



## Functional Community Management Update

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Security Functional Community

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### Poll Question

Are you familiar with the Functional Community Management Program?

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### Functional Community Management Update

#### Agenda

- DoD Policy
- Functional Communities
- Roles
- Governance Structure
- **Recent** Activities
- **Revised** Congressional Requirement

FCM  
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BL: Strategic Human Capital Planning and the governance structure to support it

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## Functional Community Management Update

**what**

### DoD Policy

- **DoD Instruction 1400.25-Volume 250**, DoD Civilian Personnel Management System: Volume 250, "Civilian Strategic Human Capital Planning (SHCP)," June 7, 2016
- Vol 250 provides policy, procedures, responsibilities regarding **civilian personnel management** within the DoD
- **2016 Version** updates policy, assigned roles and responsibilities, and procedures for **DoD Components to implement SHCP across DoD**
- "SHCP provides a prescriptive methodology to **assess** the current state of the workforce, **identify** skill and competency gaps and strengths, and **forecast** emerging and future workforce requirements to support the DoD mission"

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## Functional Community Management Update

**who**

### Functional Communities

- Appropriated fund workforce organized into 22 **Functional Communities (FC)** such as **Security**, Intelligence, Acquisition, Financial Management, Legal, Manpower, and others
- Within the FCs, there are 33 **mission critical occupations (MCOs)**
- **MCO**: "Those occupations that set direction, directly impact, or execute performance of mission critical functions or services."
- **GS-0080**, Security Specialist, is classified as an MCO

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## Functional Community Management Update

**who**

### Roles

- **Component Functional Community Managers (CFCM)**: *single FC focus; my link to Components*
- **Component Integrators (CI)**: *cross-FC focus i.e. Department of the Army*
- **OSD Functional Community Managers (OFCM)**: *single FC focus (usually) i.e. OUSD(P), OUSD(I)*
- **OUSD(Personnel & Readiness)/Defense Civilian Personnel Advisory Services (DCPAS)**: *provides oversight; drives the planning process and more*

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## Functional Community Management Update

**how**

### Governance Structure

Group	Participants
Strategic Human Capital Management Executive Steering Committee (SHCM ESC)	OFCMs, Component Integrators (CI)
Workforce Planning Advisory Group (WPAG)	OFCM Action Officers, CI Action Officers

Bimonthly meetings

WPAG: old FCAG+CIAG+CMAG

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## Functional Community Management Update

### Recent Activities

- **2016 DoD Competency Assessment**
  - Prep: Enterprise SME panels using the DoD Security Skill Standards
  - Survey: 562 GS/GG-0080s in July/August 2016
  - Data Dissemination & Data Analysis: Ongoing
- **DoD OCIO Cyber Workforce Initiatives**
  - Coding of cyber-related positions
  - Development of Cyber Excepted Service

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## Functional Community Management Update

### Recent Activities

- **DoD Security Skill Standards Update**
  - Enterprise development and addition of cyber-related skills
  - CDSE Fact Sheet: Cyber Standards for Security Practitioners  
<http://www.cdse.edu/documents/sped/cyber-standards-for-security-practitioners-fact-sheet.pdf>

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## Functional Community Management Update

### Previous Congressional Requirement

Title 10 USC 115b requires DoD to: (as directed by the National Defense Authorization Act for Fiscal Year 2010)

- Deliver a biennial workforce plan in the even year **SWP**
- Assess critical skills and competencies
- Identify skill and competency gaps
- Develop strategies to close gaps
- Assess Total Force Mix

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## Functional Community Management Update

**SWP**

### Current Requirements

Office of Personnel Management 5 CFR Part 250 requires federal agencies to:

- Develop a Human Capital Operating Plan (HCOP)
- The DoD HCOP will support the DoD Annual Performance Report
- Like the **SWP**, the HCOP will address workforce skills and competency gaps
- More details to follow

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## Functional Community Management Update

### References

Security Functional Community MilSuite Site:  
<https://www.milsuite.mil/book/groups/security-functional-community> (milSuite available to U.S. Mil/Gov/Ctr with CAC)

OCIO Brief on DoD Cyber Workforce Initiative,  
March 2017:  
<https://www.milsuite.mil/book/docs/DOC-361163>

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### References

Nationally Accredited Intelligence and Security Certification  
Milestones Update Memo:

<https://www.milsuite.mil/book/docs/DOC-361162>

FY16 Annual Report of Intelligence and Security Training  
Education and Certification:

<https://www.milsuite.mil/book/docs/DOC-361119>

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## Functional Community Management Update

### Contact Information

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