Functional Community Management Update

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Poll Question
Are you familiar with the Functional Community Management Program?

Agenda

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

BL: Strategic Human Capital Planning and the governance structure to support it
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**DoD Policy**
- 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"

**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

**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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Governance Structure

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<tr>
<th>Group</th>
<th>Participants</th>
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<tr>
<td>Strategic Human Capital Management Executive Steering Committee (SHCM ESC)</td>
<td>OFCMs, Component Integrators (CI)</td>
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<tr>
<td>Workforce Planning Advisory Group (WPAG)</td>
<td>OFCM Action Officers, CI Action Officers</td>
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Bimonthly meetings
WPAG: old FCAG+CIAG+CMAG

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

• DoD Security Skill Standards Update
  • Enterprise development and addition of cyber-related skills
  • CDSE Fact Sheet: Cyber Standards for Security Practitioners
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
- Assess critical skills and competencies
- Identify skill and competency gaps
- Develop strategies to close gaps
- Assess Total Force Mix

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

References
Security Functional Community MilSuite Site:

OCIO Brief on DoD Cyber Workforce Initiative, March 2017:
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References
Nationally Accredited Intelligence and Security Certification Milestones Update Memo:

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

Functional Community Management Update

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