

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 2028 will be a ready, agile and engaged team of professionals recognized for quality, innovation, and customer service to support Army Medicine.

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AMEDD

Civilian Corps CONNECTION

QUARTERLY NEWSLETTER



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

AMEDD Civilian Corps Newsletter



Issue 2, Quarter 1
October 2020

THE CORPS CHIEF CORNER



A Message from the AMEDD Chief, Civilian Corps

First, let me begin by saying that your ongoing response during COVID-19 has been outstanding. The steps we have taken to save lives in the face of the pandemic in turn quickly generated economic disruptions not seen for generations. We have entered into a difficult national conversation, highlighted by largely peaceful protests against the persistence of racism and injustice in our society. The wounds of injustice and prejudice will not heal easily or quickly. We must hold ourselves and others accountable for living the Army values as this is necessary to help the Nation heal and recover from the hurt and suffering from generations of prejudice and injustice.

The easing of measures taken to reduce the spread of the novel coronavirus does not mean the pandemic and its effects are all in the past. We must all continue do our part to execute the disciplines of social and physical distancing and follow the CDC guidance for prevention. This not only helps protect ourselves and our families, but also helps protect the force. Force health protection is a priority, and we can never fail to remain vigilant. Practicing resilience skills, including positive stress mindset, active constructive responding, and self-care will help us get through these times together. We must continue to stay in touch with loved ones. Practice open communication at home and stick to consistent schedules that help Families stay balanced.

Know that your work does not go unnoticed. Your dedication and care for our Soldiers, Civilians, and Family members is helping them navigate the difficulties they face on a daily basis. You have continued to go the extra mile to take care of others and continue to make a difference. Further, see how the Army is improving the way it acquires, develops, employs and retains its Civilian workforce under the new Army People Strategy Civilian Implementation Plan (included as part of this issue). See also the updates reference the Army Career Management Structure. This initiative establishes 11 broad career fields integrating the 32 Career Programs.

Lastly, don't miss the opportunities posted under ANNOUNCEMENTS and OPPORTUNITIES. Keep an eye out for the upcoming Enterprise Leader Development Program COHORT 21-23, open to GS 11 – GS 14s and the Aspiring Leader Development Program COHORT 21-22, open to GS 04 – 10. These will be posted on the Army Medicine Civilian Corps website at <https://ameddciviliancorps.amedd.army.mil/> under WHAT'S NEW and ANNOUNCEMENTS.

Thank you for the exceptional selfless service you provide every day. ARMY MEDICINE is ARMY STRONG.

Coronavirus COVID-19

How to Protect Yourself and Others

<https://go.usa.gov/xGVdj>

Know how it spreads



- There is currently no vaccine to prevent coronavirus disease 2019 (COVID-19).
- **The best way to prevent illness is to avoid being exposed to this virus.**
- The virus is thought to spread mainly from person-to-person.
 - » Between people who are in close contact with one another (within about 6 feet).
 - » Through respiratory droplets produced when an infected person coughs, sneezes or talks.
 - » These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs.
 - » COVID-19 may be spread by people who are not showing symptoms.

Everyone should

Clean your hands often



- **Wash your hands** often with soap and water for at least 20 seconds especially after you have been in a public place, or after blowing your nose, coughing, or sneezing.
- If soap and water are not readily available, **use a hand sanitizer that contains at least 60% alcohol.** Cover all surfaces of your hands and rub them together until they feel dry.
- **Avoid touching your eyes, nose, and mouth** with unwashed hands.

Avoid close contact



- **Limit contact with others as much as possible.**
- **Avoid close contact** with people who are sick.
- **Put distance between yourself and other people.**
 - » Remember that some people without symptoms may be able to spread virus.
 - » This is especially important for **people who are at higher risk of getting very sick.** www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html



cdc.gov/coronavirus

Cover your mouth and nose with a mask when around others



- **You could spread COVID-19 to others** even if you do not feel sick.
- **Everyone should wear a mask in public settings** and when around people not living in their household, especially when social distancing is difficult to maintain.
 - » Masks should not be placed on young children under age 2, anyone who has trouble breathing, or is unconscious, incapacitated or otherwise unable to remove the mask without assistance.
- **The mask is meant to protect other people** in case you are infected.
- Do **NOT** use a facemask meant for a healthcare worker.
- Continue to **keep about 6 feet between yourself and others**. The mask is not a substitute for social distancing.

Cover coughs and sneezes



- **Always cover your mouth and nose** with a tissue when you cough or sneeze or use the inside of your elbow.
- **Throw used tissues** in the trash.
- Immediately **wash your hands** with soap and water for at least 20 seconds. If soap and water are not readily available, clean your hands with a hand sanitizer that contains at least 60% alcohol.

