



ARMY STRONG



U.S. ARMY COMBAT READINESS/SAFETY CENTER

**U.S. ARMY
CAREERISTS ON THE MOVE**
Transforming & Professionalizing CP-12

Message from Mr. Wolfe

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

This Issue:

Message from Secretary Wolfe ...1

Message from DASAF...2

Senior Safety Symposium...3

Peer to Peer Award...3

A Safety & Occupational Health Professional's Perspective...4

ARNORTH Vibrant Response...6

Fire Protection Integration...7

Explosives Safety Training Implementation Plan...8

Careerists on the Move...8

Engineer Battalion Trains USARC/Safety Interns...9

Save the Dates...11

First, I want to thank you for your support. The Semi-Annual 2011 Senior Safety Symposium (SSS) was a success and your attendance was greatly appreciated. I would like to share with you "My Take-Always" from the SSS. Strong leadership is key for any successful organization and the Army is serious about leadership development and it is crucial that sustainability is embraced by senior Army leadership. We must continue providing programs that enhance leader development and professional development opportunities for Army civilians. In order to ensure this success, we must also develop goals and provide pathways that cascade throughout the civilian workforce.



Hershell E. Wolfe (Hew)

Transformation of the Civilian Workforce is underway. Embrace it! It requires your support and participation over the next 90 days. At a glance, the restructured CP12 Strategic Plan revision 1.0 and the revised ACTEDs plan will be revealed during the current quarter. The Career Program Prepotency Office (FCR Team) and functional points of contact will standardize the CP12 career maps, career paths, and will complete workforce assessments for all 19 job series. In addition, work is continuing on the mission critical occupations: Safety and Occupational Health Specialist (018) and Firefighters (081). Both OPM and Army are validating competencies for all mission critical occupations. We will continually work towards enhancing the MCO's and monitoring the overall career program. With the latest additions to the program, all personnel assigned to the 19 job series will be notified they are part of the CP12 community. The 19th of December will serve as a dual launch date for the Army Career Tracker (ACT) and the release of the renovated CP12 landing page. Watch for the upcoming editions of the CP12 Newsletter and associated notifications that will provide you with updates and information on where we need your help.

The final take-away involves the importance of training. As we look into the upcoming year, it is the training and professional development opportunities that will assist you in achieving your career goals. I encourage you to take advantage of the educational resources provided by the United States Army Combat Readiness /Safety Center (USACR/SC). These resources include a variety of venues to include streamed professional development courses via Defense Connect Online (DCO), webinars with the Public Health Command, and distance learning teams who are qualified and eligible for deployment to installations both conus and oconus. I am excited about embracing these new learning technologies that I believe will benefit and truly enhance our knowledge and skills as safety professionals.

During second quarter FY12, a more detailed roadmap will be provided. Whether you are new or a seasoned CP12 Careerist, knowing the path forward is critical to your success. You are critical to mission accomplishment. I am asking leaders to step up, accept the challenge, and take the initiative of enhancing the overall safety and occupational health workforce. We will continue to emphasize required training, professional development, and certification as we move toward professionalization. These are exciting times and I challenge you to get involved.

We need your input and support!♦

Message from DASAF

William T. Wolf

Brigadier General, USA

Director of Army Safety/Commanding General, USACR/Safety Center



BG William Wolf

Greetings Safety Professionals! A special thanks to those of you who participated in the Senior Safety Symposium in September. This year we held the symposium in Montgomery, Ala., with a focus on training and professional development. We continued the theme of "America's Army: The Strength of the Nation, Developing Safety Leaders for Today and into the Future." I hope you took advantage of this fantastic opportunity to interact and network with key safety leaders and industry experts.

The symposium was a great success, with more than 300 participants completing an assortment of professional development courses. Evaluative comments yielded wonderful feedback from the field. Safety professionals are an integral part of our Army and must lead the way in enhancing the safety and well-being of Soldiers, Family members and Civilians. It is imperative for safety professionals to continue to focus on growth and professional development so they can step up as informed leaders and advise their commanders on safety concerns. We support commanders and need their support as well!

Twenty two professional development classes and workshops including OSHA, career development, university safety training and Army specialized safety professional development sessions were available to attendees. We issued more than 800 professional development certificates of completion at the end of the symposium. Many of the sessions were streamed through Defense Connect Online and are accessible at <https://safety.army.mil/ssss>. Select course recordings at the bottom of the SSS page and once you complete the course, your supervisor will validate your completion and forward it to the Functional Chief Representative for action. A certificate of completion will be sent to you once documentation has been validated. Challenge yourself to improve by taking advantage of these resources!

