Army Career Program – 53 (Medical)

"Aligning and Developing the Army's Medical Civilian Workforce to Support The Surgeon General's Strategic Campaign Objectives and Army Medicine Department's Mission"

Mrs. Carolyn Collins, Army Career Program Proponency Manager
Army Enterprise Career Program Proponency Office
(CPPO) – 53 (Medical)

October 11, 2017

Why Do Army Enterprise Career Programs Exist?

What Are Their Roles and Responsibilities?

How to They Align with Command's Roles & Responsibilities?

Forcing Functions – External to DoD Program Management & Emerging Medical Requirements

Legislation:

1. **Title 10 United States Code** (U.S.C.) 115b - Biennial Strategic Workforce Plan
2. 5 U.S.C. 23 (Merit Principles), 33 (Examination, Selection, & Placement), 41 (Training), & 71 (Labor/Mgt Relations)
3. Title 5 Code of Federal Regulations (CFR) 300.103 - Basic Requirements
4. 5 USC Government Organizations and Employee
5. Title 5 CFR 330 Recruitment, Selection, and Placement
6. Title 5 CFR 362.104 DoD Pathways Program (Civilian Interns)
7. **FY10 NDAA - Sec. 1112. DoD Civilian Leadership Program**
8. **FY10 NDAA - Sec. 1108. DoD Strategic Workforce Plans**

Presidential Executive Orders: Executive Order (EO) 13562 - Recruiting and Hiring Students and Recent Graduates

FY17 NDAA Sec. 700-750:

Forcing Functions – Internal to DoD
Program Management & Medical Requirements

A. USD(P&R)

1. **DoDD 5124.02** - USD(P&R)
2. DoDD 1100.4 Guidance for Manpower Management
3. **DoDI 1400.25**: DoD Civilian Personnel management System: Civilian **Strategic Human Capital Planning (SHCP)**
4. DoDI 1430.02 Civlian Career Management
5. DoDi 1430.16: Growing Civlian Leaders
6. DODI 1430.25, DoD Civilian Personnel Management System: Training, Education, and Professional Development

B. USD (DHA):

1. DoDD 3000.06 Combat Support Agencies (CSAs)
2. DoDD 5136.01 Defense Health Agency
3. DoDD 6000.12E Health Service Support
4. DoDD 6010.04 Healthcare for Uniformed Services Members and Beneficiaries
5. DoDD 6010.7 Admission Policies for the Uniformed Services University of the Health Sciences (USUHS)
6. DoDD 6200.04 Force Health Protection (FHP)
7. DoDD 6400.04E DoD Veterinary Public and Animal Health Services
8. DoDD 6490.02E Comprehensive Health Surveillance
9. DoDI 1010.10 Health Promotion and Disease Prevention
10. DoDI 3025.24 DOD Public Health & Medical Services in Support of Civil Authorities
11. DoDI 5105.45 Uniformed Services University of the Health Sciences (USUHS)
12. DoDI 6000.16 Military Health Support for Stability Operations
13. DoDI 6010.23 DoD and Department of Veterans Affairs (VA) Health Care Resource Sharing Program
14. DoDI 6040.42 Management Standards for Medical Coding of DOD Health Records
15. DoDI 6055.01 DoD Safety and Occupational Health (SOH) Program
16. DoDI 6055.05 Occupational and Environmental Health (OEH)
17. DoDI 6200.03 Public Health Emergency Management within the Department of Defense
18. DoDI 6490.03 Deployment Health
19. DoDI 6490.05 Maintenance of Psychological Health in Military Operations
20. DoDI 6490.10 Continuity of Behavioral Health Care for Transferring and Transitioning Service Members
21. DoDI 6490.12 Mental Health Assessments for Service Members Deployed in Connection with a Contingency Operation
22. DoDI 6490.15 Integration of Behavioral Health Personnel (BHP) Services Into Patient-Centered Medical Home (PCMH) Primary Care and Other Primary Care Service Settings
23. DoDI 8260.04 Military Health System (MHS) Support for DoD Strategic Analysis

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31 Enterprise Career Programs & Proponency Offices

