



CIVILIAN WORKFORCE

**Army Civilian Career Information
and Demographics**



Army Civilian Career Management Activity



Message from Mr. Peter C. Hosutt

Acting Director, Civilian Human Resources Agency

Army Professionals,

The Army is transforming the way it organizes, equips, fights, and develops cutting edge multidomain formations to meet evolving threats on the battlefields of today and tomorrow. The Army's ability to pivot to the future fight requires a predictable and knowledgeable civilian workforce. More than ever before, every one of you is recognized as being invaluable to our Army and Department of Defense (DoD) partners.



The Army is building a 21st century, data-driven civilian personnel management system to transform how we recruit, develop, and manage the talent that is the bedrock of our military advantage. By investing in our People—the Army's greatest resource—the Army ensures continued readiness and modernization of our Army. The Army People Strategy and its Civilian Implementation Plan inform Army Civilian Career Management Activity's (ACCMA) framework and strategy to become the enterprise service provider for civilian talent management to Army commands and Army Civilians. As we continue to deliver on the Army People Strategy's strategic goals, we continue to see advancements in programs and benefits for all Army Civilians.

This booklet provides information on ACCMA, a supporting unit of the Civilian Human Resources Agency (CHRA). It describes ACCMA's structure, mission, and, most importantly, the career management services ACCMA provides to Army Civilians. It also provides an overview of the career fields within ACCMA, including population demographics and aligned occupations.

All our nearly 262,000 Army Civilians are aligned to a career field and can benefit from the vast array of programs and services that ACCMA offers, including experiential broadening development programs, internships, career planning, coaching, mentoring, higher education courses and leader development programs for our Army Civilians.

I encourage you to use this booklet to inform your career possibilities. Please connect with the ACCMA team and your organization leaders as you plan your future as an Army Civilian for Life and thank you for all that you do for the Army.

Sincerely,

Mr. Peter Hosutt, Acting Director
Civilian Human Resources Agency

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WHY BE AN ARMY CIVILIAN?

From the GS-level to the Senior Executive Service-level, Army Civilians perform a myriad of functions providing expertise and continuity, working alongside our men and women in uniform in support of Army readiness!



Army Civilian Snapshot

~236K*
Population



500
Total
Occupations



11
Career
Fields



34%
Women



32%
Minority



50%
Veteran



Rewarding Career

- Army Civilians are an integral part of the Army team
- Over 500 occupations and 11 career fields
- Army Civilians are critical to readiness and mission success
- Robust professional development, training, and leadership opportunities
- Serve a higher calling and support the United States' largest Total Force, the United States Army



Global Impact

- Contributions as an Army Civilian impact Army readiness
- Many career opportunities across the United States and globally
- Be part of a profession that enables the Army mission
- Army Civilians enable great success for the Army by deploying with Soldiers wherever in the world they may go to provide peacekeeping and to win our Nation's wars



Benefits

- Competitive pay and potential for bonuses
- Paid holidays, sick leave, and paid parental leave
- Generous annual leave
- Health, dental, vision, and life insurance options
- Retirement program with matching employer contributions
- Access to Military Exchanges
- Awards



ARMY CIVILIAN CAREER MANAGEMENT ACTIVITY (ACCMA)

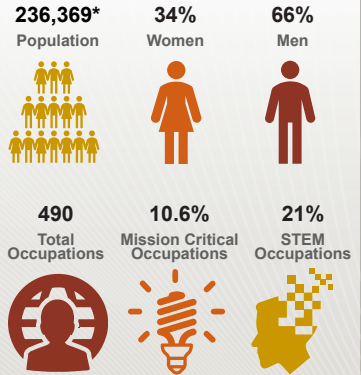
The Army Civilian Career Management Activity (ACCMA) was established in 2020 and is assigned to the Army's Civilian Human Resources Agency (CHRA). Developed as a result of the Army People Strategy's Civilian Implementation Plan, ACCMA is designed to enable the Army to be proactive with civilian talent management. The Army People Strategy established that the Total Army would acquire, develop, employ, and retain the diversity of Soldier and Civilian talent needed to achieve Total Army Readiness. As a part of CHRA, ACCMA supports the CHRA mission of recruiting, developing, and sustaining a professional civilian workforce through effective, efficient, and responsive human resource products and advisory services by focusing on providing career management services to Army Civilians across the human capital life cycle.



Mr. Edward C. Emden
Director,
Army Civilian Career Management Activity



U.S. Army Civilian Snapshot



All data as of 08 August 2023.

Prior to ACCMA's establishment, civilian career program management had been a decentralized function spread across multiple offices and commands. Each of the existing 32 career programs varied greatly in staffing levels and the number of Army Civilians they supported. Restructuring the existing 32 career programs into 11 career fields was identified as a crucial component in enabling the Army to build multifunctional leaders. This revised structure, and the consolidation within one organization, allows for easier collaboration and sharing of best practices within and between the various career fields—ultimately enabling Army Civilians to plan their careers and receive development opportunities across larger career fields. Every Army Civilian is now aligned with one of 11 career fields. Therefore, ACCMA's mission is to provide talent management services across the human capital life cycle to support a highly skilled and ready professional civilian workforce that supports the national defense. People are the Army's greatest resource, and ACCMA seeks to expand upon that resource to ensure that Army Civilians are the most diverse, ready, professional, and integrated federal workforce.

Logistics	Installations	Science, Engineering, & Analysis	Education & Information Sciences
Human Capital & Resource Management	Construction, Engineering, & Infrastructure	Security & Intelligence	Contracting
		Digital Technology	Medical
			Professional Services

* Civilian workforce numbers do not include Army National Guard.
ARMY CIVILIAN CAREER MANAGEMENT ACTIVITY

ARMY CIVILIAN CAREER MANAGEMENT ACTIVITY



ACCMA's career fields are enabled to support Army Commands by the shared services provided by the Career Management Support Directorate, and the Operations and Plans Directorate.



CAREER MANAGEMENT SUPPORT DIRECTORATE

The Career Management Support Directorate provides first class human resources, Procurement, resource management, logistic, property management, safety, administrative and information technology support that enables the Army Civilian Career Management Activity to help the Army to build multifunctional leaders that are capable of leading large and complex organizations.



TALENT ACQUISITION DIVISION

The Talent Acquisition Division manages the Army's Intern and Fellow Programs, conducts strategic outreach to and communications with key external influencers who have access to potential candidates for employment, markets Army Civilian Careers, and recruits new employees.



TALENT ASSESSMENT & ANALYSIS DIVISION

The Talent Assessment and Analysis Division provides analysis and specialized expertise to ACCMA and the Army to support workforce management and planning, life cycle human resource process improvements, and competency framework development as well as developing assessment instruments.



OPERATIONS DIVISION

The Operations Division provides specialized project, systems, and public affairs expertise to ACCMA and the Army which supports the workforce talent management and planning life cycle as well as primary execution of the Civilian Implementation Plan and the Army People Strategy.



TALENT DEVELOPMENT DIVISION

The Talent Development Division provides strategic talent development planning, program management, and consultation services to stakeholders (within and external to the Army) in support of strategic Civilian talent management. The Talent Development team works with ACCMA Career Fields, Army commands, and Army Civilians to deliver guidance and resource programs and courses that enhance the careers of Army Civilians and meet Army readiness goals.



CIVILIAN LEADER DEVELOPMENT

The Civilian Leader Development manages the Army's Senior Civilian Centralized Training Selection Programs. These programs prepare Army Civilians to assume positions of greater responsibility across the Department. The programs provide exceptional formal training and leadership development opportunities for the next generation of Army Civilian leaders.



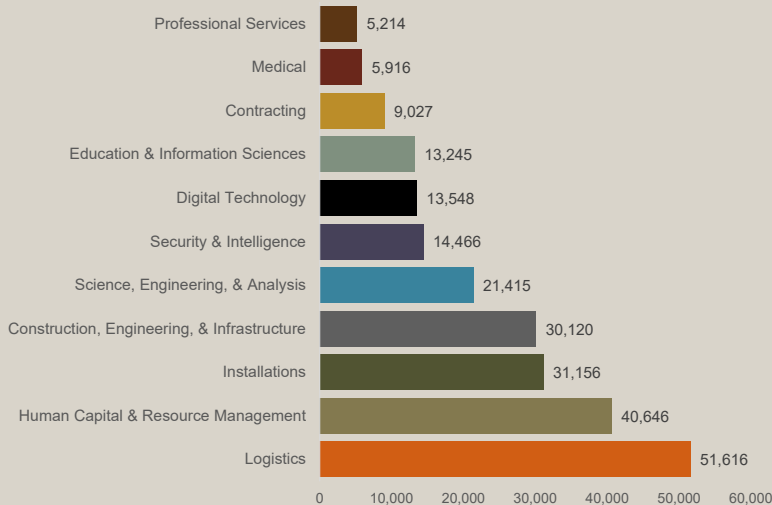
SUPERVISOR TALENT MANAGEMENT

The Supervisor Talent Management provides strategic supervisor training, processes, and resources to build and sustain a cadre of world-class supervisors to enhance the readiness of the Army Civilian Corps.