I cannot overemphasize the importance of establishing credibility within your organizations. Take the initiative and complete the professional certificate

in Safety and Health. Ask yourself, do you, as a safety specialist, have all the skills required for your job? The Army is making huge strides in the safety arena; the standard has been set.

The fiscal 2012 professional development schedule has been finalized and will be implemented once CP12 funds are released for the year. We expect this to occur at the end of November 2011. We will continue to offer regional professional development opportunities, webinars, streaming opportunities, USACR/Safety Center training and some onsite CP-12 training.

The CP-12 program has grown substantially on many fronts, and I want to thank you for all you do every day. It is imperative that commanders recognize the significance of safety and the value we convey to the Army. There are challenges ahead, but I'm confident we have the right people and resources to meet those challenges. I look forward to continuing the mission of keeping our Soldiers, Family members and Civilians safe.♦

Army Safety is Army Strong!

A handwritten signature in black ink, appearing to be "William T. Wolf". The signature is stylized with large loops and a long horizontal stroke at the end.

Senior Safety Symposium February 2011



▲ Safety professionals gathered at the Sep 2011 Senior Safety Symposium in Montgomery, Ala. Twenty-two professional development courses were offered throughout the week.

Mr. Ralph A. Stuck II
Safety Manager
3BCT, 101st ABN DIV (AASLT)

The keynote speakers and training courses allowed me to measure the effectiveness and update the safety programs within my Brigade Combat Team to help better prepare us for our next deployment.

Harvey Virgil Jones III
Manager, Installation Safety Office
Fort Campbell, KY.

The Senior Safety Symposium was a “one stop shop” where safety professionals could obtain vital regulatory training and participate in an open forum where safety concerns or issues were addressed.

Dal M. Nett
Safety Director
G-3 - US Army Test and Evaluation
Command (ATEC)

The SSS was again a great success, it provided an opportunity for me and several senior safety leaders from throughout ATEC to hear from senior leaders about the role safety will play in support of the Army's overall goals.

Raymond D. Dalinsky
Division Ground Safety Manager
10th Mountain Division, Command
Safety Office

The SSS provided value as a participant on required fundamentals for the CP-12 skills assessment sheet.

Peer to Peer

The creativity of our Army's Soldiers was once again on full display in the fiscal 2011 Peer-to-Peer Safety Video competition. The 187th Medical Battalion, Fort Sam Houston, Texas, submitted the first place video, entitled “Safety Strong.” Through a series of short, but pointed, vignettes — each reinforcing an important safety principle — the video illustrates safety is everyone's business and no one is above the rules. Second place this year went to Headquarters, Department of the Army, G3/5/7 Comprehensive Soldier, for the video “Distracted

Driving is Drunk Driving.” “I'm still pulling glass out of my arm,” is the essence of the video “POV Safety” — the third-place submission from the 4th Brigade Combat Team, 1st Armored Division, Fort Bliss, Texas.

The winners received certificates and “Safety Emmy” trophies from the U.S. Army Combat Readiness/Safety Center and cash prizes from Better Opportunities for Single Soldiers to benefit their garrison BOSS chapter. Congratulations to all the winners!♦



▲ Brig. Gen. William T. Wolf and Command Sgt. Maj. Richard Stidley, U.S. Army Combat Readiness/Safety Center, present 1SG Heidi C. Mayberry and 1SG Billy W. Moore, 187th Medical Battalion, with the Peer-to-Peer Safety Video Award.

A Safety & Occupational Health Professional's Perspective

Michael Hampton (CW4 RET)
III Corps Safety Manager
Fort Hood, Texas

While traveling on a moonless night at 3:43 a.m. in a Mine Resistant Ambush Protected vehicle, I operated the remote controlled arm of the Buffalo in our never-ending search for Improvised Explosive Devices. These roadside bombs are re-seeded by insurgent groups daily and we search the same highways and roads endlessly to ensure the safe passage of troops, supplies and the civilian populace.

