

DCAP Program Overview

The DFAS Career Acclimation Program (DCAP) is a rebranding of the current Leaders In Motion (LIM) program for employees entering developmental, professional and administrative positions typically targeted to a GS-09 or GS-11 level.

The program provides a framework for developing DFAS employees. The continuing value of the program relies upon keeping the program in alignment with the mission and changing skill requirements in the Department of Defense and the Defense Finance and Accounting Service.

Key Program Requirements

Process Improvement Project	Participants are required to successfully complete one project within the 2 year program period
In Class and eLearning Training	A total of seven (7) classes are required with a focus on project management, diversity, and leadership
Job Exposures	The goal of the job exposure experience is to learn the job <u>AND</u> gain exposure to its related processes and functions. Two (2) job exposures are required during the program period, with each between eight (8) and 40 hours
Mission Overviews	Overviews are an intentional enterprise-wide effort to acclimate, educate and engage our workforce on the work DFAS does and the customers DFAS supports
Mentoring	Participants must have at least one mentor and meet with the mentor on a regular and recurring basis throughout the program

Launch

Employees hired into the program after March 18, 2019 will enter DCAP.

Goals

Focus on learning the job and gaining exposure to its related processes and functions

Create an agile workforce focusing on competencies and transferrable skills

Enhance technical skills resulting in agency and organizational awareness

Develop a capable and functionally trained workforce

For more detailed information or questions, contact your Career Program Coordinator