



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY  
OFFICE OF THE ASSISTANT SECRETARY  
FINANCIAL MANAGEMENT AND COMPTROLLER  
109 ARMY PENTAGON  
WASHINGTON DC 20310-0109**

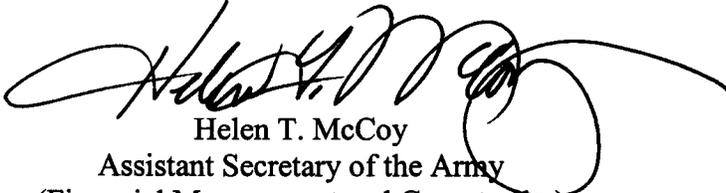
March 10, 2000

**MEMORANDUM FOR THE FINANCIAL MANAGEMENT COMMUNITY**

The Comptroller Civilian Career Program (CP 11) Army Civilian Training, Education and Development System (ACTEDS) Plan provides for the systematic training and development of Army careerists at all levels. The ACTEDS Plan highlights programs and opportunities available within CP 11 and outlines sequential and progressive training sources by grades and series. By providing detailed guidance on quality education, training and professional development opportunities, the CP 11 ACTEDS Plan aids in the development of our multi-disciplined and multi-dimensional workforce.

Now is the time to invest in our workforce through education, training and professional development opportunities. Such investment is crucial to the success of our future endeavors. With broad skills, divergent experiences, and comprehensive education and training, the CP 11 community will be better able to meet workload demands of the future. I challenge each of you to assess your training requirements and to seize existing professional development opportunities for satisfying identified needs. The key tool for doing that is your 3-year Individual Development Plan, a blueprint for your future.

Our goal is to develop a technically competent, multi-functional, multi-dimensional and confident workforce capable of providing responsive, innovative and professional services. In doing so, we must ensure that our CP 11 careerists are well informed on the available education, training and developmental opportunities. Most important, our aim is to increase awareness of these programs and opportunities within the financial management community.



Helen T. McCoy  
Assistant Secretary of the Army  
(Financial Management and Comptroller)