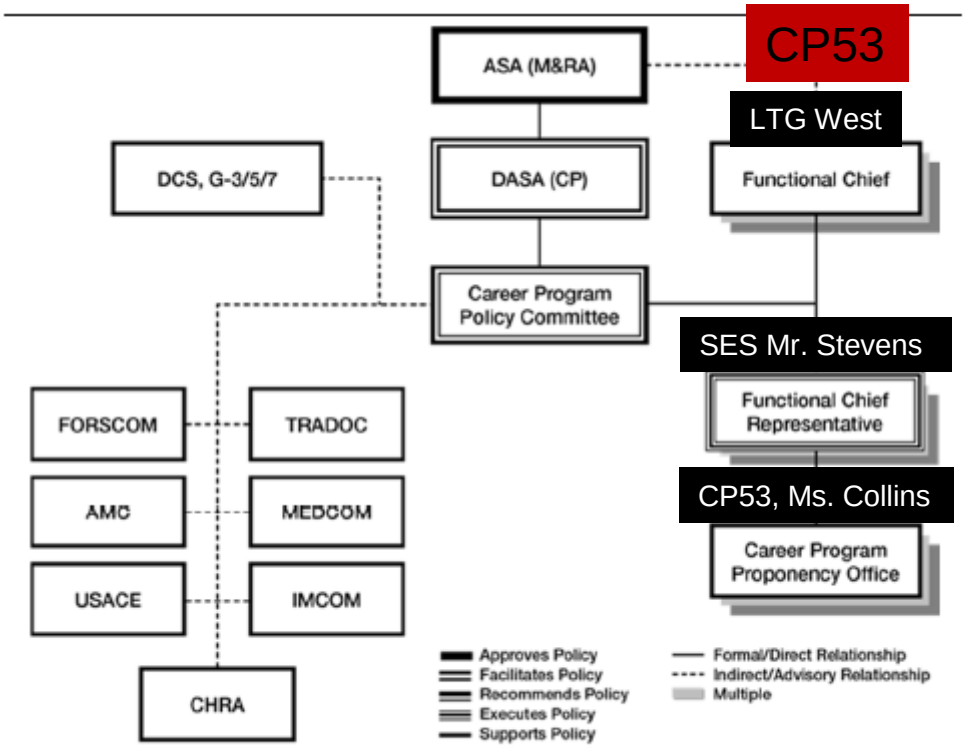

Figure 2–1. Career Program Proponency Policy Organization

Table 3–1
Career Program

Code	Career Program Title	Functional Chief
10	Civilian Human Resource Management	ASA (M&RA)
11	Comptroller	Assistant Secretary of the Army (Financial Management & Comptroller)
12	Safety and Occupational Health Management	Deputy Assistant Secretary of the Army (Environment, Safety, and Occupational Health)
13	Supply Management	Assistant Deputy Chief of Staff, G–4
14	Contracting and Acquisition	Assistant Secretary of the Army (Acquisition, Logistics, and Technology)
15	Quality and Reliability Assurance	Commander, AMC
16	Engineers and Scientists (Non-construction)	Commander, AMC
17	Materiel Management	Assistant Deputy Chief of Staff, G–4
18	Engineers and Scientists (Resources and Construction)	Commander, U.S. Army Corps and Engineers and Chief of Engineers
19	Physical Security and Law Enforcement	Provost Marshal General
20	Quality Assurance Specialist (Ammunition Surveillance)	Commander, AMC
22	Public Affairs and Communications Media	Chief, Public Affairs
24	Transportation Management	Assistant Deputy Chief of Staff, G–4
26	Manpower and Force Management	Assistant Deputy Chief of Staff, G–1
27	Housing management	Assistant Chief of Staff for Installation Management
28	Equal employment opportunity	ASA (M&RA)
29	Installation Management	Assistant Chief of Staff for Installation Management
31	Education Services	Deputy Chief of Staff, G–1
32	Training, Capabilities, and Doctrine Warfighting Developers	Commander, TRADOC
33	Ammunition management	Commander, AMC
34	Information Management Technology	Deputy Chief of Staff, Chief Information Office
35	General Intelligence	Deputy Chief of Staff, G–2
36	Analysis, Modeling and Simulation	Deputy Chief of Staff, G–8
50	Military Human Resources	ASA (M&RA)
51	General Administration and Management	Deputy Chief of Staff, G–1
53	Medical	Commander, MEDCOM and the Surgeon General
56	Legal	General Counsel
60	Foreign Affairs/ Strategic Planning	Deputy Chief of Staff, Operations, Director, Strategy, Plans and Policy
61	Historians, Archivists, and Museum Professionals	Chief Historian
64	Aviation	Commander, U.S. Army Aviation Center of Excellence

Forcing Functions – Army Career Program Management & Medical Requirements

1. Army Directive 2015-24 Department of the Army Senior Enterprise Talent Management and Enterprise Talent Management Program
2. ADRP 6-22 Army Leadership
3. AR 1-1 Planning, Programming, Budgeting, and Execution System
4. **AR 350-1 Army Training and Leader Development**
5. AR 5–22 The Army Proponent System (Cited in para 1-1.)
6. AR 525-29 Army Force Generation
7. AR 525-30 Army Strategic Readiness
8. AR 525-93 Army Deployment and Redeployment
9. AR 570-4 Manpower Management
10. AR 600-3 The Army Personnel Development System
11. AR 600-20 Army Command Policy
12. AR 600-100 Army Profession and Leadership Policy
13. AR 608-18 The Army Family Advocacy Program
14. AR 690-11 Use and Management of Civilian Personnel in Support of Military Contingency Operation
15. AR 690-12 Equal Employment Opportunity and Diversity
16. AR 690-300 Employment (Civilian Personnel)
17. AR 690-900 Civilian Personnel
18. **AR 690-950 Civilian Career Management**

