

Deputy Assistant Secretary of the Army (Civilian Personnel)

MISSION AND
KEY INITIATIVES



INTRODUCTION

Deputy Assistant Secretary of the Army Civilian Personnel (DASA-CP) advises the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA [M&RA]) and other senior leaders on all matters relating to human resources (HR) and lifecycle management for the Army Civilian workforce.

MISSION STATEMENT

Provide policy, supervision, and oversight of the Army's HR system for civilian personnel.



Key Responsibilities



Advises the ASA (M&RA) on all matters relating to Civilian HR



Develops and oversees execution of the Civilian Implementation Plan (CIP)



Oversees the Army's non-appropriated fund employees



Develops policy and provides oversight of Civilian personnel plans and programs that affect over 297,000 civilians



Leads strategies and assessment of policies, programs, and activities to attract, motivate, and retain a civilian workforce with the qualities, skills, and diversity to support the warfighter



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The Office of the Deputy Assistant Secretary of the Army for Civilian Personnel seeks continued improvement of the human capital lifecycle and talent management experience of the Army Civilian. DASA-CP continues to promote talent management policies and investments for the Civilian workforce, meet current and future mission demands, and increase Army readiness.”

Dr. Todd Fore | Deputy Assistant Secretary of the Army (Civilian Personnel)

ARMY CIVILIAN CORPS CREED

I am an Army Civilian—a member of the Army team.

I am dedicated to our Army, Soldiers, and Civilians.

I will always support the mission.

I provide leadership, stability, and continuity during war and peace.

I support and defend the Constitution of the United States and consider it an honor to serve our Nation and our Army.

I live the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

I am an Army Civilian.



Governance

The governance structure prescribes accountability for and governance of the Army People Enterprise, including execution of the Army People Strategy—Civilian Implementation Plan.

- Sets the strategic direction for the Army Civilian Corps and manages the execution of change to ensure enterprise-wide readiness.
- Drives plans forward, resolves issues, and ensures accountability.

CAREER PROGRAM TRANSFORMATION

Nested under the Army People Strategy, the CIP directs Career Programs to play a more proactive and contributing role in talent management. To achieve this objective, Army Civilian Career Programs have been restructured into a single organization. This new organization, the U.S. Army Civilian Career Management Activity (ACCMA), is subordinate to the U.S. Army Civilian Human Resources Agency (CHRA).

DASA-CP KEY INITIATIVES



Defense Performance and Appraisal Program

Institutionalize a culture of high performance



Career Program Policy

Oversee policy and facilitate governance of Career Program management



Talent Management

Oversee and implement the CIP to modernize human capital practices



Data Analytics

Leverage robust data analytics to inform data-driven civilian human capital decisions



Reduce Time-to-Hire

Optimize and streamline the Civilian hiring process

The existing 32 Career Programs have been grouped into 11 broad Career Fields to better facilitate development of multifunctional Civilian leaders, reskilling of the workforce as mission demands change, and enhance the transition of talent across the enterprise.



Supporting Project Inclusion Efforts

Integrate diversity, equity, and inclusion efforts into Civilian HR practices



Expeditionary Civilian Workforce

Oversee deployment operations and support for theater requirements to enhance the warfighter's capability and capacity



Fitness and Health Promotion Program

Provide oversight of the administrative leave policy and promote a healthy workforce



Civilian Human Resources Delegations of Authorities

Streamline Civilian personnel authorities to strengthen work effectiveness and efficiencies



Employee Engagement

Institutionalize a culture of engagement at all levels of the workforce



Civilian Recognition Pins

Acknowledge significant service milestones in an employee's career

CIVILIAN WORKFORCE BY THE NUMBERS

