

# ***Army ITM Career Program (ITM CP-34)***

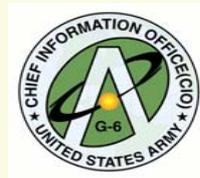
## **Managing Human Capital for the ITM Workforce**

**Briefing to:  
Competitive Development Group Orientation**

**18 September 2002**

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**Deputy Director for Workforce Development**  
**Human Capital Management**  
**Army CIO/G-6**

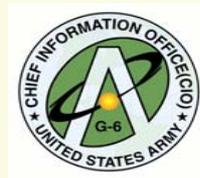
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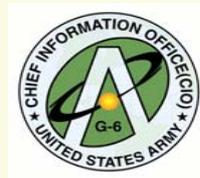
# *Topics*



- ◆ **ITM CP-34 Foundations**
- ◆ **ITM Human Capital Issues**
- ◆ **AKM Goal 5: Harnessing Human Capital**
- ◆ **Education, Training and Development**



# ITM CP-34 Foundations



# ***CIO/Leader Competencies***

## **CIO Core Competencies**

### **Leadership**

- Policy and Organizational
- Leadership/Managerial
- Process/Change Management

### **Business**

- Information Resources Strategy and Planning
- Performance Assessment
- Project/Program Management
- Capital Planning/Investment Assessment
- Acquisition
- e-Government/e-Business/e-Commerce

### **Technology**

- IT Security/Information Assurance
- Information Technology
- Desktop Technology Tools

## **OPM Executive Core Qualifications**

### **Leading Change**

Creativity and Innovation. Continual Learning. External Awareness. Flexibility. Resilience. Service Motivation. Strategic Thinking. Vision

### **Leading People**

Conflict Management. Cultural Awareness. Integrity/Honesty. Team Building

### **Results Driven**

Accountability/Customer Service. Decisiveness. Problem Solving. Technical Credibility. Entrepreneurship

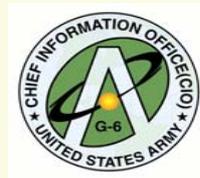
### **Business Acumen**

Financial Management. Technology Management. Human Resources

### **Building**

### **Coalitions/Communication**

Influencing/Negotiating. Interpersonal Skills. Partnering. Political Savvy. Oral/Written Communication



# ***ITM Core Competencies***



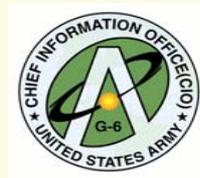
- Leader** 1. Leading Change 2. Leading People 3. Results Driven  
4. Business Acumen 5. Building Coalitions/Communication

## **Technology**

6. Capacity Management
7. Configuration Management
8. Data Management
9. Information Assurance
10. Internet Technologies
11. IT Architecture
12. IT Systems Design
13. Modeling and Simulation
14. Multimedia Technologies
15. Network Management
16. Operations Research
17. Requirements Analysis
18. Software Engineering
19. Standards
20. Systems Development
21. Telecommunications
22. Testing and Evaluation

## **Business**

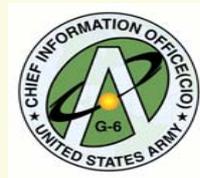
23. Acquisition
24. Business Process Reengineering
25. Capital Planning  
and Investment Assessment
26. Contracting/Procurement
27. Financial Management
28. Information Resources Management
29. Information Technology Strategic  
Policy, Planning and Management
30. Knowledge Management
31. Life Cycle Management
32. Organization Development
33. Project/Program Management
34. Quality Assurance
35. Risk Management



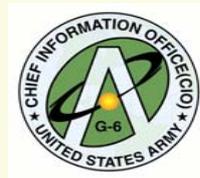
# ***GS-2210 Series Parenthetical Titles***



- ◆ **Applications Software**
- ◆ **Customer Support**
- ◆ **Data Management**
- ◆ **Systems Administration**
- ◆ **Network Services**
- ◆ **Operating Systems**
- ◆ **Policy and Planning**
- ◆ **Security**
- ◆ **Internet**
- ◆ **Systems Analysis**
- ◆ **General**



