



CP-12

SAFETY & OCCUPATIONAL HEALTH

Fall 2015 Edition



Message from Mr. Collins

Deputy Assistant Secretary of the Army, ESOH and Functional Chief, CP-12

Eugene Collins, a member of the Senior Executive Service, is Deputy Assistant Secretary of the Army for Environment, Safety and Occupational Health (DASA - ESOH).

Mr. Collins joins us from Headquarters U.S. Air Force, where he served as the Deputy Director of Logistics in the Office of the Deputy Chief of Staff for Logistics, Installations and Mission Support. Mr. Collins has a broad background in public service. He served in the Air Force for 26 years and has served in a variety of organizations, to include the U.S. Department of Health and Human Services and Internal Revenue Service. He is a combat-proven aircraft maintenance and logistics leader who participated in Operations, Iraqi Freedom, Enduring Freedom, and Southern Watch.

Mr. Collins was commissioned upon graduation from Mississippi Valley State University. He has served in a wide variety of active-duty military and civilian positions of increasing responsibility at Wing, Major Command, Air Force, and non-DoD federal government headquarters levels, including service as the Health and Human Services' University Chief Learning Officer and Executive Officer to the Office of the Secretary. Mr. Collins entered the Senior Executive Service in April 2007. He assumed his current position in June 2015.

CAREER CHRONOLOGY

• **August 2003 - June 2005**
Chief, Depot Maintenance and

Programs Division, Headquarters Air Force Materiel Command, Wright-Patterson AFB, OH

• **September 2005 - 2006**

Deputy Director and Facilities Management Officer, Internal Revenue Service, Washington, District of Columbia

• **September 2006 - April 2007**

Director of Executive Support; Directorate of Air, Space, Information Operations, Plans and Requirements (A3/5); Headquarters U.S. Air Force, Washington, District of Columbia

• **April 2007 - February 2009**

Executive Officer, Office of the Secretary and Chief Learning Officer, U.S. Department of Health and Human Services, Washington, District of Columbia

• **February 2009 - June 2012**

Deputy Director of Logistics, Headquarters Air Combat Command, Langley AFB, VA

• **June 2012 - June 2015**

Deputy Director of Logistics, Directorate of Logistics, Deputy Chief of Staff for Logistics, Installations and Mission Support, Headquarters U.S. Air Force, Washington, District of Columbia

EDUCATION

- **1979** Bachelor of Science degree in vocational industrial education, Mississippi Valley State University, Itta Bena, MS
- **1983** Squadron Officer School, Maxwell AFB, AL
- **1990** Master of Science degree in human resources management and public administration, Golden Gate University, San Francisco, CA
- **1994** Army Command and Staff College, Fort Leavenworth, KS
- **1998** Master of Science degree in national security and strategic studies, Naval War College, Newport, RI
- **2010** Program for Executives in Logistics and Technology, Kenan-Flagler Business School, University of North Carolina at Chapel Hill, NC
- **2011** Air Force Senior Executive Warfighter Perspective Seminar, Lemay Center for Doctrine Development and Education, Air University, Maxwell AFB, AL
- **2011** DoD Joint Executive Management Program, Kenan-Flagler Business School, University of North Carolina at Chapel Hill, NC

MESSAGE FROM THE DEPUTY ASSISTANT SECRETARY OF THE ARMY FOR ENVIRONMENT, SAFETY AND OCCUPATIONAL HEALTH, (ESOH)

Thank you for sharing your valuable time to read about me and the wonderful opportunities I have had to serve with great Americans across the government. I sincerely hope that after reading this short vignette, you'll quickly understand how extremely pleased I am to represent the Army's Total Force in continuing to make our workplaces safer, reduce injuries and illnesses and keep soldiers and Civilian employees engaged in productive work that ensures our readiness today and for the future.

First, I must I applaud the many ways the Army's Safety and Occupational Health Team is taking deliberate steps to protect our workforce while ensuring we execute our demanding daily missions. This indeed is a careful balancing act and I am very proud to join the Army's team of professionals who report to their workplaces across the Army, in garrison and deployed, to execute policies and oversight of innovative, timely and creative programs, and processes that enhance Soldier safety.

Second, as my biographical sketch shows, I come to the ESOH team and the Army with over 35 years of active duty Air Force and federal Civilian experiences serving in the Air Force, two large non-DoD federal agencies and culminating in June 2015 as Air Forces' Deputy Director of Logistics, Headquarters Air Force, Pentagon. I understand the huge responsibilities associated with organizing, training, and equipping a rapidly deployable, global force. I've provided strategic direction in diverse settings involving logistics readiness, maintenance and munitions policy ensuring the readiness of the single largest element of manpower supporting combat forces worldwide. So, I'm no stranger to combat and training operations ranging from the flightline to the service headquarters in the Pentagon and directly supported military OPERATIONS Iraqi Freedom, Enduring Freedom, and Southern Watch.

Third, enough about me, what's really important is that I'm extremely proud to now serve America's Soldiers and protect our nations' environment while never losing sight of the need to fight and win this Nations' wars. Allow me a few moments to brag about your collective efforts across the Army that earned you extended accreditation through 2020 by the American National Standards Institute (ANSI) for administering the Army's Occupational Health, Aviation, Explosive, and Ground Safety training programs. Army soldiers and Civilians receive continuing education credits that are nationally



Eugene Collins and Jeffrey A. Farnsworth BG, USA, Director of Army Safety and Commanding General, USACRC, September 2015

and internationally recognized. ANSI tested the Army's resiliency in sustaining quality standards associated with levels of proficiency, skills, and continuous improvement in safety programs and managing our professional safety and occupational health workforce. I encourage you to walk down the hallway or email Dr. Brenda Miller, Functional Chief Representative, and leader of the Army's Career Program 12 Proponency Office at the Combat Readiness Center (CRC), Fort Rucker, Alabama.

This effort and success directly supports 'A Ready Army'...sustaining the most skilled and safe Army in our Nation's history:

Finally, I hope you have enjoyed this first of many articles to get our message out to all that the Army is definitely about tanks, artillery, aviation, and much more, but we are also about being great stewards of our environment...at home and deployed forward...while we hone our skills to fight and win. ■

Army Strong!



MESSAGE FROM THE DIRECTOR OF ARMY SAFETY (DASAF)

Jeffrey A. Farnsworth BG, USA
Director of Army Safety and Commanding General, USACRC
Fort Rucker, AL

After a two-year pause due to sequestration, the DASAF hosted a Senior Safety and Occupational Health Summit (SSS) from 12-17 April 2015, at the Mark Center, Alexandria, VA.

The SSS focused on Career Program 12 leader development and Level II skills. Approximately 350 careerists had the opportunity to learn from Army Senior Leaders, including the Vice Chief of Staff (VCSA), Deputy Commanding General (DCG) - U.S. Army Training and Doctrine Command (TRADOC), Deputy Surgeon General (DSG), DASA-ESOH and DASAF.

Additionally, 43 Skill Level II courses were offered throughout the week, focusing on critical areas such as

Strategic Planning, Force Management, Army Planning, Programming, and Budgeting, and Execution System (PPBES), Advanced Explosives Safety, Advanced Radiation and Laser Safety, Contract Safety Pilot, Advanced Safety Program Management, Building a Business Case for Safety, Top Trends in Safety and Occupational Health, Advanced System Safety Analysis Tools, and Advanced Fire and EMS training. Several of the courses were streamed to the field via Defense

Connect Online. Many of these courses contributed to ongoing credentialing of our careerists and are required for the Level II Professional Certificate in Safety and Occupational Health. Attendees also had the opportunity to hear from top federal and industry leaders, including the National Safety Council and National Transportation Safety Board, Southwest Airline Senior Safety Director, and Imperial Sugar CEO (Post Tragedy Lessons Learned). Key actions resulting from the SSS include



safety and occupational health business process reengineering, an enterprise safety management system, and professionalization of the GS-0018 job series.

