

Mission

To revolutionize the current culture to build an integrated ready, agile, engaged and enduring professional team serving Army Medicine.

Vision

The AMEDD Civilian Corps of 2030 will be a ready, agile and engaged team of professionals recognized for quality, innovation, and customer service to support Army Medicine.



AMEDD

Civilian Corps CONNECTION

AMEDD CIVILIAN CORPS QUARTERLY NEWSLETTER

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Email: usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@army.mil

 Issue 9, Quarter 2
Jan 23 - Mar 23



THE CORPS CHIEF CORNER

Leadership Philosophy

Joseph C. Rheney
Deputy Chief of Staff
Resource Management (G-8/9)

Army Medicine Team,

This is the 9th issue of the AMEDD Civilian Corps Connection Newsletter. It is an honor and privilege to serve as your AMEDD Civilian Corps Chief, and I am grateful for what each of you contribute to Army Medicine on a daily basis. I'd like to take the opportunity to share my leadership philosophy with you during my first "Chief's Corner."

Again, thank you for your exceptional selfless service that you provide every day and in support of Army Medicine and the Nation.

My Leadership Philosophy is a brief glimpse into the TRUTH about how I strive to live, work and lead,- Trust, Responsibility, Understanding, Tenacity, and Happiness.

Trust: I believe trust is the foundation of our interactions and decisions. Personally, I place my trust in God to guide me in my decisions and to provide the power and purpose for my life. In the workplace, I strive to foster trust vertically and horizontally within the organization.

- * Don't be afraid to take initiative. Showing initiative helps to identify and solve problems and at the very least will get people to think about problems or solutions they might not have considered otherwise.
- * Don't try to focus on everything yourself. You have to trust your teammates to take care of their lane. Prioritize tasks or concerns and focus on 3-5 areas to excel.
- * Do the job right the first time. We have been entrusted to perform a job. Don't make others have to correct your work or waste their time redoing it. Develop mutual accountability for standards and performance.

Responsibility: I value personal responsibility,- admitting mistakes but then learning and moving forward, doing the right thing when nobody is watching, and stepping up to the task at hand.

- * Don't sweat the small stuff. Anxiety and worry are the enemies of productivity and creativity. Work hard at what you can affect and patiently wait for the situation to develop.
- * Service is everyone's #1 responsibility. No matter what job we do, we have to remember to treat customers with respect. Go out of your way to make your customers feel like they are your #1 priority.

Understanding: It is always my intent to thoroughly understand my organization, my mission, my people, and myself.

- * Get to know and genuinely care about your subordinates and peers. Take the time to understand the values of those you work with. Know what motivates and concerns them.
- * Communicate face to face whenever possible. In many ways, email has become a barrier to understanding. Take the time to look someone in the eye when trying to coordinate or discuss a sensitive issue. Long meetings can also decrease the value of communication.

Tenacity: Don't give up when you're given an unsatisfactory or incomplete answer. Try to answer all of the "Why's". Try to approach problems in new and innovative ways.

- * Strive for excellence not perfection. Don't be a perfectionist or expect the same from others. I support learning and improvement while working towards an excellent product.
- * Continually look for ways to improve yourself, your organization, and your co-workers. Help yourself and others achieve their full potential. Make sacrifices to make this happen. Invest in the lives of those around you.

Happiness: I believe balance between our physical, mental, and emotional well being is the key to happiness. I value my faith in God, my relationship with my family, and the service of my country, (in that priority) as the building blocks of my personal happiness.

- * Enjoy what you do or consider a change. The most effective people are those who have their priorities straight and find real purpose in their job.
- * Recognize and reward innovation and hard work. Leaders should motivate others through words and actions. They should help subordinates find their niche in the workplace.

QUARTERLY EVENTS

JANUARY

- 1 Federal Holiday
- 9-27 AMSC METT CES-Intermediate Course (JBSA-FSH)
- 13 2023 AMEDD Iron Majors Week Nominations Due/ 1QFY23 Army Medicine Wolf Pack Nominations Due
- 16 Federal Holiday
- 18 AMEDD Regiment (Jan 2023) O2M3 Advisory Council Army Civilian
- 19 Enterprise Steering Committee (CESC) AMEDD Regiment
- 27 O2M3 (Feb 2023) Nominations Due

FEBRUARY

- 2 Army Nurse Corps Birthday
- 6-9 Joint Medical Executive Skills Institute Intermediate Executive Skills (IES) Course (JMESI-IESC)
- 9 Army Enterprise Human Resources Executive Council (HREC)/ AMEDD Junior Leadership Course Nominations Due AMEDD
- 15 Regiment (Feb 2023) Advisory Council
- 20 Federal Holiday
- 22 Army Employee Engagement (E2)
- 27 AMEDD Regiment O2M3 (Mar 2023) Nominations Due

MARCH

- 1 Army Enlisted Corps Anniversary
- 2 Army Civilian Enterprise Steering Committee (CESC)
- 3 AMEDD Dental Corps Anniversary
- 26 AMEDD Civilian Corps 27th Year Anniversary
- 27 Regiment O2M3 (Apr 2023) Nominations Due
- 27-31 2023 AMEDD Iron Majors Week
- 31 2QFY23 Wolf Pack Award Nominations Due

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WOLF PACK NEWS

Team Army Medicine,

It is with great pleasure that LTG Dingle and I announce the 4th Quarter, Fiscal Year 2022 Army Medicine Wolf Pack Award winner, the Medical Mobile Simulation Team-Europe (MMoST-E), U.S. Army Medical Department Activity-Bavaria (MEDDAC-B), Medical Readiness Command-Europe.