Clean and disinfect



- **Clean AND disinfect frequently touched surfaces** daily. This includes tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets, and sinks. www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/disinfecting-your-home.html
- **If surfaces are dirty, clean them:** Use detergent or soap and water prior to disinfection.
- **Then, use a household disinfectant.** You can see a list of EPA-registered household disinfectants here: <https://go.usa.gov/xGVdS>

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, and may include contractors. The Wolf Pack Award will recognize teamwork that 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 of all team members being nominated.



FY20 3rd Quarter Wolf Pack Award Winner!

We are pleased to announce the winner of the Army Medicine Wolf Pack Award for the 3QFY20, the Combat Medic Specialist Training Program Team, Medical Center of Excellence, Joint Base San Antonio Ft Sam Houston, TX. This Team of 273 Army Active Duty military and Department of the Army Civilians evolved rapidly as a result of the COVID-19 pandemic to continue a “no fail” mission of training Army Combat Medics and providing essential healthcare support in a safe environment. This capability resulted in the successful development of a robust blended learning program and new Emergency Medical Technician review course that reduced academic attrition by over 50%. Congratulations again to the Combat Medic Specialist Training Program for their exceptional teamwork!

Despite the challenges as a result of the COVID-19 pandemic, the CMSTP team worked effortlessly to graduate 1,871 fully qualified Army Combat Medics prepared to ensure survivability in the contemporary operating environment. Their dedication to excellence is evident in the overall NREMT exam pass rate ranging from 88% to 100%; ensuring Army Medicine’s face on the battlefield - the Combat Medic - is Army Strong!

Please join us in congratulating the Combat Medic Specialist Training Program for their exceptional teamwork and noteworthy outcomes. Their efforts illustrate selfless service and dedication, reflecting great credit on each team member and epitomizing the highest standards of the Army and Army Medicine.

Read more at: <https://go.usa.gov/xG6nb>

AMEDD Wolf Pack Awards - 1QFY21 Award Nominations



Nominations are currently being accepted for the 1QFY21 Wolf Pack Award. The Wolf Pack Award is open to eligible teams that consist of a mix of Civilian and military team members recognizing teamwork that drives excellence in outcomes supporting the Army Medicine mission across the force. 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. Go to the AMEDD Civilian Corps website to find additional information reference the nomination packet

<https://go.usa.gov/xGVP8>

Suspense: 31 December 2020

MEDCOM Pride in the Patch Campaign!



The MEDCOM Pride in the Patch campaign is an effort to promote culture and pride in the MEDCOM. Please share your patch pride photos with accomplishments that demonstrate Ready, Relevant & Responsive MEDCOM success!



Susie Mosier was presented with her own MEDCOM patch and coin during her retirement ceremony hosted by Kolet R. Pablo at Fort Riley, Kansas. As a Soldier's spouse and Army civilian, she has always felt a part of the AMEDD but now she has her own shoulder patch as proof. Also in attendance was her husband Retired Col. Reynold Mosier. #PrideinthePatch

AMEDD Civilian Corps Quarterly Town Halls Coming Soon!

The AMEDD Civilian Corps Chief Quarterly town halls will return virtually in January!

Make sure you like & follow the Civilian Corps webpage & Facebook for more details!

Visit the AMEDD Civilian Corps Webpage for upcoming announcements at:
<https://go.usa.gov/xGyNn>

Send questions to: usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil.

Aspiring Leader Development Program Coming Spring 2021

The Aspiring Leader Development Program (ALP) is an innovative early intervention in the growth of high potential leaders interested in expanding their capacity and capability for leadership. The program is a blended design that is delivered over 12 months virtually. As a cohort-based program, the ALP supports participants from across government in building strong relationships during the program and beyond. The ALP is composed of the following components. Participants must complete each component to graduate from the program.

- 3-day virtual program orientation, Keystone to Leadership
- Online meetings and webinars
- OPM Leadership Potential Assessment
- Final Paper
- Action Learning project
- Career Planning

Program Benefits

- Discover the foundation of leadership - increased personal and professional self-knowledge through individual assessments
- Build powerful skills for leadership in the public sector based on Office of Personnel Management (OPM) defined competencies
- Apply leadership lessons through experiential learning and back at the office during the online portion of the program

Who Should Attend

The Aspiring Leader Development Program targets Federal employees at the GS-04 to GS-10 grade levels delivered virtually over 12 months.

