

Key Information and Changes in 2021!

- Army People Strategy (Link): <u>https://people.army.mil</u>
- Army Civilian Lexicon Changes
- Civilian Implementation Plan (CIP)
- CIP (Brochure)
- DASA Mission & Key Initiatives (Brochure)
- Army Career Programs
- Army Career Fields
- CP & Occupational Series Matrix
- DoD Mission Critical Occupational Memo
- FY20 MCO List
- Army Mission Critical Occupation Memo & List

Updated Lexicon Terminology

B	PREVIOUS REFERENCE	NEW REFERENCE
	32 Career Programs	11 Career Fields
ARMY	Career Management	Talent Management
	Career Program	Functional Community
CIVILIAN	Careerist	Army Civilian
LEXICON CHANGES	Army Career Development Program (ACDP)	Army Fellows Program
	Apprentice/Intern (Graduate)	Fellow
	Intern (Student)	Intern
U.S.ARMY	-1	

LEXICON DEFINITIONS

TALENT MANAGEMENT

A system that promotes a high-performing workforce, identifies and closes skills gaps, and implements and maintains programs to attract, acquire, develop, promote, and retain quality and diverse talent.

FUNCTIONAL COMMUNITY

Specified occupational series and functional fields grouped together on the basis of population, occupational structure, grade range, and commonality of job and qualification characteristics.

ARMY CIVILIAN

A member of the Army team, dedicated to Soldiers and Civilians, supporting the mission by providing leadership, stability, and continuity during war and peace, supporting and defending the Constitution, while living the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage. (Based upon Army Civilian creed)

ARMY FELLOWS PROGRAM

Army program to attract, recruit, and hire top civilian talent for enterprise level talent needs.

FELLOW

Recent graduate with an undergraduate or graduate degree.

INTERN

Current high school, undergraduate, or graduate student.

CAREER FIELDS

Construction, Engineering, & Infrastructure

Contracting

Digital Technology

Education & Information Sciences

Human Capital & Resource Management

Installations

Logistics

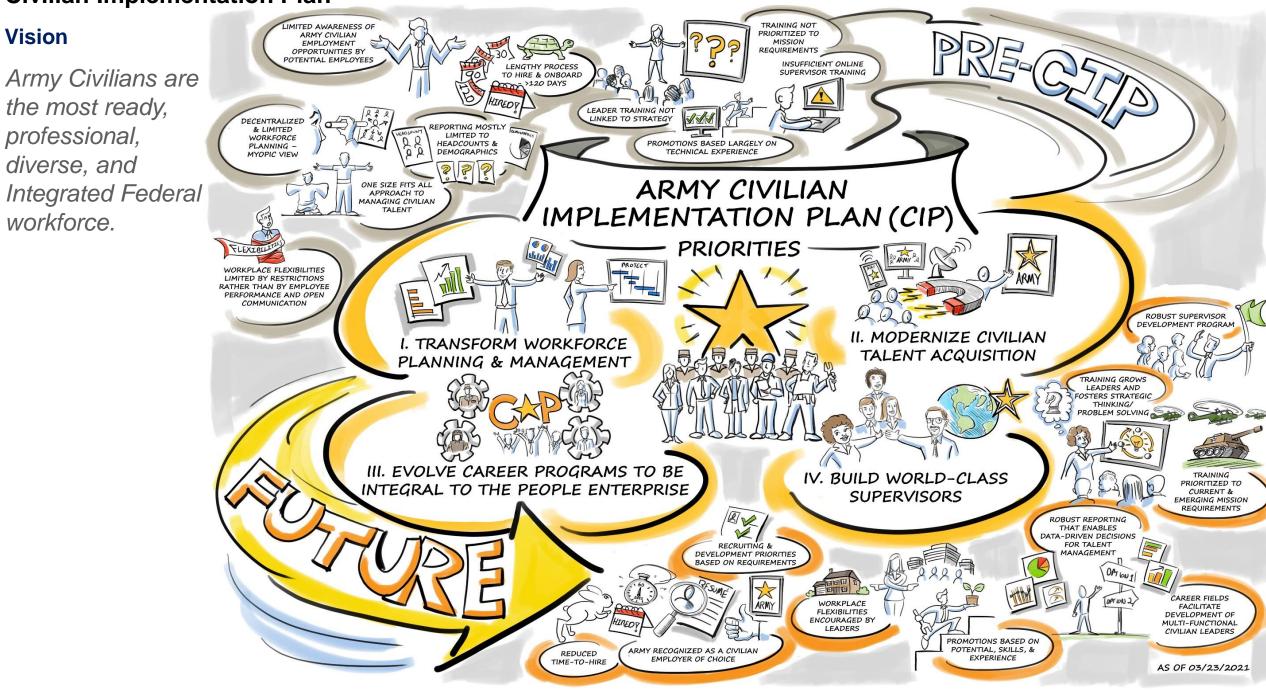
Medical

Professional Services

Science, Engineering, & Analysis

Security & Intelligence

Civilian Implementation Plan



Overview

The Soldiers and Army Civilians who make up the United States Army are our greatest resource and our enduring competitive edge in remaining the most lethal, capable land force in the world. To maintain this advantage, ensure continued access to the Nation's top talent, and achieve our vision for the Army of 2028, we must put the right people, policies, and systems in place now. The Army People Strategy (APS) is our roadmap, with nested Civilian and Military Implementation Plans that define what we will do and when we will do it to execute our vision. The APS identifies people as "Army's greatest strength and most important weapon system." Together, the APS and Civilian Implementation Plan (CIP) do the following:

•Recognize the value of Army Civilians in accomplishing the Army mission

•Ensure mission requirements drive our investments in Army Civilian talent

•Recognize costs associated with improving people programs, policies, and systems

•Set conditions to align workforce capabilities with changing mission requirements

•Empower Army Civilians to be engaged and innovative

•Enhance Army readiness

The CIP was established in support of the Army People Strategy to optimize the vital contributions of Army Civilians by modernizing talent management policies and practices. The Army of the future requires achievement of the following outcomes:

•The capacity to place the right talent in the right job at the right time

•A highly certified and credentialed Civilian workforce

•Equal opportunities for all

•Flexibility of movement for all Civilian employees throughout career fields, commands, and Army components

The CIP establishes four strategic priorities which identify critical aspects that must transform to improve talent management across the human capital lifecycle and are central to our goal of building and sustaining a Civilian Corps comprised of the nation's best talent to serve alongside Soldiers in defense of the nation:

- I. Transform workforce planning and management
- II. Modernize civilian talent acquisition

III. Evolve career programs to be integral to the people enterprise

IV. Build world-class supervisors

CIVILIAN IMPLEMENTATION PLAN IMPACT

mission souirements drive

our investments in Army Civilian talent

signed in May 2020.

outcome metrics.

Recognize the

Civilians in

accomplishing the mission

-

WHAT

WHEN

WHY

HOW

The Soldiers and Army Civilians who make up the United States Army are our greatest resource and ensure our competitive edge in remaining the most lethal, capable land force in the world. Maintaining this advantage requires we do the following:

> Empower Army Civilians to be

engaged and innovative

Optimizing the vital contributions of Army Civilians by

modernizing talent management policies and practices.

Transforming the Civilian workforce by 2028 through the CIP,

Achieving the strategic outcome of a Ready, Professional, Diverse, and Integrated workforce.

Modernizing Civilian talent management with more flexible, datadriven approaches, measured through tracking and reporting of

readiness

TARGETED RESULTS



Enhanced strategic thinking for leaders and problem solvers through training

Transformation of the Career Programs (CPs) into Career Fields

Robust reporting to enable data-driven
 decisions for talent management

Promotions based on potential, skills, and experience

Career Fields partnered with commands to strategically analyze and shape the workforce Recognition of the Army as a Civilian employer of choice

Workplace flexibilities encouraged by leaders

 Credentials/certifications offered by Career Fields to validate expertise in functional area and recognition across DoD

Robust supervisor development program

Time-To-Hire reduced to less than 45 days THE CIVILIAN IMPLEMENTATION PLAN U.S.ARMY

For resources and tools, please visit the APS Website at https://people.army.miV or the APS CIP at https://www.milsuite.mil/book/docs/DOC-840583.

Published October 2020

BACKGROUND

The Army People Strategy (APS) was designed as a roadmap toward transforming and modernizing the Army's approach to talent management. Nested in the APS is the Civilian Implementation Plan (CIP). The CIP has four strategic priorities:



The CIP is organized by four Lines of Effort (LOEs): acquire, develop, employ, and retain. Each LOE will utilize working groups, engage subject matter experts, and foster innovative thinking to execute tasks. The execution effort will leverage the critical enablers and focus on outcomes.



"The Army People Strategy (APS) recognizes the unique and critical role that Army Civilians play as the institutional backbone of the Army. In order to capitalize on the integral role Civilians play in the Army enterprise we must modernize the talent management policies, processes, and programs for the Civilian workforce. The Civilian Implementation Plan (CIP) provides the roadmap needed to reinforce our competitive edge and increase readiness to meet current and future mission requirements."