The team of 17 Army Active Duty military and Department of the Army Civilians worked closely through coordination and support from over a dozen MEDDAC-B multi-disciplinary staff members representing each Military Medical Treatment Facility (MTF) to plan, pilot, and execute both a static and mobile education and training platform. This capability provided the overall readiness training to support achieving the team's goal to increase the individual critical task list (ICTL) completion percentage for six direct reporting units (DRUs) across the five geographically dispersed locations in southern Germany.

The team's exceptional contributions focused on multiple actions to increase the ICTL percentage creating a synthetic Role I environment using task trainers and class VIII for static training to support local DRUs. Through a bottom-up approach, both leadership and operations staff at the individual DRUs reviewed and analyzed which ICTs were unavailable for training locally and coordinated training for the more advanced tasks. Efforts are under way with expanding training capabilities by acquiring the necessary software and installation of the SimMan 3G to execute training on more advanced tasks. Additionally, future partnerships are being established with the Landstuhl Regional Medical Center to offer the Trauma Nurse Core Course and with the local medical simulation center to conduct training for low-frequency higher complexity tasks for some Area of Concentration/Military Occupational Specialty personnel. In support of the Army Medicine Campaign Plan (AMCP) Objective 2.2, "optimize operational reach," the team's efforts included assisting Landstuhl Regional Medical Center clinics located in Vicenza and the Aviano Air Base, Italy clinic to assist partner organizations with completion of their ICTs training a total of 36 Soldiers and Airmen in over 600 ICTs. The efficiency of the team ensured all five MTFs and HHC personnel were trained. As a result, the team increased the total number of ICTs completed from 1,990 in November 2021 to 4,579 in September 2022 with the MMoST-E contributing significantly to the 130% increase over baseline.

The team's dedication to duty in support of the AMCP's approach of "strengthening alliances and partnerships," provided an opportunity offering a multi-national medical simulation event to Polish and German partners. During this training, the team set up simulation in a field environment for over 50 MEDDAC-B staff, operational units, and international allies. This initiative resulted in the team's invitation to participate at the Estonia International Military Conference in December 2022.

Please join us in congratulating the MMoST-E team for their exceptional teamwork and noteworthy outcomes. These efforts illustrate selfless service and dedication, as well as epitomize the highest standards of the Army and Army Medicine.

Congratulations Team!

v/r,
Chris

Chris Rheney
Chief, AMEDD Civilian Corps

The Army Medicine Wolf Pack Award



The Surgeon General and the AMEDD Chief, Civilian Corps created the Wolf Pack Award to recognize exceptional teamwork by an integrated group of military and civilian team members focused on excellence in support of Army Medicine. Sponsored by the AMEDD Civilian Corps, this award is intended to recognize and celebrate successes of teams throughout Army Medicine. Winning teams will be selected and announced quarterly. Quarterly winners will automatically compete for the “Wolf Pack of the Year” Award, presented annually at the MEDCOM Training Symposium or other appropriate forum.

Eligibility and Selection Criteria

Eligible teams must consist of a mix of civilian and military team members. The Wolf Pack Award recognizes teamwork that The Army Medicine Wolf Pack Award drives excellence in outcomes supporting the Army Medicine mission. The winning teams must demonstrate excellence and effective teamwork resulting in significant products or services with the potential for broad impact in support of Army Medicine. Endorsements must confirm EO/EEO/HR adverse action screening for all team members being nominated.

FY22 - 3rd Qtr Wolf Pack Award Winner

We are pleased to announce the 3rd Quarter FY 2022 Army Medicine Wolf Pack Award to the US Army North (ARNORTH), Fifth Army, Office of the Command Surgeon (OCSURG) Staff, Fort Sam Houston, TX. by clicking here: <https://ameddciviliancorps.amedd.army.mil/wolf-pack-award>.

FY23 - 1st Quarter Wolf Pack Awards, Call for Nominations Suspense: 13 Jan 2022

Nominations are being accepted for the 1QFY23 Wolf Pack Award. Anyone can nominate a team for this award, with Command endorsement. Click below to download the Wolf Pack Nomination Form. Submit completed forms via email to AMEDD Civilian Corps Chief at any time throughout the quarter. Nominations must be received by the last working day of the month for consideration of the award for that quarter.

Go to the AMEDD Civilian Corps website to find additional information reference the nomination packet: <https://ameddciviliancorps.amedd.army.mil/static/WOLF%20PACK%20Nomination%20Packet%20Finalv1-FEB22-e4f40ddcd97ed2ecd1774e74dcf0f53c.pdf>.



The AMEDD Wolf Pack Award is designed to recognize and celebrate successes of teams made up of a mix of Army Medicine Civilians and Active Duty Military. The Wolf Pack Award recognizes teamwork that drives excellence in outcomes supporting the Army Medicine mission.

Visit the Wolf Pack page out on the AMEDD Civilian Corps website for for more information on previous winners: <https://ameddciviliancorps.amedd.army.mil/wolfpack-award>

[OTSG MEDCOM PM 22-009, Army Medicine Wolf Pack Award, dtd 11 Mar 2022](#)

Happy 27th Anniversary AMEDDD CIVILIAN CORPS!

