



Spring 2013 Edition



Message from Mr. Wolfe

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

Safety professionals and the GHS

By now, many of you are aware of coming changes related to the labeling and classification of chemicals in the workplace. The Globally Harmonized System was initiated by the United Nations in 2003 and adopted by the Occupational Safety and Health Administration as a method to standardize hazardous materials information.

Hershell E. Wolfe (Hew)

The goal of GHS is to create safer work environments and foster more cost-effective production for manufacturers competing on the global economy.

In accordance with OSHA and DoD guidelines, GHS training within the Army must be completed by Dec. 1, 2013, and total implementation of all

GHS requirements completed by June 1, 2016. The U.S. Army Combat Readiness/Safety Center has developed several resources to help ease the transition, all available at <https://safety.army.mil/ghs>.

As with any change, this too will take time to implement and build user support. As Safety Professionals, I'm expecting you

to become a subject matter expert in the implementation and use of GHS and be an advocate in support of the Soldier's and command's transition to this program. Working together, we will make it happen!

I hope each of you have a safe and enjoyable spring!

Hew Wolfe

ALERT!
Hazard Communication Changes

How does the Global Harmonizing System (GHS) change Hazard Communication at my installation?

- "Hazard Classification" rather than "hazard determination".
- "Safety data sheet" (rather than "material safety data sheet") uses a 16-section format.
- Labels are more defined with specific requirements.
- Information and training: Employers are required to train workers by December 1, 2013 on the new labels elements and safety data sheets format.

Logos for U.S. Army, U.S. Army Combat Readiness/Safety Center, and OSHA are at the bottom.





BG Timothy Edens

Message from the DASAF

Timothy J. Edens
Brigadier General, USA
Director of Army Safety/Commanding General, USACR/Safety Center

Keeping On

As safety professionals, we look at accountability all the way to the lowest level of responsibility as vital to effectively managing risk or maintaining safety program compliance. Quite often, we view the lowest level of command as accountable for their subordinates' actions.

As discussed in my last message, you have the challenge of developing and executing meaningful programs that engage Soldiers, not just inform them. You, the safety professional, must find ways to bridge the gap in developing programs that Soldiers will carry throughout their careers, as well as maintain clear and effective lines of accountability to ensure compliance at all levels.

You have contributed greatly in achieving this goal, and your support of programs and tools like the Army Readiness Assessment Program has contributed to this success. Battalion commanders have come to rely on ARAP to help them

address root causes of accidental loss by focusing on their safety climate and culture. Since ARAP's inception, more than 1.4 million surveys have been completed among more than 6,300 organizations.

Looking at ARAP and all the other programs currently in use, I can only imagine what the pioneers of Army Safety would think of our achievements over the years. I look to each of you to take the initiative and be accountable for your little piece of the puzzle. As individuals, one can make only limited progress; but as a collective committed to excellence, we can continue to push ourselves to be even better than we are today.

I wish you all a safe and happy spring. Remember the hazards of the season as you look across your formations, and ensure your Soldiers know the risk. Perseverance is key in safety!

Army Safe is Army Strong!



Dr. Brenda Miller

Where are we?

Dr. Brenda Miller
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Update on the Army Competency Development Process

As Mr. Rick Hastings, LMI, explains, over the next five (5) years, the Army intends to transform the way it plans, recruits, hires, develops, and manages its civilian workforce by developing and deploying a competency-based system for Human Resources (HR) life cycle management.

During the next five years, the Army will transform the way it plans, recruits, hires, develops and manages its civilian workforce by developing and deploying a competency-based system for human resources life cycle management.

The Army plans to develop competency models for selected occupational series and integrate them into workforce planning requirements, align them with training requirements and career management functions, and extend the integration of competency models as the basis for recruiting and hiring. Ultimately, competencies will support a highly professional civilian workforce by providing the “right people, in the right positions, at the right time” to execute today’s mission while continuously adapting to the future demands of Army strategic requirements in the 21st century.

