Message from Mr. Collins

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

Congratulations on a highly successful fiscal 2016. I hope you are as enthusiastic as I am about our bright future as safety and occupational health (SOH) professionals. This truly is an exciting time because of the historic accomplishments we've achieved and the target-rich opportunities ahead of us. We must build on this momentum and work collaboratively to innovate and lead the Army’s SOH transformation.

This CP-12 newsletter is especially important. This issue communicates our progress and way forward to enhance the Army’s SOH program as part of the secretariat’s Installation, Energy and Environment Strategy 2025. We are leveraging the best practices of continuous process improvement, business process reengineering, and innovations to implement a modern Army SOH management system and deploy a supporting information technology (IT) system. As an introduction, this article attempts to highlight the specific strategic-level major lines of effort the Army is undertaking to update our SOH program.

As we begin fiscal 2017, I am pleased to report that Army SOH professionals are positively impacting the safety and health of our workforce thanks to your overwhelming dedication to mission and readiness. Accidental Soldier fatalities are at an all-time low Armywide, while off-duty Soldier fatalities continue a downward trend even as the overall exposure to off-duty hazards has increased. Additionally, our leading indicators for workers’ compensation claims show we continue to reduce the overall number of cases and case rate for civilian workplace injuries.

As we celebrate this good news, we know we must do even better. Ensuring a safe and healthful workplace and preserving equipment and facilities from mishaps and damage are not only legal and ethical duties, they are integral to maintaining readiness and maximizing our capabilities to address future challenges. Our charge is to provide commanders with the capabilities they need to make timely, informed decisions based on risk and take proactive measures to prevent injuries and illnesses in the workplace. This requires us to reexamine what we do and how we do it to determine the correct measures of performance and effectiveness moving forward.

My office is collaborating with the key stakeholders from the Army Surgeon General, Deputy Assistant Secretary of the Army for Civilian Personnel and Director of Army Safety to address requirements found in DoDI 6055.01, DoD SOH Program. One principal requirement of this DoDi is to implement a SOH management system. The emerging Army SOH management system will include the Quality Work Environment framework,

Civilian Workforce Vision

An adaptive and flexible civilian capabilities-based cohort supported by integrated policies, procedures and programs that produce and deliver the right person to the right place at the right time to support current missions and enable Army 2025 and beyond.
Occupational Safety and Health Administration (OSHA) standards, and emerging American National Standards Institute protocols focused on risk mitigation and high-risk behaviors. This management system will also synchronize efforts of industrial hygienists, preventive medicine, fire prevention and facilities engineers to provide commanders a holistic approach for making informed decisions. It also leverages OSHA Voluntary Protection Program elements that promote leader engagement and workforce involvement to establish a new cultural norm throughout the Army that recognizes safety is integral to readiness.

The emerging Army SOH management system will be codified in the next round of updates to Army Regulation 40-5 and AR 385-10, other applicable Army regulations and pamphlets, and doctrinal publications. It affirms the SOH program is executed at every level of command and managed by commanders and first-line supervisors.

Commanders depend on executable policies and precise management of their SOH programs. They expect process executors to synchronize program elements, complete analysis/trending, and train additional duty safety staffs. Ultimately, they expect the SOH community to be value-added team members and combat multipliers through our unfiltered advice and innovative solutions to SOH matters.

Developing an Army SOH management system and its supporting IT system is too complicated and complex for any single person or office. Recognizing that no one entity of our community has all of the answers, I solicit and welcome your participation in this endeavor and invite you to share your expertise. Enhancing the Army’s SOH program is an open-book test and a group capstone project. Commanders, Soldiers, and Civilians deserve nothing less than A+ outcomes.

We owe our team and each other our absolute best effort to lead SOH transformation and ensure Army Safe is Army Strong!
Multiple challenges and change drivers require modernization of the Army Safety and Occupational Health (SOH) Program. Modernizing the SOH Program will enhance the ability of commanders and leaders at all echelons to preserve readiness through the prevention of accidental loss.

Stakeholders from across the Army have collaboratively developed the framework for a modern Army Safety and Occupational Health Management System (ASOHMS). This forward-looking management system is benchmarked to industry and will help unify Army SOH activities regardless of component, echelon or type of organization.

