

Lines of Effort (LOE)

LOE 1

Strategic Workforce Planning Training: Training Certification for Staff; Training for Components and Functional Communities

LOE 2

Defense Competency Assessment Tool: Technical requirements, Continual Improvement on Survey, DCAT Results and Validation Process

LOE 3

Competency Development / Management: Panel Facilitation, Competency Modeling, Validation of Panel results, Publication of Validated Models, Competency Guide for Customers

LOE 4

Workforce Data Analytics: Data Decks, Forecasting Tool, Dashboard, Competency Data Support, Ad Hoc and Recurring Data Requests

LOE 5

Mission Critical Occupations: Naming, Convention, Criterion Validation

LOE 6

Functional Community Management: Revisit/Clarify Roles in SHCP Governance Structure, Support DoDI update, Share HCM/HR related strategic communications, Refocus content/messaging

LOE 7

Strategic Human Capital Plan: Determine Link/Integration/Feed with FC Assessment; Develop template; Provide Training, Formal Task,

DoD MISSION, DoD WORKFORCE. YOU CAN'T PLAN FOR ONE WITHOUT THE OTHER.

The Defense Civilian Personnel Advisory Services (DCPAS) Planning & Accountability Line of Business develops policy and guidance for civilian human capital planning initiatives, including leading development of the Department of Defense (DoD) Human Capital Operating Plan and facilitating the management of functional communities and enterprise competencies. The goal of strategic human capital and workforce planning is to shape and improve the civilian workforce to support national defense requirements and effectively manage the Department.

From the Desk of Ms. Deborah Ray!

Someone once said, “By changing nothing, nothing changes.” Well, we can certainly say that our changes here at DCPAS have been and continue to be moves in the right direction. With a DCPAS reorganization behind us, the arrival of our new politically appointed DASD(CPP), and establishment of our new DoD Human Capital Operating Plan, we are glad to see that civilian HR is truly becoming a major area of focus for our leaders. Within my newly structured directorate, Planning and Accountability, we are continuing to further develop the strategic message of the DoD civilian. We are more than enablers and supporters of the warfighter; we are critical in ensuring DoD is ready and can achieve victory in whatever mission we are called to do.



To further empower our workforce in meeting this goal, we continue to emphasize the importance of meaningful strategic planning, to familiarize you with workforce shaping tools, to strengthen the ability to work through organization change, and to strengthen the capabilities and talents within our functional communities and components. This quarter’s newsletter continues to share insights and information that we hope you find beneficial and useful in your planning.

As with many changes, there are events that occur that cause us to take a moment and reflect. For us it is the recent movement of our own DCPAS Director, Ms. Julie Blanks, to a new position. Her leadership, guidance, mentorship and support during her time with us will be missed, and we wish her the best of success in her new role as Principal Director for Military Community and Family Policy!

As this newsletter wraps up this fiscal year, here’s to continued progress and positive change in FY18. My best to everyone!!

“The only thing we know about the future is that it is going to be different.” — Peter Drucker

WELCOME to Our New Chief Human Capital Officer



**Anita K. Blair,
Deputy Assistant Secretary of
Defense for Civilian Personnel Policy**

Anita Blair is our newly appointed Deputy Assistant Secretary of Defense for Civilian Personnel Policy (DASD(CPP)). Her responsibilities include the development and oversight of civilian personnel plans, policies and programs that affect over 930,000 defense employees worldwide. Ms. Blair's portfolio spans the full spectrum of the Human Capital Lifecycle, to include systems evaluation and improvement, performance management, strategic workforce and succession planning, leader development, and talent acquisition, development and sustainment.

Prior to her appointment as DASD(CPP), Ms. Blair served as the Deputy Assistant Secretary of the Treasury for Human Resources and Chief Human Capital Officer (DASHR-CHCO), beginning in 2011. She was responsible for Department-wide policy and oversight in all areas of human capital management. While at Treasury Ms. Blair instituted "HRStat" performance reviews; organized the Human Capital professional community; led development of an enterprise-wide integrated talent management system; and initiated policies and programs for strategic workforce planning and competency-based functional community management to address critical skills gaps.

