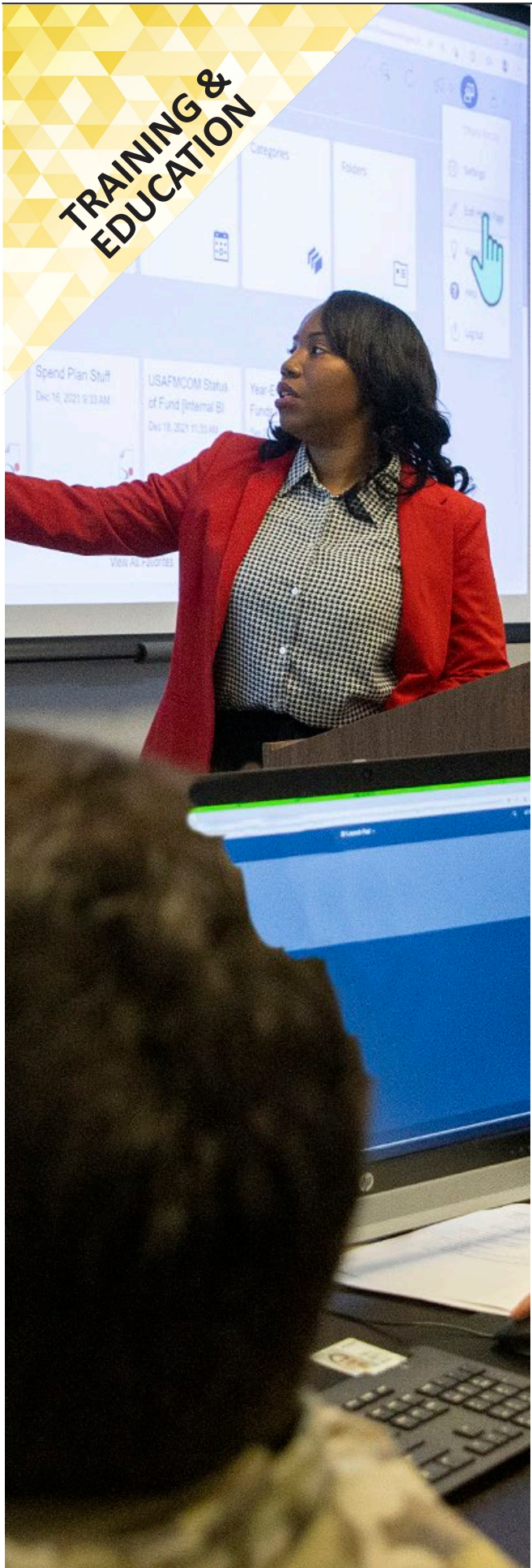


**DoD FM
CERTIFICATION**

The DoD Financial Management Certification Program (DFMCP) requires DoD employees who perform FM functions to obtain and maintain their certification. One of the primary goals for the program is to encourage professional growth across all levels of the DoD FM workforce. The DFMCP is based on completing required courses in specific areas of financial management & leadership but does not depend on passing a test. <https://fmonline.ousdc.osd.mil/Certification/Certification.aspx>



Build foundational knowledge in finance, accounting, budget, audit, and payroll to learn how to manage Army financial resources effectively. Seek out opportunities to develop more specialized technical and leadership training. Identify and fill skill gaps through accredited degree programs in business, workforce development sessions offered locally or via distance learning, brown bags, and professional associations. Maintain your FM certification throughout your career by obtaining the appropriate number of Continuing Education and Training (CET) hours for your level of experience.

Army Civilian Education System (CES) is a leader development program that provides educational opportunities for Army Civilians. Offerings include Foundation, Basic, Intermediate, and Advanced Courses as well as Continuing Education for Senior Leaders (CESL). <https://armyuniversity.edu/amsc/EducationalPrograms#ces>

In addition to CES, the Army Management Staff College (AMSC) provides courses to develop supervisors, including Supervisor Development Courses (SDC), to personnel who supervise Army Civilians. <https://armyuniversity.edu/amsc/EducationalPrograms#sd>

Enterprise Civilian Talent Development Program (ECTDP) is the Civilian talent management program for GS 07-15 and equivalent employees that prepare participants for various positions within the Department of the Army through advanced senior-level educational and experiential learning opportunities. <https://secure.civilians.army.mil/TalentDev/>