# ITM Human Capital Issues

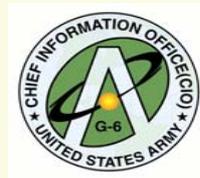


# Army ITM CP-34 Civilian Workforce

**Total = 10,868 (July 2002)**



<b>Core Series</b>		<b>Total</b>	<b>GS-5-12</b>	<b>GS-13-15</b>
<b>2210</b>	<b>IT Mgmt</b>	<b>5,437</b>	<b>4,672</b>	<b>765</b>
<b>334</b>	<b>Computer</b>	<b>1,311</b>	<b>958</b>	<b>353</b>
<b>391</b>	<b>Telecomm</b>	<b>978</b>	<b>723</b>	<b>255</b>
<b>301I</b>	<b>IM</b>	<b>1,105</b>	<b>502</b>	<b>603</b>
<b>TOTAL</b>		<b>8,831</b>	<b>6,855</b>	<b>1,976</b>
<b>Specialty Series</b>		<b>Total</b>	<b>GS-5-12</b>	<b>GS-13-15</b>
<b>1000s</b>	<b>Visual Info</b>	<b>1,025</b>	<b>956</b>	<b>69</b>
<b>1082-3/1654</b>	<b>Pub/Prt</b>	<b>520</b>	<b>491</b>	<b>29</b>
<b>1410</b>	<b>Library Mgmt</b>	<b>303</b>	<b>273</b>	<b>30</b>
<b>343</b>	<b>Records Mgmt</b>	<b>189</b>	<b>147</b>	<b>42</b>
<b>TOTAL</b>		<b>2,037</b>	<b>1,867</b>	<b>170</b>
<b>GRAND TOTAL</b>		<b>10,868</b>	<b>8,722 (80%)</b>	<b>2,146 (20%)</b>



# ***GS-2210 Series OPM Issuance***



## **GS-2210 Inclusions**

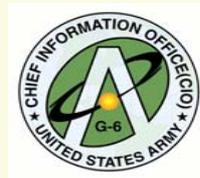
- ◆ **IT special salary rate** applies
- ◆ **GS-0334 Computer Specialist** abolished
- ◆ **GS-0334** converted to 2210

## **Reclassification**

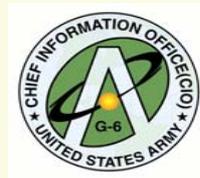
*When knowledge of IT is **paramount\****

- ◆ **GS-0391 Telecommunications**
- ◆ **GS-0301-i Information Management**
- ◆ **Other IT related series**

**\*Paramount:** IT is required to perform the major duties and is the primary purpose for the position



# **AKM Goal 5: Harnessing Human Capital for the Knowledge Organization**



# *Objectives*

## ***1: Skills for New Work***

**Build flexible skill sets for new ways of working**

## ***2: Career Strategies***

**Model Information Age career strategies**

## ***3: Transformation***

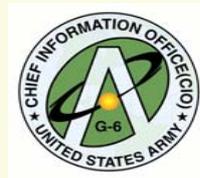
**Build transformational training programs**

## ***4: Recruit and Retain***

**Recruit, train, and retain quality workers**

## ***5: Leveraging IT***

**Leverage IT to user-centric products and services**

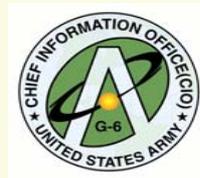


# ***Objective 1: Skills for New Work***



## ***Build flexible skill sets for new ways of working...***

- ◆ **Army Knowledge Leaders (*AKLeaders*) Program**
  - ◆ **Class of 2003: 7 Outstanding Scholars**
  - ◆ **Two-year intensive cohort leadership program**
  - ◆ **Focus on CIO/KM competencies**
  - ◆ **Rotation assignments across Army**
  - ◆ **High profile projects**
  - ◆ **Senior mentoring**
  - ◆ **Class of 2004: 7 starting Oct 2002**
  - ◆ **Electronic flyer wired to *USAJOBS* application**

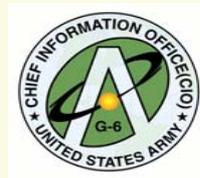


## ***Objective 2: Career Strategies***



### ***Model Information Age career strategies...***

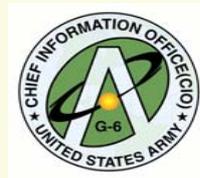
- ♦ **Develop coordinated approach to civilian and military training and professional development (SIGCEN)**
- ♦ **Integrate cross-functional competencies into modernized career management system**



## ***Objective 3: Transformation***

### ***Build transformational training programs...***

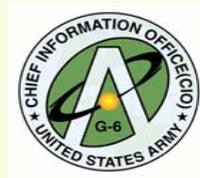
- ◆ **Position leaders to embrace transformational leadership through *Knowledge Management Foundations* course (ITM CP-34)**
- ◆ **Employ transformational power of technology using virtual training through *University of Information Technology (SIGCEN)***