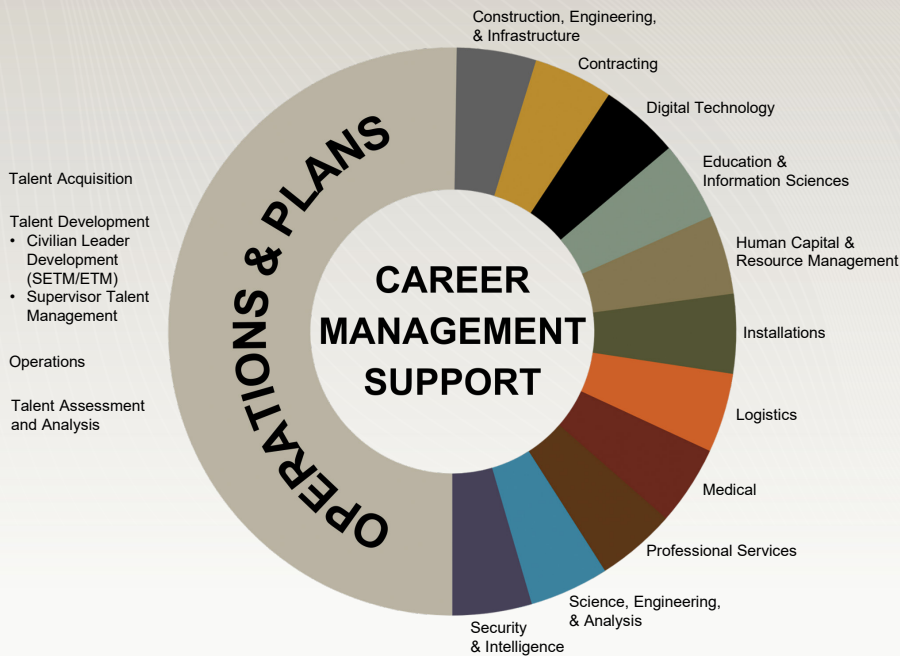
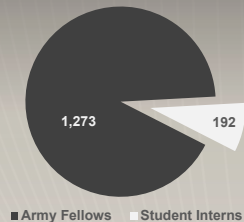
ARMY CIVILIAN CAREER MANAGEMENT ACTIVITY



Army Civilians by Career Field



Army Fellows and Student Interns

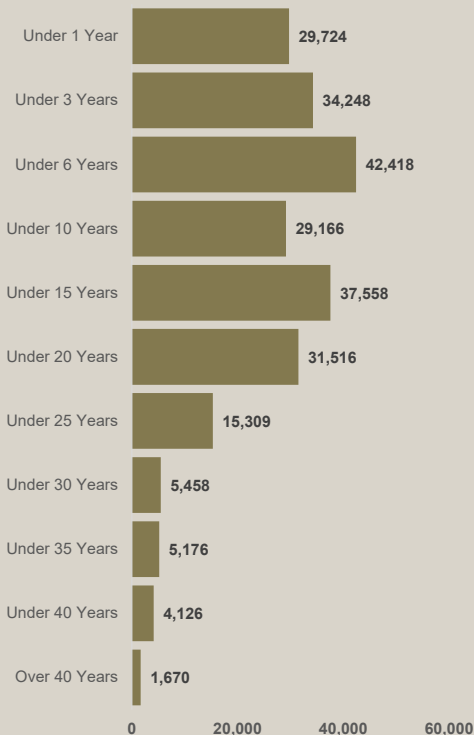


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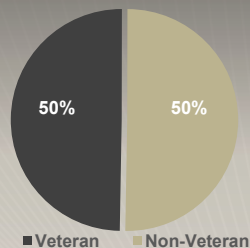
ARMY CIVILIAN CAREER MANAGEMENT ACTIVITY



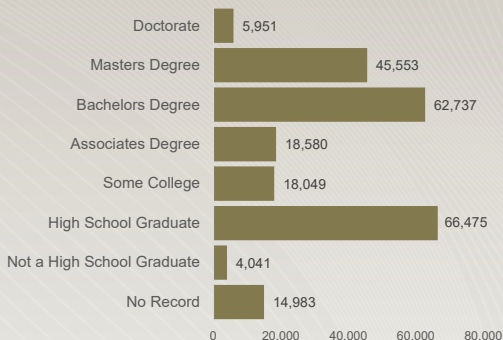
Civilians by Years of Service



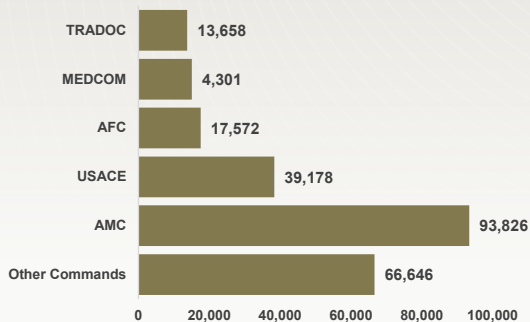
Army Civilian Workforce Veteran Status



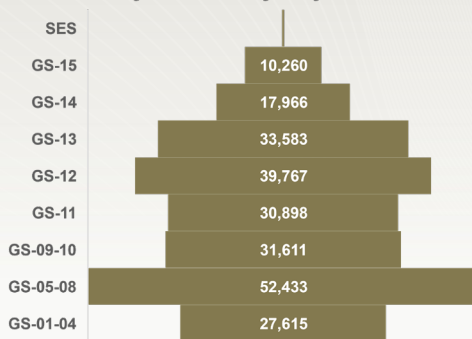
Population by Education



Top Commands Represented



Army Civilian by Pay Grade



All data as of 08 August 2023.



CONSTRUCTION, ENGINEERING, & INFRASTRUCTURE CAREER FIELD



The Construction, Engineering, & Infrastructure Career Field is a Science, Technology, Engineering, and Mathematics (STEM)-heavy workforce that completes strategic missions vital to the Army and the United States. The Construction, Engineering, & Infrastructure Career Field's primary duties are planning, design, construction, operation, and maintenance of civil work projects to include hazardous toxic waste remediation and installation restoration programs, as well as management of land, water, and related natural resources for public purposes and research in related fields.

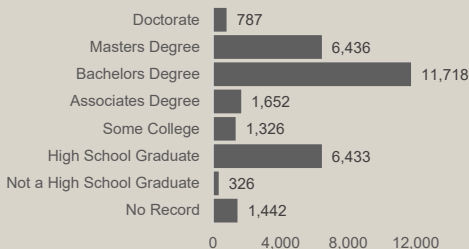


Dr. Christine Altendorf
Functional Chief
Construction, Engineering,
& Infrastructure Career Field

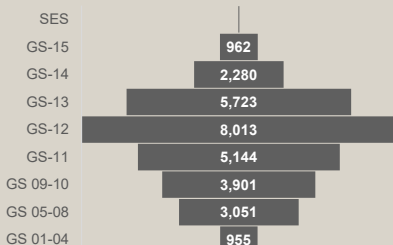


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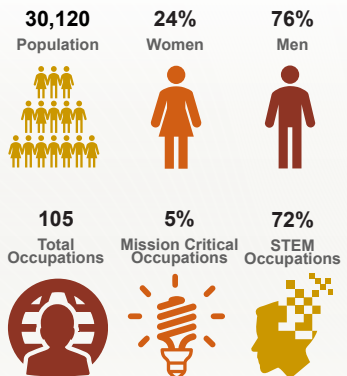
Population by Education



Population by Pay Grade



U.S. Army Civilian Snapshot

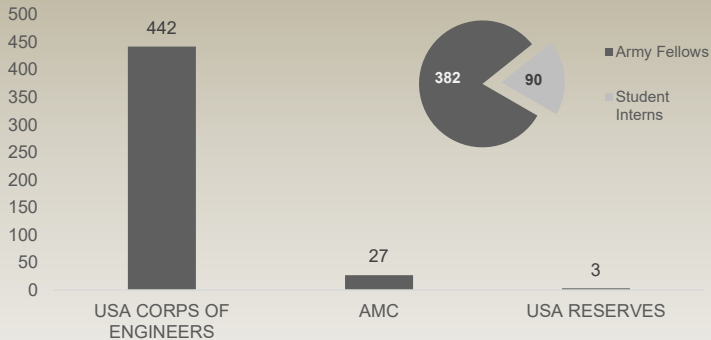


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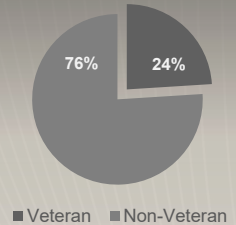
CONSTRUCTION, ENGINEERING, & INFRASTRUCTURE



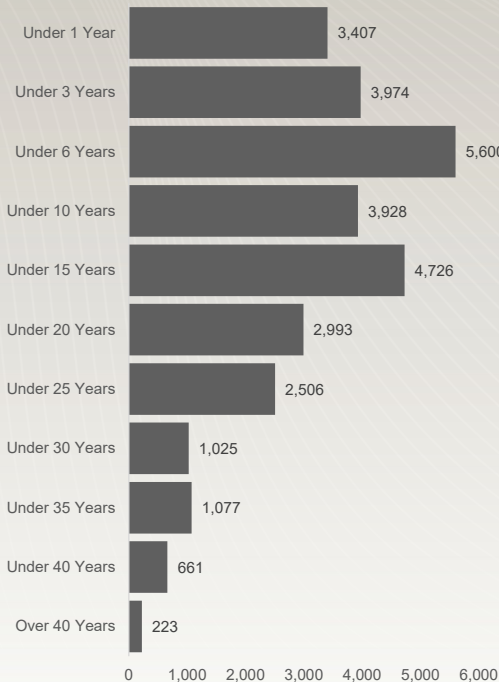
Army Fellows and Student Interns by Command



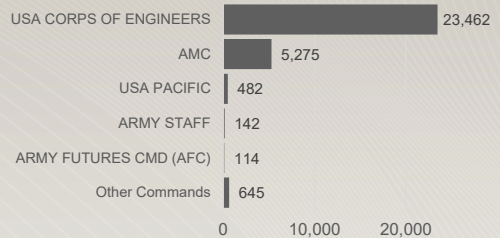
Veteran Status



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
Civil Engineering (0810)	6,220
General Natural Resources Management and Biological Sciences (0401)	2,913
Engineering Technical (0802)	1,806
General Engineering (0801)	1,511
Program Management/Admin (301/340)	1,298
Lock and Dam Operating (5426)	1,172
Construction Control Technical (0809)	1,166
Mechanical Engineering (0830)	1,149
Realty (1170)	1,112
Electrical Engineering (0850)	807
Architecture (0808)	578
Park Ranger (0025)	571
Environmental Protection Specialist (0028)	548
Lock and Dam Repairing (5318)	441
Geology (1350)	382
Wildlife Biology (0486)	114

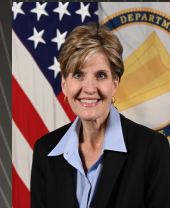
All data as of 08 August 2023.