To succeed, ASOHMS must be enabled by a modern enterprise information technology capability. The USACRC has already initiated IT capability modernization efforts through the ASMIS-R program of record, which will evolve into the desired Army SOH Enterprise Information Management System (ASOHEIMS). The ASOHEIMS information technology capability will help eliminate stovepipes and redundancy and minimize unit administrative burdens.

The proposed modernization plan is guided by three lines of effort (LOE). LOE 1 will modernize the Army SOH Program’s responsibilities, management system, requirements and procedures. LOE 2 will enhance the Army SOH information management system capabilities. Finally, LOE 3 will improve key aspects of Army SOH workforce proficiency. Each of these LOEs has three subordinate objectives with several underlying tasks. Successful execution will require sustained effort and the collaborative support of stakeholder safety and health staffs across HQDA and the ACOMs, ASCCs and DRUs.

At the inaugural SOH Synchronization Oversight Council (SOC) meeting last October at the Pentagon, HQDA, ACOM, ASCC and DRU senior leaders shaped the proposed modernization implementation plan and desired end state for the future Army SOH Program.

We are currently seeking senior leader guidance and endorsement of the overall SOH modernization plan and agreement to provide staff support and subject matter expertise to enable execution.

Readiness Through Safety

Jeffrey A. Farnsworth BG, USA
Director of Army Safety
MESSAGE FROM THE FUNCTIONAL CHIEF REPRESENTATIVE

GREETINGS CAREERISTS!

As we begin a new year, we will forge ahead on our human capital planning initiatives.

Although much work has been done to professionalize our career program (ANSI Accredited Credentialing Programs/Certificates for SOH, Explosives, Aviation, etc…), some challenges still remain.

- A properly sized and trained workforce that aligns to mission
- Human capital planning strategies and an aging workforce
- Balanced diversity within each job series
- Level II training focused on leader development
- Professionals available for deployments in critical areas such as: explosives, tactical, range, radiation, lasers, industrial, biological, chemical, etc…
- Classification and Qualification standards are antiquated

For FY17, we have targeted three focus areas:

1. Reset Intern Training
   There is a demand for highly skilled and qualified SOH professionals. With fewer resources, it is critical that we address our entry level positions. Beginning this year, Interns will engage in more experiential learning, learn best practices that can be applied to the Army, learn side-by-side with our sister services, learn under the mentorship of a seasoned leader, and learn using state of the art technology.

The CP-12 Career Program training reset will implement a blended approach to training that encompasses self-development, institutional instruction, and operational experience. This more immersive training will help to develop adaptive, thinking safety professionals capable of meeting today's challenges. The training model is organized in five phases:

- **Distance Learning.** The distance learning training will provide the fundamental pre-requisite knowledge required to prepare the students for the resident and practical training. The distance learning modules are provided by various subject matter experts from proponents across the Army.

- **Functional Training provided by experienced instructors (military and industry).** Students will also attend universities that offer OSHA University led training. The training will apply emerging technologies to engage the students with practical application using simulators, staged hazard scenarios, and laboratories.

- **At least two rotational developmental assignments (a civilian centric organization like APG and a Brigade, Corps, or Division).** The capstone training phase will provide developmental opportunities that are tailored to the specific job series each individual serves under. The rotational training will be hosted by the proponent command associated with the particular CP-12 job series and will provide in-
depth practical training that associates the student with the real-life challenges that they will encounter in the field. The FCR, Proponency Office, and intern supervisors will evaluate the transitional plan as part of the overall Quality Assurance Program and report findings back to the Proponent and CPPB for continuous evaluation.

- On the job training which will provide greening and SOH specialized training. CP-12 interns will undergo rigorous on the job (OJT) training at their destination organization mentored by seasoned safety and occupational health professionals. The mentors will assist the intern students to research, write and brief a staff study project paper that targets hazard mitigation for hazards that are identified at their location. The students will also conduct occupational, industrial worksite inspections that will be mentored and graded by their supervisor.

2. Competency Gap Closure
The Safety and Occupational Health workforce must be shaped, developed, and utilized effectively to maximize its contributions to the mission success. Given its constantly evolving environment, the Army must ensure that the right competencies and skills are acquired and effectively applied to help careerists meet and exceed the highest standards of conduct and performance.

We are continuing to assess and close competency gaps for the 25 CP-12 job series to include the wage-grade and newly assigned series. In addition, a Level II certificate program focused on leadership is in development.