Dr. E. Casey Wardynski | Assistant Secretary of the Army for Manpower and Reserve Affairs

CIVILIAN IMPLEMENTATION PLAN

Strategic Outcomes

The Army of the future will have the capacity to place the right Civilian in the right job, at the right time; be highly certified and credentialed because of years of increasingly rigorous training and education; provide equal opportunities for all; and offer the flexibility of movement for all Civilian employees throughout career fields, commands, and Army components.

O Strategic Priorities

These priorities identify critical aspects that must transform to improve talent management across the human capital lifecycle and are central to our goal of building and sustaining a Civilian Corps comprised of the nation's best talent to serve alongside Soldiers in defense of the Nation.

Critical Enablers

These four critical enablers are cross-cutting, designed to set conditions for integration and collaboration across the LOEs.



CIVILIAN IMPLEMENTATION PLAN

Lines of Effort

Acquire

Develops a dynamic and streamined hiring process—from marketing through onboarding to attract a diverse, highly skilled pool of Civilians and enable them to integrate smoothly into the Army Civilian Corps.

Develop

Provides comprehensive resources for professional development for all Civilian employees, including a thorough training curriculum and opportunities for continuing education.

- Employ

Utilizes a data-centric approach to maintaining a robust pool of Civilian talent that is effectively matched with mission demands, based on skills and preferences.

- Retain

Cultivates a workplace environment where top talent is invested in the organization's longterm success through thoughtful engagement, competitive compensation, and opportunities for advancement.

ARMY CIVILIAN CORPS CREED

and peace.

our Army.

I will always support the mission.

I am an Army Civilian-a member of the Army team.

I am dedicated to our Army, Soldiers, and Civilians.

I support and defend the Constitution of the United

I provide leadership, stability, and continuity during war

States and consider it an honor to serve our Nation and

I live the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

I am an Army Civilian.

CIVILIAN WORKFORCE BY THE NUMBERS



Governance

The governance structure prescribes accountability for and governance of the Army People Enterprise, including execution of the Army People Strategy–Civilian Implementation Plan.

- Sets the strategic direction for the Army Civilian Corps and manages the execution of change to ensure enterprise-wide readiness.
- · Drives plans forward, resolves issues, and ensures accountability.

Deputy Assistant Secretary of the Army (Civilian Personnel)

MISSION AND KEY INITIATIVES



Published October 2020

INTRODUCTION

Deputy Assistant Secretary of the Army Civilian Personnel (DASA-CP) advises the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA [M&RA]) and other senior leaders on all matters relating to human resources (HR) and lifecycle management for the Army Civilian workforce.

MISSION STATEMENT

Provide policy, supervision, and oversight of the Army's HR system for civilian personnel.

Key Responsibilities

Advises the ASA (M&RA) on all matters relating to



Civilian HR Develops and oversees



execution of the Civilian Implementation Plan



Oversees the Army's non-appropriated fund employees



The Office of the Deputy Assistant Secretary of the Army for Civilian Personnel seeks continued improvement of the human capital lifecycle and talent management experience of the Army Civilian. DASA-CP continues to promote talent management policies and investments for the Civilian workforce, meet current and future mission demands, and increase Army readiness."

C=

Develops policy and provides

oversight of Civilian personnel

plans and programs that affect

over 297,000 civilians

Leads strategies and

assessment of policies,

programs, and activities to

attract, motivate, and retain

a civilian workforce with the

qualities, skills, and diversity

to support the warfighter

Dr. Todd Fore | Deputy Assistant Secretary of the Army (Civilian Personnel)

CAREER PROGRAM TRANSFORMATION

Nested under the Army People Strategy, the CIP directs Career Programs to play a more proactive and contributing role in talent management. To achieve this objective, Army Civilian Career Programs have been restructured into a single organization. This new organization, the U.S. Army Civilian Career Management Activity (ACCMA), is subordinate to the U.S. Army Civilian Human Resources Agency (CHRA).

The existing 32 Career Programs have been grouped into 11 broad Career Fields to better facilitate development of multifunctional Civilian leaders, reskilling of the workforce as mission demands change, and enhance the transition of talent across the enterprise.

DASA-CP KEY INITIATIVES



and Appraisal Program

Institutionalize a culture of high performance



Talent Management

Oversee and implement the CIP to modernize human capital practices



Data Analytics

Policy

Leverage robust data analytics to inform data-driven civilian human capital decisions

Career Program

Oversee policy and facilitate

governance of Career

Program management



Optimize and streamline the Civilian hiring process



Supporting Project Inclusion Efforts

Integrate diversity, equity, and inclusion efforts into Civilian **HR** practices



Fitness and Health Promotion Program

Provide oversight of the administrative leave policy and promote a healthy workforce



Employee Engagement

Institutionalize a culture of engagement at all levels of the workforce



Expeditionary Civilian Workforce

Oversee deployment operations and support for theater requirements to enhance the warfighter's capability and capacity

Civilian Human Resources Delegations of Authorities

Streamline Civilian personnel authorities to strengthen work effectiveness and efficiencies



Civilian Recognition

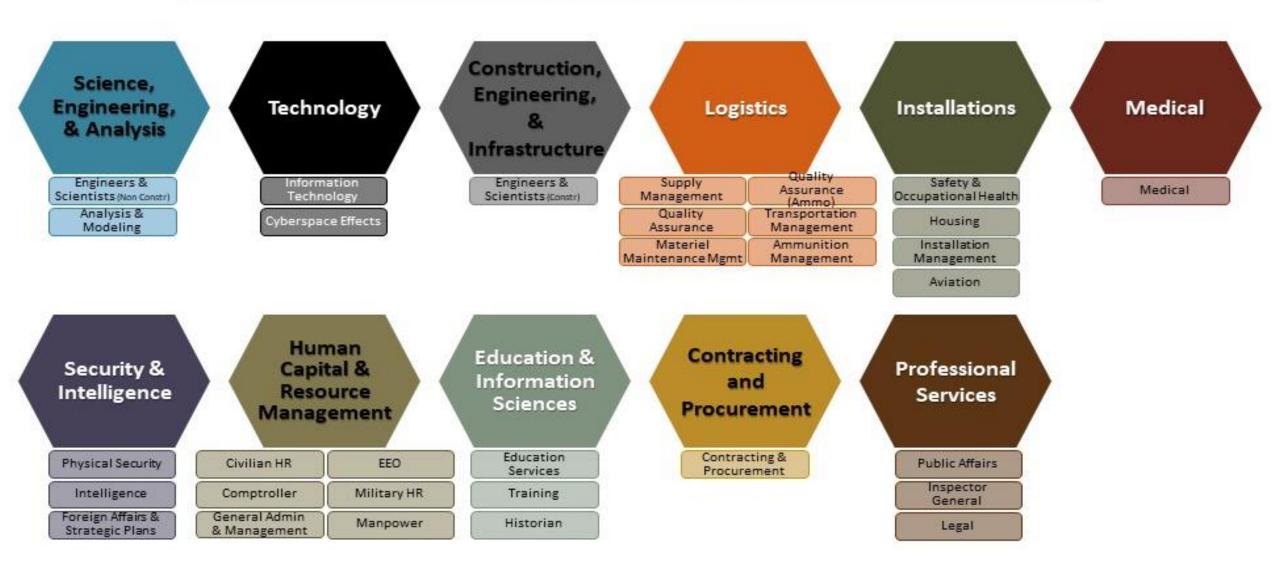
Acknowledge significant service milestones in an employee's career

Army Career Programs (Army Contracting manages CP-14 [TRADOC CCPM TBD]; TRADOC does not have CP27)



Army 11 Career Fields

Career Fields



CP & Occupational Series Matrix (Click the picture for full list - .pdf file)

GE SUMMARY
c Series Matrix
Aligned to CP
35 and 71
13 and 33
15 and 17
15 and 29
24 and 33
18 and 33
15 and 17
18 only