During this year's SSS, I provided an assessment of the Army Safety Program. Many strengths were outlined in our safety professions/program to include the proficiency/performance, the elevation of certification standards increasing specialized training, and command emphasis to make safety a part of the culture. However, I also know we have many challenges ahead. Upcoming challenges include seeing and understanding ourselves better, improving accident reporting, and SOH integration. ■

Readiness Through Safety.

**JEFFREY A. FARNSWORTH
BG, USA
Director of Army Safety**

2015 SENIOR SAFETY SUMMIT

LEADER DEVELOPMENT:
Building a Safety and Occupational Health workforce with the right skills, leadership and expertise

<https://safety.army.mil>



MESSAGE FROM THE FUNCTIONAL CHIEF REPRESENTATIVE

Dr. Brenda Miller
Senior Safety Advisor,
CP-12 Functional Chief Representative
Fort Rucker, AL

Civilian workforce transformation and competency development FY14-15 in review

We made significant strides in identifying and developing competencies for CP-12 occupational series through the Civilian Workforce Transformation (CWT) initiative.

During the past two years, we completed the Competency Management System (CMS) process for nine (9) occupational series within CP-12. This represents 60 percent of the occupations within CP-12 which covers 97 percent of the CP-12 workforce.

I want to thank all of the CP-12 Subject Matter Experts (SME) for the work you did in completing the CMS process for our workforce. Please

feel free to contact the appropriate SME if you are in need of career support/counsel or are interested in being a part of any upcoming career management changes to the specific occupational series. The System Safety Office is structurally organized under the Enterprise & Systems Integration Center (ESIC) - Quality Engineering & System Assurance (QE&SA) Directorate. ■

The following table identifies the occupational series covered and the leads for each competency work group:

OCCUPATIONAL SERIES, TITLE	LEAD SUBJECT MATTER EXPERT (SME)
GS-0018, Safety and Occupational Health Specialist	Randy Grunow (randy.j.grunow.civ@mail.mil)
GS-0019, Safety Technician	Clarence O. (Pat) Welch (clarence.o.welch.civ@mail.mil)
GS-0081, Firefighter	John Staub (john.w.staub.civ@mail.mil)
GS-0089, Emergency Management Specialist	Frank Randon (Frank.Randon@usace.army.mil)
GS-0690, Industrial Hygiene	Sandra (Sandy) J. Parker-Monk (sandra.j.parker-monk.civ@mail.mil)
GS-0803, Safety Engineer	James (Jim) Patton (james.t.patton10.civ@mail.mil)
GS-1306, Health Physicist	Gregory (Greg) Komp (gregory.r.komp.civ@mail.mil)
GS-1815, Air Safety Investigator	Bruce K. Irwin (bruce.k.irwin.civ@mail.mil)
GS-1825, Aviation Safety	Bruce A. Marshall (bruce.a.marshall3.civ@mail.mil)



FY16 THE WAY AHEAD

Dr. Brenda Miller
Senior Safety Advisor,
CP-12 Functional Chief Representative
Fort Rucker, AL

We will continue our focus on competency modeling for the remaining occupational series within CP-12. They are as follows: GS-0301, Miscellaneous Administration and Program Series; GS-0303, Miscellaneous Clerk and Assistant Series; GS-0340, Program Management Series; Federal Wage System; WG-5202, Gas and Radiation Detecting; and WG-5427, Chemical Plant Operating.

We will review and revise, as appropriate, our ACTEDS Plan, to include career maps, Master Training Plan (MTP), and the Master Intern

Training Plan (MITP) as well as the CP-12 Strategic Plan, as a result of competency modeling completed in FY15.

As a reminder, the Army has developed numerous Civilian leadership and educational training courses (e.g., CES Basic) and created the Senior Enterprise Talent Management (SETM) program to provide for a more coordinated management plan to prepare senior Civilians at the GS-14 and GS-15 levels to assume duty positions of greater responsibility. You are encouraged to take full advantage

of these training opportunities, particularly as you review your proficiency assessments in relation to occupational competencies and build your Individual Development Plan (IDP) for discussion with your supervisor for the coming year. I also strongly recommend that you complete any required training (e.g., CES Basic course) as soon as practical. ■



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.

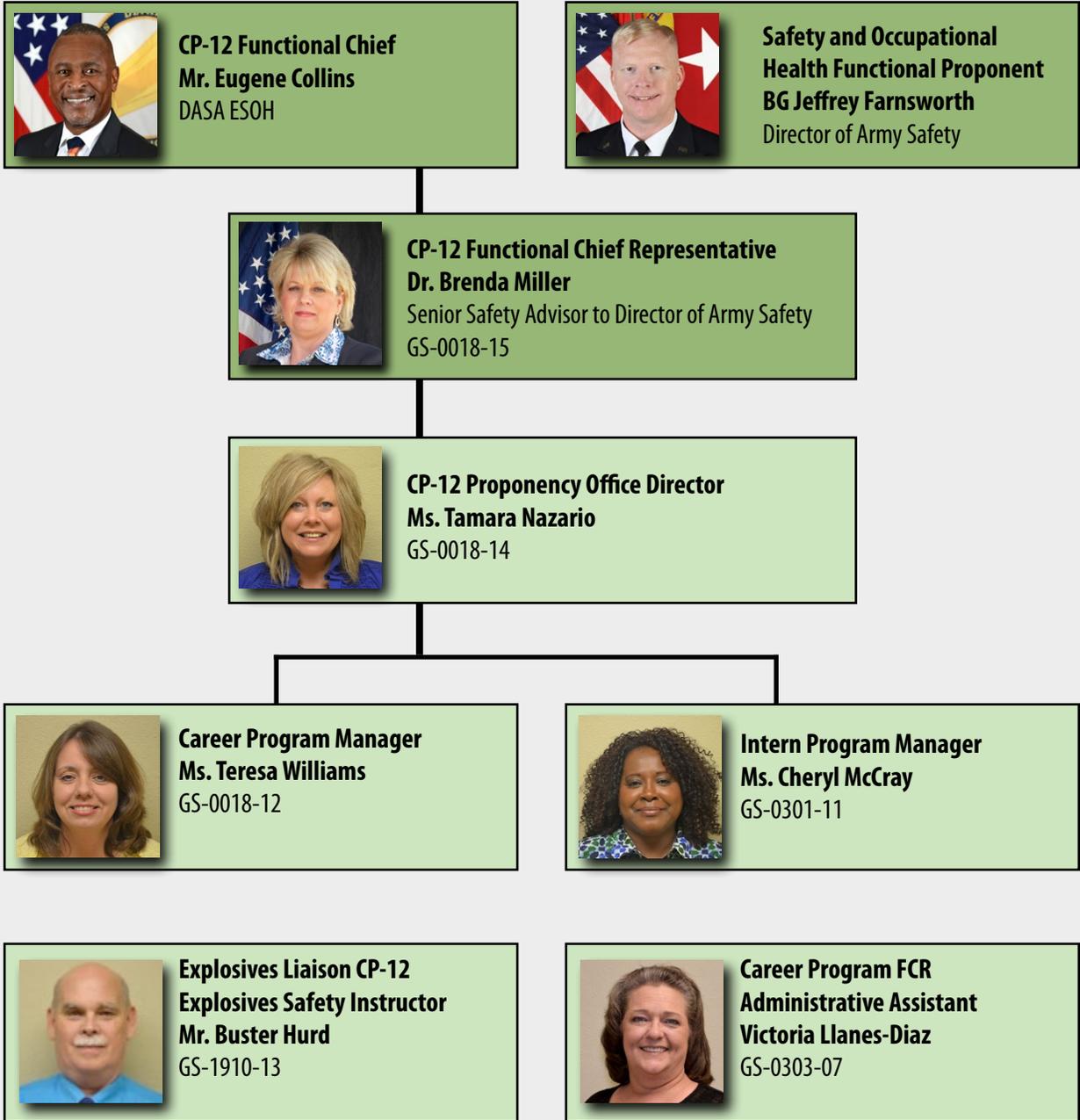
I provide stability and continuity during war and peace.

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.

