



DoD FM Connection

FM Community - Financial Stewardship in Support of the DoD Mission

Spring 2020

Comptroller Corner

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DoD FM Connection

<https://www.linkedin.com/groups/6503683>

To fully access the group page,
you must be logged into LinkedIn.



<https://fmonline.ousdc.osd.mil>

During these unprecedented times, I am not surprised, but am proud, of your dedication, professionalism and adaptability. I recognize the difficult challenges that have been placed upon all of us, and I ask that you take care of yourselves, your families, each other and the mission.

In February, we submitted the fiscal year (FY) 2021 Defense Budget. The FY 2021 budget supports the irreversible implementation of the National Defense Strategy (NDS), which drives the Department's decision-making in reprioritizing resources and shifting investments to prepare for a potential future, high-end fight.

Largely flat compared to last year's request, the FY 2021 Budget represents numerous hard choices made by the Department to ensure that resources are directed toward the highest priorities. The comprehensive Defense-Wide Review initiated by Secretary of Defense Esper generated over \$5 billion in FY 2021 savings and another \$2 billion in activities and functions realigned to the Services. This initiative that benefitted from your strong and expert support, allowed the Department to more effectively resource higher NDS priorities.

The \$705.4 billion FY 2021 budget request resources four focus areas:

- Continue to improve military readiness and invest in the modernization of a more lethal force;
- Strengthen alliances, deepen interoperability, and attract new partners;
- Reform the Department for greater performance and accountability; and
- Support service members and their families, recognizing that our people are our most valuable resource.

Building on the last four years, the budget submitted continues the focus on the NDS priorities of nuclear modernization and homeland defense, while refining the focus on the cyber and space warfighting domains, as well as joint enablers for all domain operations.

We will keep our attention on long-term sustainable readiness while we shed non-core functions and better align resources to save money, manpower, and time for lethality. This budget request supports the implementation of the NDS and promotes security for the nation while meeting the needs of our most important resource, our people.

As our country navigates through the uncertainties that lie ahead, we can be certain that in everything we do, we are guided by our commitment to support the warfighter, the Department's leadership, and each other. Your work on the COVID-related supplementals, execution, audit, data analytics, security, and workforce are vital to the success of the Department's mission and, ultimately, the safety and security of our Nation. THANK YOU for your loyalty and all you do!

HON Elaine A. McCusker

Acting Under Secretary of Defense
(Comptroller)

Get to Know Defense Contract Audit Agency (DCAA)

By Nathaniel Whayland

Background

DCAA operates under the authority, direction, and control of the Under Secretary of Defense (Comptroller)/Chief Financial Officer. It consists of about 4,800 employees at over 300 locations in the United States, Europe, the Middle East, Asia, and the Pacific.

The Agency’s primary function is to conduct contract audits and related financial services for the Department of Defense and other federal entities responsible for acquisition and contract administration. Specifically, DCAA helps determine whether costs are allowable, allocable, and reasonable. DCAA provides recommendations to government officials on contractor cost assertions for specific products and services. With these recommendations, contracting officers are better able to negotiate prices and settle contracts for major weapons systems, services, and supplies.

In a typical year, DCAA audits around 3,000 contractors, examines \$175 billion in contract costs, and issues over 5,000 audit reports. To ensure the best use of audit personnel and resources, DCAA takes a risk-based approach that focuses on the highest payback areas to DoD, the warfighter, and taxpayers.



Vision

Every audit or service delivered is on time, on point, and highly valued. DCAA’s vision is to provide products and services that are indispensable to the acquisition process. DCAA aspires to always deliver services and products when promised and in time to meet acquisition requirements. DCAA strives to deliver the right service, at the right time, to provide the most value throughout the contracting cycle.

Mission

As a key member of the government acquisition team, DCAA team members are dedicated stewards of taxpayer dollars who deliver high quality contract audits and services to ensure that warfighters get what is needed at fair and reasonable prices.

Key Services

The following table shows DCAA’s most common types of audits.

Pre-award Contract Audit Services	Post-award Contract Audit Services
<ul style="list-style-type: none">• Preaward Accounting System Surveys• Contract Price Proposals• Forward Pricing Rate Proposals• Cost Accounting Standards (CAS) Disclosure Statement	<ul style="list-style-type: none">• Incurred Costs/Annual Overhead Rates• CAS Compliance & Adequacy• Truth in Negotiation Audit• Interim Voucher Review• Progress Payment• Provisional Billing Rates
Business System Audits <ul style="list-style-type: none">• Accounting System• Estimating System• Material Management & Accounting System	<ul style="list-style-type: none">• Real-time Labor and Material• Equitable Adjustment• Termination Settlement Proposal
Negotiation Assistance <ul style="list-style-type: none">• Fact finding and analysis of contractor information after audit report is issued• Attending negotiations to support Contracting Officer	

For a complete list and more complete descriptions of the different audits DCAA conducts, consult the [Directory of Audit Programs](https://www.dcaa.mil/Guidance/Directory-of-Audit-Programs/), <https://www.dcaa.mil/Guidance/Directory-of-Audit-Programs/>.

Get to Know Defense Contract Audit Agency (DCAA) - (Con't)

By Nathaniel Whayland

Key Component in the FM Community

With approximately 4,000 employees in the FM population, DCAA is the fifth largest component and the second largest amongst the Fourth Estate. Within the FM certification program management structure, DCAA is a member of the Senior FM Leadership Group, FM CFCM Advisory Board, CFCM Working Group, and Governing Body. The DCAA FM population is unique from the other major components in the distribution of certification levels across its population. Only 1% of DCAA's population is FM Level 1 Certification whereas 92% are FM Level 2 Certification. The remaining 7% are FM Level 3 Certification.

Additional Information and References

- <https://www.dcaa.mil/>
- [DCAA Strategic Plan 2016-2020](https://www.dcaa.mil/Portals/88/Documents/DCAA_Strategic_Plan_2016_2020.pdf?ver=2020-01-30-095702-393). https://www.dcaa.mil/Portals/88/Documents/DCAA_Strategic_Plan_2016_2020.pdf?ver=2020-01-30-095702-393
- [DCAA Services](https://www.dcaa.mil/About-DCAA/Services/): <https://www.dcaa.mil/About-DCAA/Services/>
- [DODI 13.00.26 – Section 8 FM Certification Program Management Structure](https://fmonline.ousdc.osd.mil/Assets/documents/docs-certification/130026_dodi.pdf) https://fmonline.ousdc.osd.mil/Assets/documents/docs-certification/130026_dodi.pdf
- FM Population Data Provided by OUSD(C), FM Certification Program



DoD FM Virtual Training – New 4 - Hour Courses!

Have you been looking for an opportunity to take FM virtual training courses, but are not able to commit to a day or two of training? Good news - the FM Virtual Training (VT) Program now offers 4-hour courses! Participants enrolled in the 2020 program now have a variety of course lengths to choose from: 4-, 8-, 16-, and 24-hour. A variety of 4-hour courses are offered in the mornings and afternoons. Users can take a morning and afternoon course on the same day to make a full 8-hour day of training. And since users can take an afternoon class by itself, this is a great option for those on the west coast where the same class is taught at 12:30 PM Eastern Daylight Time (EDT) and 9:30 AM Pacific Standard Time (PST). This year, there are over 30 new courses offered such as Thinking Strategically, Advance Leadership Skills and Techniques, and Managing Projects. More than 40 courses are aligned to leadership competencies. See below for these upcoming 4-hour courses:



7/6/2020	8:00 AM EDT	Making Effective Decisions
7/6/2020	12:30 PM EDT	Managing Beyond Generational Differences
8/3/2020	8:00 AM EDT	Managing Change
8/3/2020	12:30 PM EDT	Managing Conflict

The FM Virtual Training Program is a live, instructor-led online training offering multiple FM and leadership courses at no cost to participants in the DoD FM Certification Program (DFMCP). Virtual training courses can be used to complete your DoD FM Certification or Continuing Education Training (CET). To view the full FM Virtual Training Program schedule and course descriptions, go to the FM Online “CET Resources” page at <https://fmonline.ousdc.osd.mil/CET/cet.aspx>.

If you are new to FM Virtual Training Program, check out “How to Get Started” on this page!

How to Get Started Program Sign Up:

1. Go to the CET Resources Page on FM Online at <https://fmonline.ousdc.osd.mil/CET/cet.aspx> and click on the “VT Program Sign Up” button on the FM Virtual Training tab.
2. Complete the online form then submit by clicking the “Sign Up” button.
3. A pop-up window will indicate if you are approved or disapproved.
4. Once approved, a VT username/password will be emailed within five (5) business days.

Course Registration:

1. Once you’ve received your VT username/ password, go to the CET Resources Page on FM Online at <https://fmonline.ousdc.osd.mil/CET/cet.aspx>.
2. Click the “Register for VT Courses” button.
3. Log in to Management Concepts with your VT username/password.
4. Select “Click Here to Register for a Course” button after logging in.

FM STARS Program: 2020 Cohort Meet & Greet



In March, Ms. Glenda Scheiner, Director, Human Capital and Resource Management, Office of the Under Secretary of Defense (Comptroller) hosted a Meet and Greet for participants of the FM STARS Program 2020 Cohort. This event was an opportunity for the FM STARS participants to meet and engage with a senior leader and provide feedback about the program with the FM STARS Program Manager, Ms. Tracy Gifford.

During the meeting, Ms. Scheiner shared her leadership perspective with the cohort and provided strategies for building a career in the Department of Defense (DoD). She encouraged participants to make a plan as they consider their professional development and recommended that they utilize the FM Career Roadmaps as a guide for their planning. The FM Career Roadmap is a tool available on FM Online that supports career development by providing a path along a career continuum for each financial management occupational series. In addition, Ms. Scheiner advised participants to create goals that pertain to their specific role and seek out a mentor for guidance. Ms. Gifford also added that the cohort should continue to look for opportunities to grow their career. She explained, "Sometimes you have to take the initiative and create your own opportunities to build success."

The selectees shared positive feedback about their experiences in the FM STARS Program. Many said they look forward to taking what they learned from their developmental assignment and apply it to their home Component.

Below are comments the cohort shared about their experiences:

“ I think FM STARS is a fantastic program that should be encouraged and expanded across the DOD Financial Management community. Having the opportunity to join a Service or Agency team to support DOD financial management is an invaluable resource for the host agency, supporting agency, and individual. The development opportunity expands the understanding of each to help further the understanding and cooperation between departmental financial management and agency processes and procedures. In addition, supporting routine rotations, exchanges, and detailed programs would be of great assistance to the wider OSD relationship with Services and Agencies.

Darryl Chew, 2020 FM STARS Cohort Selectee
Sponsoring Organization - OUSD(C) Investment
Home Organization - Missile Defense Agency



“ Now that I've come to the end of my assignment I learned one major detail, everything isn't as scary as it sounds on paper. I signed up to work with an Army agency that is responsible for ensuring our soldiers who are deploying have the most updated uniforms and equipment money could buy. I settled into my duties fast and furious because the person who was teaching me was retiring in two months. When I had questions, they were answered, and slowly my fears started to dissolve away. I was back on top of my game. Don't get me wrong, I am still not a fan of acquisitions programs and not ready to apply for one just yet, but I'm no longer afraid of them, at least not this particular one.

Yolanda (Yollie) Sullivan
Sponsoring Organization – Army, PM Soldier Survivability (SSV)
Home Organization – Pentagon Force Protection,
Business Management Directorate

The FM STARS Program is designed to foster a Strong, Trained, Agile and Ready workforce. If you are a GS-12 through GS-15 (or equivalent) in the DoD FM Certification Program, consider the FM STARS Program to gain a well-rounded perspective by interacting with a different component for 3-6 months. To learn more about the program and requirements, visit <https://fmonline.ousdc.osd.mil/PDP/Default.aspx>.

Quarterly Spotlight: Defense Contract Audit Institute (DCAI)

The Office of the Under Secretary of Defense (Comptroller) is continually working to connect the financial management community to the bounty of professional development and training opportunities available. In each issue of this newsletter, check out the Quarterly Spotlight section to learn about different programs, institutions, schools, conferences, and more! This quarter's feature is the Defense Contract Audit Institute (DCAI).



The Defense Contract Audit Institute (DCAI)

aims to support the Defense Contract Audit Agency (DCAA) Strategic Plan by providing the knowledge and skills required to achieve the highest quality audits at each career milestone of every DCAA auditor, from entry to expert.

DCAI Training

New DCAA auditors receive specialized contract audit training provided by DCAI. These courses are offered to employees throughout their careers and include topics such as DCAA Contract Audits, Technical Indoctrination, Intermediate Contract Auditing, and Effective Report Writing.

Training Formats

Courses are available to DCAA employees in multiple formats, allowing employees to choose what works best for their schedule and location:

- e-Learning Courses –Interactive self-study courses and integrated multimedia courseware.
- Resident Courses – Formal instructor-led courses conducted at DCAI.
- Blended Courses – Combined training methods (self-study, classroom and/or on-line parts) within a single training event. CPE is only awarded upon completion of all parts for the single training event.
- Distance Learning – Intranet-based courses, instructor-led, interactive.

