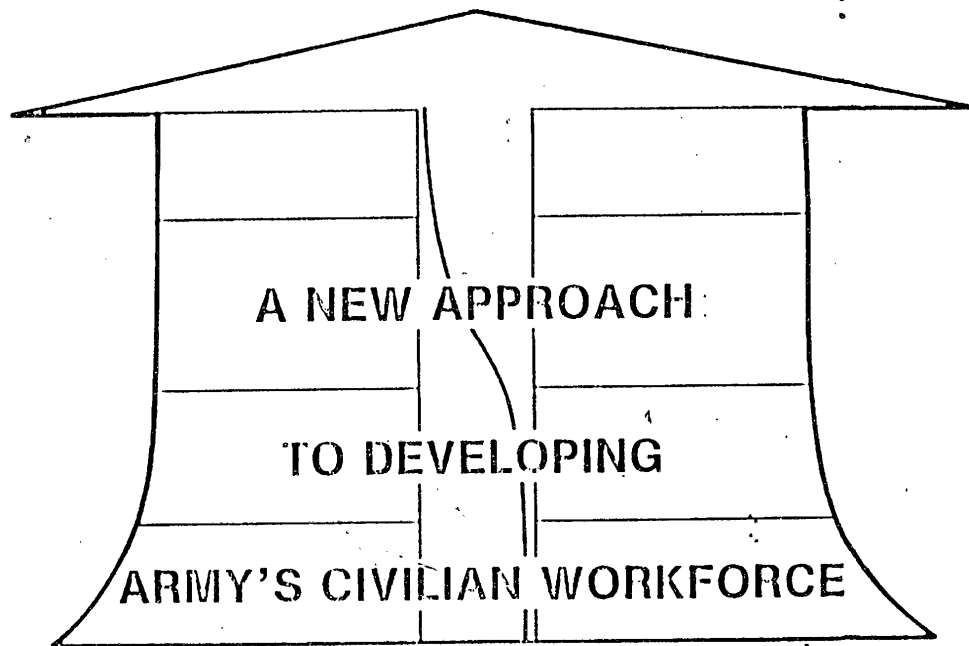


28a

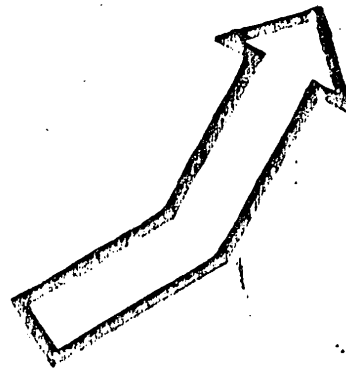
ACTEDS



HQDA

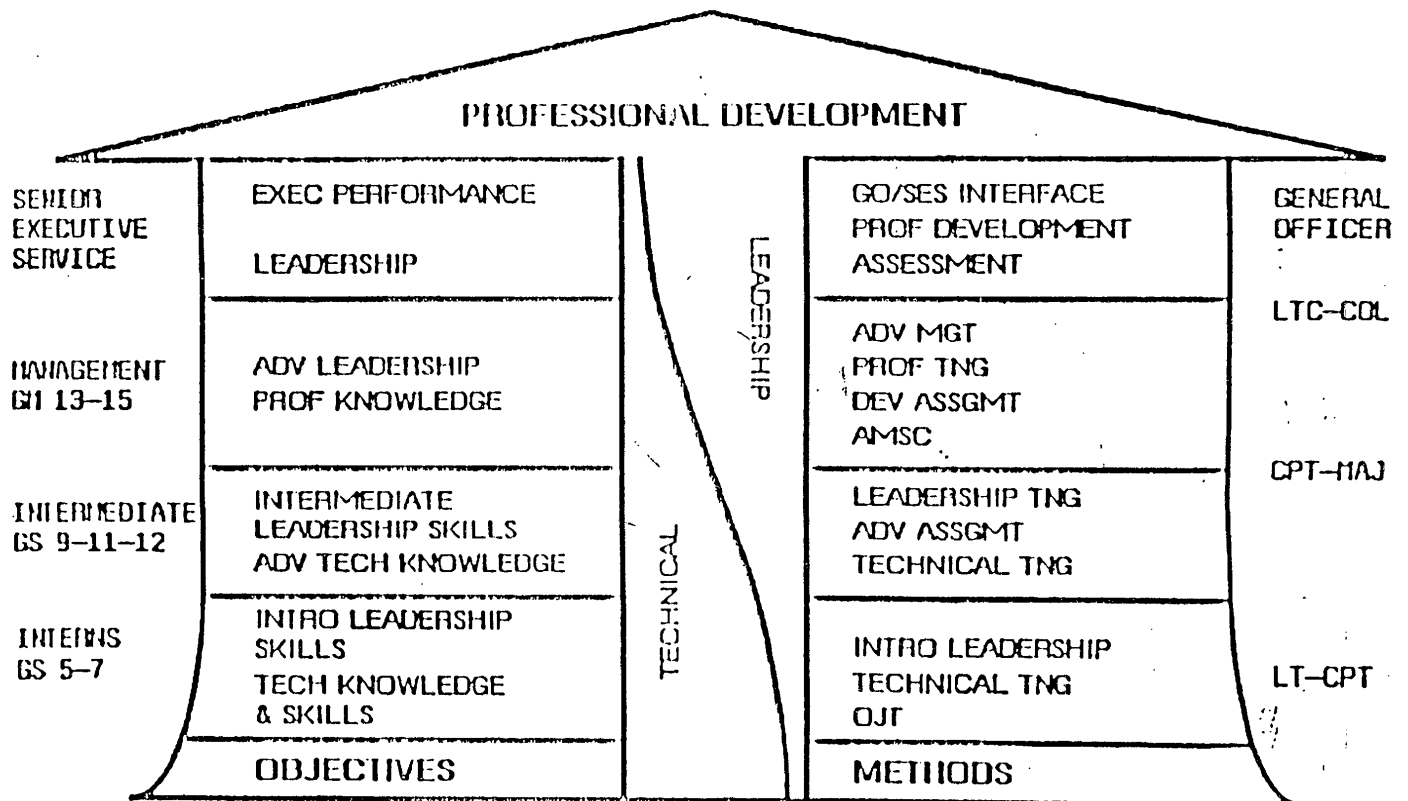
U.S. TOTAL ARMY PERSONNEL AGENCY

OBJECTIVE:
A HIGH PERFORMING
CIVILIAN WORKFORCE



ACTEDS
SEQUENTIAL AND PROGRESSIVE
DEVELOPMENT OF KEY CIVILIANS
FROM INTERN TO SES, SIMILAR
TO MIL OFFICERS

ARMY CIVILIAN TRAINING, EDUCATION AND DEVELOPMENT SYSTEM (ACTEDS)

