



2018 ASMC National PDI

DoD FM Workforce Update

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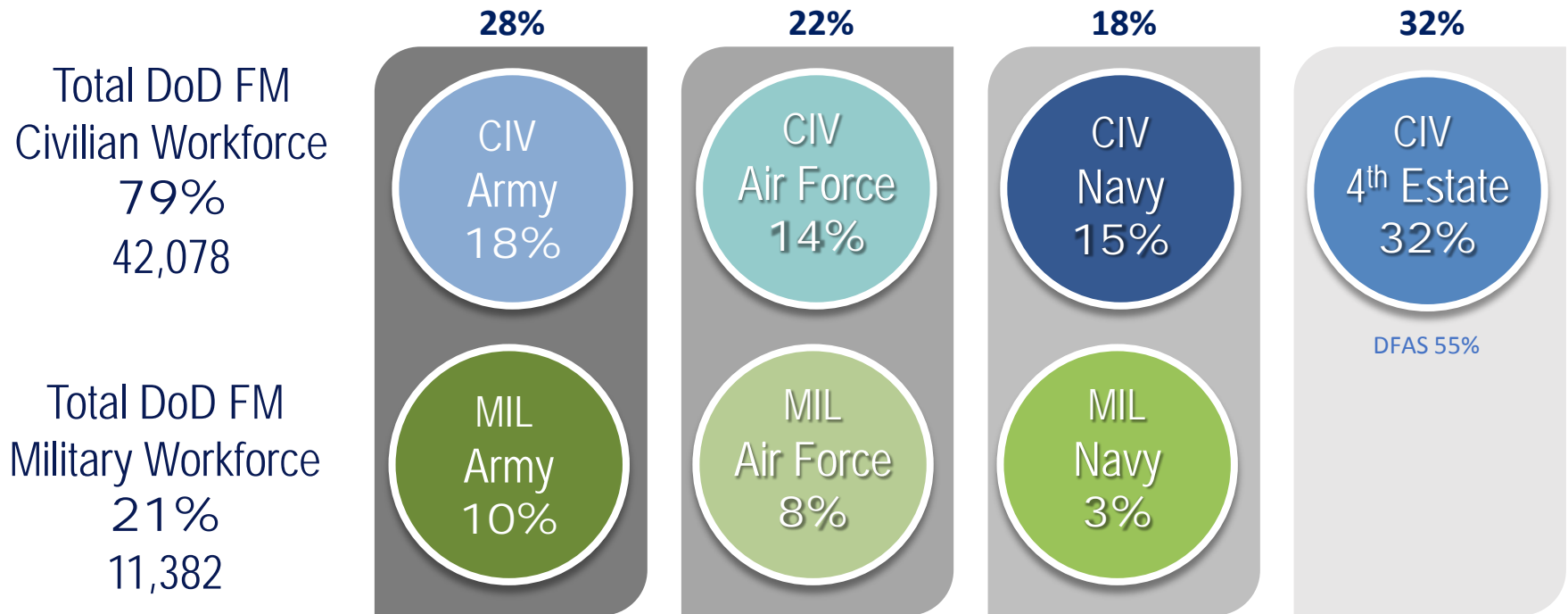
May 31, 2018



Agenda

- ❖ Who We Are
- ❖ How We Align
- ❖ Developing a STAR Workforce
- ❖ Supporting an Engaged Workforce
- ❖ Our Plan in Action
- ❖ Q&A

DoD FM Workforce Demographics *civilian vs. military*



FM/ACQ Workforce
8,743

16%

Financial Management /
Acquisition Workforce

FM Workforce
44,717

84%

Total FM Workforce 53,460

DoD FM Workforce Demographics *civilian vs. military*

Civilian

Education Levels

Less than Bachelor's Degree: 40%
Bachelor's Degree: 38%
Advanced Degrees: 22%

Career Levels

GS 01-08/Equivalent: 20%
GS 09-12/Equivalent: 46%
GS 13-15/Equivalent: 34%

Age Distribution

29 and Under: 6%
30-39: 24%
40-49: 23%
50 and Over: 47%

Retirement Eligibility

Currently Eligible to Retire: 15%
Eligible to Retire Next Year: 3%
Eligible to Retire in Two to Five Years: 14%

Military

Education Levels

Less than Bachelor's Degree: 57%
Bachelor's Degree: 27%
Advanced Degrees: 16%

Career Levels

E01-09: 75%
O02-06: 24%
W01-05: 1%

Age Distribution

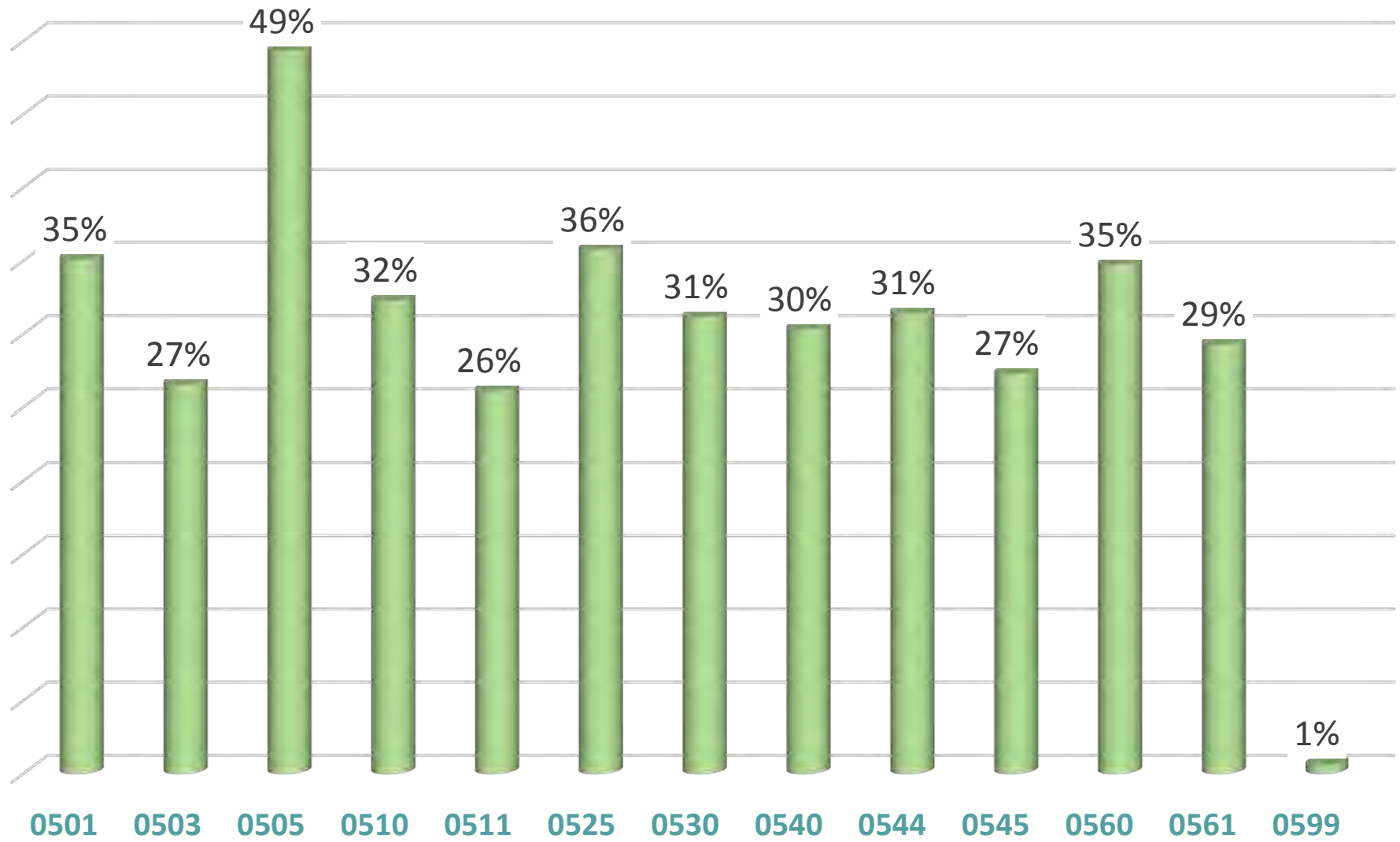
29 and Under: 41%
30-39: 36%
40-49: 19%
50 and Over: 4%