Keep an eye on the Civilian Corps webpage for announcement information:

<https://go.usa.gov/xGyNn>



Army People Strategy Civilian Implementation Plan

The Army is improving the way it acquires, develops, employs and retains its Civilian workforce under the new Civilian Implementation Plan. Tied to the Army's People Strategy, the plan will ensure that Army Civilians are the most ready, professional, diverse, and integrated federal workforce. The CIP outlines a wide range of efforts to utilize each individual's knowledge, skills, behaviors and preferences, or KSB-Ps, to achieve organizational outcomes and sustain force readiness.

What is it?

The Civilian Implementation Plan (CIP) optimizes the vital contributions of Army civilians by modernizing talent management policies and practices by enhancing them with more agile and data-driven approaches. This plan will increase the U.S. Army's ability to acquire, develop, employ and retain civilian talent and ensure Army readiness. The CIP provides strategic guidance to grow mission-critical occupations at critical-fill locations and defines career requirements to execute career development opportunities and training. The CIP was established in support of the Army People Strategy.

What are the current and past efforts of the Army?

The Army Civilian Implementation Plan has four overarching priorities:

- Transform workforce planning and management
- Modernize civilian talent acquisition
- Evolve career programs to be integral to the people enterprise
- Build world-class supervisors

The Army has focused recent efforts to enhance the Army's talent development infrastructure, including:

- Released Army People Strategy, which identifies people as the "Army's greatest strength and most important weapon system" in October
- Released CIP in May
- Established Army Civilian Career Management Activity (ACCMA), which combines the 32 career programs, portions of HQDA G-3/5/7 Civilian Training and Leader Development, and HQDA G-1 Civilian Personnel, as part of the Civilian Human Resources Agency in July

The Army also continues to offer key development programs for its workforce including:

- Senior Enterprise Talent Management Program (SETM)
- Enterprise Talent Management Program (ETM)
- Emerging Enterprise Leader Program (EEL)

What continued efforts does the Army have planned?

To achieve the Army's key priorities, the implementation plan is organized around four lines of effort (LOE): acquire, develop, employ and retain. Each LOE is using working groups, leveraging subject matter experts and fostering innovative thinking to execute their specific objectives.

Some of the key outcomes of the CIP will be:

- Optimized career program infrastructure
- Robust recruitment strategies targeted towards key growth areas
- Enhanced analytical tools to match talent to demand
- Enhanced processes to reduce time to hire
- Increased credentialing and certification programs

The Army will continue to establish robust policies, dynamic systems, integrated practices and embody the Army Civilian Corps Creed in order to ensure that the Army is ready, professional, diverse and integrated.

Why is this important to the Army?

People are the Army's greatest resource. Army civilians are a tremendous asset to the Army, and the execution of the CIP will enable the Army to optimize the best talent for the defense of the nation. The CIP will ensure that the Army remains ready as the world's premier military force.

The Army People Strategy Civilian Implementation Plan may be viewed at: <https://go.usa.gov/xGyCF>

Army Career Management Structure - What you need to know

What is it?

The existing 32 Army Career Programs have become a single organization, the Army Civilian Career Management Activity (ACCMA). This organization will report to the Director of the Civilian Human Resources Agency (CHRA) and be accountable to the Deputy Assistant Secretary of the Army Civilian Personnel (DASA (CP)). This will integrate the 32 career programs into 11 broad career fields, establish operations & plans offices, and create a centralized support office.

Why we're doing it

The reorganization into the ACCMA is a logical and integral component of the Army People Strategy Civilian Implementation Plan and it supports a modernization of Army Civilian processes and practices.

- To effectively meet the Army's on-going and future mission, we must increasingly rely on Army Civilians. To acquire, develop, employ, and retain the best people to serve as Army Civilians we must better compete with private industry for talent.
- Career programs are and will continue to be critical components of the Army's Civilian enterprise talent management approach.
- More than restructuring, we will transform Army Civilian career management to acquire, develop, employ, and retain the diversity of civilian talent needed to achieve Total Army readiness.

The establishment of ACCMA will enhance career management operations while providing additional talent management capabilities to support Army Civilians.

- Rather than silos, the career fields will become interdependent conduits for both individual and Army-wide Civilian growth, development, and collaboration.
- Career fields will have both individual and shared resources to provide quality career management support to Army Civilians across the enterprise.
- The operational efficiencies and effectiveness gained from taking a more holistic approach to talent management bring greater scope and depth to the entire career management enterprise.

How will we implement this?

We will serve as an integral component of the Army People Strategy Civilian Implementation Plan. We will facilitate the transformation of Army Civilian processes and practices to ensure that Army Civilians are the most ready, professional, diverse, and integrated federal workforce.

