



Senior Army Workforce SAW



Army Civilian Leaders of Today and Tomorrow

April 2004

Concept History

Nov 00 – Oct 01

- Design Team meeting
- Career Program analysis
- Workforce planning and analysis study
- Competency & performance management development

Nov 01 – Oct 02

- Civilian Career Management analysis
- Functional and Leader competency development
- Pay banding system design
- SAWMO Mission, Function, Structure development
- Draft SAW Policy Regulation

Nov 02 – May 03

- Initial Career Track development
- Draft SAW Procedures
- Leader Competency Development Workshop

Jun 03 – Present

- Policy/Procedure refinement
- ASA (M&RA) off-site
- SAWMO @ IOC
- Focus Group Meetings
- Concept approval
- Concept staffing

Visit our webpage at
<http://www.cpol.army.mil/library/sawmo>

Focus Groups Conclude

The Senior Army Workforce Management Office (SAWMO) concluded its series of focus group workshops the first week in April. A total of ten workshops were conducted over a 2 month period with representatives from all career programs and fields.

During the focus groups, workshop participants were tasked to validate sub track configuration, identify and validate sub track functional competencies, skills, knowledge, abilities and assignments, and to identify and validate sub track training, education, and certifications required for future SAW members.

Bob Crawford, a member of the CF 29 team and the Chief for Workforce Development at the Installation Management Agency said, "The first thing we did was look at the entry level competencies from all the different functional areas to see what (a person) needs to have in terms of expertise in order to come into Career Field 29 from the GS-5 level to the GS-11 plus."

Each workshop member was given an Army Civilian Training, Education, and Development System (ACTEDS) plan for their individual career program, as well as a proposed developmental career track plan created by the SAWMO staff to base their sub track configuration on.

In addition to validating sub track configuration, workshop members were tasked to identify other career programs with possible related competencies.

"After reviewing the proposed sub track for CP 12, we decided in our group to make a recommendation to establish a Environment Safety and Occupational Health (ESOH) sub track within the Engineers and Scientist career track," noted Dr. Brenda Miller, the CP 12 career program manager and Deputy Director for Training at the Army Safety Center in Ft. Rucker, Ala. "Our competencies, education and training best match the Engineering and Scientist arena; they don't match those that are more in line with administrative occupations."

SAWMO is in the process of finalizing each career track's development plans and career maps. Once workshop changes are incorporated, the plans will be staffed out to the Functional Chief Representatives of each career program for further input.



Members of CP 18 work on the functional competencies for their sub track at a focus group at Ft. Belvoir, VA.

Focus on Central Management

Acquire – Centrally managed accessions

- HRC Secretariat selection boards/panels
- Selects best qualified based on forecasted requirements

Distribute – Centrally managed promotions and assignments

- HRC Secretariat promotion and long term training boards/panels
- Executed by the SAW Management Office

–Matches individual capabilities, professional development and personal needs with Army requirements

