

CAREER PROGRAM-10 NEWSLETTER

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2Q FY14

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NOTE FROM THE FCR

Welcome to our inaugural issue of the *Career Program (CP)-10 Newsletter!* I hope the design will make the newsletter both easy and enjoyable to read. My goal is to bring you unique and relevant insight into both strategic level activities that impact us as members of the Civilian cohort, as well as issues that affect you as members of CP-10.

I think we would all agree that FY13 was one of the most challenging years for Civilians writ large, and in particular the workload it had on the CP-10 workforce. I am amazed at the remarkable accomplishments you have achieved WRT furloughs, awards, Living Quarters Allowances, separations, and the day-to-day management of a workforce of 300K Civilians.

No doubt FY14 will present opportunities for us all to excel. It has already started off at a frenetic pace. We have *finally* issued awards guidance to the Commands, the Army-wide Civilian hiring freeze has been lifted and Civilian targets (as part of the Total Force) will go to Commands in February so they can better manage their Civilian strength given full-time equivalent (FTE) and available budget, Office of Personnel Management (OPM) initiated its Army-wide evaluation of Civilian Human Resources operations in February, the Federal Employee Viewpoint Survey (FEVS) of all Federal agencies was recently released, and we rolled out the ArmyFit 2.0 tool which is now available for Civilians to assess and measure/track their fitness and resiliency along five dimensions.

We are also now completing an internal reorganization of my office to focus on providing better analytics to inform senior leader decisions, and standing up a Civilian Career Proponency Division to build on the successes of Civilian Workforce Transformation and put rigor in the development of our Civilian workforce. As always, there will be plenty to do on employment policy issues, labor/management employee relations, NAF, and Civilian IT.

On a sad note, we are losing some incredible talent in CP-10 with the impending retirement of Ms. Barbara Panther. As many of you know, I came into this job in Jul 12 with not much of a Civilian HR background. I could not have asked for or gotten a better “battle buddy” to help educate me, motivate me, and push me to do what was right for the Civilian workforce. She always kept me on my toes (usually running trying to keep up with her), and while our viewpoints often differed because of our operating level, I believe we always ended up with a better product, process, or policy to serve our customers. Thanks Barbara for everything – I am truly going to miss you!!

In closing, I am both humbled and honored to serve as your Functional Chief Representative. I welcome your ideas and feedback on how to improve CP-10 management and the information we convey in this quarterly publication.

Regards,

JAY D ARONOWITZ

Hiring Individuals with Disabilities

Individuals with disabilities represent just over 5 percent of the Federal workforce, and those with targeted disabilities represent less than 1 percent. The President signed Executive Order 13548 on July 26, 2010, establishing the Federal Government as a model employer of individuals with disabilities and encouraging agencies to increase employment of persons with disabilities over the next 5 years.

On March 25, 2013, OPM issued final regulations eliminating the requirement that applicants with intellectual, severe physical, or psychiatric disabilities provide a "certificate of readiness" as a condition of employment. This requirement is viewed as an unnecessary burden to applicants and one that complicates and delays the hiring process. Now individuals with disabilities interested in being appointed under the Schedule A excepted service hiring authority need only establish that they have a qualifying disability through documentation issued by a licensed medical professional, a licensed vocational rehabilitation specialist, or a Federal or State agency that issues or provides disability benefits.

To view the final regulations in the Federal Register, please visit:

<https://www.federalregister.gov/articles/2013/02/22/2013-04095/appointment-of-persons-with-intellectual-disabilities-severe-physical-disabilities-and-psychiatric>. For more information on disability hiring, see: [/policy-data-oversight/disability-employment/hiring/#url=Overview](#).

Workforce Engagement

Today's federal workforce environment involves significant risks across all components of the employee lifecycle, resulting in widespread engagement challenges. Government agencies face a great deal of uncertainty around what the future holds for their organizations and people. That uncertainty disrupts employees' ability to do their jobs by changing the nature of their roles, relationships, work knowledge, and/or beliefs. Limit the lasting impact recent uncertainty will have on your organization by focusing first on rebuilding employee engagement.

Critical Imperatives for Rebuilding Engagement

Imperative 1 Reconnect Employees to Mission

- Enhance employee understanding of how their individual work contributes to the mission of the organization. Ground day-to-day activities in organization success.