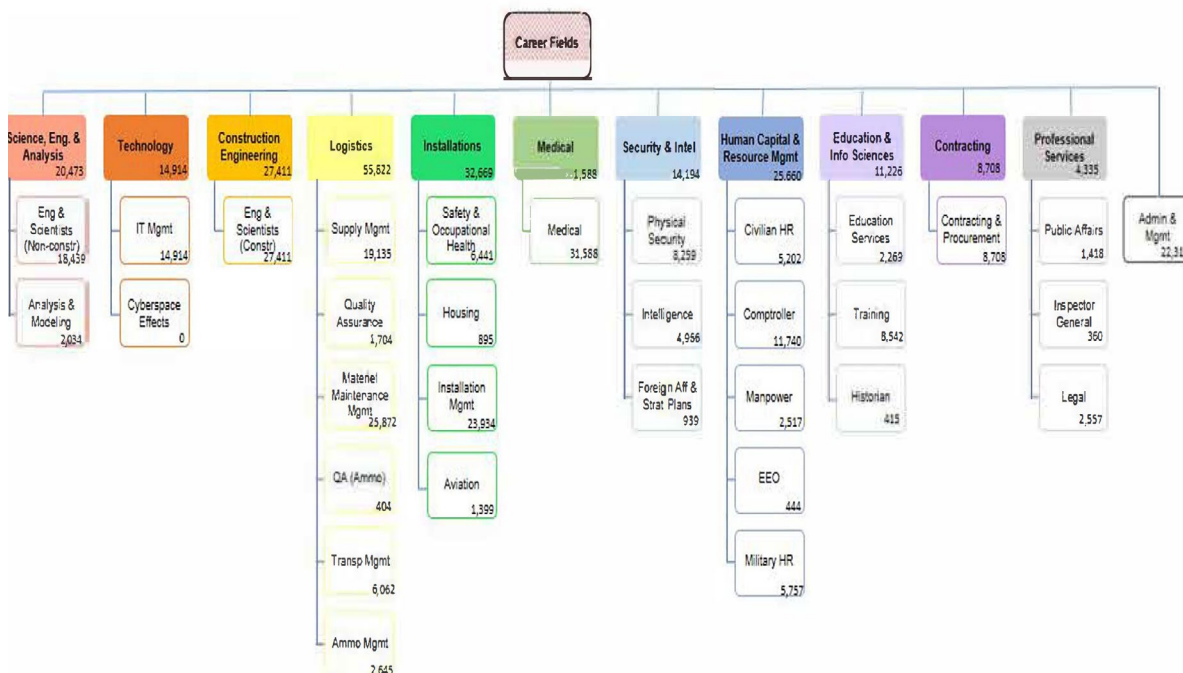
When will it happen?

Transformation timeline: Oct 2020 - Execute FY21 programs Mar 2021 - Realign to new configuration

What is the governance structure?

The DASA (CP) will chair the newly established Civilian Career Management Council, comprised of the Functional Chiefs of the 11 career fields, providing governance and strategic direction for career management policies and resources. While career program personnel will transfer to CHRA, Senior Executive Service career program leaders will retain their leadership responsibilities for the integration and management of career management functions within their functional area. Additional updates reference the Army Career Management Structure may be found on the AMEDD Civilian Corps website at <https://go.usa.gov/xGmzC>

ARMY CAREER MANAGEMENT STRUCTURE



Listen to Army Real Talk: Army Civilian Career Program Management Changes and Black Jack Brigade Farewell Remarks on Apple Podcasts

<https://podcasts.apple.com/us/podcast/army-real-talk-army-civilian-career-program-management/>

Announcements & Opportunities



AMEDD Coaching Program

We are delighted to announce the AMEDD Coaching Program. This program is consistent with the Department of the Army Coaching Program hosted by the Civilian Leader Development Office (CLDO). The program is an intensive, one-on-one voluntary process in which a trained coach supports and assists an individual in enhancing areas such as, but not limited to, leadership and management skills, career and personal development, performance, conflict management, work and personal relationships, and work-life balance. It is a future-oriented conversation in which the coach takes a client through a step-by-step process that focuses on identifying, evaluating, and executing the client's goal(s). In coaching, the client chooses the goal(s) and the coach uses a structure and range of skills to help the client reach the goal(s).

Coaching focuses the client on goals, strategic problem solving, creativity, accountability, opportunities, obstacles, commitment, and forward motion. It is designed to help the client with greater clarity, imagination, and success. Coaching is not therapy, psychological counseling, or mentoring.