TO SUPPORT OUR SOLDIERS ... AS HONORABLE SERVANTS

ARMY CIVILIANS

FOR LOVE OF COUNTRY AND FAMILY ... AS STEWARDS OF THE ARMY PROFESSION



Since 1776, the Army has employed Civilians to work alongside Soldiers in uniform filling critical support roles in more than 500 career fields. With nearly 300,000 employees, the Army Civilian Corps is one of the largest, busiest, and most successful organizations within the Department of Defense.

The Civilian Corps has been called “an integral and inseparable component” of Army Medicine. That remains true today, just as it did 248 years ago. Throughout history, the Civilian Corps has helped to provide the highest quality medical, dental, and preventive care; groundbreaking medical research; and provided support to battlefield medicine and medical logistics for our Soldiers. Civilians are increasingly vital to the Army’s effort to maintain and improve readiness at an affordable cost, as they serve alongside Soldiers around the world. Where specific military skills are not required, civilians provide a source of quality talent, enabling the Army to use existing military talent and contract services only where required across the generating force.

Over 10K strong, the AMEDDD Civilian Corps team members provide stability, continuity, and leadership around the world. On March 26, 2023, as the Army Medical Department Civilian Corps celebrates 27 years as a recognized corps, Army Medicine Civilians continue to treat our Soldiers, Civilians, and Army Families and help keep them safe from injury and illness.

Army Medicine Civilians continue to handle a wide range of technical and professional functions in support of Army Medicine that help to improve the lives of all members of the Army Family. The Civilian Corps will always be an indispensable pillar of Army Medicine, just as Army Medicine is a pillar of strength for the Army.

The Army Profession and the Civilian Corps

The U.S. ARMY AS A PROFESSION

The professional responsibilities of Soldiers and Army Civilians include:

- Preserve the trust and confidence of the American people and fellow Army professionals by sustaining the five essential characteristics of the profession (Trust, Military Expertise, Honorable Service, Esprit de Corps, and Stewardship).
- Advance our expert knowledge, skills, and abilities in unified land operations, develop every Army professional in competence, character, and commitment.
- Strengthen our honorable service and demonstrate our strength of character by living in accordance with the Army Values and the Army Ethic. These Values and principles are the basic moral building blocks of our profession. Army professionals are individually responsible for developing and maintaining moral character and competence, on and off duty, while following their own personal commitment to work that is more than a job—a calling to serve in the defense of the Nation.
- Create and sustain a positive working environment, increase collaboration and teamwork to build cohesion, and foster pride in our profession's winning spirit through esprit de corps.

Through stewardship, ensure the present and future development and effectiveness of the profession's people and resources. As stewards of this honorable profession, all Army professionals must not only police themselves but also fellow members of the profession.

When faced with decisions and ethical dilemmas, have the personal courage to stand strong and choose an ethical, effective, and efficient course of action. Conduct themselves and hold each other accountable in a manner consistent with the Army Ethic and worthy of our professional status.

Becoming an Army Professional

When a Civilian employee takes their initial oath, they voluntarily join the Army Profession as an aspiring Army professional. The Army certifies the expertise of individuals and units, at different stages during their service and varying based upon the particular skill set. The Army is a profession of professions, some uniquely Military and others with close Civilian counterparts. Army Civilians are selected and hired for specific positions, based upon their documented talents and the potential they exhibit during the selection process. Most Army Civilians when initially employed are placed on a probationary period. The purpose of the probationary period is to provide an opportunity to evaluate an individual's conduct and performance on the job to determine if an appointment to the civil service should become final (per 5 Code of Federal Regulations (CFR) 315.801 and 5 CFR 315.802). In parallel with, but distinct from the probationary process, is the supervisor's and higher level reviewer's assessment of the employee's performance. The employee will earn initial certification and recognition as an Army professional within the Army Profession, when they complete the following:

- Successful accomplishment of performance standards identified in their performance plan.
- Develop an IDP with the assistance of and approval by their supervisor.
- Civilian Education System (CES) requirements (e.g., Foundation Course).
- Supervisor Development Course (SDC) (mandatory if the employee is in a supervisory position).
- Career Program specific training and education requirements, if applicable.
- Army required training.
- Successful completion of the experiential onboarding and acculturation process and all requirements set forth by their supervisor.

Visit the Center for the Army Profession and Leadership (CAPE) website to learn more about the Army Profession as described in the Army Doctrine Reference Publication (ADRP) 1: capl.army.mil

Army Civilian Implementation Plan (CIP) 2022

The Civilian Implementation Plan (CIP) 2022 was officially launched at the AUSA 2022 meeting and exposition last month. CIP 2022 focuses on four critical areas: acquire, develop, employ, and retain. Over the past two years, the Army has expanded its recruitment efforts with the goal of acquiring top talent to gain critical mission occupation throughout the workforce.



Want to learn more? Visit <https://www.army.mil/asamra#org-civilianimplementation-plan>



Did you Know?

Talent Management and Human Resources: Who Does What In The Army Civilian Human Resources Agency?

Many are aware that Army Civilian Personnel Centers (CPACs) fall under the Civilian Human Resources Agency (CHRA). As part of the Army People Strategy's 2020 Civilian Implementation Plan (CIP), ACCMA was created and is also nested under CHRA. As part of this CIP transformation, 32 former individual career programs were streamlined into 11 career fields under ACCMA. With all this reorganization, customers have asked questions about the types of support services they can expect from ACCMA's Career Fields and CPACs. The chart below lays out those distinct functions.