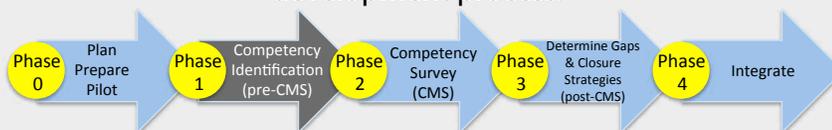
As part of the Army Civilian Workforce Transformation, CP-12 is actively engaged in the identification and development of competencies for the following six occupational series:

- GS-0019, Safety Technician
- GS-0690, Industrial Hygienist
- GS-0803, Safety Engineer
- GS-1306, Health Physicist
- GS-1815, Air Safety Investigator
- GS-1825, Aviation Safety Inspector

Subject matter experts participated in competency workshops for the GS-0019, GS-0690, GS-0803 and GS-1306 series during January and February. We are scheduling workshops for the GS-1815 and GS-1825 series during March or April.

There are five phases in the Army competency development process:

Currently, CP-12 is in Phase 1, which entails identifying and developing competencies. There are two (2) categories of competencies: (1) non-technical competencies and (2) technical competencies. A competency (as defined by DoD) is an (observable) measurable pattern of knowledge, abilities, skills, and other characteristics that individuals need in order to successfully perform their work. A non-technical competency is a behavioral competency such as attention to detail or problem solving. Non-technical competencies are not specific to a function, but may also be required for the successful execution of job responsibilities. A technical competency is a competency that is non-behavioral. It is a specific knowledge or ability such as digital network exploitation analysis and computer programming.



At the completion of phase 1, we will draft a list of both competencies for inclusion in a survey administered to employees and supervisors in the occupational series listed above. During Phase 2, we will conduct the competency survey using the Army's Competency Management System. Employees will be asked to rate the importance of and their proficiency in each competency for their position. Supervisors will be asked to rate the importance of each competency to the employee's position and rate his or her level of proficiency. The survey is projected to take approximately six weeks to complete, three weeks each for employees and supervisors.

Employees and supervisors will be notified prior to the beginning of the survey period, which will end when at least a 65 percent participation rate is achieved. Results will be aggregated, so participants will remain anonymous throughout the process. It is extremely important supervisors and employees complete the survey in a timely manner.

Upon completion of phase 2, the SMEs for each occupational series will reconvene and rate and rank competencies by importance into one of three tiers:

- Tier 1 — competency applies to all positions in the occupational series

- Tier 2 — competency applies to a group of positions in the occupational series; typically these competencies address occupational or functional specialties
- Tier 3 — competency is position specific

Gap reports based upon survey data will reflect each competency's importance ratings, as well as the gap between importance and proficiency as agreed to by supervisors and employees.

Phase 3 consists of SME review of gap reports, data analysis, and development of strategies to eliminate or close the gaps. Phase 4 involves gaining command buy-in for gap strategies, facilitated by the functional chief representative and/or career program manager. The FCR will provide an approved list of competencies by tier, along with identified gaps and associated closure strategies, for use in updating career maps, ACT and ACTEDS plans, and for integration with the Army Strategic Workforce Plan.

The phase 2 start date has not been determined, but information will be updated periodically on the CP-12 website as well as through this newsletter. You may also visit the CMS website at <https://www.Intelink.gov/passport/> Welcome to learn more about Army CMS (a fact sheet is also posted on the CP-12 website).





CP-12 Professional certificate program update

Tamara Nazario
U.S. Army Combat Readiness/Safety Center
Fort Rucker, Ala.

The American National Standards Institute-accredited CP-12 Professional Certificate Program continues to move forward, with safety professionals from nearly all Army commands, Army service component commands and direct reporting units receiving the credential each quarter.

The certificate program is based on the requirement for all 0018 series personnel to complete Level I skills by the end of fiscal 2013, as documented in the ACTEDS plan. This requirement follows the results of the Army Audit Agency's review of the program in 2010, indicating a gap in training sufficiency of 0018s Army wide. In response, the CP-12 Career Program Planning Board determined three years to be reasonable and adequate in achieving a fully trained

safety and occupational health workforce.

