



NORTHEAST REGION TRAINING EXPRESS

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NSPS 101 OVERVIEW COURSE



NSPS 101 provides an overview of the Human Resources elements of National Security Personnel System (NSPS), covering such topics as conversion to NSPS, classification, compensation, performance management, staffing flexibilities, and workforce shaping. It is a web-based course designed to address questions such as "What happens to me when my position is converted to NSPS?" and "How does the pay-for-performance system work?" NSPS 101 serves as a foundation for the instructor-led courses that are conducted shortly before conversion into NSPS.

The course also includes a conversion calculator that identifies an employee's career group, pay schedule, pay band and estimate of WGI buy-in.

To Take the NSPS 101 Course, go to the webpage below:

<http://www.cpms.osd.mil/nsps/nsps101>

Additional course information can be found here:

<http://www.cpms.osd.mil/nsps/index.html>

“If your actions inspire others to dream more, learn more,
do more and become more - you are a leader.”

John Quincy Adams

OPM RELAXES SCEP HIRING REQUIREMENTS

The Office of Personnel Management released final regulations this month allowing federal agencies to noncompetitively hire interns to permanent positions with greater ease.

Formerly, new student interns could be hired under the Student Career Experience Program upon completion of their schooling and the required 640 hours of experience in federal work.

Under the new rules published in the 11 April *Federal Register*, the hiring agency may accept up to 320 hours from time spent in nonfederal job related experience or military service for students with an exceptional job performance rating and a grade point average at or above 3.5.

Deputy associate director of OPM’s Center for Talent and Capacity Policy, Mark Doboga, says these changes will aid in attracting more people to the intern programs and into long term federal service.

At the forefront in this push for increased flexibility was the Partnership for Public Service, a nonprofit organization dedicated to bringing new, gifted faces to federal service.

No supplemental guidance has been received at this time from DoD or DA. SCEP is not to be confused with the Student Temporary Employment Program, which offers short-term jobs to students without the potential for converting into a career appointment.

OPM’s final regulation can be found at the following webpage:

<http://a257.g.akamaitech.net/7/257/2422/01jan20061800/edocket.access.gpo.gov/2006/06-3391.htm>

RETIREMENT PLANNING FOR FIREFIGHTERS VIDEO TELEVISED TRAINING - 17 AUGUST

Firefighters serve their country daily by standing brave in the face of peril to ensure our safety. As a result, both CSRS and FERS retirement plans have special qualifications and provisions in handling their retirement. For example, any employee who was a firefighter for at least 20 years is entitled to retire at the age of 50 and is required to do so by the end of the month on their 55th birthday.



This course provides an overview of eligibility requirements, computations of benefits, potential annuity reductions as well as health and life insurance. It is highly recommended that those employees who have met or will soon meet the above requirements attend this VTT training.

For further information, refer to the course announcement is found at:

<http://cpolrhp.belvoir.army.mil/ner/hrd/FY06tp/Course%20Descriptions%20for%20FY06/RetirementPlanningforFirefightersFY06.doc>

“Know where to find the information and how to use it – That’s the secret of success.”

Albert Einstein

CIVILIAN LEADER IMPROVEMENT BATTERY ASSESSMENT TOOL

As the Army makes its transition into the NSPS pay-for-performance culture, it is increasingly clear that the success of every organization lies in the leadership skills exhibited within each employee. On top of skill competency and technical knowledge, our employees must be accountable, flexible and responsible. They must be self-driven and able to inspire and motivate others to move toward cohesively accomplishing mission requirements.

The Army does not expect employees to immediately change their attitudes and abilities while keeping up with their normal workflow. However, leadership can be learned, and as a jumping off point, the newly released Civilian Leader Improvement Battery (CLIMB) Assessment Tool is available to help employees evaluate their leadership skills, strengths and traits. The web-based tool measures 27 competencies and 6 personal characteristics through a two-part assessment initiated by the employee. Once the supervisor or career mentor completes their portion of the assessment, the employee will receive easy to follow feedback, along with an Individual Development Plan identifying specific actions for improving their leadership skills.

