

ARMY COMPTROLLER CAREER PROGRAM (CP) 11



THE STRENGTH OF THE NATION







Proponency Office
Career Program 11
(CP-11) and
Branch Code/Career
Management Field 36

9 March 2017

http://www.asafm.army.mil

ASA (FM&C)



Agenda



- Comptroller Proponency Program Resources
- Human Dimension Strategic Effort
- ASMC 2017 National PDI
- CP11 Key Points of Contact



Comptroller Proponency Program Resources



Five strategic resources impact the program's vision, governance, and financial managers:

0	Comptroller Senior Executive	Proponency oversightDoctrinal development	Human Capital ManagementStrategic Planning
~	Comptroller Junior Executive	 Distribution of CP 11 information Training application reviews 	 Responsive feedback DoD FM Certification Guidance
	ASA FM&C Website	 Streamlined information sharing Organizations	Internal/external linksGeneral information
	Comptroller Web Based Tool	Formal training and educationProfessional Certification	 What's new? Examples and role models
0	Quarterly RM Publication	 Forward leaning, innovative technologies Emerging FM initiatives 	Professional development informationCoaching

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FM Human Dimension Strategic Effort will support the principles outlined in the Army Human Dimension Strategy (2015)

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The Army Human Dimension Strategy aims to "build cohesive teams to win in a complex world" with three strategic objectives:

- **1. Build cognitive dominance:** Optimize human performance of every Soldier and Civilian in the Total Force
- 2. Conduct realistic training: Conduct training in complex environments to build teams who thrive in ambiguity and chaos
- 3. Develop institutional agility: Improve institutional agility to rapidly adapt, seize opportunities, and deliver innovative solutions

Implication to Army Financial Management:

FM workforce development prepares the FM workforce to provide information to Commanders in a way that is easily understood and actionable

FM training uses immersive, scenario-based exercises that emphasize team building, system use, and end-to-end FM processes

FM teams/organizations possess the capability to rapidly surge and deploy to provide leaders with timely, cost-informed, data-driven decision support



FM Human Dimension Strategic Effort



Vision: For the FM community to have the right people, at the right place, with the right skills.

"Where are we today?"

June 2016 – February 2017

"Where do we want to be?"
February 2017 – August 2017 *

"How do we get there?"

August 2017 – 2018+ *

 Conduct current state assessment on FM workforce and training to identify gaps to be addressed by future state

· Milestones:

- FM workforce assessed, using position data from G3 and USAFMSA and DCPDS data from CHRA (for Civilians)
- Training research conducted on competencies, courses, certifications, and roles and responsibilities through interviews and document review

Deliverables:

- Update to PO and MILDEP on position data (Required, Authorized)
- Update on Assigned data and FY12-17 workforce trends
- Workforce "baseline" with identified structural, staffing, and training gaps for priority attention during future state planning

 Conduct future state planning on workforce structure, staffing, and training based on current state assessment

· Milestones:

- Future state FM mission and function requirements collected/developed
- Future state training roles and responsibilities defined and agreed upon by training stakeholder groups, to include Army FM School, USAFMCOM, DASAs, Proponency
- Gap analysis performed between current and future state on workforce, training
- Deploy capability for training on business processes and cost management, to address immediate audit and cost management needs in interim

Deliverables:

o Army FM human capital strategy

 Implement talent management initiatives to accomplish human capital strategy

Milestones:

- Develop and issue policy to prioritize recruiting to fill critical structure and skill gaps
- Issue updated career development guidance to grow an "inventory" of qualified workers in critical occupations
- Develop and issue policy to update talent management systems of record (e.g. DCPDS, ACT) to enable more effective workforce planning
- Develop and monitor performance metrics for FM individuals, teams, and organizations

· Deliverables:

Implementation of Army FM human capital strategy

Measuring Outcomes

* Proposed timelines

Accomplishing this Strategic Effort will achieve two AFMO Campaign Objectives (COs):

CO 1

Achieve and Sustain Auditability

<u>CO 2</u>

Deliver FM Operations Efficiently and Effectively



Condition of the FM Human Dimension

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Measuring Project Processes



Training concept developed



Future state workforce defined



integrated

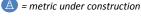
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Skills attainment