<i>ACCMA & Army Career Fields are charged with executing enterprise-wide strategic initiatives to attract, acquire, develop, and retain Army's talented Civilian Corps. Tasks include:</i>	<i>CPACs execute the critical administrative functions to assist with managing Army's 300,000 Civilian employees. Tasks include:</i>
<ul style="list-style-type: none">• Identifies and develops strategies to close skill gaps for Army Civilians• Identifies, justifies and executes funding for training opportunities critical to meet current and future mission requirements• Implements enterprise-wide programs to attract, acquire, develop, promote, and retain quality and diverse talent• Manages Army Intern & Fellows Programs• Serves as conduit between Army's strategic talent management initiatives and the Career Field	<ul style="list-style-type: none">• Hiring• Position classification• Onboarding• Retirements and separations• Labor/Management Employee Relations• Processing awards• Supervisor training• Direct administrative support to hiring offices• Army benefits

Education Check!



Is your MyBiz+ educational record correct? By confirming the accuracy of your information, your Professional Services Career Field Team will have a better understanding of the various educational backgrounds in our career field. This will aid in tailoring future talent management services. Correcting your record can be done in just a few easy steps:

1. Login to <https://compo.dcpds.cpms.osd.mil>
2. Scroll down to "Detail Pages" and select the yellow "Professional Development" icon
3. Click the "Education" tile
4. Click "Add"
5. If educational information is incorrect/missing, then follow the "Add Education Wizard" through each step to ensure record is accurate.
Per OPM guidelines, attorneys with a J.D. should select "15-First Professional." Attorneys who also possess an LL.M. should select "17-Masters Degree." Use this [OPM guide](#) to assist with correctly identifying your education level.
1. Login to <https://acpol.army.mil> and select the "EMPLOYEE" tab at the top of the page
2. Under the "Employee Data" tile, click "Go!"
3. On the left side of the screen under "Helpdesk" select "Enter a new ticket"
4. Under "Select Ticket Type" select "(+)MyBiz Correct Personnel Record"
5. In the Sub Type menu that appears, select "(My Biz) Education Level"
6. Complete all required fields under "Enter a New Ticket"
7. Click "Submit"

Be aware that HR may request verifying documentation. It can take up to a month for changes to process. Please contact your Functional Community Manager with any questions or concerns.

SUPERVISOR'S CORNER

SUPERVISOR TALENT DEVELOPMENT TOOLS

By: Michael Costanza

The Army People Strategy focuses on the Army's greatest asset—its people—by developing supervisors and all personnel to reach readiness levels to sustain and advance both current and future Army strategic vision, goals, and objectives. To that end, Supervisor Talent Management (STM), through its Supervisor Operational Process Team (S-OPT), has developed two handbooks as resources for supervisors to use in supervisor development; the Supervisor Coaching and Mentoring Guide and the Develop Army People handbooks.

The Supervisor Coaching and Mentoring Guide will assist supervisors with navigating common challenges and guides existing supervisors to coach new supervisors during their developmental or probationary period by focusing on 11 recommended topics derived from the Office of Personnel Management (OPM) leadership competencies. It helps supervisors increase proficiency levels throughout every echelon of supervision. Included with each topic are Army and private sector resources, which offers opportunities to learn more about vignettes, role-playing scenarios, and practice skills. They include supervisor feedback and discussion questions to promote how a new supervisor would analyze and react in certain situations by incorporating what they learn into their supervisory role. Experienced supervisors and leaders may add topics, competencies, and resources to meet their unique mission requirements and the Army's vision of developing world-class supervisors supporting our civilian workforce. The overarching goal is to create an open dialogue, build trust, and enhance rapport among new supervisors with their own supervisors.



The Develop Army People handbook was created to assist supervisors as they build the knowledge, skills, behaviors, and preferences (KSBBPs) of our civilian team members by defining what it means to develop our Army Civilians for their current and desired civilian roles. This guide describes some key people development concepts and considerations, such as assessing needs, planning, implementing, measuring, and rewarding people development so that supervisors can become force-multipliers in developing Army Civilians.



AMEDD CIVILIAN CORPS HOSTS STRATEGIC OFFSITE



Development of the AMEDD Civilian Corps Strategy Map is expected to continue. On 13-14 Dec 2022, the AMEDD Civilian Corps hosted the Corps Strategic Offsite at the ROC Drill Facility which included approximately 30 participants. The purpose of the Offsite was to update and synchronize the AMEDD Civilian Corps Strategy Map consistent with the Army Medicine Campaign Plan and 2022 Army People Strategy (APS) Civilian Implementation Plan (CIP). Mr. Chris Rheney, AMEDD Civilian Corps Chief welcomed the participants and provided Opening Remarks.