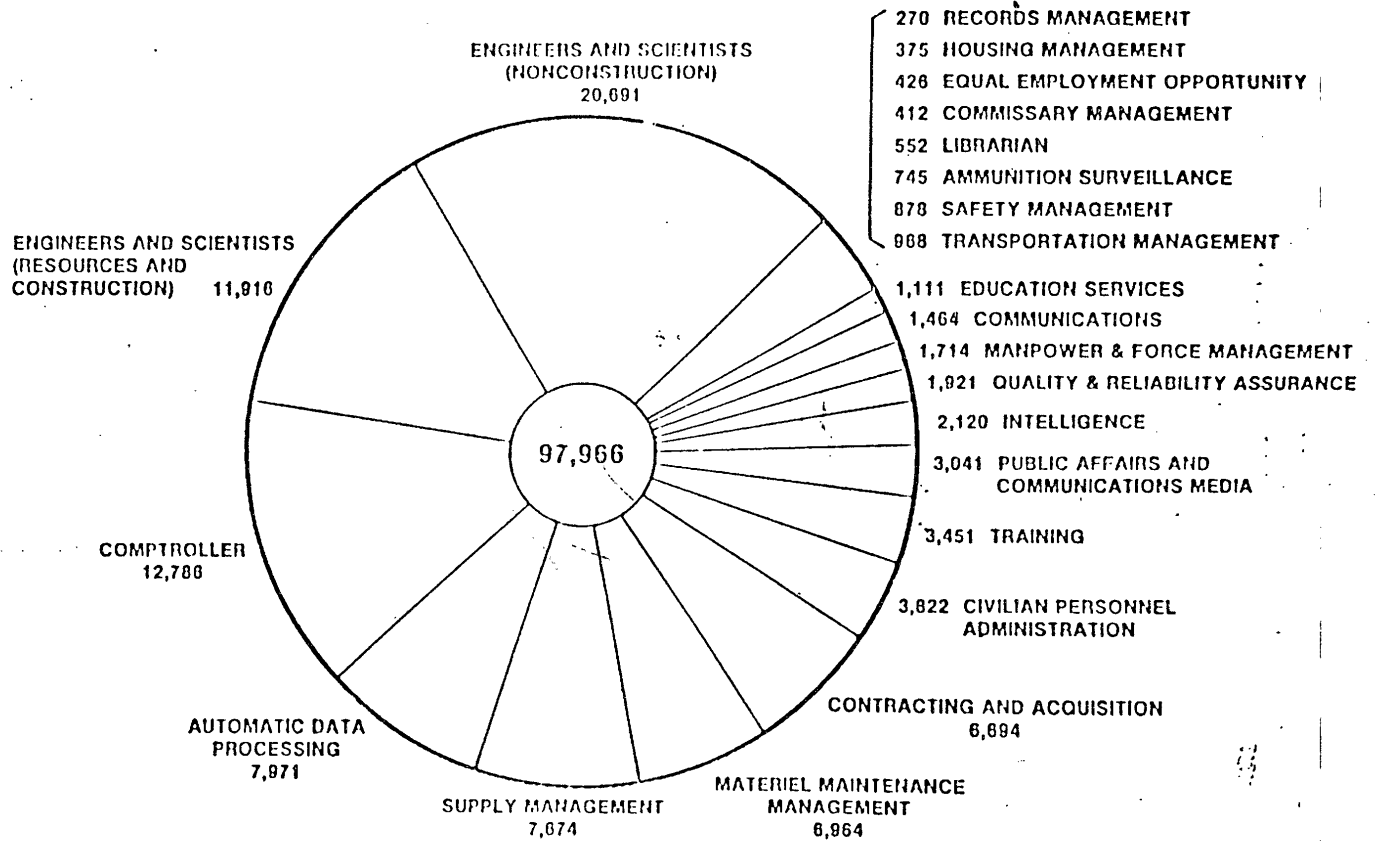


GOAL: EXCELLENCE IN THE CIVILIAN WORK FORCE

ACTEDS SYSTEM FEATURES

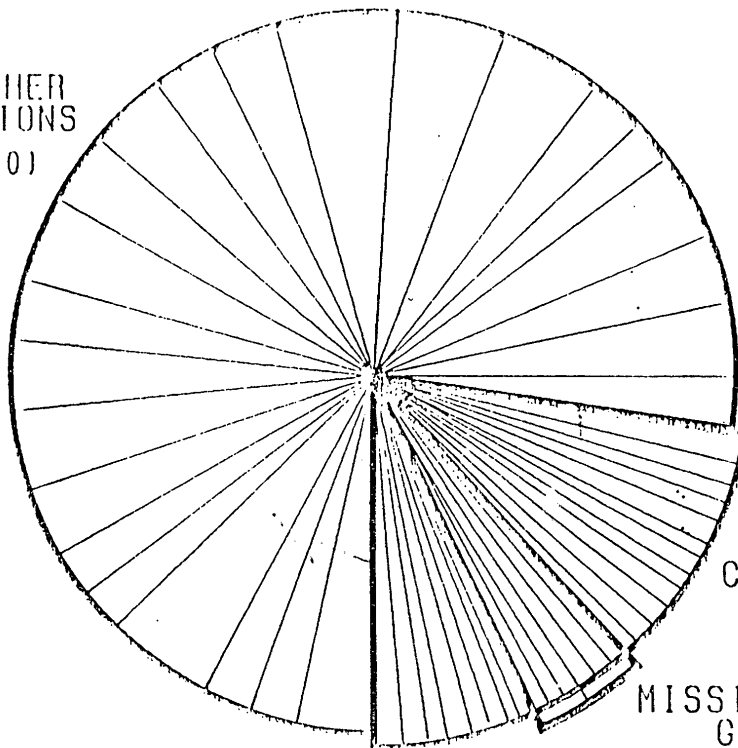
- 0 PARALLELS MILITARY SYSTEM
- 0 SEQUENTIAL AND PROGRESSIVE
- 0 BLENDS FORMAL TRAINING AND DEVELOPMENTAL ASSIGNMENTS
- 0 COUNSELING/MENTORING
- 0 SKILL AND KNOWLEDGE BASED
- 0 CAREER PROGRESSION ROAD MAP
- PRESCRIBED TECHNICAL/MANAGERIAL CORE
- 0 COMPETITIVE DEVELOPMENT GROUP
- 0 FUNCTIONALLY TAILORED