We will offer our first Emerging Leaders Safety and Occupational Health Training Summit in April 2017. This training will be conducted at the Maneuver Center of Excellence, Ft. Benning, GA. The Maneuver Center of Excellence and Fort Benning provide trained, agile and adaptive combat-ready Soldiers and Leaders; develop the doctrine and capabilities of the Maneuver Force and individual Soldier; and provide a world-class quality of life for our Soldiers, Civilians and Army Families to ensure our Army’s Maneuver Force remains the world’s premier combat force ready to “Win in a Complex World”.

The April 2017 Training Summit will focus on interactive learning to prepare emerging leaders to lead in a complex environment. Courses will include comprehensive Soldier fitness, team building, force management, staff officer functions, tactical safety, explosives safety, obstacle course risk management, airborne ops, simulations, and numerous other training opportunities.

3. Professionalization
We recognize this is a long term effort. A 2011 Army Audit found safety professionals were missing a significant amount of required basic safety and occupational health training. In addition, we know there have been both accident and 15-6 investigations which found the safety and occupational professional unqualified. In some cases, missteps have become national events and could have been avoided if a qualified safety and occupational health professional had been in place. Without the required competencies, safety professionals put the Army at unnecessary risk. It is critical for Commands to hire the right person with the right skills. Skill Level I training requirements have been in place since the Army Audit Agency directed the development and implementation of a credentialing program in 2011. Approximately 90% of our careerists have completed this requirement.

One key Army Audit Agency recommendation was to pursue professionalizing the 0018 series by revising the OPM classification and qualification standards. We are moving forward with the development of a business case to support this recommendation. In addition, we have identified two other job series which need revision: fire (0081) and industrial hygiene standards (0640, 0690).

The Career Program Planning Board and CP-12 leadership can and will address many of the gaps mentioned above. However, the Safety Oversight Council may assist in addressing initiatives such as manning and structure, human capital planning, diversity across the career program, and professionalization efforts.

Career Program-12 leadership will continue to aggressively monitor and improve initial entry training, progression of our safety professionals across all 25 job series, and manage the life cycle development of all safety and occupational health series to ensure the Army is staffed with the right people, in the right job, with the right skills to keep our Soldiers, Civilians, and Families safe.
CAREER PROGRAM FACTS

All Army Civilian occupational series are aligned to one of 31 Army Career Programs (CP). Details at CPOL Career Management: http://cpol.army.mil/library/career/. Each CP has a functional chief, functional chief’s representative, and a dedicated career program management office. Each discipline has a proponent.

A CP is comprised of occupational series grouped together on the basis of:
- Population
- Occupational structure
- Grade range
- Commonalities of jobs
- Qualification characteristics
- CPs were established to ensure there is an adequate base of qualified and trained professional, technical and administrative personnel to meet Army’s current and future needs

Army Civilian professional and career development.
- Most Civilian training — ACTEDS or command-funded — is now requested, approved and funded through www.GoArmyEd.com.
- Army Career Tracker: https://ACTNOW.army.mil features competency-based training and professional development models, current CP information/updates, and helps Civilians and their supervisors create and approve individual development plans (IDPs)
- ACTEDS-funded professional development may include short-term training such as classroom and distance learning, developmental assignments, academic training, training with industry, etc.

Civilian Workforce Transformation Initiatives

The Civilian Workforce Transformation (CWT) program is chartered to look at existing Civilian workforce programs and offer recommendations and modifications that epitomize the Army’s vision of a Civilian workforce management program — able to attract and retain top talent and prepare the civilian workforce to succeed in leadership positions throughout the Army.

CWT was established in 2010 by the assistant secretary of the Army for Manpower and Reserve Affairs-ASA (M&RA). The secretary of the Army has stated that the generating force, of which our Civilians make up 60 percent, is responsible to prepare, train, educate and support Army operational forces. CWT initiatives address systemic challenges and help our personnel system select the right person with the right skills to the right place at the right time.

CWT’s primary goal is to produce a more “flexible and adaptable” Civilian cohort to better support Army goals and missions today and in the future. It is seen as fulfilling our “social contract” by addressing the areas of hiring, management, training and sustainment.

Save The Date – Safety and Occupational Health Summit

Location: Maneuver Center of Excellence, Fort Benning, Georgia.
Dates: 3-7 Apr 17
Theme: Managing Warfighter Risk
Target audience: Emerging leaders at the GS-11 and GS-12 level. This supports the CP-12 Human Capital Workforce Planning and Gap Closure Strategy.