THE CP-12 TEAM





ARMY LAUNCHES NEW BLOG AIMED AT THE CIVILIAN PROFESSION

Ashley McCall
Posted in: U.S. Army (blog) -
August 20, 2014



The Army has rolled out a new blog series, titled Army Civilian Workforce Transformation, which can be found on the following link: <http://armylive.dodlive.mil/>.

The CWT blog series will highlight Army Civilian training websites, leadership programs, professional development

opportunities, and other Army efforts to build upon our current Civilian workforce talent. Developing the necessary skills for Civilians to accomplish their missions and stay informed to assume greater level of responsibility and accountability. ■

IMPORTANT INFORMATION FOR GoArmyEd USERS

Dr. Brenda Miller
Senior Safety Advisor, CP-12 Functional Chief Representative
Fort Rucker, AL

Go ArmyEd Release 8.5 was on Sep. 27, 2015. Attached is the list of enhancements for both Army Soldier and Civilian functions.



The following is important information for GoArmyEd users.

Account Creation:

- Some Army Civilians were not able to create an account for themselves in GoArmyEd because their information was not being accurately pulled from the Army Defense Civilian Personnel Advisory Service (DCPAS). This issue has been resolved.

Group SF 182:

- Army Civilians can now view Group SF 182s submitted on their behalf. Users will select the "Manage" button in the SF 182 column for the Group SF 182 they would like to view. The SF 182 "Management" page will appear and the search fields will automatically populate with the information for the Group SF 182 the user selected to view. The user will then select the "Search" button to view the Group SF 182.

Supervisor Accounts:

- The email notification sent to supervisors when an Army Civilian has designated them as a supervisor has been updated to include specific steps on how to create a new supervisor account in GoArmyEd. After a supervisor has created an account they will no longer receive these emails.
- Supervisor accounts with no activity for 365 days will be automatically deactivated due to inactivity.
- Supervisors now have a "My Employees" button on their homepage. Selecting this link displays a grid view of all the supervisor's employees.

Training Application Dashboard:

- Users can now view the SF 182 for a specific training application from the "Training Application"

dashboard on their GoArmyEd homepage. A new column has been added to the Training application dashboard titled "SF 182." For training applications that do not yet have an SF 182 initiated, "None Submitted" will appear.

- Some Army Civilians were being incorrectly labeled as "Ineligible" during this step; this has been resolved.

Fees:

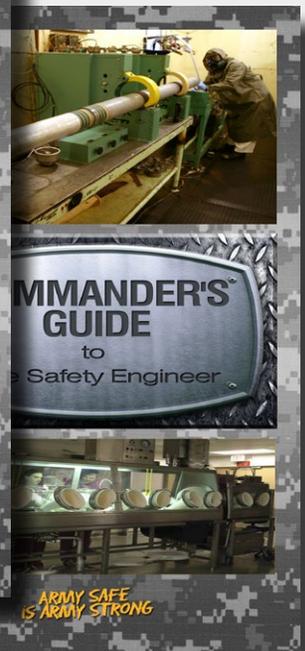
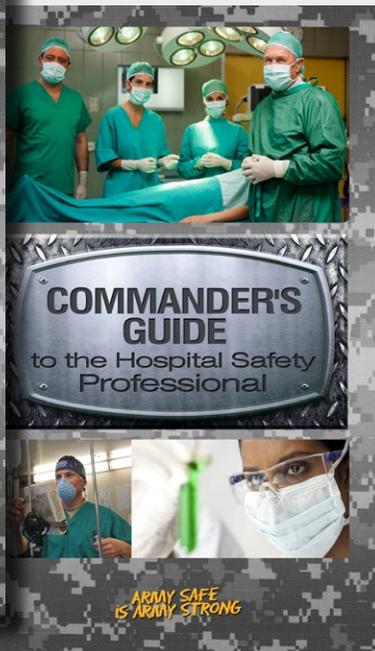
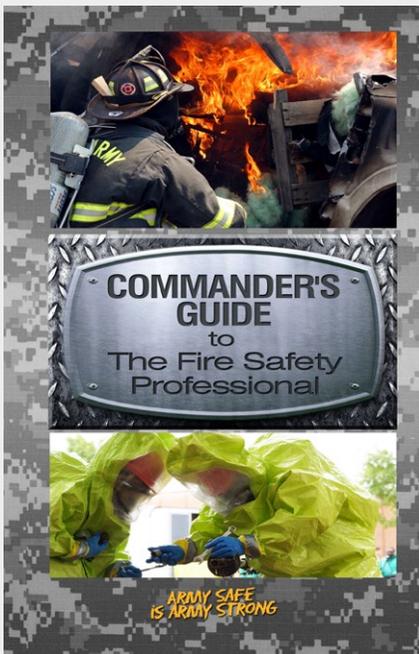
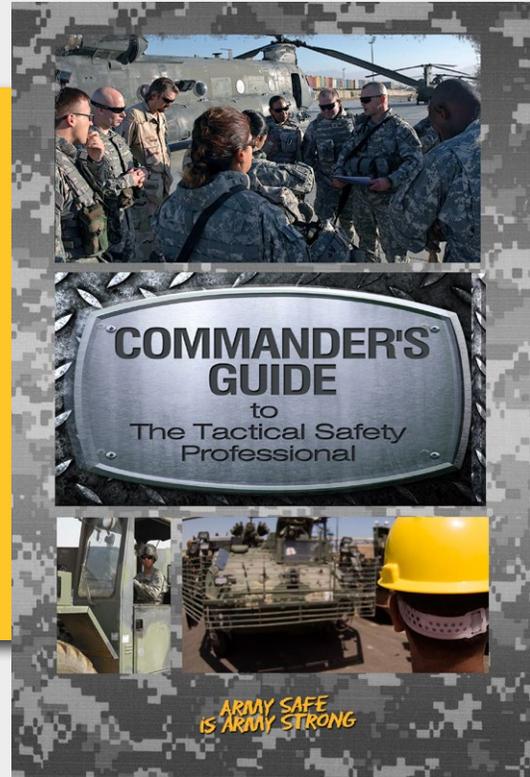
- TA funds can no longer be used to pay for fees. All costs associated with fees entered into GoArmyEd will automatically become Soldier-funded. Courses uploaded by Letter of Instruction (LOI) Schools with fees in the TA fee column will be rejected. ■

FISCAL YEAR 11-15 ACCOMPLISHMENTS

Dr. Brenda Miller
Senior Safety Advisor, CP-12 Functional Chief Representative
Fort Rucker, AL

Commander's Guides:

- Commander's Guide to Explosives Safety Professional
- Commander's Guides to Tactical Safety Professional
- Commander's Guide to the Industrial Hygiene Safety Professional
- Commander's Guide to the Safety Engineer
- Commander's Guide to the Fire Safety Professional
- Commander's Guide to the Hospital Safety Professional
- Commander's Guide to the Health Physicist
- Commander's Guide to Contract Safety
- Commander's Guide to Industrial Safety Track



<https://safety.army.mil/CP-12/QuickLinks/CommandersGuides.aspx>



FISCAL YEAR 11-15 ACCOMPLISHMENTS

Did you know that we now have a CP-12 Facebook page?



Check it out!

Log into your Facebook account and search for CP-12 Army Safety and Occupational Health. Help us spread the word! You can upload photos of the many great things our Safety and Occupational Health Professionals are doing in the field. ■



Hawaii - Reserve Command

Safety Appreciation

As we draw down from Operation Enduring Freedom (OEF) and transition to Resolute Support and enduring bases, our mission is changing.

With reduced Army assets, Afghan contractors supplement the work load. This is a cooperative effort and the Bagram Safety Office provided safety appreciation certificates to recognize our Afghan partners. ■



Site Assistance Visit Kuwait



Kuwait - Assistance visit Phase I

CAREER PROGRAM 101

If you want to know more about the Army's Career Programs, join us for a CP-101 session.