Imperative 2 Navigate Role Complexities

- Help employees adapt to the new work environment by clarifying roles, navigating complexities, and offering advice.

Imperative 3 Empower Workforce Contribution

- Break down barriers and roadblocks to empower employees to execute work responsibilities and to identify innovative solutions to challenges.

Imperative 4 Focus on the Future

- Reset future expectations by engaging employees in ongoing discussions around future roles, performance, and development opportunities.

GoArmyED

GoArmyEd is the virtual gateway for Army Civilians to apply for their Civilian education, training, and leader development events. HQDA championed the integration of Army Civilians with GoArmyEd, making GoArmyEd the official gateway for all Army Civilians to request training applications and Standard Form (SF) 182s for all professional development.

It is essential for education, training, and leader development that all CP-10 employees create an account at <https://www.goarmyed.com/>. It's essential that both you and your supervisor have accounts established in order to request training.

If problems creating your account, call the GoArmyEd Helpdesk at 1-800-817-9990. If the Helpdesk cannot solve your problem immediately, they will escalate it to a subject matter expert.

Mr. Robert McIlwaine at 703-806-4902 is the AG-1CP point of contact.

ArmyFit/GAT 2.0

Army continues to face a challenging environment. How our workforce handles stress and bounces back from discouraging situations impacts both the physical health and personal happiness of everyone in our Army family. We need you at your best - to work collaboratively, achieve our organizational mission and vision, and cultivate a meaningful and rewarding culture. The Global Assessment Tool (GAT) 2.0 assessment is part of the "how-to" of being ARMY STRONG.

This assessment takes only about 15 minutes to complete, and provides you with immediate personal feedback. Your personalized report will identify your strengths and provide recommendations about how to increase your psychological resilience. The report also will recommend specific "comprehensive resilience modules" that include video training to help you make improvements that will enable you to better leverage the skills you already have. The program also allows you to see how your responses compare with other Army civilian employees.

In addition to the Global Assessment Tool (GAT) 2.0, there are other extensive changes being made to the system supporting the online self-development component of our program. The name of the system is changing from Soldier Fitness Tracker (SFT) to ArmyFit. ArmyFit provides you with educational and training content from a wide range of experts from both the Army and civilian health and fitness communities, tools for tracking fitness, nutrition, and one's progress, and social media functionality (friending people and following organizations and health experts). To get started, visit <https://armyfit.army.mil> and begin by

creating your profile.

Office of Personnel Management (OPM) Begins 2014 Army-Wide Civilian Human Resources (CHR) Evaluation

On 10 February 2014, AG1CP hosted OPM's kick-off of their Army-wide CHR evaluation at Fort Belvoir, VA. OPM initiated this evaluation in accordance with their statutory authority and responsibility under section 1104 of Title 5, United States Code. In April 2013, AG1CP, Plans Analysis and Evaluation (PAED) Division, began working with OPM's Study Project Manager as their teams prepared for this evaluation. During visits this past July, PAED shared information concerning the Army's evaluation process, to include Army assessment tools used and methodology practiced in conducting virtual evaluations.

The focus of the OPM review is to assess the current status of the Army's CHR program as it relates to strategic alignment, talent management, results-oriented performance culture, and leadership/knowledge management, including their effectiveness and compliance with merit system principles, veteran's preference, and related public policy. In addition, the review will look at Army's CHR accountability activities. At the conclusion of this evaluation period, OPM will provide recommendations to our current processes, as well as to highlight where Army's best business practices can be considered for implementation across Federal agencies.

To prepare for this evaluation, OPM requested and was provided advance information documents for their review prior to this evaluation. This evaluation will begin with a site visit to Aberdeen Proving Ground, MD, during the week of 10 February 2014. In addition to the initial site of Aberdeen Proving Ground, Aberdeen Maryland, the following sites have been selected for on-site review between February to April 2014: Southwest Division in Dallas Texas; Fort Knox, Kentucky; Presidio of Monterey, California; Fort Hood, Texas; Fort Huachuca, Arizona; Rock Island Arsenal, Illinois; Fort Riley, Kansas; Redstone Arsenal in Huntsville, Alabama; Fort Lewis, Washington; and Fort Sam Houston in San Antonio Texas. A representative from AG1CP, Plans, Analysis and Evaluation Division, will supplement the OPM Teams at each of these CONUS on-site review locations. OPM will also conduct evaluations at three overseas locations (Vicenza, Italy; Wiesbaden, Germany; Yongsan, Korea), which will be executed through virtual means.

