

# Mission

Revolutionize the current culture to build an integrated and enduring professional Team serving Army Medicine



# AMEDDD

# Civilian Corps CONNECTION

QUARTERLY NEWSLETTER

## Vision

A distinguished Team of passionate professionals recognized for quality, innovation, and customer service in support of Army Medicine

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**AMEDDD Civilian Corps Newsletter**



Issue 1, Quarter 4  
August 2020

Richard R. Beauchemin  
OTSG/MEDCOM Chief of Staff /  
AMEDD Chief, Civilian Corps

# THE CORPS CHIEF CORNER

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## Get to know the AMEDD Chief Civilian Corps

Mr. Richard R. Beauchemin was appointed a member of the Senior Executive Service in the Office of The Surgeon General (OTSG) on February 3, 2019. He is currently serving as the Chief of Staff, OTSG/Army Medical Command (MEDCOM), the AMEDD Chief, Civilian Corps, and the Functional Chief Representative (FCR) Career Program 53, Medical. He serves as the principal advisor to The Surgeon General/Commanding General, for all matters related to executive leadership, oversight and management of the staff and operations located in two geographically dispersed states (Texas and Virginia). He is responsible for supervising the OTSG/MEDCOM's Staff; directing activity in programs and enabling the exercise of staff responsibilities. He is responsible to ensure the overall effectiveness of operations and efficiency in the accomplishment of the highly complex military medical mission. He oversees the execution of a command budget in excess of \$8.8 billion dollars and oversight of over 1100 military and civilian staff. For a full bio, visit: <https://go.usa.gov/xfUX7>



**Army Medical Department Civilian Corps**

**ARMY MEDICINE**

***Our Profession***





Ms. Julie J. Brown  
Deputy Corps Chief,  
Civilian Corps/  
CSBPO



Ms. Liz Mendez  
Health Systems  
Specialist



Ms. Christi Bass  
Corps Proponent  
Specialist

## About the AMEDD Civilian Corps

In direct support of The Army Surgeon General and the AMEDD Chief, Civilian Corps / Office of the Surgeon General/U.S. Army Medical Command Chief of Staff. Ensures synchronization and integration of the AMEDD Civilian Corps strategic initiatives consistent with TSG's Strategic objectives in support of the Army Medicine's mission.

The AMEDD Civilian Corps manages and supports the strategic planning and communications of the Army Medicine Civilian Workforce of approximately 38K+ Civilians aligned under 31 of the 32 Army Career Programs on how we acquire, develop, employ, and retain Civilian talent in support of Army Medicine readiness.

The AMEDD Civilian Corps supports the Army's Vision articulated in the Army People Strategy Civilian Implementation Plan to put the right people, policies, and systems in place. The plan sets the path for inspiring service as an Army Civilian, modernizing our approach to talent management and development, building readiness, and taking care of our people.

### Army Civilian Corps Creed

I am an Army Civilian - a member of the Army Team  
I am dedicated to our Army, our Soldiers and Civilians  
I will always support the mission  
I provide leadership, stability and continuity during war and peace  
I support and defend the Constitution of the United States and consider it an honor to serve our Nation and our Army  
I live the Army values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage  
I am an Army Civilian

### Civilian Oath of Office

"I, (state your full name), do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well; and faithfully discharge the duties of the office on which I am about to enter. So help me God (optional)."

# 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/](http://capl.army.mil/)

# What you need to know about coronavirus disease 2019 (COVID-19)

## What is coronavirus disease 2019 (COVID-19)?

Coronavirus disease 2019 (COVID-19) is a respiratory illness that can spread from person to person. The virus that causes COVID-19 is a novel coronavirus that was first identified during an investigation into an outbreak in Wuhan, China.

## Can people in the U.S. get COVID-19?

Yes. COVID-19 is spreading from person to person in parts of the United States. Risk of infection with COVID-19 is higher for people who are close contacts of someone known to have COVID-19, for example healthcare workers, or household members. Other people at higher risk for infection are those who live in or have recently been in an area with ongoing spread of COVID-19. Learn more about places with ongoing spread at <https://www.cdc.gov/coronavirus/2019-ncov/about/transmission.html#geographic>.

## Have there been cases of COVID-19 in the U.S.?

Yes. The first case of COVID-19 in the United States was reported on January 21, 2020. The current count of cases of COVID-19 in the United States is available on CDC's webpage at <https://www.cdc.gov/coronavirus/2019-ncov/cases-in-us.html>.