Note: There will be no general sessions. We will begin each morning with a motivational dialogue led by a senior leader and will then proceed immediately to the events for that day. This summit will focus on experiential learning (interactive learning). Very little instruction will occur in the classroom.

https://safety.army.mil/cp-12
When referring to the term "careerist" is it inclusive of employees with an employment status of temporary/term/conditional (as it relates to career programs)?

In general, Army employees deemed as careerists do not include temporary or term employees as applied to career program. The exception or caveat to this generality is those activities necessary for them to effectively perform in their current positions.

The applicability statement for the AR 690-950 revision states:

This regulation applies to all Army civilian employees to include Appropriated Fund (AF), Non-Appropriated Fund (NAF), Direct Hire Foreign Nationals (DHFN) and the Federal Wage System (FWS). Applicability is limited for temporary and term employees to those activities necessary for them to effectively perform in their current positions.
The Defense Competency Assessment Tool (DCAT) is a Department of Defense (DoD) software program used to assess civilian employees’ competency gaps and proficiency levels in the technical competencies within their occupational series. DCAT is the DoD version of a competency database and assessment tool that was developed based on the Army tool, CMS (Competency Management System).

A competency is an observable, measurable pattern of knowledge, abilities, skills, and other characteristics that individuals need to perform work roles or occupational functions successfully per DoDI 1400.25 v250, November 2008. The DoD competency model is defined by five tiers whereas the Army competency model was defined by three tiers. The top three tiers of the DoD model are DoD-specific and must be shared by all Service components. The bottom two tiers of the DOD model are reserved for component-unique tiers. The Army leads the validation activities for competencies in tiers four and five. The DCAT transition will introduce new terminology, definitions, and formats, which Army will adopt as part of its methodology.

The DCAT data is aggregated at the strategic (DoD enterprise) level in order to meet DoD Congressional legislative requirements as defined in Title 10 U.S.C., section 115b. This legislation requires DoD to biennially report to Congress on the critical skills and competencies that will be needed in the future within the civilian employee workforce to support mission requirements. Army provided CMS data to DoD for inclusion in 2013 as part of that reporting requirement. During FY 2011-2014, Defense Civilian Personnel Advisory Service (DCPAS) developed a number of competency models including those for DoD Mission Critical Occupations (MCOs). During FY 2015, the DCPAS competency modeling focused on refreshing dated models, developing competency models for several non-MCOs, and as needed, schedule competency modeling panels for new MCOs.

Similar to Army's CMS, DCAT includes:

• **Employee Proficiency Rating:** Self-assessment of the employee’s current proficiency level.

• **Supervisor Proficiency Rating:** Rating of the employee’s current proficiency level provided by his or her supervisor. Unlike CMS, DCAT also includes

• **Variance:** The difference between the employee and supervisor proficiency ratings. Positive scores occur when an employee’s self-rating is greater than his or her supervisor’s rating. Negative scores occur when an employee’s self-rating is less than his or her supervisor’s rating.

• **Target Proficiency Rating:** The proficiency level required for effective performance for the position. The target proficiency rating is provided by the employee’s supervisor and assessed on a 5-point scale (Level 1 = Awareness; Level 2 = Basic; Level 3 = Intermediate; Level 4 = Advanced; Level 5 = Expert).

• **Competency Gap:** The difference between the supervisor’s proficiency rating and the target proficiency rating.

• **Criticality Index:** The ranked order of competencies that are most critical to the work performed for the position and grade level. Using this value, competencies can be ranked from most to least critical within a series.

DCAT provides several reports, both at the organizational (for example, Component, Series,...) and dyadic (employee-supervisor pairs) levels.

The transition from CMS to DCAT is ongoing and will include a pilot administration of Army-specific competencies this FY. This transition was discussed by AG1-CP representatives with FCRs at a recent Career Program Policy
Committee (CPPC) meeting. Among the administrations by DCPAS will be a refreshing of the DoD MCOs. DCPAS will schedule component-specific administrations of competencies after their MCOs are scheduled. Questions about the Army transition to DCAT may be directed to Dr. John P. Kunzo, AG1-CP, Plans, Analysis and Evaluation Division, at 571.279.117 or at john.p.kunzo.civ@mail.mil.