For more information, contact:

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334-447-8457
brenda.g.miller.civ@mail.mil

**Teresa Williams, CP-12 Career
Program Manager, SOH**
334-255-2231
teresa.r.williams.civ@mail.mil

**Victoria Llanes-Diaz, CP-12 FCR
Administrative Assistant**
334-255-2381
ellie.v.llanes-diaz.civ@mail.mil

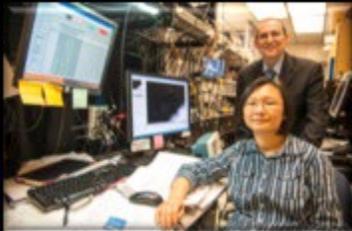
**Tamara Nazario, CP-12
Proponency Office Director**
334-255-0258
tamara.a.nazario.civ@mail.mil

**Cheryl McCray, CP-12 Intern
Program Manager**
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cheryl.l.mccray.civ@mail.mil



AMERICA'S ARMY
THE STRENGTH OF THE NATION

Introduction to Army Civilian Career Programs CP-101





WHY CREATE AN INDIVIDUAL DEVELOPMENT PLAN (IDP)?

Audra E. Calloway
Posted in: U.S. Army (blog) - October 6, 2014

Each Army Civilian should have an Individual Development Plan (IDP) in Army Career Tracker (ACT) that maps out their short and long-term professional goals. These goals should be focused on enhancing competency, leadership, and agility.

Which performance areas do you wish to develop professionally? Where do you see yourself in 15 years? What training will you need to reach your career goals? These are the types of questions you should ask yourself when creating your IDP.

The IDP process requires communication and interaction between the supervisor and

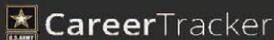
employee. The IDP has five phases which include the following:

- 1. Pre-Planning** - Supervisor and employee prepare independently for meeting.
- 2. Employee/Supervisor Meeting** - Discuss employee strengths, areas for improvement, interests, goals, and organizational requirements.
- 3. Prepare IDP** - Employee, in consultation with supervisor, completes plan for individual development.
- 4. Implement Plan** - Employee

pursues training and development identified in plan.

- 5. Evaluate Outcomes** - Supervisor/employee evaluate usefulness of training and development experiences.

Always print your IDP and discuss it with your supervisor during your performance appraisal meeting. Ask your supervisor for feedback and training recommendations/opportunities that will help you achieve your career goals. ■



QUICK START GUIDE

Log into Army Career Tracker at <https://actnow.army.mil>

ACT ALLOWS YOU TO...

- VIEW** All Career-Related Data in One Consolidated Place
- CREATE** Individual Development Plan (IDP)
- RECEIVE** Targeted Career & Training Recommendations from Leaders and Mentors
- TRACK** Career Information & Goals
- PLAN** Career Paths with Professional & Personal Goals

1 ACT HOMEPAGE & NAVIGATION



- Select your 1st Line Leader.
- View ACT news and updates on the **ACT HOMEPAGE**.
- Explore ACT 2.0 using the left hand navigation panel.
- Return to the **ACT HOMEPAGE** at any time by clicking the ACT logo in the upper left corner.

2 REMINDERS, LEADERS & MENTORS ICONS



- Review **REMINDERS** by clicking on the bell icon in the upper right corner.
- Take action by clicking **GO**.
- Review **LEADERS & MENTORS** requests by clicking on the people icon in the upper right of the header.
- Accept or Reject the request and type a comment to the sender.

3 REVIEW PROFILE INFORMATION



- From **LEADERS & MENTORS**, select additional Leaders/Mentors and Subordinates/Mentees.
- From **MESSAGES**, view messages and recommendations sent to you.
- Review your information on **CAREER DASHBOARD** and **CAREER RECORD**.

4 IDENTIFY & SAVE GOALS



- Establish your Army career goals in the **PROFESSIONAL DEVELOPMENT MODEL**, **COURSE SEARCH**, and **DUTY POSITION SEARCH**.
- Manage your ACT goals using **GOALS MANAGEMENT**.
- Visualize alternative career timelines with **CAREER PATH BUILDER**.

5 CREATE AN INDIVIDUAL DEVELOPMENT PLAN (IDP)



- Create and submit your IDP from the **INDIVIDUAL DEVELOPMENT PLAN**.
- Your 1st Line Leader will receive your submitted IDP and will be able to review, edit, and approve it.

6 STAY CONNECTED WITH COMMUNITIES



- Explore **COMMUNITIES** for the latest Proponent news and updates.
- Check out the Bookmarks for links to helpful external resources highlighted by the Proponent.

<https://actnow.army.mil>

<https://safety.army.mil/cp-12>

CIVILIAN INTERN PROGRAM

Cheryl McCray
CP-12 Intern Program Manager
Fort Rucker, AL

The Career Program 12 Army Civilian Training, Education, and Development System (ACTEDS) Intern Program had a solid recruitment year for fiscal year 2014 with 54 interns being hired

for the various job series under Career Program 12. During FY14, two interns were hired to fill in the newest series, 0089 Emergency Management Specialist.

For FY15, the Career Program 12

Intern Program hired 25 interns. In FY16, we plan to hire approximately 43 interns. ■



<https://ncweb.ria.army.mil/dainterns/default.htm>

What's new for Career Program 12 Army Civilian Training, Education and Development System Intern Program?

The Army's Intern Executive Review Board is chaired by the Army G1 Civilian Personnel along with Functional Chief Representatives and Command G1 participants. The results of the board announced new initiatives and revisions to the ACTEDS Intern Program. A key initiative to emerge is the hiring process for ACTEDS interns from a decentralized hiring "command level" to a centralized hiring process for all new interns. The centralized hiring process allows the Functional Chief Representatives for each

Career Program input and better oversight over the quality and selection of new interns entering the program.

The FCR staff developed an Intern Handbook. The handbook is a comprehensive guide to the two-year intern program and a copy is provided to each intern and supervisor. In conclusion, the Career Program 12 ACTEDS Intern Program will align several aspects of its administrative processes to provide continuity with the Army's Civilian Acculturation



Onboarding Model located at <http://www.tradoc.army.mil/dcsпил/Acculturation/>. ■

<https://safety.army.mil/cp-12>



CP-12 SAFETY AND OCCUPATIONAL HEALTH PROFESSIONAL CERTIFICATE-UPDATE

Tamara Nazario
CP-12 Proponency Office Director
Fort Rucker, AL

In January of 2010, the CP-12 Functional Chief Representative (FCR) office participated in an American National Standards Institute (ANSI) pilot for Professional Certificate Accreditation. To gain ANSI accreditation, the organization must meet the requirements set forth in ASTM E2659-09, Standard Practice for Certificate Programs. CP-12 was the first federal agency to receive ANSI approval for an accredited certificate program. This effort was in response to an Army Audit Agency study two years prior, which concluded the Army's Safety Professionals (0018s) were largely under-trained and thus inadequately equipped to fulfill their responsibility to effectively advise Commanders.

The professional certificate requires applicants to complete 33 courses or have equivalent competencies. The 33 competencies are verified by official documentation provided by the applicant. Review panels consist of senior safety directors, U.S. Army Combat Readiness Center (USACRC) active-duty personnel, the CP-12, FCR and the Career Program Manager. The panels meet at least quarterly or more frequent as required by the number of applicants.

CP-12 developed and released the requirements and application process immediately after gaining ANSI accreditation and conducted the first review panel in September of 2010. Since that time, CP-12 has issued 932 professional certificates. The certificate is a requirement, documented in the ACTEDS Plan, for safety personnel (0018 job series) only, but is offered to any individual within DoD who supports Army safety. Recipients include CP-12 personnel from the safety, industrial hygiene, health physics,

fire prevention, safety engineer and safety technician disciplines. Other recipients include members from Active-Duty Army, Air Force, Marines, Navy and Civilians from other career programs. To date, approximately 85 percent of the Army's 0018's have completed the certificate requirements. This metric is continuously reported in

the Army Campaign Plan and to Congress as a part of the Mission Critical Occupation (MCO) required reporting.