Beginning in 2009 prior to her position at Treasury, Ms. Blair served as Chief Strategist for the National Security Professional Development Integration Office with OPM under Executive Order direction. From 2001 to 2009, Ms. Blair served in the Office of the Assistant Secretary of the Navy for Manpower and Reserve Affairs, first as Deputy Assistant Secretary for Military Personnel Policy and later as Deputy Assistant Secretary for Total Force Transformation, where she was responsible for developing and implementing the Department's Human Capital Strategy. In 2008, she served as Acting Assistant Secretary of the Navy (Manpower and Reserve Affairs), overseeing the management of a workforce comprising over 800,000 active and reserve military and civilian government employees.

Ms. Blair is a Fellow of the National Academy of Public Administration. Before entering the federal government, she practiced business law and litigation. She earned her Juris Doctor degree from the University of Virginia School of Law and her Bachelor of Arts degree in Classical Greek and Geography from the University of Michigan.

Planning and Accountability welcomes Ms. Blair as our DASD(CPP) and CHCO!

5 CFR Part 250 (B) Human Capital Framework

The Office of Personnel Management (OPM) Human Capital Framework (HCF) provides comprehensive guidance on strategic human capital management in the Federal Government. The HCF guides agencies to effectively manage an organization's talent by promoting the use of sound talent management practices. The Framework provides talent management strategies that support and shape an organization's current workforce, while preparing for the future. It provides guidance on evaluation techniques that measure progress and outcomes for program and policy effectiveness, and prepares organizations for change by providing a foundation for organizational agility. Our DASD(CPP) has directed that the lexicon captured in this guidance should become second nature in our daily discussion regarding strategic human capital planning and strengthening our human capital strategies as they align with the Department's highest strategic priorities. As a key part of the updated 5 CFR Part 250(B), we will continue to educate you on how HCF's alignment strengthens our DoD civilian HC strategic initiatives and priorities. Stay tuned for more in the near future.

By: Dr. Ronnie Riley, P&A Associate Director

Human Capital Framework (HCF) Systems, Standards and Focus Areas

The following table outlines the organization and hierarchy of the systems, standards, and focus areas of the Human Capital Framework.

Systems	Standards	Focus Areas
Strategic Planning and Alignment	<ol style="list-style-type: none"> Integrate strategic plans, annual performance plans and goals, and other relevant budget, finance, and acquisition plans; Contain measurable and observable performance targets; and Communicate in an open and transparent manner to facilitate cross-agency collaboration to achieve mission objectives. 	1. Agency Strategic Planning
		2. Annual Performance Planning
		3. Strategic Human Capital Planning
		4. Human Capital Best Practices and Knowledge Sharing
		5. Human Resources as Strategic Partner
		6. Organizational Development
		7. Change Management
Talent Management	<ol style="list-style-type: none"> Plan for and manage current and future workforce needs [to meet strategic goals]; Design, develop, and implement proven strategies and techniques and practices to attract, hire, develop, and retain talent; and Make progress toward closing any knowledge, skill, and competency gaps throughout the agency. 	1. Workforce Planning
		2. Recruitment and Outreach
		3. Employee Development
		4. Leadership Development
		5. Retention
		6. Knowledge Management
Performance Culture	<ol style="list-style-type: none"> Strategies and processes to foster a culture of engagement and collaboration; A diverse, results-oriented, high-performing workforce; and A performance management system that differentiates levels of performance of staff, provides regular feedback, and links individual performance to organizational goals. 	1. Engaged Employees
		2. Continuous Learning
		3. Performance Management
		4. Diversity and Inclusion
		5. Labor/Management Partnership
		6. Work-Life
Evaluation	<ol style="list-style-type: none"> Ensure compliance with merit system principles; and Identify, implement, and monitor process improvements [through HRStat quarterly reviews]. 	1. Business Analytics
		2. Data-Driven Decision-Making