# ***Objective 4: Recruit and Retain***

## ***Recruit and retain quality workers...***

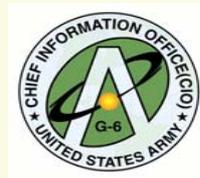
- ♦ **Partner with Army Civilian Personnel to maximize modern hiring practices and incentives**
- ♦ **Provide leadership development opportunities to emerging leaders in the Army IT community**



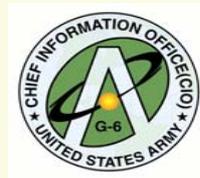
## ***Objective 5: Leveraging IT***

***Leverage IT to provide user-centric products and services...***

- ◆ Fully integrate ***ITMCareers*** web site into AKO and increase user base
- ◆ Apply value added collaborative technology and other KM practices to make AKM a way of life for our customers



# Education, Training and Development



# *Education, Training and Development*



## **University Programs**

ITM/CIO, KM, e-Business  
IA, Biometrics

## **CIO Education**

IRMC, CIO University,  
USDA Graduate School

## **Short Courses**

KM, CIO and other high  
impact topics presented  
at field sites

## **Computer-Based Trng**

1500 Intra/Internet courses

## **ITM Intern Program**

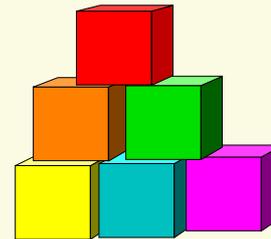
Two-year development for  
Army ITM professionals

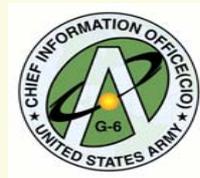
## **Leadership Programs**

Army/DoD/federal seminars  
and developmental programs

## **Training with Industry**

Top-tier industry experience  
for high performing mid-levels



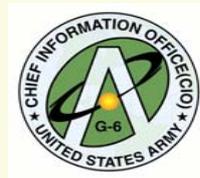


# ***Leader Development Programs***



## **Short-Term Programs**

- ◆ **OPM Management Seminars (GS-11-15)**  
**One-week residential in Denver (D) and Shepherdstown (WV)**
  - ◆ **Conflict Resolution (D: Mar)**
  - ◆ **Expanded Electronic Government (D: Jan, Aug; WV: Jun)**
  - ◆ **Emotional Intelligence (D: Feb)**
  - ◆ **Facilitative Leadership (D: Apr, Sep)**
  - ◆ **Leadership for Inclusion (D: Mar)**
  - ◆ **Mgmt of Information Technology (D: Jun; WV: May, Aug)**
  - ◆ **Leadership Potential Seminar-2 wk (D: Jun; WV: Mar-Aug)**
  
- ◆ **STAR: Strategic and Tactical Advocates for Results (GS-13-15)**  
**One-week residential intensive CIO program**
  - ◆ **Topics: Leadership, Congress, Security, Technology, and Program and Project Management**
  - ◆ **Dates: Mar 2003 (PA) and Jun 2003 (CO)**

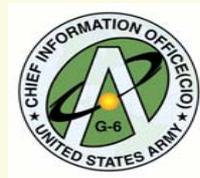


# ***Leader Development Programs***



## **Long-Term Programs**

- ◆ **Executive Leadership Program (GS-11-12)**
  - ◆ **One-year program started Aug 2002**
  
- ◆ **AMSC/SBLM (GS-12-14)**
  - ◆ **12 week residential program**
  
- ◆ **DLAMP (GS-13-15)**
  - ◆ **Multi-year program starts Sep 2002**



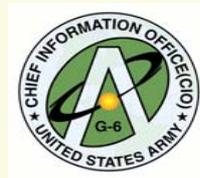
# ***How to Use ITMCareers***

## **Register with Army Knowledge Online**

- ♦ Go to <http://www.us.army.mil>
- ♦ Click on ***I'm a New User*** to register with AKO
- ♦ Accept the security certificates
- ♦ Follow instructions for Army Portal Access
- ♦ AKO will send you a ***User ID and Password*** via email

## **Log In to ITMCareers**

- ♦ Go to <https://ITMCareers.us.army.mil/cp34>
- ♦ Enter your ***AKO User ID and Password***
- ♦ Accept the security certificates
- ♦ Go to ***Career Planning*** and select ***Registration*** link
- ♦ Complete registry information



# ***ITM Career Program-34***



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