The Coach's Role:

- Helps identify your goals and take the steps required to reach them
- Ensure a safe environment that supports and facilitates your efforts to reach your goals
- Manage a step-by-step analytical process such as the GROW model or another coaching model to help you attain your objectives
- Helps explore any possible challenges to reaching your goals
- Helps brainstorm and evaluate possible options to obtain your goals
- Provides honest observations and input that assist you in your efforts

Send questions or requests for information to:

usarmy.jbsa.medical-coe.mbx.civilian-corps@mail.mil

Enterprise Leader Development Program COHORT 2021-2023

The application window for the AMEDD Enterprise Leader Development (ELD) COHORT 2021 - 2023 Program will open soon. The ELD program provides a centrally funded and managed training program to develop Civilian leaders able to lead and manage change, think strategically, and represent the Army across organizations. The ELD program builds a bench of Civilian leaders who will address the complex challenges of a future. The ELD program is a competitive two-year program for GS 11 through GS 14 employees.

ELD program participants gain experience and knowledge aligned with the five Executive Core Qualifications (Leading change; Leading people; Results driven; Business acumen; and Building Coalitions). The program addresses these qualifications through cohort training events, developmental assignments, project team assignments and mentoring.

Watch the AMEDD Civilian Corps Webpage announcements at:

<https://go.usa.gov/xGyNn>

Announcements & Opportunities, con't.

MEDCOM FY2021 Voluntary Early Retirement Authority (VERA)/ Voluntary Separation Incentive Pay (VSIP)/VSIP II

On 26 Jun 2020, MEDCOM published FY21 VERA/VSIP/VSIP II Workforce Downsizing and Restructuring Incentive Guidance. The FY21 VERA/VSIP/VSIP II application window is open from 1 Oct 2020 through 31 Aug 2021. All MEDCOM civilian employees, GS-15 and below (or equivalent), including Wage Grade and Non-appropriated Fund employees, who meet eligibility requirements may voluntarily apply. Applications are subject to MEDCOM Chief of Staff approval.

VERA/VSIP/VSIP II discretionary workforce incentive programs allow Activities undergoing workforce downsizing or restructure to minimize or avoid involuntary reduction in force separations by offering eligible employees an incentive to voluntarily leave the Federal government. Commanders have authority to determine if the use of VERA/VSIP/VSIP II is required.

VERA allows Activities to temporarily lower the age and service requirements to increase the number of employees eligible for retirement years before they are otherwise eligible. VSIP/VSIP II allows Activities to offer employees lump-sum payments up to \$40,000 to voluntarily separate through resignation, optional retirement, or VERA. VERA Minimum Age and Service Eligibility Requirements.

- At least age 50 with at least 20 years creditable Federal service, OR
 - Any age with at least 25 years creditable Federal service
- VSIP General Eligibility Criteria Appropriated and Non-appropriated Fund employees are eligible for a VSIP incentive if they are:
- U.S. citizens as defined in 5 U. S. C. section 5597
 - Eligible for optional retirement, voluntary early retirement, or resignation
 - Serving in an appointment without time limitation; and
 - Have been continuously employed by the Department of Defense for at least 12 months immediately before the date of separation VSIP II is designed to expand the use of incentives beyond the boundaries of the individual activities and across MEDCOM and Army command lines to avoid or mitigate the adverse impact of a RIF at an activity. This program allows managers at non-downsizing activities to use VSIP incentives to create vacancies for RIF impacted employees who register in the MEDCOM Placement Program (MP2) and the DoD Priority Placement Program (PPP). Contact your Activity Commander/S-1 Civilian Human Resources Office for MP2 registration procedures and guidance. Separation payments and any reimbursable travel and transportation costs will be paid by the downsizing activity impacted by RIF.

Employees interested in applying for VERA/VSIP/VSIP II must contact their first-line supervisor or Activity Commander to determine if the position he or she encumbers is being considered or is scheduled for downsizing or restructure. Supervisors are responsible for coordinating VERA/VSIP/VSIP II applications through the activity S-1 Civilian Human Resources Office (HRO) for processing. Questions regarding VERA/VSIP/VSIP II should be directed to servicing Activity S-1, Civilian HRO. FY21 MEDCOM VERA/VSIP/VSIP II guidance is available at the MEDCOM CHR site: <https://go.usa.gov/xGmbS>

AMEDD Cadre Mentors

Are you looking to share what you've learned about leadership, career development, ethics and values, and coaching during your career, here's your chance! The demand for mentors continues to grow as well as the need for great leaders willing to share their knowledge and experience. The AMEDD Civilian Corps needs Mentors in grades GS-13-15 and equivalent and Senior Mentors, grades GS-14-15 or equivalent. If you are interested in becoming a member of the AMEDD Cadre of Mentors, send your name and contact information to usarmy.jbsa.medical-coe.mbx.mentorship@mail.mil with "Cadre of Mentors" in the subject line.