Source: OPM HCOP
Guidance for FYs 18-22

Workforce Data Training

Planning and Accountability hosted its first Workforce Data Training event on July 25-26, 2017 at the Mark Center, Alexandria, VA. Ms. Deborah Ray, Planning & Accountability Director, welcomed 46 attendees representing the Components, Defense Agencies, Functional Communities, and DCPAS. Interim DCPAS Director/Deputy Director, Ms. Ronna Garrett spoke briefly, thanking the attendees for participating in the training and emphasizing the critical role that data and analytics has in human capital planning and human resources.

The Workforce Data Training covered a wide range of topics and discussion, which included Requirements, DoD Workforce Data, Demographics, Gains & Losses, Incentives, and a quick Capstone Review. The training was well received by the attendees, and Planning & Accountability Directorate would like to thank everyone for their participation and feedback! Due to a good turnout and interest in training, we are planning to host more training sessions in the near future. Stay tuned!

By: Reena Tewari, Strategic Workforce Planner



Industrial Organizational (IO) Psychologist Corner

Restructure, Reshape and Rebalance: Combating The Stress of Organizational Change

Leaders today face a macro-environment filled with an unprecedented level of active stressors. These can include technological advancements, increased globalization, nomadic workforce, economic shifts, changes in overall pace, and increased diversity. The presence of these macro-environmental stressors suggests that DoD will have to adjust – change – to meet these conditions in such a manner that will either be continuous or so frequent as to seem continuous. Organizational change, to include restructuring, reshaping, and rebalancing, is the systematic process that allows the department to review and modify management structures and business processes to better streamline resources and support the war fighter.

DoD's efforts in organizational change affect many people, processes, systems, technologies, business areas, departments, and more. In fact, organizational change in the scope of restructuring, reshaping, and rebalancing is not new for the U.S. government – to include DoD. Organizational change, a feature of public and private sector organizations for decades, has been associated internationally with negative effects or stressors. It is routinely argued that the rate of change in the workplace is increasing. Change is inevitable within organizations because, without change, organizations would likely lose their competitive edge and fail to meet the needs of what most hope to be accomplishing the organizational mission.

Common reactions to change include anger, denial, opposition, and depression. In light of macro-environmental stressors and the Department's continued effort to provide the military forces needed to deter war and to protect the security of our country, managing the stressors of organizational changing has lasting implications on DoD's human capital and the Department's ability to accomplish its mission.

Combating Stress Due to Change

Organizational change affects employees differently. While some will welcome it, others will become apprehensive and stressed at the mere mention of change. They will fear how the reorganization efforts will challenge their standing and how they will fit into the organization's new structure. Resultantly, it's beneficial that leaders, of all levels, develop strategies to mitigate stress during the time of change. Here are a few tools to mitigate stress during change:

- ◆ **Keep Employees Informed** – Organizational transparency is here to stay. In fact, some may argue it's the new competitive advantage. There are great dividends added to the process of organizational change; in summary, transparency promotes the avoidance of employees' emotional upset or stress. If you don't reveal changes in advance, employees will begin to focus on the "what-ifs" instead of their job-related responsibilities. Additionally, when you inform employees of upcoming changes, explain why they are happening, so employees won't make incorrect and stress-inducing assumptions.
- ◆ **Ask for Support** - Rather than deliver an announcement of change to employees and leave it at that, ask for your employees' support. If you approach the changes as a team, less stress will arise. For example, say "While these changes are inevitable, I would like to know if you will support them. As valued employees, we can work together to make this organization better than ever." Channel employees' energy toward accepting the change and working together as a team to adjust. It will empower them.