The Career Program Proponency Office has seen a large increase in program applications and certificate recipients. To date, more than 400 personnel have received the CP-12 Professional Certificate. The majority of recipients are CP-12 professionals; however, certificates have been issued to individuals in the Air Force, Marines, active Army and civilians in other career programs.

Many offices and organizations have done an outstanding job in promoting and supporting this effort, contributing to the overall professionalization of the 0018 job series. U.S. Army Forces Command and U.S. Army Reserve Command deserve special recognition for their work in consistently and effectively promoting the certificate program, as shown by the impressive number of recipients within their organizations.

Wage System Development Pilot

Heidi Graham
Army G1
Washington, D.C.

What is it: CP-12 is partnering with the Logistics and Engineer Career Programs to pilot the development of a career map for the Gas and Radiation Detecting (5205) and Chemical Plant Operating (5427) occupational series.

Why: In 2012, we welcomed two Wage System occupational series to CP-12. As part of the CP-12 family, we have a responsibility to support you as effectively as we support our GS civilians. Provide career proponency

support to you. To do that we need to develop tools and processes to communicate with you about what developmental opportunities are available to you. We hope this pilot will provide you with a career roadmap that will tell you, at each grade level, what skills and competencies you need, what training and certification you require, and the types of jobs that are available to you.

How are we going to conduct the pilot: We plan on asking experts from your occupation series about your job requirements. We'll then develop a career map and ask some of you for feedback about its accuracy and usefulness. After we have a good product, we will post it on the Army Career Tracker (ACT), so that you can access it and use it to help you set goals for development.

Stay tuned for additional updates.

Overview of intern supervisor responsibilities

Jenell Fuller
U.S. Army Combat Readiness/Safety Center
Fort Rucker, Ala.

- * Create a supportive working relationship with your intern.
- * Provide new employee orientation to interns.
- * Provide job description and performance expectations on support form within 30 days after EOD.
- * Evaluate performance in accordance with Army Regulation 690-400 and submit documentation to the functional chief representative at appropriate times.
- * Assist your intern with obtaining a government credit card, RASS access, and Defense Travel System self-registration, and use of Army Career Tracker.
- * Approve/disapprove time and attendance records (time sheet and leave forms), and submit records to FCR at designated times.
- * Attempt to resolve issues or complaints with employee prior to elevation.
- * Address and document performance problems in a timely manner, before issues escalate.
- * Develop, mentor and coach your intern.
- * Verify permanent duty station placement with FCR six months before end of internship.





GHS changes hazard communication

Rachel Baccigalopi
U.S. Army Combat Readiness/Safety Center
Fort Rucker, Ala.

GHS to bring changes to labeling, data sheets, and classification of hazardous chemicals

The Globally Harmonized System is a hazard communication initiative of the United Nations, recently adopted by the Occupational Safety and Health Administration and scheduled for full implementation by June 2016. The GHS standardizes the classification and labeling of hazardous chemicals, regardless of location or country of origin, and streamlines the format of safety data sheets (previously materiel safety data sheets).

In accordance with OSHA and Department of Defense guidelines, the Army will train all personnel who work with hazardous chemicals on the changes mandated by the GHS before full implementation begins. Leaders and supervisors have until Dec. 1, 2013, to ensure their personnel are trained to standard on new labeling and SDS requirements. This training must be integrated into the unit/organization's HAZCOM training.

Deadlines and requirements are detailed in the table below.