ACTEDS TARGET CIVILIAN CAREER PROGRAMS



Workforce Participation

ALL OTHER
OCCUPATIONS
(350,000)



CAREER PROGRAMS
(97,000)

MISSION CLUSTER
GROUPS

TECHNICAL/LEADERSHIP/MANAGERIAL

TRAINING CATEGORIES

MANDATORY

- 0 ESSENTIAL TO MISSION ACCOMPLISHMENT
(PRIORITY 1)
- 0 AFFECTS QUALITY OF MISSION ACCOMPLISHMENT
(PRIORITY 2)

RECOMMENDED

- 0 TECHNICAL/PROFESSIONAL ENHANCEMENT
(PRIORITY 3)

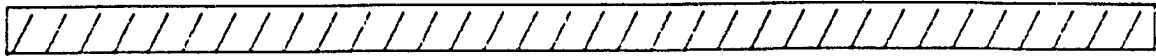
COMPETITIVE PROFESSIONAL DEVELOPMENT

- 0 CAREER PROGRAM-WIDE
- 0 ARMY-WIDE
- 0 COMPETITIVE DEVELOPMENT GROUP

FCR WORKSHOP

- 0 FUNDING STRATEGIES
- 0 ACTEDS PROGRAM DESIGN
 - TOOLS FOR DETERMINING CURRENT AND FUTURE TRAINING REQUIREMENTS
 - BLENDING OF ASSIGNMENTS AND FORMAL TRAINING
 - LEADERSHIP/MANAGERIAL CORE TRAINING
 - COMPETITIVE SELECTION FOR TRAINING
 - LONG-TERM TRAINING
 - SHORT-TERM EXECUTIVE DEVELOPMENT
 - TRAINING DELIVERY SYSTEMS

ACTEDS IMPLEMENTATION PLAN



- ⊕ DEFINE TRAINING CATEGORIES
(MAR)
- ⊕ DCSPER PRESENT ACTEDS
PLAN TO FCRs (APR)
- ⊕ FCR WORKSHOP (JUN)
- ⊕ COMPLETE SUPV-MGR-EXEC
CORE TRAINING (DEC)
- ⊕ STAFF ASSISTANCE TO FCRs
(APR-SEP)
- ⊕ FCRs OBTAIN FC APPROVAL ON
CAREER PROGRAM PLAN (SEP)
- ⊕ TOTAL ARMY ACTEDS PLAN (OCT)
- ⊕ STRATEGIES FOR DEPLOYMENT
- ⊕ FC MEETING (OCT)

FC COMMITMENTS

- Support full funding of ACTEDS for POM 90-94

- Recommend full funding to CSA and Sec Army
in signature

ACTEDS POM 90-94 COST DATA

□ INCREMENTAL FUNDING REQUIREMENTS

FY	INCREMENT	TOTAL COST
90	\$ 41M	\$ 189M
91	\$ 70M	\$ 223M
92	\$142M	\$ 300M
93/94	--	\$ 300M

STATUS OF PLANS

30 OCT 87

- 18 Plans submitted
- 8 Interim plans or letters of intent

WHERE DO WE GO FROM HERE?

- Work with FCRs to complete remaining ACTEDS Plans
- Scrub all ACTEDS Plans
 - Requirements
 - Priorities
- Develop actual cost data by career program
- Develop strategies & systems for deployment