Curriculum

DCAI offers training in the following categories, ranging from basic concepts to more specialized skillsets:

- Audit
- Leadership
- Management
- Information Technology

Non-DCAA courses are also offered when coordinated with other government and non-government agency sponsors. This training is not generally available to the DCAA regions. Examples of Non-DCAA course topics are as follows:

- Administrative and General Office Skills
- Auditing
- Information Technology
- Executive Education and Leadership Development Programs
- Management Training

DCAI is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors, as well as a Quality Assurance Service (QAS) sponsor. DCAI is accredited by the Commission of the Council on Occupation Education.

Learn More

For more information about [DCAA Training](#) and [DCAI](#), go to <https://www.dcaa.mil/Careers-with-DCAA/Benefits/Training/https://fmonline.ousdc.osd.mil>

Other Transaction Authority: An Alternative to Traditional Contracts

Author: Stephen Speciale

Mr. Stephen Speciale published a column in the January 2020 edition of Fraud Magazine. The column focuses on the Department of Defense (DoD) usage of Other Transaction Authority (OTA) and the associated risks. Below is a synopsis.



What is OTA? It is a unique authority that permits DoD entities to utilize alternatives to traditional contracts, known as other transactions (OTs) when conducting business. OTA can be used for a variety of transactions, including those for research, prototyping, and production. OTA is unique because it is intended to help foster new business arrangements with entities supporting national defense, leverage commercial sector technological investments, and result in more timely and affordable business solutions. Further, OTA provides DoD entities flexibility, when appropriate, since entities can selectively and strategically choose certain acquisition-related laws and regulations to apply to each transaction (see full column at URL provided below for more details).

OTA is not new to the DoD as the DoD first received authority from Congress in 1989. More importantly, Congress significantly expanded the Department's authority in recent years. OTA is crucial to the Department's future success because it directly links

to the objectives of the National Defense Strategy (NDS). In January 2020, Secretary of Defense Mark Esper reminded the Department's workforce to actively support the NDS and the aggressive reforms necessary for the U.S. to maintain its competitive advantage with respect to national defense. This is where OTA fits into the picture and why DoD FM personnel should be familiar with OTA.

The Department's overall usage of other transactions (OTs) has increased significantly since 2016. In 2018, for example, DoD obligated about \$3.4 billion for OTs. The majority of OTs (by volume and amount) have been executed by the Army, Air Force, and the Defense Advanced Research Projects Agency; however, the Navy and 4th Estate entities such as the Missile Defense Agency are also executing OTs in greater frequency. The Congressional Research Service estimates that the Department's overall usage of OTs will increase at a rapid rate in the future because of the DoD expanded authority and appetite for increased flexibility.

OTA can help the DoD with immediate priorities such as modernization and acquisition reform; however, entities using them or planning to use them must be cognizant of the accompanied risks. All personnel, and specifically FM personnel, shall proactively ensure OTs are efficiently, effectively, and fairly executed with little opportunities for fraud, waste, abuse, or mismanagement of US taxpayer resources. FM personnel, regardless of function, should remain engaged with OTs from cradle to grave, as they serve as vital and necessary control mechanisms. If DoD entities fail to properly administer or manage these transactions, it is possible that congress could change or eliminate the laws that provide these flexible business options.

Read the full column here: <https://www.fraud-magazine.com/article.aspx?id=4295009475>

Congratulations to the CY 2019 USD(C) Financial Management Awards Program Winners!



Thank you to all who submitted nominations for the USD(C) CY 2019 FM Awards Program. The quality of this year's nominations demonstrates the caliber and creativity of our FM workforce. The FM Awards Program Board evaluated 79 nominations this year and recommended a total of 16 awards. In addition to the winners identified in the various awards categories, three teams received the "USD(C) Salute to Savings" recognition. This award is a special recognition presented to individuals or teams across all the award

categories whose efforts resulted in significant savings to the taxpayer. Below is the list of award winners.