Effective Completion Date	Requirements	Who
December 1, 2013	Train employees on the new label elements and safety data sheet (SSD) format	Employees
June 1st, 2015* December 1, 2015	Compliance with all modified provisions of this final rule, except: the Distributor shall not ship containers labeled by the Chemical manufacturer or importer unless it is a GHS label	Chemical manufactures, importers, distributors and Employers
June 1st, 2016	Update alternative workplace labeling and hazard communication program as necessary, and provide additional employee training for newly identified physical or health hazards	Employees
Transition period to the effective completion dates noted above	May comply with either 29 CFR 1910.1200 (the final standard), or the current standard, or both	Chemical manufactures, importers, distributors and Employers

The U.S. Army Combat Readiness/Safety Center has developed several awareness tools to assist commands with the GHS transition, including a training support package that contains a lesson plan, training presentation, supporting reference materials and train-the-trainer video. The package, along with multimedia products such as articles and posters, may be found at <https://safety.army.mil>.



Duty first, safety always

Dawn Douglas
1st ID,
Fort Riley, KS



What's it like when Headquarters, 1st Infantry Division deploys, taking its tactical safety expertise and leaving the garrison safety office to assume all its duties? Easy — it's business as usual!

That's the attitude Richard Hearron, a CP-12 honor graduate, adopted while transitioning from managing Fort Riley's garrison safety office to assuming duties as senior safety manager for United States Army Garrison, Fort Riley and 1ID. The USAG includes three partner organizations in different states: 4 MED, Fort Leonard Wood, Mo.; 75th Fires Brigade, Fort Sill, Okla.; and 3rd Brigade Combat Team, 1ID, Fort Knox, Ky.

"It takes a lot of coordination," Hearron said of the effort required to maintain top-quality safety support during 1ID's deployment. He added that a staff of highly trained safety professionals with diverse skills is critical to completing the mission.

Hearron's consolidated staff includes eight safety professionals, two of whom are CP-12 graduates and

one CP-12 intern. Through organizational efficiency, the garrison safety office provides an exceptional level of safety service, an achievement recognized by both the U.S. Army Forces Command and U.S. Army Installation Management Command. During the recent Health of the Force assessment conducted by the Army vice chief of staff, 1ID was recognized for superior integration of key pillars that support Soldier readiness, including composite risk management, health resiliency, spiritual resiliency, combating high-risk behaviors and suicide prevention.

The garrison safety office is responsible for conducting quarterly additional duty safety officer courses, HAZCOM train-the-trainer courses, a composite risk management board for senior and brigade commanders, a safety and occupational

health council that includes all garrison leadership, ammunition site licensing, radiological support, respiratory fit testing, ATSTP/motorcycle training, seasonal safety campaigns, standard Army safety and occupational health inspections, and unit OIP inspections.

During fiscal 2012, 1ID experienced a 77 percent reduction in Army Motor Vehicle accidents from the year prior, in addition to a 28 percent decrease in off duty personnel injuries and a 42 percent decline in civilian personnel injuries. This occurred even though 1ID headquarters was deployed and the division staff was operating with fewer personnel, but with more boots on the ground than during fiscal 2011.

According to Hearron, professional development is



vital to the success of safety personnel. Even with the ongoing deployment, 11D safety professionals maintained their currency by participating in two surge training courses provided by Texas Engineering Extension Service, as well as offsite training from the U.S. Army Combat Readiness/Safety Center and University of Texas at Arlington.

Ronald Clasberry, a CP-12 graduate who spent several years as a brigade safety manager before becoming a garrison safety specialist, said the tasks may be different, but the mission is still to protect Soldiers, DA civilians and the Fort Riley community from hazards. As deputy to the senior safety director, he has to wear many hats.

“One day I may be briefing the garrison commander, the next I may be called to assist in investigating a rollover incident, and the next I may be inspecting

the stage for a live concert event sponsored by DFMWR,” he said.

Dawn Douglas, another CP-12 graduate, has been instrumental as an action officer for several major safety policies that helped shape Fort Riley’s safety culture, including the senior commander’s policy for motorcycles, installation risk management policy, Fort Riley Regulation on Hazard Communication, and numerous information and decision papers that have influenced the command’s decisions. She was recognized for her efforts in securing three state-of-the-art electronic marquees that continually broadcast safety messages across the installation, a \$95,000 investment funded by 11D.