Critical positions fill rate

Data quality



Metrics

Strategic Effort Map

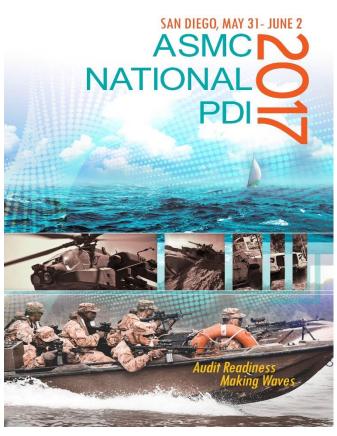
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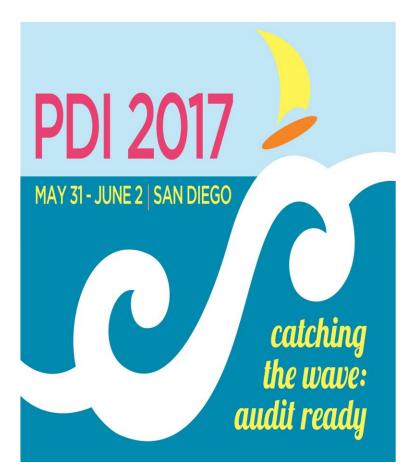


ASMC 2017 NATIONAL PDI "Audit Readiness- Making Waves"









ASMC PDI 2017 Logo

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ASMC 2017 NATIONAL PDI "Audit Readiness- Making Waves"

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PDI 2017

Location: San Diego, Ca - 31 May – 2 June

(31 May is Army Service Day)

Registration Fees

Prior to May 1: Members \$595 / Non-members \$700

After 1 May: Members \$695 / Non-members \$800

PDI 2016

- Army Participants Approved 710

Attended 642

- Army PDI Projected Cost: \$1,286,279 - Army PDI Actual Cost: \$1,266,146

PDI 2017 Tentative Schedule

Mon, May 29 (Holiday) (0800-1700)

CDFM Module 1: Resource Management Environment Intense Coverage Mini-Workshop

CDFM Module 2: Budget and Cost Analysis Intense coverage Mini-Workshop

CDFM Module 4: Acquisition Business Management 2-Day Course

Fiscal Law: Purpose (31 USC 1301) Overview 2-day Course

Tues, May 30 (0800-1700)

CDFM Module 3: Accounting and Finance Intense Coverage Mini-Workshop **CDFM Module 2**: Budget and Cost Analysis Intense Coverage Mini-Workshop

CDFM Module 4: Acquisition Business Management 2-Day Course **Fiscal Law:** Purpose (31 USC 1301) Overview 2-day Course

"Day Zero" - AFMO Campaign Plan (0800-1130) Location Rm G1

"Day Zero" - CP-11 Senior Executive Council (1330-1800) Location Rm G1

Wed, May 31 ASMC Opening Session & Army Service Day
Thurs, June 1 General Session & ASMC PDI workshops

Fri, June 2 ASMC PDI workshops



Proponency Office Key Leaders



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Senior Enterprise Talent Management / Enterprise Talent Management Opportunities

A Talent Management Policy and Program for Career Army Civilians

Edmund Shaw

Div Chief, Civilian Senior Leader Development Division (CSLDD)

Civilian Senior Leader Management Office (CSLMO)

Assistant Secretary of the Army for Manpower and Reserve Affairs

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SETM/ETM Programs



PURPOSE: SETM/ETM are the means by which the Army prepares Senior Civilians (GS-12/15 or equivalent) to assume positions of greater responsibility across the department.