On such a mission along a main supply route, our lead vehicle was suddenly struck by one of these devices. "Blast, Blast, Blast" was overheard on the headset followed by "Rollover, Rollover, Rollover." Sitting in second vehicle of the patrol, I could see it all: the blast, the vehicle rolling, but was helpless to prevent the chain of events occurring before me. I only knew that my team is in trouble and I needed to get to them. Following mission planning and our battle drills, the remaining vehicles proceeded to their security positions and conducted secondary sweeps. Upon reaching the disabled vehicle, we sprung into action, hitting the ground with weapons drawn and anger in our eyes. We were unable to open the rear hatch in our effort to extract the team because the combat lock was engaged. As we retrieved the hatch releasing device, we could see our team through the hatch window and all were unconscious. It was evident that several had been thrown around the vehicle. My immediate thought was "you gotta be kidding me," no seatbelts.

This scenario is repeated almost daily. We, as occupational safety and health specialists, see it in many different situations. We are losing our Soldiers and civilians through more acts of negligence than combat operations, and as we stand there in dismay, we ask ourselves: why?

A military community is diverse and unique in many ways and capturing

everything in the occupational safety and health realm poses challenges. In the age of modularity, transformation, and adaptability, it often seems like units are moved with a stroke of a pen. These restructuring initiatives create a cascading effect on the agencies that support our men and women in arms, their Families and the communities in which they work and live. Our first line of defense in our effort to ensure safety of all involved is the occupational safety and health professional. This cross-disciplinary job is concerned with protecting the safety, health and welfare of individuals at work. It may also protect co-workers, Family members, employers, customers, suppliers, nearby communities, and other members of the public impacted by the workplace environment.

These professionals must be able to adapt in areas from field environments in hostile locations to conference rooms in garrison. The occupational safety and health professional of yesterday is history. Our diversity in our mission has to remain constant with our dynamic environment of personnel, equipment and geographical location.

Failure to adapt could have catastrophic consequences and the number one attribute of a professional in this field is the ability to be proactive in all aspects of one's area of expertise. Proactivity is one of the most powerful tools we can utilize in the prevention process, i.e., fireman do not have to fight a fire if they prevent the fire from ever occurring.

Our profession and its myriad of specialties are unique in its own right. In order to enhance our capabilities and to ensure cohesion from unit to unit, installation to installation, and from theater to theater, we must all be playing on the same field. This means that our profession has to establish itself as an accredited entity. We are currently pursuing this as part of



▲ I returned from overseas in February and conducted 107 airborne mission and 87 ground missions outside the wire "Battlefield Circulation" Keeping Skill tones was a must

the Career Program-12 program. It mandates the basic requirements that all CP-12 professionals must possess in order to be accredited. Our clearly delineated disciplines of the past have changed as many of us are assuming duties of other specialties, especially while deployed. In order to accomplish this task, efforts had to be made to train new interns with prerequisite skill sets, while providing additional training for those already in the field. The process with the veterans allows invaluable institutional knowledge to merge with enhanced academic requirements. The combination catapults our professionals into the new age of certification while retaining the knowledge base of hands-on experience.

As we are committed to the health and safety of Soldiers, families, and our civilian populace, we are confident that the way ahead for this profession is through higher educational degree requirements. While our military counterparts progress and are required to continue with their personal and professional educational efforts, we as a profession must do the same. In an effort to meet the future challenges, a strong academic background is required. Maintaining competency through continued educational training and certifications in our profession is of the utmost importance as we support Soldiers and Family members alike. Personal and professional development is

paramount in remaining in the forefront of our profession due to changes in technology, ideologies, and our overarching quest to remain proactive. Our profession will not only assist in reducing hazards and illnesses, but also assist in reducing cost control measures for our future.

Another key aspect to success in our profession and within the community in which we work is to be not only technically and tactically proficient, but to also take pride in ones presentation skills, appearance and stature. Professionals are often characterized by appearance and stature and often complain about being underutilized, miss-utilized, blown-off, or not taken seriously. We often only get that one moment in time to make the impression that will set the tone (good, bad, or indifferent) for a lasting relationship that will define us as professionals. It is incumbent upon each of us to represent not only ourselves, but also the profession. 'Degradation of one is a loss to the whole.' With the transformation of the occupational safety and health professional, it is important that we assimilate into all aspects of operations. This means that we must, and at a moments notice, be ready to crawl under a tank during an accident investigation or don a suit to brief senior leaders. The value of mentorship in the arena of tactical and technical proficiency along with the art of presence from our senior leaders is immeasurable. Junior professionals will mimic what they see or become accustomed to and will emulate the actions of those leaders appointed above them. We must lead by example, educate to standard, promote our profession, and defend our value to those who question our worth.

