

CP-18 Mission

**Recruit, Develop and Retain a Relevant,
Ready, Diverse, and Technically Proficient
Workforce to Meet the Needs of the Army
and the Nation.**

CP-18 Goals

- Recruit the Best Talent to Serve as Technical Experts and Leaders of the Future.
- Develop a Diverse World-Class Workforce with a Reputation for Technical and Leadership Excellence.
- Create an Exciting and Challenging Career Experience that Enables Lifetime Learning and Rewards Technical and Leadership Excellence. Retain the Best as the Employer of Choice.

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Goal 1 & Initiatives

Recruit the Best Talent to Serve as Technical Experts and Leaders of the Future.

- Expand National & Regional Recruitment Opportunities
 - Recruit the Top Students from Accreditation Board for Engineering and Technology (ABET) Science, Technology, Engineering and Mathematics (STEM) Schools (Local and DA Interns)
 - Recruit an Experienced Journeyman Workforce from the Public and Private Sectors
 - Recruit a Diverse Intern & Journeyman Workforce
- Support National & Regional efforts to Encourage STEM Enrollment in Middle and High Schools

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Goal 2 & Initiatives

Develop a Diverse World-Class Workforce with a Reputation for Technical and Leadership Excellence.

- Expand Competitive Development Opportunities : CP-18 Leadership Development Program, Training-with-Industry, Advanced Civilian Schooling, ...
- Update the ACTEDS Plan and Synchronize with Army and CoP Competency Initiatives
- Implement the Master Intern Training Plan (MITP)

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Goal 3 and Initiatives

Create an Exciting and Challenging Career Experience that Enables Lifetime Learning and Rewards Technical and Leadership Excellence. Retain the Best as the Employer of Choice.

- Develop Career Program Goals, Objectives, Value Proposals & Metrics
- Recognize Excellence in the Career Program – Interns, ACPMs, Supervisors, Mentors
- Develop and Implement an ACPM Training Program
- Develop and Implement a Communications Plan
- Support Lifetime Learning and Technical Competency Initiatives
- Establish a Career Program Proponency Office
 - Secure and Effectively Manage CP Resources