CP-12 is currently collaborating with universities, industry safety, other career programs, ANSI, and senior safety leaders to develop a Level II Skill recommendation that will support a comprehensive Army



**ANSI ACCREDITED PROGRAM
CERTIFICATE ISSUER**



ASSE training at USARPAC

Safety Certification. As is required by accredited certification programs, the program will include training (likely the CP-12 Professional Certificate), documented safety experience, an evaluation (exam and/or demonstrable skills), and continuing education to maintain credentials.

The Army and most Federal agencies are realizing and advocating the value of professional credentials. As CP-12 moves forward to professionalize the 0018 series and improve the career program as a whole, careerists can expect to see a focus on quality training and professional development as well as support for professional credentialing. ■



Aberdeen Proving Ground - Firefighters



Aberdeen Proving Ground



Korea, Area IV



SAFETY AND OCCUPATIONAL HEALTH TECHNICIAN GS-0019

Clarence (Pat) O. Welch III
Safety Technician
Fort Rucker, AL

The positions in this series involve support work in accident prevention such as inspecting safety conditions, investigating and compiling data on accidents, and providing information on safety standards and techniques. Positions require a practical knowledge of work processes and equipment; environmental conditions; and established safety standards, protective devices, and accident prevention measures

Operational Track

Safety and Occupational Health Technicians conduct tests, collect samples, and take measurements as part of workplace inspections. For example, they may collect and handle samples of dust, mold, gases, vapor, or other potentially hazardous materials. They conduct both routine inspections and special inspections that a safety specialist orders. Safety Technicians may examine and test machinery and equipment such as scaffolding and lifting devices to ensure that they meet appropriate safety regulations. They may check that workers are using personal protective equipment (PPE), such as masks, fall protection, and hardhats. Safety Technicians also check that hazardous materials are recorded properly through use of Safety Data Sheets (SDSs). They test and identify work areas for potential health and safety hazards. In addition to keeping workers safe, safety technicians work with specialists to increase the worker productivity by reducing the number of worker absences and equipment downtime. They



save the Army money by lowering worker compensation costs and by preventing government fines.

Safety technicians' duties vary based on their location of employment. For example, a safety technician may test the levels of biohazard at a waste processing plant or may inspect the lighting and ventilation in an office setting. Both of these inspections are focused on maintaining the health of the workers and environment. The responsibilities, listed below, of safety and occupational health technicians vary by workplace, and types of hazards affecting employees.

- Integrate safety requirements associated with a unit maintenance program, assess risk, and mitigate hazards within a maintenance facility.
- Conduct inspections to identify and categorize maintenance facility

housekeeping hazards and brief the owning organization of findings.

- Evaluate safety requirements in a tactical environment to identify hazards and develop mitigation measures to reduce risk associated with the hazards.
- Analyze pre-deployment and redeployment/reintegration operations, load-out operations, movement operations; base camp operations, and weapons and ammunition handling operations to develop mitigation measures for identified hazards.
- Apply explosive and range safety standards for the storage of ammunition and explosives.
- Work with safety and occupational health specialists to control and fix hazardous and potentially hazardous conditions or equipment.

- Carry out and evaluate programs on workplace safety and health.
- Demonstrate the correct use of safety equipment required on the position description of Safety Technician.
- Analyze and assist safety and occupational health specialists in the investigative process for accidents in order to identify the root causes and recommendations necessary to prevent incidents/accidents in the future.

Safety Technician Analyst Track

The SOH Technicians review and analyze complicated accident reports or related safety information and ensure the Army Safety Management Information System (ASMIS) is complete, accurate, and conforms to established standards. They assure consistent recording within the database of occurrences or operations resulting in loss of life, personal injury, and/or destruction of property. Also, they review safety information to assure accuracy of reported conclusions and recommendations based on findings. They isolate and identify causes of major recurring accidents in which information may be gained which would contribute to special studies and support of safety professionals along with performing extensive customer communication. They ensure the organizational structures and reports are accurate, timely, and data trends are consistent with other products.

- Conduct analysis of aviation and ground accident investigation reports, and input correct codes into Consolidated Mishap Reporting Application (CMRA).

- Conduct analysis of aviation and ground accident investigation reports sent from external sources are prepared for input into the appropriate database.
- Provide information and institutional knowledge of the aviation and ground accident information databases including data descriptions and their relationship for the development and implementation into the CMRA.
- Evaluate cause factors to determine trends, operational or management deficiencies, training needs, inadequacies, investigation shortcomings, and completeness of reports before entry into the Consolidated Mishap Reporting Application.
- Report corrective actions to Army Commands and safety representatives in the field to ensure compliance as required by Federal, DoD, and Army regulations.

- Maintain current and accurate accident records sent from internal/external sources and prepare data for input into the appropriate database for review by Army Staff.
- Assist and provide information for the input process for complex ground and aviation accident reports.
- Assist and provide information for the retrieval of complex data extractions from the ground and aviation databases.
- Research military aviation and ground support materiel for defining/developing of various codes.
- Participate in information management process development meetings.
- Logistics Support Activity (LOGSA) reports/verification of materiel codes. ■





CAREER LADDER FOR GS-0019 SAFETY TECHNICIANS

Clarence (Pat) O. Welch III
Safety Technician
Fort Rucker, AL

As the U.S. Army reviewed its methods to transform current recruitment, hiring practices, professional development, and managerial skills that are integral to the care of the workplace and mission requirements by weighing current competency models.

In January 2013, under the leadership of the CP-12 Functional Chief Representative (FCR), the 0019 Safety and Occupational Health Technician series working group (WG) identified and began developing technical and leadership competencies. The non-technical leadership competencies are the Army's standard for all occupational series based on Core Leadership Competencies developed by the Office of Personnel Management (OPM). We reviewed and focused our attention specifically on the development of the technical competencies. The technical competencies listed were extracted from the Consolidate Management System

developed by CP-12 and the current GS-0019 career map. The WG concentrated its efforts on the technical competencies to ensure that we captured all technical competencies required for successful performance of our mission. We reviewed the competency definitions to ensure that they were written in the required format and determine if/what technical competencies needed to be changed. As many of you have already experienced or will encounter in your future career, job functions and roles will change or be adjusted to support mission requirements. This led the working group to identify and adjust the career in two tracks: Operational and Data Analyst. They redefined competencies and definitions in order to support a highly professional safety and occupational health workforce. As your point of contact, I wish everyone success. Also, I am available for assistance with your future goals. ■



EMERGENCY MANAGEMENT SPECIALIST GS-0089

Frank Randon
Emergency Management Specialist
Crystal City, VA

Since its inception roughly two years ago, the Army has made great strides in developing and transitioning individuals into EM positions. To date, in the total Army, there are roughly 300 positions in various Army organizations, such as, Direct Reporting Units (DRUs), Army Service Component Commands (ASCCs) and Headquarters, Department of the Army (HQDA). While not all positions and personnel are transitioned, we are at over 90 percent transitioned status.

HQDA G-34 is the lead for Army Emergency Management and has been conducting quarterly calls to synchronize Army EM activities. United States Army Corps of Engineers (USACE), as the DRU with the majority of the 0089s, has been selected to manage the occupational

specialty (OS) under CP-12, of course with input from and consultation with HQDA and the other DRUs and ASCC leads. As a new OS we continue to make headway into the world of being in a career program. While the USACE maintains its Flood Control and Coastal Emergencies (FCCE) USACE-specific authorities training and its National Incident Management System (NIMS) training under FEMA, we also continue our training to serve DoD as the Emergency Support Function (ESF) #3 Coordinating Agency. Under Army EM, Installation Management Command (IMCOM) developed and conducted Army EM training this past summer. Training included a series of virtual sessions and was completed with a week-long in-residence course. The sessions were professionally facilitated and resulted in all reaching a new level of Army EM awareness

and readiness. Our OS's latest achievement was validating the competencies received in the Army G-1's Competency Management System - members from HQDA and the DRUs met with CP-12 and Army G-1 to validate/verify the Tier 1 or Core Competencies that may appear in future EM Specialist job announcements as requirements. In the coming year we look forward to developing and publishing training that is considered beneficial to EM specialists as well as Commander's Guides to the EM Specialist and Career Program Guides. ■