Retirement Eligibility

Currently Eligible to Retire: 7%
Eligible to Retire Next Year: 2%
Eligible to Retire in Two to Five Years: 8%



% of FMers eligible to retire between now & 5 years

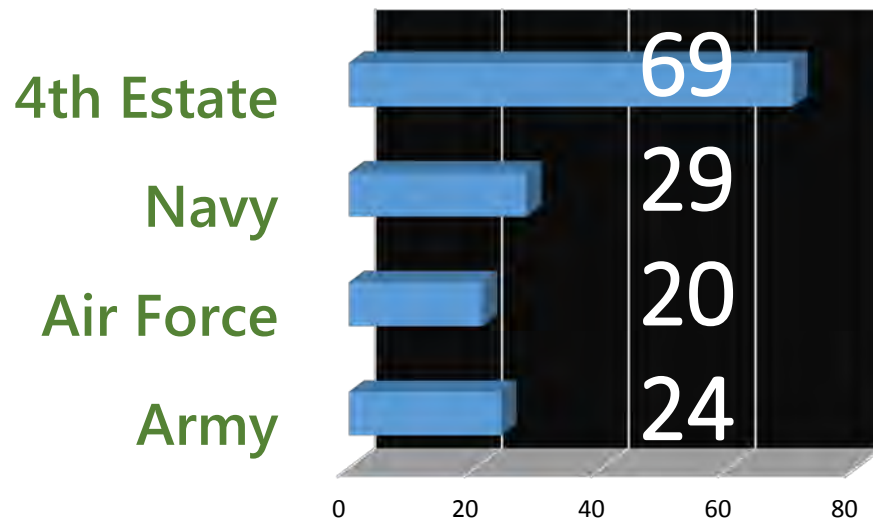


FM occupational series

FM SES Current Strength Totals

142

of FM SES across DoD



FM SES Retirement Eligibility

35% Eligible to retire today

Additional 7% Eligible to retire next year

This means...

42% Eligible to retire within 1 year



Federal Employee Viewpoint Survey (FEVS)

FM Functional Community Responses

ENGAGEMENT



72%

Positive responses to
Employee Engagement
questions on the FEVS

2% increase over 2016

SATISFACTION

70%

Positive responses to
Employee Satisfaction
questions on the FEVS

3% increase over 2016



The FM Functional Community has continuously improved in Employee Satisfaction and Engagement over the last 4 years.

FM Functional Community Management

Roles & Responsibilities



USD(C)/CFO — Honorable David L. Norquist

Establishes policy and provides oversight DoD financial management workforce development



FM OSD Functional Community Manager (OFCM) — Ms. Glenda Scheiner

Responsible for working with Component FCMs (CFCMs) to monitor and track implementation of DoD-wide workforce development, including the DoD FM Certification Program



Senior FM Leadership Group

Oversees operation of the DoD-wide FM workforce (civilian and military) development, including providing oversight of the DoD FM Certification Program; meets bi-annually or at the call of the chair



FM Component Functional Community Managers (CFCM) Advisory Board

Provides input and recommendations on FM workforce development (civilian and military) policy and initiatives to the Senior FM Leadership Group; meets monthly, or as needed



FM CFCM Working Group

Advises the FM OFCM on FM workforce development and Certification Program issues; meets quarterly

Roles of the OFCM and CFCMs are defined in policy

FM Functional Community Managers



FM OFCM
Ms. Glenda Scheiner



Army - CFCM
Dr. Dennis Davis



Air Force - CFCM
Ms. Lori Tucker



DoN - CFCM
Ms. Regina Watkins



DFAS - CFCM
Ms. Rosie Tinsley



DISA - CFCM
Mr. Christopher Barnhurst
(Acting)



DCAA - CFCM
Ms. Maureen Higgins



DLA - CFCM
Mr. Steve Turley

Other Defense Agencies

Visit FM Online to view FM POCs for other defense agencies and organizations

<https://fmonline.ousdc.osd.mil/Help/FMOnline-POCs.aspx>

The DoD FM Workforce Development Portfolio

FM Workforce Policy & Authorities	Strategic Workforce Planning	Professional Development	FM Training & Resources
<ul style="list-style-type: none"> ❑ FM Certification Policy ❑ Strategic Workforce Planning Policy ❑ USD(C) Awards Policy ❑ FM Direct Hire Authority 	<ul style="list-style-type: none"> ❑ DoD FM Strategic Workforce Plan ❑ Competency Management <ul style="list-style-type: none"> ○ Development / Revalidation ○ Alignment ○ Assessment ○ Job Item Library ❑ MCO Revalidation ❑ Workforce Metrics & Analytics ❑ FM Summit 	<ul style="list-style-type: none"> ❑ FM Certification Program ❑ FM Career Roadmaps ❑ Test-based Certifications ❑ Leadership Programs ❑ USD(C) Awards ❑ Support DoD FM Schools ❑ DoD Expeditionary Civilian Workforce ❑ FM STARs Program Pilot 	<ul style="list-style-type: none"> ❑ FM Online/FM myLearn ❑ FM Learning Management System ❑ Web-Based Courses ❑ FM IDP ❑ Course-to-Competency Alignment ❑ Tools/Resources for Certification Training ❑ FM Virtual Training ❑ Newsletters & Social Media

Collaboration w/ Office of Personnel Management, Chief Financial Officers Council, Office of the Under Secretary of Defense (Personnel & Readiness)