Douglas credits the CP-12 program for her success. “I didn’t know anything about safety prior to attending the CP-12 course,” she said. “The program exposed

me to the areas of safety I would be working in every day.”

CP-12 graduates are making a difference on Fort Riley. Their knowledge and experience is instrumental in shaping the installation’s safety culture, and their efforts are acknowledged by all who visit the installation. Recently, Brig. Gen. Timothy J. Edens, director of Army Safety and commanding general, USACR/ Safety Center, and Command Sgt. Maj. Richard D. Stidley, USACR/ Safety Center, visited Fort Riley and presented Mr. Hearron with a certificate of appreciation for his contributions to the safety profession. Mr. Hearron thanked his staff for providing the type of professional support that makes leaders pay attention.

“To have the ear and trust of leadership is extremely important,” he said. “You want safety to be a consideration in every operation, not just an afterthought.”



ARAP Gets A High Performance Tuneup

Sam Reynolds
U.S. Army Combat Readiness/Safety Center
Fort Rucker, Ala.

The Army Readiness Assessment Program, often referred to as ARAP, is getting a tuneup.

It's hard to believe, but ARAP has been around for more than seven years, assisting commanders in determining their organizations' safety culture and climate. With more than 1.4 million surveys completed and over 6,300 battalions participating, ARAP has become one of the Army's stellar safety programs. With that kind of mileage, however, a tuneup is in order, so the USACR/Safety Center has begun a four-phase upgrade to keep ARAP running smoothly for the next generation of battalion commanders.

Phase One

The question asked most by commanders is, "Where does it say ARAP is required?" Well, seven years ago the answer to that question was plainly stated in a memorandum from the Army chief of staff directing battalion commanders to enroll in ARAP. That initial requirement was a major boost to the program and proved highly effective in getting ARAP launched. Now we realize more is required to sustain the benefits gained. Proposed changes to Army Regulation 385-10 and Department of the Army Pamphlet 385-10 will make ARAP part of the Army Safety Program. In addition, a submitted change to AR 1-201,

Army Inspection Policy, will establish ARAP as part of the commander's organizational inspection program. Lastly, ARAP was included as one of the major components of the Army's FY 2013 Safety and Occupational Health Objectives.

Phase Two

Commanders and safety professionals from across the Army have made recommendations to improve ARAP. We have listened and are working closely with commanders and safety professionals to improve the tool. One such improvement is an ARAP module that focuses on the concerns of civilian-centric commands. For the past three months, a working group of senior safety directors and ARAP managers has been working to develop a survey that meets DoD requirements and, at the same time, provides key insights into the organization from a civilian perspective. We anticipate the civilian ARAP survey will be available during calendar year 2013.

Phase Three

ARAP is more than a battalion commander's tool — it can be used effectively by commanders at echelons above battalions as well. Higher-level commanders are provided a roll-up code that provides access to aggregate data on units within their command.

We've assembled lessons learned from those leaders using the data to interpret impacts to their safety climate and culture and how to mitigate risk to operations and the organization's mission, but also how to use ARAP data to procure the necessary resources to effectively perform the mission at hand.

Phase Four

ARAP is a commander's program. We believe in that statement and have stepped up our support, encouraging commanders to take advantage of their safety professionals' expertise. From the onset, we've asked commanders to give ARAP requirements to their safety personnel and let them manage registration, monitor the unit's progress in meeting established goals, coordinate a debrief date and work with the commander to determine key leaders to attend the debrief. We continually emphasize the bond between commander and safety professional and encourage the commander to share his or her access code with their safety personnel.

As we face an ever-changing and dynamic Army, let's together leverage the benefits of ARAP to encourage a safe and successful force!



Senior Enterprise Talent Management Program accepting applications

Army G/3/5/7



The Senior Enterprise Talent Management Program nominations process began March 1 and will continue through June 28, 2013. Employees at the GS-14 and GS-15 levels have the opportunity to self-nominate for consideration for entry into the SETM Program, which prepares participants for positions of greater responsibility through advanced senior-level educational and developmental experiences.

