



Army CP-14 Workforce Development Roadmap

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Army Contracting: One Community Serving Our Soldiers, Serving Our Nation



Workforce Development Roadmap

- **Scope:** The Roadmap applies to all DA CP-14 personnel who are assigned to Acquisition Career Fields of Contracting, Purchasing, Production, Quality and Manufacturing, and Industrial/Contract Property Management.



Workforce Development Roadmap

- **Objective:** The Roadmap provides a guide for the career development of contracting and acquisition (CP-14) personnel to help ensure the Army has well-trained and highly skilled professionals empowered to carry out its mission.



Workforce Development Roadmap

■ Roadmap Features:

- Scope
- References
- Objective
- **CP-14 Competency Roadmap**
- Career Progression
- Hiring
- Interns
- Education, Training, & Experience
- Leader Development
- Career Advancement
- Resources
- Career Advisors

Directly linked
to CP-14
ACTEDS

http://cpol.army.mil/library/train/acteds/CP_14/



CP-14 Civilian Career Pyramid

**HQDA FOA
MACOM MSC
Installation**

**MACOM MSC
FOA
Installation**





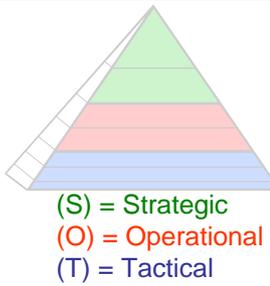
Workforce Development Roadmap

- Separate Roadmap for each series in CP-14
 - 1102, Contracting
 - 1101, General Business & Industry
 - 1105, Purchasing
 - 1150, Industrial Specialist
 - 1103, Industrial/Contract Property Management

CP-14, Contracting

1102 Education & Certification

Education & Certification
(✓ = Required, ○ = Desired)



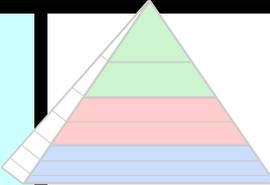
(S) = Strategic
(O) = Operational
(T) = Tactical

		Baccalaureate degree	Minimum 24 semester hours in business field	Graduate studies in business related fields	Master's degree	Contracting Level I Certification	Contracting Level II Certification	Contracting Level III Certification	Professional Certification	Secondary career field certifications	Army Acquisition Corp Membership	Civilian Leadership Training Core Curriculum
Interns	(T)	✓	✓	○		✓	✓					✓
Specialists	(T)	✓	✓	○	○	✓	✓	○	○	○	○	✓*
Team Leaders	(O)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓
Supervisors	(O)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓
Managers	(S)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓
Executives	(S)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓

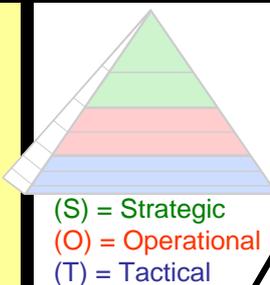
* Requirement under development

CP-14, Contracting

1102 Leadership Competency Levels

Leadership Competency Levels (■ = Develop competency)		 (S) = Strategic (O) = Operational (T) = Tactical																				
		Interface with DA/DoD leaders, etc.	Vision	Human Resources	Resource Management	Managerial	Performance Management	Future Focus	Employee Support	Leading	Organizational Support	Project Management	Creativity & Innovation	Conflict Management	Decisiveness	Flexibility	Change Management	Customer Service	Technical Service	Problem Solving	Teaming	Communication
Interns	(T)															■	■	■	■	■	■	■
Specialists	(T)								■	■	■	■	■	■	■	■	■	■	■	■	■	■
Team Leaders	(O)				■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Supervisors	(O)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Managers	(S)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Executives	(S)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■

CP-14, Contracting 1102 Career Advancement Criteria

Career Advancement (Priority Order)		 (S) = Strategic (O) = Operational (T) = Tactical						
		Technical Knowledge & Experience	Teaming	Interpersonal Skills	Self Developing Skills	Contracting & Education	Leadership Excellence & Innovation	Management Capability
Interns	(T)	1	2	2	3	4	5	
Specialists	(T)	1	2	2	3	4	5	
Team Leaders	(O)	2	1	1	4	3	1	
Supervisors	(O)	3	1	1	4	2	1	1
Managers	(S)	3	1	1	4	2	1	1
Executives	(S)	3	1	1	4	2	1	1



Workforce Development Roadmap

- **The Roadmap is interconnected with**
 - CP-14 Army Civilian Training, Education and Development System (ACTEDS) Plan
 - Individual Development Plans (IDP)
- **Responsibility**
 - Managers
 - Workforce (YOU)
- **Governance Board** at PARC level established to manage pieces of development