AR 40-1	COMPOSITION, MISSION, AND FUNCTIONS OF THE ARMY MEDICAL DEPARTMENT
AR 40-3	MEDICAL, DENTAL, AND VETERINARY CARE
AR 40-4	ARMY MEDICAL DEPARTMENT FACILITIES/ACTIVITIES
AR 40-5	PREVENTIVE MEDICINE
AR 40-7	USE OF U.S. FOOD AND DRUG ADMINISTRATION-REGULATED INVESTIGATIONAL PRODUCTS IN HUMANS INCLUDING SCHEDULE I CONTROLLED SUBSTANCES
AR 40-8	TEMPORARY FLYING RESTRICTIONS DUE TO EXOGENOUS FACTORS
AR 40-10	HEALTH HAZARD ASSESSMENT PROGRAM IN SUPPORT OF THE ARMY ACQUISITION PROCESS
AR 40-13	RADIOLOGICAL ADVISORY MEDICAL TEAMS
AR 40-21	MEDICAL ASPECTS OF ARMY AIRCRAFT ACCIDENT INVESTIGATION
AR 40-25	NUTRITION AND MENU STANDARDS FOR HUMAN PERFORMANCE OPTIMIZATION
AR 40-29	MEDICAL EXAMINATION OF APPLICANTS FOR UNITED STATES SERVICE ACADEMIES, RESERVE OFFICER TRAINING CORPS (ROTC) SCHOLARSHIP PROGRAMS, INCLUDING TWO-AND-THREE-YEAR COLLEGE SCHOLARSHIP PROGRAM (CSP), AND THE UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES (USUHS)
AR 40-33	THE CARE AND USE OF LABORATORY ANIMALS IN DOD PROGRAMS
AR 40-35	PREVENTIVE DENTISTRY AND DENTAL READINESS
AR 40-38	CLINICAL INVESTIGATION PROGRAM
AR 40-56	INTRODUCTION, REQUIREMENTS DETERMINATION, AND PUBLICATION OF NEW STANDARDIZED MEDICAL ITEMS INTO THE DEPARTMENT OF DEFENSE
AR 40-58	WARRIOR CARE AND TRANSITION PROGRAM
AR 40-60	ARMY MEDICAL MATERIEL ACQUISITION POLICY
AR 40-61	MEDICAL LOGISTICS POLICIES
AR 40-63	OPHTHALMIC SERVICES
AR 40-66	MEDICAL RECORD ADMINISTRATION AND HEALTH CARE DOCUMENTATION
AR 40-68	CLINICAL QUALITY MANAGEMENT
AR 40-400	PATIENT ADMINISTRATION
AR 40-501	STANDARDS OF MEDICAL FITNESS
AR 40-562	IMMUNIZATIONS AND CHEMOPROPHYLAXIS FOR THE PREVENTION OF INFECTIOUS DISEASES
AR 40-656	VETERINARY SURVEILLANCE INSPECTION OF SUBSISTENCE
AR 40-657	VETERINARY/MEDICAL FOOD SAFETY, QUALITY ASSURANCE, AND LABORATORY SERVICE
AR 40-660	DOD HAZARDOUS FOOD AND NONPRESCRIPTION DRUG RECALL SYSTEM
AR 40-905	VETERINARY HEALTH SERVICES
AR 600-20	ARMY COMMAND POLICY
AR 608-18	THE ARMY FAMILY ADVOCACY PROGRAM

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Army Enterprise CPs

31	4,652	1.73%	11,848	4.39%	6,147	2.28%	19,173	7.11%	9,039	3.35%	1,558	0.58%	17,549	6.51%
	10 Civilian Human Resource Management		11 Comptroller		12 Safety and Occupational Health Management		13 Supply Management		14 Contracting and Acquisition		15 Quality and Reliability Assurance		16 Engineers and Scientists (Non-construction)	
	ASA (M&RA)		ASA (FM&C)		DASA-ESOH		Assistant DCS, G-4		ASA (AL&T)		AMC		AMC	
26,287	9.75%	26,438	9.81%	7,441	2.76%	393	0.15%	1,348	0.50%	6,028	2.24%	2,884	1.07%	643	0.24%
17 Materiel Maintenance Management		18 Engineers and Scientists (Resources and Construction)		19 Physical Security and Law Enforcement		20 Quality Assurance Specialist (Ammunition Surveillance)		22 Public Affairs & Communica-tions Media		24 Transportation Management		26 Manpower and Force Management		27 Housing Management	
Assistant DCS, G-4		Chief of Engineers/USACE		PMG		AMC		Chief, Public Affairs		Assistant DCS, G-4		Assistant DCS, G-1		ACSIM	
423	0.16%	20,667	7.67%	4,172	1.55%	9,194	3.41%	2,526	0.34%	14,363	5.33%	4,987	1.85%	2,103	0.78%
28 Equal Employment Opportunity		29 Installation Management		31 Education Services		32 Training, Capabilities and Doctrine Warfighting Developers		33 Ammunition Management		34 Information Technology Management		35 General Intelligence		36 Analysis, Modeling and Simulation	
ASA (M&RA)		ACSIM		DCS, G-1		TRADOC		AMC		Deputy CIO/G-6		DCS, G-2		DCS, G-8	
5,472	2.03%	24,079	8.9%	34,758	12.89%	376	0.14%	2,546	0.94%	897	0.33%	408	0.15%	1,276	0.47%
50 Military Human Resources		51 General Administration and Management		53 Medical		55 Inspector General		56 Legal		60 Foreign Affairs/ Strategic Planning		61 Historians, Archivists, and Museum Professionals		64 Aviation	
ASA (M&RA)		DCS, G-1		MEDCOM/TSG		TIG		GC		DCS, Operations, Director, Strategy, Plans & Policy		Chief Historian		Army Aviation COE	