ARMY CIVILIAN CAREER MANAGEMENT ACTIVITY



CONTRACTING CAREER FIELD

The Contracting Career Field is a key component for accomplishing the mission of Army readiness and modernization. Army Civilians within the Contracting Career Field serve as full business partners in the totality of acquisition life cycle management; advising and assisting customers to effectively plan for projected needs, fill requirements, and develop sound acquisition strategies to get results for the warfighter. Major areas of support provided by Contracting Career Field professionals include, but are not limited to, the following: services, weapon systems, installation support, research and development, construction, medical supplies and services, operational support, and disaster relief. Additionally, a critical aspect of what the Contracting Career Field does is conduct ongoing gap analysis in order to develop trajectories towards strategic requirements and mission success.

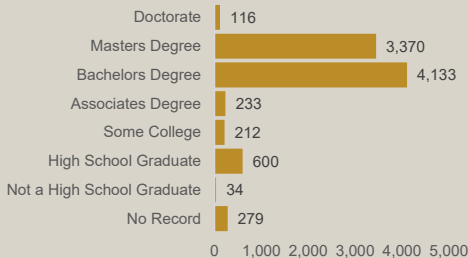


Ms. Megan R. Dake
Functional Chief
Contracting Career Field

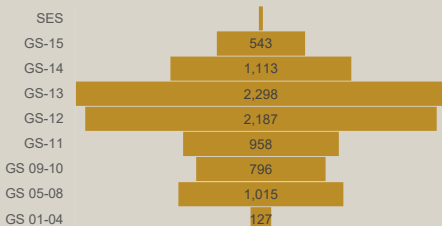


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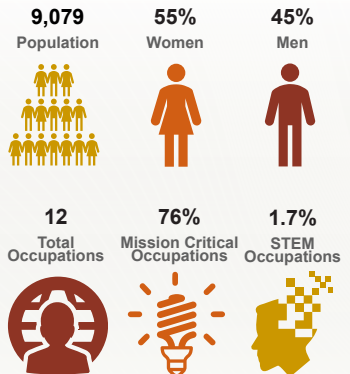
Population by Education



Population by Pay Grade



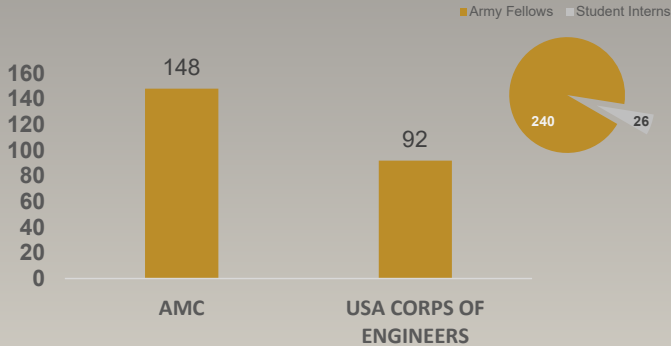
U.S. Army Civilian Snapshot



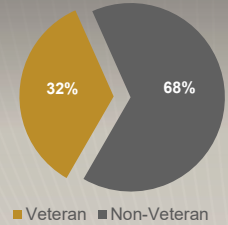
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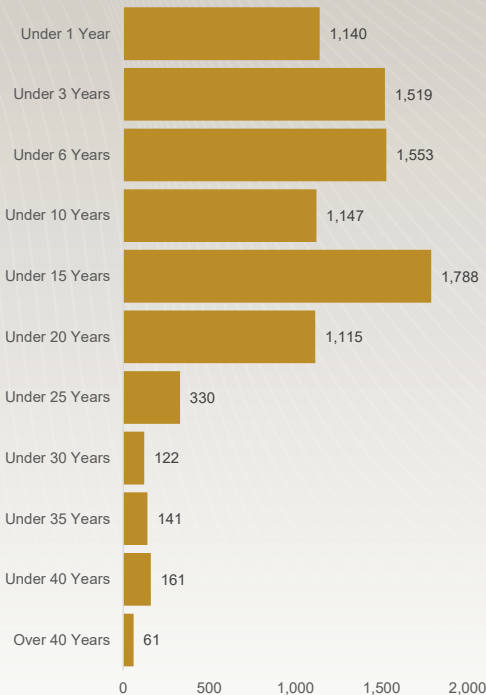
Army Fellows and Student Interns by Command



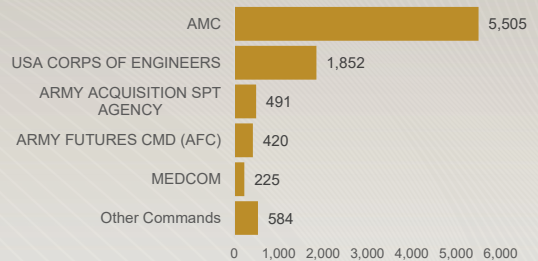
Veteran Status



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
Contracting (1102)	6,680
General Business and Industry (1101)	1,394
Program Management/Admin (301/340)	292
Purchasing (1105)	256
Procurement Clerical and Assistance (1106)	124
Management and Program Analysis (0343)	102
Industrial Property Management (1103)	66
Grants Management (1109)	47
Business and Industry Student Trainee (1199)	40
Industrial Specialist (1150)	35
Miscellaneous Clerk & Assistant (0303)	11



DIGITAL TECHNOLOGY CAREER FIELD

As critical advisors to Army senior leaders, the Digital Technology Career Field serves as a resource and one-stop-shop for strategic-level talent management; professional development; entry-level talent acquisition; career planning; employment; and sustainment of the Army's Civilian digital technology workforce. The career field's role is to enhance Army digital technology and cyber readiness, modernization, and improve the Army's ability to acquire, develop, employ, and retain the Nation's top talent. The Army leads and keeps the pulse of emerging digital technology missions, in partnership with industry, academia, other services, and federal agencies. Its missions support DoD and Army priorities such as Defense Cyber Workforce Framework, Cyber Excepted Service, the Army Unified Network Plan, and other Army efforts. The Digital Technology Career Field offers flexible, relevant training, and professional development opportunities designed to meet the needs of its customers and cultivate a ready, diverse, and engaged workforce through its four-point training strategy inclusive of functional, academic, self-development, and leadership, through broadening opportunities.

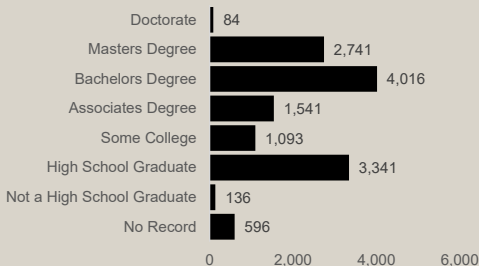


Mr. David M. Markowitz
Functional Chief
Digital Technology Career Field

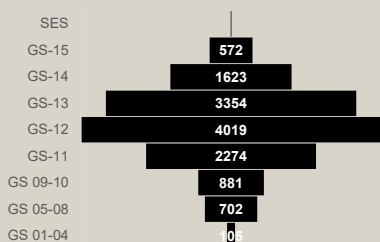


Ms. Carolyn R. Collins
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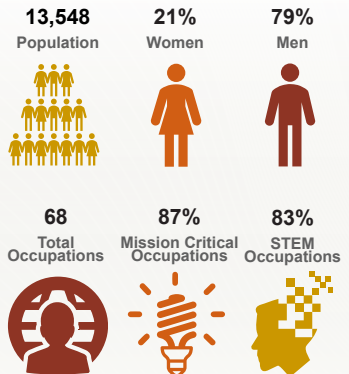
Population by Education



Population by Pay Grade



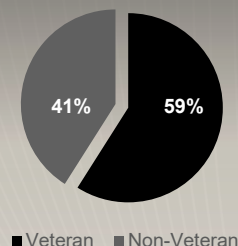
U.S. Army Civilian Snapshot



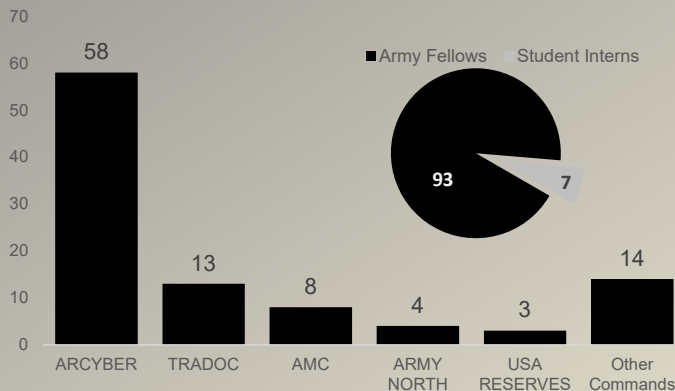
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Veteran Status