Continued Professionalization of the FM Workforce

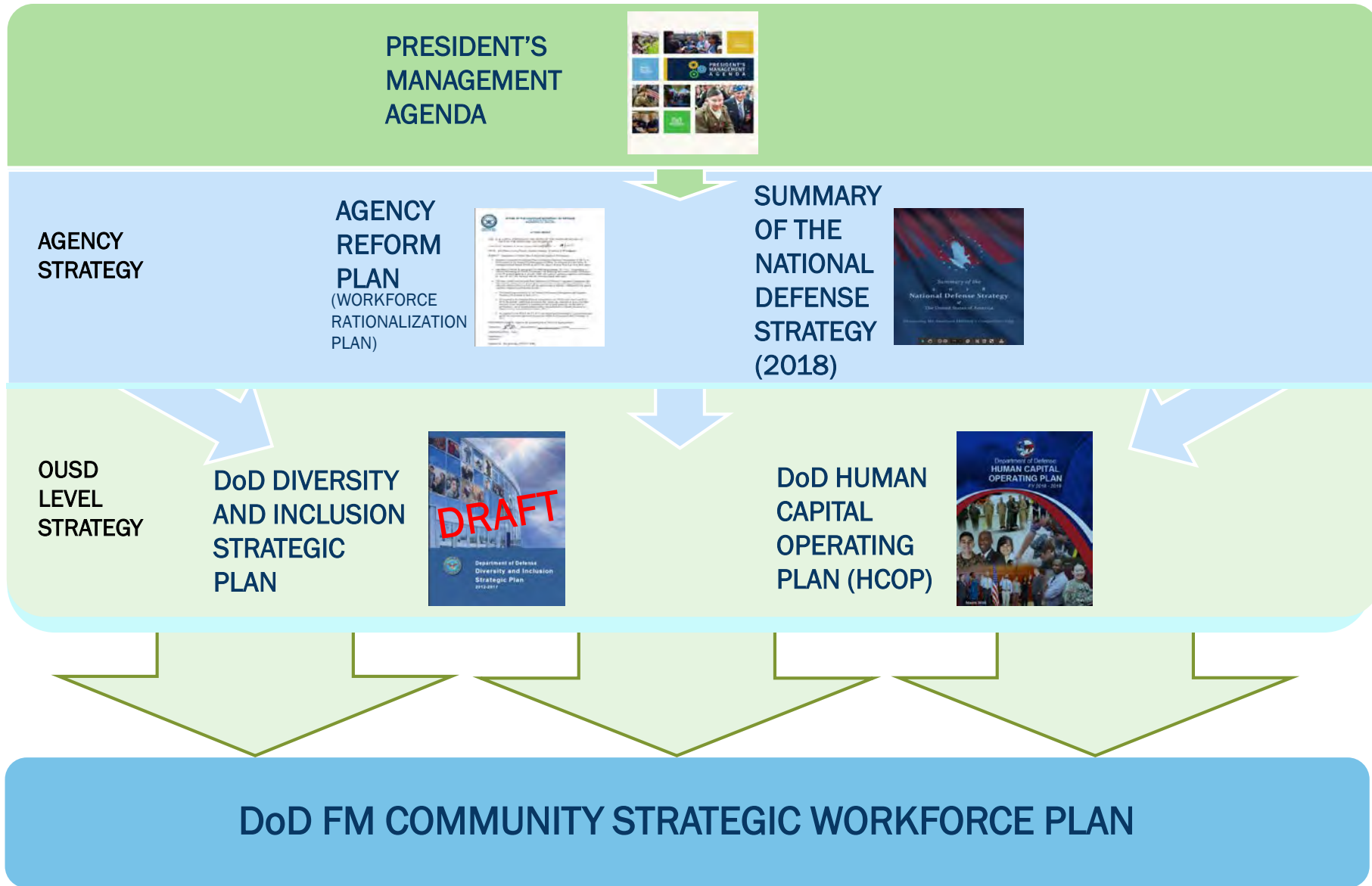


Strategic Workforce Planning is the systematic process for identifying and addressing the gaps between the workforce of today and the human capital needs of tomorrow





DoD FM Workforce Strategic Alignment





National Defense Strategy Alignment

FM Workforce Development aligns to the first line of effort: Build a More Lethal Force

“Cultivate workforce talent. Recruiting, developing, and retaining a high-quality military and civilian workforce is essential for warfighting success.”

- **Professional Military Education (PME)** – Emphasizes independence of action in warfighting concepts to lessen the impact of degraded/lost communications in combat; a strategic asset to build trust and interoperability across the Joint Forces and with allied and partner forces
- **Talent Management** – Developing leaders who are competent in national-level decision-making requires broad revision of talent management among the Armed Services, including fellowships, civilian education, and assignments that increase understanding of interagency decision-making processes, as well as alliances and coalitions
- **Civilian Workforce Expertise** – A modern, agile, information-advantaged Department requires a motivated, diverse, and highly skilled civilian workforce...The Department will also continue to explore streamlined, non-traditional pathways to bring critical skills into service, expanding access to outside expertise, and devising new public-private partnerships to work with small companies, start-ups, and universities

President's Management Agenda

Cross-Agency Priority Goal 3: Developing a Workforce for the 21st Century

- Realigning the workforce to the mission
- Aligning total compensation with competitive labor market practice
- Human capital management reforms
- Strategic Workforce Management
- Actively manage the workforce
- Agile Operations
- Continuous Learning
- Acquire top talent



ENABLERS:

- Leverage data and analytics
- Utilize information technology and tools
- Align financial models/incentives
- Simplify legal and policy framework
(requires legislative and regulatory change)

FY 2019-2023 FM Strategic Workforce Plan (SWP)



- What is the SWP?

- Ambitious and far-reaching 4-year strategic plan
- Sets forth the strategy and goals that allow us to maintain a capable workforce that will meet today and tomorrow's mission requirements
- Continues to build upon the best practices, tools, resources, and collaborative efforts that have been ongoing in the FM FC to address our current challenges

- Why is the SWP important?

- Supports the Secretary's vision to enhance readiness, to make the military more lethal, and to do so using business practices that enhance performance and affordability
- Demonstrates our commitment to recruiting, training, and developing the best and brightest
- Exhibits the commitment our functional community has to building strategic alliances, promoting and rewarding innovation, and taking on initiatives that will strengthen our FM professionals and employees across the Department
- Helps us keep good stewardship at the forefront of our actions