*Data retrieved on 16 June 2017 by Civilian Human Resources Agency in support of Career Program mapping; population counts include appropriate fund, local nationals, and non-appropriated funded current employees

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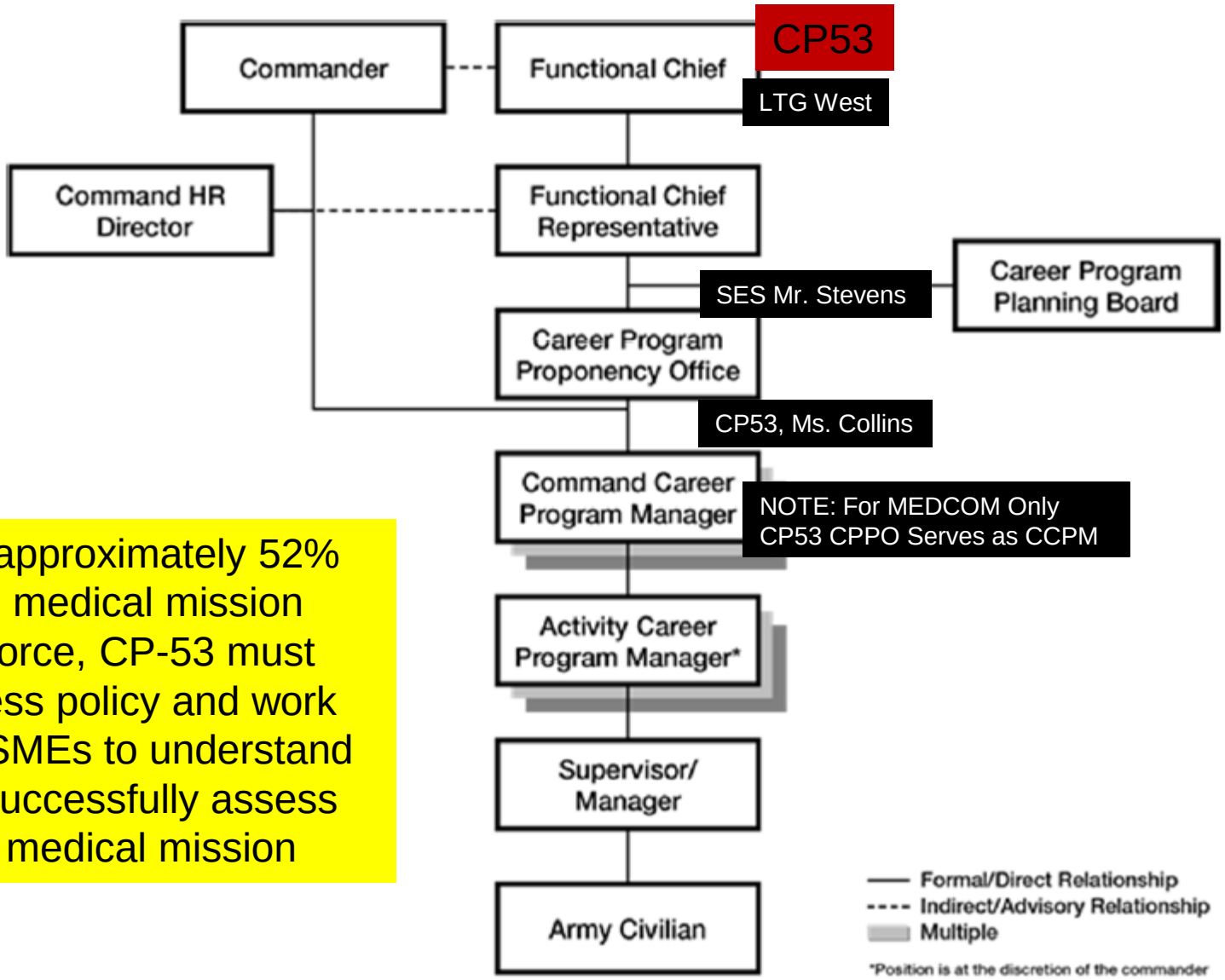
Career Program Organization
AR 690-950 Career Management



With approximately 52% of the medical mission workforce, CP-53 must address policy and work with SMEs to understand and successfully assess Army medical mission

AR 690-950 Career Management – CPPO Roles & Responsibilities

Para. 2-6.:

- Develop and publish Army program policy, procedures, and guidance to support Army and command SHCP within the framework of Total Force planning.