Announcements & Opportunities, con't.

Army Medical Regimental Program

OTSG/MEDCOM Policy Memo 19-017 dated 19 March 2019 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.medcom-ameddcs.list.amedd-regiment@mail.mil. (NOTE the double hyphen between AMEDD and Regiment).

DOD Expeditionary Civilian Workforce (ECW) Program Opportunities

The Department of Defense Expeditionary Workforce Program is seeking volunteers for the deployment opportunities shown below, in support of military operations and missions within the United States Central Command (CENTCOM) area of responsibility. THIS IS NOT A JOB OFFER.

List of Opportunities Available:

- *Emergency Services Officer*, GS-0089-11/12/13
- *Historian*, GS-0170-11/12/13
- *Force Management (MOL)*, GS-0301-14/15
- *Director (DPTMS)*, GS-0301-13/14
- *Garrison Manager*, GS-0340-13/14
- *HVAC Mechanic*, WG-5306-9/10/11
- *Plumber*, WG-4206-9/10/11
- *Various Logistics Positions*, GS-0346-11/12/13/14
- *Various Finance/Comptroller Positions*, GS-0501/0511-12/13/14
- *Various Engineer/Master Planner Positions*, GS-0801-11/12/13/14
- *Ground Safety Manager*, GS-0018-13/14
- *Deputy, Operations Officer (S2X)*, GS-0132-12/13/14
- *Executive Secretary*, GS-0301-12/13/14
- *Records Management Specialist*, GS-0301-9/11/12
- *Screening/Access Control Spec*, GS-0301-7/9/11
- *EO Specialist*, GS-0360-11/12/13
- *Carpenter*, WG-4607-9/10/11
- *Electrician*, WG-2805-8/10/11
- *Anti-Terrorism/Force Protection Officer*, GS-0080-11/12/13
- *Director of Plans, Training - Emergency Services Manager*, GS-0089-11/12/13

Candidates interested in applying for these opportunities, should complete the Request for Deployment Application and submit with the required documentation through their supervisory chain to their RHC/G-1 for submission to the MEDCOM Deployment Coordinator. After review and endorsement, MEDCOM Deployment Coordinator will submit the completed application packet to the Army G1 ECW office for endorsement and adding to Army force pool of candidates.

Required Documentation:

- RFD Form
- Recent Resume
- A copy of your latest SF50 (Redacted) to verify status
- DD-214 (if prior military)

Deployment assignments are details to a set of duties without change in grade or permanent position of record. There are no temporary promotions through this program. Orders are for TDY status for a period of 6, 9, or 12 months duration.

Applicants must be current Army civilians, on permanent or term appointments. Those on term appointments must have sufficient time remaining on their appointment to be able to complete a deployment assignment. Applicants on overseas appointments must have one year remaining on their DEROS, AFTER returning from a deployment assignment.

Applicants must have a minimum security clearance of "Secret" or have their organization's concurrence to process an Interim Secret clearance (if selected). Applicants must also have Fully Successful or higher performance ratings. The deployed environment is austere and has very limited medical facilities. As such, pre-screening for medical conditions (that cannot be accommodated in a deployed theater) require review as a prerequisite for consideration. With the COVID-19 pandemic, these medical restrictions have become even more rigid. For the duration of the pandemic situation, individuals who are age 65 and above (or who will reach age 65 during the deployment period) are ineligible for consideration.

Civilians from all types of occupations are needed to support our deployed forces and we have a need for more applications!

This is an opportunity to truly make a difference! Will you answer the call?

For additional information please send your inquires to the mailbox below:

usarmy.jbsa.medcom.mbx.medcom-oconus-employment-opportunities@mail.mil

Civilian Education Training & Leader Development

Army Management Staff College (AMSC) Civilian Education System

The revised FY21 Civilian Education System (CES) schedule has been posted in the Army Training Requirements and Resources System (ATRRS) / Civilian Human Resource Training Application System (CHRTAS). Army Medicine Civilians may apply to attend the CES Basic, Intermediate, Advanced and Continuing Education for Senior Leaders courses. The revised schedule consists of 100% virtual classes through 31 March 2021 and a blend of virtual and in-person classes thereafter.