Commanders and Leaders are mission focused; they rely on assets to accomplish their missions, whatever their assigned task may be. You have to become one of those assets and not the stereotypical inhibitor. The ability to engage Leaders at every level is a critical factor in the "buy in" aspect of a successful program. During my tenure as a safety representative, when I conducted an accident

investigation, if the program was broken (no policies or procedures, no subordinate Leader engagement, no training, no safety awareness) the command was apathetic. The ability to convey the importance and value added of the occupational safety and health professional is up to us. This is accomplished by interfacing directly with commanders and Leaders at all levels. Your approach is critical at this point and this method is not to imply pushing information electronically. This requires a face-to-face encounter that establishes a bond of trust and commitment. It also ensures commanders understand the full spectrum of their and your responsibilities. During this meeting, I aim to establish a climate that is informative and engaging. Techniques that I have found to be useful are; offer training for their representatives and formation, policy production, answer data requests, team up and assist them in developing programs to improve the effectiveness and overall operation of the organization. Another invaluable piece of this encounter is to convey to the subordinate Leaders that you will never forward information to your commander without first briefing them; (e.g. "Sir, I will brief you and your team on anything I am going to take back to my commander that your team may have to explain.") If you cannot out-brief them immediately, then hold the data (unless it is life threatening) until you have a chance to contact them. I have found that Leaders at all levels are more responsive if you allow them to correct deficiencies on their own without the notification of their bosses. If the correction cannot be made at that level, it needs to be elevated anyway and is viewed as a winning elevation of assistance to that subordinate commander. If it can be handled at their level, there is really no need to report this to the commander (unless it is life threatening and appropriate actions have not been taken to mitigate the hazard.) This technique builds trust and confidence in your relationship among the subordinate commands. As a professional, remember your job is to keep issues off of the commander's desk, not put them there. Be responsive to Leaders, an asset is

not any good to Leaders if they cannot get their hands on it. If a commander needs your assistance, go to him/her. This demonstrates a strong sense of purpose and personal commitment.

Finally, but no less important, is the ability to mesh with all levels within your area of concern. This is accomplished by frequently surveying your footprint or what is more commonly known as "Battlefield Circulation." This process is executed by all Leaders and OSHA representatives. The visits instill genuine concern of well being, and involvement in the military community. As a brigade safety representative, conducting route clearance or personal security missions was not in my mandate while deployed, but it was absolutely critical in getting to know what the Soldiers go through and the issues that they face on a daily basis. Is there personal risk associated with this action? Absolutely! We as OSHA professionals take risks every day; this is the nature of what we do. The consequences for not assuming such risk is ineffectiveness. Actions such as this are important, and pay huge dividends as it allows commanders and organizational members to gain trust and confidence in you as a professional and a team member.

Undoubtedly the occupational safety and health professional of today has many challenges in diversity that did not exist for the professionals of the past. We, as the torch bearers of this profession, must ensure that we set a concrete foundation and point to the way ahead for the future. Leadership engagement, personal and professional education, technical and tactical proficiency, and presence and stature are key to the future success of our business. Senior Leaders of our profession hold the keys to our success. Proper use of junior professionals and mentoring will cement our enduring effort in successful assimilation within our military communities and define the focal point to this growing career field.♦

ARNORTH Vibrant Response

CW5 William Keith

Deputy Safety Director, ARNORTH

August 2011, four safety professionals from various Army installations and commands converged in Edinburgh, Ind., for the U.S. Army North (ARNORTH) Vibrant Response Developmental Assignment. The three distinct missions of ARNORTH as the Joint Force Land Component Command and the Army Service Component Command to U.S. Northern Command, is to conduct Homeland Defense, Defense Support to Civil Authority and Theater Security Cooperation.

Since 2010, the U.S. Army Combat Readiness/ Safety Center (USACR/SC) and ARNORTH have partnered in developing two purposes for assignment:

1. To safeguard and preserve DoD resources by protecting service members, civilians, American citizens, contractors, and property from accidental loss through application of a pro-active safety program and ensuring incorporation of composite risk management across the full spectrum of missions, functions, operations, and activities;
2. To increase the knowledge and experience base of Army safety functions and tactical experiences in development of Army safety professionals in support of the Homeland Defense and Defense Support to Civil Authorities mission.