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### Key Planning Dates

**MAR 2017**

**March is:** National Poison Prevention Month, Workplace Eye Health and Safety / Save Your Vision Month, Brain Injury Awareness Month and National Nutrition Month

- **12 Mar**  Daylight Savings Time
- **12-18 Mar**  National Patient Safety Awareness Week
- **17 Mar**  St. Patrick’s Day
- **20 Mar**  First Day of Spring
- **19-25 Mar**  National Poison Prevention Week

**APR 2017**

**April is:** Alcohol Awareness Month, Stress Awareness Month, National Alcohol Awareness Month, National Distracted Driving Awareness Month, National Sports Eye Safety Month, National Youth Sports Safety Month

- **1 Apr**  All Fools Day
- **3-7 Apr**  National Work Zone Awareness Week
- **7 Apr**  National Walk to Work Day
- **7 Apr**  World Health Day
- **3-9 Apr**  National Public Health Week
- **24-28 Apr**  National Playground Safety Week
- **26 Apr**  Administrative Professionals Day
- **27 Apr**  Take Our Daughters & Sons to Work Day

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* https://safety.army.mil/cp-12
Business practices within the Army SOH program have undergone the greatest degree of change in decades. An initial Business Needs Assessment (BNA) was completed in the spring of 2015. The results yielded a clear message to senior leadership that there were significant issues within the Army SOH business.

Gaps were identified in the current (“As Is”) SOH Business Models, inefficient or non-existent business processes across the enterprise were identified, Occupational Health (OH) and Industrial Hygiene (IH) personnel and business processes were not synchronized with Safety, and the Army Safety Management Information System (Revised) (ASMIS-R) wasn’t providing end-to-end IT capabilities to support the SOH Community. The Army invested $150k and over 20,000 man hours from Feb 2016 through 30 Sept 2016 to aggressively address and close these gaps within the Business Models and promote synchronization of OH/IH personnel and business processes with those of Safety. ASMIS-R Information System Redesign Working Groups and Business Process Reengineering activities have been underway since Feb 2016.

The Commanding General (CG) USACRC and Director of Army Safety (DASAF) has set Lines of Effort in place to aid in the implementation and operationalization of these changes to both the Army SOH Program and its supporting enterprise information system (ASMIS-R replacement/modernization). LOEs 1 and 3 deal with the Army Safety and Occupational Health Management System (ASOHMS) (Programmatic system not IT), and Training/Career Education. The focus of this article is LOE 2 which is to Enhance Army SOH Information Management. Information Management. LOE 2 addresses inefficiencies currently experienced with enterprise-level information flow, lack of a modernized information system to support information flow, and inadequate performance measuring for efficiency and effectiveness. The approach to accomplish this is through three distinct Objectives. The first, foundational objective is to determine Enterprise Information Management (IM) and Information Technology (IT) System Requirements. The next objective is to re-baseline recurring data collection, analytical capabilities, and reporting requirements. The final objective focuses a reset on compliance and risk measures of performance efficiency and effectiveness.

Objective 1:

Determine Enterprise IM/IT system requirements, modernize the data warehouse, and deploy tailored, multi-echelon business applications.

Six ASMIS-R Redesign Working Groups were convened. Over 500 IT System Requirements were gathered across newly designed SOH Business models to address current, “As Is” IT system inadequacies and better plan for a new, “To Be” enterprise system providing full, end-to-end capabilities.

WG 1: met in Feb 2016 mapping to Near-Miss, Mishap Reporting and Accident Investigation.

WG 2: met in Feb 2016 mapping to Hazard Management.

WG 3: met in March 2016 mapping to Training and Education.

WG 4: met in April 2016 mapping to Inspections, Assessments, Audits, Surveys and Technical Consultation.

WG 5: met in April 2016 mapping to SOH Management.

Redesign WG 5: met in June 2016 mapping to Deliver Health Care and Occupational Health Clinical Services.

These IT system redesign sessions enabled the new enterprise-ready IT system architecture, data architecture and data warehouse framework...
to be designed and developed. Additionally, an analysis of alternatives for enterprise analytical capability was completed and a new Business Intelligence (BI) tool was purchased and currently in prototyping against the new data warehouse. This BI tool will serve as an enabler and force multiplier for SOH professionals at all echelons. It will also push information to the Strategic Management System (SMS) providing Commanders actionable information vital to Mission decision making.