Industrial Organizational (IO) Psychologist Corner

- ◆ **Require Training and Cross-Training** - As organizational roles change, so will training requirements. Offer training to employees so they are well-equipped to handle new roles. If you lose a percentage of your staff, cross-training is helpful. Employees can learn to do jobs that were previously held by others. Note, implementing cross-training during a time of change may increase stress, because some staff members may feel as if their jobs are threatened. Wait to implement cross-training as things stabilize. Timing is key!
- ◆ **Sponsor a Wellness Program** - Regular daily exercise can help employees reduce stress. Resources may be scarce during the time of organizational change, so it's important to think of creative, innovative, and cost-efficient ways to implement a wellness program within your organization. Adopt the local trend and promote a "WELLNESS CHALLENGE" that focuses on holistic wellness, employee interaction, and leadership engagement. Here are [101 Low-Cost Ideas for Worksite](#) wellness presented by Modahealth. Note, holistic wellness stems past the physical so be creative.
- ◆ **Offer Career Opportunities** - As a result of organizational change, new career opportunities may arise. Give employees a copy of each position's requirements and encourage them to apply. If employees focus on career goals and eventual stability in a new position, they may experience less stress.



The fact that the federal government manages change efforts so well is especially pleasing to those of us passionate about the people who serve in the government. Of note, the change management process is comprised of the science (i.e., strategies, measure, improve, teamwork, motivate, and organize) and the art (i.e. the human element involved with guiding change). Our best efforts to overcome the presence of these macro-environmental stressors suggest that DoD will have to adjust – *change* – and hold fast to the science and art of change which is equally import to mission accomplishment.

By: Dr. Jerome Jones, Industrial Organizational Psychologist

Workforce Data Analytics

Submitting Requests for Data



DCPAS Planning and Accountability (P&A) receives numerous requests for civilian workforce data from various organizations. These include government oversight agencies like Office of Management & Budget (OMB), Office of Personnel Management (OPM), Equal Employment Opportunity Commission (EEOC), Merit Systems Protection Board (MSPB); Department of Defense (DoD) components; elements of the Office of the Under Secretary of Defense for Personnel & Readiness, to include the DASD for Civilian Personnel Policy; and other Defense Civilian Personnel Advisory Service (DCPAS) lines of business. Data can be used for multiple purposes such as supporting Policy, answering Congressional questions, strategic planning, etc.

Requesting data isn't as simple as some people think. Things to take into consideration should include: (1) are you asking the correct people for the data; (2) what question(s) are you trying to answer; (3) what is the scope of the data; (4) is there a specific time frame for the data you are requesting; (5) what data elements do you wish to analyze; (6) who is your ultimate audience for the data; (7) what is the urgency of your data; (8) and how frequently do you want the data?

I will go over each of these areas, but having your request in writing covering all of these will eliminate follow-on questions regarding your request. Both the requesting office and the office pulling the data can come to a clearer consensus of what is needed. Once an agreement is made as to what is needed, this becomes the final requirement for the data pull.

- ◆ **Data Source:** DCPAS P&A has the ability to pull data from the Defense Civilian Personnel Data System (DCPDS) through the data warehouse Civilian Management Information System (CMIS). DCPDS/CMIS is a non-classified personnel system and does not include data from DoD employees in classified systems (e.g. Defense Intelligence Agency and National Geospatial-Intelligence Agency). CMIS contains current and historical data (back to FY 2004) on Appropriated Fund Civilian Employees. CMIS contains some Non Appropriated Fund (NAF) and some Local National (LN) data; however, since it does not contain all of that data, requests will be referred to Defense Management Data Center (DMDC).
- ◆ **What is the Question:** Always make sure you know what question you are answering. Although some things sound similar, they have a completely different meaning. A question such as “how many people has the Army lost this Fiscal Year” can be answered differently depending on what a person is looking for. Let’s assume that the Army started the year with 256,902 and now has 256,285. The population in the first seven months of the FY shows a decrease of 617 employees. But if someone really wanted to know “how many separations has the Army processed this Fiscal Year” the answer would be 18,349.
- ◆ **Scope of Data:** How does the requester want to define the population or personnel actions that are being used to answer the question? Defining the population means that you want specific organization breakdowns, specific demographics (e.g. gender), specific position information (e.g. Permanent), etc. Do you want to have all Army Data? Do you want to have Army data without the Army National Guard? Do you just want the Army Corps of Engineers? Or just Permanent Male employees in the Army Materiel Command? Personnel Action requests usually have to be defined based on Nature of Action Codes and Legal Authority Codes, or a combination of both. It is up to the requester to define the population or actions based on data elements. Data is standardized by OPM. Most of the organizational and action data is the same type of data found on SF-50’s. If you’re unsure, we can help you define these requirements through discussion and understanding of the question you are trying to answer.