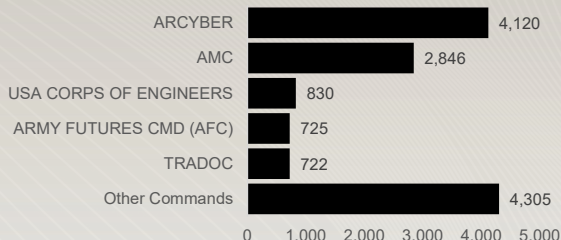
Army Fellows and Student Interns by Command



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
Tech Support Specialist - Customer Service/Tech Support	2,478
System Administrator	1,589
Network Operations Specialist	1,116
IT Project Manager - Acquisition & Program/Project Management	656
Information Systems Security Manager - Cyber	636
Program Manager - Acquisition and Program/Project Management	548
Vulnerability Assessment Analyst - Vulnerability Assessment and Management	344
All-Source Analyst	337
Systems Requirements Planner	336
Cyber Policy & Strategy Planner	307
Database Administrator	299
Systems Security Analyst - Systems Analysis	275
Software Developer	255
Systems Developer	235
Cyber Defense Analyst	218
Knowledge Manager	211
52 Additional Cyber Work Roles	2,557
Workforce without assigned Cyber Work Role	1,503



EDUCATION & INFORMATION SCIENCES CAREER FIELD



The Education & Information Sciences Career Field develops agile, adaptive, and innovative civilians to generate and sustain mission capable teams, achieve national security objectives, and confront the challenges of the future operating environment. Its programs are talent-aligned to increase organizational agility and ensure the workforce is competent, adaptive, and ready. The Education & Information Sciences Career Field provides relevant and innovative training programs aligned to the needs of our customers to achieve readiness and modernization across the Army. Education specialists, historians, doctrine and capability developers, museum, librarians, and training professionals provide a full range of talent management functions to improve the Army's ability to acquire, develop, employ, and retain the Nation's top talent and enhance Total Army readiness. These functions are directly related to the Army's readiness mission to fight and win our Nation's wars.

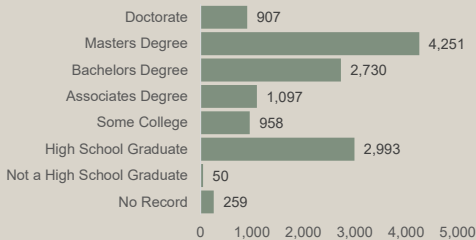


Mr. David G. Paschal
Functional Chief
Education & Information Sciences
Career Field

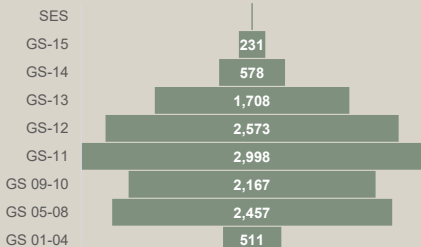


Mr. James. H. Breeding
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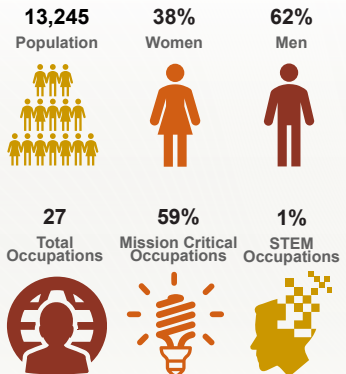
Population by Education



Population by Pay Grade



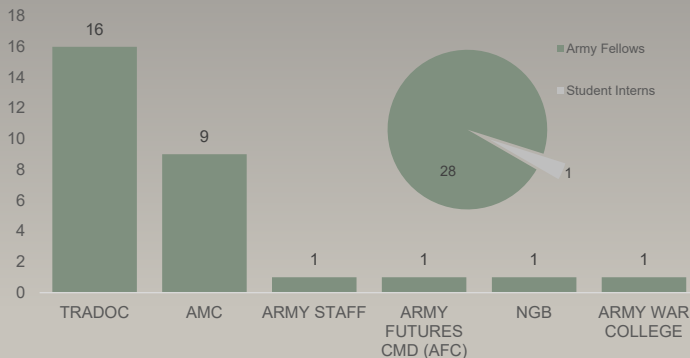
U.S. Army Civilian Snapshot



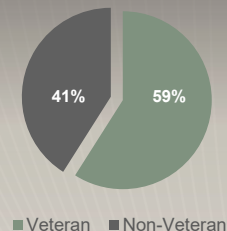
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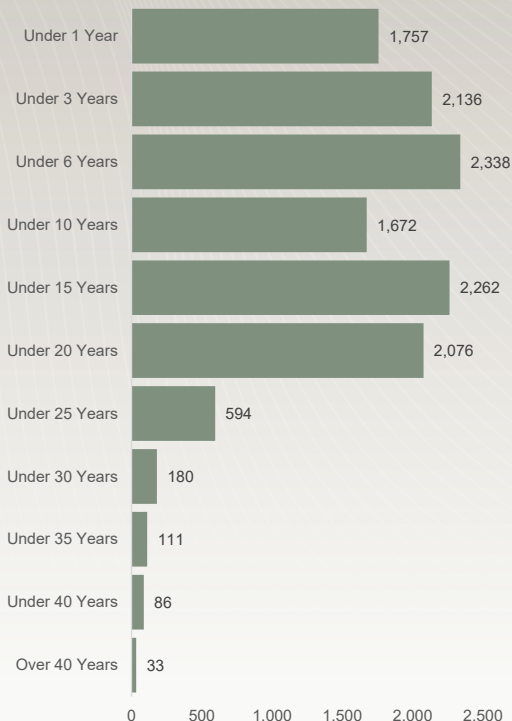
Army Fellows and Student Interns by Command



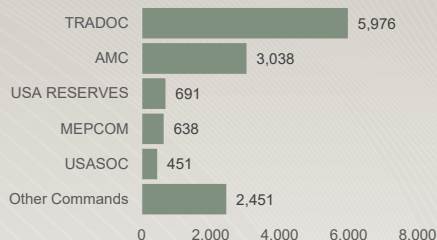
Veteran Status



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
Training Instruction (1712)	3,259
General Education and Training (1701)	2,751
Program Management/Admin (301/340)	2,632
Education and Training Technician (1702)	1,892
Instructional Systems (1750)	469
Education Services (1740)	367
Library Technician (1411)	268
Librarian (1410)	202
History (0170)	145
Museum Curator (1015)	106
Museum Specialist and Technician (1016)	58
Archivist (1420)	32
14 Additional Occupations	1,162



HUMAN CAPITAL & RESOURCE MANAGEMENT CAREER FIELD



Human Capital & Resource Management Army Civilians play a key role in helping the Army achieve the overall mission by providing crucial technical and analytical support to our Soldiers and civilians alike. The training and development provided to Army Professionals and Fellows within the Human Capital & Resource Management Career Field is designed to ensure they are qualified, capable, professional, and continue to provide top-tier service to the Army. The Human Capital & Resource Management Career Field is responsible for life-cycle management of the Army as a whole. The Human Capital & Resource Management Career Field determines the who, what, when, and how Army manages personnel and its resources. Human Capital & Resource Management continues to strive to meet the goals and objectives of the Army People Strategy – Civilian Implementation Plan. It will continue to provide exceptional service to the community and the Army.



Mr. Roy Wallace

Functional Chief
Human Capital & Resource Management
Career Field

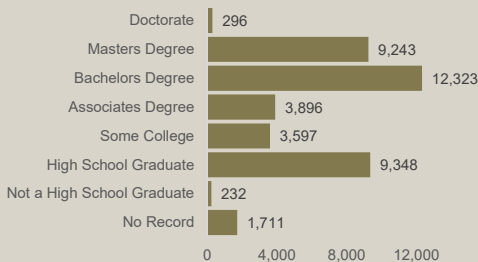


Mr. Steve Thomas-Orsino

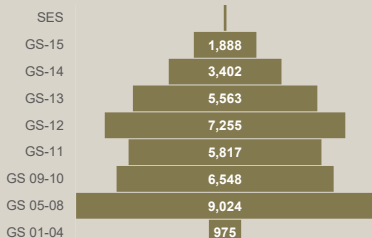
Director, Human Capital &
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Career Field

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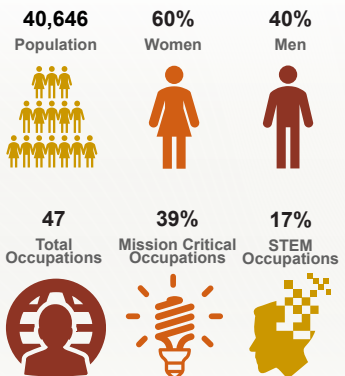
Population by Education