**Objective 2:**

Re-Baselining Recurring Data Collection, Analysis, and Reporting Requirements. Modernizing the Army SOH Program (LOE 1) and improving Army SOH Workforce proficiency and effectiveness (LOE 3) requires fundamentally rethinking and radically redesigning Army SOH business processes to simplify work and information flows and minimize effort and data required for analysis and reporting. Business Process Reengineering (BPR) has been ongoing post BNA. This coupled with the ASMIS-R Redesign Working Groups has promoted a deep analysis and modeling of current “As Is” business processes and IT system capabilities. It has also enabled “To Be” model development and redesign of IT capability support future state-business processes.

**BPR 1:** Near Miss, Mishap Reporting, and Accident Investigation in July 2016 yielded a streamlined process flow for reporting a near miss or mishap event. Additionally, DoD Human Factors classification was revisited and incorporated into new, “To Be” business process. Finally, the current baseline data set of over 1,200 data points is being reevaluated to determine which points are not only required by new DoDI requirements but also those that truly required by SOH Professionals to build recurring Command reports, answer requests for information, or allow for trending and analysis. Other authoritative and relational information systems are also being identified in this and other BPR sessions to provide SOH professional’s additional data for trending and analysis.

**BPR 2:** Hazard Management in Sept 2016 addressed deficiencies in standardization across current, “As Is”, business process models. Also addressed was the inability for SOH Professionals and Commanders to view hazard information across their own Commands (tactical through strategic) as well as the ability for Senior Leadership to view aggregated, critical hazards across the Army enterprise. Process efficiencies accounting for deficiencies in information sharing between Safety, Occupational Health (OH) and Industrial Hygiene (IH) were identified and incorporated into new, “To Be” process models. Finally, IT system shortfalls were addressed and added to the newly developed enterprise architecture for modernization activities that will begin in FY17.

**BPR 3:** Inspections, Assessments, Audits, and Surveys completed 30 Sept 2016. Key points for reengineering were similar in nature to those from BPR 2, standardized inspections, assessments, audits, and surveys for SOH Professionals to utilize. Better synchronization of personnel, integration of business processes and information across the SOH community was also engineered into the newly developed “To Be” process model. IT system capabilities addressed were primarily geared toward mobile computing support and ensuring data sharing between the new SOH system and the existing DoD IH system, Defense Occupational and Environmental Health Readiness System (DOEHRS) whose use is mandatory for Army IH personnel. Combining data from these two enterprise systems would offer the SOH Professional more comprehensive and actionable information to aggressively pursue Army SOH Loss Prevention goals and objectives.

A planning event was held in early October 2016 to determine which business processes remain open for reengineering. The planning event generated a recommendation of remaining processes and their order of prioritization for Command approval. The USACRC is determining what data from the legacy IT system, ASMIS-R, should be migrated forward into the new enterprise IT system and how this data will be validated for completeness and accuracy. The current confidence level of information derived from the ASMIS-R is very low and stems from a lack of BPR and data configuration management dating back to the 70’s. A contract is currently in process to undertake a proof of concept using a small subset of existing safety data. The intent is to evaluate this subset against the new baseline data set, ensure completeness/accuracy, migrate forward, and repeat the process should the proof of concept prove to be a feasible model.

**Objective 3:**

Reset Compliance, Risk, and Resource Measures of Performance / Effectiveness (MOP/ MOE) across ASOHMS and all Hazard Categories. As the ASOHMS is finalized and operationalized throughout
the Army, key metrics for leaders to effectively understand and manage hazards must be defined and implemented. Establishing measures of performance (MOP) for activities must occur at all echelons within Army and developing measures of effectiveness (MOE) that support senior leader decisions for strategic safety and occupational health program priorities and resourcing is an imperative. MOP/MOE development has been ongoing since the inception of BPR and the development of the Army Safety and Occupational Health Enterprise Information System Business Case Analysis (BCA). The BCA is required of all IT Business Systems and helps to ensure that business, capability, information, and IT system definition and modeling has been accomplished. This, through business system modeling, directly ties IT system acquisition and fielding to mission activity and capability requirements. There is a projected BPR specifically for MOP/MOE development, modeling, and incorporation. This incorporation will throughout both SOH Business and Information Management/Information Technology (IM/IT) models. The next 2 to 3 years will be both challenging and exciting as the Army SOH community postures itself to become more efficient, effective and relative to Army Commanders worldwide.

SOMETHING IS WRONG! I CAN’T GET MY BLACKBOARD CERTIFICATE.

Instructors are happy to issue students a certificate upon successfully completing a course in Blackboard. However, Blackboard can no longer send mail and certificates to your Army Knowledge Online (AKO) email address.

The Blackboard Administrator requested almost a year ago that all users change their email address from the outdated AKO format (your.name@us.army.mil) and replace it with the new enterprise format (your.name.civ@mail.mil). When students register for courses in Blackboard, the outdated AKO email automatically becomes the default email. If you don’t update your email address using the new enterprise format (your.name.civ@mail.mil) BEFORE you begin to take a course and take the exam, you will not receive emails and certificates. In order to get credit for your hard work and receive CEUs, you must change your email address in Blackboard to your.name.civ@mail.mil or your.name.ctr@mail.mil, for contractors. You and only you have the capability to change your email address in Blackboard.

Once you have changed your email address to the proper format (your.name.civ@mail.mil or your.name.ctr@mail.mil), it can take up to 48 hours before it is registered in Blackboard. Wait 2 days, then log back into Blackboard and confirm the changes before proceeding to complete the course work and exam.

Please follow the instructions on the Blackboard website!

Remember Blackboard no longer uses AKO email. To ensure that you can receive your Blackboard certificates and emails, change your email address to the new enterprise format. For more information about updates and changes, go to: https://amsc.ellc.learn.army.mil and log into Blackboard.

AKO EMAIL CHANGES

Want to receive e-mails from ATSC-ELLC at another e-mail address?

Users can now update their ATSC-ELLC Online profile to direct course communications to ANY email, whether .mil, .com or other. By updating their user profile email address, users can direct where course announcements, notifications, and course communication are delivered.

To enable, update the e-mail field located here. Upon doing so, all e-mails sent from ATSC-ELLC Online will be sent to the address in your profile. This WILL NOT impact messages sent from other systems.

Non-Army AKO Holders: This change impacts the ATSC-ELLC profile only. To maintain AKO sponsorship, your AKO external email addresses will remain the same, and must remain populated with a .mil (non-AKO) email address.

AKO email addresses will no longer be valid as of March 31, 2015. Please update your Blackboard profile by changing your email address from AKO (@us.army.mil) address to the preferred military Enterprise address (@mail.mil).

If you have any questions or concerns, please contact the Army Training Help Desk at 1-800-275-2872 (option 2) or Email-athd@mail.osd.disa.mil, Subject: Blackboard.

Thank you,

ATSC-Blackboard Team
Occupational Health and Safety Technologist, OHST, is a title awarded to safety practitioners who have met and continue to meet all requirements established for the OHST by the Board of Certified Safety Professionals (BCSP).

BCSP awards the OHST to individuals who demonstrate competency in occupational health and safety activities devoted to the prevention of harm to individuals in the workplace environment. Some examples of occupational health and safety activities are:

1. Making worksite assessments to determine risks, potential hazards and controls
2. Evaluating risks and hazard control measures
3. Investigating incidents
4. Maintaining and evaluating incident and loss records
5. Preparing emergency response plans

In April 2016, Gabriel Boyd was selected to be a panel member for the Item Writing Workshop to the Blueprint Revision of the OHST Examination. The panel took place on May 10-12, 2016 in Indianapolis, IN. As a past CP-12 Honor Graduate and a current Department of the Army Civilian at the US Army Combat Readiness Center (USACRC), Gabe was able to provide valuable insight into writing, structuring, and reviewing items for the OHST. Out of the 9 panel members, he was the only military veteran who participated in the workshop. Mr. Boyd relied heavily on his military experience and feedback from the CP-12 Listserver to develop questions for the new upcoming OHST Examination. The new OHST exam by the BCSP should take effect sometime in the late fall of 2017.

In addition, Gabe was selected to be a panel member for the Item Writing Workshop for the BCSP’s New Safety Management Specialist (SMS) Certification which took place in December 2016. The SMS provides thousands of experienced practitioners who do not meet the eligibility requirements to sit for professional certification examinations with the opportunity to demonstrate their competency through examination. The SMS certification addresses the gap that exists between technician/technologist certifications and professional level certifications. If there is value in credentialing supervisors, technicians, and professionals, then there is value in credentialing the experienced practitioner.

The SMS will be beta tested in the second quarter of 2017. The SMS examination will follow the SMS1 Exam Blueprint, as linked to from the 2017 Current Changes Index, and requirements for the SMS are now listed on BCSP’s Safety Certifications At-a-Glance webpage. The final SMS examination will be released to testing centers in second half of 2017.

While Gabe cannot discuss specifics about the exam, he would like to thank everyone who offered recommendations prior to the workshop. Mr. Boyd indicated that “working with the BCSP was a unique experience, and it enabled me the opportunity to work with safety professionals from different industries. I was able to gather insight into the vital role they play in the safety and health community.”

We would like to thank Mr. Boyd for a job well done! He is a true professional supporting Career Program 12 and the military community.
AUSA FIFTH REGION ARMY CIVILIAN OF THE YEAR AWARD

Mr. Richard E. Hearron (CSM, Ret), was awarded the Association of the United States Fifth Region Army Civilian of the Year, Oct. 5, 2016, at the annual AUSA meeting held in Washington, D.C.

He served 13 years as Safety Manager of the USAG, Fort Riley. Mr. Herron’s performance of his duties to the Fort Riley community can be described in two words: EXCELLENT LEADERSHIP.

Here are just a few of Mr. Hearron’s accomplishments:

• Has not experienced a Class A or B accident in the past 10-years
• In FY15, USAG, Fort Riley accomplished a 27% decrease in total workers compensation costs; Medical costs decreased by 47%; Compensation costs decreased by 18%; overall claims decreased by 11%.
• He led the concerted effort to simplify Near Miss reporting by re-designing the near miss reporting form to be assessable not only online, but to be used on smartphones and tablets.
• He ensured that all his Safety Professionals were authorized OSHA Outreach Trainers
• He was directly responsible for the USAG, Fort Riley Safety Office partnership with Soldier for Life Program (SFLP) to offer the OSHA 10/30 Hour Courses.
• Has been the installation’s biggest advocate for Vehicle Safety and Awareness. Throughout his tenure he has invested in a Seatbelt Convincer, Rollover Simulator and Honda SMARTTrainer motorcycle simulator to supplement the Army Traffic Safety Training Program
• He was President of the Sunflower Chapter of the Armed Forces E-9 Association for seven years (2009-2016), he revitalized and reinvigorated the Chapter’s activities in our surrounding communities.
• Through annual fund raiser his chapter has donated over $20,000 to the local area Red Cross, USA, Food Pantry, Armed Services YMCA, Ogden Friendship House, Operation Santa Claus, the Fort Riley Retiree Council, Warrior Leader Course, Central Kansas Military Community Foundation, Combat Veterans Association (Run to the Wall) and the Fort Riley Replacement Company.

Receive College Credit for your CP-12 Training

The American Council on Education® (ACE) conducted a review of the U.S. Army Combat Readiness Center’s training programs in June 2016. The ACE review team assessed the educational training courses for scope, assessment, and rigor to determine what graduate and undergraduate recommended college credits should be awarded. The ACE Review results are posted in the on-line National Guide to College Credit for Workforce Training found at https://www2.acenet.edu/nationalguide under the title: “U.S. Army Combat Readiness Center”. College enrollment counselors and students can access the website to assist them with educational planning when enrolling in college.

Recommended college credit for Aviation Safety Office Courses and Ground Safety Officer Courses training can also be viewed in the National Guide to College Credit for Workforce Training.
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<th>Functional Points of Contact</th>
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Slipping, Tripping and Falling:
Each year, thousands of Soldiers and civilian employees are hurt in slip, trip and fall accidents.
How do we reduce the risk?

- Slow down and pay attention
- Wear protective footwear
- Use the correct ladder
- Report workplace hazards
- Remove trip hazards such as electrical cords and cables
- Report ice, snow or water accumulation on walking surfaces

Ready ... or Not is a call to action for leaders, Soldiers, Army Civilians and Family members to assess their readiness for what lies ahead — both the known and unknown. #ArmySafety

Throughout our professional and personal lives, events happen all around us. We are often able to shape the outcome of those events, but many times we’re not. Navigating life’s challenges is all about decision-making.

The U.S. Army Combat Readiness Center has the tools to keep you and your Soldiers safe, both on and off duty. Visit us online at https://safety.army.mil.

So are you ready ... or not?

https://safety.army.mil