Workforce Data Analytics

- ◆ **Time Frame of Data:** Data regarding population is usually either based on current data or a specific time (e.g. end of FY16, 9/30/2016). You may want to look at multiple times (e.g. end of Fiscal Years – 2011, 2012, 2014, 2015, and 2016) allowing you to see a trend. Keep in mind that action data is produced based on a time frame (e.g. FY16 are all actions between 10/1/2015 and 9/30/2016).
 - ◆ **Data Elements to Analyze:** After defining Scope and Time Frame, you will get a report containing a number. Most likely you would want that number broken out based on some other data elements. For example, instead of reporting that on 30 Sep 16 there were 750,000 DoD employees, you may need to report that by Component, Ethnicity, Gender, Occupational Series, etc. Just as with defining Scope, you are responsible for defining how the data needs to be broken out.
 - ◆ **Data Audience:** Letting us know to whom you are reporting the data is also a good point of information. If someone else has asked for something similar or exactly the same thing for the same customer, we will need to ensure we remain as consistent as possible when we provide data to you. Keep in mind that even your request is similar to a previous one, it does not mean the previous query can answer the question you are posing; therefore, a new data query may be justified. Also, we can help explain any differences in the data if necessary.
- Urgency of Data:** Data requests to P&A are always assessed for priority/urgency. We receive numerous requests from various customers, and what might be considered urgent in your office might not push the report to the head of the queue. As every query is important, we will ensure you have a timeframe for your request. You can always expect that you will receive an acknowledgement of your request and validation that we have all of the information necessary to develop an effective query to answer your requirement.
- ◆ **Frequency:** As part of our business practice, we establish special folders in CMIS to save reports that are requested on a recurring basis (e.g. every quarter). Keep in mind that even if you set up a recurring query, you should contact us to receive the report run.



Final Recommendations:

- ◆ Once you receive your data from us, your organization should establish a repository to maintain these requirements and reports. If the same report is needed again, you should go to this repository and retrieve the previously agreed upon requirement and send it to us with the previous report. It is the responsibility of the requesting office to maintain the requirements and historic data sets.
- ◆ Be specific on your requirement. Forwarding an email string with attached memos and documents and asking us to interpret what is needed is not sufficient for a requirement. We have to make sure we understand what you need, so will need you to provide your insight on all the items described above.
- ◆ Ensuring that decisions regarding requirements are finalized before work starts ensures less rework will have to be done. Should there be any changes in your requirement, it will require rework. This means that data may have to be requeryed from CMIS and will take additional time to fill your request. Of course we understand that requirements may change; just be aware of the extra time that may be needed to update your report.
- ◆ If in doubt, just call us. We can help refine what you need!

Thank you for your support!