4	As of 09/18/2020		CAREER PROGR	RAM TO OCCUP	ATIONAL SERIE	ES MA	TRIX							
IOTES:				Career Program Pro	oonency Office (CPPO) Instruct	tions:							
CP-32: A CP-34: A	II Training Instructor (SHAI II Records Management Oc	vices Occ series "1701" and "1702" positions coded t RP) Occ series "1712" positions coded to CP-32 cc series "0308" positions coded to CP-34 r and Staff Advisor Occ Series "0301" and "0340" posi		requested deleted se	sts for deletions requi ries must be reassign t provide justification	ed to and	other CP	or serie	s before	the serie	s can be	deleted.		
	Il protocol "0301" position	s coded to CP-51 and SARC Occ series "0301" and "0101" positions cod	led to CD 52	CP Description - CP	descriptions align to (P plane	Descript	ions ck	arly deli	neste wh	ich nosit	ions alig	n to a CP	
			ieu to Cr-55	CP descriptions sho	uld NOT reflect work a	ssociate	d with an	y other	CP. DO	NOT list	eries wit	thin the c	lescriptio	n.
Blue hig	hlighted series are aligned	to one CP (Single Source Series)												
						_								
СР	Title	CP Description (Align to CP Plan)	Type(s) of work/specialties	FC	FCR			А	ligned (Occupati	onal Sei	ries		
		The family of Civilian Human Resource	Classification	Assistant Secretary	Assistant G-1.	0201	0203	0299	0301	0303	0399	0340	<u> </u>	1
		Management performs advisory and operational	Compensation	of the Army	Civilian Personnel	0201	0200	0200	0001	0000	0000	0040		
		services pertaining to the classification and	 Employee Benefits 	(Manpower and										
		analysis of positions, employee recruitment	Human Resource	Reserve Affairs)										
		actions, benefits, pay and compensation, employee		(ASA (M&RA))										
	Civilian Human	and labor relations, civilian performance	Staffing											
10		management, civilian information systems and	 HR Information Systems 											
	(CHR)	employee records management. Additionally, this	Labor Management &											_
		family of occupational series may include	Employee Relates (LMER)							<u> </u>		<u> </u>		-
		project/program management and general administration of civilian policies and programs as	 Performance Management 											
		governed by U. S. Code Title 5 and applicable								<u> </u>		<u> </u>	<u> </u>	
		regulations.								<u> </u>		<u> </u>		
		CP11 careerists provide professional and	 Accounting Analysis 	Assistant Secretary	Principal Deputy	0110	0119	0199	0301	0303	0399	0340	0343	034
		administrative capabilities in financial and resource	 Advanced Financial 	of the Army	Assistant Secretary	0501	0503	0505	0510	0511	0525	0530	0540	054
		management functional areas.	Management	(Financial	of the Army	0545	0560	0561	0599	0896	0899	1160	1163	11
			 Budget Execution 	Management and	(FM&C)	1515	1520	1530	1531	1599				
			 Budget Formulation, 	Comptroller) (ASA										
			Justification & Presentation	(FM&C)										
			Concepts, Policies &											
			Principles of Accounting, Audit, Budget, Commercial							L				
			Pay, Finance, and Payroll											
			Financial Management									<u> </u>		
			Analysis									<u> </u>	<u> </u>	
			 Financial Management 											
11	Comptroller		Systems											
			 Fundamentals & Operations 											
			of Accounting, Audit, Budget,											
			Finance, and Military &		liok									
			Civilian Pay		lick									
			Audit Planning &							I		I	—	-
			Management	•	lhis cture					<u> </u>		<u> </u>	<u> </u>	┣─
			Audit Reporting Decision Support - Audit		1115					<u> </u>		<u> </u>	<u> </u>	-
			Execution		F									
			Financial Management &							<u> </u>		l – –		<u> </u>
			Reporting Analysis		CTUIC					<u> </u>		i —	i	
			 Financial Reporting 											1
			 Financial Stewardship 	1	1					1		· · · · ·	· · · · ·	-

DoD Mission Critical Occupation List – MCO (Click the picture for memo - .pdf file)



DEPARTMENT OF DEFENSE DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE 4800 MARK CENTER DRIVE ALEXANDRIA, VA 22350-1100

DCPAS Message 2020069

FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Ms. Michelle LoweSolis

SUBJECT: Fiscal Year 2020 Mission Critical Occupation List

AUDIENCE: Appropriated Fund Personnel

ACTION: Disseminate to Department of Defense (DoD) Human Resource Practitioners

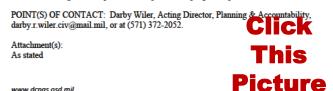
REFERENCE(S):

www.dcpas.osd.mil

- a. Section 250.204 of title 5, Code of Federal Regulations (attached)
- b. Fiscal Year 2018 2022 National Defense Business Operations Plan.
- https://cmo.defense.gov/Publications/NDBOP.aspx
- c. Fiscal Year 2020 2021 Department of Defense Civilian Human Capital Operating Plan (HCOP), dated October 2019.
- https://www.dcpas.osd.mil/Content/documents/PA/FY20_21_HumanCapitalOperatingPla n 1119.pdf
- d. 2018 National Defense Strategy Summary, https://dod.defense.gov/Portals/1/Documents/pubs/2018-National-Defense-Strategy-Summary.pdf

BACKGROUND/INTENT: In accordance with reference (a) the attached is the updated FY20 Mission Critical Occupation (MCO) list. The MCO determination and revalidation process consisted of representatives from the functional communities, Component representatives, and select subject matter experts assessing their occupations and federal wage system positions by functional community. Occupations designated as a MCO are aligned with a strategic goal, Agency strategic objective, priority goal, or a performance measure in the Fiscal Year 2018 -2022 National Defense Business Operations Plan (Reference b.).

Reference (c) aligns civilian human capital objectives, strategies, and initiatives in support of the 2018 National Defense Strategy (Reference d), including "Expand Capabilities for Strategic Workforce Planning and Management." The MCO determination and revalidation process is used to identify skills gaps for critical and emerging skills, and submitted to the Office of Personnel Management as part of the Department's progress reports.



@DCPASExcellence.https://twitter.com/DCPASExcellence

@DCPA5-Excellence https://www.linkodin.com/company/depas-excellence

DoD Mission Critical Occupation List – MCO (See full list next page)



FY20 MCO LIST

Pefense Civilian Personnel Advisory Service Functional Community	Series	Title	Functional Community	Series	Title
Administrative Support	0341*	Administrative Officer	Law Enforcement	1811	Criminal Investigating
Contracting	1102	Contracting	Logistics	0346	Logistics Management
Cyber	0391	Telecommunications	Logistics	1152*	Production Control
Cyber	1550	Computer Science	Logistics	1670	Equipment Services
Cyber	2210	IT Management	Logistics	2010*	Inventory Management
Education	1701*	General Education & Training	Logistics	2101*	Transportation Specialist
Education	1702*	Education & Training Technician	Logistics	2130	Traffic Management
Education	1710*	Education & Vocational Training	Medical	0180	Psychologist
Education	1712*	Training Instruction	Medical	0185	Licensed Clinical Social Worker
Financial Management	0501	Finacial Administration & Program	Medical	0602	Physician
Financial Management	0510	Accounting	Medical	0610	Nurse
Financial Management	0511	Auditing	Medical	0620	Licensed Practical Nurse
Financial Management	0560	Budget Analysis	Medical	0633	Physical Therapist
Foreign Affairs	0130	Foreign Affairs	Medical	0660	Pharmacist
Foreign Affairs	0131	International Relations	Medical	0680*	Dentist
Foreign Affairs	1040*	Language Specialist	Medical	0603	Physician Assistant
Human Resources	0201 (CIV)	Human Resource Management	Public Affairs	1035	Public Affairs
Intelligence	0132	Intelligence	Quality Assurance	1910	Quality Assurance
Law Enforcement	0083	Police	Security	0080	Security Administration

* Denotes new MCO

Army Mission Critical Occupation List – MCO (Click the picture for memo - .pdf file)



DEPARTMENT OF THE ARMY Assistant secretary of the Army Manpower and reserve Affairs 1111 Army Pentagon Washington, DC 20310-0111

SAMR

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: FY21 Army Mission Critical Occupations List and Guidance

1. References:

a. Defense Civilian Personnel Advisory Service Message 2020069, dated 30 June 2020, "Fiscal Year 2020 Mission Critical Occupation List".

b. Section 250.204 of Title 5, Code of Federal Regulations.

2. Mission Critical Occupations (MCOs) are those occupational series having the potential to put a strategic program or goal at risk of failure related to human capital deficiencies. The Defense Civilian Personnel Advisory Service (DCPAS) released a list of 38 DoD-wide MCOs in June 2020. The Army conducted analysis to develop an addendum to the DCPAS list and identified 15 additional MCOs that the Army will utilize for FY21. Both lists are enclosed.

3. The combined DoD and Army list of 53 occupational series should be used for consideration when allocating positions in the Army Career Development Program, Pathways Program, and Presidential Management Fellows Program. The MCOs should also be provided priority attention in the execution of the hiring process and in the authorization of funding for "three R" allocation (recruiting, retention, and relocation), as well as other talent management incentives and programs. This list is strategic, and I encourage Army leaders and organizations to employ approved authorities, policies and resources to address specific unit occupation issues at the regional and local levels.

4. The Army's addendum list will be updated annually based on factors such as high turnover, low fill rates, long fill times, and additional criteria. As these HR-related deficiencies are mitigated, MCOs will be removed from the list with others being added.

5. My points of contact for this action are Ms. Megan Emden, SAMR-CPE, (703) 806-4821, megan.e.emden.civ@mail.mil and Mr. John M. Bott, SAMR-CPE, (703) 806-4837, john.m.bott.civ@mail.mil.