POLICY:

- Army Directive 2015-24, "Department of the Army Senior Enterprise Talent Management (SETM) / Enterprise Talent Management (ETM) Program
- Complete copy located on SETM system under SETM/ETM Policy and can be assessed by clicking http://armypubs.army.mil/epubs/pdf/ad2015_24.pdf.
- Enhances the current SETM program and establishes the new ETM program

SELECTION PROCESS:

- Army Civilians must volunteer and apply via SETM automated system
- Commands/organizations conduct selection board and submit their Order-of-Merit-List (OML) to CSLMO
- HQDA Board Members (SESs/GOs/GS-15s/COLs) individually assess and assign utilization ratings to each applications
- Board Phase I Board determines final utilization ratings and selects Phase II candidates
- Board Phase II Board conducts individual interviews and establish an OML by modules
- Board Phase III Board decides placements of DSLDP/SSC/ASCF/CGSOC graduating students based on commands/organizations' input, needs of the Army and candidates' requests



SETM Program Modules



Defense Senior Leader Development Program (DSLDP)

- Open to Army senior Civilians GS-14/15 (or equivalent)
- 2-year program: Attend Senior Service College (SSC) at Air, Navy, National War College or Eisenhower School plus 4 to 6 month Developmental assignment
- Baccalaureate Degree required
- Can earn a Masters' Degree
- Mobility and Continued Service Agreements required.
- TDY Status at 55% Flat Rate
- Graduate Placement/Reassignment worldwide

Army Senior Civilian Fellowship (ASCF)

- Open to Army senior Civilians GS-14/15 (or equivalent).
- Part I 12-month study at different types of organizations/agencies
- Part II 12-month fellowship (i.e. Chief of Staff of the Army Strategic Study Group in Crystal City, VA)
- Phase III Graduate Placement/ Reassignment Worldwide
- Baccalaureate Degree required
- Reassigned to HQDA CPTA
- Mobility and Continued Service Agreements required
- PCS or TDY Status at 55% Flat Rate

SETM



SETM Program Modules



Enterprise Placement Program (EPP) Option 1 - Reassignment

- Open to Army senior Civilians GS-15 (or equivalent).
- Selected as an Enterprise Placement Employee (AEE)
- Considered for placement into an AEE positions worldwide for 3 5 years
- Continued Service Agreements required.
- Mobility Agreement are signed once you accept a reassignment.
- PCS cost paid by Gaining Organization
- Upon completion, another PCS is required.

Enterprise Placement Program (EPP) Option 2 – SES Detail

- Open to Army senior Civilians **GS-15** (or equivalent).
- Temporarily detailed to a command/ organizational nominated SES position.
- Detail not to exceed one year.
- Baccalaureate Degree required
- Provide opportunity to develop ECQs
- Stay assigned to parent organization
- Continued Service Agreements required.
- TDY Status at 55% Flat Rate paid by host command

SETM



SETM Program Modules



Senior Service College (SSC) Resident

- Open to Army senior Civilians GS-14/15 (or equivalent).
- 1-year program: Attend Army War College, Eisenhower School, National War College, iCollege or Naval War College (Senior Level Course)
- Reassigned to HQDA CPTA
- Mobility and Continued Service Agreements required.
- PCS or TDY Status at 55% Flat Rate \$2425.50
- Graduate Placement/Reassignment Worldwide

Senior Service College (SSC) Distance Education

- Open to Army senior Civilians GS-14/15 (or equivalent).
- 2-year program: Attend Army War College (AWC) - (TDY twice to the AWC during the program)
- Mobility optional, if so Graduate Placement/ Reassignment worldwide
- Continued Service Agreement required.

SETM – Temporary Duty (SETM – TDY)

- Open to Army senior Civilians GS-14/15 (or equivalent).
- Detail not to exceed 179 days
- TDY Worldwide
- Stay assigned to parent organization
- Continued Service Agreement required
- TDY Status at 75% Flat Rate

SETM



SETM Execution Timeline



February 2019, HQDA SETM Phase III (Graduate Placement)

July 2018 – June 2018, SETM-SSC (Resident)

June 2018 – June 2019, SETM-ASCF

May 2018 – July 2020, SETM SSC (Distance Education)

January 2018 - April 2020 SETM-DSLDP

February – September, 2018 SETM-TDY

January 2018, SETM Results Published

September 2017, Release SETM-EPP Option 2 Selections

21 – 25 August 2018, **HQDA SETM Phase II Board (Interviews)**

25 – 28 July 2017, HQDA SETM Phase I Board (Pre-Selection)

1 July 2017, SETM OMLs due to CSLMO

1 – 30 June 2017, Command Boards SETM

16 – 31 May 2017, FCR Assess and Rank Applications

15 May 2017, SETM Application Closes

2017
Application Period
1 Mar 17 – 15 May 17



ETM Program Modules



PURPOSE: ETM is the means by which the Army prepares senior Civilians to assume positions of greater responsibility across the department.