Population by Pay Grade



U.S. Army Civilian Snapshot

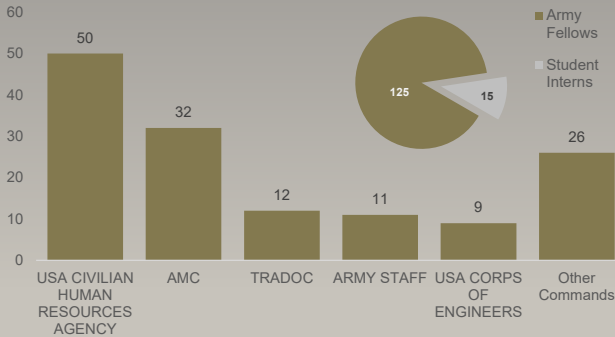


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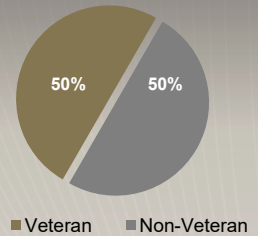
HUMAN CAPITAL & RESOURCE MANAGEMENT



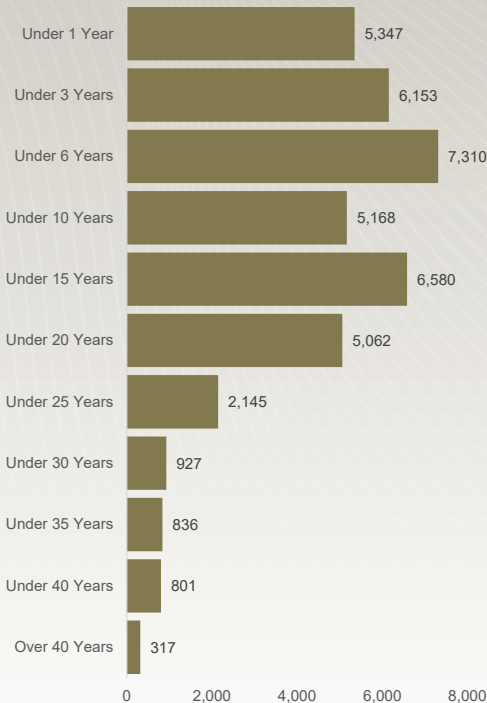
Army Fellows and Student Interns by Command



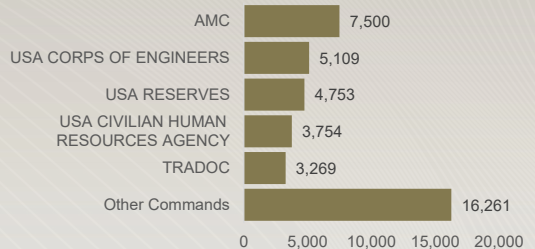
Veteran Status



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
Program Management/Admin (301/340)	8,482
Human Resources Management (0201)	6,362
Management and Program Analysis (0343)	5,574
Miscellaneous Clerk & Assistant (0303)	3,769
Budget Analysis (0560)	3,738
Human Resources Assistance (0203)	3,030
Financial Administration and Program (0501)	1,996
Accounting (0510)	1,023
Secretary (0318)	890
Auditing (0511)	838
Equal Employment Opportunity (0260)	420
Accounting Technician (0525)	320
Support Services Administration (0342)	178
Financial Management (0505)	174
Military Pay (0545)	138
Budget Clerical and Assistance (0561)	136
Equal Opportunity Compliance (0360)	32
29 Additional Occupations	2,579



INSTALLATIONS CAREER FIELD

Army installations are the foundation for readiness, power projection, and resilience. The Installations Career Field workforce provides a broad range of critical skills contributing to Army readiness in occupational series such as child and youth program assistants, firefighters, recreation assistants, safety and occupational health specialists, child and youth services training specialists, chambermaids, housing management assistants, laborers, and air traffic control specialists among many more. The Installations Career Field workforce is embedded throughout the Army and serves in many challenging positions around the world; including deployments to support Soldiers and their families where they live, work, train, and play.

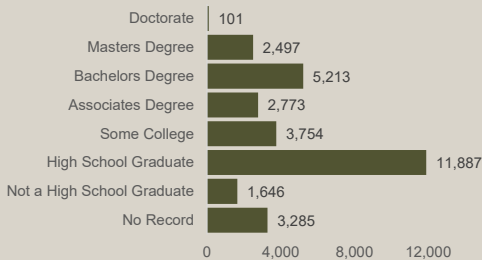


Mr. Daniel M. Klippstein
Functional Chief
Installations Career Field

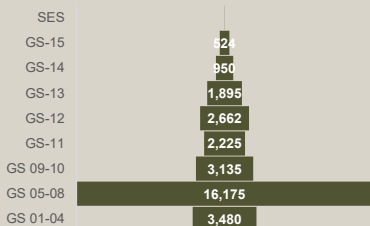


Ms. Tamara L. Huston
Director, Installations Career Field
tamara.l.huston.civ@army.mil

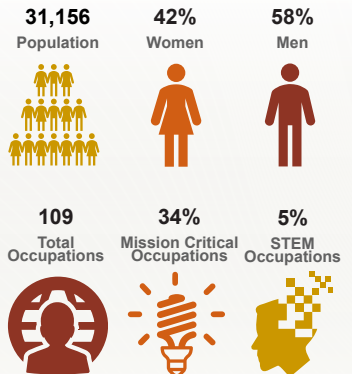
Population by Education



Population by Pay Grade



U.S. Army Civilian Snapshot

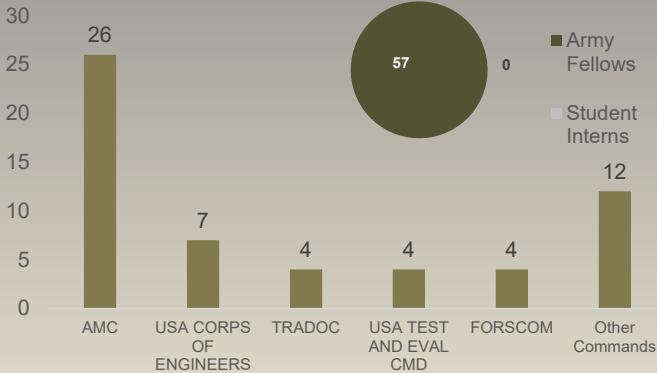


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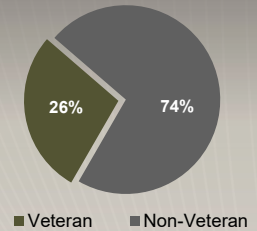
INSTALLATIONS



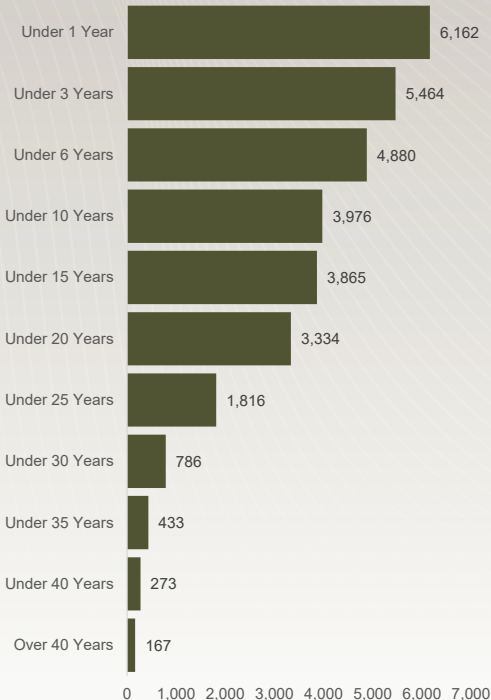
Army Fellows and Student Interns by Command



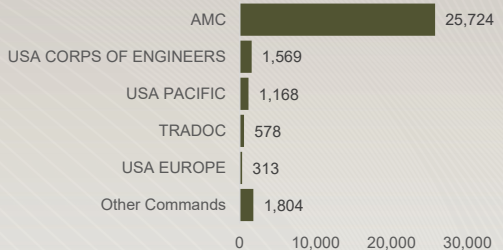
Veteran Status



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
Education and Training Technician (1702)	5,102
Fire Protection and Prevention (0081)	3,743
Recreation Aid and Assistant (0189)	2,953
Program Management/Admin (301/340)	2,807
Safety and Occupational Health Management (0018)	1,282
General Education and Training (1701)	1,165
Custodial Worker (3566)	901
Housing Management (1173)	766
Air Traffic Control (2152)	628
Social Science (0101)	627
Electrician (2805)	560
Sports Specialist (0030)	483
Emergency Management (0089)	403
Carpentry (4607)	391
Aircraft Operation (2181)	382
Industrial Hygiene (0690)	174
Cemetery Administration Services (1630)	45
91 Additional Occupations	8,907



LOGISTICS CAREER FIELD

The Logistics Career Field partners with Army Civilians, supervisors, managers, career field representatives, and command career field representatives to identify training opportunities for current and future needs of the Army by aligning workforce planning efforts with the Army People Strategy and Civilian Implementation Plan. This is accomplished through providing a world-class Army Fellows Program to attract and train the best talent; training, building and shaping our workforce at every level; managing a talent pool of multifunctional, agile professionals placed strategically to support the logistics mission; and developing and incentivizing a talent pool of highly qualified and skilled GS-14 and GS-15 master logisticians ready to fortify Senior Executive Service positions Army-wide.

It also offers credentialing opportunities including the Master Logistician Certificate Program, the Ammunition Life Cycle Professional Certificate Program, and the American Society for Quality certifications.