The SETM Program was developed as a Civilian Workforce Transformation initiative and is administered by the Civilian Senior Leader Management Office, Assistant Secretary of the Army (Manpower and Reserve Affairs). The program produces enterprise leaders who are networked, future oriented, agile and ready to help their organizations thrive and grow for future operations and sustainment.

Nominations will not be accepted after the June 28 deadline, when all command-endorsed applications are due to the CSLMO. Applicants must comply with suspense dates established by their commands. The CSLMO will not accept applications that have not been approved and forwarded by the

applicant's command. The Army Civilian Executive Board will convene in late July and early August to review applications.

Applicants should submit their nominations electronically through the SETM System. They can use the system to track their submissions throughout the process, and commands can monitor status and ensure quality applicants are equitably represented throughout the command.

There are several SETM components for which applicants may request consideration: the Developmental Experience (SETM-TDY), Senior Service College, Defense Senior Leader Development Program, and/or entry into the GS-15 Talent Pool for grooming as an Army Enterprise Employee (only those employees at the GS-15 level will be considered for this option). Applicants may apply for multiple programs, but must ensure their commands fully support their participation if selected.

Mobility and continuation of service agreements are required for SSC and DSLDP. A mobility agreement is not required for AEEs in the Enterprise Placement Program until an AEP is offered and accepted. SETM-TDY does not

require a mobility agreement, as the employee will return to his or her position upon completion of the developmental assignment. General officers, Senior Executive Service personnel, commanders, supervisors, managers and human resources directors at all levels are encouraged to have their best and brightest GS-14 and GS-15 employees self-nominate for one of these exceptional opportunities.

More information on SETM, SSC, DSLDP and self-nomination procedures is available at <https://www.csldo.army.mil/SETM/SETMIndex.aspx>. Application instructions are found on the left side of the home page, as well as a user's guide. Applicants with questions or requests for additional information on SETM may call (703) 693-1120 (DSN 223).

SETM at a glance

The four components of the SETM Program are:

Developmental Experience — The SETM-TDY component offers short-term developmental assignments of 179 days in positions designed to provide broadening opportunities. These assignments do not require a mobility agreement.

Senior Service College — This component involves competing for Army civilian seats at the Army War College or Industrial College of the Armed Forces. The SSCs provide participants with military and national security competencies necessary for success in the contemporary operational environment. Graduates are placed in positions that build upon the competencies

developed at the SSC.

Defense Senior Leader Development Program — DSLDP is a two-year, comprehensive education and development program designed to build joint leaders in the Department of Defense. Participants will attend one of the other services' SSCs.

GS-15 Enterprise Placement

Program — The EPP offers participants an opportunity for consideration for positions where the Army needs its most talented civilian leaders. Placements will add breadth and depth to the employee's skill base. Those selected for EPP will be listed on slates forwarded to commanders across the Army for placement consideration, in accordance with SETM placement procedures.





Tamara Nazario
U.S. Army Combat Readiness/Safety Center
Fort Rucker, Ala.

What's New

21st Joint Professional Development Conference

The 21st Joint Professional Development Conference, originally scheduled for March 4-9, 2013, in San Diego, Calif., was conducted exclusively online due to fiscal constraints. The Navy did a fantastic job not only ensuring this event occurred on time with little impact to training, but also effectively managing the logistics required to coordinate a successful virtual conference with more than 1,500 participants worldwide.

The conference was delivered via Adobe Connect, and all services joined the effort in facilitating multiple training events, including service claimant sessions. Personnel from all four services plus the U.S. Coast Guard attended and heard from 80 speakers, including the president of the National Safety Council. Professional development participants were able to "live chat" during training, with questions and comments directed to either the entire class or an individual, adding peer interaction to the sessions' overall value.

Critique and feedback data reflect a huge success, with general session speakers obtaining an average 95 percent approval rating, and other sessions averaging 94 percent approval. One of the biggest success stories, however, is the government's overall cost savings. The virtual venue provided essentially equivalent training for a fraction of the cost, while eliminating each participant's time away from his or her regular duties.