Contributions in Budget Formulation or Execution

#1 – Headquarters and Major Command Level - INDIVIDUAL

Clint L. Urvand – SAF/FMBO

Project Name: Improving Airlift Readiness Account (ARA) Budget Forecasting

Component: Air Force

#2 – Below Major Command Level – INDIVIDUAL (TIE)

Dusty McEldowney – 27th Special Operations Comptroller Squadron

Project Name: 27th Special Operations Comptroller Squadron Financial Analysis

Component: Air Force

TSgt Gregory A. Dailey – White House Communications Agency (WHCA) Resource Management Directorate

Project Name: Balancing leading the accounting section with POTUS CONUS Logistical Team Lead Duties

Component: Defense Information Systems Agency

#3 - Headquarters and Major Command Level – TEAM (TIE)

MDA FY19 Budget Execution Excellence – Chief Financial Officer/Comptroller

Project Name: MDA FY19 Budget Execution: Expiring Funds Close Out

Component: Missile Defense Agency

Madisonne Betts • Roland Clark • Sunya Cleavenger • Matthew Cox • Mark Dithmer • Aaron Hulsey • Alexandria Martinez
Scotty Nix • Maurice Ottinger • Nicole Ragan • Lance Raymond • Danielle Schager • Taryn Stone • Gary Ward • Sarah Yopek

SAF/FMBO Solvency Team – SAF/FMBO

Project Name: SAF/FMBO Solvency Efforts

Component: Air Force

Paul Cook • Capt Peter DeBois • Jason Erar • LaTonya Evans • Jennifer Goodridge • Maj Brandon Jacobson • Michael Kyle
Maria Machina • Col Davis Maulding • Col Daniel McCrary • Maj Semira Moore • Natalie Osgood • Ryan Patrick • Louis Scruggs
LtCol Samuel Shimp • Maj Michelle Snow • Jeannette Strickland • Clint Urvand • Daniel Vallance • Yolanda Wilkes

#4 - Below Major Command Level – TEAM

Naval Special Warfare Center (NSWCEN) Comptroller Department – Naval Special Warfare Center

Project Name: Optimization of Financial Operations at Naval Special Warfare Center

Component: Department of the Navy

Edilberto Buencamino • Claudia Cruz • Angela Davis • Ron Denis • Lakeyta Edwards • Teresa Feist • Michael Gazmen
Angela Glover • Christine King • Deanne Kuiper • Karen Miller • Doris Mones • Ruby Pollock • Jerri Sabala • Joelle Sawh
Guy Schmidt • May Strickland • Perla Torres • Johnson Varghese • Leanne Vennettilli-Borst

Congratulations to the CY 2019 USD(C) Financial Management Awards Program Winners! (con't)

Contributions in Financial Management (Excluding Budget)

#5 - Headquarters and Major Command Level - INDIVIDUAL

Chandra Weatherford – Foreign Military Sales

Project Name: DAI/DIFS Disbursement Transaction Reconciliation Process

Component: Missile Defense Agency

#6 – Below Major Command Level – INDIVIDUAL

Shawn M. Valentine – AFMC/AFLCMC/FZC

Project Name: Cost Tool

Component: Air Force

#7 - Headquarters and Major Command Level - TEAM

Defense Counterintelligence and Security Agency Initialization – DCSA Chief Financial Officer Office

Project Name: Initialization and Operations of Defense Counterintelligence & Security Agency

Component: Defense Security Service

Charlene Anderson • Richard Bell • Ryan Carlson • Ryan Cashdollar • Christopher Dedobbelaere • Kerry Dudley • Peter Frontin
Beth Gelfius • Richard Hoffman • Kimalee Holt • David Johnney • Valerie Johnson • Charlotte Jones • Maria Linn • Charlayne Martin
Timothy Miller • Meredith Morefield • Michael Presley • Sabrina Seals • Michelle Thomas

#8 - Below Major Command Level – TEAM

1st Special Operations Financial Operations Team – 1 SOCPTS/FMF

Project: 1st Special Operations Comptroller Squadron Financial Operations Flight

Component: Air Force

A1C Daisy Aguilar • SrA Emmanuel Agyemang Duah • SrA Marius Alino • 2Lt Matthew Blackburn • SrA Lizzully Canales-Acuna
SrA Anderson Dew • A1C Alisha Dugan • SSgt Jalen Ellingberg • SrA Tyler Grewell • SrA Fikre Haile • Amn Zachary Hogan
1Lt Julie Kessler • A1C Daniel McCoy • TSgt Kevin McDaniel • SrA Jazz Monroe • 2Lt Thomas Ramirez • MSgt Jarad Royster
A1C David Templonuevo • SSgt Kara Whyte • A1C Angelica Yap

Contributions in Financial Management in a Contingency Operation

#9 - INDIVIDUAL

Joseph Suwabe – 88 CPTS

Project: Afghanistan Security Forces Fund Budget Execution

Component: Air Force

#10 - TEAM

Contingency & Exercise Financial Support Team – HQ USAFE-AFAFRICA Financial Management

Project Name: Contingency & Exercise Financial Support

Component: Air Force

David Akemon • Larry Bakel • George Bunch • Maj Matthew Daniels • TSgt Jeremy Dearing • Doreen DeBenedictis
Capt Katherine Jones • MSgt Brendan Reilly • Randall Shaw • MSgt Bruce Shoffner • TSgt Allen Williams • Michael Yench

Join us on LinkedIn Contributions to DoD Audit and Remediation

#11 - Headquarters and Major Command Level – INDIVIDUAL

Deron Mirro – HQ AFSOC/FMF

Project Name: AFSOC FIAR Focal Point

Component: Air Force

Congratulations to the CY 2019 USD(C) Financial Management Awards Program Winners! (con't)

#12 - Below Major Command Level – INDIVIDUAL

Amelia M. Beil – Accounting Operations Limestone

Project Name: Bringing ACL to Limestone's Audit Forefront

Component: Defense Finance and Accounting Service

#13 - Headquarters and Major Command Level – TEAM

DFAS Columbus Data Analytics Program Office – Columbus Data Analytics Program Office

Project Name: Insight and Automation through Analytics

Component: Defense Finance and Accounting Service

Ronald Carrell • Pani Chitturi • Jason Gentile • Elizabeth Gibbs • Andy Hewitt • Steve Kreim • Nicholas Lanham • Joseph Maus
Bryce McDonald • Marlon Nardo • Allen Newman • Stephen Nicklas • Garrett Steele • Jonathan Van Meter • Judy Weber

#14 - Below Major Command Level – TEAM

Integrated Hardware/Software Valuation Team – Audit Accounting and Financial Services, NSA

Project Name: Integrated Hardware/Software values

Component: National Security Agency

Chelsea Goodman • Stephen Murphy • Marianne Olson • Jennifer Pica • Nicole Preller • Rebecca Shiller • Susan Wettengel

Under Secretary of Defense (Comptroller) Salute to Savings (3 Winners)

European Branch Office – Defense Contract Audit Agency

Project Name: High profile and high risk audits of multiple foreign suppliers for the F-35 Joint Strike Program Office

Component: Defense Contract Audit Agency

Kelsey Anderson • Barbara Burchett • Kerry Byrum • Nikki Chennault • Rusty Chiles • Erika Cleare • Euneke Coutts • Bryan Craig
Sam Johansson • Katherine Joseph • Shioui Langford • Adam Lattman • Daniel Kick • Milena Mungov • Sean Nguyen
Sonya Smith • Kenny Sultz

Surface Deployment and Distribution Command Data Quality Improvement Team – TRANSCOM J8

Project Name: Surface Deployment and Distribution Command Data Quality Improvement

Component: TRANSCOM

Kevin Cockrell • Jasolyn Evans • Nicole Gebke • Denise Haake • Evette Holsendolph • Shane Knighton • Shannon Krieves
Scott Matthews • Lauri Pierson • Alan Schaffer • Leon Schweir • Simon Scoggins • Brenda Short • Jose Silvestre • Toni Stanton
Howard Steffey • Ryan Strobe • Mary Taitano • John Tetzner • Rhonda Wold

goDocs Project Team– Information and Technology, DFAS

Project Name: goDocs Document Imaging System

Component: Defense Finance and Accounting Service

Anthony Alonge • Magan Bodiford • Clayton Dugan • Ronald Gambill • Danielle Geyer • Mike Gill
Megan Hart • Janet Lowstetter • Tom Morris • Paul Plas • Paula Rigo • Rani Shenoy • Brent Taggart



DoD Financial Management Community Strategic Workforce Planning (SWP) Update Fiscal Year (FY) 2019 Year-In-Review



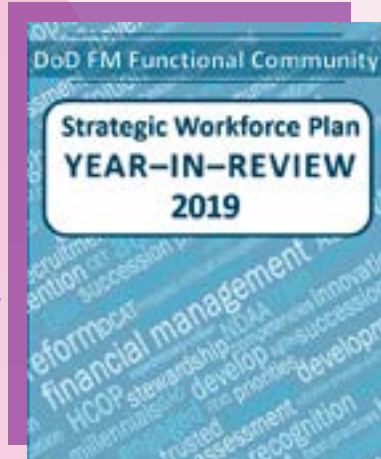
In order for a strategy to be effective, shared ownership for all stakeholders involved is important and necessary. Successful implementation of a strategy is contingent upon stakeholder understanding of the desired outcomes of the strategy at all levels. The DoD FM Community developed the FY 2019-2023 DoD FM Strategic Workforce Plan (SWP) and included stakeholders from across the Department, in coordination with the Financial Management Component Functional Community Managers (CFCMs). The FM SWP aligns to and supports strategy from the highest levels of the Federal government and the DoD, to include the President's Management Agenda, the National Defense Strategy, the DoD National Defense Business Operations Plan, and the DoD Human Capital Operating Plan. The Components further enhanced this strategic alignment by developing cascading FM strategic workforce goals and objectives that aligned with the DoD FM SWP.