Command and General Staff Officer College (CGSOC)

- Open to senior DACs GS-13 (GS-12 by exception) with 3+ years of Army service.
- Expands participants' knowledge of the operational and tactical Army.
- Completion of CES Advanced Course or equivalent/constructive credit required.
- Baccalaureate degree required.
- · Can earn a Master's degree.
- TDY funded at 55% Flat Rate per JTR.
- Attendance at CAC-Fort Leavenworth.
- · CSA & Mobility Agreements required.
- Reassignment under GPP for PCS option (Utilization Plan required for TDY option).

Executive Leader Development Program (ELDP) DoD Level Program

- Open to senior Army DACs GS-12/13 (equiv) serving in a permanent position for at least 3 years before nomination is due to DoD.
- 10-month program of intense learning and training experiences across DoD Enterprise.
- Able to participate in rigorous physical activities at DoD Components' locations.
- Have completed the CES Intermediate Course
- Have a Secret clearance as a minimum.
- Possess a valid Gov't Travel card & passport.
- TDY funded at 100% per JTR.
- Must use 2017 ELDP application forms.





ETM Program Modules (Cont)



Naval War College Intermediate Level Course AY 2017-18

College of Naval Command & Staff (CNC&S) Program

- Open to Army DACs GS-13/equiv only.
- Have served 3 years in permanent Army position before reporting to Newport, RI.
- Possess a baccalaureate degree.
- Selection based on past performance, demonstrated potential and seniority.
- TDY funded at 55% Flat Rate per JTR.

- Considered for placement into positions of greater responsibilities Army-wide.
- Have completed CES Advanced Course or granted equiv/constructive credit.
- Have experience in DA Nat'l Security policy and Defense agencies interaction
- Have a minimum Secret level clearance.

ETM

- > CNC&S graduates are awarded a Master's degree in Defense & Strategic Studies (most agree to curriculum attendance & completion).
- > Selectee will be placed in CTSA under HQDA G-37 TRV and then PCS under the Mobility Agreement after graduation from the course.



ETM Program Modules (Cont)

ETM

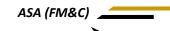


Enterprise Talent Management - Temporary Duty (ETM – TDY)

- Open to Army senior Civilians GS-13 (or equivalent).
- Applicant must currently be serving in a permanent DAC GS-13 or equiv position.
- TDY assignment not to exceed 90 days.
- TDY funded at 75% Flat Rate per JTR.
- Broadens experience through participation on a special project or filling a different position to build enterprise level experience.
- Army Civilians must apply annually to participate in or continue participation in the ETM-TDY module.

Leadership Shadowing Experience

- Open to Army senior Civilians GS-13 (or equivalent).
- Applicant must currently be serving in a permanent DAC GS-13 or equiv position.
- Selection for participation does not guarantee a leadership shadowing experience.
- 20 working days structured leadership shadowing experience with FCR/SES.
- TDY funded at 100% per JTR.
- Participation depends on the resources available to fund shadowing experiences.





ETM Execution Timeline



February 2019, HQDA ETM Phase III (Graduate Placement)

August 2018, ETM-ELDP Begins

July 2018 - June 2019, ETM-CGSOC Residence Begins

April 2018, ETM-CGSOC Distance Education Begins

February 2018, ETM-TDY and ETM-Shadowing Begins

December 2017, ETM Results Published

13 – 17 November 2016, **HQDA ETM Phase II Board (Interviews)**

17 – 20 October 2016, **HQDA ETM Phase I Board (Pre-Selection)**

1 July 2017, ETM OMLs due to CSLMO

1 – 30 June 2017, Command Boards ETM

16 – 31 May 2017, FCR Assess and Rank Applications

15 May 2017, ETM Application Closes

March 1 – 15 May 2017, ETM Application Period

2017
Application Period
1 Mar 17 – 15 May 17

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SETM/ETM Programs POCs



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SETMS Homepage

https://www.csldo.army.mil//Index.aspx