By: Frank Hushek, Civilian Workforce Data Analytics

Mission Critical Occupations

Closing Skill Gaps

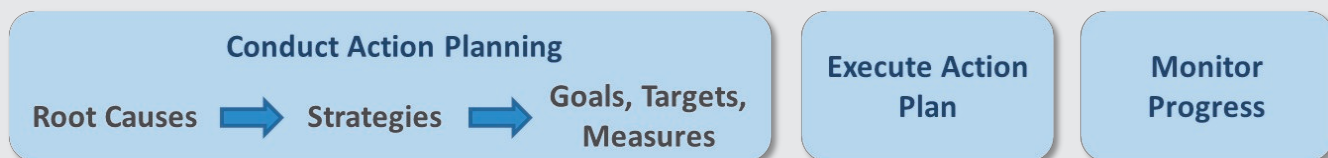
The term skill gap has multiple meanings. A skill gap can be based on competencies, staffing shortfalls, or both. During strategic planning and reporting, the Strategic Human Capital Specialist is referring to a skill gap as a staffing gap or shortfall. DoD determines those skill gaps which are critical to its mission by identifying what's referred to as Mission Critical Occupations (MCOs). An MCO is an occupation which sets direction, directly impacts, or executes performance of mission critical functions and/or services.

The determination of MCOs should be based on a number of key factors, which should include answers to the following questions: (1) Is the occupation considered strategic, core or support? (2) Does the occupation support a DOD strategic priority? (3) Is the occupation considered a High Risk MCO? A High Risk MCO is an MCO at most risk for staffing and/or competency gaps. Recruitment and retention indicators are used in the determination of a High Risk MCO. Upon determination of the Department's MCOs and High Risk MCOs, strategic human capital planners work closely with both the Functional Communities and the Components to begin the process of reducing skill gaps.

Reducing or closing skill gaps is a high priority for the Department and is a mandatory requirement by the Office of Personnel Management (OPM) for all federal agencies. The Strategic Human Capital Planners assigned to DCPAS P&A are part of an OPM Federal Action Skill Team (FAST) designed to address skill gaps and are required to report on activities within DoD being done to close existing skill gaps in the civilian workforce. The Department FAST members assist Functional Communities and Components with three initiatives:

- Determine root causes to systemic problems in closing skill gaps.
- Develop fundamental strategies (both short and long term) to help close skill gaps.
- Develop key goals, targets and measures to “move the needle”.

Here is a simple illustration of the OPM closing skills gap implementation process:



Strategic Human Capital Planners assigned to P&A are available to assist you in facilitating root cause analyses efforts and skills gap cause investigations. As an example, the Department is currently working with functional communities on two High Risk MCOs. Specifically, P&A is working with both the Safety and Public Safety and Medical functional communities, with subject matter experts from each Component, that are addressing and working to reduce the skill gaps for Firefighters (0081) and Practical Nurses (0620). To date, both working groups' communities have completed root cause analyses to identify systemic root causes, and have conducted in-depth workforce analytics to determine if root causes identified can be supported by data evidence. Based on findings, the Firefighter group has developed an exit survey for its attriting population, and the Medical group is currently working to develop focus groups to solicit further discussion and insight. After additional data has been collected, the teams will develop key strategies (short and/or long term), goals, targets, and metrics to start closing the skill gaps.

Let us know if there are workforce areas that could benefit from this kind of analysis. Your P&A Human Capital Planning team is standing by to assist you!

By: Lisa Charette and Jonathan Carter, Strategic Workforce Planner

Functional Community Management

On June 25, 2017 the Strategic Human Capital Management Executive Steering Committee (SHCM ESC) was renamed the *Functional Community Manager Executive Council (FCMEC)*.

- ◆ FCMEC Purpose/Intent
 - Strengthen and refine relationship between members of the Civilian Personnel Policy Council (CPPC) and the Functional Communities (FCs).
 - Identify complementary CPPC/FCMEC efforts to benefit FCs and Component Integrators.
 - Foster more proactive FC/Component interaction.
- ◆ Forthcoming Charter
 - Will include purpose, intent, members, meeting frequency, roles/responsibilities

Upcoming FCMEC scheduled on September 20, 2017 will be the first chaired by the newly appointed DASD(CPP) and will briefly discuss this change.