Guest Speakers included Mr. Peter Hosutt, Deputy Dir, CHRA; ASA M&RA Civilian Implementation Plan Integrator, Ms. Denise Howell-Parker; Mr. Mike DeYoung, ACCMA Dir, Career Fields; Mr. Michael Waschek, ACCMA Dir, Medical Career Field; and representation from the MRCs, MSCs, MRDC and select Senior Leaders. Participants received an overview of the 2022 APS CIP; roles and responsibilities of the Command Career Field/Functional Community Representatives; overview of the ACCMA Medical Career Field; updates from the MEDCOM G1 CHRD related to the MHS Transition, MEDCOM HQ Workforce Shaping initiatives, HR Servicing and Direct Hire Authority; and updates related to the DOD/Army Enterprise Civilian Education Training and Leader Development Program. The End State is a validated Corps Mission and Vision Statements; established AMEDD Civilian Corps Strategy Map; and enhanced Corps Programs and Initiatives. Participants were assigned within each of the four (4) Lines of Effort (Acquire, Develop, Employ and Retain.) Next steps include WG participants validating each of the supporting objectives and initiatives within each of the LOEs. Brief out to the AMEDD Civilian Corps Chief is scheduled for February 2023.

MAXIMIZING YOUR FULL POTENTIAL



“The best way to predict the future is to create it.”

~ Peter Drucker

HOW TO REACH YOUR CAREER FIELD

CAREER FIELD MAILBOX LIST	
CAREER FIELD	GROUP MAILBOX
Construction, Engineering, and Infrastructure	usarmy.belvoir.chra-accma.mbx.cei-cf@army.mil
Contracting	usarmy.belvoir.chra-hqs.mbx.accma-contracting-and-procurement-cf@army.mil
Digital Technology	usarmy.belvoir.chra-hqs.mbx.accma-digital-technology-careers@army.mil
Education and Information Sciences	usarmy.belvoir.chra-hqs.mbx.accma-edis-career-field@army.mil
Human Capital and Resource Management	usarmy.belvoir.chra-accma.mbx.hcrm-career-field@army.mil
Installations	usarmy.belvoir.chra-accma.mbx.installations-career-field@army.mil
Logistics	usarmy.belvoir.chra-hqs.list.accma-logistics-career-field@army.mil
Medical	usarmy.belvoir.chra-accma.mbx.medical-career-field@army.mil
Professional Services	usarmy.belvoir.chra-accma.mbx.professional-services-cf@army.mil
Science, Engineering and Analysis	usarmy.belvoir.chra-accma.mbx.sea-cf@army.mil
Security and Intelligence:	usarmy.belvoir.chra-accma.mbx.security-and-intelligence@army.mil

Contribute to the Civilian Corps Connection Newsletter!

Send your articles or suggestions (along with any photos or graphics)
to the Corps Chief mailbox at:

usarmy.jbsa.medicalcoe.mbx.civilian-corps-chief@army.mil

Announcements & Opportunities

Army Civilian Career Management Activity (ACCMA) Newsletter - November 2022

Check out ACCMA's November 2022 Newsletter which may be found at <https://ameddciviliancorps.amedd.army.mil/static/Issue%2026%20ACCMANews%20November%202022-b5b327ca08fc1d9d21e1ab43a4815885.pdf>

Specific topics include:

- AUSA 2022: ACCMA Supports Building the Army of 2030
- How Does the Army Civilian Corps Recruit Top STEM Talent?
- Army Logistics Fellows Achieve Milestone
- Civilian Implementation Plan (CIP) 2022

Have you Created or Updated your Individual Development Plan (IDP) Today?

An Individual Development Plan (IDP) is a tool to assist employees in planning their career and personal development goals. Its primary purpose is to help employees reach short and long-term career goals, as well as improve current job performance. An IDP is not a performance evaluation tool or a one-time activity. The IDP represents the partnership between the employee and the supervisor, and involves preparation with continuous feedback.

The IDP is a performance improvement tool designed for Army Civilians. It is an annual requirement completed in partnership with the supervisor and the employee. When properly used, the IDP includes all the training and leader development activities that assist Army Civilians in achieving their career goals within the context of the organization's mission. Army Civilians may search multiple Army education and training resources, monitor their career development, and receive personalized advice from their supervisor and Army leadership.

Use the attached guide to walk you through the process of creating or updating your IDP! The document is posted on the AMEDD Civilian Corps website under WHAT'S NEW & ANNOUNCEMENTS at <https://ameddciviliancorps.amedd.army.mil/>.

Send us an email through the Corps Chief mailbox at usarmy.jbsa.medical-coe.mbx.civilian-corpschief@army.mil if you have further questions.

Announcements & Opportunities

Udemy

By: Dr. Delicia C. Battle

The U. S. Army has partnered with Udemy Business to provide all Army Civilians on demand training opportunities. This investment in Army Civilian professional development underscores the basic tenets in the Army People Strategy, Civilian Implementation Plan. Army Civilians are essential to the Army providing leadership, continuity, and expertise to enable the Army to fight and win our nation's wars. This learning tool supports the professional development of all Army Civilians.

Udemy is trusted by over 11,000 organizations to upskill their workforce. Now, you can join the thousands of employees who want to access fresh, relevant courses as well as learn the latest tech, business, and soft skills. The Udemy catalog contains over 7,000 courses, which can be used in concert with other virtual or live training opportunities to complete your individual development goals. You now have the opportunity to explore new skills in your current career field or delve into other career fields outside of the traditional classroom.

The potential future capabilities of this tool extend beyond individual training. Udemy has the capacity to create specific learning paths that focus training on meeting goals on individual development plans, which is essential to an Army Civilian's growth and development.

Are you ready to reach your professional development goals with Udemy?



