the needs and desires of the 21st century workforce through the development of Army policies and practices which promote engagement and work-life integration via workplace flexibilities, quality of life/wellness programs, talent-aligned assignments, and meaningful recognition and rewards. The core work group is augmented with additional support across the Army Human Resources

community. The objective has six supporting tasks: R-1.1 (encourage telework, remote work, and flexible schedules); R-1.2 (institutionalize a culture of engagement); R-1.3 (promote holistic health promotion and quality of life); R-1.4 (improve selection of supervisors based on demonstrated leadership ability and technical competence); R-1.5 (improve the identification of individuals for advancement based on capability, performance, and potential); and R-1.6 (strengthen the performance management system).

Significant work accomplished to date includes but is not limited to: publication of a memo signed 5 March 2021 by the ASA (M&RA) focused on enhancements to workplace flexibilities and programs to improve recruitment and retention of the civilian workforce; publication of a memo signed 29 April 2021 by the Assistant G-1 for Civilian Personnel encouraging remote work and ensuring correct identification of remote work employees’ records; publication on 21 April 2021 of the 2021 Army Employee Engagement Guide for Leaders, the 2021 Army Civilian Employee Engagement Strategy, and the 2021 Employee Engagement Action Plan; and analysis and documentation during 4Q20 of the full range of care, support and quality-of-life programs for Army Civilians to include gaps and opportunities for improvement. The end-state goal of the Retain Line of Effort is an engaged, invested, and world-class Army Civilian workforce that is promoted based on potential and skills, recognized and rewarded in meaningful ways, and afforded flexibilities that allow them to thrive both professionally and personally.



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

Amanda Eckardt

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

Kesha Johnson

Promoted to GS-14, Professional Services Career Field

Thomas Lexington

Promoted to GS-12, Security and Intelligence Career Field

Alexander MacBlane

Promoted to GS-12, Science, Engineering and Analysis Career Field

Marcy Rhodes

Promoted to GS-13, Security and Intelligence Career Field

Morgan Ridgway

Promoted to GS-13, Logistics Career Field

Jerry Salyers

Promoted to GS-13, Medical Career Field

Pam Scrivner

Promoted to GS-12/13, Logistics Career Field

Davida Stevenson

Joined Education and Information Sciences Career Field from Logistics Career Field

ACCMA News 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, ACCMA News 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 ACCMA News a relevant and informative product.