The four participants began their training by completing on-line DSCA and FEMA courses. Through online course work, they became familiar with the National Response Framework, National Incident Management System and Disaster Response.

Participants packed their bags and headed towards Edinburgh, Ind. Upon arrival, team introduced themselves and learned their duty expectations for the upcoming assignment. Individual preparation included review of DOD, Army and OSHA standards applicable to the DSCA environment, a general subject safety quiz, and an ARNORTH safety workbook to highlight necessary knowledge related to the unique missions associated with DSCA. Following training, the participants headed to Camp Atterbury, Muscatatuck Urban Training Center, Jennings County Fairgrounds and FOB Panther where they were exposed to a wide-range of safety and occupational health management responsibilities. These tasks included shaping/developing programs and policy, coordination with Joint Forces and providing safety support to the exercise safety director for VIBRANT RESPONSE, Defense CBRNE Response Force, and Command and Control CBRNE Response Element (C2CRE) Field Training Exercise, with over 7,000 Soldiers, Airmen, Sailors and Marines, and 4,500 pieces of rolling stock, including Army motor and combat vehicles. This exercise simulated the DOD response to a 10KT Nuclear Detonation in their homeland.

Over 75 safety professionals have applied for the past three ARNORTH VR exercises, and 12 safety professionals served on this assignment. All CP-12 applicants, including safety, industrial hygienists, and health physicists are considered and requested to apply. Announcements are distributed through the senior safety directors and the CP-12 Listservers. Senior Safety Director, Joseph Osborn and Deputy Director, Chief Warrant Officer 5 William Keith serve as the ARNORTH safety staff.♦



▲ A decontamination line of displaced civilians who were exposed to radiation in a bomb scenario.



▲ The airplane is being used to simulate a rescue from a crash.



▲ Left to right, AJ Marks, IH, Corpus Christi Depot, Joseph Osborn, Senior Safety Director, ARNORTH, CW5 William Keith, Deputy Director, ARNORTH, Lloyd Wallace, Safety Specialist, FORSCOM, Mary Profitt, Safety Specialist, MEDCOM, and Rhonda Vinson, IH, USACR/SC.



▲ The helicopter hovers over a group of soldiers during a rescue scenario.

Fire Protection Integration

Melvin (Rocky) Cook
 Chief, Fire and Emergency Services Branch, HQIMCOM

Over 300 Army Fire and Emergency Services leaders attended the 15th annual Department of Defense Fire and Emergency Services Workshop Aug. 22-26, 2011 in Atlanta, Ga. The Command Provost Marshal/Protection Staff conducted four days of training in support of the Installation Management Campaign Plan LOE 4, Installation Readiness, IR8; Provide a Safe and Secure Environment. Additionally, Headquarters, Department of the Army G34, U.S. Army Military Police School,

and OACSIM DAIM-ISL contributed relevant information.

Dr. Brenda Miller, senior safety advisor, Army Combat Readiness/Safety Center, Fort Rucker, Ala. presented information and briefed Army fire chiefs regarding integration of the 0081 (Fire Protection) career field into the CP-12 Program. Miller presented an overview, briefed the master training plan, intern program, partnerships with universities in support of the Army

firefighter's professional development opportunities and the benefits of the CP-12 program. The briefing was met with a great deal of enthusiasm amongst the fire chiefs, generated wide ranges of useful discussion, and produced numerous suggestions for good ideas/best practices. Feedback from attendees and presenters was very positive; all agreeing the CP-12 briefing as well as the rest of the F&ES workshop was a valuable experience, and made the trip to Atlanta worthwhile. ♦

▼ The Army recognized the winners of the Army Fire and Emergency Services Awards at the DoD Fire and Emergency Services Fire Training Conference Aug. 22-26 in Atlanta, Ga. Congratulations to all of the nominees and winners!

Military Firefighter of the Year



SPC Chase Snodgrass
 Fort Carson, Colo.

Civilian Firefighter of the Year



Molly Frazier
 Sierra Army Depot, Calif.

Military Fire Officer of the Year



SFC Brandon Harris
 Fort Carson, Colo.

Civilian Fire Officer of the Year



Shawn Sullivan
 Fort Riley, Kan.

Fire Instructor of the Year



Bryan Frayser
 Fort Riley, Kan.