Mr. Matthew L. Sannito

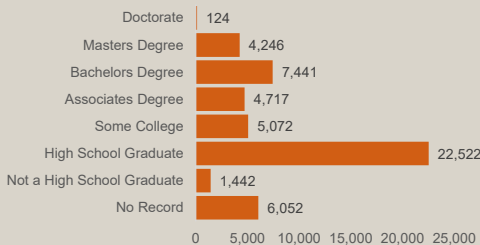
Functional Chief
Logistics Career Field



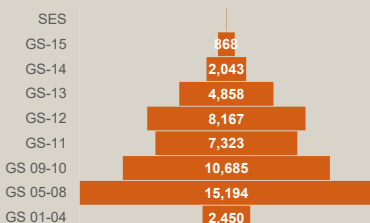
Ms. Samantha Newman

Director, Logistics Career Field
samantha.newman3.civ@army.mil

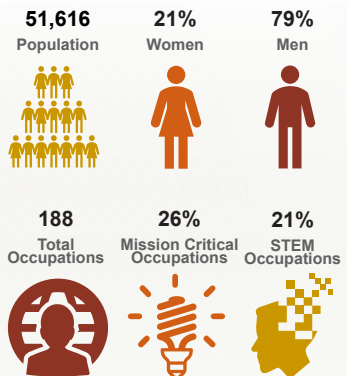
Population by Education



Population by Pay Grade



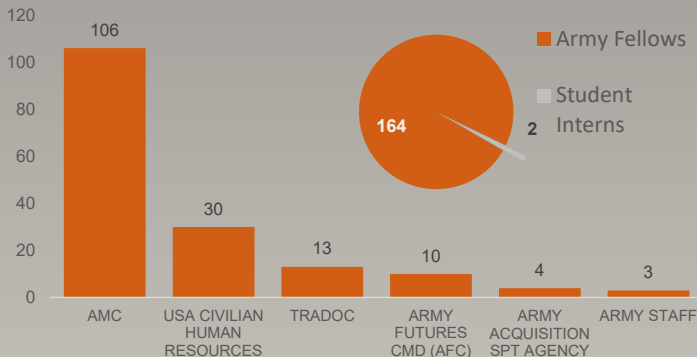
U.S. Army Civilian Snapshot



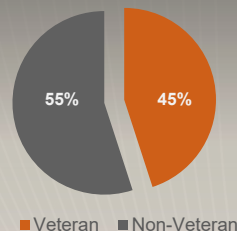
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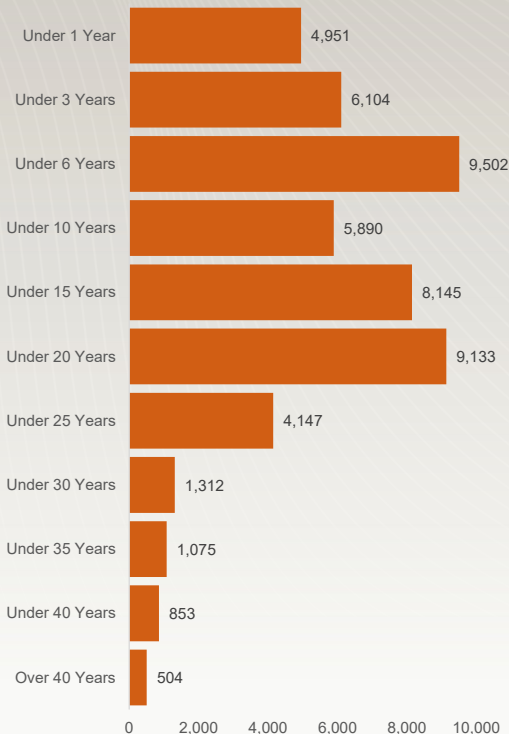
Army Fellows and Student Interns by Command



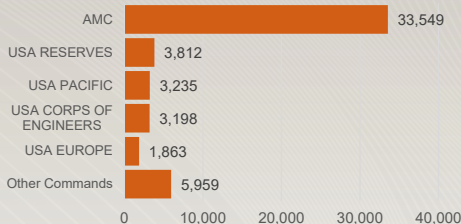
Veteran Status



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
Logistics Management (0346)	7,697
Heavy Mobile Equipment Mechanic (5803)	3,945
Supply Clerical and Technician (2005)	3,218
Maintenance Mechanic (4749)	2,371
Program Management/Admin (301/340)	2,067
Motor Vehicle Operating (5703)	1,826
Equipment Services (1670)	1,799
Quality Assurance (1910)	1,718
Electronics Mechanic (2604)	1,274
Cooking (7404)	1,251
Materials Handling (6907)	1,246
Food Service Working (7408)	872
Production Control (1152)	598
Welding (3703)	501
Aircraft Mechanic (8852)	460
Small Arms Repairing (6610)	283
Bartending (7405)	243
Electrical Equipment Repairing (2854)	196
Riverboat Operating (5784)	117
Locksmithing (4804)	71
Locomotive Engineering (5737)	42
166 Additional Occupations	21,536



MEDICAL CAREER FIELD

Medical Career Field civilians have played a vital role in Army medicine with all medical functions performed by civilians in the first few decades of the Army's existence and have helped meet the Army mission from the very beginning. The DoD medical transformation resulted in substantial change and the Medical Career Field has tailored products and services to support the pivot to readiness. One substantial shift is the new emphasis on overall health and prevention across the Army. This focus will continue to generate emerging missions such as Holistic Health and Fitness, Integrated Prevention Advisory Group / Prevention Workforce, optimal human performance, and wellness services. The intentional emphasis on health and prevention will improve resiliency and overall readiness and the Medical Career Field will maximize support for the civilian workforce with more proactive career development to ensure it is postured to meet new challenges.

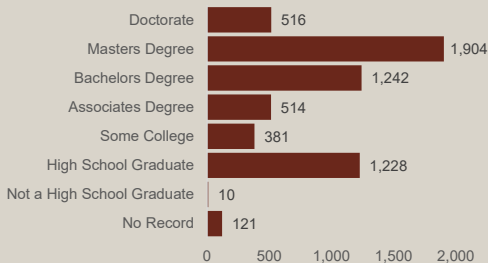


Mr. Chris Rheney
Functional Chief
Medical Career Field

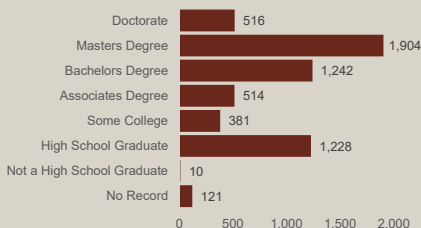


Mr. Michael Waschek
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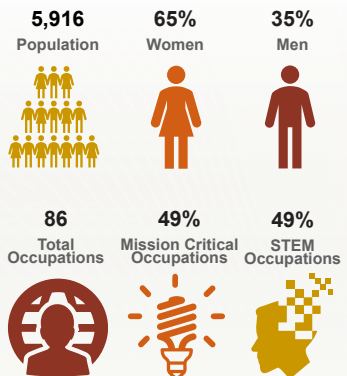
Population by Education



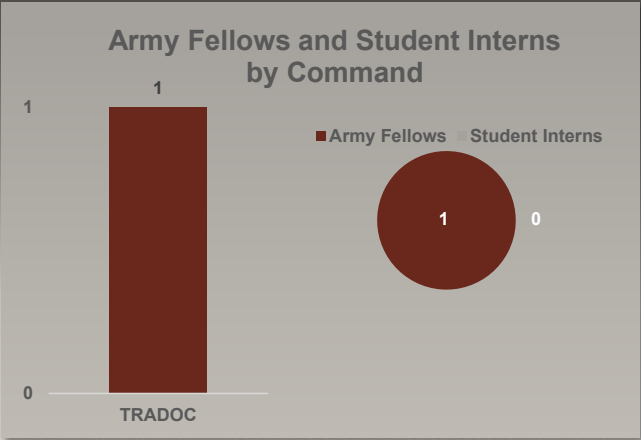
Population by Education



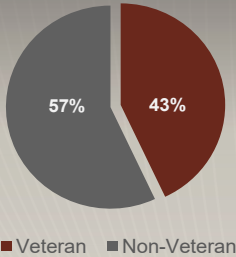
U.S. Army Civilian Snapshot



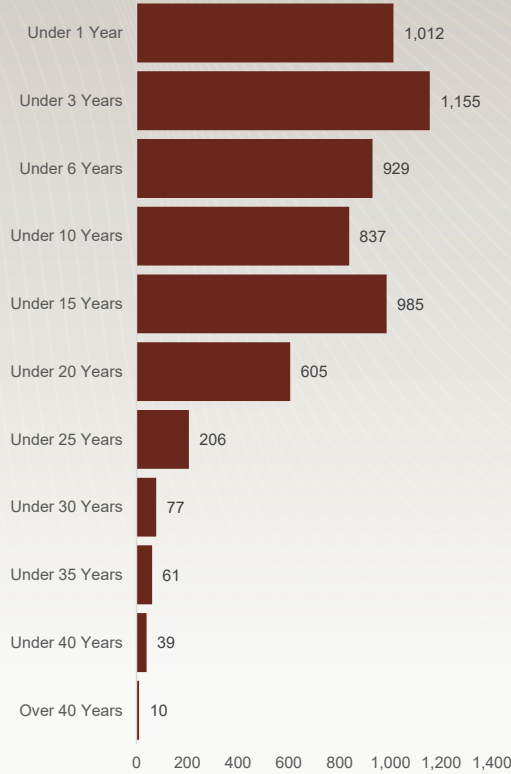
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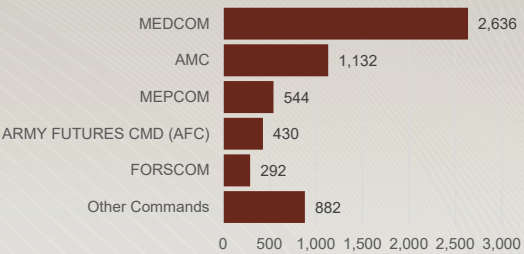
Veteran Status



