

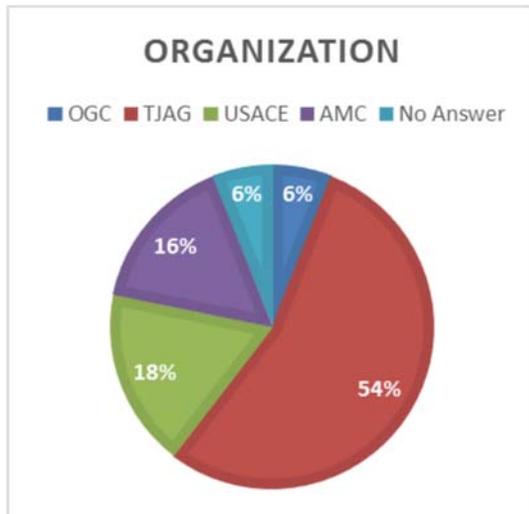
2018 CP-56 Survey Results

The 2018 CP-56 Survey opened 15 October 2018 and closed 21 November 2018. The survey results are completely anonymous.

** Please note that if you took our survey between 19 October and 14 November, your responses were lost due to HQDA server damage. If you think your responses have not been captured and want an opportunity to give CP-56 feedback, please email Lyndsay M. Lujan at lyndsay.m.lujan.civ@mail.mil.**

We received 307 responses to our survey. Overall, about 12% of the CP-56 population responded. The percentages below reflect the answers of the survey respondents. Thank you to everyone who took the time to take the survey and give us feedback on CP-56, our training, and how we can better serve you.

Quick Overview – Who Responded?



GS Level

GS-3 or below	<1%
GS-5	<1%
GS-6	<1%
GS-7	1%
GS-8	<1%
GS-9	13%
GS-10	<1%
GS-11	10%
GS-12	7%
GS-13	27%
GS-14	24%
GS-15	13%
No Answer	<1%

Occupational Series

0301/0303 Administrative assistant / Executive Officer	1%
0306 Government Information	3%
0319 Court Reporter	<1%
0901 Legal Kindred	2%
0904 Law Clerk	<1%
0905 Attorney	67%
0950 Paralegal	20%
0963 Legal Instruments Examiner	<1%
0986 Legal Technician / Assistant	3%
0998 Claims Examiner / Technician	<1%
1222 Patent Attorney	1%
No Answer	<1%

Permanent Employee

Permanent	91%
Temporary/Term	8%
No Answer	1%

2018 CP-56 Survey Results Continued

Short- and Long-Term Goals

Respondents were asked to list their top three short-term and long-term goals.

	Short-Term Goal	Long-Term Goal
Attend Training	75%	41%
Develop Expertise in Additional Area of Law	51%	54%
Attend CES Basic/Intermediate/Advanced Course	27%	16%
Promotion or Reassignment	39%	39%
Move to Another City/State	8%	13%
Find Another Job	14%	15%
No Answer	2%	3%

Necessary Competence to Achieve Goals?

Yes	82%
No	10%
No Answer	8%

Competencies

	Most Proficient	Would Like More Training
Ability to analyze problem	38%	11%
Ability to identify and evaluate alternative solutions	18%	21%
Skill in use of technology	6%	57%
Customer-mission focus	27%	11%
Ability to work with high-level clients	32%	20%
Knowledge of legal office rules of professional responsibility and ethics	12%	13%
Skill in research	17%	36%
Skill in identifying issues	47%	8%
Skill in written/oral communication	48%	23%
No Answer	9%	10%

Questions?

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2018 CP-56 Survey Results Continued

In order to accomplish goals, careerists would be willing to:

Attend a short course	79%
Hone your skills to become an expert	63%
Expand your knowledge of other legal topics	64%
Move to a new location	29%
Return to school to obtain a degree/certificate	40%
Other	6%
No Answer	9%

Leadership Opportunities/Training

Our survey requested respondents to indicate whether leadership opportunities or training would help respondents advance their careers. Of all of our questions, we had the most respondents seem unsure of what leadership training, if any, would be available or helpful. Additionally, the number of respondents that did not answer the question jumped from our average of 10% to 36%.

Multiple respondents requested CP-56 to offer OPM's leadership courses. Throughout the years we have tried to send our careerists to OPM's courses, however, OPM will not work with the Army Career Program's billing and payment system, so we have been unable to send careerists through CP-56.

Do you feel as if you must obtain a leadership position in order to advance your career?

Yes, and I have the necessary training and experience	34%
Yes, and I need the necessary training and experience	20%
No	36%
No Answer	10%

Would leadership training assist you in obtaining your goals?

Yes	59%
No	31%
No Answer	10%

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2018 CP-56 Survey Results Continued

List any specific leadership training opportunities that you would like offered.

Any	4%
Supervisory	5%
Detail/TDY	<1%
CES Advanced Course	3%
War College	<1%
Not Sure	7%
N/A	8%
No Answer	36%

Training Opportunities

Does your office provide training opportunities for your occupational series?

Yes, and I am satisfied with those offerings.	45%
Yes, but I am not satisfied with those offerings.	25%
No	18%
No, not interested in the training offered.	<1%
No Answer	12%

In-Person or Online Training?

In-Person	67%
Online	20%
No Answer	12%

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2018 CP-56 Survey Results Continued

Have you previously applied for CP-56-funded training?

Yes	36%
No	51%
No Answer	13%

Multiple respondents noted that their appointment as term/temporary versus permanent employee affected their ability and willingness to apply for training. ***Please note that AR 350-1 eliminated the requirement for training applicants to be permanent employees.***

Other reasons respondents did not apply for training included: Not knowing of the opportunity to apply, did not meet application requirements, not interested in the training, and the application process was too cumbersome.

Do you feel the training offered by CP-56 is relevant to your current position or career goals?

Yes	63%
No	24%
No Answer	13%

Prior to this survey, were you aware that CP-56 offered centrally funded training?

Yes	70%
No	17%
No Answer	13%

Have you completed the appropriate Civilian Education System (CES) level training? (basic GS-01 through GS-09, intermediate GS-10 through GS-12, and advanced GS-13 through GS-15)?

Yes	38%
No	5%
No, unsure/unaware	12%
No, not required for position	5%
No, no opportunity due to office budget or time constraint	9%
No, considered waste of time/bad curriculum	4%
No, cannot travel	2%
No, attempted but time out/application issues	3%
No, but plans to complete	7%
No Answer	13%

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2018 CP-56 Survey Results Continued

Receiving Communications

Do you receive notice of CP-56 training opportunities?

Yes	66%
No	20%
No Answer	14%

What is the primary method through which you receive notice of CP-56 training opportunities?

Email	71%
ACT	<1%
JAGCNet	17%
MilBook	6%
Other	9%
No Answer	14%

The last two survey questions asked respondents to list what training opportunities they would like CP-56 to offer and what other suggestions or comments respondents had for CP-56, generally. We received hundreds of comments and are reviewing each comment individually, but common suggestions included offering: a paralegal certificate course; more labor and employment courses; more LLM spots; ethics courses; more training opportunities closer to home; advanced FOIA courses; and courses that fulfill CLE requirements.

Thank you again to everyone that responded to our survey. We read every response and look forward to refining our program and implementing your suggestions.

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