<https://fmonline.ousdc.osd.mil>

The entire FM Community shares the responsibility for implementing strategies and initiatives that support the FM SWP and for developing methodologies for measuring and tracking progress towards success. Monitoring the strategic efforts of the FM Community is an essential part of the overall FM strategic workforce planning process. OUSD(C) has tracked Department-wide progress towards achieving the Department's FM workforce goals and objectives and has consolidated best practices into the first FM SWP Year-in-Review, documenting the FM Community's progress for FY 2019.

During FY 2019, the FM Community experienced positive changes through the collective efforts of Component and OUSD(C) initiatives. The 2019 Year-in-Review documents this progress in detail and prepares the FM Community for its FY 2020 Year-in-Review. The FM Community will continue to document lessons learned, trends, and metrics to use in future strategic workforce planning efforts.

For more information, please visit FM Online: <https://fmonline.ousdc.osd.mil/Professional/Strategic-Workforce/Strategic-Workforce.asp>



DoD FM Certification Update

The DoD FM Certification Program (DFMCP) was implemented as a tool to enhance the DoD FM community's ability to support the warfighter and the DoD mission through responsible, efficient, and effective financial stewardship. This program provides training in the necessary competencies to help the Department of Defense achieve auditable financial statements and become a more analytic workforce. The DFMCP is the hallmark program to develop our FM workforce as we adapt and prepare for future challenges. Since the program's inception in 2013:

- More than **38,405** FMers of the DoD FM community are certified*
- More than **819,586** course completions of the 81 OUSD(C)-developed web-based courses
- More than **14,347** courses (includes over **9,771** academic courses from over **1,187** institutions) are listed in the **FM myLearn e-catalog** and can be applied towards your initial Certification or CETs

Remember, if you are promoted to a position that requires a higher Certification level than you already have, you must obtain Certification at that higher level within 2 years. However, this does not necessarily mean that you have to start over from square one. Courses used towards lower Certification levels may also have content that aligns at higher Certification levels. Refer to the [DoDI 1300.26](#) for more information about FM Certification policy.

* As of April 2020

Frequently Used Links

CET Resources

<https://go.usa.gov/xXqxM>

Civilian Career Roadmaps

<https://go.usa.gov/xNpqB>

Competencies – Financial Management

<https://go.usa.gov/3GuFP>

Competencies – Leadership

<https://go.usa.gov/cXZSB>

Course Search – Academic

<http://go.usa.gov/cmAs3>

Course Search – Training

<https://go.usa.gov/cVEbk>

DoD Instruction 1300.26

<https://go.usa.gov/xNsFD>

FM myLearn

<http://go.usa.gov/BbaW>

Handbook (FM Certification Program Information)

<http://go.usa.gov/xWHTm>

Interactive Learning History Worksheet (iLHW)

<http://go.usa.gov/cmghW>

Job Aids

<http://go.usa.gov/373F4>

LinkedIn Discussion Group

<https://linkedin.com/groups/6503683>

LMS Three-Step Process

<http://go.usa.gov/3H4mW>

Professional Development for FMers

<https://go.usa.gov/xNpqZ>

DFMC Program User Guide

<https://go.usa.gov/xV7MK>

Tools/Templates/Forms

<https://go.usa.gov/3GJgc>

Web-Based Courses List (OUSD(C) developed)

<https://go.usa.gov/xPbqq>

Extra! Extra!

Read All About It!



Congratulations to all newly DFMCP certified FMers! Your diligence in completing the training bolsters a strong workforce and the DoD mission. The latest list of awardees is available on the FM Online home page.

Download the latest list at:

<https://fmonline.ousdc.osd.mil>

Get your Certificate Printed!



