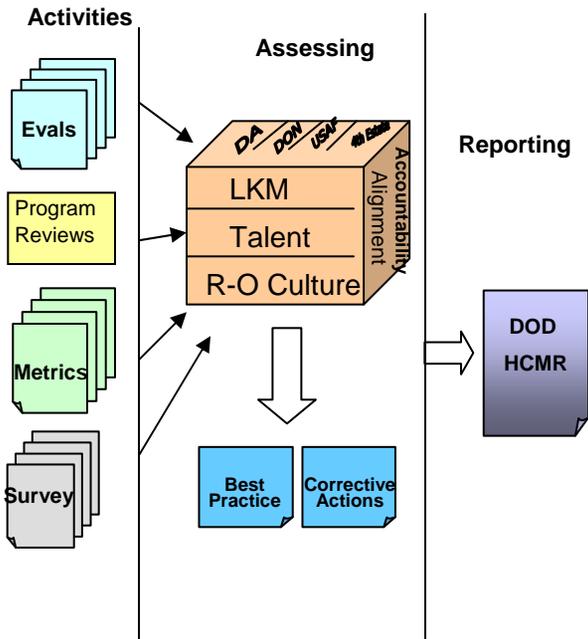


**DoD Civilian Human
Capital Accountability
System**



For additional CHCAS information, contact
Civilian Personnel Management Service
(CPMS)/Accountability and Evaluation Division
(AED) at 703-696-3389/DSN 426-3389.

To read more about CHCAS, go to:

http://www.cpms.osd.mil/aed/aed_index.aspx

To view the DoD CHCSP 2006-2010, go to:

<http://www.cpms.osd.mil/ASSETS/A48A22FD8C0347FCAF182758F283A450/DoDCivilianHumanCapitalStrategicPlan2006-2010.pdf>

For more information on OPM HCAAF System
and tools, go to:

http://www.opm.gov/hr_practitioners/

DEPARTMENT OF DEFENSE



Civilian Personnel Management Service

**Civilian Human
Capital
Accountability
System
(CHCAS)**

***“Sustaining a capable, agile, and
decisive civilian workforce”***



***Accountability – a Partner
in Achieving DOD’s 21st
Century Human Capital
Goals***

Why Have An Accountability System?

- Chief Human Capital Officer's (CHCO) Act of 2002 requires the Office of Personnel Management (OPM) to design a human capital (HC) management assessment system.
- OPM requires agencies to maintain an accountability system for assessing and evaluating the management of HC programs. (5 CFR 250.203)
- OPM designed the Human Capital Assessment and Accountability Framework (HCAAF), as the system for agencies to plan, implement, and evaluate HC management results.
- OPM HCAAF consists of five systems:
 - Strategic Alignment
 - Leadership and Knowledge Management
 - Results-Oriented Performance Culture
 - Talent Management
 - Accountability
- The HCAAF five systems have specific standards and critical success factors that serve as tools and measurements for agencies to implement and assess their HC programs.

What Is DoD's Accountability Role?

The Department of Defense (DoD) Civilian Human Capital Accountability System (CHCAS) fulfills the above statutory requirement.

DoD CHCAS is designed to:

- Measure progress in meeting DoD Civilian Human Capital Strategic Plan (CHCSP) 2006-2010 goals.
- Assess DoD HC policies, programs, and practices.
- Assess individual organization's compliance with merit system principles.
- Report DoD annual HC achievements and level of compliance with merit system principles.

Civilian Human Capital Strategic Plan Goals (CHCSP)

1. **World Class Leaders** – *The Department of Defense has diverse civilian leaders who effectively manage people in a joint environment, ensure continuity of leadership, and sustain a learning environment that drives continuous improvement across the enterprise.*
 2. **Mission-Ready Workforce** – *The Department of Defense has a highly capable workforce characterized by agility, flexibility, diversity, and seamless integration with the Total Force.*
 3. **Results-Oriented Performance Culture** – *The Department of Defense has a mission-focused, results-oriented, high-performing culture.*
 4. **Enterprise HR Support** – *The Department of Defense civilian human resources community is strategically aligned and customer-focused, and provides measurable, leading-edge results.*
- Conducting on-site organizational evaluations to ensure compliance with merit system principles and to assess HC programs and practices.
 - Reviewing installation accountability metrics/programs.
 - Developing DoD unique metrics to assess accomplishment of CHCSP goals and objectives.
 - Conducting enterprise-wide program reviews; i.e., delegated examining, training, and awards.
 - Reporting on OPM's government-wide HC metrics.
 - Conducting HC survey analysis to determine perceptions and identify positive areas and areas in need of improvement.
 - Showcasing enterprise-wide HC best practices and initiatives.
 - Providing senior leaders and evaluated entities with feedback on HC management.
 - Holding management accountable for data-driven HC results.
 - Submitting to OPM annually the Department's HC Management Report.
 - Continuing to revise CHCAS to improve the enterprise-wide accountability system.

What Does CHCAS Do?

The CHCAS evaluates annual HC accomplishments using the OPM HCAAF serves as the vehicle to demonstrate HC results achieved, promote continuous improvement, and ensure adherence to merit system principles and other laws and regulations. CHCAS activities include: