



RCI, PAL and Army Housing Training

CAREER PROGRAM 27

Housing Management

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Chief, Army Housing



Agenda

- **Civilian Workforce Transformation**
- **Career Program Management**
- **Training**
- **Ongoing Initiatives**
- **Summary**



CAREER PROGRAM 27 – HOUSING MANAGEMENT

Civilian Workforce Transformation (CWT)- Established by the Assistant Secretary of the Army Manpower and Reserve Affairs – All efforts are focused on ensuring the civilian cohort is a trained and ready professional workforce.

- Expanded 31 Career Programs encompassing all Army Civilians
 - A career program is a body of careerists grouped together on the basis of: Occupational Series – Nature of Job – Qualification characteristics
 - 100% of Army Civilians are in a Career Program – up from 40% at the inception of CWT
 - Being aligned in the proper CP is crucial to the development of Army Civilians
- Implements Life Cycle Management for Army Civilians
 - Competency Management System (CMS) – Identify gaps in civilian knowledge
 - Validate Competencies - Define and Develop Gap Closure Strategies
 - Implement competencies with the Army Strategic Workforce Plan



Competency Management

FOCUSES ON:

- **COMPETENCIES OF THE EXISTING** Civilian workforce of the Department and projected trends in the workforce due to retirement and other attrition
- **COMPETENCIES NEEDED IN THE FUTURE** within the Civilian workforce to support national security requirements and effectively manage the Department
- **GAPS IN CRITICAL SKILLS AND COMPETENCIES**
- **WORKFORCE MIX**: Identify the required military, civilian, contractor mix based on current and future missions

“The challenge for the civilian workforce is to keep pace with the new realities facing an Army winding down after more than a decade of conflict. We will meet that challenge by being flexible and adaptive with the right person possessing the right skills, at the right place at the right time — competent, motivated and educated.”

- - SECARMY , 6 May 2012



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CMS

Status of Competency Modeling Process

Competency Identification

- ✓ SME Workshop Identifies Competencies
- ✓ Competency list submitted to AG1CP (Mar 14)

Employee/Supervisor Assessment

- ✓ Assessment Completed (Aug 13)
- ✓ AG1CP Analyzes data
- ✓ Gap Analysis reported to Career Program (Oct 13)

Competency Validation

- ✓ Critical Tasks linked to competencies
- ✓ Gap Analysis Reviewed (Apr 14)
- ✓ Closure Strategies Developed
- ✓ Results Briefed to & Approved by FCR
- ✓ Validated Competencies delivered to AG1CP (Jun 14)



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SME Identified Competencies

Non-Technical Competencies

Tier 1

Conflict Management
Continual Learning
Creativity & Innovation
Customer Service
Decisiveness
Problem Solving
Entrepreneurship
External Awareness
Financial Management
Flexibility
Influencing & Negotiating
Integrity and Honesty
Interpersonal Skills
Oral Communication
Partnering
Political Savvy
Human Resources Management

Resilience
Public Service Motivation
Strategic Thinking
Business Acumen
Technical Credibility
Technology Management
Accountability
Leveraging Diversity
Team Building
Vision
Written Communication

Technical Competencies

Tier 1

Housing Management
Calculations
Housing Management
Housing Requirements
Determination
Housing Referral

Tier 2

Unaccompanied Housing
Privatized Housing
Family Housing

Validated Competencies
Validated and Gap Closure
Strategies Defined



CAREER PROGRAM 27 – HOUSING MANAGEMENT

Governance

Functional Chief (FC):

Assistant Chief of Staff for Installation Management

LTG David Halverson

Functional Chief's Representative (FCR)

Chief, Army Housing Division

Ms. Suzanne M. Harrison

Functional Point of Contact

Deputy, Army Housing Division

Ms. Judith M. Hudson

Career Planning Board:

FC/FCR

ASA(M&RA) Rep, Senior HQDA Rep

Region(s) Rep, IMCOM G1 Rep

IMCOM HQ Rep, OACSIM Rep

Female Rep, Minority Rep

Member at Large, NAF Rep

Additional members at the direction of the

FC/FCR

FCR represents FC in the execution of:

- HQDA Career Program Policy Committee membership
- Career Planning Board activities
- Army Civilian Training and Education Development System (ACTEDS) requirements and development plan
- ACTEDS Housing Intern training and development
- Army Housing Academy; Level 1 and 2 courses in HSO, AFH, GFOQ, RCI and UH

