

ARMY ACQUISITION WORKFORCE HUMAN CAPITAL STRATEGIC PLAN

QUARTERLY NEWSLETTER

OCTOBER 2020

From the HCSP Office:

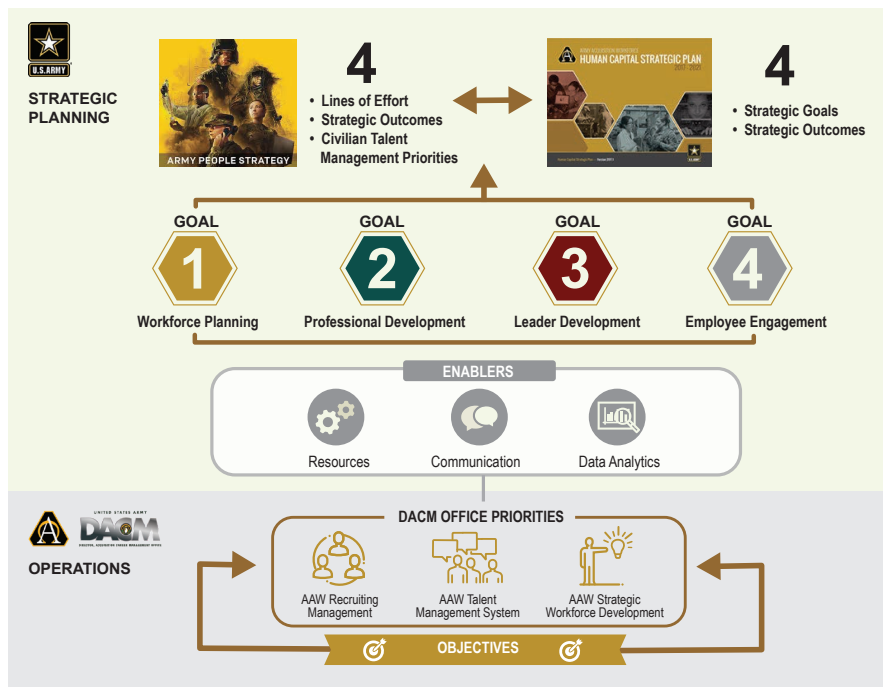
Updating the HCSP

By Scott Greene, AAW Strategy & Communication Division Chief

Over the last ten months my team has been working to update our Army Acquisition Workforce (AAW) Human Capital Strategic Plan (HCSP). The release of the Army People Strategy (APS), signed by the United States Army Chief of Staff, the Secretary of the Army, and the Sergeant Major of the Army, in October 2019, provided a valuable framework for our updates. The APS describes how the Army will shift from simply distributing personnel to more deliberately managing the talents that our Soldiers and Civilians possess. The updated AAW HCSP enables the Army Acquisition workforce to meet the Army's talent management intent of creating a 21st century talent management-based system.

The APS identifies four lines of effort leading to four strategic outcomes. Through the acquisition, development, employment, and retention of talent, the Army will ensure we are ready, professional, diverse, and integrated. The Civilian Implementation Plan (CIP), published in May 2020 details actions that the Army will take to ensure that Army civilians meet the four strategic outcomes.

My team has developed a graphic that depicts how the AAW HCSP will be executed moving forward and how it complements the framework of the APS and the CIP. Strategically, the AAW HCSP will focus on four goals with four strategic outcomes. Operationally, there are three priorities with ten objectives that we are



working on in 2020 and out. There are three cross cutting enablers that affect each priority and objective. It is my intention to assess legislative, defense department, and service documentation and adjust the operational piece of the HCSP to ensure the Army DACM office continues enable 21st century talent management.

This quarterly newsletter, going forward, will give updates and insights about what we are doing within the HCSP and updates of Army level changes and impacts. My goal is to provide transparency. The HCSP has been signed and will be sent to each of you along with publication on the HCSP website.

Additional information related to the APS is available at <https://people.army.mil/>. Additional information related to the AAW HCSP is available at <https://asc.army.mil/web/hcsp/>. Please check both sites regularly for updates.

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Strategic Outcomes

By John Kelly, Senior Strategic Planner

An important focus in the updated AAW HCSP has been on developing strategic outcomes. In the last HCSP Council meeting, council members provided suggestions that were used to shape the language of the strategic outcomes. These strategic outcomes complement our AAW HCSP goals. The goals describe what the Army DACM office wants to achieve while strategic outcomes describe the effects of Army DACM office efforts.

The AAW HCSP mirrors the APS outcomes; Ready, Professional, Diverse, and Integrated. The distinction that we are looking at in the AAW HCSP is to ask the question, “How do the DACM objectives lead to a workforce that is ready, professional, diverse, and integrated?”

The published AAW HCSP will provide the final definitions for the Strategic Outcomes, however, the draft definitions are as follows:

READY: The AAW leverages a range of technologies and data driven analytics to identify the talents of its members and the talent demands of its organizations in timely, accurate, and granular detail in order to build cohesive teams that effectively deliver capabilities.

PROFESSIONAL: AAW members are skilled, agile, and resilient professionals as a result of continuous, intentional development. (For the purpose of the AAW HCSP, “development” will be defined as having 3 pillars: [1] training and education, [2] action learning (e.g., developmental assignments) and [3] coaching and mentoring.) Within the AAW, we treat one another with dignity and respect while retaining the trust and confidence of our stakeholders.

DIVERSE: The AAW is diverse in talent, demographics, knowledge, skills, behaviors, and experiences.

It is committed to equality of opportunity, providing our members with fulfilling and rewarding professional careers, where diversity of viewpoints and the complexities of merging them are valued.

INTEGRATED: AAW members are aligned with Army acquisition missions and work in collaboration to achieve them. The acquisition community actively integrates its people, data, systems, and processes across the Army.

Each of these strategic outcomes are supported by the Army DACM office priorities and objectives.

AAW HCSP Objectives

By John Kelly, Senior Strategic Planner

The Army DACM office will focus on ten objectives in the next 18 months or more. Each of the ten objectives have detailed objective statements and outcomes. All ten objectives crosswalk to one or more Army People Strategy Lines (APS) of Effort and APS Strategic Outcomes. Additional information will be provided in the published AAW HCSP

AAW HCSP PRIORITY	OBJECTIVE
AAW RECRUITING MANAGEMENT	<ul style="list-style-type: none">• Implement Targeted Military Recruiting Strategy• Ensure successful launch of the AAW Recruitment and Sustainment Center of Excellence• Develop Civilian Recruiting Strategy
AAW TALENT MANAGEMENT	<ul style="list-style-type: none">• Establish/Document functional requirements for the AAW Talent Management Tool• Develop forecasting capabilities for the AAW• Enhance supervisor workforce development acumen
AAW STRATEGIC WORKFORCE DEVELOPMENT	<ul style="list-style-type: none">• Interpret objectives of Back to Basics• Interpret objectives of the Army Talent Management Taskforce and operationalize for the AAW• Improve technical acumen of the AAW• Ensure Army DACM Office programs maximize efficiency and align with the professional development needs of the AAW

If you have any questions regarding the AAW HCSP, please contact John Kelly at john.t.kelly12.civ@mail.mil.