Fire Prevention Program of the Year



USAG Daegu, Korea

Heroism Award



Tracy O'Bryan
 Fort Carson, Colo.



Peter Wolf
 Fort Carson, Colo.

Fire Department of the Year (Small Category)



Military Ocean Terminal, Concord, Calif.

Fire Department of the Year (Medium Category)



Camp Humphreys, Korea

Fire Department of the Year (Large Category)



Fort Bragg, N.C.

Explosives Safety Training Implementation Plan

Sally Riggins

Explosives Safety Advisor, USATCES

According to Brig. Gen. William Wolf, director of Army Safety, “the Army has an enviable safety record associated with inherently high-risk ammunition and explosives activities....Our CP-12 safety professionals are the best in the world but on-going training is essential to keep up with changes in policy, standards, and technology and to share lessons learned. This is particularly true with regard to explosives safety.”

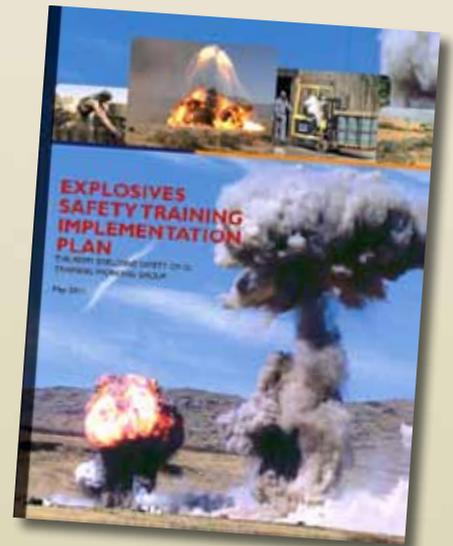
Recognizing the high risks of ammunition and explosives, and the need to continually enhance the competencies of our safety professionals who manage ammunition and explosives safety programs, the Army Safety Coordinating Panel directed the U.S. Army Combat Readiness/Safety Center, U.S. Army Defense Ammunition Center (DAC), and the U.S. Army Technical Center for Explosives Safety (USATCES) to develop a plan to update explosives safety training requirements and coursework.

Surveying commanders, safety professionals and A&E careerists, the CP-12 Explosives Safety Training Working Group developed the “Explosives Safety Training Implementation Plan.” This plan provides a roadmap for strengthening and solidifying explosives safety training for CP-12 safety professionals. The plan identifies eight

specific actions for implementation. The implementation plan was recently distributed and is available on the Army SafetyNet (<https://forums.army.mil>) under Safety Training.

The implementation plan organizes the efforts among responsible organizations to ensure a coordinated and efficient success. It explains each item, delineates supporting actions and designates responsible parties. The execution of this plan is well underway. Currently, CP-12 intern groups are receiving the updated “Introduction to Explosives Safety Course,” and a distributed learning course AMMO-107, “Introduction to Explosives Safety for Safety Professionals” is under development for CP-12 careerists.

The CP-12 Explosives Safety Working Group is composed of members from the Army Safety Office, Combat Readiness Safety Center, FORSCOM, TRADOC, AMC, IMCOM, DAC, and USATCES with support provided by the Logistics Management Institute.♦



CAREERISTS ON THE MOVE

Certifications, awards and recognition signify success and commitment to continuous development. I hope you will join me in congratulating all of our “Careerists on the Move” on their outstanding accomplishments!
Dr. Brenda Miller, EdD, CP12 FCR & USACRC Senior Safety Advisor



Congratulations to Ray Baker for completing the Master of Aeronautical Science with a specialization in Human Factors and Safety Systems at Embry Riddle Aeronautical University. Baker applied for and was selected to participate in the CP-12 academic degree training program over a year ago. As part of the degree program, Baker completed requirements for the following areas of specialization:

Aviation/Aerospace Safety Systems and Human Factors in Aviation Systems. Baker currently serves as a safety and occupational health manager at the United States Army Combat Readiness/Safety Center, and is pursuing a doctorate in philosophy in Educational Leadership at Trident University International.♦

Engineer Battalion Trains USARC/Safety Interns

Richard Cunningham
USARC Safety (Ft. Bragg)

United States Army Reserve Command Safety Interns Marcus Heard and Scott Schuman had the opportunity to train with the 926th Engineer Battalion during River Assault 2010. The 412th Theater Engineer Command is executive agent for the River Assault exercise, held annually at Fort Chaffee, Ark. River Assault focuses on individual, squadron and platoon training and tasks. By any safety measurement, the River Assault 2010 exercise was an exceptional success. As I briefed Lt. Col. Donna Williams, commander, 926th Engineer Battalion, safety leadership and success rode squarely on the shoulders of the company commanders, noncommissioned officers and in the personal accountability of every Soldier in attendance. There was not even one person that was not excited and motivated to be there and to be safe!