- Research, analyze, develop, and publish annually the state of the strategic environment, workforce and demographic diversity trends, competency assessments, and gap analyses to allow key stakeholders to adjust recruitment, retention, and development initiatives addressing current and future mission requirements and strategic human capital plans.

- Communicate, coordinate, and collaborate frequently with HQDA Staffs, ACOMs, ASCCs, and DRUs to identify current and future Total Force mission requirements at all organizational levels.

- Communicate program opportunities, build and sustain a professional community network, and create and/or promote career program awareness.

- Support execution of TE&PD opportunities to ensure a pipeline with enterprisewide competencies adequate to meet leadership and functional succession planning needs.

- Collaborate and consult with all representative ACOM, ASCC, and DRU CCPMs to support the training and development of the career program population.

- Advise and inform ACOMs, ASCCs, and DRUs with respect to career program management from a functional standpoint and the regulatory, administrative, and procedural requirements of the career program.

AR 690-950 Career Management – CPPO Roles & Responsibilities

Para. 2-6.:

- Support the enterprise management of ACTEDS interns and manage the ACTEDS interns under the cognizance of the career program.
- Regularly assess current workforce competencies and identify future workforce competency requirements.
- Execute strategies in reducing competency gaps and ensure incorporation into ACTEDS requirements and ACTEDS plan.
- Coordinate, schedule, and execute TE&PD activities annually to develop and sustain functional and leadership requirements in support of current and future missions.
- Submit FCR-approved ACTEDS plan to DASA (CP).
- Develop annual POM and budget estimates for TE&PD requirements and Report ACTEDS budget execution annually and assess return on investment for TE&PD activities.
- Plan, coordinate, and facilitate career program planning board (CPPB), selection panels, and other meetings as prescribed by the FCR.
- Prepare annual reporting requirements in accordance with the National Defense Authorization Act and any other SHCP-related reporting requirements for FCR approval and/or submission.

AR 690-950 Career Management - Commanders of ACOMs, ASCCs, and DRUs

Para. 2-3

- Implement/execute SHCP/succession planning to complement career program proponency (CPP) & the Army Civilian human capital life cycle.
- Communicate, coordinate, & collaborate w/CPP staff on current/future Total Force mission requirements at all organizational levels.
- Establish a learning culture encouraging/ supporting employee TE&PD participation
- Facilitate/support CPP data mining & assessment of strategic environment and resources.
- Provide SMEs to perform job analysis for competency assessments.
- Appoint CCPMs and Activity career program managers (ACPMs)
- Support Civilians creating/annually updating IDPs in complement to performance plans.
- Select, nominate, and endorse Army Civilians for TE&PD IAW career program objectives, current and future mission requirements, and succession planning goals.
- Connect the contributions of Army Civilians to the command mission by ensuring technical/competencies reflect work expectations both today and in the future.
- Prioritize/direct use of command funds for TE&PD in closing competency gaps.
- Seek to maximize the Army's return on investment by synchronizing TE&PD initiatives and programs with current/future competency requirements & the employee's potential/aspirations.

How Does CP-53 Align With the Army's Medical Mission?