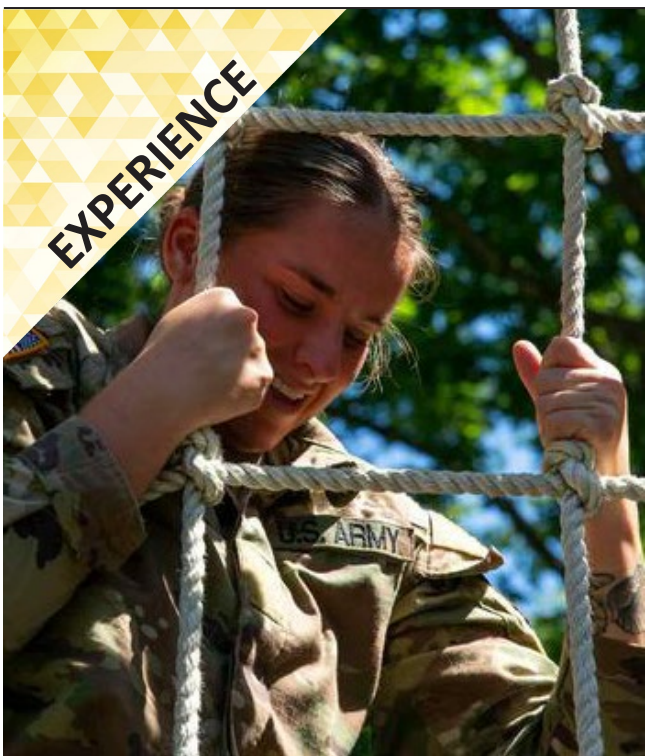
Senior-Level program modules include: the White House Leadership Development Program (WHLDP), Defense Senior Leader Development Program (DSLDP), Senior Service College (SSC), Army Senior Fellowship (ASF), and Harvard Senior Executive Fellows (SEF). *Mid and Entry-Level program modules include:* Command and General Staff Officer Course (CGSOC) resident and satellite, Naval War College Intermediate Level Course (NWC-ILC), Executive Leader Development Program (ELDP), Defense Civilian Emerging Leader Program (DCELP), and Leadership Shadowing Experience.



The Army places a strong emphasis on leadership development, from managing yourself early in your career to later building & leading strong teams. You must demonstrate a commitment to Army values, possess an understanding of operational doctrine, promote effective communication skills, and an ability to lead by example. Leadership skills can be developed through mentoring and coaching programs, professional organizations, and seeking feedback on strengths and areas for improvement. Mentoring is a part of leadership skill development that provides relationship-building and an opportunity for open interaction and professional growth.



Competencies are a combination of knowledge & skills needed to perform. Throughout your career, you should develop both institutional and occupational competencies to demonstrate you can manage Army resources, foster relationships, and make informed decisions. While financial competencies can be developed through a combination of education and work experience, you should also take time to refine acumen in areas such as critical thinking, problem-solving, and an ability to take on more complex roles with greater responsibility. Continuous honing of financial and soft skill competencies will empower you to make appropriate recommendations and proactively address issues.



As you progress through your career, explore a variety of roles to build expertise. Generally, first acquire depth and then breadth of experience in financial management functions, gaining exposure to different organizational levels through deployments, assignments, and cross-functional experiences. As you build a track record of success, consider team lead and supervisory roles to deepen knowledge and decision-making skills. Deliberate career development may not be directly associated with a promotion or increased pay; however, it will lead to improved job performance, which, can directly lead to increased opportunities for advancement.

“ WE MUST INVEST in our FM professionals by providing the knowledge, skills, tools, and experiences they need to strengthen resourcing, achieve and sustain auditability, and exploit the capabilities that information technology and data science offer in supporting our mission.

...Along with the training and growth opportunities mentioned above, we need to cultivate trust throughout our FM Community and with those we support. We must encourage innovation and prudent risk-taking to generate operational improvements and reliable financial information.

By executing our initiatives, we will strengthen our workforce by enhancing existing programs that support their growth and professional development, foster cohesion, and enable their progression as our future Army FM Community leaders.”

**FY 2023 ARMY
FINANCIAL MANAGEMENT
CAMPAIGN PLAN
LOE ONE**
ENABLE THE FINANCIAL MANAGEMENT
WORKFORCE WITH TOOLS AND TRAINING

For more information contact us at:
Email: usarmy.pentagon.hqda-asa-fm.mbx.safm-wdt@army.mil