- Assignments officers are representatives from Career Programs/Career Fields

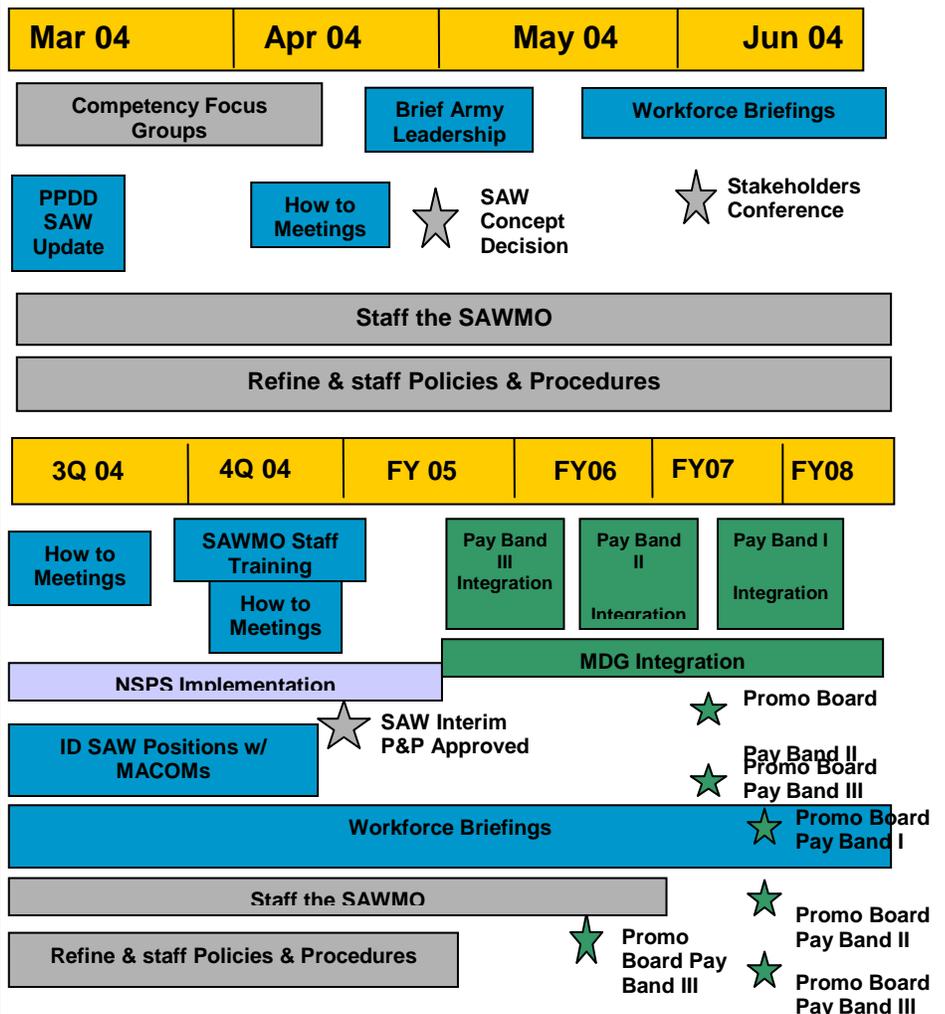
Develop – Execution of the Career Development Map (like DA Pam 600-3)

- SAWMO secures and allocates training seats
- Equitably distributes development resources across all career programs and career fields

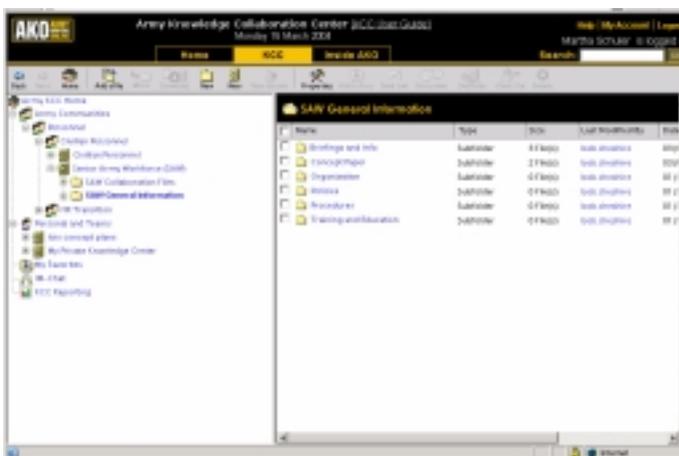
Functions similar to Officer Personnel Management Directorate (OPMD)

This Newsletter was produced by the Senior Army Workforce Management Office.

Implementation Timeline



Senior Army Workforce AKO Collaboration Site



The SAWMO has established folders within AKO that provide information on the SAW concept. To view go thru the KCC and drill down thru the Army Communities as follows:

Personnel - Civilian Personnel - Senior Army Workforce - SAW General Information.