- Right Workforce (Medical)
- Right Skills
- Right Time
- Right Place

Trained and Professional Medical Civilian Workforce

Enables the Army's Medical Functional Capability

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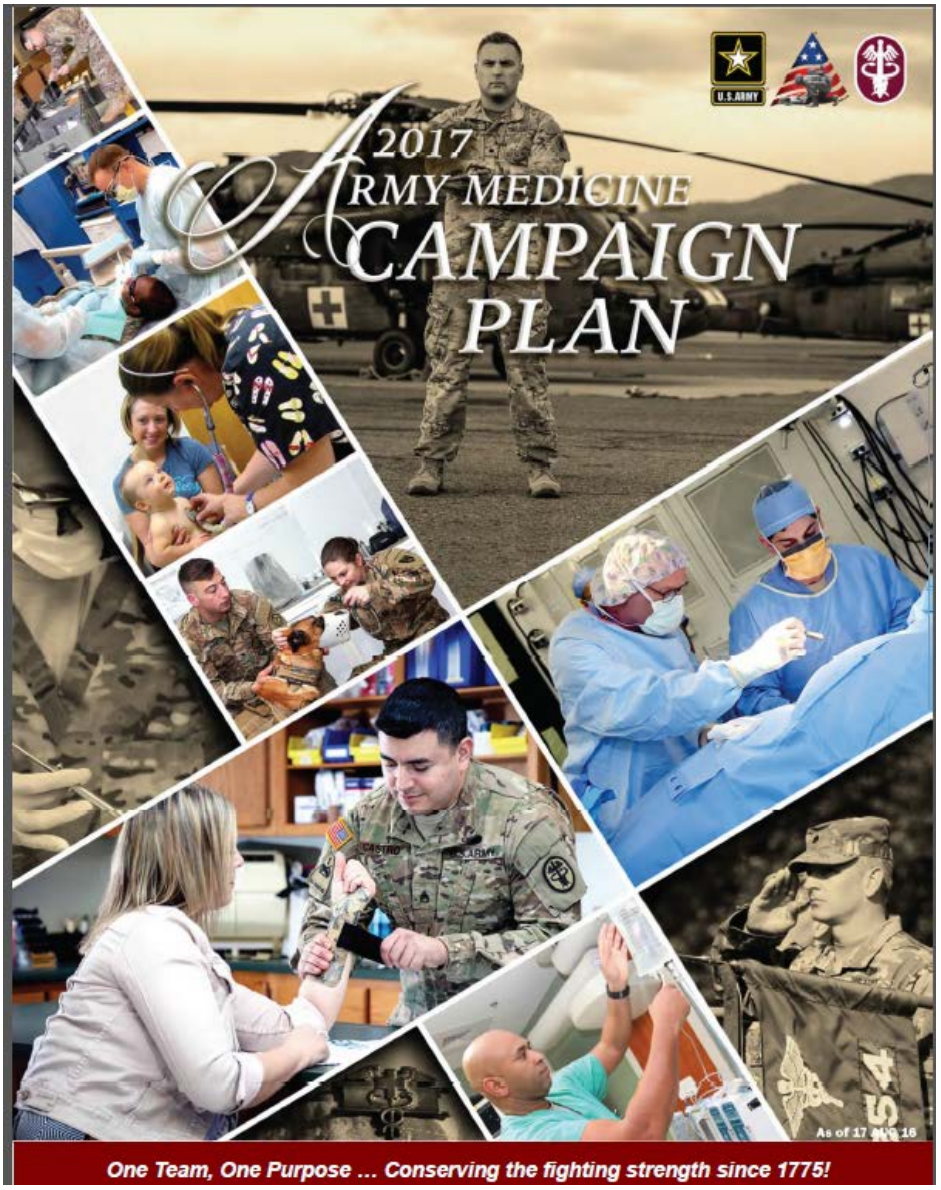
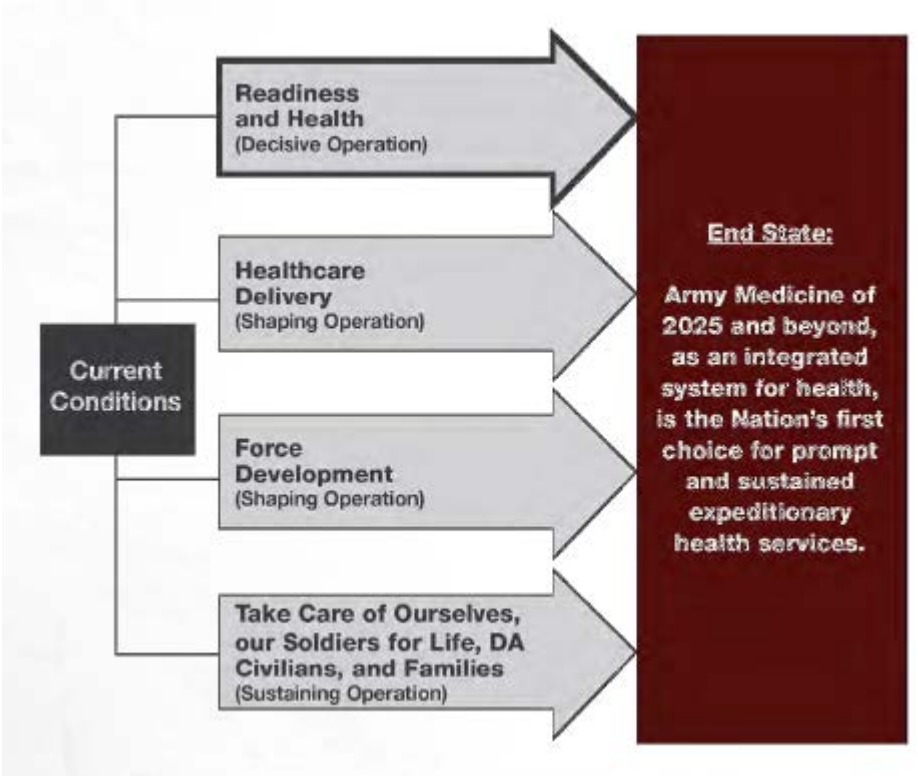
TSG Forcing Functions



Mission Strategy for:

- ✓ Performance:
- ✓ Critical Thinking
- ✓ Priorities
- ✓ Resourcing



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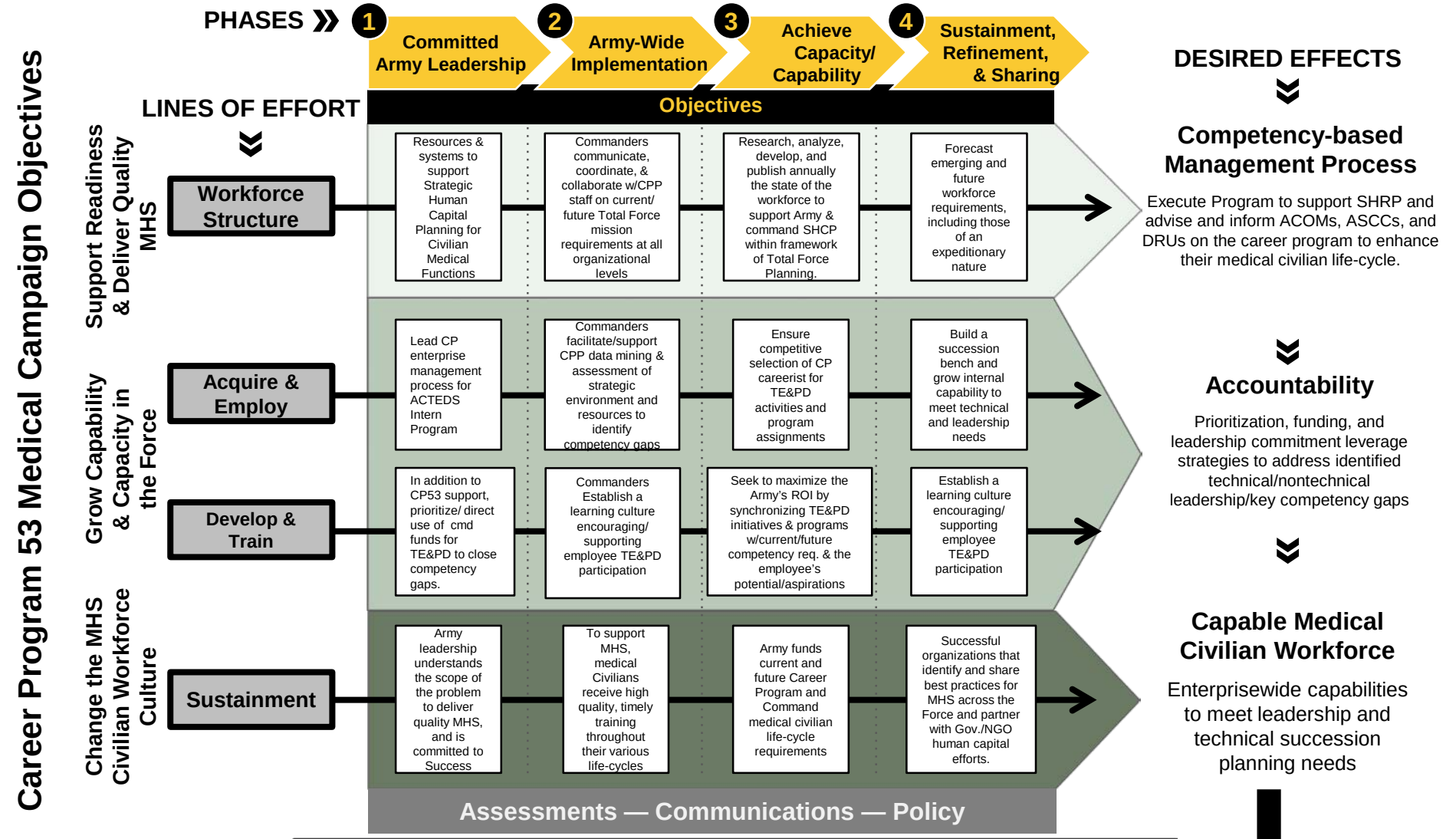
CP-53 STRATEGY
EXECUTION: OPERATIONAL APPROACH



Medical Civilians state that they serve in an organization of medical professionalism that develops, trains, and sustains its workforce to meet strategic MHS readiness and health care needs of the force and their families.