CAREERIST CORNER

Congratulations to the following careerist who were selected to attend the FY14 Defense Civilian Emerging Leaders Program (DCELP): Steven Beem, Rachel Fero, Virginia Peters, and Joseph Purcell- all from CHRA.

Ronald Joseph from NETCOM was selected to attend the Senior Managers Course in National Security. Congratulations Ron.

Congratulations to the following people who were recently promoted:

GS-15 Karen Wolfe, INSCOM

GS-14 Susan Abbey, MEDCOM; Jennifer Humphreys, HQDA

GS-13 Joseph Hietman, AMC; Jovanna Townsend, USARPAC; Richard Park, HQDA; Justin Harfmann, TRADOC; Marris Peteren, IMCOM.

Congratulations to the following careerist who have recently retired; thanks for all your years of service:

| | | | |
|-------------------|----------|-------------------|----------|
| Harold Tiegue | 43 years | Richard Dabel | 33 years |
| Kathleen Genung | 40 years | Carolyn Creamer | 32 years |
| Vickie Harris | 37 years | Murray Mack | 31 years |
| Rita Brown | 37 years | Barbara Amick | 31 years |
| Jo Ann Robertson | 36 years | Anthony White | 30 years |
| Pamela Welch | 36 years | Joanne Bohnert | 30 years |
| Kim Santiago | 35 years | Darlene Coffey | 30 years |
| Linda Krueger | 35 years | Colleen Whittaker | 29 years |
| Paula Hodge | 35 years | William Anderson | 29 years |
| Catherine Johnson | 34 years | Gwen Chunn | 28 years |
| Barbara Wright | 33 years | Ruth Ann Gurr | 24 years |
| Lisa Eberly | 33 years | Herman Gaines | 14 years |

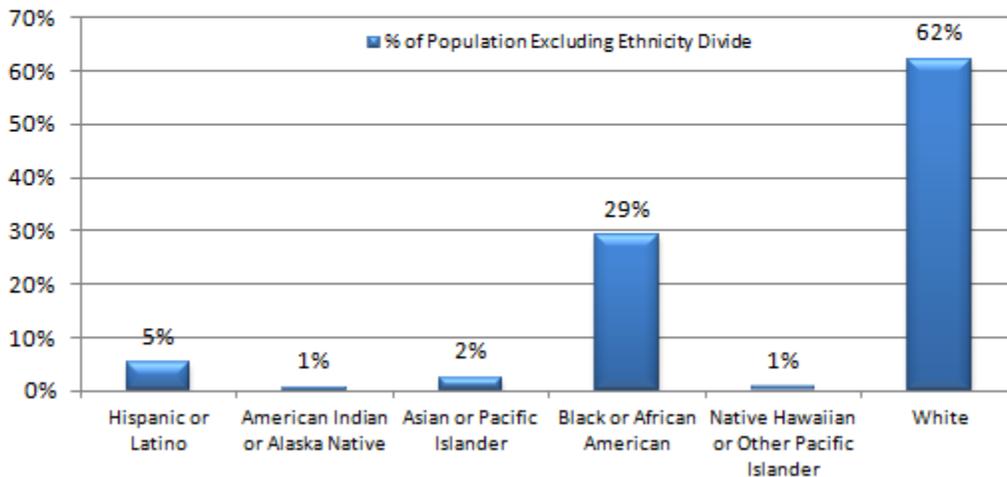
CP- 10 Demographics

As of January 1, 2006 Department of the Army transitioned from collecting the antiquated Race and National Origin Data to the Ethnicity and Race Indicators defined by OMB and the United States Census Bureau. Race and ethnicity indicator (ERI), as defined by the Federal Office of Management and Budget (OMB) and the United States Census Bureau, are self-identification data items in which residents choose the race or races with which they most closely identify, and indicate whether or not they are of Hispanic or Latino origin (ethnicity). This new classification creates some added complexity as what used to be linear no longer exists. For example, employees may be Hispanic and White or just Hispanic.