Heard and Schuman are both in their second year of a two-year Safety internship program. Both attended River Assault 2010 for up to nine days and were tasked to serve on the battalion safety officer's staff while learning through direct contact with Soldiers. Under the supervision of Capt. Robert Delgado Jr., 926th Engineer battalion safety officer, both interns successfully engaged the full range of safety functions typical to a battalion safety office. A partial listing of the duties assigned and the lessons learned is included below. The commander, leaders and individual Soldiers of the 926th Engineering Battalion went above the call to indoctrinate USARC/Safety interns into Army Warrior tasks and training.

Keeping in mind our interns are Career Program 12 graduates and learning the safety ropes at Headquarters, USARC, every opportunity to experience Warrior tasks and training is critical to their professional development. In the long term, their experiences at River Assault 2010 will benefit the Army Reserve. This forum is inadequate to describe all the mentoring the 926th Engineering Battalion provided, but three events stand out and our hats are off to the 926th Engineer Battalion for making them happen.

Both Interns were incorporated into ground crew briefings and Safety training for the CH-47 Chinook sling loading of bridge components. Along with the Soldiers, Heard and Schuman attended preoperational mission briefings and the aircrew safety brief. Additionally, they participated in ground crew orientation prior to aircraft operations. The knowledge gained allowed them to survey safety of operations during the movement of bridge sections between Drop Zone Hopi and Engineer Lake and deliver a comprehensive back brief to the exercise safety staff upon completion of the mission.

► Team Safety (L to R): Heard, USARC, Lt. Col. Price, 412 TEC, Capt. Delgado, 926 Eng. Battalion, Schuman, USARC, and Spc. Hatcher, 926 Eng. Battalion



◄ USARC Interns attend all Air Operations Safety Briefings and Ground Crew Training events

Members of the 671st Engineering Co. instructed Heard on the design, use and capabilities of the MK2R bridge erection boat. The training included opportunity for him to operate a MK2R on Engineer Lake! Under the careful tutelage of combat experienced NCOs and Heard successfully put the boat through its paces practicing forward and reverse, turn in place, circles, figure eights and even getting a little speed.

On his 26th birthday, Schuman received a significant surprise courtesy of Master Sgt. Kenneth Davis, Support Operations, and 926th Engineering Battalion. Imagine departing on a late afternoon Black Hawk "incentive ride" only to find you have been directly incorporated with Soldiers tasked to maneuver on foot over rough terrain and then recover to home base by air! Experience probably doesn't get more direct than this.

On being interviewed Heard expressed awe at the depth and breadth of Army Reserve operations and training.

"I had no idea of the scope of Army Reserve missions and training," he said.

Schuman stated, "The opportunities to engage for Safety in the Army Reserve are huge, I can't thank the 926th enough." To the commander, Leaders and Soldiers of the 926th Engineering Battalion, a heartfelt thanks from USARC/Safety. Your professionalism and dedication maximized Soldier training, minimized accidents and moved the two newest members of our staff a big step closer to becoming effective Leaders. Hoo Ahh!!♦

Army Civilian Leaders Learn About Education and Career Development Opportunities

Skye Marthaler
Army News Service

FORT BELVOIR, Va.—Training and education is a crucial part of the Army way of life. From the first day of Initial Entry Training and throughout their Army career, soldiers will be trained and educated to gain the skills and abilities not only to perform their current duties, but also to give them the foundation to grow in leadership ability and future roles.

For one part of the Army though, training and education opportunities are at times an afterthought. The Army Civilian Corps is comprised of over 300,000 dedicated men and women from all walks of life and a dizzying array of professions—all focused on providing the essential services and support for the Army mission. With a focus on getting the job done, at times training or education for the civilian workforce is overlooked.