To obtain your Udemy Business license follow these instructions:

1. Go to the Udemy Business home page: armyciv.udemy.com
2. Enter your @army.mil or @mail.mil email address then press continue.
3. Follow the instructions sent to your email address

Army Career Tracker

The Army Career Tracker has transitioned to Army 365 Teams. You can attend via Teams or view a past recorded session. Click and copy and paste the link embedded: Army Career Tracker A365 TEAM. The Army Career Tracker (ACT) Information Outreach team conducts ACT L2 Lunch and Learn Training sessions.

ACT 101 is designed for anyone that is new to ACT or needs to complete an IDP.

ACT 201 training sessions target more advanced users, admins and community owners.

Visit the Information and Updates page at: <https://actnow.army.mil/communities/community/additionalresources-updates>

Announcements & Opportunities

Army Civilian Education System (CES)

FY 2023 Course Schedule

The Civilian Education System (CES) FY23 schedule is now available in CHRTAS and on the Army Management Staff College website. Seats are still available in several FY22 course offerings as well. Course Schedule: <https://armyuniversity.edu/amsc/courses/CourseSchedule>

For additional information visit Army Management Staff College link: <https://armyuniversity.edu/amsc/AMSC>

To register for CES courses. Log on to <https://www.atrrs.army.mil/CHRTAS>

Army Medical Department (AMEDD) Regimental Recognition Program

OTSG/MEDCOM Policy Memo 19-017 dated 28 Jun 2021 reference the Army Medical Regimental Recognition Program policy memo assists in perpetuating the history and traditions of the AMEDD Regiment. The Army Medical Regimental Program provides recognition of individuals who have contributed to the mission of the Army Medical Regiment. Nominations and supporting documents (PII removed) should be forwarded to the AMEDD Regimental Office at: usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@army.mil.

Army Medical Department (AMEDD) Regiment Order of Military Merit (O2M3) Nominations

This is a call for nominations for the AMEDD Regiment (O2M3). The minimum number of years of service with the AMEDD to receive the O2M3 is 15 years. The below forms are required with supporting documentation included. See the Job Aid provided.

Requirements for Military Nominations: ORB/ERB, APFT or ACFT, if pre-COVID, current HT/WT within the last year and 5500/5501, as required. CV/BIOs are required for providers although optional for all others, i.e. Honorary, Retirees, and Army Civilians.

Requirements for Civilian Nominations: Civilian Career Brief, CV/BIO/Resume, and nomination form and waiver, if required. Other military services (USN, USAF, etc.) require the commensurate items and contribution to the AMEDD.

- Jan 2023 Advisory Board meets 18 Jan 2023 - Nominations Due 30 Dec 2022
- Feb 2023 Advisory Board meets 15 Feb 2023 - Nominations Due 27 Jan 2023
- Mar 2023 Advisory Board meets 15 Mar 2023 - Nominations Due 27 Feb 2023

O2M3 Waiver O2M3 Waiver.pdf: <https://hrce.amedd.army.mil/civcorpspublic/document/20747>

O2M3 Nomination Form O2M3_NOMINATION_FORM.pdf: <https://hrcoe.amedd.army.mil/civcorpsadmin/20748>

O2M3 Job aid O2M3 Page Add Job Aid.pdf: <https://hrcoe.amedd.army.mil/civcorpsadmin/20746>

Announcements & Opportunities

Army Medicine Developmental Assignment Program

The AMEDD Civilian Corps is pleased to announce the OTSG/MEDCOM PM 21-008, Army Medicine Development Assignment Program (DAP) with enclosures. The policy applies to permanent MEDCOM Civilian employees in grades GS-07 through GS-15, or equivalent including Appropriated and Non-Appropriated fund. The DAP is intended to promote the expanded use of developmental assignments in support of the MEDCOM Talent Management Program.

Through a phased approach, the AMEDD Civilian Corps Office is partnering with Region/MSC/MTFs to identify/host developmental assignment opportunities. The program will offer training and developmental opportunities that will develop a highly qualified workforce capable of performing current and future career functions.

In an effort to promote the use of developmental assignments and career broadening opportunities in support of the Army People Strategy Civilian Implementation Plan and Talent Management, this program will offer training and development opportunities for professional growth of the Army Medicine Civilian workforce.

The AMEDD Civilian Corps Office is accepting Developmental Assignment Opportunities now!

If you are interested in hosting a Developmental Assignment, contact your Region/MSC/MTF POC - or -the Civilian Corps Office for assistance: usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@army.mil

Check out the AMEDD Civilian Corps page to view the OTSG/MEDCOM PM 21-008 and enclosures to see if a Developmental Assignment is the right opportunity for you at: <https://go.usa.gov/xsyv9>

Announcements & Opportunities

AMEDD Civilian Education Training & Leader Development Opportunities

AMEDD Civilian Corps Hosted Programs - On “Strategic Pause”

The AMEDD Civilian Corps is currently reviewing program processes related to Civilian Education Training and Leader Development. Both the AMEDD Mentorship Program and the Army Emerging Enterprise Leader Development Programs are currently on strategic pause pending further guidance. Please continue to visit the corps’ website for future updates.

Send us an email through the Corps Chief mailbox at usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@army.mil if you have further questions.

ELIGIBILITY

AMEDD Civilians in mid-level grades, GS 11-12, or equivalent
Four (4) AMEDD Civilian candidates will be selected to attend the course.

APPLICATION INFORMATION

Please visit the AMEDD Civilian Corps website to view the announcement and nomination requirements at: <https://ameddciviliancorps.amedd.army.mil>

2023 AMEDD Junior Leadership Course - S: 9 Feb 2023

The 2023 AMEDD IMW is scheduled to take place at Ft Belvoir, VA, 17-21 Apr 2023.