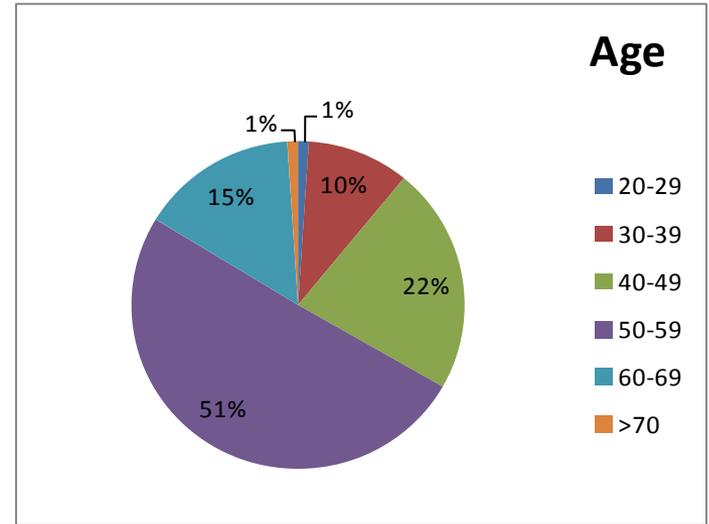
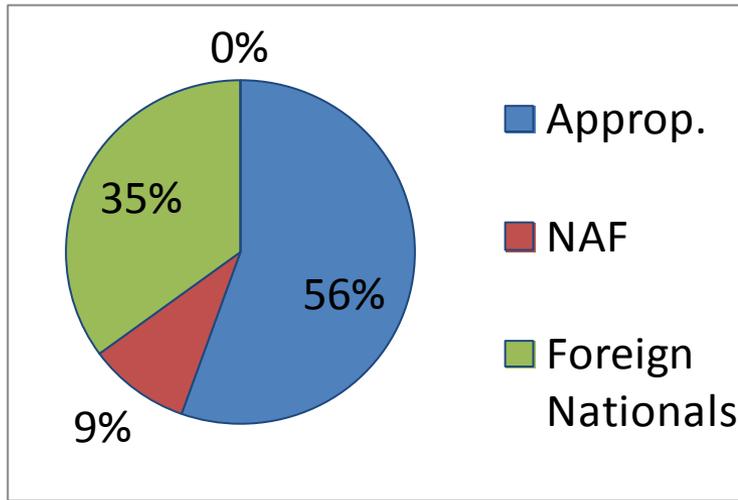
Recruitment Actions:

- FCR approves all GS-13 thru 15 selections.
- Functional POC receives copies of all referral lists at the GS-11 thru GS-15
- Functional POC reviews all GS-11 thru 15 vacancy announcements
- Requests for Personnel Actions for GS-11 positions are reviewed by the Functional POC for potential Intern placement

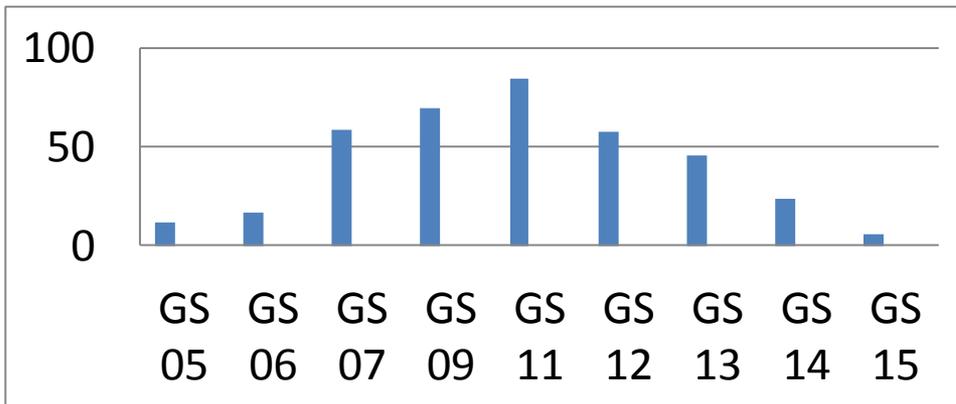


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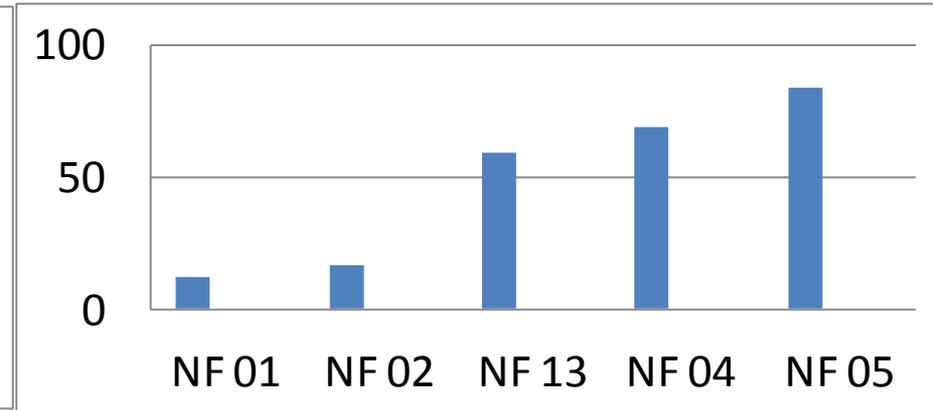
Total Population – 654
92% IMCOM