## How does COVID-19 spread?

The virus that causes COVID-19 probably emerged from an animal source, but is now spreading from person to person. The virus is thought to spread mainly between people who are in close contact with one another (within about 6 feet) through respiratory droplets produced when an infected person coughs or sneezes. It also may be possible that a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or possibly their eyes, but this is not thought to be the main way the virus spreads. Learn what is known about the spread of newly emerged coronaviruses at <https://www.cdc.gov/coronavirus/2019-ncov/about/transmission.html>.

## What are the symptoms of COVID-19?

Patients with COVID-19 have had mild to severe respiratory illness with symptoms of

- fever
- cough
- shortness of breath

## What are severe complications from this virus?

Some patients have pneumonia in both lungs, multi-organ failure and in some cases death.

## How can I help protect myself?

People can help protect themselves from respiratory illness with everyday preventive actions.

- Avoid close contact with people who are sick.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Wash your hands often with soap and water for at least 20 seconds. Use an alcohol-based hand sanitizer that contains at least 60% alcohol if soap and water are not available.

## If you are sick, to keep from spreading respiratory illness to others, you should

- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.
- Clean and disinfect frequently touched objects and surfaces.

## What should I do if I recently traveled from an area with ongoing spread of COVID-19?

If you have traveled from an affected area, there may be restrictions on your movements for up to 2 weeks. If you develop symptoms during that period (fever, cough, trouble breathing), seek medical advice. Call the office of your health care provider before you go, and tell them about your travel and your symptoms. They will give you instructions on how to get care without exposing other people to your illness. While sick, avoid contact with people, don't go out and delay any travel to reduce the possibility of spreading illness to others.

## Is there a vaccine?

There is currently no vaccine to protect against COVID-19. The best way to prevent infection is to take everyday preventive actions, like avoiding close contact with people who are sick and washing your hands often.

## Is there a treatment?

There is no specific antiviral treatment for COVID-19. People with COVID-19 can seek medical care to help relieve symptoms.



For more information: [www.cdc.gov/COVID19](https://www.cdc.gov/COVID19)

## FY20 2nd Quarter Wolf Pack Award Winner!

Congratulations to the Army Medicine Wolf Pack Award for the 2QFY20, is the Utilization of the Behavioral Health Consultants (BHC) Team, Blanchfield Army Community Hospital, Fort Campbell, KY FY20 2nd Quarter Winner!

This Team of 18 Army Active Duty military and Department of the Army Civilians worked closely to continue to enhance the primary care treatment and health care delivery for behavioral health interventions across the Military Health System. This capability provides overall patient centered medical experience and streamlines patient access for behavioral health.

The Primary Care Process Improvement (PI) focused on increasing referrals to the BHC and improved their integration into a holistic model of care. This, as a result, increases patient self-referral and warm hand-off of patients to the BHC, thus removing barriers to appointing patients. The referral and transition for patients includes specialty clinics and primary care. The BHCs operate as consultants within primary care treatment teams, offering behavioral interventions, counseling, and various treatment modalities. BHCs are assigned to primary care clinics with 3,000 or more adult enrollees, or as authorized by the DHA-PCHB Program Director. Blanchfield Army Community Hospital (BACH) is authorized 8 BHCs with 6 currently on hand. The DHA standard for BHC's is a minimum of 8 completed appointments per day. In June 2018, the average face-to-face encounters for assigned BHCs was 4.38 with a no-show rate of 26% (source: Care point, CHCS, AHLTA, IBHC Dashboard). The project was initiated to raise the completed appointments from 4.38 to >8 per day; and to decrease the no show rate from 26% to <20%.

The project focused on four main areas: increasing referrals, improving Integration of BHCs into a holistic model of care, increasing self-referral appointments and warm hand-off of patients to BHCs, and removing barriers to referring patients. Specialty clinics and primary care clinics were included in the PI project processes. These PI processes were accomplished by recruiting a Tri-Service BHCT Trainer and other clinical staff/PCMs and Administration to review scope of practice, warm-hand offs, documentation, coding, review schedules and schedule templates, implement new protocols in booking appointments, allowing patients to self-refer, provide input during morning huddles and extensive educational programs implemented throughout the various clinics. The behavioral health symptom screening was also a practice implemented during training to other clinical department staff increasing team member's scope of practice. These steps helped to increase face-to-face visits and decrease the patient no-show rate. On-going Professional Practice Evaluation (OPPE) system was also implemented to improve medical decision-making standards which comply with National standards. These significant processes continue to expand the practices within the BH Clinic and the organization with overall outcomes of meeting the initial goal of raising appointments to 8 per day and decreasing their no-show rate to 11% for the period of August-November 2019.