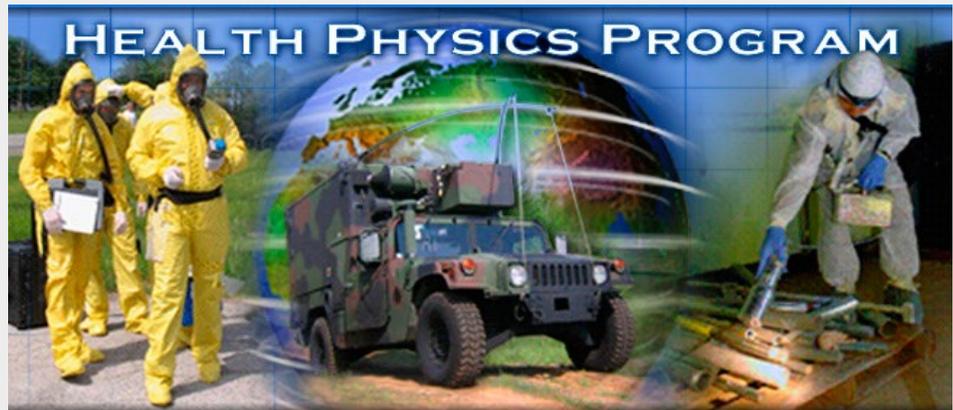


HEALTH PHYSICS

Greg Komp
Health Physicist
Fort Belvoir, VA

Health physics is a field of science concerned with radiation physics and radiation biology with the goal of informing the safe use of ionizing radiation. Health physicists serve as the backbone of the Army radiation safety program by performing the critical tasks requiring specific health physics training and expertise, and providing technical support to the hundreds of radiation safety officers across the Army.

Approximately 50 percent of the Army Civilian health physicists (GS-1306) are in safety offices and the remaining 50 percent are in a variety of other offices supporting the local or regional mission. The majority of military health physicists are in medical-related positions. Forty percent of the Army's Civilian health physicists are located at Army Materiel Command (AMC). These health physicists provide dosimetry services, low-level radwaste services, and manage the radioactive material commodity licenses. The USACE and



the U.S. Army Medical Command (MEDCOM) each have about 20 percent. Army Test and Evaluation Command (ATEC) has 15 percent and the remaining 5 percent are located in U.S. Army Forces Command (FORSCOM), TRADOC, and U.S. Army Europe (USAREUR). The strength of the Army's health physics program is that 16 percent of the GS-1306s are certified by the American Board of Health Physics. That compares to a National average of 10 percent.

It is also a very experienced workforce. Many of our health physicists are eligible to retire and we expect a 20 percent loss in the next five years. To counter that, we have been actively recruiting new health physicists through the intern program and have been working on developmental programs to support

the younger health physicists.

The other major accomplishments have been in developing programs to support the radiation safety officers across the Army. The majority of our radiation safety program is accomplished by additional duty radiation safety officers. Over the past couple of years we revised the formal training program at Ft. Leonard Wood, MO and modified the Radiation Safety for Safety Professionals Course. We are following up those efforts by developing a laser safety program management course and a radiation safety program management course. ■



THE SAFETY AND OCCUPATIONAL HEALTH SERIES GS-0018

Randy Grunow
Safety and Occupational Health Specialist
White Sands Missile Range, NM

The Safety and Occupational Health series 0018 includes numerous functional areas: program management, administration, or operation of a safety and occupational health program or performance of administrative work concerned with safety and occupational health activities. Also, the series includes the development, implementation, and evaluation of related program functions.

The Army's 0018 series is further divided into four distinct tracks: Hospital Safety, Industrial and Construction Safety, Tactical Safety, and Explosives Safety. The Safety and Occupational Health professional's ultimate goal is to eliminate or minimize human injury. Also, reduce property and productivity losses through the design of effective management policies, programs, or practices. Safety and occupational health program management work requires application of the knowledge of the following:

- (a) the principles, standards, and techniques of safety and occupational health management and
- (b) pertinent elements of engineering, physical science, ergonomics, psychology, industrial hygiene, physiology, sociology, and other scientific and technological fields which contribute to the achievement of comprehensive safety and occupational health objectives.

The Army's Safety and Occupational Health professionals, numbering approximately 1400, confront new challenges not encountered in years past. Today's safety and occupational health professionals are highly educated and extremely passionate about their work to minimize hazards to individuals across the Army. They apply the technology and work with

leadership at all levels to minimize risk and ensure that safety and occupational health performance is a fundamental measure of the Army's Safety Program success.

This success can only be achieved with our safety and occupational health professionals working together. Our risk reduction efforts must be synchronized much like the elite athletes who compete in Boston's Head of the Charles Regatta, the world's biggest 2-day rowing (sometimes called "sculling" or just "crew") event. Balance and synchronization are the keys to successful rowing. Our safety professional must be balanced so risk reduction is maintained across all areas of responsibility and synchronized so we pull in the same direction to meet the Army's safety reduction goals.

Safety and occupational health professionals have accomplished a great deal over the past two years. The most notable is the reduction of military fatalities. This reduction is a reflection of our safety professionals' continuous focus on those risk areas that negatively impact safety metrics across the Army. We could not



achieve our safety program successes without the right skill sets. Those required skills are being acquired through the American National Standards Institute (ANSI)-Accredited CP-12 professional certification program. The Career Program Proponency office has reported more than 85 percent have received CP-12 Professional Certificates in Safety and Occupational Health-Level I. This



is a great accomplishment and we must continue to move towards 100 percent certification of our safety professionals.

Another great accomplishment was in June 2012; CP-12 earned approval for the Professional Certificate in Explosives Safety-Level I, accredited by ANSI. This certificate distinguishes safety and occupational health professionals as possessing general knowledge and understanding of explosives safety requirements. The certificate upholds ASTM E2659-09, Standard Practice for Certificate Programs, and is recognized nationally and internationally under the ISO 9000

(Quality) Management System. There have been over 900 certificates awarded to date. This is another area we must continue to move towards 100 percent certification of our safety professionals.

The safety and occupational health professionals will have challenges ahead as we continue moving into a resource-constrained environment. One area that the career program proponent office has leveraged the past few years due to funding constraints is web-based learning. The Defense Collaboration Services (DCS) and the U.S. Army Enterprise Lifelong Learning Center Blackboard System are used most

often by the Army. We must continue to leverage these systems. As our safety professionals move into the future to increase certifications at Level II, web-based learning will become even more important.

In summary, the safety and occupational health professional is a key pillar of the Army's safety program. Our profession has experienced considerable maturity and success. We are moving away from the perception of being in an advocacy role as safety "poster hangers." Gone are the days riding in the back of the bus; as safety professionals, we must drive the bus along with Commanders who own the programs. Safety professionals who can demonstrate their competency are in demand. To be able to compete for positions with greater responsibility requires that safety professionals take charge of their own professional development. Your personal and professional contributions are vital in the continuous improvement of the Army Safety Program. ■



THE GS-1815 AIR SAFETY INVESTIGATIVE SERIES

Bruce Irwin
Air Safety Investigator
Fort Rucker, AL

GS-1815 Air Safety Investigative series is a low-density population of Career Program 12 that is primarily distributed between the U.S. Army Aviation Center of Excellence (USAACE) at Fort Rucker, Alabama, and Corpus Christi Army Depot (CCAD), Texas.

Air Safety Specialists (active-duty Army) at USAACE are involved in the investigation of aircraft accidents within the command and the promotion of aviation safety at USAACE and across the Army Aviation Branch. The Branch Safety Office at Ft. Rucker is also responsible for safety and risk management integration across the Doctrine, Organization, Training, Materiel, Leadership & Evaluation Personnel and Facility (DOTMLPF).

Air Safety Investigators (specializing in Failure Analysis) at CCAD conduct on-site accident or production mishap failure analysis investigations and participate in on-the-scene investigations of accidents or incidents involving military aircraft, selected United States Government

aircraft, and military ground vehicles. The results of studies and recommendations are used by the United States Army Combat Readiness Center to improve military aviation, U.S. Government aviation, and military tactical ground equipment.

