DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR INTELLIGENCE
WASHINGTON DC 20310-1001

REPLY TO
ATTENTION OF

15 JUN 2001

DAMI-CP (690-400a)

MEMORANDUM FOR SENIOR INTELLIGENCE OFFICERS

SUBJECT: Army Civilian Training, Education, and Development System (ACTEDS) Plan for Intelligence, CP-35 - Third Edition

1. The Army's success in executing a broad range of operations and ensuring a trained and ready force to meet the challenges of the 21st Century rests largely on quality people, both military and civilian. Investment in the continual professional development of our military and civilian personnel is essential to Army's success in peacetime as well as in war. Workforce analysis and forecasting predicts a highly competitive job market in the 21st century and significant loss of key employees and expertise from the "Baby Boomer" generation through retirement. Analysis also forecasts a continuing rapid rate of change to intelligence disciplines, a requirement to develop new competencies in working with a larger contractor workforce, a significant broadening of technical knowledge, skill and ability requirements and an increase in the requirement for greater analytic and higher level thinking skills. This Third Edition of the Army Civilian Training, Education, and Development System (ACTEDS) Plan for Career Program 35 will significantly assist in meeting these challenges by more clearly defining competency standards and promoting professionalism within our workforce.

2. This Plan provides guides and tools to plan individual and organizational training and development programs and budgets. It differs from previous editions by promoting achievement of not only Army-wide professionalism standards but also DOD and Intelligence Community-wide standards. It can be especially useful in developing our female and minority careerists for more challenging assignments and in encouraging diversity in all of its dimensions by contributing to a work environment that will attract the best to our workforce. This Plan also differs from the previous edition by more closely linking personnel decisions with attainment of the community and corporate competencies established in the plan. The career progression of civilians will become more closely tied with their achievement of the objectives of the Plan. This plan should be considered one of your key tools in overall planning and management of your civilian workforce.

3. As the Functional Chief of CP-35 Intelligence, I request your personal support for making civilian training and development of your civilians a high mission priority and a significant part of your overall planning for the future. I request your support for

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building aggressive local training budgets and releasing your careerists for required training and development. I request your support for the corporate and Intelligence Community competencies enumerated in this plan as well as for the objectives you have locally established for your employees. I additionally request your support for the training and development of the Intelligence and Security Clerks and Assistants in your organizations that are also an important part of the Military Intelligence.

4. I realize that this plan represents a significant challenge and that it will take you some time to establish sound organizational training plans, initiate local developmental programs, effectively program funds, and obtain required training quotas. I am committed, in turn, to ensuring that training and development opportunities are made more available to your workforce by working with our partners in the Intelligence Community who offer much of that training. Most importantly, this plan will be a living document that will keep pace with the major objectives of Army's Military Intelligence Community.

ROBERT W. NOONAN, JR.
Lieutenant General, GS
Deputy Chief of Staff
for Intelligence