FM WORKFORCE DEVELOPMENT VISION & MISSION

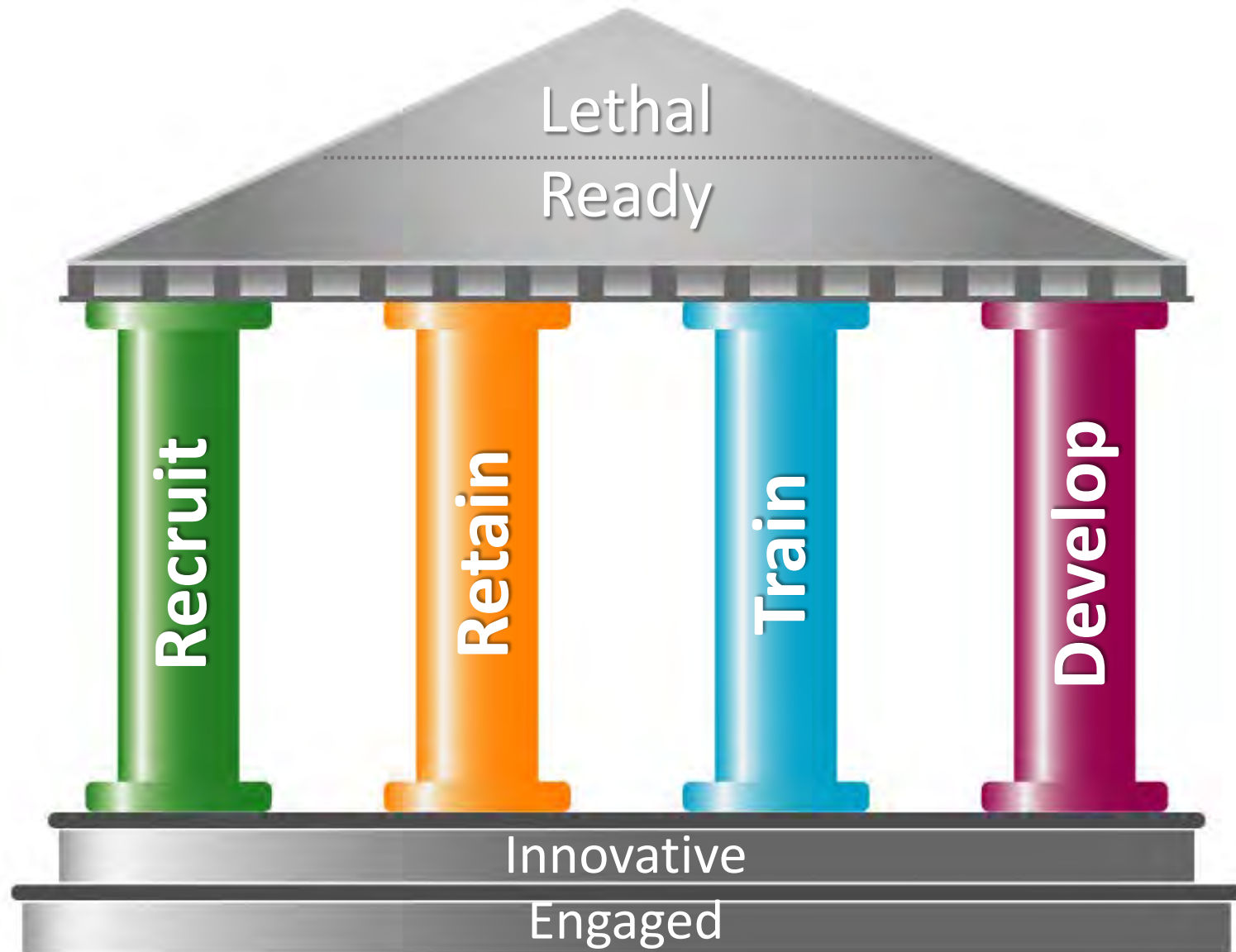
VISION

To be the premier FM Community within the federal government, while operating within an environment that enables business reform and develops and strengthens the DoD FM workforce in support of the Warfighter.

MISSION

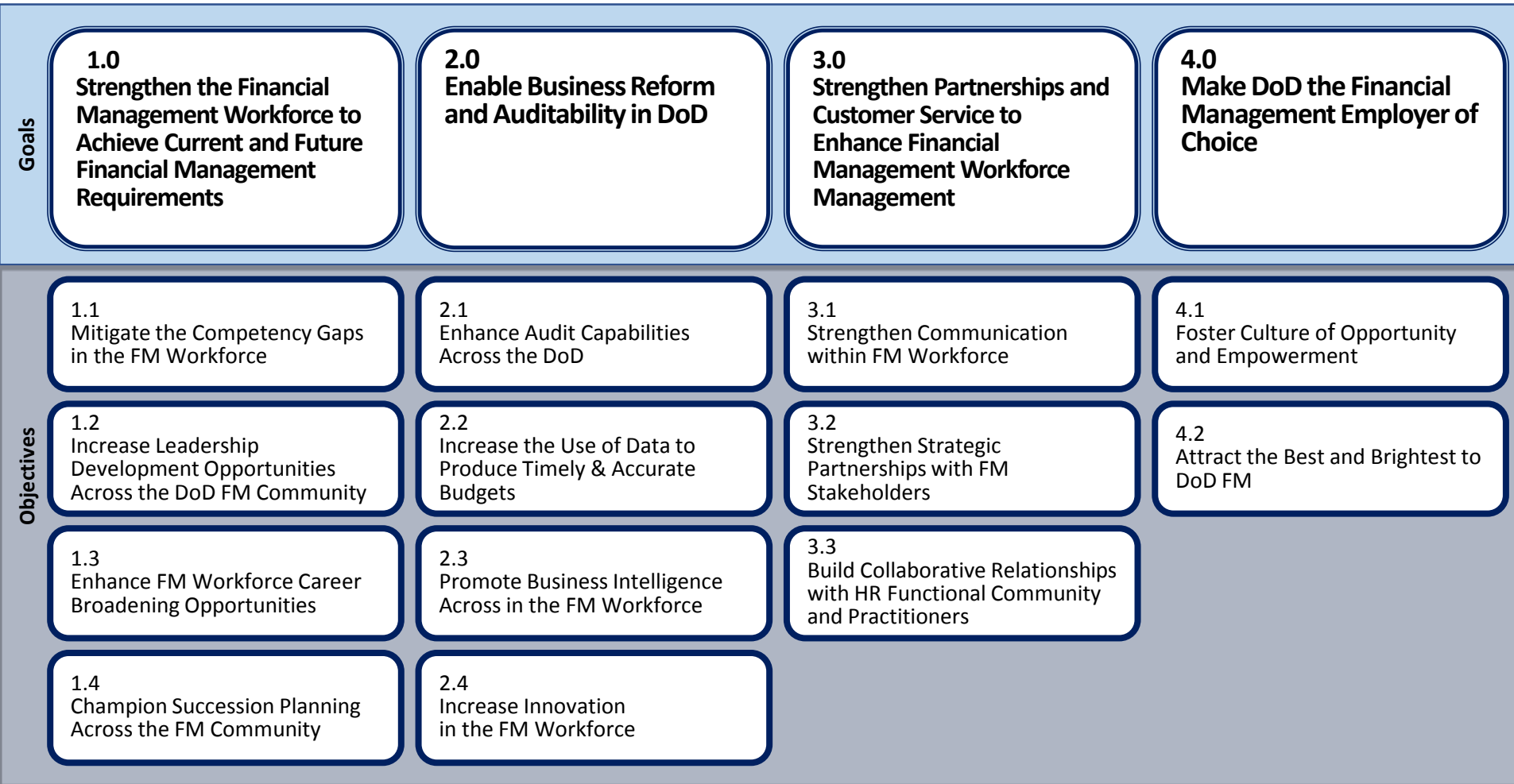
Provide the tools and resources to enable DoD FM organizations to recruit, hire, develop, engage, and retain a diverse, agile, highly qualified, and motivated workforce of FM professionals to support lethality and readiness capabilities of the Warfighter.