Over the last two years, competency development and validation for Army Occupational Series 1815 has been completed. This process yielded 15 validated competencies for the GS-1815 occupational series. The competencies reflect both technical and nontechnical competencies. Our Occupational series has Tier I (important to all 1815 positions) competencies only. ■





THE INDUSTRIAL HYGIENE (IH)/ OCCUPATIONAL HEALTH (OH) HIRING INITIATIVE

Sandy Parker-Monk
Industrial Hygienist
Aberdeen Proving Ground, MD

The Industrial Hygiene (IH)/ Occupational Health (OH) hiring initiative funded by MEDCOM added 145 permanent positions to the Industrial Hygiene inventory since FY11. We also upgraded industrial hygiene sampling equipment programs and funded contracts to conduct baseline workplace assessments at many Army installations. This Initiative addresses the chronic under-resourcing of Army IH programs.

The U.S. Army Public Health Center (APHC) (Provisional) has greatly expanded their catalog of distance learning training for safety and occupational health professionals. We offer classes in subjects such as noise evaluation and control, respiratory protection, risk communication, and statistics. The 40-hour Introduction to

Industrial Hygiene for Occupational Health Professionals course fulfills the requirement for the CP-12 Certificate Program. ■



CAREERIST ON THE MOVE

Daegu, Korea 'Safety Guy' Receives USFK Civilian of the Year Manager Award

Mary B. Grimes
USAG Daegu PAO
Daegu, Korea

U.S. Army Garrison (USAG) DAEGU - "Safety is a full time-job; don't make it a part-time practice." That sounds like something Charles 'Chuck' Ryan, also known as 'Safety Guy,' might say. On the other hand, it is definitely a concept he constantly reiterates and strongly enforces as Charles 'Chuck' Ryan, Brigade Safety Manager, 403rd Army Field Support Brigade, Camp Henry, and recipient of the USFK Civilian of the Year Manager Award.

With safety as his mantra, Ryan is known throughout the 19th Expeditionary Sustainment Command (19th ESC) and USAG Daegu and Area IV for his colorful and creative approach to making safety a priority and something that is always on the mind of every Soldier, family member, DoD Civilian, Korean National employee, retiree, and contractor.

Such unwavering commitment recently paid off when the Framingham, Massachusetts, native became the recipient of the prestigious USFK Civilian of the Year Manager Award in a ceremony recently held at the Dragon Hill Lodge on Yongsan Army Base in Seoul, South Korea. The award was presented by General Curtis M. Scaparrotti, Commander, United Nations Command, Combined Forces Command and United States Forces Korea, and USFK Command Sergeant Major John Troxwell,



before friends and colleagues who rendered overwhelming applause. The award is not easy to achieve and is bestowed upon those who have proven to be exceptional in their work and accomplishments. Recommended for the award by Colonel Kelly J. Lawler, Deputy Commander, 19th ESC, Ryan competed against others who have been nothing short of outstanding in their field. Graciously accepting the award, he acknowledged their service and dedication to the USFK, and DoD safety effort.

Explaining the road to the award Ryan said, "This award was the climax of 10-plus years in the 'Team 19 Safety Office' - both in uniform and as its Safety Director. We reduced the number of fatal accidents 97 percent over that time and FY14 was our safest ever. 36 of our units earned the

Army Accident Prevention Award of Accomplishment for having zero serious accidents in certain categories."

While all of Ryan's accomplishments are far too numerous to list here, no time is better than now to provide at least a few examples of just what led to his earning the prestigious Civilian award. Among them are his contributions to the USFK mission, increased productivity, efficiency, cost savings and avoidance, innovativeness and creativeness, positive influence on co-workers and others, volunteer work with schools, youth sports, the foster parent program, and the Good Neighbor program, just to name a few. His contributions, however, do not stop there.

According to Col. Lawler, Ryan also wrote and recorded 47



'Safety Guy' radio Public Service Announcements (PSAs) in 2014 alone. "Both the television and radio PSAs that he films or records are all written by him. He has a library of scripts written - most written on his off time, that he shares with any unit or requester. He continues to embrace affirmative action from utilizing the Korean college student intern's voice in his radio PSAs to being a member of a hiring panel that selected a female to be the new safety specialist for U.S. Army

Material Support Center-Korea," stated Lawler.

Still trying to wrap himself around his latest achievement, the USFK Civilian Manager Award recipient shows no sign of letting up. Donned in his all too familiar orange - colored safety attire, he continues to work toward making safety a priority for the USAG Daegu and Area IV community. Said Ryan, "I especially enjoy each morning asking the staff duty, 'Any bad accidents last night?' and hearing a 'no' reply, or having a

Soldier wave and say, 'Hey Safety Guy, as I'm wearing something orange. Perhaps no one loves their job in the USFK as much as I.'" ■



USAG Daegu, Korea

WHAT'S NEW

FIVE TIPS YOU SHOULD KNOW ABOUT ARMY CAREER TRACKER

Tracey Lyles
Career and Leader Development
Fort Monroe, VA

In 2011, the Training and Doctrine Command (TRADOC) released the Army Career Tracker (ACT), a career and leader development tool created to significantly improve the way training, education, and experiential learning support is provided to Army Soldiers and Civilians. ACT provides the most useful and relevant information for Army careers. Users leverage this information, combined with targeted career and training recommendations from supervisors and mentors, to achieve their goals and succeed in their Army Career.

What began as an initiative to help develop career maps for the Civilian Corps to track their training, education and career development has since spread across the Army sectors. ACT is now available for officers, enlisted, and Civilian employees with a target audience of over 1.3 million users.

Here are a few things you may not know about the ACT system:

It is a great resource for information from your career field:

As an Army Civilian, you can log into ACT and get updates from your Career Programs (CPs) and access Army Civilian Training, Education, and Development System (ACTEDS) career maps. ACT interfaces with more than 15 different Army systems, with new system interfaces coming in the near future.

Career maps contain the professional competencies expected by each CP. Career maps also include the training and certifications that are required for each job series and pay plan/pay grade.

Through ACT, you can also create Individual Development Plans (IDPs). Your supervisors and mentors can monitor your IDP and suggest trainings through ACT to help you reach your career goals.

AR 350-1, Army Training and Leadership Development, is the regulatory guidance for implementation of ACT:

ACT is the Army's authoritative source for the



Individual Development Plan (IDP), through Army Civilian Training and Leadership Development, DCS, G37/TRV.

Do you need to create an IDP in ACT? Besides allowing your supervisor easy access to view your IDP and send course recommendations, ACT is mandated by the Chief of Staff of the Army (CSA) and AR 350-1.

The acquisition field may be resistant to this information since they are already required to create annual IDPs in Career Acquisition Management Portal (CAMP/CAPPMIS). However, the ACT Team is working to integrate the two websites so that ACT can pull IDPs created in CAMP/CAPPMIS to allow acquisition employees the opportunity to view their IDPs in ACT.

ACT allows employees to create multiple career paths:

It is easy to visualize future career possibilities in ACT. Go to "Plan" to view the Professional Development Model. All of the goals you have created in ACT will populate here.

Civilians can create multiple Career Paths, which can



be helpful when exploring career options. For example, if your CP has multiple series, you may want to create Career Paths for two series to help you determine the best fit.

Creating multiple Career Paths can also help if you are considering changing career fields in the future.

Career Paths can also be marked as "private" if you do not wish to display a particular Career Path to a supervisor.

ACT is integrated with GoArmyEd:

ACT is integrated with GoArmyEd, the Army's virtual education, training and leader development application

site, creating a more efficient training application process by passing IDP and chain of command data to GoArmyEd. As a result, supervisors are provided an ability to plan for training and to manage their budgets more effectively.

Currently, ACTEDS-funded trainings are administered through GoArmyEd. The next phase of integration will incorporate processing command-funded trainings though the GoArmyEd site. ■



CareerTracker 1.0 TO 2.0 INDEX

Log into Army Career Tracker at <https://actnow.army.mil>

IF YOU ARE LOOKING FOR...