Below is a cross tabulation of self-report ethnicities by race indicators for Department of the Army civilian appropriated fund employees in Career Program 10.

| Ethnicity and Race | Hispanic | | Non-Hispanic | |
|---|------------|-------------|--------------|-------------|
| | n | % | n | % |
| Hispanic or Latino | 188 | 67% | 0 | 0% |
| American Indian or Alaska Native | 4 | 1% | 16 | 1% |
| Asian or Pacific Islander | 0 | 0% | 88 | 3% |
| Black or African American | 14 | 5% | 1,030 | 31% |
| Native Hawaiian or Other Pacific Islander | 2 | 1% | 21 | 1% |
| White | 71 | 25% | 2,166 | 65% |
| Grand Total | 279 | 100% | 3,321 | 100% |

The racial categories represent a social-political construct for the race or races that respondents consider themselves to be and "generally reflect a social definition of race recognized in this country." OMB defines the concept of race as outlined for the US Census as not "scientific or anthropological" and takes into account "social and cultural characteristics as well as ancestry", using "appropriate scientific methodologies" that are not "primarily biological or genetic in reference." The race categories include both racial and national-origin groups.



Note: These data are presented IAW OPM Guidelines, whereby employees can choose one Race indicator(American Indian, Asian, Black, Hawaiian, or White) in addition to electing an Ethnicity (Hispanic). Army records with greater than one Race indicator (approx. 80) were excluded from the summary statistics presented above.

Females consist of approximately 75% of the CP-10 workforce.

| Gender | n | % |
|--------------------|--------------|----------------|
| Female | 2,726 | 75.70% |
| Male | 874 | 24.30% |
| Grand Total | 3,600 | 100.00% |

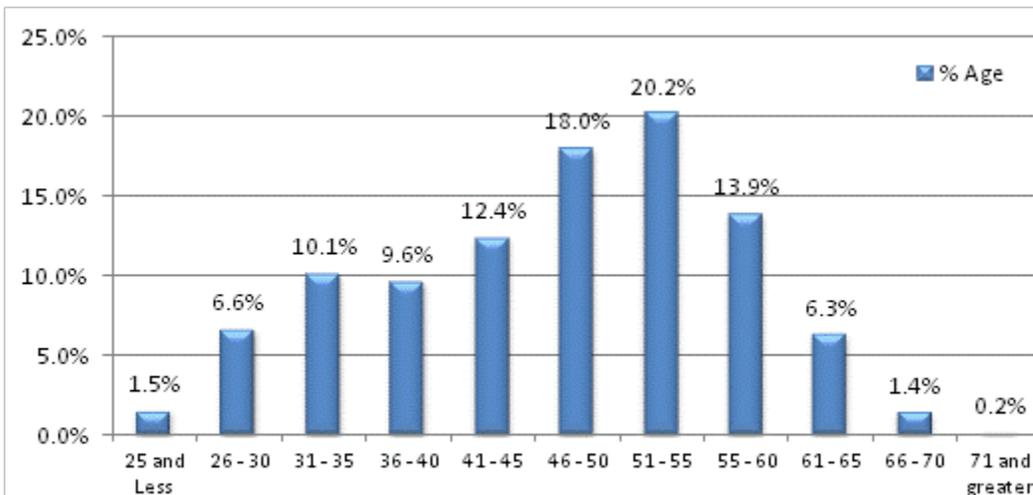
| Command | n | % |
|---|-------|---------|
| 2A, US Army Cyber Command | 4 | 0.10% |
| 3A, US Army Central | 3 | 0.10% |
| 5A, US Army North | 3 | 0.10% |
| A1, US Army Southern EU TF | 1 | 0.00% |
| AA, Army Accession Command | 16 | 0.40% |
| AE, Acquisition Support Center | 22 | 0.60% |
| AP, Military Entrance Processing Cmd | 13 | 0.40% |
| AS, (INSCOM) | 14 | 0.40% |
| Army Test and Evaluation Cmd | 22 | 0.60% |
| BA, Installation Management Agency | 66 | 1.80% |
| CB, Criminal Investigation Cmd | 8 | 0.20% |
| CS, Chief of Staff | 67 | 1.90% |
| E1, Europe and 7th Army | 12 | 0.30% |
| E2, 21st Support Command | 3 | 0.10% |
| FC, FORSCOM | 21 | 0.60% |
| G6, NETCOM/9th Signal Command | 31 | 0.90% |
| GB, National Guard Bureau | 17 | 0.50% |
| HR, Army Reserve Cmd | 21 | 0.60% |
| J1, Element SHAPE | 3 | 0.10% |
| JA, Joint Activites | 31 | 0.90% |
| MC, Medical Cmd | 150 | 4.20% |
| Military District of Washington | 2 | 0.10% |
| P1, Pacific Cmd | 16 | 0.40% |
| P8, Eighth US Army | 7 | 0.20% |
| SA, Office, Sec of Army | 20 | 0.60% |
| SB, Field Operating Offices of OSA | 42 | 1.20% |
| SC, Space and Missile Def Cmd | 6 | 0.20% |
| SE, HQDA STAFF FOA | 2,650 | 73.60% |
| SJ, Joint Services & DoD Act | 20 | 0.60% |
| SO, US Army South | 3 | 0.10% |
| SP, Specical Op Cmd | 9 | 0.30% |
| TA, Army Accessions Cmd | 2 | 0.10% |
| TC, TRADOC | 29 | 0.80% |
| USACE | 67 | 1.90% |
| X2, HQ Army Material Cmd | 21 | 0.60% |
| X6, US Army Aviation & Missile Command | 24 | 0.70% |
| X7, US Army Tank-Automotive & Armament Cmd | 15 | 0.40% |
| X8,US Army Communications-Electronics Cmd | 24 | 0.70% |
| XB, US Army Chemical Materials Agency | 5 | 0.10% |
| XC, US Army Sustainment Command | 17 | 0.50% |
| XD, US Army Contracting Command | 43 | 1.20% |
| XP, US Army Security Assistance Command | 3 | 0.10% |
| XQ, US Army Joint Munitions Command | 17 | 0.50% |
| XR, US Army Research, Dev, & Eng Cmd | 14 | 0.40% |
| XT, Mllitary Surface Deployment & Distr Cmd | 16 | 0.40% |
| Grand Total | 3,600 | 100.00% |