FY 2019 FM Strategic Themes





Draft FM Workforce Strategy Map



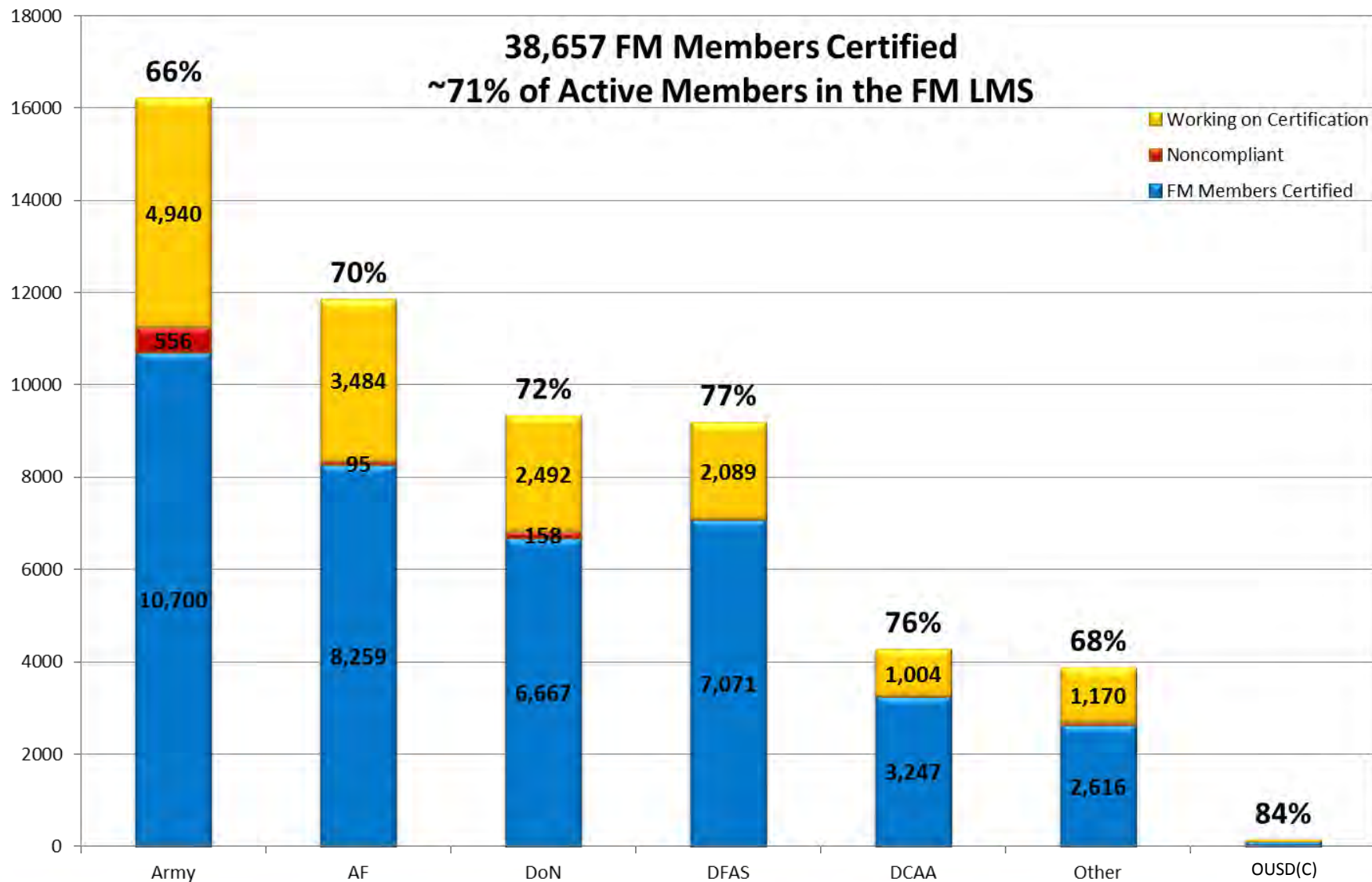
Draft

FM Workforce Development



As of May 21, 2018

Percent Certified by Component*



*Active members in the FM LMS



DoD Enterprise-wide FM Civilian Career Path

510 Accounting

Developmental GS – 1			Journeyman			Expert (GS 14 & Above)			SES								
COMPETENCIES	PRIMARY FUNCTIONAL COMPETENCIES																
	Financial Management Systems		Decision Support	Financial Stewardship	Accounting Analysis	Concepts, Policies & Principles of Accounting		Fundamentals & Operations of Accounting	Financial Reporting								
	SECONDARY FUNCTIONAL COMPETENCIES																
	Budget Execution		Financial Management Analysis		Fundamentals & Operations of Alternate Track		Budget Formulation, Justification & Presentation		Advanced Financial Management	Concepts, Policies & Principles of Alternate Track							
	LEADERSHIP COMPETENCIES																
	LEAD SELF			LEAD TEAMS/PROJECTS			LEAD PEOPLE										
	<ul style="list-style-type: none">• Flexibility• Resilience• Continual Learning• Service Motivation			<ul style="list-style-type: none">• Integrity/Honesty• Customer Service• Problem Solving• Technical Credibility			<ul style="list-style-type: none">• Interpersonal Skills• Mission Orientation• Oral Communication• Computer Literacy			<ul style="list-style-type: none">• Team Building• Accountability• Decisiveness• Influencing/Negotiating• DoD Mission and Culture			<ul style="list-style-type: none">• Human Capital Management• Leveraging Diversity• Conflict Management			<ul style="list-style-type: none">• Developing Others• DoD Corporate Perspective• National Security Foundation	
EXPERIENCE	<ul style="list-style-type: none">• Develop technical proficiency• Gain entry-level experience in primary discipline (accounting or a related field)• Seek experience at field level			<ul style="list-style-type: none">• Build technical depth and seek breadth• Seek experience at MAJCOM, MACOM, BSO, COCOM, agency level• Explore organizational & geographic mobility• Gain experience in alternate FM discipline• Seek broadening assignments (e.g., DoD-EC, FM STARs, etc.)			<ul style="list-style-type: none">• Gain supervisory experience in primary discipline• Hone technical expertise and gain further breadth• Gain experience in an additional alternate FM discipline• Seek experience at strategic level (HQ, OSD, Joint Staff, etc.)• Seek a development assignment (e.g., DoD-EC or FM STARs)• Consider cross-functional career broadening• Gain managerial experience in primary discipline										
	LEADERSHIP			Build Tactical Leadership			Develop Operational Leadership Competence			Build Strategic Leadership Skills							
EDUCATION & TRAINING	<ul style="list-style-type: none">• Seek mentoring relationships• Join professional organizations• Establish a professional network			<ul style="list-style-type: none">• Expand mentoring relationships• Serve/lead professional committees• Expand professional network			<ul style="list-style-type: none">• Coach and mentor others• Serve/chair professional boards• Build and maintain relationships										
	<ul style="list-style-type: none">• Basic FM technical schools• Primary developmental education (e.g., Acculturation training)• Basic leadership training (e.g., DCELP)• Acquisition Level I (if applicable)			<ul style="list-style-type: none">• Intermediate FM training (e.g., DFM&CS, Army Comptroller Course - Syracuse)• Intermediate developmental education (e.g., Intermediate Staff College & Fellowships)• Intermediate leadership training (e.g., ELDP, Supervisory, OPM Management Development Seminar)• Acquisition Level II (if applicable)• Pursue at least one FM-related test-based certification			<ul style="list-style-type: none">• Advanced FM training (e.g., DRMI, CFO Academy, NPS, Senior Resource Managers Course - Syracuse)• Senior developmental education (e.g., War College, Eisenhower, School, Fellowships, Harvard, Capitol Hill Workshop)• Senior leadership training (e.g., DSLDP, FEI, Center for Creative Leadership)• Acquisition Level III (if applicable)• Pursue at least one FM-related test-based certification										
	<ul style="list-style-type: none">• DFMC Level 1			<ul style="list-style-type: none">• DFMC Level 2			<ul style="list-style-type: none">• DFMC Level 3										
	<ul style="list-style-type: none">• FM-related Associate's Degree			<ul style="list-style-type: none">• FM-related Bachelor's Degree			<ul style="list-style-type: none">• FM-related Master's Degree										
Updated May 2018																	

The logo features the letters "FM" in a bold, black, sans-serif font, followed by a blue pentagon containing a white five-pointed star, and then the letters "IDP" in the same bold, black, sans-serif font.

FM IDP

Your DoD FM Career Planner

- An automated, defense-wide individual development plan (IDP), integrated with FM competencies, FM Certification Program, and career roadmaps
- The FM IDP is an interactive, easy-to-use tool that supports communication between employees and their supervisors
- Key features:
 - Pre-populated data specific to an employee's occupational series, grade, and FM certification level
 - Tailored knowledge, skills, and abilities; aligned to occupational series career objectives
 - Integrated with individual's FM Certification status and the FM Civilian Career Roadmap
 - Suggests occupational series-specific options for experience, education, training, and leadership programs



Employee Goals

Career Goals

FM Competency

Leadership Development

Training

Mid-Term Goals (1000 maximum characters)

Enter your
mid-term
goals

Long Term Goals (1000 maximum characters)

Enter your
long-term
goals

<< Employee

FM Competency >>

Save

Build PDF

Remember to save
your progress

Advance to next
section



Leadership Competency

David Herer

Career Goals

FM Competency

Leadership Development

Training

You may consider a concentration on Level 3, Lead People and the following leadership competencies. Select no more than five competencies to focus on and provide comments.

