

AMEDD Civilian Corps Chief Msg # 59--Happy Memorial Day!!...and more...

Good day, everyone!

22 May 2015

Yep, it's time for another message. Truth is, it's probably past time. By the time you read this I hope you've had a relaxing and safe Memorial Day weekend!

There is a lot going on in Army Medicine and in the Army at large that will impact what we do in the future and how we go about it. I want to keep you up to date as much as possible. So, if you'll bear with me I'll cover a number of topics this time around and then will follow up with an additional message in about a week or two with more about what's happening. That said, here we go.

#### WHAT IS A CAREER PROGRAM?

I'm not sure whether you might be surprised that we get a fair amount of feedback when we send out these Corps Chief Messages. On a fairly regular basis we get somewhere between 50-150 replies that cover all sorts of things from comments on the messages themselves to specific issues that concern members of our Corps. While we don't succeed 100% of the time, we try to track and answer as many of the feedback messages as possible. We also track the issues we get so that we know what's on your minds and try to find some resolution. For instance, when we started out about 3 years ago, our first feedback was about a lack of training and education opportunities. As you know, those opportunities are now growing steadily despite increased pressure on our budgets. There is progress on many other fronts as well and we'll share that with you over the next few messages.

Over the course of the past couple of years these messages have covered information about the Army's civilian career programs (CP) and some of the advantages that come with belonging to a CP. Over the last 5-6 months or so, however, it has become evident that I may not have been as clear or thorough in describing the concept of a CP and what it can mean to you as a member as maybe I could have. The result is that there is an apparent lack of understanding about CPs among a significant number of our members. I'd like to try to clarify some of the questions we've gotten and then offer the opportunity to ask questions should you have any.

The concept of career programs is fairly new to most of the Army. Until a little over 3 years ago, 60% of Army civilians did not even have one. CP 53, Medical, which represents about 2/3 of our AMEDD Civilian Corps membership, was in that 60% so many of us are brand new to this scenario. A CP is simply a grouping of individuals in a number of job descriptions (JD's) that do work in a related field, like medical, logistics, IM/IT, etc. The range in CP 53 is a good example. CP 53 is a grouping of individuals in 94 different JD's that range, as an example, from Medical Support Assistants or MSA's at our clinic front desks all the way up to our most highly trained clinicians and support personnel. There are 31 different CP's in the Army system and 30 of them are represented in the MEDCOM.

We've had a number of questions from individuals who do not know what their CP is and, therefore, are having a hard time linking up to information about their career and opportunities that might present.

Here's the easy way to find out what your CP is and get started. Click on this link:

<https://actnow.army.mil>, and follow it. The link, combined with your CAC card login, will take you to

your personal page in Army Career Tracker (ACT). A dashboard of your information is on the lower right half of that page. It tells what your CP is on that dashboard. I really encourage you to give this a try and be certain you know your CP. Accessing ACT will also set you up for other good info on your career.

Each CP has a MEDCOM liaison representative for you to contact for information. Their contact information is available on the AMEDD Civilian Corps Website (<https://ameddciviliancorps.amedd.army.mil>) by following the “Training and Development,” “Managing Your Career,” and “Army Career Program” tabs in the drop down menus. The link to the MEDCOM rep info is in red part way down the page. If you are CP 53 you can contact the individuals on that list or you can contact us in the AMEDD Civilian Corp Office by using the “Contact Us” link on the top right of the main page of the website.

So what are the benefits of being familiar with your CP? Right up front I believe there are three. No doubt you can come up with more and, when you do, I’d love to know your thoughts. So my three are:

1. Career planning information in the form of career maps and Army Civilian Training and Education Development System (ACTEDS) plans. Realize that for the new career programs, including CP 53, some of those documents are new and need additional development, but I believe we are off to a good start. You can find this information by once again going to the AMEDD Civilian Corps Website (<https://ameddciviliancorps.amedd.army.mil>) by following the “Training and Development,” “Managing Your Career,” and “Army Career Program” tabs in the drop down menus. Links to the career maps and ACTEDS plans are right on the “Army Career Program” page.
2. Centralized training funding. Career programs receive funding from the Department of the Army (DA) each fiscal year to support training opportunities for their members. Management of those dollars and the opportunities they represent is the responsibility of the Career Program Management Team. You can access information on your particular CP by contacting your MEDCOM representative. You should know that we in the AMEDD have spent nearly a million dollars per year across our CP’s on centrally funded training opportunities.
3. Representation. Each CP has representation on the Civilian Workforce Transformation General Officer Steering Committee (CWT GOSC) at DA. Your representative is able to bring issues to the attention of the Army’s senior leaders who can address them. In Army Medicine I guess we’re both blessed and challenged. You are blessed in that you have a representative (me) who can bring up issues that impact all of our AMEDD Civilian Corps members—not just the ones that impact the medical CP. In addition to the CWT GOSC I also sit on the DA G-1 Board of Directors and can present issues there. The challenge for you, of course, is that you are stuck with me as your rep! (For at least a few more years....) So when you have an issue or send us feedback on these Corps Chief messages, I routinely use that feedback as input to policy decisions and development of regulations that goes on at the flag level meetings I attend.

So there is lots of information out there for your use. Understanding what a CP is and how to leverage its advantages is important to your future. I strongly encourage you to take a little time and visit your

page on Army Career Tracker by using the link above. It can truly help set you up for success but it is something only you can do for yourself. Take a shot and see what good things might develop!

THANX!!!

Wanted to say, "Thanx!" to all of you who participated in our AMEDD Civilian Corps Chief Quarterly VTC/TELECON Town Hall meetings this week. You asked some great questions and I really enjoyed spending the time with you. If you have issues you want us to address at the next quarter's sessions please let us know by using the "Contact Us" link in the upper right corner of the Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) home page. Also, congratulations to the winners of the Cheesy Prizes! We'll be sending them soon!!

HOOAH, WELCOME, & FAREWELL

--We have a couple of important HOOAH's this month:

- Congratulations to Marianne Campano from the Fort Carson WTU who was the selectee to fill the civilian position on The Surgeon General's Commander's Initiatives Group (CIG). Way to go Marianne!! Keep us posted on how it's going.
- Congrats also to the Evans Army Community Hospital OB/GYN Department "Operation WE DELIVER Team" which won the 3rd quarter FY 15 Wolf Pack Award! Well done TEAM!!

--We want to WELCOME Oscar Bocanegra who has joined us to head the CP 53 Management Team that resides in the AMEDD Personnel Proponency Directorate here at Fort Sam Houston. Oscar comes to us from US Army Africa. Congratulations, Oscar, and we look forward to even greater things from the TEAM!!

--We are also saying a fond and somewhat sad (we're glad for her and sad for us) FAREWELL to Josie Poirier who is departing as the Director of the CP 53 TEAM. We wish her all the best and are deeply grateful for the leadership and personal commitment she has given to Army Medicine. All the best, Josie!

IMPORTANT UPCOMING DATES:

--16 June - SETM/ETM application deadline. We have a number of folks developing applications across the Corps. Good on you!

--May/June TBD - TRADOC Intermediate Leader Development Applications Due (see below)

--10 July - Wolf Pack Award nominations due for 4th Qtr. See nomination instructions on the AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil>) under "Celebrate Success."

## TRAINING AND DEVELOPMENT

--Coming VERY SOON: ATTENTION GS-11s & GS-12s in all occupations! TRADOC Intermediate Leader Development Program (ILDLP) - (A centrally funded and managed 2-year civilian leader program designed for mid-level (GS11-12-13) employees who aspire to develop the competencies necessary to assume great responsibility and advance in their careers.) As I mentioned in my last message, we have 5 slots in an Intermediate Leader Development Program (ILDLP) Program managed by TRADOC for GS11-12 and some 13 employees (and equivalents). We expect to announce all of the details in the very near future. In the meantime, you can get ready for a possible short application window by preparing your resume, a statement of interest (500 words or less), describing your career aspirations and suitability for the program, and talking with your supervisor about the program. Among other items in the application packet, you'll need your supervisor's endorsement and also a utilization plan (500 words or less) addressing how you'll use the competencies gained in the program. And of course, make sure your IDP is complete in Army Career Tracker. We'll send the announcement out as soon as possible with complete eligibility and application information.