ELIGIBILITY

AMEDD Civilians in mid level management positions GS 09-11 or equivalent.
Nominations will be submitted NLT 9 Feb 2023.

APPLICATION INFORMATION

Please visit the AMEDD Civilian Corps website to view the announcement and nomination requirements at: <https://ameddciviliancorps.amedd.army.mil>

Enterprise Civilian Talent Development Program Catalog

The Enterprise Civilian Talent Development Program Catalog is an annual publication that provides an overview of training and development opportunities and serves as a call for announcing the Enterprise Leader Development Programs for the upcoming fiscal year. The FY23 catalog was published on 3 March and provides guidance to the Civilian workforce on applying to centrally-managed and funded training opportunities, to include: Enterprise Civilian Talent Development Program Catalog is an annual publication that provides an overview of training and development opportunities and serves as a call for announcing the Enterprise Leader Development Programs for the upcoming fiscal year. The FY23 catalog was published on 3 March and provides guidance to the Civilian workforce on applying to centrally-managed and funded training opportunities, to include:



- The Civilian Education System (CES), a progressive and sequential leader development program that provides enhanced educational opportunities for Army Civilians throughout their careers.
- SETM and ETM programs, which prepare Army Civilians to assume positions of greater responsibility across the Department and provide exceptional training and development opportunities for the next generation of Army Civilian leaders, managed by the Civilian Senior Leader Management Office (CSLMO).
- Government, Non-government, and Academic Degree Training. The catalog also provides an overview of career fields, and serves as a repository for training announcements, application forms, and checklists.

More information can be found in Army Career Tracker:

Catalog located in Army Career Tracker:

<https://actnow.army.mil> in the "Communities" Section.

From the drop down menu SELECT A CATEGORY, choose CIVILIAN.

Under SELECT A PAGE, choose Army Civilian Career Management Activity-Talent Development.

On the left side of the menu select 'Files,' you will find the catalog in PDF format.

Announcements & Opportunities

Department of Defense (DOD) Deployment Opportunities

DoD has relied on its civilian workforce to deploy in support of expeditionary requirements for as long as contingency operations have existed. DoD civilians are a critical part of the Total Force and essential to ensuring the readiness, capability, capacity, and lethality of our military forces. From 2001 to present, DoD civilians have provided significant support to military forces in Iraq, Afghanistan, and other locations throughout the world. Click or copy and paste the link to access the Department of Defense Deployment Opportunities.

<https://www.dcpas.osd.mil/policy/expeditionarycivilians/deploymentopportunities>

Army Expeditionary Civilian Workforce (AECW) Positions

Department of the Army is seeking Army civilians to fill urgent deployable civilian requirements within the USCENTCOM Area of Responsibility. View the links below for a list of “Urgent Fills” and the Request for Deployment Form. Please forward the completed form to usarmy.belvoir.ag1cp.list.ecw-deployments@army.mil. For additional information regarding other Army deployment opportunities, visit the Applying Now tab.

Army Expeditionary Civilian Positions

<https://www.dcpas.osd.mil/policy/expeditionarycivilians/deploymentopportunities>

Request for Deployment Form: <https://hrce.amedd.army.mil/civcorpstable/document/20754>

Ministry of Defense Advisors (MODA) Available Positions

The MoDA Program is designed to forge long-term relationships that strengthen a partner country's defense or interior ministry. The program matches senior Department of Defense (DoD) civilians with ministry counterparts in similar functional areas. The chart below shows a list of mission critical positions available through the MODA program. Please click on “view the full duty description” for more details about the position. These positions do not constitute the entirety of open positions.

MoDA Positions: <https://www.dcpas.osd.mil/policy/expeditionarycivilians/deploymentopportunities>

Army Expeditionary Civilian Workforce (AECW) Deployment Opportunities - Updated as of 23 Sep 2022

Request for Deployment (RFD): <https://hrcoe.amedd.army.mil/civcorpsadmin/20754>

AECW Current & Projected Future Vacancies: <https://hrcoe.amedd.army.mil/civcorpsadmin/20753>

Announcements & Opportunities

The Army Expeditionary Civilian Workforce (AECW) has deployment opportunities available for current Army civilians. These deployments offer career broadening experience at a level and scope that is difficult to match in a nondeployed setting. The deployments are considered details to a set of duties, with no change to an employee's permanent grade or position of record. The grade level listed is a suggested grade for the experience desired; employees can be at a grade level that is close (plus or minus 1 grade interval) from what is listed. The assignment is considered a Detail to a set of duties in a TDY status. This is a chance of a lifetime to truly make a difference and to contribute in a meaningful way in direct support of our soldiers.

1. **ELIGIBILITY:** Permanent Army civilians are eligible to apply for these opportunities. Term civilians are also eligible as long as the expiration date of term appointment extends beyond the end date of a deployment assignment. Temporary civilians are ineligible.

2. **LIVING CONDITIONS:** Deployments are in field conditions. Individuals should expect to be housed in government-provided quarters (to include tents, barracks, or other similar facilities), with shared rooms, shared restroom/shower facilities, and meals provided in a DFAC. All deployments are in an unaccompanied status (family members cannot accompany the deployer).

3. **DURATION:** Deployments are in a temporary duty (TDY) travel status, ranging from 6 to 12 months.