GS Grade



NAF Series





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CP-27 Intern Program

- Centrally managed by the Functional Chief's Representative & the Functional Point of Contact
- HQDA-G1/G3-5-7 funded program where salary, benefits, training tuitions, travel, and per diem are funded for 24 months.
- Through series of training courses and OJT, interns progress from GS-1173-07 to GS-1173-11
- During Year 1:
 - Complete 2.5 months of entry level OJT in each of the following housing areas: HSO, AFH, UPH, and RCI.
 - Rotates 2 weeks to a privatized or non-privatized Family Housing site and a rotation to First Sergeants Barracks Program (FSBP)
 - Completes classroom training prior to promotion to GS-09: a basic HSO, RCI, UH, and a basic Housing Management, real estate finance course, BAH data collection training, Action Officer Development Course (AODC), and the CES Foundation course.
- During Year 2:
 - Complete 2.5 months of management/supervisory level OJT in each of the following housing areas: HSO, AFH, UPH, and RCI.
 - Rotates 2 weeks each to OACSIM/HQ IMCOM/ASA (IE&E)/G-1.
 - Completes classroom training prior to placement/promotion to GS-11: a basic federal contracting course, an advanced course in real estate finance, an inspection course, portfolio asset management, and a course on GFOQs/Executive Homes.

Current Interns:

Graduate FY15
Joint Base Lewis-McChord
Fort Bragg –

On-Boarding Interns:

Pentagon – ISH
Pentagon – ISP
Fort Riley
Fort Stewart

Note: Intern supervisors are required to submit signed and approved intern IDPs to the Housing Intern Program Manager and monitor progress.



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Army Housing Academy (AHA)

Current Portfolio of Courses

Army Family Housing (AFH) Levels 1&2
Unaccompanied Housing (UH) Level 1&2
Residential Communities Initiative (RCI) Levels 1&2
Housing Services Office Levels (HSO) Levels 1&2
General Flag Officers Quarters (GFOQ)

Courses “Coming Soon”

Executive Army Housing
Basic Army Housing
Train the Trainer
Online versions of: AFH, HSO, RCI,
GFOQ and FSBP 2020
Virtual Housing Experience

Training to Support CMS Gap Closure Strategies

| | |
|---------------------------------|----------------------|
| Customer Service | Financial Management |
| Written Communication | Housing Management |
| Housing Management Calculations | |



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Create/Activate Account *i*

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Key Points:

- Training Applications
- SF-182 Approval
- Course Registration
- Course Listings



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ARMY CAREER TRACKER - ACT

Welcome

ARMY CAREER TRACKER ACT now!

CIVILIAN SEARCH CAREER RESOURCES CONTENT MANAGER CAREER ADMINISTRATOR GETTING STARTED SURVEY

Career Fields ACT ARNG USAR Career Programs Branch/FA Warrant Officers Additional Resources

ACT >> CAREER RESOURCES >> Career Programs >> CP27

Career Program Leadership

 CP-27 Housing Management

 CP-27 Functional Chief
Lieutenant General David D. Halverson
Assistant Chief of Staff for Installation Management

 CP-27 Functional Chief's Representative
Ms. Suzanne Harrison
Chief, Army Housing Division

Featured Courses ?
There are no featured courses to display.

Featured News ?

FY14 Army Housing Academy Training Schedule

ing Academy Training Schedule

ment contact: Bernice Ivory at bernice.m.ivory.civ@mail.mil or 571-256-9749

Course Location Course Dates Enroll By Date UH Level 1 & ...

Apr 2014.)

orce Transition (CWT)

orkforce Transformation (CWT) is

am to transform the civilian

21st century.

Attend Army Specific Training!

Housing Management Occupational Series (GS-1173) Competency Management System

Housing Management Occupational Series (GS-1173) Competency Survey

Key Points:

- CP Leadership Information
- IDP Development
- Career Planning/Mapping
- Leadership Development, Training Opportunities and much more!



What you can do for your careerists

- **Have regular conversations—How can you help them grow?**
- **Ensure proper job coding – Are they properly aligned?**
 - Training is available for CP-27 - Occupational Series 1173
- **Facilitate the Individual Development Plan (IDP) process**
 - Plan developmental experiences, details, OJT, special projects
- **Use the Army Career Tracker - Stay current**
 - Don't miss out on training and pertinent information
- **Register in GoArmyEd.com – All training starts here**
 - In order to participate in training, you must have an account



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Summary