--Office of Personnel Management PARTNERSHIP WITH CHAMPLAIN COLLEGE - The U.S. Office of Personnel Management (OPM) and Champlain College have entered into an agreement enabling Federal employees, their spouses, and qualifying adult family members to pursue affordable, online post-secondary education in high-demand business, health care and technology fields. Starting with the summer 2015 semester, Champlain College will offer Federal employees and their families' access to more than 60 nationally recognized online certificate, bachelor's, and master's degree programs at up to 70 percent less than standard online tuition rates through their alliance program. You can read the press release at <http://www.opm.gov/news/releases/2015/04/champlain-press-release/>. According to this article, federal employees can immediately begin submitting their applications for the summer term, which begins on July 6, 2015, and has the admission deadline of June 5, 2015. To learn more, visit <http://www.champlain.edu/truEDFed>. To learn more about this in case you have an interest in using it in the future, you can also register for live webinars for Federal employees interested in learning more about truEDR and Champlain College at <http://www.champlain.edu/truedfed/admission/webinars>. The next info webinar is 9 June.

## HEALTH & WELLNESS

--During our annual Board of Advisors meeting held in conjunction with The Surgeon General's Consultants Symposium, we got our first look at the Public Health Command link to a Performance Triad Guide: <https://usaphcapps.amedd.army.mil/hioshoppingcart/>. Frankly, I really liked and the information can be really helpful if you're interested in improving your health. You can select and download this helpful guide, a Performance Triad Challenge booklet, and other great materials and tools to help you explore your path to personal health and fitness. Go for it! As they say on TV, "A body in motion stays in motion!"

## 20TH AMEDD CIVILIAN CORPS ANNIVERSARY

Our AMEDD Civilian Corps 20th Anniversary will occur in March of 2016. The actual date is 26 March but we'll celebrate on the 25th since the 26th is a Saturday. I need your help to get ready. We're planning a special event to celebrate 20 years as a Corps, to include a special display in the AMEDD Museum about civilian contributions to the mission of Army Medicine. You can help by sending us pictures, articles, artifacts, or anything we can use in the exhibit. We can arrange to return items afterwards if you don't want to permanently donate them, so don't worry about that. Please put on your thinking caps and help us create a meaningful display to represent the dedication and service of our Corps to Army Medicine and the Army. Use the "Contact Us" button on our website (OH, haven't I mentioned our Civilian Corps Website in this message yet?? OK, one more time!! [I hope you've marked it as one of your favorites!! (<https://ameddciviliancorps.amedd.army.mil>)] The direct address to our Corps Chief email mailbox is [usarmy.jbsa.medcom-ameddcs.mbx.civilian-corps-chief@mail.mil](mailto:usarmy.jbsa.medcom-ameddcs.mbx.civilian-corps-chief@mail.mil). You can use that too. Thanx in advance for your thoughts and assistance.

## SAFETY

You know you never get away without a comment or two about safety. The truth is that we normally know exactly what we're supposed to do in a given scenario as it pertains to being safe. Unfortunately, sometimes we either don't move that knowledge from its storage point in our "punkins" to our conscious minds or we make a choice not to heed it—either on our own or assisted by something that dulls our decision making abilities,...like lack of sleep. (Were you thinking something else??!?!?) Please make every effort to think safety to keep you and your families safe. We civilians make up about 63% of the MEDCOM and are key components of the Army Medicine Team. You can only play if you are present with the Team when it's "game on" so take care of yours and yourselves!

Guess that's more than enough for this time around. More to follow, hopefully within a couple of weeks. Happy Memorial Day to you and, as always, thanx for what you do for Army Medicine and its mission. It simply wouldn't happen without you!

Sincerely,

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Gregg Stevens, SES