## AMEDD Wolf Pack Awards - 4QFY20 Award Nominations

Nominations are currently being accepted for the 4QFY20 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. Please go to the AMEDD Civilian Corps website under "WHAT'S NEW" and "ANNOUNCEMENTS" to find additional information reference the nomination packet. **Suspense: 30 September 2020**

## Wolf Pack Award Nomination Procedures

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 anytime throughout the quarter. Nominations must be received by the last working day of the month for consideration of the award for that quarter (1st Qtr - 31 Dec; 2nd Qtr - 31 Mar; 3rd Qtr - 30 Jun; and 4th Qtr - 30 Sep)

Additional information may be found at: [go.usa.gov/xfgxG](https://go.usa.gov/xfgxG)



# Announcements & Opportunities

## MEDCOM FY2020 Voluntary Early Retirement Authority (VERA)/Voluntary Separation Incentive Pay (VSIP)/VSIP II

On 27 Aug 19, MEDCOM published FY20 VERA/VSIP/VSIP II Workforce Downsizing and Restructuring Incentive Guidance. The FY20 VERA/VSIP/VSIP II application window is open from 1 Oct 2019 through 31 Aug 2020. 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;
  - Are eligible for optional retirement, voluntary early retirement, or resignation;
  - Are 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 adverse results of a RIF to an impacted 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 with the activity S-1 Civilian Human Resources Office for submission through command channels to the MEDCOM Civilian Human Resources Directorate for processing.

Supervisors and employees may obtain additional VERA/VSIP/VSIP II information and application procedures through their Activity S-1 Civilian Human Resources Office.

## 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](mailto:usarmy.jbsa.medical-coe.mbx.mentorship@mail.mil) with "Cadre of Mentors" in the subject line.

## 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](mailto:usarmy.jbsa.medcom-ameddcs.list.amedd-regiment@mail.mil). (NOTE the double hyphen between AMEDD and Regiment).

# Announcements & Opportunities, con't.

## 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](mailto:usarmy.jbsa.medcom.mbx.medcom-oconus-employment-opportunities@mail.mil)



# FY20 Federal Employee Viewpoint Survey

The Federal Employee Viewpoint Survey (FEVS) is an annual government-wide survey, administered by the Office of Personnel Management (OPM), that measures federal employees' perceptions of critical work-life areas that drive employee engagement, satisfaction, and retention across the workforce. The survey results provide valuable insight to senior leaders on the strengths of the Civilian workforce, as well as gauging areas for improvement and current challenges.

To continue to increase employee engagement and communication across the Army, we strongly encourage participation in the 2020 FEVS. The FEVS will open Mid-September.

This year's survey will look different from prior years. Due to the COVID-19 pandemic, many agencies asked OPM to shorten the 2020 survey. OPM streamlined the FEVS content and added items to assess the federal government's response to the COVID-19 pandemic. The addition of the COVID-19 items will enable the collection of data for policy and guidance and assess our mission continuity and delivery of critical services.

Be on the lookout for more details on the 2020 FEVS including eligibility requirements and survey invitation logistics. If you have any questions, please send an email to: [usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil](mailto:usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil).

*Let your VOICE be HEARD!* Army Engagement in **2020**

**FEVS**  
Your Army.  
Your Voice.

Take the  
**2020**  
**Federal**  
**Employee**  
**Viewpoint**  
**Survey**

Mid-September\*

<https://www.milsuite.mil/book/groups/federal-employee-viewpoint-survey-fevs>  
\*Official FEVS survey dates for all eligible Army Civilians.

# Civilian Education Training & Leader Development



## AMEDD Supplement to the ACTEDS Catalog

Check out the upcoming list of courses hosted by Corps Office for FY21 and suspense dates to submit applications. The Supplement provides information on the upcoming list of courses hosted by the AMEDD Civilian Corps Office beginning FY 21 with suspense dates to submit applications. For more information, go to: <https://go.usa.gov/xwG5c> or contact the Corps Office with questions: [usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil](mailto:usarmy.jbsa.medical-coe.mbx.civilian-corps-chief@mail.mil)

## Emerging Enterprise Leader (EEL) Program US Army Pacific (USARPAC)

The EEL program is a one year Civilian Leader Development program for mid-level (GS-11, GS-12, or equivalent) employees assigned to the RHC-P and activities who want to develop competencies to assume greater responsibilities as Army Civilian managers and leaders. Due to ongoing COVID-19 concerns, this upcoming cohort will meet virtually, serving to both protect the participants while also mitigating disruptions to the program. This includes mentorship, team-based problem solving, self-development and a developmental assignment. These build and strengthen leadership competencies and broaden employee skill sets. The call for applications for the FY21 Pacific EEL program is open now through 24 Aug 20. See the Civilian Corps page for more information and how to apply: <https://go.usa.gov/xf8wN>