- The AMSC intends to teach resident courses at Ft. Leavenworth during 3rd and 4th Quarters of FY21. We will incorporate Mobile Education Team (MET) CES instruction at the point of need in CONUS, later in FY21. AMSC will also deliver a Virtual Classroom course-ware, as part of a new hybrid instructional portfolio.
- The AMSC continues to closely monitor the ongoing Coronavirus Disease 2019 (COVID-19) and will make adjustments as necessary.
- Please continue to check the AMSC website for further updates at: <https://go.usa.gov/xwG5C>
- For additional details about the AMSC CES courses go to: <https://go.usa.gov/xGy4H>
- To apply, students may go to: <https://go.usa.gov/xGE7T>
- Please contact the MEDCOM G37 Civilian Training Team for further questions at: usarmy.jbsa.medcom.mbx.civilian-workforce@mail.mil

AMSC Leader Up Podcast Series



Leader Up, a podcast by the Army Management Staff College (AMSC), discusses a broad range of leadership and leader development topics with an emphasis on the Army Profession.

Curious about Army Civilian Professional Development? Check out the Leader Up Podcast from Army Management Staff College, Episode 29 with Mr. Michael D. Formica, Deputy to the Commanding General, Combined Arms Center & Fort Leavenworth KS to learn more about the current & future state of Army Civilian Professional Development. The Leader Up Podcast Series to include the one on the Army Civilian Professional Development with Mr. Formica can be found at: <https://go.usa.gov/xGy2v>

FY 21 AMEDD Supplement to the ACTEDS Plan

Check out the FY 21 AMEDD Supplement to the ACTEDS Plan hosted by the AMEDD Civilian Corps Office which provides information on the upcoming list of courses with suspense dates and eligibility criteria.

For more information, go to: <https://go.usa.gov/xwG5c> or contact the Corps Office: usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil

Celebrating Success!

AMEDD/US Army Pacific (USARPAC) Emerging Enterprise Leader (EEL) Program

The AMEDD Civilian Corps is excited to announce the competitive selection of the AMEDD / USARPAC EEL Program selectees to participate in this year-long program. The program launched on 24 September 2020 with a virtual orientation conducted via MS Teams. This event sets a milestone on the path towards Civilian Lifelong learning. The program includes a monthly discussion topic forum providing opportunities for participants to exchange ideas and points of view with their peers, offering a unique team-based learning exchange. Due to ongoing COVID-19 concerns, program participants will meet virtually, serving to both protect the participants while also mitigating disruptions to the program. Participants will experience mentorship, team-based problem solving, self-development, and a developmental assignment. These developmental experiences will build and strengthen leadership competencies and broaden employee skills sets to create a cadre of competent and confident leaders who can compete for future Army leadership opportunities. The program emphasizes decision-making, conflict management, interpersonal communication and critical thinking, broadening participants experience through the developmental assignment. Congratulations to the AMEDD/USARPAC EEL Cohort 20-21 selectees: Meagan Hensley, Madigan AMC JBLM, WA, Geraldine Looney, RHC-P JBLM, WA, Jerri Jo McLin, Madigan AMC, JBLM, WA, Dean Knox, RHC-P, JBLM, WA

AMEDD Mentorship Program Cohort 20-21 Orientation

The AMEDD Civilian Corps is pleased to announce the competitive selection of the AMEDD Mentorship Program selectees to participate in this year-long program. The program kicked off with a two-day virtual orientation event via MS Teams platform on 15-16 September 2020. The event launched with a welcome and opening remarks from the OTSG/MEDCOM Chief of Staff and AMEDD Civilian Corps Chief, Mr. Richard Beauchemin. This year's Mentorship program includes a partnership with the Army Public Health Command (APHC). The two-day virtual training included an overview of participants understanding the results of their personality and behavioral styles; topics including Emotional Intelligence and Communication Style; Strategies for effective Mentor/Mentee components; and an update from the MEDCOM G-3/7 partners on Civilian Education Training and Leader Development. The Mentorship program helps develop a well-rounded workforce and provides an opportunity for employees to improve leadership, managerial, and technical skills. It is designed to encourage employees to seek personal and professional development, to increase competitiveness, and to keep pace with the rapidly changing environment. Congratulations to the AMEDD Mentorship Program COHORT 20-21 selectees!

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.

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

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.civilian-corps@mail.mil

Intermediate Leader Development (ILD) Graduation

The AMEDD Civilian Corps is honored to announce the graduation of the MEDCOM ILD COHORTs 17-19 and 18-20 and completion of their participation in the two-year program. The virtual graduation ceremony was hosted by the U.S. Army Training and Doctrine Command (TRADOC) via MS TEAMS platform on 6 October 2020. The graduating COHORTs included program participants through partnership with TRADOC, Army Cyber Command and Army Intelligence Security Command. ILD program Cohorts participated in a myriad of competency-based developmental activities, expanded their knowledge and experience through completion of assessment, developmental opportunities, mentorship, coaching, team-based projects, self-development, and developmental assignments. The ILDP program provided the tools and resources for a successful leadership development journey. Congratulations to our ILD graduates!