Leadership hours already completed:

(maximum of five choices)

- ☐ Technology Management
- ☐ Financial Management
- ☐ Creativity and Innovation
- ☐ Partnering
- ☐ Entrepreneurship
- ☐ National Defense Integration
- ☐ National Security Environment
- ☐ Vision
- ☐ External Awareness
- ☐ Strategic Thinking
- ☐ Political Savvy
- ☐ Global Perspective
- ☐ National Security Strategy
- ☐ Human Capital Management
- ☐ Leveraging Diversity
- ☐ Conflict Management
- ☐ Developing Others
- ☐ DoD Corporate Perspective
- ☐ National Security Foundation

Employee comments

Employee Comments (500 maximum characters)

Supervisor comments

Supervisor Comments (500 maximum characters)

<< Required Courses

Leadership Development >>

Save

Build PDF



Leadership Development

David Herer

You may consider the following opportunities to build strategic leadership skills. Use the comment box to request other opportunities not listed below.

*maximum of three choices

- ☐ **Coach and mentor others**
- ☐ **Serve/chair professional boards**
- ☐ **Build and maintain relationships**

Enter other opportunities you want

Examples of types of leadership development opportunities at your DFMC level

Employee Comments (500 maximum characters)

Supervisor Comments (500 maximum characters)

Supervisor comments

<< Leadership Competencies

Experience >>

Save

Build PDF



Training

David Herer

You may consider the following development in the following training opportunities. Use the table below to request any training courses, schools, or certifications you would like to pursue that is not already listed. Include the title of the training, the provider and estimated cost.

*maximum of three choices

- ☐ **Advanced FM training (e.g., DRMI, CFO Academy, NPS, Senior Resouces Managers Course - Syracuse)**
- ☐ **Senior developmental education (e.g., War College, Eisenhower, School, Fellowships, Harvard, Capitol Hill Workshop)**
- ☐ **Senior leadership training (e.g., DSLDP, FEI, Center for Creative Leadership)**
- ☐ **Aquisition Level III (if applicable)**
- ☐ **Pursue at least one FM-related test-based certification**

Title	Provider	Cost (\$)

Employee Comments (500 maximum characters)

Supervisor Comments (500 maximum characters)

<< Education

Supervisor Summary >>

Save

Build PDF

Select DoD-offered training

Enter other training not listed

Provide additional training information if needed

Supervisor comments

OFFICE OF THE UNDER SECRETARY OF DEFENSE (COMPTROLLER) FM INDIVIDUAL DEVELOPMENT PLAN					GSA Form 01-01 (Rev. 03-01-01) (01-01-01) (01-01-01)	
PART I - Employee Data						
a. Name (Last, First)	b. Series	c. Grade	d. Position Type	e. Component/Agency		
f. Email Address	g. Position Title		h. Education Achieved	i. Performance Period		
PART II - Supervisory Data						
a. Name of Supervisory (Last, First)			d. Email Address		e. Phone Number	
PART III - FM Certification Program						
a. Status	b. Primary Track	c. Alternate Track	d. Certification Due Date	e. Date Certified	f. Certification Num	
PART IV - Development Plan						
Your Individual Development Plan concentrates on completing your Level 2 FM Certification by your due date 2018/1/08.						
COMPETENCIES: Below is your status for completing each FM Competency.						
FM Competency	Hours Req	Hours Comp	Supervisor Approved	Employee Comments		Supervisor Comments
Financial Management Systems (PL3)	8	8.50	Yes			
Decision Support (PL3)	8	8.50	Yes			
Financial Management Analysis OR Accounting Analysis (PL3)	10	5	No			
Budget Formulation, Justification and Presentation OR Budget Execution (PL3)	10	0	No			
Concepts, Policies and Principles of Budget (PL3)	10	0	No			
Fundamentals and Operations of Accounting (PL3)	6	4	No			
OTHER REQUIRED COURSES: Below is your status of completing other required FM courses.						
Course 0 hours required	Hours Req	Hours Comp	Supervisor Approved	Employee Comments		Supervisor Comments
Adult Readiness 201	3	0	No			
Ethics 201	3	0	No			
Fiscal Law 201	3	0	No			
LEADERSHIP COMPETENCIES: Concentrate on completing Level 2. Lead Teams/Projects and the following leadership opportunities.						
Competency 1 out of 10 hours completed	Employee Comments		Supervisor Comments			
Accountability						
Decisiveness						
LEADERSHIP DEVELOPMENT: You may consider the following opportunities to broaden your leadership skills.						
Expand mentoring relationships	Employee Comments		Supervisor Comments			
Expand professional network						
EXPERIENCE: You may consider broadening your FM experience in the following opportunities.						
Seek career broadening assignments	Employee Comments		Supervisor Comments			
Gain supervisory experience in primary discipline						
EDUCATION: Since your education level is Post-Bachelor you may consider working towards a Master's degree with a concentration in Budget						
Employee Comments						
Supervisor Comments						

Employee Data,
Supervisor Data,
and FM
Certification
Program
Information

FM
Competencies

Other Required
Courses

Leadership
Competencies

Leadership
Development

Experience

PDF Output

- This is an example of the PDF Output for someone who is working towards their level 2 FM Certification
- Example begins on the left and continues on the lower right hand side
- All 11 parts of the FM IDP are displayed on-screen

Training

Supervisor
Comments

Employee
Goals

Signatures

Education

TRAINING: You may consider participating in the following training opportunities. Identify specific training you wish to complete.			
Intermediate FM training (e.g., DFM&CS, Army Comptroller Course - Syracuse)	Training Request	Provider	Cost
Employee Comments			
Supervisor Comments			
PART V - Employee Goals			
Mid-Term Goals		Long-Term Goals	
PART VI - Supervisor Summary			
PART VII - Concurrence and Approval			
Employee Signature:		Date:	
Supervisor Signature:		Date:	

80 OUSD(C) Developed Web-Based Training Courses

Certification Level 1

Certification Level	FM myLearn Course #	Course Title	Course Hours	Requirement or Competency
1	FMF1554	DoD FM 101 – Accounting	2.0	DoD FM 101 – Accounting
1	FMF1559	DoD FM 101 – Acquisition & Contracting	2.0	DoD FM 101 – Acquisition & Contracting
1	FMF1557	DoD FM 101 – Audit Readiness (FIAR 101)*	3.0*	DoD FM 101 – Audit Readiness (FIAR 101)
1	FMF1564	DoD FM 101 – Auditing	2.0	DoD FM 101 – Auditing
1	FMF1556	DoD FM 101 – Budget	3.0	DoD FM 101 – Budget
1	FMF1560	DoD FM 101 – Cost Analysis	2.0	DoD FM 101 – Cost Analysis
1	FMF1565	DoD FM 101 – Decision Support	2.0	DoD FM 101 – Decision Support