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
Nurse (0610)	2,252
Medical Support Assistance (0679)	1,006
Health Aid and Technician (0640)	894
Social Work (0185)	747
Practical Nurse (0620)	745
Program Management/Admin (301/340)	633
Social Science (0101)	620
Medical Technician (0645)	578
Health System Specialist (0671)	546
Dental Assistant (0681)	497
Medical Officer (0602)	436
Psychology (0180)	299
Animal Health Technician (0704)	229
Pharmacist (0660)	227
Social Services Aid and Services Aid and Assistant (0186)	153
Physical Therapist (0633)	132
Dietician and Nutritionist (0630)	89
Prescription Eyeglass Making (4010)	39
Speech Pathology and Audiology (0665)	36
66 Additional Occupations	3,507



PROFESSIONAL SERVICES CAREER FIELD

Professional Services civilians play a key role in helping the Army achieve its overall mission by providing crucial support to ensure readiness to fight and win the Nation's wars. Public Affairs and communications media fulfills the Army's obligation to keep the American people informed and helps to establish the conditions that lead to confidence in America's Army and its readiness to conduct operations in peacetime, conflict, and war. Inspector General professionals execute inspections, assistance, investigations, and teaching/training to enhance command readiness and warfighting capabilities. Legal professionals provide the Army with legal support across diverse and specialized practice areas. Legal professionals develop and communicate advice; conduct legal research and analysis of legal issues; interpret and apply law, rules, and regulations; gather and present facts; and advocate on behalf of their client.

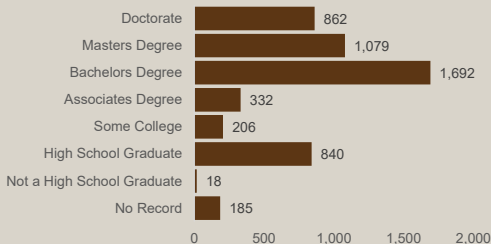


Mr. William J. Koon
Functional Chief
Professional Services Career Field

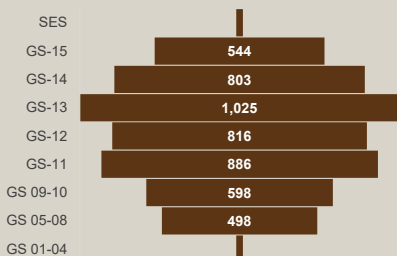


Ms. Tiffany Turner
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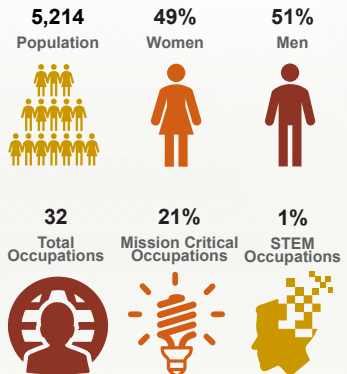
Population by Education



Population by Pay Grade



U.S. Army Civilian Snapshot

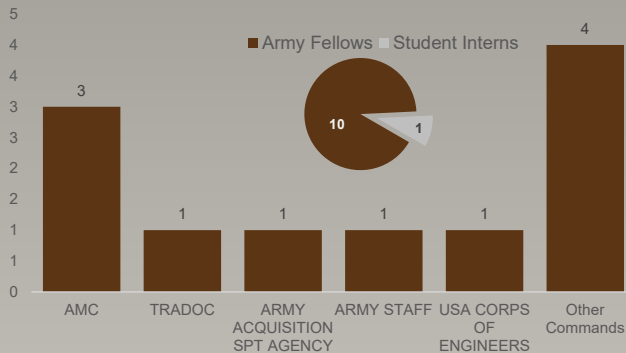


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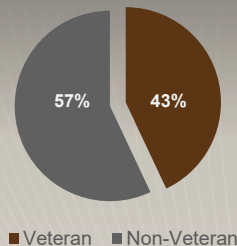
PROFESSIONAL SERVICES



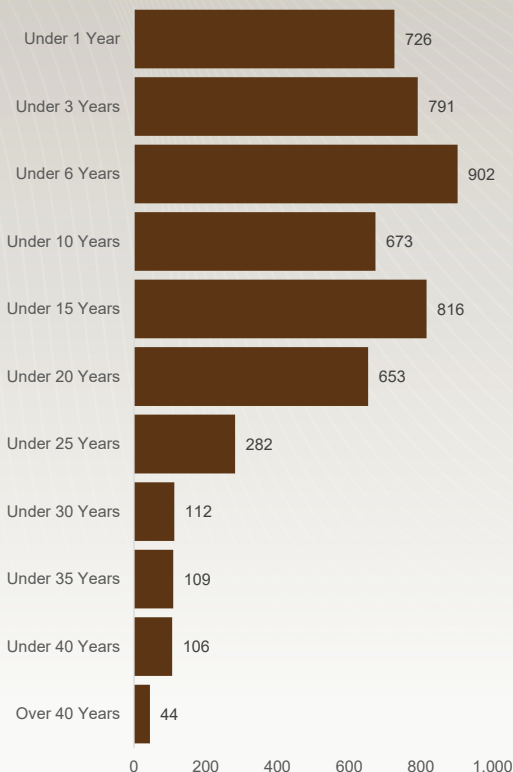
Army Fellows and Student Interns by Command



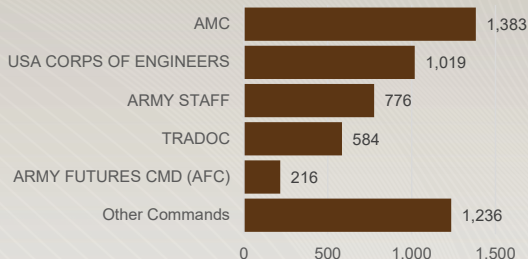
Veteran Status



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
General Attorney (0905)	1,563
Public Affairs (1035)	1,071
Paralegal Specialist (0950)	508
Program Management/Admin (301/340)	405
General Inspection, Investigation, Enforcement & Compliance (1801)	355
Visual Information (1084)	220
General Arts and Information (1001)	173
Writing and Editing (1082)	165
Legal Assistance (0986)	153
Government Information (0306)	105
Audiovisual Production (1071)	79
Claims Assistance (0998)	61
Photography (1060)	30
Illustrating (1020)	29
Technical Writing and Editing (1083)	17
16 Additional Occupations	228



SCIENCE, ENGINEERING, & ANALYSIS CAREER FIELD

The Science, Engineering, & Analysis Career Field civilians play a key role in helping the Army achieve the overall mission by providing crucial technical and analytical support to our Soldiers. Its engineers and scientists are technically oriented professionals responsible for the research, design, development, production, and field support of advanced materiel ranging from missiles, tanks, ammunition, and software to food, shelter, and clothing to enable the Soldier in the field. Analysis, Modeling and Simulation professionals support its activities throughout the acquisition life cycle, in the following areas: analysis, acquisition, experimentation, intelligence, operational planning, testing, training, medical, and logistics functions. Many Science, Engineering, & Analysis civilians work for the Army Futures Command, where they are charged with helping transform and modernize the Army to provide future warfighters with the concepts, capabilities, and organizational structures they need to deploy, fight, and win our Nation's wars.

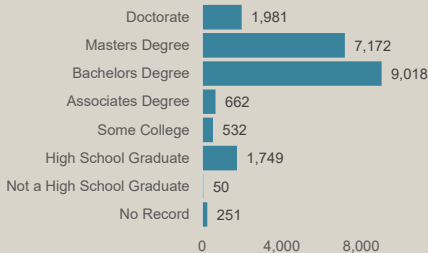


Mr. William B. Nelson
Functional Chief
Science, Engineering, & Analysis
Career Field

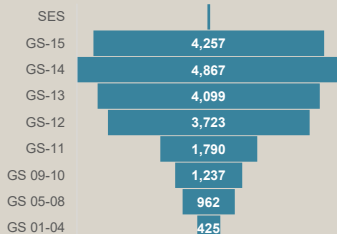


Mr. Dennis Finn
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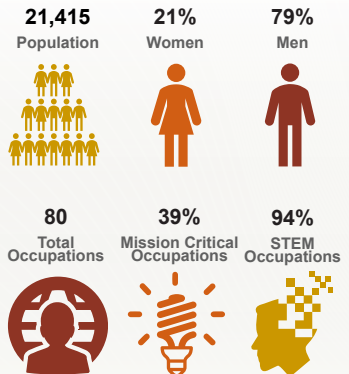
Population by Education