> E. CASEY WARDYNSKI Picture

Full List is Below

	DOD-Wide	MCO L	ist
Series #	Occupational Series Name	Series #	Occupational Series Name
0080	Security Administration	0633	Physical Therapist
0083	Police	0660	Pharmacist
0130	Foreign Affairs	0680	Dentist
0131	International Relations	1035	Public Affairs
0132	Intelligence	1040	Language Specialist
0180	Psychologist	1102	Contracting
0185	Licensed Clinical Social Worker	1152	Production Control
0201	Human Resource Management	1550	Computer Science
0341	Administrative Officer	1670	Equipment Services
0346	Logistics Management	1701	General Education & Training
0391	Telecommunications	1702	Education & Training Technician
0501	Finacial Administration & Program	1710	Education & Vocational Training
0510	Accounting	1712	Training Instruction
0511	Auditing	1811	Criminal Investigating
0560	Budget Analysis	1910	Quality Assurance
0602	Physician	2010	Inventory Management
0603	Physician Assistant	2101	Transportation Specialist
0610	Nurse	2130	Traffic Management
0620	Licensed Practical Nurse	2210	IT Management

Arm	y MCO List Addendum						
Series #	Occupational Series Name						
0085	Security Guard						
0855	Electronics Engineering						
0801	General Engineering						
2152	Air Traffic Control						
0651	Respiratory Therapist						
0081	0081 Fire Protection and Prevention						
0662							
0681	Dental Assistant						
0642	Nuclear Medicine Technician						
0645	Medical Technician						
0621	Nursing Assistant						
0701	Veterinary Medical Science						
0682							
0644	0644 Medical Technologist						
8852	Aircraft Mechanic						

STOP HERE! End of Slides

(Backup Documents Remaining)

NOTES:

CP-29: All Youth and Child Care Services Occ series "1701" and "1702" positions coded to CP-29

CP-32: All Training Instructor (SHARP) Occ series "1712" positions coded to CP-32 CP-34: All Records Management Occ series "0308" positions coded to CP-34

CP-51: All SHARP Program Manager and Staff Advisor Occ Series "0301" and "0340" positions coded to CP-51 All protocol "0301" positions coded to CP-51

CP-53: All SHARP Victim Advocate and SARC Occ series "0301" and "0101" positions coded to CP-53

Blue highlighted series are aligned to one CP (Single Source Series)

CAREER PROGRAM TO OCCUPATIONAL SERIES MATRIX

Career Program Proponency Office (CPPO) Instructions:

Deletions - All requests for deletions require documented approval between affected CPs. All employees of the requested deleted series must be reassigned to another CP or series before the series can be deleted.

Additions - CPs must provide justification and documented approval among any affected CPs due to the addition.

СР	Title	CP Description (Align to CP Plan)	Type(s) of work/specialties	FC	FCR		Aligned Occupational Series							
10	Civilian Human Resource Management (CHR)	The family of Civilian Human Resource Management performs advisory and operational services pertaining to the classification and analysis of positions, employee recruitment actions, benefits, pay and compensation, employee and labor relations, civilian performance management, civilian information systems and employee records management. Additionally, this family of occupational series may include project/program management and general administration of civilian policies and programs as governed by U. S. Code Title 5 and applicable regulations.	 Classification Compensation Employee Benefits Human Resource Development Staffing HR Information Systems Labor Management & Employee Relates (LMER) Performance Management 	Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA))	Assistant G-1, Civilian Personnel		0203	0299	0301	0303	0399	0340		
11	Comptroller	CP11 careerists provide professional and administrative capabilities in financial and resource management functional areas.	 Accounting Analysis Advanced Financial Management Budget Execution Budget Formulation, Justification & Presentation Concepts, Policies & Principles of Accounting, Audit, Budget, Commercial Pay, Finance, and Payroll Financial Management Analysis Financial Management Systems Fundamentals & Operations of Accounting, Audit, Budget, Finance, and Military & Civilian Pay Audit Planning & Management Audit Reporting Decision Support - Audit Execution Financial Management & Reporting Analysis Financial Reporting Financial Reporting Financial Stewardship 	Assistant Secretary of the Army (Financial Management and Comptroller) (ASA (FM&C)	Principal Deputy Assistant Secretary of the Army (FM&C)	0110 0501 0545 1515	0119 0503 0560 1520	0199 0505 0561 1530 	0301 0510 0599 1531	0303 0511 0896 1599 	0399 0525 0899			

CAREER PROGRAM TO OCCUPATIONAL SERIES MATRIX

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СР	Title	CP Description (Align to CP Plan)	Type(s) of work/specialties	FC	FCR			A	ligned C	ccupati	onal Ser	ies		
		The subject matter experts in CP 12 serve as	 Emergency Management 	Deputy Assistant	Senior Safety	0017	0018	0019	0081	0089	0099	0301	0303	0399
		advisors, consultants, analysts and	 Tactical Safety 	Secretary of the	Advisor U.S. Army	0340	0343	0344	0455	0640	0690	0699	0803	1306
		specialists at all levels within Army Commands.	Fire Safety	Army (Environment,	Combat Readiness	1399	1801	1815	1825	1899	5205	5427		
		The Career Program includes Safety and	Electrical Safety	Safety and	Center									
		Occupational Health, Fire, Health Physics,	Industrial Safety	Occupational										
		Emergency Management, Safety	Motor Vehicle Safety	Health) (DASA										
		Engineering, and Industrial Hygiene professionals	System Safety	ESOH)										
		who manage and develop safety and occupational	Aviation Safety										L	
		health programs. They advise Commanders and Senior Leaders on a wide variety of safety and	InspectionsAccident Investigation											
		occupational health concepts, risk mitigation, and	Army Safety & Occ Health											
		public laws, standards, and regulations. CP 12	Mgt System											
		careerists must have knowledge of physical,	Medical Safety											
		chemical, biological and behavioral sciences,	Off Duty Safety											
		mathematics, training and educational	Biological Safety										 	
		techniques, engineering concepts, and specialized	Radiation Safety										 	
10	Safety and Occupational	operations such as construction,	Chemical Safety											
12		industrial hygiene and occupational health,	Contracting Safety											
		transportation, explosives, fire, range,	Public Safety										[]	
		emergency management, industrial operations,	 Seasonal Safety 											
		electrical, radiation, and aviation.	 Force Mobilization 											
			 Safe Cargo Operations 											
			Marine Safety											
			Facility Reuse & Closure											
			• Explosives Safety											
			Mishap Reporting											
			CYS Safety										µ]	
			Explosives SafetyHealth Physics										└────┤	
			Industrial Hygiene											
			Safety Engineering											
			Safety and Occupational											
			Health										ļ	
			• Firefighter											
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CP-29: All Youth and Child Care Services Occ series "1701" and "1702" positions coded to CP-29

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13	Supply Management	CP-13 careerists analyze and manage inventory levels, capital assets, business rules, supplier networks, and agreements 'to include import requirements (as well as conduct assessment of supplier performance. They perform functions in procurement to include disposal of defense system material and integration of multiple material sources. Included is the management of spares and repaired parts in support of defense systems, as well as consumable materials such as ordnance, fuel, food, clothing, and medical supplies. The CP-13 workforce consists of General Schedule (GS), Wage System (WS), local national (LN), Non-Appropriated Funded (NAF), and Acquisition workforce personnel.	 Logistics Supply Management Inventory Management Item Management Storage Management Equipment Accountability 	Assistant Deputy Chief of Staff, G-4	Director of Supply, ODCS, G-4	0050 1140 2091 6904 7009 7408	0301 1658 2099 6907 7301 7420	0303 1667 3101 6910 7304 7601 	0399 2001 3105 6912 7305 7603	0340 2003 3106 6913 7401	0343 2005 3111 6914 7402	0346 2010 5310 7001 7404	1104 2030 5317 7002 7405	1107 2032 6901 7006 7407	
14	Contracting and Procurement	CP-14 careerists execute and manage Army's contracting and procurement business. Careerists work in a variety of procurement related positions, and this includes project/program management and general administration, as they perform duties for life cycle management of the contract or other vehicle. Careerists perform advisory and operational services for the procurement of supplies, services, construction, or research and development; contract price proposals; contract administration; Government-owned property management; small business; grants and cooperative agreements; contract project/program management, and contract support assistance.	 Contract Performance 		Deputy Assistant Secretary of Army (Procurement)			0340 1150	0343 1199						

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СР	Title	CP Description (Align to CP Plan)	Type(s) of work/specialties	FC	FCR	Aligned Occupational Series								
		Career Program 15 (CP-15), Quality and Reliability	 Quality Control/Assurance 	Commanding	HQ, AMC Principal	0301	0303	0399	0340	0343	1910	1999	3359	3378
			Inspections	General U.S. Army	Deputy Chief of	3401	3414	3703	3705	5439	6901	7002	8268	8602
			 Functional Testing 	Material Command	Staff for	8840	8852	2604	2610	2854	2892	3359	3711	3801
			 Quality Audits 	(AMC)	Operations, G-3	3806	4102	8255						
		acquisition, production, use, maintenance, storage,	 Inspection Validation 											
		and supply of products required by the Army and	 Process and Performance 											
			Inspections											·
			Product/Material Acceptance											·
		defects and non-conformances, the identification of	•											
45	Quality and Reliability	unsatisfactory trends and conditions, the correction												
15	Assurance	of factors which may contribute to defective items	Precision Measurement											
			(Metrology)											
			 Tool/Equipment Calibration Certification 											
			Material Identification											
			Manufacturers Specifications											
			Processes											
			Certification/Validation											
			Quality & Reliability Policy											
			Guidance											