4. **POSITION:** Deployments are considered details to a set of duties, with no change to an employee's permanent grade or position of record. The grade level listed is a suggested grade for the experience desired; employees can be at a grade level that is close (plus or minus 1 grade interval) from what is listed.

5. **LOCATION:** There are various locations available for deployment. Some locations offer financial incentives such as Post Differential and Danger Pay.

6. **SECURITY CLEARANCE:** Civilians must have or be able to obtain a security clearance, at least at the Interim Secret level. Some positions require higher clearances, as noted.

7. **FUNDING:** The AECW directly funds the TDY expenses for deployment and provides reimbursement to commands for other deployment-related expenses such as post differential, danger pay (if authorized), and overtime (if authorized). Commands continue to fund base salary.

8. **OVERSEAS CONSIDERATION:** Individuals on overseas assignments must have at least 18 months remaining prior to their Date of Return from Overseas Station (DEROS).

9. **RESERVISTS:** Civilians who are in the Reserves must be in a Retired or Standby status (i.e., cannot be in the Ready Reserves as this would be a dual obligation for deployment).

Will you answer the call?

APPLICATION PROCEDURES:

Submit a resume, recent SF-50 (to verify status), DD214 (if former military), and a signed Request for Deployment (RFD) form (copy attached).

Submit these documents through your supervisory chain to your command's deployment coordinator. Your command deployment coordinator will send the package to AECW at our group box.

If you have any questions, please send them to our group box: usarmy.belvoir.ag1cp.list.ecwdeployments@army.mil

MEDCOM FY 2023 Voluntary (VERA) / Voluntary Separation Incentive Pay (VSIP) / VSIP II

MEDCOM FY 2023 Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Pay (VSIP) Guidance – New!!!

It is critical that the U.S. Army Medical Command (MEDCOM) utilize workforce shaping tools appropriately in the best interest of the Government, and only when final organizational decisions are made. This memorandum and enclosure establish procedural guidance on the use of Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Pay (VSIP) and VSIP II for workforce reshaping, restructure, and downsizing initiatives during FY23.

Workforce reshaping programs are management tools, not employee entitlements. Voluntary separation incentives may be used to downsize or restructure the civilian workforce and to create vacancies for the placement of employees impacted by RIF. Downsizing incentives may be offered when the acceptance of an incentive avoids civilian involuntary separations. Restructuring may be used in situations where there is a valid need to modify the major duties, occupational series, and/or grade of a position or multiple positions, to meet future mission needs. Effective 1 Oct 2022, MEDCOM opens the FY23 VERA/VSIP/VSIP II buyout incentives application window through 31 Aug 2023.

Applicants approved for buyout incentives may elect to retire any time, but no later than 30 Sep 2023

Commanders/Activity Heads and the MEDCOM Troop Command S-1 may establish internal submission suspense dates prior to the 31 Aug 2023 window closure date to ensure applications are processed in a timely manner.

The establishment of separate or shorter application windows is not authorized.

Applications received after 31 Aug 2023 will not be accepted.

To access the US Army MEDCOM Policy Memorandum with enclosures, please visit the AMEDD Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil>. Access to view the policy memo with enclosures require the user to log on as documents are CAC-ENABLED.

Department of Defense Instruction 1400.25
US Army MEDCOM Policy Memorandum VERA/VSIP FY23
Encl 1 - Procedural Guidance VERA/VSIP FY23
Encl 2 - FY 23 Downsizing Restructure Plan
Encl 3 - Severance Pay Calculation Form
Encl 4 - VERA/VSIP Application Form

For questions reference the MEDCOM VERA/VSIP/VSIP II application process or requirements, recommend you contact your perspective Commanders/Activity Heads or the MEDCOM Troop Command S-1.

Celebrating Success!



2022

2023

Honoring our Retiring Army Medicine Civilian Employees

Retirement is a momentous occasion in an employee's life. Just as there are a number of ways to commemorate the retirement of a military member from active duty, there are several recognition options available to present to Army Medicine Civilian employees who retire.

Honoring our Retiring Army Medicine Civilian Employees

- Retirement Honorary Award
- DSG Retirement Star Note and Coin
- Retirement Certificate and Lapel Pin
- AMEDD Civilian Corps Chief's Letter and Coin
- MEDCOM Certificate of Appreciation for Spouses

This opportunity creates a culture of employee recognition that drives employee engagement, improves performance, and bolsters retention. Honoring our retiring Army Medicine Civilians displays and acknowledges their dedicated service and the employee's years of employment to the Army service. See the Army Civilian Retirement Recognition Checklist: <https://go.usa.gov/xGyYa>

Send questions or requests to: usarmy.jbsa.medical-coe.mbx.civilan-corps@army.mil

USEFUL INFORMATION


The AMEDD Supervisor's Handbook provides information for new Supervisors and/or Managers to improve their understanding of Federal Civilian Human Resource Management laws and processes.

The handbook is designed for Military and Civilian Supervisors of Federal Civilian employees, who have authority to take, direct others to take, recommend or approve personnel actions.





Visit the Army Medicine Civilian Corps Facebook page for updates on:

- Programs and Initiatives
- Civilian Education Training and Leader Opportunities
- Like and Share our page!

 facebook.com/ArmyMedicineCivilianCorps

AMEDD Civilian Corps Page: ameddciviliancorps.amedd.army.mil

 Instagram  Twitter