



DEPARTMENT OF THE ARMY  
OFFICE OF THE ASSISTANT SECRETARY  
MANPOWER AND RESERVE AFFAIRS  
111 ARMY PENTAGON  
WASHINGTON, DC 20310-0111

SAMR-CQ

20120113

MEMORANDUM FOR ALL EMPLOYEES

SUBJECT: Civilian Workforce Transformation (CWT)

1. Welcome! Landing on this webpage means you've heard about Army Civilian Workforce Transformation – an initiative that's been in the works since 2010, and is now becoming a reality. You're probably curious about what is going on, and you've come to the right place. There is a lot going on – a lot has happened, and a lot is yet to be done as the Army Civilian workforce transforms.
2. This website, as well as Army Career Tracker (ACT) and your career program managers, are going to be important sources of information as this far-reaching transformation takes place. The train is moving out, and keeping up will be a challenge. But you need to be involved, to participate, to ask questions. And most importantly, you must understand what is happening, because this transformation affects you. To promote transparency we are sometimes going to talk in terms of things that are in the planning stages and the possible outcomes, in addition to progress as it occurs. This will not be a bulletin board for decisions, but a sounding board for work-in-progress, items under consideration, and the information you want to know.
3. You do the heavy lifting, training, supplying the force, so our Soldiers can concentrate on their missions and come home safely. You have deployed and stood in support of our Soldiers during the most dangerous and difficult times. But this period of monumental change will affect every aspect of the way we do business. Now, as never before, the Army is calling upon the civilian corps to assume greater levels of responsibility and accountability.
4. Through CWT the Army intends to produce a purpose-driven, highly-professional, fully-competent, leader-driven civilian workforce. Competence, education and experience are the foundation of the way you'll be developed, measured, and managed in the future. That is the underlying premise of Civilian Workforce Transformation. These are going to be interesting times. Stay tuned.

ANTHONY J. STAMILIO  
Deputy Assistant Secretary of the Army  
(Civilian Personnel & Quality of Life)