CAREER PROGRAM TO OCCUPATIONAL SERIES MATRIX

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СР	Title	CP Description (Align to CP Plan)	Type(s) of work/specialties	FC	FCR			А	ligned C	ccupati	onal Ser	ies		
16	Engineers and Scientists (Non-Construction)	CP 16 Careerists are technically oriented professionals responsible for the research, design, development, production and field support of advanced materiel ranging from missiles, vehicles, ammunition, protective equipment, and software to food, shelter, clothing and equipment to enable the Soldier in the field. CP 16 is the career field for those Army civilian engineers, scientists, and technicians, conducting Army research, development, and acquisition functions.	CP 16 Careerists are technically oriented professionals responsible for the research, design, development, production and field support of advanced materiel ranging from missiles, vehicles, ammunition, protective equipment, and software to food, shelter, clothing and equipment to enable the Soldier in the field.	Commanding General U.S. Army Futures Command	Deputy to the Commanding General U.S. Army Futures Command, U.S. Army Combat Capabilities Development Command (CCDC)	0062 0303 0413 0802 0856 1310 1399	0099 0340 0414 0806 0858 1311 1501	0101 0399 0415 0810 0861 1313 1520	0102 0401 0430 0819 0871 1320 1521	0150 0403 0434 0830 0893 1321 1529	0180 0404 0435 0840 0895 1340 1530	0181 0405 0437 0850 0896 1341 1531	0199 0408 0499 0854 0899 1382 1550	0301 0410 0801 0855 1301 1384 1599
17	Material Maintenance Management	CP17 is comprised of Army Civilians performing maintenance materiel functions in Life Cycle Logistics which consists of Logistics Design Influence, Integrated Logistics Support Planning, Product Support & Sustainment, Configuration Management, Reliability & Maintainability Analysis, Technical/Product Data Management, and Supportability Analysis. CP17 careerists reside within Research Development and Engineering Centers; Analysis Centers; Test Ranges; Test Centers; Logistics Organizations, Integrated Logistics Support (ILS) Planning offices, and Headquarters; Army Headquarters, The Career Program17 (CP-17) workforce consists of General Schedule (GS), Wage System (WS), local national (LN), Non-Appropriated Funded (NAF), and Acquisition workforce personnel.	 Army Maintenance Management Lean Maintenance and Repair Army Secondary Item Management LMP Applications LMP Fundamentals Defense Hazardous Materials/Waste Handling Major Item Management 	Assistant Deputy Chief of Staff, G-4	Director, Maintenance Policy, Programs and Processes, Office of the Deputy Chief of Staff, G-4	0301 0856 1601 2610 3416 3727 4255 4749 5201 5801 6652 8852	0303 0873 1670 2854 3428 3769 4301 4801 5301 5803 8201 8862	0399 0895 1699 2892 3701 3801 4352 4804 5323 5806 8255	0340 0899 2210 3306 3703 3802 4361 4807 5334 5823 8268	0343 1083 2601 3314 3705 3806 4373 4816 5350 5876 8602	0344 1101 2602 3359 3707 3809 4616 4818 5352 6601 8610	0346 1152 2604 3378 3711 3858 4701 4840 5378 6605 8801	0801 1199 2606 3401 3712 3872 4714 4850 5423 6610 8810	0802 1311 2608 3414 3725 3940 4737 4855 5439 6641 8840

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18	Engineers and Scientists (Resources and Construction)	Duties and responsibilities include the following functional areas: Civil Works Planning, Operations and Regulatory, Engineering, Construction, Project Management, Public Works, Environmental, Real Estate, Research and Development	 Planning, design, construction, operation, maintenance, and repair of military facilities Cartography and geodesy Planning, design, construction, operation and maintenance of civil works projects Hazardous toxic waste remediation and installation restoration programs Management of land, water, and related natural resources for public purposes Research in related fields 	Commanding General, U.S. Army Corps of Engineers and Chief of Engineers	Director of Military Programs, U.S. Army Corps of Engineers	0020 0150 0344 0470 0806 0855 1130 1315 1373 1640 5408	0023 0184 0401 0807 0871 1170 1316 1374 1699 5409	0190 0408 0480 0808 0890 1171 1320 1399 5306	0028 0193 0414 0482 0809 0893 1176 1350 1501 5309 5415	0029 0199 0430 0486 0810 0895 1199 1360 1520 5318 5426	0099 0301 0454 0499 0817 0896 1301 1361 1329 5401 5705	0101 0303 0457 0801 0819 0899 1310 1370 1550 5402 5716	0102 0340 0460 0802 0830 1008 1311 1371 1599 5406 5725	0110 0343 0462 0804 0850 1099 1313 1372 1601 5407 5729
19	Physical Security and Law Enforcement	CP19 is a collection of 17 occupations with over 8000 Civilians supporting the Army warfighting mission through functional law enforcement and security expertise. CP19 professionals engage in the protection of Army assets and criminal investigations with expertise in law enforcement, physical security, criminal investigations, corrections, customs support, crime analysis and antiterrorism.	 Physical Security Specialists Antiterrorism Officers Criminal Investigators Security Guards and Police Officers Directors of Emergency Services Law Enforcement Policy Investigative Analysts Access Control Clerks Fraud Technicians 	Provost Marshal General, Command General Criminal Investigations Command, Commanding General, Army Corrections Command	Office of the Provost General Marshal	0006 0399 1899	0072 0340	0080 1397	0083 1801	0085 1802	0086 1805	0099 1810	0301 1811	0303 1895

CAREER PROGRAM TO OCCUPATIONAL SERIES MATRIX

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Outline Characterisations Type(s) of work/speciality Control Augure occupation (Control 0 CP-20 is a collision of GS-100 caractist with total of 312 ovillans. CP-20 Manages and performs the global ammunition surveillance program sub- rammunition and disposal. Army ammunition requiring functional expertise. Ammunition material staffset transportation and disposal. Army ammunition surveillance program sub- rammunition surveillance of the global ammunition surveillance program sub- rammunition surveillance techniques and compliance admunition specific to: transportation equipment, Load techniques and compliance of the characterisation quality functions Source admunition surveillance admunition specific to: transportation equipment, Load techniques and compliance admunition addispasal surveillance) 1910 Immunition addispasal techniques and depatibility. To the service program sub- techniques and compliance admunition addispasal surveillance) 1910 Immunition addispasal techniques and compliance techniques and compliance admunition addispasal surveillance) 1910 Immunition addispasal techniques and compliance admunition addispasal surveilla	CP	Title	CP Description		FC	ECR		Aligned Oc	cunatio	nal Sori	ios	
20 Quality Assurance Spocialist (Ammunition Surveillance) Quality Assurance Surveillance) Quality Assurance Surveill	U			Type(s) of work/specialties				Alighed Oc	cupation		103	
Remediation <td>CP</td> <td>Quality Assurance Specialist (Ammunition</td> <td>(Align to CP Plan) CP-20 is a collection of GS-1910 careerist with a total of 312 civilians. CP-20 Manages and performs the global ammunition surveillance program as the Army ammunition technical experts per Army regulation requiring functional expertise.</td> <td>during storage, handling, transportation and disposal • Ammunition Material Inspection, test and evaluation • Ammunition Suitability Determinations specific to: transportation equipment, load techniques and compliance • Ammunition Logistics Advise • Chemical surety and demilitarization quality functions • Ammunition stockpile surveillance database Mgmt includes: serviceability, readiness • Ammunition malfunctions investigation and analysis • Audit explosive operations • Ammunition Logistics, Hazardous Material Movement, Disposal, and Emergency Preparedness Training</td> <td>General, U.S. Army Materiel Command (AMC)</td> <td></td> <td></td> <td>Aligned Oc</td> <td></td> <td>nal Seri</td> <td></td> <td></td>	CP	Quality Assurance Specialist (Ammunition	(Align to CP Plan) CP-20 is a collection of GS-1910 careerist with a total of 312 civilians. CP-20 Manages and performs the global ammunition surveillance program as the Army ammunition technical experts per Army regulation requiring functional expertise.	during storage, handling, transportation and disposal • Ammunition Material Inspection, test and evaluation • Ammunition Suitability Determinations specific to: transportation equipment, load techniques and compliance • Ammunition Logistics Advise • Chemical surety and demilitarization quality functions • Ammunition stockpile surveillance database Mgmt includes: serviceability, readiness • Ammunition malfunctions investigation and analysis • Audit explosive operations • Ammunition Logistics, Hazardous Material Movement, Disposal, and Emergency Preparedness Training	General, U.S. Army Materiel Command (AMC)			Aligned Oc		nal Seri		
				• Ammunition Material/Hazard Remediation								
								<u> </u>				