Certification Level 2

Certification Level	FM myLearn Course #	Course Title	Course Hours	Requirement or Competency
2	FMF6684	Audit Readiness (FIAR 201)	3.0	Audit Readiness for FM Certification Level 2
2	FMF3123	Ethics for Supervisors (Ethics 201)	3.0	Ethics for FM Certification Level 2
2	FMF3122	Fiscal Law 201	3.0	Fiscal Law FM Certification Level 2
2	FMF3829	Accounting Concepts, Policies and Principles	4.0	Accounting Concepts, Policies and Principles
2	FMF3211	DoD Accounting Analysis Fundamentals	4.0	Accounting Analysis
2	FMF3079	Budget Execution Process	2.0	Budget Execution
2	FMF3215	Manager's Internal Control Program (MICP) Basic Awareness	2.0	Audit Concepts, Policies, and Principles
2	FMF3214	Manager's Internal Control Program (MICP) for Senior Stakeholders	2.0	Audit Concepts, Policies, and Principles
2	FMF3212	Principles of Budgeting	4.0	Budget Execution
2	FMF3088	Principles of Civilian Payroll	4.0	Payroll Concepts, Policies, and Principles
2	FMF3213	Principles of Commercial Pay	4.0	Commercial Pay Concepts, Policies, and Principles

Certification Level 3

Certification Level	FM myLearn Course #	Course Title	Course Hours	Requirement or Competency
3	FMF6920	Audit Readiness (FIAR 301)*	3.5*	Audit Readiness for FM Certification Level 3
3	FMF3121	Ethics for Senior Management (Ethics 301)	3.0	Ethics for FM Certification Level 3
3	FMF7040	Fiscal Law 301	4.5	Fiscal Law for FM Certification Level 3
3	FMF3080	Budget Formulation, Justification, and Presentation	4.0	Budget Formulation, Justification, and Presentation
3	FMF3076	Budget Execution for Leaders	4.0	Budget Execution
3	FMF3082	Enterprise Architecture	4.0	Financial Management Systems
3	FMF3210	Principles of DoD Financial Management Analysis	4.0	Financial Management Analysis
3	FMF3411	Principles of DoD Advanced Financial Management*	5.0*	Advanced Financial Management
3	FMF3564	Advanced Principles of DoD Budget Execution*	4.5*	Budget Execution
3	FMF4496	Decision Support for Leaders	4.0	Decision Support
3	FMF6095	Defense Business Systems Decision Support	2.0	Decision Support
3	FMF6597	Financial Statement Analysis for Leaders	4.0	Accounting Analysis
3	FMF6670	DoD Advanced Financial Management for Leaders	4.0	Advanced Financial Management
3	FMF6676	Auditable Journal Vouchers	2.0	Accounting Analysis
3	FMF6716	Risk and Risk Management	4.0	Decision Support
3	FMF6812	Federal Enterprise Risk Management	3.0	Advanced Financial Management
3	FMF6934	DoD Asset Management	2.0	Financial Management Analysis
3	FMF7081	Accounting Analysis and Financial Closing Management	2.0	Accounting Analysis
3	FMF7092	PPBE and DoD Budget Formulation	4.0	Budget Formulation, Justification, and Presentation
3	FMF7123	Financial Management Analysis of Service-Based Contracts	2.0	Financial Management Analysis

Total Course Hours 69.5

DoD FM Workforce Virtual Training Pilot Program

Learn new techniques • Professional growth • Keep skills sharp



Course schedule and additional information are available on FM Online: <https://fmonline.ousdc.osd.mil/CET/cet.aspx>

- Live, virtual classroom that allows direct interaction between participants and instructors
- Taught by Management Concepts
- Courses in FM and leadership-related topics provide 8-32 CPEs, depending on course
- **Eligible participants:** Current participants in FM Certification Program
- Funded by OUSD(C)
- Available across multiple time zones



Pilot Launched!

New Developmental Assignment Program

Additional Information:

<https://fmonline.ousdc.osd.mil/PDP/Default.aspx>

FM STARS pilot program aims to:

- Enhance understanding of other operations, systems, and relationships
- Better understand the larger operational environment and individual roles in support of the DoD FM mission
- Reinforce the important role of the civilian, inspiring meaningful contributions to the team and improving effectiveness in the workplace

Background:

- Available to DoD FM professionals across Components
- Duration: 3- to 6-month assignments
- Funded by OUSD(C)

FM STARS (cont.)

- Program is focused on cross-Component development
 - Applicants may not apply to assignments within their same Component
- Applicants must be GS 12-15 and in the FM Certification Program
- Assignments may be independent or exchanges
- 40 opportunities available in pilot
- Assignments may be in local area or TDY status; OUSD(C) funds TDY
- Rigorous selection process
- Assignments begin around August 2018
- Pilot feedback will determine future implementation of the program



STRONG
TRAINED
AGILE
READY



FM STARs Webpage

<https://fmonline.ousdc.osd.mil/PDP/Default.aspx>

[Home](#) [Organizational Information](#) [Professional Development](#) [FM Certification Program](#) [FM myLearn](#) [FM LMS](#) [Training Resources](#) [Help](#)

[Modify User Information](#) [Request DFMC Certificate](#)

FM Online » Professional Development » FM STARs Program



FM STARs Strong, Trained, Agile, Ready

A DoD Financial Management Civilian Professional Development Assignment **Pilot** Program

The FM STARs Program has been developed to provide opportunities for members of the DoD FM civilian workforce to advance their breadth of knowledge and experience through developmental assignments in other DoD Component Organizations. The FM STARs program is designed to foster a **Strong, Trained, Agile and Ready** workforce in alignment with the DoD FM community's draft Fiscal Year 2019-2023 Strategic Workforce Plan as well as to increase the organizational effectiveness of the DoD organizations involved, through exposure to best practices and alternate FM solutions. Developmental assignments provide DoD Components a way to enhance competencies by giving participants an opportunity to perform duties in other occupational, functional, or organizational elements. Each assignment's purpose is to improve participant understanding of other operations, systems, and relationships; provide participants with a better understanding of the larger operational environment; and increase understanding of various individual roles in support of the DoD FM mission.

The benefits are four-fold:

1. Deliver a deeper understanding of what it means to be a professional and a member of the DoD FM workforce, along with a greater appreciation of the implications and impacts of FM work.
2. Reinforce the important roles that FM civilians have in inspiring meaningful contributions to the team and fostering a more effective workplace.
3. Encourage civilians to proactively engage in career development through focused professional development opportunities that provide new possibilities, new knowledge and new skill areas.
4. Enhance retention of staff and nurture participants' skills by consistently and actively promoting professional development opportunities.

CY 2018 - FM STARs Assignment Forms and Instructions

Assignment Catalog
[PDF](#)

User Guide
[PDF](#)

Nomination Application Form
* (Appendix B) | [Word](#)

Supervisor Endorsement Example
* (Appendix C) | [PDF](#)

FM STARs MailBox

Send emails to:
osd.pentagon.ousdc-c.mbx.fm-stars-pentagon@mail.mil

Contact your Component FM STARs POC for more information or visit FM Online

DoD—Expeditionary Civilian Workforce (EC)

Expeditionary service is a great opportunity for civilian personnel that enhances career development



- 50 FM-coded civilian positions across DoD designated for new deployment program
- Positions available in FY 2019
- Length of deployment: ~12 months
- Components will identify civilians with a high level of performance, professionalism, and expertise for deployment assignments
- Offers unique deployment opportunities for DoD civilians to support contingency operations



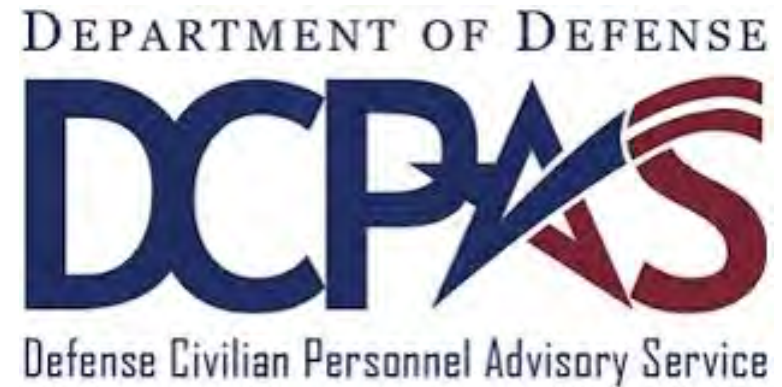
Other Recent Initiatives

- **FY 2017 NDAA Authority: SEC. 1110. Direct Hire Authority (DHA) for Financial Management Experts in the Department of Defense Workforce** – Allows the SECDEF appoint qualified candidates to financial management positions in the competitive service, without regard to chapter 33, subchapter I of title 5, USC; authority expires 31 December 2022
- **FY 2018 NDAA Authority:** Expanded FM DHA and included funding to pursue an alternative to the FM Learning Management System

Defense Competency Assessment Tool (DCAT)

What is DCAT?


