



MS. CAROL BURTON

DIRECTOR, CHRA

"If your job does not take you to the edge of your comfort zone, you are probably not in the

right job. The Army People Strategy is our charter for a modernized infrastructure to support an agile, resilient, and ready civilian workforce."

ARMY PEOPLE STRATEGY CIVILIAN IMPLEMENTATION PLAN

People are our greatest asset in enabling us to meet the challenges of tomorrow. We are transforming Army Civilian career management to acquire, develop, employ, and retain the diversity of talent needed to achieve Total Army readiness.

BACKGROUND INFORMATION

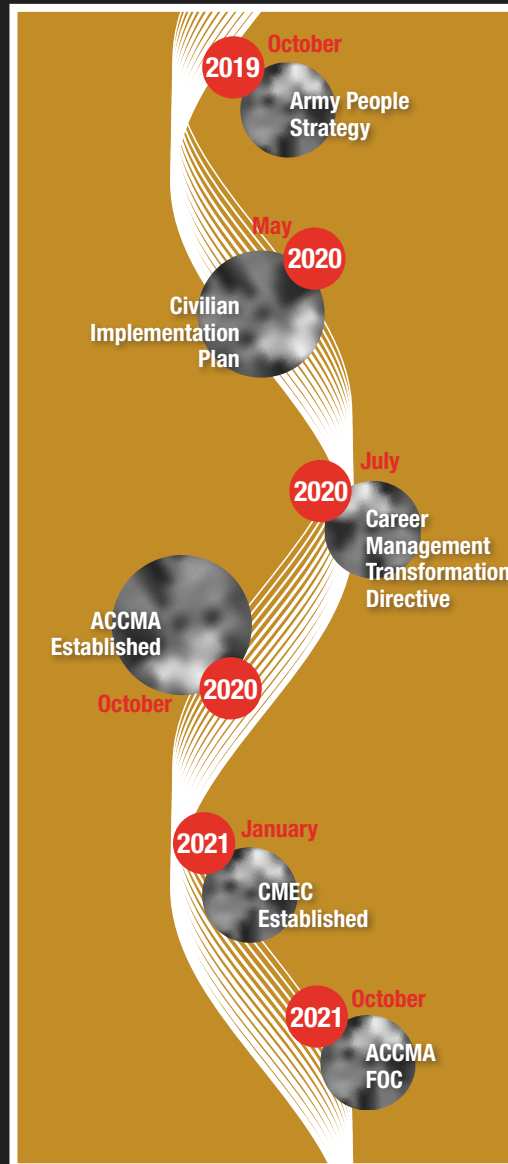
Part of the Civilian Human Resources Agency (CHRA), the Army Civilian Career Management Activity (ACCMA) is revolutionizing talent management—the integrated, strategic process to get the right talent on board, grow that talent, and meet individual and organizational objectives. By integrating Army career programs with development assets, Army Civilians have the tools to plan their career trajectory and achieve their goals.

ACCMA IS

Modernizing the Army's approach to talent management and development as a fully engaged partner in providing input and decision-making for human capital actions and policies affecting our workforce.

Serving as an integral component of the Army People Strategy Civilian Implementation Plan.

Facilitating the transformation of Army Civilian processes and practices to ensure that Army Civilians are the most ready, professional, diverse, and integrated federal workforce.



TRANSFORMATION TIMELINE



U.S. ARMY



ARMY CIVILIAN CAREER MANAGEMENT ACTIVITY



www.facebook.com/ArmyCivilianCareerManagementActivity

IMPACT OF CAREER FIELDS

- Create significant opportunities for professional growth and advancement.
- Collaborate to enable individual and Army-wide growth and development.
- Leverage resources to provide quality career management support to Army Civilians throughout the enterprise.
- Diversify the talent pool by actively recruiting top talent through more flexible hiring strategies.
- Increase operational efficiencies and effectiveness through a holistic approach to talent management.



“ACCMA will be instrumental in achieving the vision of the Army People Strategy to enable Army Civilians to support the warfighter.”

EDWARD EMDEN
DIRECTOR,
ACCMA



OUR 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.

ACCMA ORGANIZATION

With oversight from ASA (M&RA) and nested under CHRA, ACCMA promotes collaboration for shared functional areas and career planning across career fields.

CAREER MANAGEMENT ROLES

Career Field Functional Chiefs:

- Guide and make decisions regarding the strategic human capital management, strategy, and planning of Army Civilians within their broad functional area.
- Collaborate on current and future civilian mission requirements necessary to generate and support Army priorities.

Career Program Functional Advisors:

- Provide functional leadership to achieve a competency-based training and development process.
- Communicate career program/functional policies, procedures, and opportunities to their functional community and their supporting commands.
- Partner with their workforce to identify technical and nontechnical leadership and key competency gaps.
- Coordinate programming, training, education, and professional development with the appropriate functional center of excellence.

DEMONSTRATED LEADERSHIP COMMITMENT

Civilian Enterprise Steering Committee (CESC)

In support of the Army People Strategy, the CESC provides guidance and renders decisions on how to fully execute the Army People Strategy – Civilian Implementation Plan (APS-CIP) in coordination with other Army Civilian People Enterprise initiatives.

Career Management Executive Council (CMEC)

The CMEC provides operational guidance, policy recommendations, and the allocation of resources to the career management enterprise.

Career Field Planning Boards (CFPBs)

The CFPBs serve as the senior functional advisory groups that identify issues and priorities and make recommendations to the CMEC in support of Army Civilian career fields.



Operations and Plans



Career Fields