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СР	Title	CP Description (Align to CP Plan)	Type(s) of work/specialties	FC	FCR			A	ligned O	occupati	onal Ser	ies		
22	Public Affairs and Communications Media	CP-22 develops its careerists in the following core competencies: accountability, attention to detail, communications and media, English language proficiency, oral communication, personal communication, planning and evaluation, and written communication. CP-22 focuses it career development on leadership skills, functional competencies, professional enhancements, and academic achievement.	 Community Outreach Journalism Photo Journalism Broadcast Journalism Media Relations Strategic Planning and Communications Digital and Social Media Special Events Congressional Affairs Army Public Relations 	Office Chief of Public Affairs	Office Chief of Public Affairs		1001	1035 	1082	1087 	1082			
24	Transportation and Distribution Management	CP-24 careerists perform functions that include transportation, packaging, cargo scheduling, and dispatching of materials, support services, and personnel in response to customer requirements to move and sustain the force. This encompasses the management of deployment planning and the execution of the physical distribution/transportation of personnel and materiel. The Career Program 24 workforce consists of General Schedule (GS), Wage System (WS), Local Nationals (LN), Non-Appropriated Funded (NAF), and Acquisition Workforce personnel.	Basic Freight Traffic	Assistant Deputy Chief of Staff, G-4	Deputy to the Commanding General, Combined Arms Support Command (CASCOM)	0301 2130 4602 5784	0303 2131 5210 5786		0340 2150 5703	0343 2151 5704	0346 2161 5736	1101 2199 5737	2101 2210 5738	2102 3546 5782
26	Manpower and Force Management	CP 26 careerists focus on the accurate identification of HR requirements (quantity and quality) required to perform specific tasks/missions maximizing organization efficiency and economy. Includes functions: Structure units and design organizations; Determine manpower and equipment requirements for the Total Force of military (Active, Guard and Reserve Components), civilian employees and contract support; Manage manpower authorizations based on resource prioritization, strategic objectives and readiness decision; Ensure manpower resources are appropriated, allocated, defended and utilized.		Assistant Deputy Chief of Staff, G-1	Assistant Deputy Chief of Staff, G-1			0399	0340	0343	0344	1515	1599	

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		CD Description				
СР	Title	CP Description (Align to CP Plan)	Type(s) of work/specialties	FC	FCR	
27	Housing Management	Careerists who work in a variety of housing related positions encompassing a wide scope of housing functions that are embedded at all levels of the Army structure from the Installation to Headquarters (HQs) in five distinct Housing programs: Housing Referral Services (HSO), Unaccompanied Housing (UH), Army Family Housing (AFH) (including General/Flag Officer Quarters (GFOQ)), Residential Communities Initiative (RCI) Housing, and Privatized and Government-owned Lodging.	 Property and Facilities Management Housing Assignments, Terminations, and Inspections Housing Asset Management (include financial planning, facilities maintenance, and portfolio management activities) Private Housing/Lodging liaison Housing Referral Services Fair Housing Act Policy Management 	Deputy Chief of Staff, G-9	Director, Installation Services	0303
28	Equal Employment Opportunity	Army career civilians that serve as Equal Employment /Equal Opportunity professionals across the Army (Active and Reserve). Careerists operate within Army's Human Capital domain, but are not part of Civilian or Military Personnel. CP-28 careerists lead the Army's compliance with Federal Civil Rights Laws, Regulations and guidelines that prohibit policies, practices and procedures that prohibit unlawful discrimination and prohibited behaviors. Careerists demonstrate functional expertise in the implementation of the US Civil Rights laws regulations and guidelines governing implementation of federal human capital efforts. Federal regulations require these individuals are assigned to the command staff under the direct supervision of the commander.	 Equal Employment Opportunity Specialists Equal Employment Opportunity Managers Equal Opportunity Specialists Equal Opportunity Managers Diversity Specialists Chief Diversity Officers EO Assistants EO Program Analyst EEO Apprentices-Student Hires 	Reserve Affairs) (ASA (M&RA))	Deputy Assistant Secretary of the Army (Equity & Inclusion), Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA))	0299

	А	ligned O	ccupatio	onal Ser	ies		
3	0340	0343	0399	1101	1173	1910	
)	0301	0343	0360	0361			
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29		CP29 Professionals perform across a broad spectrum of functions and duties related to the operation, management, administration and synchronization of Army installation services and capabilities. These professionals work in direct and	 Installation policy development and administration Management of installations 		Assistant Deputy Chief of Staff, G-9	0030 0303 1144 2801 3604 4201 4605 5042	3606 4206	0110 0343 1603 3501 3610 4401 4742	0187 1051 1630 3502 3808 4402 4754	0188 1054 1699 3566 3869 4417 4819	0189 1056 1701 3601 4101 4441 5001	0199 1099 1702 3602 4102 4601 5003	0301 1101 1712 3603 4104 4604 5026

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31	Education Services	CP 31 Careerists support Soldier's ability to complete off duty, post-secondary education and on-duty education opportunities such as Basic Education Skills Program (BSEP) classes. These professional careerist have a degree and the required OPM directed Individual Occupational Requirements (IOR) of at least 24 semester hours appropriate to the position (such as; Guidance Counseling, Adult Education, Teaching Methods, Career Planning and Test & Measurements. Education Services careerist work in direct and indirect support of Army readiness.	 Installation Education Services for policy development, administration and training Education Knowledge Management of installations by Education Services Officer (ESO) (Division Chiefs (ESO) to the Garrison Commander/Garrison Mgrs/similar roles) Guidance Counseling Education Partner/Liaison for installation operations Management of Education Programs and systems for Soldier, family members and DoD civilians, Transition and Veterans programs and services for the Army Community Education Center Management Army Personnel Testing (APT) Management and Administration Soldier/Community Education Strategic Planning and Business Processes 		HRC, Associate Director ACCESS, ArmyU							

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32	Doctrine Warfighting	CP-32 is a Civilian Career Program for Department of the Army Civilians working in training and education, capability, and doctrine development. CP-32 careerists keep pace with learning innovation and technological advancements and incorporate this knowledge into capability and doctrine development documents as well as training and education curricula. CP-32 careerists designs and builds the Army for wars and missions of today and tomorrow.	 Concept Developer Capability Developer Combat Developer General Education and Training Education and Training Technician 	Commanding General, U.S. Army Training and Doctrine Command (TRADOC)	Deputy Chief of Staff, G-3/5/7, U.S. Army Training and Doctrine Command (TRADOC)		1701	1702	1712	1750	1799	0399		
33	Ammunition Management	a wide scope of logistics functions that are embedded at all levels of the Army and support the full life cycle of ammunition. Class V, Ammunition is a complex commodity that is unique from every	 Ammunition Logistics: Supply, transportation, storage, production, maintenance, and 	Commanding General, U.S. Army Material Command (AMC)		0301 0899 2003 6502	0303 1101 2005 6505	0399 1150 2010 6511	0340 1152 2030 6907	0343 1199 2099 2032	0346 1601 2101 5716	0801 1670 2130 5704	0802 1699 2199	0895 2001 6501

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СР	Title	CP Description (Align to CP Plan)	Type(s) of work/specialties	FC	FCR			А	ligned C	occupatio	onal Ser	ries		
		The CP 34 Civilian Career Program encompasses	 Network Administration 	Chief Information	Deputy Chief	0301	0303		0332	0335	0340	0343	0382	0390
		five functional areas: Information Technology,	 System Administration 	Officer/G-6 (CIO/G-	Information	0391	0392	0394	0399	1001	1020	1021	1060	1071
		Telecom and Spectrum Management, Visual	Desktop Support	6)	Officer/G-6 (DCIO)	1083	1084	1099	1386	1410	1411	1412	1499	2210
		· · · · · · · · · · · · · · · · · · ·	 Application Development 			2299	2501	2502	2504	3901				
			 Information Security 									<u> </u>		
		information technology, information management,	 Information Assurance 									<u> </u>		
		and library science.	 IT Policy and Planning 									<u> </u>		
			Illustration									<u> </u>		
	Information Technology		 Audio Visual Production 									<u> </u>		
34	Management		 Broadcast Operations 									<u> </u>		
	Management		Communications Cable and									<u> </u>		
			Management									<u> </u>		
			Photography									<u> </u>		
			Graphic Art									<u> </u>		
			 Knowledge Management 									<u> </u>		
			 Library Science 									<u> </u>		
			 Records Management 									<u> </u>		
			 Telecommunications 									<u> </u>		
			Telephony											

NOTES:

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35	Intelligence (General)	CP-35, General Intelligence includes Military Intelligence (MI) and Security. MI is largely concerned with the collection, analysis, and dissemination of foreign military information. Security is largely concerned with deterring, detecting, and documenting unauthorized entry and movement within the facility and safeguarding personnel and intelligence information.	 ACQINT All Source Analysis Collections Management Combat Development Counter Intelligence 	Deputy Chief of Staff, G-2	Assistant Deputy Chief of Staff, G-2	0801 1083						