If you have earned your FM Certification, we would like to recognize your hard work by making available a professionally printed certificate. To request a printed certificate now, click the following link:

<https://fmonline.ousdc.osd.mil/Certification/Certification-Print-Req.aspx>

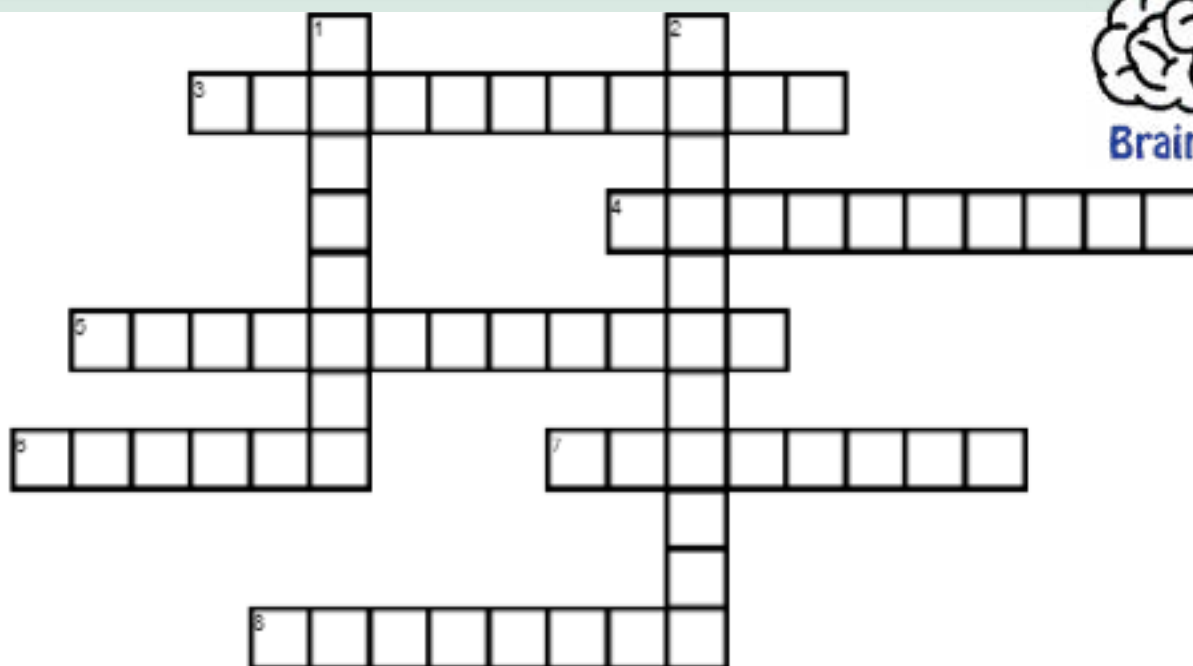
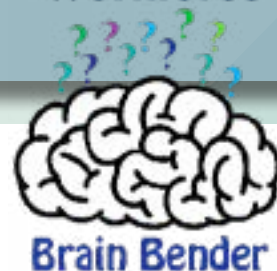
The request form is also accessible on FM Online by clicking one of the following:

1. Request DFMCP Certificate button on the menu bar from any page;
2. Request Now in the DFMCP Printed Certificate box at the bottom of the home page;
3. Request your certificate today on the Most Recent DFMCPs home page rotator banner; or
4. Request your certificate today on the About the FM Certification Program page.

Please be aware that certification completion will be verified and the printing process can take up to eight weeks, as requests are processed on a monthly basis.

FM Workforce Crossword

Workforce



Across

- 3 The FM myLearn e-catalog houses courses aligned to the FM and leadership competencies and respective ____ levels
- 4 Each level of the certification requires a certain number for hours dedicated to ____ development
- 5 One of the primary goals of the FM Certification Program is to encourage continuous learning and ____ growth across all levels of the DoD FM workforce
- 6 USD(C) Financial Management ____ Program recognizes and acknowledges the significant contributions of both civilian and military members of the financial management community
- 7 Use the Academic ____ to determine a recommended competency alignment for completed academic courses
- 8 A one-stop shop for all information related to your professional development including FM Certification (two words)

Down

- 1 Discrete measurable activities used to determine the extent an applicant possesses the desired competency (two words)
- 2 The ____ Learning History Worksheet tracks the training and education you have already received in the financial management field

Class of the Week

Once you earn your DoD FM Certification, you may meet your Continuing Education & Training (CET) requirement with a wide variety of activities, provided they are related to the financial management and leadership fields.

Earn CETs enrolling in the “Class of the Week” web-based training courses. If you are interested in learning how these courses align to your initial certification, view the OUSD(C) Web-Based Training (WBT) list at <https://fmonline.ousdc.osd.mil/FMmyLearn/FMmyLearn-Search-Start.aspx>.