ILD Graduates

Beard, Jackie	ILD COHORT 17-19	WBAMC, Ft Bliss TX
Dickinson, Margaret	ILD COHORT 17-19	WAMC, Ft Bragg, NC
Garretson, Crystal R.	ILD COHORT 17-19	CRDAMC, Ft Hood, TX
Gonzalez, Kimberly A/	ILD COHORT 17-19	MACH, Ft Benning, GA
Holifield, Mary Kay	ILD COHORT 17-19	Veterans Health Administration
Ramirez, Melissa W.	ILD COHORT 17-19	BAMC, FSH
Rogers, Susan D.	ILD COHORT 17-19	DDEAMC, Ft Gordon, GA
Scott, Pamela	ILD COHORT 17-19	TAMC, HI
Alvarado, Walter G.	ILD COHORT 18-20	CRDAMC, Ft Hood, TX
Borja, Dennis T.	ILD COHORT 18-20	CRDAMC, Ft Hood, TX
Bradford-Kibler, Kamero	ILD COHORT 18-20	WAMC, Ft Bragg, NC
Ganatra, Rajal	ILD COHORT 18-20	USAMMA, Ft Detrick, MD
Grab, Anne	ILD COHORT 18-20	RAHC, Joint Base Myer-Henderson Hall (JBMHH)
Lind, Francesca	ILD COHORT 18-20	CRDAMC, Ft Hood, TX
Nelsen, Teresa	ILD COHORT 18-20	USAMEDDAC, Ft Riley KS
Pinkston, Tracy D (Pete)	ILD COHORT 18-20	DDEAMC, Ft Gordon, GA
Richardson, Nicole	ILD COHORT 18-20	USA MEDDAC, Ft Drum NY
Rogers, Consuela	ILD COHORT 18-20	USA Rock Island Arsenal Health Clinic, Rock Island Arsenal, IL
Stanfield, Sheila	ILD COHORT 18-20	CRDAMC, Ft Hood, TX

Mentorship Program 2020-2021 Selectees

MENTEES

Bourland, Kristen
 Cooper, Elisa
 Currence, Autumn
 Flora, Shana
 Hill, Lashawna
 Holsten, Pamela
 Nguyen, Phuong (Alex)
 Nyes, Violet
 Prioleau, Tawana
 Siewertsem, Natalie
 Sybico, Mely
 Walters, Lisa T.
 Dr. Wilson, Valerie
 Freeze, Marjorie
 Graber, Christina
 Johnson, Latoya
 Maule, Alexis

MENTORS

Saenz, Danny
 Dr. Seay, Sean
 Dr. Watkins, Eren
 Thomas, April
 Brown, James Dr.
 Kincey, Ronald
 Ritchie, John
 Bridgford, Dena
 Alvarado, Walter
 Sattar, Qasim
 Eyestone, Barry
 Cullen, Susan
 Dr. Griffith, Robert
 Cearfoss, Jennifer
 Dr. Mims, Scott;
 Dr. Plunkett, Anthony
 Davis, Douglas
 Dr. Knowles, Shelley

LOCATION

CRDAMC, Ft Hood TX (RHC-C)
 McDonald Army Health Center, Ft Eustis, VA (RHC-A)
 Winn Army Community Hospital , Ft Stewart, GA
 MEDCOM RHC-Atlantic, Ft Belvoir, VA
 APHC, WAMC, Ft Bragg, NC
 US Army DENTAC, Ft Bragg, NC
 Evans Army Community Hospital DPTMS, Ft Carson, CO
 Winn Army Community Hospital , Ft Stewart, GA (RHC-A)
 Martin Army Community Hospital, Ft Benning, GA
 Blanchfield Army Community Hospital, Ft Campbell, KY
 USA MEDDAC Camp Zama Japan (RHC-P)
 USA HFPA, Falls Church, VA
 Blanchfield Army Community Hospital, Ft Campbell, KY (RHC-A)
 APHC
 APHC
 APHC
 APHC/CPHE/DEP

LOCATION

JBSA Ft Sam Houston MEDCOM
 JBSA Ft Sam Houston HQ MED
 APHC MD
 Ft Carson CO
 Ft Bliss TX
 Ft Wainright AK
 HQ OTSG/MEDCOM
 Tripler, Hawaii
 Ft Hood, TX
 JBSA MEDCoE TX
 RHC-P Madigan WA
 Ft Irwin, KS
 JBSA HQ MEDCOM
 APHC MD
 RHC-C JBSA TX
 Ft Bragg, NC
 Silver Springs MD
 Ft Hood, TX



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.



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