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36		CP36 is the Department of the Army Analysis, Modeling and Simulation (AM&S) career program. CP36 workforce includes civilians who work with analysis tools, models, simulations and/or decision support systems across the Analysis, Acquisition, Cyber, Experimentation, Logistics, Medical, Operations and Plans, Test and Evaluation, and Training Army Communities. CP36 civilians functional expertise supports a variety of organizations to include program offices, research labs, technology, development and engineering facilities, analysis centers, test ranges exercise ranges, logistics centers and training centers.	 Operations Research Analysts Data Analysis Professionals Data Scientists Computer Scientists Computer Engineers Test & Evaluation Manager and Specialists Mathematicians Systems Engineers Modeling & Simulation Analysts Exercise Planners Director Mission CMD Training Center Battle Space/Simulation Managers Training Instructors Military Analysts Modeling & Simulation Integrators Military Operations Planners 	Deputy Chief of Staff, G-8	Chief, Simulation Proponent and School	0391 0850 1529 1750	0399 0854 1530 1799 	0340 0855 1531 2210	0343 0861 1550 2299			
50	Military Personnel	Civilians within CP-50 mission is to provide a full range of military human resources (HR) support. The positions within this functional community possess the expertise required to assist Commanders in meeting military manning requirements that support operational missions. CP50 personnel work alongside uniformed military personnel managers, providing the same level and type of HR support to the fighting force.		Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA))	Assistant G-1,	0203	0299	0301		0399	0340	

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51	General Administration and Management	CP-51, General Administration and Management Career Program is a civilian career program for Department of the Army (DA) employees performing work in a variety of administration, program/project management, operational support and related positions embedded at all levels of the Army from installations to headquarters. CP-51 employees work in a broad spectrum of services and capabilities further diversified by multiple series and pay plans. Employees working in this career program come together with an aim toward providing the myriad of services, skills and capabilities required to maintain and support the DA.	 General Administration General Management SHARP Program Manager and Staff Advisor (0301 and 0340) Protocol (0301) 	Deputy Chief of Staff, G-1	Assistant Deputy Chief of Staff, G-1	0301 0326 1654	0302 0399		0304 0341	0305 0342	0309 0343	0313 0344	0318 0350	0322 0356
53	Medical	CP53 is organized into seven occupational groups: Administration, Behavioral Health, Clinical Professional/Technician, Clinical Support, Dental, Nursing, and Public Health/Veterinary with a total of more than 32,7000 careerists in 91 occupational series. Careerists provide medical services, patient care, behavioral health, laboratory, pharmacy, hospital administration, dentistry, veterinary medicine, medical supply, sanitation, therapeutic modalities, biomedical maintenance, global health engagement, PM, med R&D, and hospital maintenance.	 Medical practice Global health engagement Patient care Pharmacy Hospital admin Customer service Patient admin Med records Mgmt Medical coding & research modalities Behavioral Health Dental medicine Nursing Therapeutic modalities Environmental health Laboratory Pathology Audiology Optometry Medical readiness Hospital leadership Medical quality & safety 	The Surgeon General and Commanding General, U.S. Army Medical Command (MEDCOM)	Chief of Staff, Office of the Surgeon General, U.S. Army Medical Command (MEDCOM)	0089 0301 0414 0620 0638 0650 0670 0685 0856 1802	0101 0303 0415 0621 0640 0651 0671 0688 0858 1863	0102 0340 0440 0622 0642 0660 0673 0690 0899 1910	0180 0401 0487 0625 0644 0661 0675 0696 0962 3511	0181 0403 0499 0630 0645 0662 0679 0698 1083 3515	5048 0404 0601 0631 0646 0665 0680 0699 1530 4010	0185 0405 0602 0633 0647 0667 0681 0701 1531 4805	0186 0410 0603 0635 0648 0668 0682 0704 1725 5031	0199 0413 0610 0636 0649 0683 0799 1801

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СР	Title	CP Description (Align to CP Plan)	Type(s) of work/specialties	FC	FCR			А	ligned C	ccupatio	onal Ser	ies		
		General (IG) functions of inspections, investigations, assistance and teaching and training. They extend the eyes, ears, voice and conscience of their commanders and are	Inspections include Information Assurance, Cyber Security, Intelligence Oversight, DA Nuclear, Chemical and Biological Surety, and Special Access Programs. Conducting	The Inspector General	Director of Army Inspections	0301	1801	1899						
55	Inspector General	MTOE and General Officers). Cooperates fully with the Department of Defense Inspector General (DODIG) in connection with the performance of any duty or function by the DODIG, under 5 USC 3, regarding the Department of the Army. Maintains	inspections of systemic issues as directed by the SA and											
		and reports on the effectiveness of the system to the SA and CSA. Other Series comprise the workforce and attend The Inspector General School for certification. They perform duties in their primary career path and execute their IG	Performing investigations and investigative inquiries directed by the SA and CSA. Assistance includes providing a system for resolving											
			problems for Soldiers, DA civilian employees, contract employees, and retirees and protecting confidentiality to the • Administrative and Civil Law	General Counsel of	Director, Civilian	0301	0303	0306	0319	0901	0904	0905	0950	0962
		attorneys and paraprofessionals who work to represent and defend the interests of the Army and/or its Service members in all legal matters across a wide-spectrum of practice. Paraprofessionals typically, but not always, work in an Army legal office and are supervised by an	 Claims Contract, Acquisition & Fiscal Law Criminal Law 		Personnel, Labor and Employment Law	0963	0967		0998	0999	1222			
56	Legal	attorney.	Responsibility • Regulatory & Intellectual Property Law • National Security Law • Labor & Employment Law • Legal Assistance											
			 Legislative Law Healthcare Law Real Estate FOIA/PA 											

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60	Strategic Planning and Foreign Affairs	A Department of the Army Civilian Career Program consisting of employees whose competencies support Service and Joint engagement in matters of Foreign Affairs and International Relations; the development of Strategy, Plans and Policy (Strategic, Operational and Institutional) and the utilization of linguistics to support operations and engagement.	 * Strategy * Planning * Foreign Affairs * International Relations * Global Force Management * International Security Cooperation * Combating WMD * Counterdrug * Counterterrorism * Foreign Languages 	Director of Strategy, Plans and Policy, Headquarters Department of the Army G-3/5/7	Deputy Director, Plans and Policy, Headquarters Department of the Army G-3/5/7	0130 1040	0131 1046
61	Historian/Museum Curator	A cadre of Army history, archival, and museum professionals that collect, preserve, interpret, instruct, and present the Army's history and material culture in order to educate and professionally develop our Army, the military profession, and the nation.	 * Museum Management * Material Culture and Preservation • Conservation and Protection • Exhibit Management • Official History Writing/Publishing • Historical Editing • Historical Interpretation/ Synthesis/Analysis • Historical Planning • Maintain U.S. Army Lineage and Honors • Manage Archival Programs • Exhibition of Archival Materials • Museum Education and Historical Education 	Director, Center of Military History	Chief of Military History	0170 1420	0199 1421

	Aligned Occupational Series												
I	0136	0199	0301	0303	0340	0343	0399						
3	1099												
)	0301	0303	1001	1010	1015	1016	1099						
9 I	1701	4715	1001	1010	1013	1010	1099						
	1701	4/15											

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		CP64 encompasses Army Civilians who work in	Air Traffic Control	Commanding	Deputy to the	0301	0303	0340	0343	0346	0856	1152	1361	1601
		aviation related positions. Aviation careerists	 Air Traffic Assistance 	General, Army	Commanding	1699	1910	1999	2101	2150	2152	2154	2181	2183
		provision aviation services for the Government	 Airfield Operations 	Aviation Center of	General, Army	2185	2199	8862						
		executing all capacities of Army Aviation.	 Airfield Management 	Excellence	Aviation Center of									
			 Air Traffic and Airspace 		Excellence and									
			 Aircraft Operation 		Fort Rucker									
			 Aircraft Instruction 											
			 Air Navigation and 											
64	Aviation		Navigational Aids											
04	Aviation		 Aviation Logistics 											
			Management											
			 Aviation Acquisition 											
			 Production Control 											
			 Facilities and Services 											
			Aviation/ Army Airfield/Army											
			Heliport Quality Assurance											
			and Standards											
			Representatives											

CAREER PROGRAM TO OCCUPATIONAL SERIES MATRIX

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	ace Effects	Cyberspace Effects Career Program personnel, as defined in DoD 2017 Memo 'Identifying and Coding Department of Defense Civilian Cyber Workforce Positions' and DoDI 8140.01, are those who plan, support and execute cyberspace operation capabilities where the primary purpose is to externally defend or conduct force projection in or through cyberspace. Cyberspace operations enable force projection without the need to establish a physical presence in foreign territory. These careerists work alongside their Cyber Soldier counterparts where they enable and execute defensive and offensive cyberspace operations, when engaging adversaries. (Ref. Joint Publication 3-12). This work extends beyond the DoDIN/Cybersecurity operations mission that is network focused and threat agnostic while operating and defending the network. In contrast, CP 71 personnel are planning, supporting and	Access Network Operations . COMSEC Management . Cyber Defense Incident Response . Cyber Defense Analysis . Cyber Defense Infrastructure Support . Cyber Intelligence Planning . Cyber Operations Planning . Cyber Policy and Strategy Planning . Cyber Workforce Development and Management . Interactive Operations . Network Operations . Network Operations . Partner Integration Planning . Program Management . Project Support Management . Secure Software Assessment . Software Development . System Administration . Target Development	Commanding General U.S. Army Cyber Command	Deputy to the Commanding General U.S. Army Cyber Command									

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													,	



FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Ms. Michelle LoweSolis

SUBJECT: Fiscal Year 2020 Mission Critical Occupation List

AUDIENCE: Appropriated Fund Personnel

ACTION: Disseminate to Department of Defense (DoD) Human Resource Practitioners

REFERENCE(S):

- a. Section 250.204 of title 5, Code of Federal Regulations (attached)
- b. Fiscal Year 2018 2022 National Defense Business Operations Plan, https://cmo.defense.gov/Publications/NDBOP.aspx
- c. Fiscal Year 2020 2021 Department of Defense Civilian Human Capital Operating Plan (HCOP), dated October 2019, https://www.dcpas.osd.mil/Content/documents/PA/FY20_21_HumanCapitalOperatingPla n_1119.pdf
- d. 2018 National Defense Strategy Summary, https://dod.defense.gov/Portals/1/Documents/pubs/2018-National-Defense-Strategy-Summary.pdf

BACKGROUND/INTENT: In accordance with reference (a) the attached is the updated FY20 Mission Critical Occupation (MCO) list. The MCO determination and revalidation process consisted of representatives from the functional communities, Component representatives, and select subject matter experts assessing their occupations and federal wage system positions by functional community. Occupations designated as a MCO are aligned with a strategic goal, Agency strategic objective, priority goal, or a performance measure in the Fiscal Year 2018 – 2022 National Defense Business Operations Plan (Reference b.).

Reference (c) aligns civilian human capital objectives, strategies, and initiatives in support of the 2018 National Defense Strategy (Reference d), including "Expand Capabilities for Strategic Workforce Planning and Management." The MCO determination and revalidation process is used to identify skills gaps for critical and emerging skills, and submitted to the Office of Personnel Management as part of the Department's progress reports.

POINT(S) OF CONTACT: Darby Wiler, Acting Director, Planning & Accountability, darby.r.wiler.civ@mail.mil, or at (571) 372-2052.

Attachment(s): As stated

www.dcpas.osd.mil

§ 250.204 Agency roles and responsibilities.

(a) An agency must use the systems and standards established in this part, and any metrics that OPM subsequently provides in guidance, to plan, implement, evaluate and improve human capital policies and programs. These policies and programs must—

(1) Align with Executive branch policies and priorities, as well as with individual agency missions, goals, and strategic objectives. Agencies must align their human capital management strategies to support the Federal Workforce Priorities Report, agency strategic plan, agency performance plan, and agency budget;

(2) Be based on comprehensive workforce planning and analysis;

(3) Monitor and address skill gaps within governmentwide and agency-specific mission-critical occupations by using comprehensive data analytic methods and gap closure strategies;

(4) Recruit, hire, develop, and retain an effective workforce, especially in the agency's mission-critical occupations;

(5) Ensure leadership continuity by implementing and evaluating recruitment, development, and succession plans for leadership positions;

(6) Implement a knowledge management process to ensure continuity in knowledge sharing among employees at all levels within the organization;

(7) Sustain an agency culture that engages employees by defining, valuing, eliciting, and rewarding high performance; and

(8) Hold the agency head, executives, managers, human capital officers, and human capital staff accountable for efficient and effective strategic human capital management, in accordance with merit system principles.

(b) Each agency must meet the statutory requirements of the Government Performance and Results Act (GPRA) Modernization Act of 2010, by including within the Annual Performance Plan (APP) human capital practices that are aligned to the agency strategic plan. The human capital portion of the APP must include performance goals and indicators.

(c) An agency's Deputy Secretary, equivalent, or designee is responsible for ensuring that the agency's strategic plan includes a description of the operational processes, skills and technology, and human capital information required to achieve the agency's goals and objectives. Specifically, the Deputy Secretary, equivalent, or designee will—

(1) Allocate resources;

(2) Ensure the agency incorporates applicable priorities identified within the Federal Workforce Strategic Priorities Report and is working to close governmentwide and agency-specific skill gaps; and

(3) Remain informed about the progress of their agency's quarterly HRStat reviews, which are led by the CHCO, in collaboration with the PIO.

(d) The Chief Human Capital Officer must design, implement and monitor agency human capital policies and programs that—

(1) Ensure human capital activities support merit system principles;

(2) Use the OPM designated method to identify governmentwide and agency-specific skill gaps;

(3) Demonstrate how the agency is using the principles within the HCF to address strategic human capital priorities and goals;

(4) Establish and maintain an Evaluation System to evaluate human capital outcomes that is-

(i) Formal and documented; and

(ii) Approved by OPM;

(5) Maintain an independent audit program, subject to full OPM participation and evaluation, to review periodically all human capital management systems and the agency's human resources transactions to ensure legal and regulatory compliance. An agency must—

(i) Take corrective action to eliminate deficiencies identified by OPM, or through the independent audit, and to improve its human capital management programs and its human resources processes and practices; and

(ii) Based on OPM or independent audit findings, issue a report to its leadership and OPM containing the analysis, results, and corrective actions taken; and

(6) Improve strategic human capital management by adjusting strategies and practices, as appropriate, after assessing the results of performance goals, indicators, and business analytics.

Code of Federal Regulations

(7) The agency's human capital policies and programs must support the implementation and monitoring of the Federal Workforce Priorities Report, which is published by OPM every four years, and—

(i) Improve strategic human capital management by using performance goals, indicators, and business analytics to assess results of the human capital management strategies planned and implemented;

(ii) Ensure human capital activities support merit system principles;

(iii) Adjust human capital management strategies and practices in response to outcomes identified during HRStat quarterly data-driven reviews of human capital performance to improve organizational processes; and

(iv) Use the governmentwide and agency-specific human capital strategies to inform resource requests (e.g., staff full-time equivalents, training, analytical software, etc.) into the agency's annual budget process.



SAMR

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: FY21 Army Mission Critical Occupations List and Guidance

1. References:

a. Defense Civilian Personnel Advisory Service Message 2020069, dated 30 June 2020, "Fiscal Year 2020 Mission Critical Occupation List".

b. Section 250.204 of Title 5, Code of Federal Regulations.

2. Mission Critical Occupations (MCOs) are those occupational series having the potential to put a strategic program or goal at risk of failure related to human capital deficiencies. The Defense Civilian Personnel Advisory Service (DCPAS) released a list of 38 DoD-wide MCOs in June 2020. The Army conducted analysis to develop an addendum to the DCPAS list and identified 15 additional MCOs that the Army will utilize for FY21. Both lists are enclosed.

3. The combined DoD and Army list of 53 occupational series should be used for consideration when allocating positions in the Army Career Development Program, Pathways Program, and Presidential Management Fellows Program. The MCOs should also be provided priority attention in the execution of the hiring process and in the authorization of funding for "three R" allocation (recruiting, retention, and relocation), as well as other talent management incentives and programs. This list is strategic, and I encourage Army leaders and organizations to employ approved authorities, policies and resources to address specific unit occupation issues at the regional and local levels.

4. The Army's addendum list will be updated annually based on factors such as high turnover, low fill rates, long fill times, and additional criteria. As these HR-related deficiencies are mitigated, MCOs will be removed from the list with others being added.

5. My points of contact for this action are Ms. Megan Emden, SAMR-CPE, (703) 806-4821, megan.e.emden.civ@mail.mil and Mr. John M. Bott, SAMR-CPE, (703) 806-4837, john.m.bott.civ@mail.mil.

Encl

SAMR

SUBJECT: FY21 Army Mission Critical Occupations List and Guidance

DISTRIBUTION:

Principal Officials of Headquarters, Department of the Army Commander

- U.S. Army Forces Command
- U.S. Army Training and Doctrine Command
- U.S. Army Materiel Command
- U.S. Army Futures Command
- U.S. Army Pacific
- U.S. Army Europe
- U.S. Army Central
- U.S. Army North
- U.S. Army South
- U.S. Army Africa/Southern European Task Force
- U.S. Army Special Operations Command
- Military Surface Deployment and Distribution Command
- U.S. Army Space and Missile Defense Command/Army Strategic Command
- U.S. Army Cyber Command
- U.S. Army Medical Command
- U.S. Army Intelligence and Security Command
- U.S. Army Criminal Investigation Command
- U.S. Army Corps of Engineers
- U.S. Army Military District of Washington
- U.S. Army Test and Evaluation Command
- U.S. Army Human Resources Command
- Superintendent, United States Military Academy

Director, U.S. Army Acquisition Support Center

Superintendent, Arlington National Cemetery

Commandant, U.S. Army War College

Director, U.S. Army Civilian Human Resources Agency

CF:

Director, Business Transformation Commander, Eighth Army Director, National Guard Bureau