Population by Pay Grade



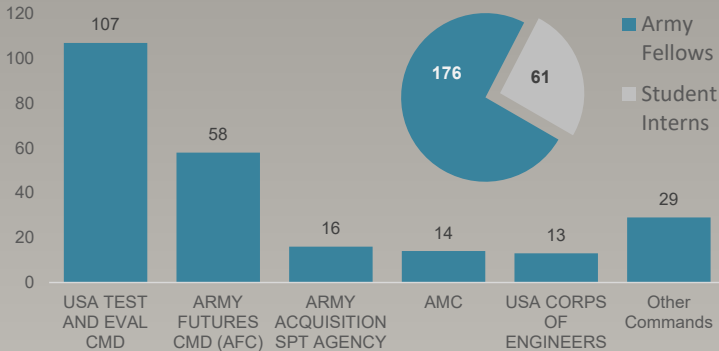
U.S. Army Civilian Snapshot



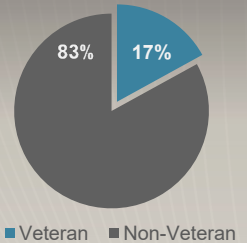
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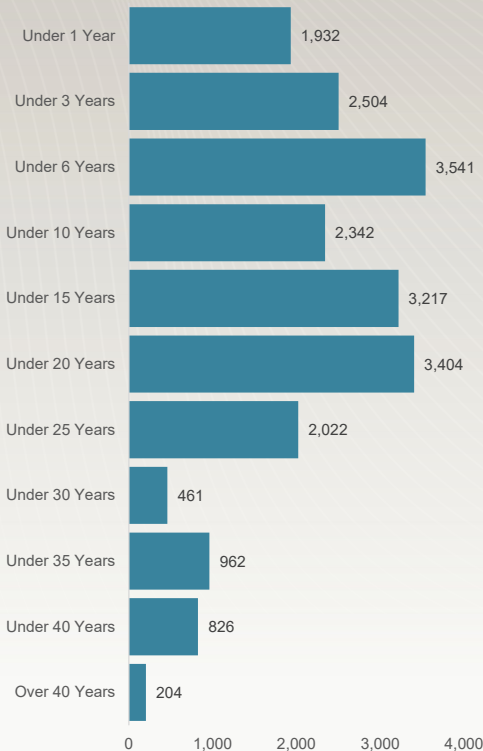
Army Fellows and Student Interns by Command



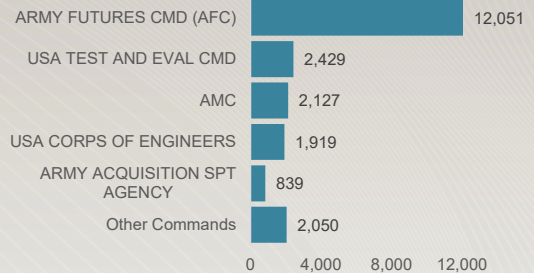
Veteran Status



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
General Engineering (0801)	4,725
Mechanical Engineering (0830)	2,188
Electronics Engineering (0855)	1,906
Engineering Technical (0802)	1,692
Computer Science (1550)	1,317
Computer Engineering (0854)	1,165
Operations Research (1515)	1,103
Program Management/Admin (301/340)	861
Gen Natural Resources Management and Biological Sciences (0401)	775
Aerospace Engineering (0861)	631
General Physical Science (1301)	600
Chemistry (1320)	560
Physics (1310)	244
Psychology (0180)	222
Microbiology (0403)	147
Environmental Engineering (0819)	133
Mathematics (1520)	94
62 Additional Occupations	3,008



SECURITY & INTELLIGENCE CAREER FIELD

The Security & Intelligence Career Field's strategic approach is to address the unique requirements of its supported communities. Its professionals have extensive operational experience within their areas of responsibility focused on remaining tightly connected to community requirements and the civilians served. Physical Security and Law Enforcement professionals have a leading role in the Secretary of the Army-directed transformation of Criminal Investigation Division from a predominantly military to civilian workforce and are engaged in all aspects of the process. They also play a key role in hiring and retention efforts for Department of the Army security guards and modeling for Army Civilian Police. Intelligence professionals leverage the leadership and technical acumen of defense intelligence senior leaders in each of the core intelligence disciplines and functions to develop pragmatic career guidance, and drive talent management efforts that are fully nested with our military and intelligence community partners. International affairs and strategic planning professionals lead the process of ensuring our Army Civilian strategists, who outnumber their military counterparts 3:1, are equally trained, credible, and fully recognized in their professional acumen through rigorous credentialing and professional development.

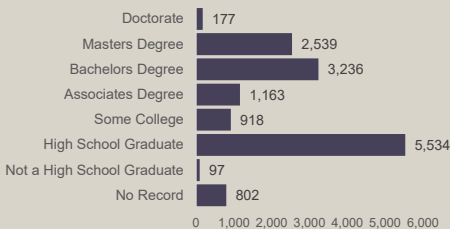


Ms. Diana Randon
Functional Chief
Security & Intelligence Career Field

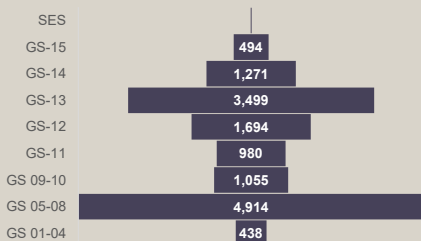


Mr. Dewayne McOsker
Director, Security & Intelligence Career Field
dewayne.mcosker2.civ@army.mil

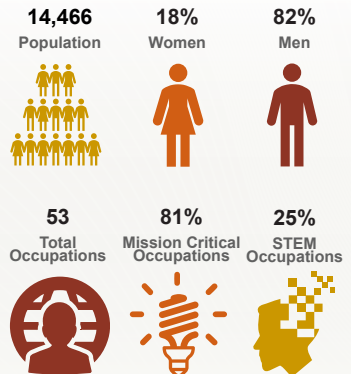
Population by Education



Population by Pay Grade



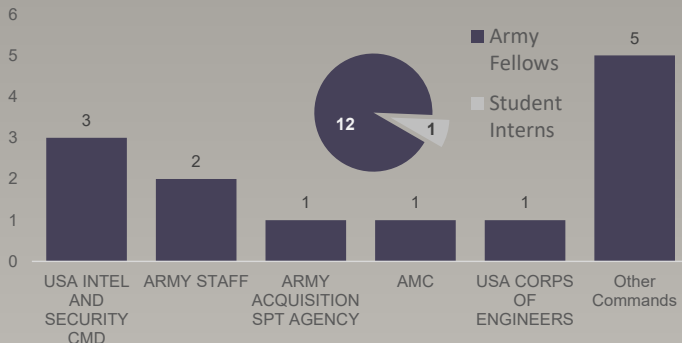
U.S. Army Civilian Snapshot



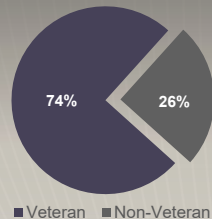
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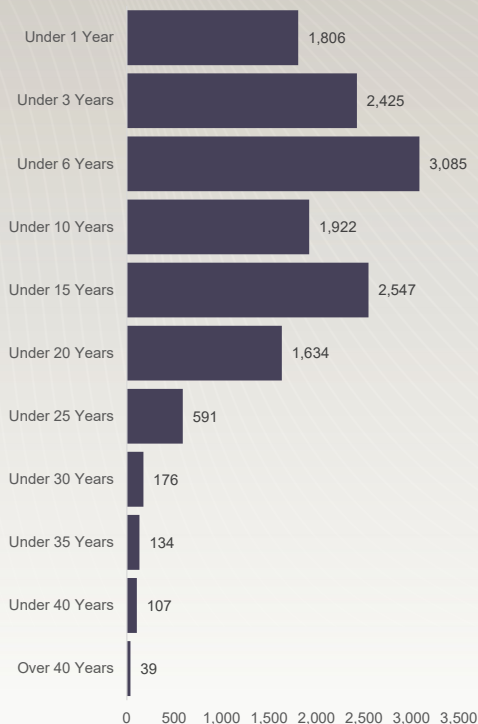
Army Fellows and Student Interns by Command



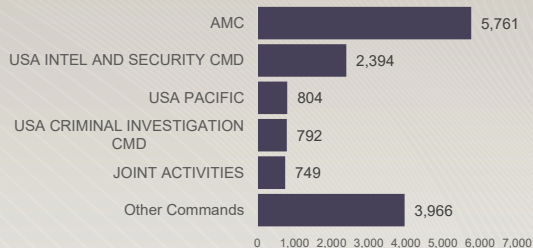
Veteran Status



Civilians by Years of Service



Top Commands Represented



Occupations by Population

Occupations	Employees
Security Guard (0085)	3,625
Intelligence (0132)	3,096
Security Administration (0080)	2,583
Police (0083)	1,735
Program Management/Admin (301/340)	1,307
Criminal Investigating (1811)	381
Language Specialist (1040)	210
General Inspection, Investigation, Enforcement & Compliance (1801)	175
Investigative Analysis (1805)	167
Compliance Inspection & Support (1802)	128
International Relations (0131)	98
General Investigating (1810)	67
Foreign Affairs (0130)	50
Correctional Institution Administration (0006)	27
Customs and Border Protection (1895)	18
Fingerprint Identification (0072)	8
36 Additional Occupations	1,040



U.S. ARMY

Acronyms

Acronym	Description
ACCMA	Army Civilian Career Management Activity
AFC	Army Futures Command
AMC	Army Materiel Command
ARCYBER	United States Army Cyber Command
ATEC	United States Army Test and Evaluation Command
CHRA	Civilian Human Resources Agency
FORSCOM	United States Army Forces Command
FT	Fort
GS	General Schedule
INSCOM	United States Army Intelligence and Security Command
MEDCOM	United States Army Medical Command
MEPCOM	United States Military Entrance Processing Command
STEM	Science, Technology, Engineering, and Mathematics
TRADOC	United States Training and Doctrine Command
USAASC	United States Army Acquisition Support Center
USACE	United States Army Corps of Engineers
USAR	United States Army Reserves
USAREUR	United States Army Europe
USARPAC	United States Army Pacific Command
USASOC	United States Army Special Operations Command



U.S. ARMY



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