FACT SHEET
HQDA G-3/5/7 Civilian Training and Leader Development

GoArmyEd Expanding to Army Civilians—Summer 2013!

Starting 1 August 2013, Army Civilians will join 400,000 Active, Guard, and Reserve Duty Soldiers who already use GoArmyEd to process Army Civilian training applications and registration requests for all G-3/5/7 centrally funded and Command-funded training and professional development classes that start on or after 1 October 2013. Integration of Army Civilians into GoArmyEd will make GoArmyEd Army's single enterprise system for managing education for all Army personnel worldwide – anytime, anywhere.

Key Dates:

- April-May 2013 – GoArmyEd Training Provided to Career Program Managers and Training Managers.
- May 2013 – G-3/5/7 Integration with GoArmyEd Complete.
- June 2013 – Career Program Managers and Training Managers Issue Accounts in GoArmyEd.
- June 2013 – Schools with Existing GoArmyEd Accounts Activate Additional G-3/5/7 User Rights.
- June 2013 – New Schools and Vendors Create GoArmyEd Accounts.
- July 2013 – Army Civilians Create GoArmyEd Accounts.
- August 2013 – Army Civilians Begin Submitting SF 182 Online Authorizations, Agreement and Certification of Training Requests and Training Application Packets in GoArmyEd for Classes Starting On or After 1 October 2013.

Army Civilians Will Use GoArmyEd To:

- Submit streamlined and standardized electronic training applications
- Submit online SF 182 Authorization, Agreement and Certification of Training requests for Supervisor and Training Manager or Career Program Manager approvals
- Manage course registrations, drops, and withdrawals online
- Access electronic Student Records, which includes previously captured GoArmyEd military and Civilian education histories, and official grades
- Access full-time helpdesk, 12 hours a day, 7 days a week and create online case requests for both organizational and professional development advice and support
- Receive automated email course information, registration confirmations, cancellations, and alerts

The Army's Virtual Gateway to Education — Anytime, Anywhere. **GoArmyEd**



FACT SHEET
HQDA G-3/5/7 Civilian Training and Leader Development

Simplify, Streamline, and Automate with GoArmyEd.

- GoArmyEd centralizes the activities of a 12-step step 5 drop or event full-time helpdesk, Army Civilian Supervisors, Career Program Managers, Training Managers, school and vendors, and WDA.
- G-3/5/7 Civilian Program Managers assist Army Civilians in planning, registering for, and tracking progress against their professional development goals.

Approximately 3,000 schools and vendors currently have GoArmyEd accounts to manage class enrollment requests, submit grades, submit waivers, and receive payment for Army Station Assistance-funded classes.

Beginning 1 August 2013, schools that already have accounts in GoArmyEd will use GoArmyEd to perform the same functions for Army-funded Civilian course registrations. Schools and vendors that don't have accounts will work with the Army to create them.

View project status updates and reports to SMOs about the G-3/5/7 Initiatives Project on the Civilian Training and Leader Development (CTLD) Division website:
<https://www.CivilianTraining.army.mil> or visit www.goarmyed.com

HQDA G-3/5/7 Leadership

- Centralized funds management (Career Programs)
- Automated invoicing
- Centralized payment of invoices
- Robust reporting and tracking of outcomes
- Improved visibility of the full Human Capital Development Life Cycle

G-3/5/7 Administrators—Supervisors, Career Program Managers, and Training Managers

- Visibility of centrally allocated Career Program funds
- Electronic approval workflow for Army Civilian training application packets and SF 182 Authorization, Agreement and Certification of Training requests
- Continued enforcement of eligibility rules and tracking of Continued Service Agreements
- Access to electronic Student Records, case requests, and self-paced communications

Schools and Vendors

- Ability to upload schedules of courses & classes
- Access to class enrollment and drop requests
- Electronic invoicing
- Government Purchase Card (GPC) payments
- Ability to post official course completion results directly to an Army Civilian's Education Record
- One system for all Army Soldier and Civilian registrations

The Army's Virtual Gateway to Education — Anytime, Anywhere **GoArmyEd**

Carrerists on the Move

James Lindsey
USARCENT

Interns hone skills in Kuwait

Third Army/U.S. Army Central recruited four CP-12 careerists and interns for their first quarter fiscal 2013 Kuwait developmental assignment.

