

29 August 1983

MEMORANDUM FOR: Deputy Director for Administration
VIA: Associate Deputy Director for Administration
FROM:
Chief, Career Management Staff, DDA
SUBJECT: DDA Career Development Task Force -
Status Report

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1. The DDA Task Force on Career Development met on 25 August in a follow-up to the 9 August meeting. All DDA offices were represented by the respective CMO's. Following are the highlights of the discussion on DDA career development:

a. Although there may be a perception problem which suggests that there is tunnel vision within DDA specialty areas, the career management system in each subgroup is working well in most cases preparing qualified professionals for eventual managerial positions after gaining expertise in the individual disciplines.

b. The group felt that DDA management needs to recognize that we are not by nature as homogeneous as some other Directorates, since we have ten different subgroups, each with a peculiar support mission.

c. The Task Force suggested that rotational assignments, probably at the GS-15 and above level, should be considered by the SPRB on the basis of requirements levied by the Office Heads. This could be done in concert with the SODP and should be a non-voluntary program directed by the DDA and utilizing the "M" career service concept.

d. The CT program possibly could be used for selecting young officers for assignment to a DDA office and eventual executive development. This means, however, that additional resources would be needed as CT's would be nonproductive for about a year. The point was made, however, that an executive development program is an "elite" program and we should recognize it as such and be prepared to explain this to other employees.

e. There was indecision whether a DDA unique training course should be established for DDA subgroup members. This needs to be explored further.

f. The creation of a DDA-MAG group received serious consideration. The purpose of this group would be to research, consider and recommend career development related programs. This idea needs further discussion.

2. A further meeting is scheduled for 6 September 1983 at which time, Mrs. Alice Hewett, Department of Interior, will describe the concept of a Career Development Center.

3. The Office of Personnel CMO has been invited to attend the 6 September and future meetings of the Task Force.



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