By: Anthony Bown, Strategic Workforce Planner

Pride in Our Professional Workforce!



U.S. Army photo by Conrad Johnson

DoD Laboratories Scientist of the Quarter - Dr. Kang Xu, from Army Research Laboratory, Adelphi, MD, was selected as Scientist of the Quarter for FY17Q2. Dr. Kang Xu's recent scientific discovery of high voltage aqueous electrolyte materials will potentially revolutionize the landscape of the Li-ion battery industry. His two comprehensive review articles published in 2004 and 2014 in Chemical Reviews have been regarded as the desktop references in the field. Dr. Kang Xu's recent scientific discovery of high voltage aqueous electrolyte materials will potentially revolutionize the landscape of the Li-ion battery industry.



POC: Lorien Proud, STEM Office, Lorien.proud.ctr@mail.mil, 571-372-6543

STEM Update



SMART Scholarship for Service Program Application Portal Open to New Applicants - The DoD Science, Mathematics and Research for Transformation (SMART) Scholarship for Service Program application portal is now accepting applications for the 2017 awards. SMART is a scholarship-for-service program that provides full tuition and other financial benefits in exchange for a period of post-graduation civilian service in a DoD facility. Another benefit of the program comes in the form of internships that allow for broadly relevant hands-on research and work experiences in DoD facilities, thereby enhancing their educational experience. The SMART Scholarship Program represents a critical DoD investment in attracting the best and brightest of minds whose technical expertise will help execute the Department's mission.

The SMART Scholarship for Service Program is open only to citizens of the United States and members of The Technical Cooperative Program. Students must be at least eighteen years of age to be eligible. Applicants for undergraduate awards must be currently enrolled in a U.S. college or university. Students must have a minimum cumulative grade point average of 3.0 on a 4.0 scale. Applicants must be pursuing a degree in, or closely related to, one of the approved STEM disciplines with interest in research. Awardee must be eligible to receive and hold a security clearances.

To learn more about the SMART program and to apply, please visit the DoD SMART website: <https://www.smartscholarship.org/>.



OSD Basic Research Office Presents STIX - The OSD Basic Research Office is developing an innovative platform called Science, Technology, and Innovation exchange (STIX) which will enable members of the Defense Science & Technology (S&T) community to share ideas surrounding DoD-sponsored science with each other and with broad audiences.

STIX is a unique platform that will showcase the extensive S&T investments, outcomes, and innovations from across the Defense enterprise, including industry and academia. The platform takes its cues from the Technology, Entertainment and Design (TED) and TEDx series of talks and seeks to showcase and connect the brightest minds, communicate new ideas, and share novel approaches to confronting old as well as new challenges facing the Defense community.

The inaugural STIX event was held at the ByteCubed Meeting Facility located in Crystal City, Virginia on August 24-25, 2017. The event was open to the public and all members of the academic community and research industry. Those from the public interested in learning about basic research in the DoD were encouraged to attend.

Looking for more STEM opportunities like these? Mark our page as a favorite at <http://www.dodstem.us/> where you can track upcoming events and opportunities.

POC: Lorien Proud, STEM Office, Lorien.proud.ctr@mail.mil, 571-372-6543

Recent Legislative Releases/Guidance

Policies/Guidance Recently Published:

- Noncompetitive Temporary and Term Appointments to Meet Critical Hiring Needs in the DoD — 14 Jul 17
- Priority Placement Program Exemption for Positions Filled by Post-secondary Students and Recent Graduates through Direct Hire Authority — 7 July 17
- Modification of Temporary and Term Within the DoD — 12 Jun 17
- Implementation of Direct-Hire Authority for Shortage Category and/or Critical Need Positions — 6 Jun 17
- Repeal of National Emergency Exception to Appointment of Retired Military Members of the Armed Forces to Department of Defense Positions within 180 days of Retirement — 5 June 17
- Major Range and Test Facilities Base in the DoD — 1 Jun 17
- Temporary Direct-Hire Authority for the DoD, Office of the Dir, of Operational Test and Evaluation — 1 Jun 17
- Temporary Direct-Hire Authority for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities in the DoD — 1 Jun 17
- Temporary Direct-Hire Authority for Financial Management Experts, NDAA FY17, Sec 1110 — 1 Jun 17
- National Defense NDAA FY16 ; Sec 1111- Pilot Program on Enhanced Pay Authority for Certain Acquisition and Technology Positions in the DoD — 31 May 17