Je'Neen Russell, U.S. Army Combat Readiness/Safety Center; Rhonda Vinson, U.S. Army Criminal Investigation Command; David Peters, U.S. Army Central; and Raymond Cronin, U.S. Army Corps of Engineers, were selected for the assignment.

The team is conducting a myriad of safety training inspections, assessments and surveys during their stay. Vinson's focus is industrial hygiene surveys of work and housing area inspections for ASG-Kuwait and ASG-Qatar. Russell offers training on ReportIt and accident reporting issues to all direct reporting units within the area of operations, while Peters and Cronin conduct industrial-based inspections on Camp Buehring.

The assignment will expose these interns to the challenges of maintaining the largest contingency ammunition and explosives operation outside combat, plus invaluable hands-on training that will serve them well throughout their careers.





Careerists on the Move

Dr. Brenda Miller
U.S. Army Combat Readiness/Safety Center
Fort Rucker, Ala.



Mr. George E. Phillips
Director, Safety &
Occupational Health
U.S. Army Forces Command

In mid-June, we will say farewell to one of the finest safety directors the Army has ever known. We wish George Phillips and Family the very best in their retirement!

George E. Phillips currently serves as director, Safety & Occupational Health, U.S. Army Forces Command, Fort Bragg, N.C. He provides safety program management oversight for more than 750,000 Soldiers, Family members and civilians assigned to FORSCOM and units throughout the continental United States.

Phillips served as director, Safety & Occupational Health, U.S. Army Reserve Command, Fort McPherson, Ga., from February 2009 to June 2009. Other assignments include director, Safety & Occupational Health, U.S. Army Pacific Command, Fort Shafter, Hawaii, April 2007 to February 2009; director, Safety & Occupational Health, U.S. Army V Corps and Multi-National Corp—Iraq/Multi-National Force—Iraq, February 2006 to April 2007; director, Safety & Occupational Health, U.S. Army Reserve Command, Fort McPherson, May 2003 to February 2006; deputy director, Safety & Occupational Health, FORSCOM, Fort McPherson, September 2001 to May 2003; and director, Safety & Occupational Health, 1st Armored Division, Bad Kreuznach, Germany, August 1997 to September 2001. During his time with 1AD, Phillips was deployed to Bosnia and Kosovo.

Phillips retired from the Army in April 1996 as a colonel. His 30 years of active and National Guard service included assignments as senior advisor to the commanding general, U.S. Army Safety Center, Fort Rucker, Ala.; chief accident investigator/senior accident investigation board president, USASC; deputy director, Training and Doctrine, U.S. Army Aviation Center, Fort Rucker; and director, Plans-Operations-Training, Western Army National Guard Aviation Training Site, Marana, Az.

Phillips is married and has three children and three grandchildren.



Mr. Sean O'Brien

Congratulations to our Army War College selectee

Congratulations to Sean O'Brien, director, Fort Jackson, S.C., Safety Center. He was recently selected for the Army War College Resident Course for academic year 2013.

O'Brien plays an integral role on Fort Jackson, the Army's largest and most active initial entry training center. Approximately 50 percent of all initial entry Soldiers and 60 percent of women entering the Army each year — about 45,000 Soldiers total — are trained at Fort Jackson. More than 4,500 active duty Soldiers and 12,000 Family members are assigned to the installation, with an additional 3,500 civilian employees and 46,000 retirees and Family members in the local community. Prior to coming to Fort Jackson, O'Brien retired with 20 years of service in Army Infantry.

Mr. O'Brien is married to the former Kathleen Duncan and has two sons; Evan and Ethan.



FCR CP-12 Management Branch

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