

## **Civilian Corps Chief Commanders/CSMs Msg #7 (8 January 2014)**

Commanders and CSMs,

Just a quick note to say that I hope your holidays have been terrific so far and to wish you all the best in the coming year. There is, as always, a lot going on with your civilians so I also wanted to update you on a few issues.

First, a reminder that the MEDCOM G-8 and the Civilian Corps are working on a metric that we hope will begin being applied in FY 14 to measure performance against civilian training requirements. The components of the metric will include:

- Completion of an Individual Development Plan (IDP) for your civilians (a long standing requirement for all our civilians)
- Completion of the on line Foundation Course in the Civilian Education System (CES) by those for whom it is required (individuals coming on board as DA civilians after 30 Sep 06), and
- Completion of the distance learning component of individuals' grade specific CES course (Basic Course for GS 1-9, Intermediate Course for GS 10-12, and Advance Course for GS 13-15)

Your organization will receive dollars in its budget based on the degree of compliance. This is something that folks can start on now so that when the metric comes on board your unit will already have a running start. One final note: For prior military who participated in OES or NCOES, they can receive credit for their grade-specific course requirement based on the level they attended in OES/NCOES, so most units will get another "running start" with this metric. We'll be publishing the procedures for getting that credit in the very near future.

Second, in order to help with execution of your folks' IDPs, we're sponsoring supervisor training on DCO about the IDP and the supervisor role in its execution. The training will be in January and the schedule is available on the AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) under the "What's New" link on the left side. The training is only about 45 minutes and will be useful in helping you perform against the metric I mentioned above. Sure could use your help in encouraging your supervisors of civilians to attend—BOTH military and civilian supervisors. Another point of information: We are planning to record one of the sessions and make it available on the website for folks who can't make the actual training. It's a backup but, as always, attendance at the actual training is better so we can respond to specific questions, etc. You get the meaning. Thanx in advance for your assistance.

Third (and next to last) we have, and will announce to your folks shortly, an opportunity for a limited number of civilians to attend the AMEDD Executive Skills Course in April. I

ask your support in identifying candidates and supporting their applications. I expect to announce the opportunity to the Corps within the next 10 days.

Lastly, for the last 20 months we have had an AMEDD Civilian Corps Board of Advisors consisting of 12 individuals who serve as my steering committee for strategy and issues. The 12 represent the breadth of the Corps' 270 job series. We are in the process of replacing three members who are stepping down. The categories are #'s 2, 4, and 10 (definitions are available on the website under the "What's New" link along with application information) and there is no grade requirement associated with the positions. It's not very time consuming and gives folks a great opportunity to serve and to learn more about the strategic level of the AMEDD and our Civilian Corps. The announcement seeking applicants came out in a message from me on 15 November. Would appreciate your support in reminding your civilian staff about the opportunity. Thanx in advance.

So, that's it for now. I wish you and yours a very Happy New Year filled with blessings and all things good. Take care.

Sincerely,

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