On July 1, Vicki Brown, the Army's chief of civilian training and leader development division, took the opportunity to address students of the Civilian Education System (CES) Advanced Course at the Army Management Staff College (AMSC) on Fort Belvoir, Va., and provide them with an update on current and future civilian education and training opportunities.

"One of my goals is to motivate Army civilians to be proactive with their own personal and professional development, to show what programs are out there for them, but also for them to understand the impact they have on their organization and the people that they lead, or the peers that they associate with," said Brown. Brown showcased a variety of

programs to include the Army Civilian Education System, Competitive Professional Development, and several Department of Defense Civilian Leadership programs. Many of the education and training opportunities for Army civilians, both internal to the Army and through the Department of Defense, are centrally funded though commands can fund their people as they see fit.

Dr. Leo McArdle, the host and director of the advanced course at AMSC, emphasized the importance of raising awareness on civilian education and training opportunities.

"Our Army Civilian Corps is heading into an era where we have limited resources, a diverse workforce, and increased technological capabilities. We need to develop partnering and entrepreneurial skills, all the while trying to meet a mission that is more complex than ever before," said McArdle. "The students here—the GS-13, 14, and 15s—have been identified as senior civilian leaders; it gives them an idea of the programs that are available to them to not only develop their leadership skills and careers, but more importantly, the knowledge of what courses are available to develop their people."

In addition to the education and training opportunities, Brown also discussed Army Career Tracker and career programs. Both these initiatives will have a wide-ranging impact on the growth and development of the Army Civilian Corps

Students came away from the information session with a greater



▲ Vicki Brown briefs students of the Civilian Education System Advanced Course on Army education and career development opportunities. U.S. Army photo

understanding of their own development path and for their subordinates. They also felt that the Army was moving in the right direction with Army civilian training and education.

"The education system and the training programs are moving in the right direction; they provide situational awareness not only for self development, but allow us to go back to develop our peers and subordinates to make sure they are on track to meeting the goals to where the Army wants to go in the future," said Les Hell, doctrine chief at the Maneuver Support Center of Excellence at Fort Leonard Wood, Missouri. "Outcome-based training and creating a competitive learning environment are the right things to do in order for us to be able to adapt, be flexible, and willing to accept change."

Information on the programs mentioned above and other civilian opportunities can be found on the Army Civilian Training, Education, and Development System (ACTEDS) at www.cpol.army.mil/library/train/acted/.

Marthaler is with the U.S. Army Training and Doctrine Command. ♦

SAVE THE DATES

The Senior Safety Professional Development Symposium will be Feb. 13 – 17 at Fort Rucker, Ala. This event will be exclusive to senior safety directors and deputies at the ACOM, ASCC, and DRU levels. Participants will hear from senior leaders, internal and external safety and occupational health experts, discuss trends, and participate in panel discussions and professional development training. Please email Dr. Brenda Miller at brenda.g.miller.civ@mail.mil and confirm your participation.

FCR CP-12 Management Branch

U.S. Army Combat Readiness/Safety Center
Fort Rucker, Alabama 36362-5363

Direct questions or comments to:

Dr. Brenda Miller

DSN 558-2959 COM 334-255-2959
E-mail: brenda.g.miller.civ@mail.mil

Lynn M. O'Brien

DSN 558-0259 COM 334-255-0259
E-mail: rebecca.lynn.obrien10.civ@mail.mil

Jenell Fuller

DSN 558-2676 COM 334-255-2676
E-mail: jenell.fuller.civ@mail.mil

Tamara Nazario

DSN 558-0258 COM 334-255-0258
E-mail: tamara.nazario.civ@mail.mil

Melanie Hart

DSN 558-0276 COM 334-255-0276
E-mail: melanie.c.hart2.civ@mail.mil

Amy Pietras

DSN 558-9496 COM 344-255-9496

Calling on all CP-12 Professionals!

We want to publish your news and photos in the CP-12 newsletter and on our website. Please send your CP-12 related articles, including advice from the field, career enhancement programs, individual and team accomplishments, commendations and human interest stories. (Editor reserves the right to use, edit or reject submissions for publication.) Submit text and digital photos to melanie.c.hart2.civ@mail.mil or mail to Melanie Hart, Safety & Occupational Health Specialist, USACRC, Bldg. 4905, 5th Avenue, Fort Rucker, AL 36362-5363.



ARMY STRONG



U.S. ARMY COMBAT READINESS/SAFETY CENTER

<https://safety.army.mil/cp12online>