- SOLDIER
- OFFICER
- CIVILIAN

- MY CAREER DASHBOARD
- MY LEADERS
- MY CAREER
- MY NOTICES
- ACT REMINDERS
- MY PLANNER / CAREER MAP
- MY IDP
- MY ACTIVITIES
- MY CAREER PLANNER
- EXPLORE MY CAREER
- MY RESOURCES
- ACT NEWS

YOU CAN FIND IT HERE IN 2.0...

- TRACK CAREER DASHBOARD
- TRACK LEADERS & MENTORS
- TRACK CAREER RECORD
- TRACK MESSAGES
- TRACK REMINDERS
- PLAN PROFESSIONAL DEVELOPMENT MODEL
- PLAN INDIVIDUAL DEVELOPMENT PLAN
- PLAN GOALS MANAGEMENT
- PLAN CAREER PATH BUILDER
- PLAN DUTY POSITION SEARCH
- COMMUNITIES COMMUNITIES
- HELP & SUPPORT INFORMATION & UPDATES

WHAT'S NEW

Army Developing Future Leaders Through the Senior Enterprise Talent Management (SETM) Program

Audra Calloway
Public Affairs Officer for CWT program
Washington, DC

The Army is committed to developing Civilian leaders with the vision, skills, and motivation to guide the future force.

To help identify and develop high-potential Civilians, the Army has created the Senior Enterprise Talent Management (SETM) program.

The SETM program board selects Civilian applicants in grades GS-14 and GS-15 (or equivalent) who are considered the “best-of-the-best” and prepares them for positions of increased responsibility through senior-level educational and developmental experiences.

Through the SETM program, the Army is able to find Civilian leaders who are capable of leading change and people, getting results, possessing business acumen, building coalitions, and providing a joint service perspective.

SETM has four components. Find out if one of them could be right for you.

Enterprise Placement Program

The Enterprise Placement Program is open to GS-15 applicants or equivalent employees. Applicants will undergo review by the SETM Board and, if accepted, are designated as Army Enterprise Employees (AEE) and offered reassignment to positions of greater responsibility across the Army.

Prior to accepting an assignment, AEEs will be required to sign a mobility agreement, if the position is outside their local commuting area.



ARMY CIVILIAN TRAINING & LEADERSHIP DEVELOPMENT

SETM - Temporary Duty

For the SETM-Temporary Duty, GS-14 and GS-15 Civilians are temporarily assigned to a special command-nominated project through a centrally funded TDY, not to exceed 179 days. These special projects help Army senior Civilians develop their core competencies and provide strategic-level experience.

Past SETM TDY projects have included creating budget plans, developing and staffing Army regulations, writing strategic plans and updating labor programs.

Senior Service College

Through the SETM program,

GS-14 or GS-15 applicants are able to compete for allocated seats at the Army War College or the Dwight D. Eisenhower School for National Security and Resource Strategy. Senior Service College (SSC) develops students to assume strategic-level leadership roles in the joint, interagency, intergovernmental and multinational environments. SSC attendance is designed to expand a student's knowledge of the national security mission and strengthen understanding of the challenges that DoD senior leaders face.

Upon completion of the program, graduates are placed in duty positions intended to leverage the



knowledge gained at SSC.

Mobility and continuation of service agreements are required to apply for a residency position. Distance learning applicants are only required to sign a Continuation of Service agreement.

Defense Senior Leader Development Program

The Defense Senior Leader Development Program (DSLDP) is DoD's premier leadership development program for GS-14 and GS-15 or equivalents. It is a two-year program designed to develop the enterprise-wide perspective needed to lead organizations in the joint interagency and multinational environment. DSLDP includes attendance at another service's SSC, leadership seminars and a follow-on developmental assignment.

Mobility and continuation of service agreements are required to apply for DSLDP. Executive Core Qualification write-ups are also a requirement for DSDLP.

Applications for SETM programs must be submitted electronically through the Senior Enterprise Talent Management System (SETMS). Application information can be found on the Army Senior Enterprise Talent Management website at <https://www.csldo.army.mil/Index.aspx>

The Senior Enterprise Talent Management (SETM) website is open and accepting applications

The Senior Enterprise Talent Management (SETM) website, <https://www.csldo.army.mil/Index.aspx>, includes modules for GS-12-15 and equivalent employees and is now open. Applications may be submitted when new dates are confirmed in FY16. On the site locate

the "Enterprise Talent Management (ETM) Applicant Checklist" or "SETM Applicant Checklist" located on the lower right hand side of the page and print to use as a guide. Then locate the "Applicant Toolkit" link on the left side of the page and create your "Applicant Career Brief first." The Career brief is where you will upload your required documents identified on the checklist as well as update your personal information. Next go back to the homepage under the "Applicant Toolkit" and complete your "Applicant Survey." The "Applicant Survey" is where you will select your programs, input required information for each program and submit the completed application. You can view the survey page to see the programs and grade eligibility requirement. You must contact your Career Program Manager (CPM) to provide any information needed for your Functional Chief

Representative's (FCR) input and assessment of your application.

Enterprise Talent Management (ETM)

As a result of the Senior Enterprise Talent Management (SETM) program's success in recent years, CSLMO is now ready to unveil other challenging leadership developmental and competitive opportunities intended for GS-13 Army Civilians (or equivalent) and GS-12s by exception. The newly approved Enterprise Talent Management (ETM) program will enable selected participants in these pay grades to expand their knowledge of the operational and tactical Army and prepare the generating force for challenges of complex environment. ETM will also afford selectees the ability to serve as ground-breaking senior Civilians with interest in challenging assignments focused in the strategic environment. ■

The screenshot shows the SETM website interface. The top navigation bar includes 'Home', 'SETM Organization and Mission', 'Army Civilian Corps Documents', 'SETM/ETM Policy', 'Training & Education', 'How to apply', 'Graduate Placement/SETM-TDY', 'SETM Testimonials', 'Applicant Toolkit', 'Contact Us', 'Useful Links', and 'Users Guide'. The main content area is titled 'Senior Enterprise Talent Management' and features a large American flag graphic. Below the graphic, the 'Organization & Mission' section is displayed. The 'Mission' text states: 'Developing and managing the Army Civilian Corps (ACC) is beneficial to employees, commanders, and the Army as a whole. The Army is committed to providing continuous learning opportunities and broadening experiences to its senior civilian leaders through assignments that expand their core competencies in leadership and functional areas. The expected outcomes for employees are greater visibility of opportunities, increased support of professional goals and potential, and improved knowledge transfer between transitioning personnel. Commanders receive timely vacancy forecasting and knowledge transfer, a reduction of lost productivity that accompanies vacancies, and improved succession planning.' Below this, a list of programs is provided: 1) Enterprise Placement Program (EPP) Option 1 and Option 2. Open to GS-15 (and equivalents) only. 2) Project-based TDY (SETM-TDY). Open to GS-14/15 (and equivalents). 3) Senior Service College (SSC). Open to GS-14/15 (and equivalents). 4) Defense Senior Leader Development Program (DSLDP). Open to GS-14/15 (and equivalents). 5) Army Senior Civilian Fellowship (ASCF) Open to GS-14/15 (and equivalents). 6) Command and General Staff Officers Course (CGSOC) Open to GS-13 (and equivalents). 7) Executive Leader Development Program (ELDP) Open to GS-12/13 (and equivalents). 8) Project Based Temporary Duty (ETM-TDY) Open to GS-13 (and equivalents). 9) Shadowing Experience (ETM-Shadowing) Program Open to GS-13 (and equivalents). The 'Organization' section states: 'The Civilian Senior Leader Development Division (CSLDD) is part of the Civilian Senior Leader Management Office (CSLMO). CSLMO reports to the Asst Secretary of the Army (Manpower & Reserve Affairs). CSLMO is located in the Pentagon, Room 1D756, Washington, DC.' The footer includes 'SITE LAST UPDATED SEP 30, 2015', 'Page last updated Apr 02, 2015', and 'DoD DISCLAIMER • FOIA • Accessibility/Section 508'.



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