## Academic Degree Training (ADT) Program

The Academic Degree Training (ADT) program is a tuition assistance program for those who are seeking an academic degree in a field related to the performance of their official duties. You will be eligible for this program when you have completed 3 years as an Army Civilian. You may apply for this competitive program through command/ organization or through your Career Program. Find more information in the FY21 ACTEDS Catalog: <https://go.usa.gov/xf8dT>

## Army Career Tracker

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 in ACT to access the current ACT L2 Training Schedule.

The L2 sessions are conducted via Defense Collaboration Services (DCS).

Log into (DCS): <https://go.usa.gov/xfU5X>

United States Toll Free Dial: 410-874-6300

DSN: 312-874-6300

Web Conference Pin: 179075418



# Civilian Education Training & Leader Development

## Competitive Professional Development Programs

In addition to CES, the Army has many programs available for Civilian leader development. The competitive professional and leadership development courses and programs described in this section are open to Army Civilians. Each requires the completion of the target CES course(s), and have an eligibility requirement of 3 years in an Army Civilian position. When you have reached your career conditional status, you may be eligible to apply for some of these programs. Check the individual eligibility requirements for each program.

## Senior Enterprise Talent Management Program (SETM)

The SETM program is designed to afford selected GS-14 to GS-15, or equivalent Army Senior Civilians, an exceptional professional development, senior level education or experiential learning opportunity. There are several components to SETM, each focusing on a different type of training or developmental experience. When eligible, SETM provides a great opportunity to do something outside of your organization or your CAREER PROGRAM. The opportunity to apply for SETM is announced annually. You must carefully review the eligibility requirements of each component, as they are not the same. More information about the SETM program is available here: <https://www.csldo.army.mil/>

## Enterprise Talent Management Program (ETM)

The ETM program is designed to afford selected GS-12, GS-13, and GS-14 or equivalent Army Senior Civilians. ETM provides mid-level leadership development opportunities. There are four modules in the ETM program, each focusing on a different type of training or developmental experience. The opportunity to apply for ETM is announced annually. You must carefully review the eligibility requirements of each component, as they are not the same. More information on the ETM program is available here: <https://www.csldo.army.mil/>

## Army Management Staff College (AMSC) - Civilian Education System

The AMSC continues to closely monitor the ongoing Coronavirus Disease 2019 (COVID-19) outbreak. AMSC has made some near-term changes in order to limit exposure to COVID-19. Therefore, all resident CES classes at Fort Leavenworth and Mobile Education Teams (MET) locations have been cancelled for the remainder of the fiscal year (FY20); CES courses will continue their virtual instruction.

- Additional registration information will be provided once the virtual schedule is approved.
- The scope of the temporary changes is to minimize the need to gather in large groups and spend prolonged time in close proximity with each other in classrooms.
- Students who registered for CES courses should have already received cancellation notices from AMSC.
- Please continue to check the AMSC website for further updates at: <https://go.usa.gov/xwG5C>
- Thank you for your patience as AMSC continues to seek new ways in building virtual communities of support.

## Talent Management - Army Medicine Aspiration Survey

We continue to provide an opportunity to let us know your interest with Civilian Education and Training and Leader Development opportunities. This is a short survey and should take you less than 10 minutes to complete. To access the survey: [go.usa.gov/xfQYC](https://go.usa.gov/xfQYC) log in to the Army Career Tracker and it will take you directly into the survey.

# 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.



Four hanging tags are displayed against a background of faint, repeating text. From left to right: 1. A red tag with a white Facebook 'f' icon and the text 'Visit the Army Medicine Civilian Corps Facebook page for the latest updates!'. 2. A white tag with a red horizontal band containing the text 'Learn about: CIVILIAN CORPS Programs &amp; Initiatives'. 3. A red circular tag with the text 'Civilian Education Training and Leader Development Opportunities'. 4. A white tag with a red horizontal band at the bottom containing a white thumbs-up icon and the text 'LIKE and SHARE our page!'.

## “ARMY MEDICINE - OUR PROFESSION”

[facebook.com/ArmyMedicineCivilianCorps](https://facebook.com/ArmyMedicineCivilianCorps)

AMEDD Civilian Corps Page: [ameddciviliancorps.amedd.army.mil](https://ameddciviliancorps.amedd.army.mil)  
[Instagram](#) - [Twitter](#)