Online Resources

MilBook site in milSuite is used to house documents related to strategic human capital and workforce planning. The documents are useful to our customers. Some of the documents posted on milSuite include:

- Strategic and Directive Documents
- Strategic Workforce Planning Guide
- Competency Validated Models
- Data Decks
 - DoD Wide
 - Functional Communities
 - Mission Critical Occupations
 - Special Groups
 - Fourth Estate Agencies



MilSuite Site	https://www.milsuite.mil/book/groups/cspr
SWP Report FY 2016– 2021	https://www.apps.cpms.osd.mil/shcp/FY16-21_Report-Final.pdf
Cyber One Stop Toolkit	http://yoga.cpms.osd.mil:800/Subpage/CyberOneStop/CyberHome
DoD STEM Development Office	http://www.dodstem.us/
5 CFR Part 250	https://www.gpo.gov/fdsys/pkg/FR-2016-12-12/pdf/2016-29600.pdf
OPM’s Workforce Reshaping	http://www.opm.gov/reshaping

Upcoming Meetings

TITLE	DATE	LOCATION	TIME
Functional Community Manager Executive Council (FCMEC - formerly SHCM ESC)	September 20, 2017	Pentagon Conf Rm M1	1030-1200
SHCM WPAG	November 2, 2017	Mark Center Conf Rm 14	1300-1430
FCMEC	December 19, 2017	Pentagon Conf Rm B2	1030-1200

P&A SHCP Points of Contact

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P&A Assoc Director	Dr. Ron Riley	ronnie.w.riley2.civ@mail.mil	571-372-2134
FC Assignments:	<i>Education, Engineering (NC), Science & Technology</i>		
Component Assignment:	<i>Air Force</i>		
SWP	Reena Tewari	reena.tewari.civ@mail.mil	571-372-1533
FC Workforce Data	Darby Wiler	darby.r.wiler.civ@mail.mil	571-372-2052
Advanced Analysis	James Walter	james.walter6.civ@mail.mil	571-372-2029
	Berenice Eberhart	berenice.l.eberhart.civ@mail.mil	571-372-2043
Competency Assessment/Mgt	Keshia Easterling	keshia.m.easterling.civ@mail.mil	571-372-2253
	Jerome Jones	jerome.jones7.civ@mail.mil	571-372-2258
FC Assignments:	<i>Acquisition, Contracting & Quality Assurance, Information Technology, Intelligence, Law Enforcement, Safety & Public Safety</i>		
Component Assignment:	<i>Fourth Estate</i>		
SWP	Jonathan Carter	jonathan.l.carter4.civ@mail.mil	571-372-2254
FC Workforce Data	Fran Kensell	francoise.m.kensall.civ@mail.mil	571-372-7739
Advanced Analysis	James Walter	james.walter6.civ@mail.mil	571-372-2029
	Berenice Eberhart	berenice.l.eberhart.civ@mail.mil	571-372-2043
Competency Assessment/Mgt	Keshia Easterling	keshia.m.easterling.civ@mail.mil	571-372-2253
	Jerome Jones	jerome.jones7.civ@mail.mil	571-372-2258
FC Assignments:	<i>Environmental Mgt, Logistics, Public Affairs, Manpower</i>		
Component Assignment:	<i>Army</i>		
SWP	Anthony Bown	anthony.w.bown.civ@mail.mil	571-372-2252
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