Of the 3,600 U.S. Army appropriated fund employees in career program 10, approximately 74% (2,650) are employed under the HQDA Field Operating Agencies and Staff Support Agencies. The second largest CP10 population exists under the U.S. Army Medical Command. All other commands possess less than 2% of employees under CP10.

Employees who encumber the GS-0201 occupational series are not required to meet any degree requirements. 0201 is not a professional series and has no positive education requirement. Employees may start and advance without pursuing higher levels of education. In light of this position classification standard, 45% of the CP-10 population is in possession of a Bachelor’s degree or higher level of education. Another note of importance deals with the transactional capturing of this data field. It is often regarded and proven to be very unreliable in terms of a 100% solution. It is most often captured when DA civilians are first employed in a position and coded based on resume/transcript data. As CP-10, and other DA civilians, improve upon their education seldom will they visit a servicing HR Specialist to notify them of updates to their education. Consequently, their education is never updated through DCPDS, the Oracle tables retain the original information, and this report generated through Business

Objects will not be entirely accurate. On a favorable note, levels of education for employees within CP-10 will most likely be higher than indicated below.

| Education | n | % |
|---|-------|--------|
| Some High School (Did Not Graduate) | 2 | 0.1% |
| High School Graduate or Certificate of Equivalency | 1,026 | 28.6% |
| Terminal Occupational Program (Did Not Complete) | 6 | 0.2% |
| Terminal Occupational Program (Certificate of Completion, Diploma or Equivalency) | 36 | 1.0% |
| Some College (Less Than One Year) | 227 | 6.3% |
| 1 Year of College | 142 | 4.0% |
| 2 Years of College | 133 | 3.7% |
| Associate Degree | 289 | 8.1% |
| 3 Years of College | 74 | 2.1% |
| 4 Years of College | 40 | 1.1% |
| Bachelor’s Degree | 1,030 | 28.7% |
| Post Bachelor’s Degree | 53 | 1.5% |
| Master’s Degree | 491 | 13.7% |
| Post Master’s Degree | 19 | 0.5% |
| Doctorate Degree | 9 | 0.3% |
| Post Doctorate | 1 | 0.0% |
| First Professional Degree | 5 | 0.1% |
| Post First Professional Degree | 2 | 0.1% |
| Post Sixth Year Degree | 2 | 0.1% |
| Grand Total | 3,600 | 100.0% |



60% of the APF 0201’s are 46 years of age and older as indicated by the chart to the left.