The CLIMB Assessment Tool can be found by going to the following web address: <http://www.123assess.com/climb/home.do> and clicking on the button at the bottom center marked “Take the CLIMB”. Army employees are highly recommended to use this tool to attain their full leadership capability.

NSPS TRAINING PROGRESS FOR SPIRAL 1.1

Along with May flowers, next month welcomes in the National Security Personnel System for Spiral 1.1 employees. Northeast HRDD is pleased to announce that NSPS training has been completed for Spiral 1.1 employees prior to their conversion on 31 April.

Below are some statistics showing frequency of courses and number of attendees by month.

DECEMBER 2005 COURSES	# of Classes	# of Attendees
HR for HR	3	103
TOTAL for MARCH	3	103

MARCH 2006 COURSES	# of Classes	# of Attendees
HR for HR	9	250
NSPS Performance Management Update	1	20
TOTAL for MARCH	10	270

APRIL 2006 COURSES	# of Classes	# of Attendees
NSPS Performance Management Update	16	281
NSPS HR Elements/Performance Management for HR Practitioners	5	108
NSPS HR Elements/Performance Management for Supervisors	2	48
NSPS HR Elements/Performance Management for Employees	1	15
TOTAL for APRIL	24	452

“Success means having the courage, the determination, and the will to become the person you believe you were meant to be.”

George Sheehan

CPACS CONDUCT HR FOR SUPERVISORS

The HR for Supervisors course was developed by the Civilian Human Resources Agency (CHRA) to train supervisors in their responsibilities for Civilian Human Resources management (CHR). The course covers HR legal and regulatory requirements, HR processes and the automated HR tools designed to assist supervisors in requesting and tracking personnel actions.

Congratulations to the following CPACs for conduction the HR for Supervisors course since 10 January 2006:

AMC HQ	10-12 January 2006	ARL-Adelphia, MD	27 February–3 March 2006
West Point, NY	5-26 January 2006	West Point, NY	27 February–3 March 2006
Tobyhanna, PA	13-17 February 2006	Natick, MA	6 – 10 March 2006
Fort Dix, NJ	Split class completed 19 January 2006	USACE, NY	20-24 March 2006
		APG, MD	1 – 5 May 2006

HRDD CORNER

The **NORTHEAST REGION TRAINING SCHEDULE** provides a comprehensive list of On-site and VTT courses conducted by the NE Regional HRDD. You may access it by visiting the following webpage:

<http://cpolrhp.belvoir.army.mil/ner/hrd/FY06tp/scheduledate06.htm>

The **NORTHEAST REGION ANNUAL FY TRAINING PLAN** summarizes our strategy to deliver necessary training to the region over the coming fiscal year. This plan is developed based upon input received from the organizations we service. Keep a lookout for the FY 2007 Training Survey, being distributed late May to early June.

To access this year's Training Plan, please go to the address marked below:

<http://cpol.army.mil/ner/FY06slide.ppt>

OFFICE UPDATE: HRDD STAFF WELCOMES JUSTIN FAIRLEY!

Justin is a DA intern on his rotation from the Civilian Personnel Operations Center here at Aberdeen Proving Ground. Before he began working for the Army in June 2005, Justin graduated from Villa Julie College in 2005 with a Bachelor of Art Degree in English Language & Literature.

Although Justin grew up in the Maryland region, he currently resides in Pennsylvania and is eager to live in different areas of the world. When Justin completes his assignment in HRDD, he will spend 8 weeks at USACE New York for his CPAC rotation.

On the side, Justin enjoys writing creatively and concentrates mostly on short stories and poems. He's been published in a number of literature magazines including *Quintessence*, *Spectrum* and *The Rectangle*.

Justin looks forward to the many challenges he will face during his HRDD rotation and is currently coordinating a Business Objects Application class for personnelists.

“If you want to build a ship, don't drum up people together to collect wood and don't assign them tasks and work, but rather teach them to long for the endless immensity of the sea.”

Antoine de Saint-Exupery

If your organization has any training related news articles it would like to share with the Region, please forward them to Jacklyn LaRoche at: jacklyn.laroche@us.army.mil