- DCAT was designated to assess DoD civilian workforce competency gaps and identify the competencies, needed now and in the future, within the civilian workforce
- Not a performance management tool; intended for development purposes only




How will DCAT work?

- Administered by the online Defense Civilian Advisory Services (DCPAS)
- Participation is voluntary and confidential
- Employees GS 1-15 and their supervisors complete the assessment
- Rate proficiency in a set of occupation competencies


The FM Community Portal



DoD Financial Management
FM ONLINE
Your Gateway to DoD FM Professional Development



Home Organizational Information+ Professional Development+ FM Certification Program+ FM myLearn+ FM LMS+ Training Resources+ Help+ Modify User Information Request DFMC Certificate LinkedIn




FM IDP
Your DoD FM Career Planner

The full operational capability of the new automated FM IDP is available!

We are pleased to announce the launch of the full version of the FM IDP. This tool will assist FMers with career planning and professional development and will facilitate communication between employee and supervisor. It is now available to all civilians in the FM Certification Program.


[Click here to access the FM IDP!](#)



DoD FM Career Planning

[Access DoD FM IDP](#)


OUSDC(C) is piloting the FM IDP and you are invited to participate! This web-based tool is integrated with both the DoD FM civilian career roadmaps and the DoD FM Certification Program. Let us know what you think. [Complete the evaluation.](#)



DFMC Printed Certificate

[Request now!](#)


Congratulations on earning your DoD Financial Management Certification! We would like to recognize your hard work by making available a professionally-printed certificate..



FM myLearn

[Search for Courses](#)

FM myLearn is an e-catalog housing over 2,000 FM & leadership-related courses available to the DoD FM community. [Click here to learn more.](#)



DoD FM Workforce Virtual Training

[Learn More](#)

OUSDC(C) has launched a pilot virtual training program for all active members of the FM Certification Program. Courses will be offered each month across 8 time zones. The virtual classroom format allows participants to interact directly with instructors.



Your FM Professional Development

From Experience, Education and Training, and Leadership, there are many tools and resources designed to help you navigate your DoD financial management career. Click on the links below to explore each category.



FM IDP

[Click here](#) to access your DoD FM career planner.



FM Education and Training

[Click here](#) to identify academic programs and training opportunities available to DoD financial managers.



Leadership Development

[Click here](#) to learn about leadership development programs in the DoD.



Experience

[Click here](#) to learn more about experiential opportunities for development and career progression.



Civilian Career Roadmaps & Job Items Library

These [career roadmaps](#) provide a roadmap for professional development along a career continuum for each occupational series. [Job items](#) are discrete measurable activities used to determine the extent an applicant possesses the desired competency. Job items also form the basis for creating self-assessment questionnaires.



Professional Certifications

Certification programs are sponsored by professional associations. [Click here](#) to learn more about the benefits.



USD(C) FM Awards Program

[Click here](#) to learn about the Under Secretary of Defense (Comptroller) (USD(C)) Financial Management Awards Program.



DoD FM STARs Program

[Click here](#) to learn about the DoD Financial Management Civilian Professional Development Assignment Pilot Program.

Related Topics

FM Education and Training

Leadership Development

Experience

Civilian Career Roadmaps

Professional Certifications

USD(C) FM Awards Program

Temporary FM Direct Hire Authority (PDF) - FAQs

DoD FM STARs Program

DoD FM Connection

Quarterly Newsletter

Spring 2018



Comptroller Corner

I would like to thank everyone for your continued dedication and hard work each and every day. It has been a very busy and exciting time for the DoD FM community. In February, we rolled out the FY 2019 Defense Budget. This budget is a critical tool in communicating this nation's strategies. Secretary Mattis released the *National Defense Strategy (NDS)* in January 2018. This document details three distinct lines of effort:

1. rebuilding a more lethal, resilient, agile, and ready Joint Force;
2. strengthening alliances as we attract new partners; and
3. reforming the Department's business practices for greater performance and affordability.

When building the FY 2019 Defense Budget, the NDS determined the issues we examined, the decisions we made, and the level of required funding. Congress voted to raise the caps on defense spending. This increase allows us to begin restoring and rebuilding our military. I encourage you to read the *budget press briefing* to learn more about our objectives as a nation and how our defense budget will get us there.

The DoD's financial statement audit directly relates to the NDS' third line of effort. The audit is an important component in the improvement of our business operations. We anticipate auditor findings in many areas. Remediation is why we are doing these audits – to find the problems and fix the root causes. This is a long term, meaningful, and necessary undertaking that encompasses the whole Department. Thus, it is imperative that we continue to build, train, and strengthen the DoD FM workforce.

Congratulations to the winners of the CY 2017 USD(C) FM Awards. Your nominations are indicative of the amazing work being done throughout our community. The USD(C) FM Awards Program recognizes the outstanding contributions of military and civilian individuals and teams to the improvement of DoD financial management. This year, 14 winners have been awarded across four categories (see pages 7-9).

Progress continues with development of the FY 2019 DoD FM Strategic Workforce Plan (SWP). The FM leadership aims to provide the tools and resources that DoD organizations need to recruit, retain, and develop a diverse, agile, highly qualified, and motivated FM workforce—one that supports lethality and readiness capabilities of the Warfighter. To date, we have identified FM workforce strategic priorities and determined our goals and objectives.

I am also pleased to highlight the full launch of an automated individual development plan (IDP) called the FM IDP, which aids employee-supervisor collaboration in career planning. This version is now available to all civilians with a DoD FM Learning Management System (LMS) account. A new signature workflow now allows employees and supervisors to send each other automated e-mails when they have completed their actions on an IDP. Thank you to those who provided feedback during the pilot phase (see page 4). As we begin a new civilian performance cycle for General Schedule (GS) employees, I encourage you to utilize the new FM IDP to outline the training and development you need to close competency skill gaps.

Thank you for all that you do – keep up the great work!



Honorable David L. Norquist
Under Secretary of Defense (Comptroller)
and Chief Financial Officer



<https://fmonline.ousdc.osd.mil>

FM COMMUNITY

FINANCIAL STEWARDSHIP IN
SUPPORT OF THE DOD MISSION

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DoD FM Connection

<https://www.linkedin.com/groups/6503683>

To fully access the group page,
you must be logged into LinkedIn.

Connect with Us



Join the **DoD FM Connection** Group

Receive program updates and other important information

<https://www.linkedin.com/groups/6503683>



Wrap-Up

- ❖ Who We Are
- ❖ How We Align
- ❖ Developing a STAR Workforce
- ❖ Supporting an Engaged Workforce
- ❖ Our Plan in Action
- ❖ Q&A