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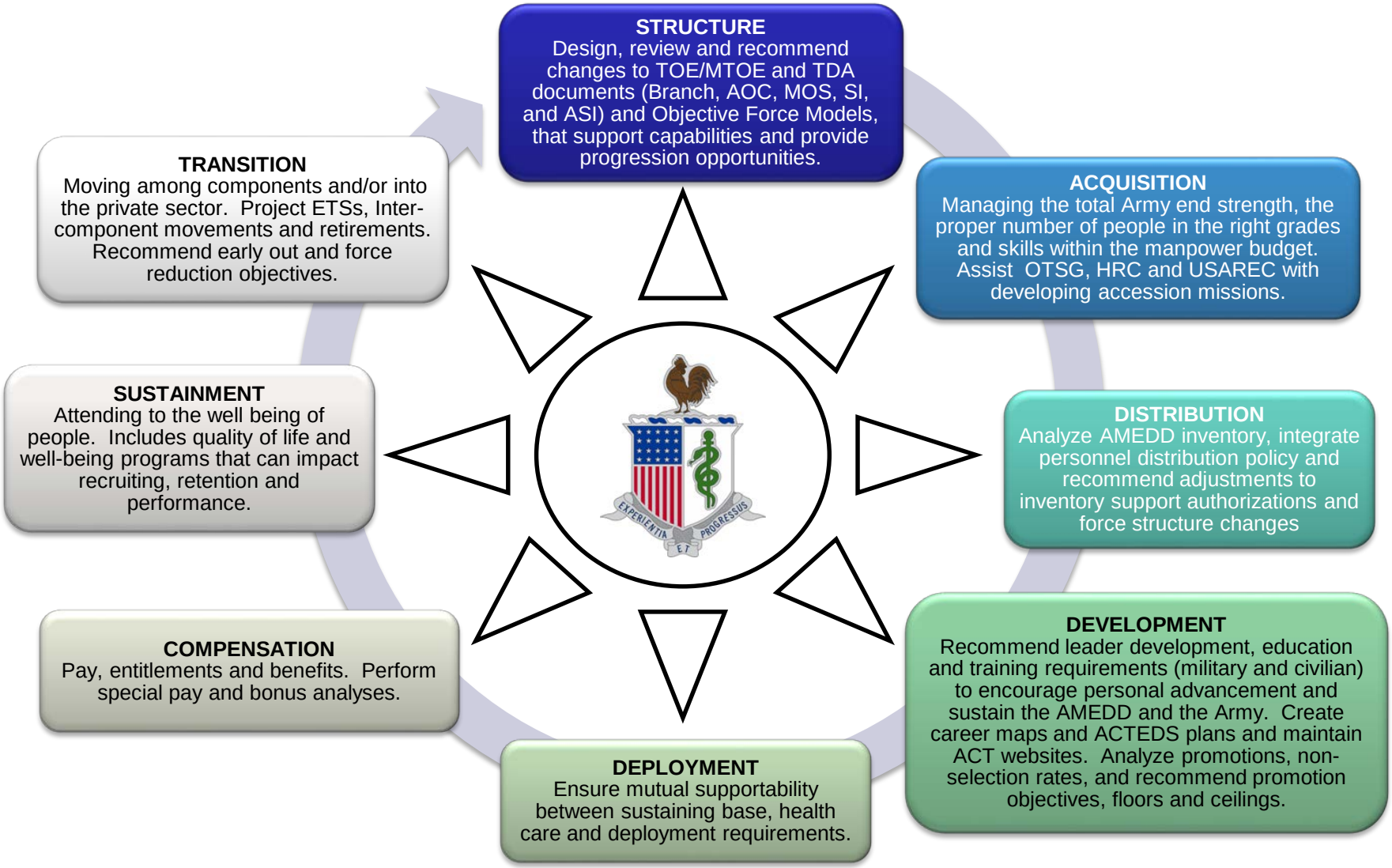
Personnel Development System Life Cycle
Eight Management Functions



***AR 600-3, Para 2-21**

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Army Civilian Career Program Proponency System

Career Progression and Development

Build/sustain - Professional Community Network

Succession Planning with Coaching/Mentoring

Talent Management
- SETM (GS-14/15)/
- ETM (GS-12/13)

Developmental Assignments

Training with Industry (TWI)

Individual/Group Training

Academic Degree Training (ADT)

Individual Development Plans (IDPs)

IAW DoD Civilian Strategic Human Capital Planning (SHCP) – Assess Workforce and develop plan/training to close critical skills & competency gaps

Develop and maintain **Army Civilian Training, Education, and Development System (ACTEDS)** plans and Career Ladder and maps to support gap closure

Validated competencies utilized for recruitment & selection

Army Intern Program – CP53: 15 positions

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Challenges for Medical Functional Career Program

- Strategic Workforce Structure:
  - Service members/families elect non-DoD medical care options outside DOD
  - Future Health Care Acts/States implementation affect on workforce functions
  - Reduction of Wounded Warrior programs
  - Civilian and Veteran patient acceptance Decision Point
  - Increase in Geriatric Care requirement
- Recruitment:
  - Private sector competition high for medical occupational series
  - VA is highest competitor with higher salaries in many positions, more defined career paths, and greater professional growth and development
- Training and Development
  - Population demographics and technological advances require workforce maintain certifications and training to continue advanced care of service members
  - Budget and resource limitations constrain the development and implementation of a high level civilian medical professional training infrastructure
- Sustainment:
  - Majority of MCO resources career level hamper career progression
  - Careerist aspiring for greater leadership and/enterprise positions may realign to other agencies (government/private) to advance their careers.
  - Government medical mission instabilities and/or limitations may limit recruitment and retention

Strategic Workforce Planning

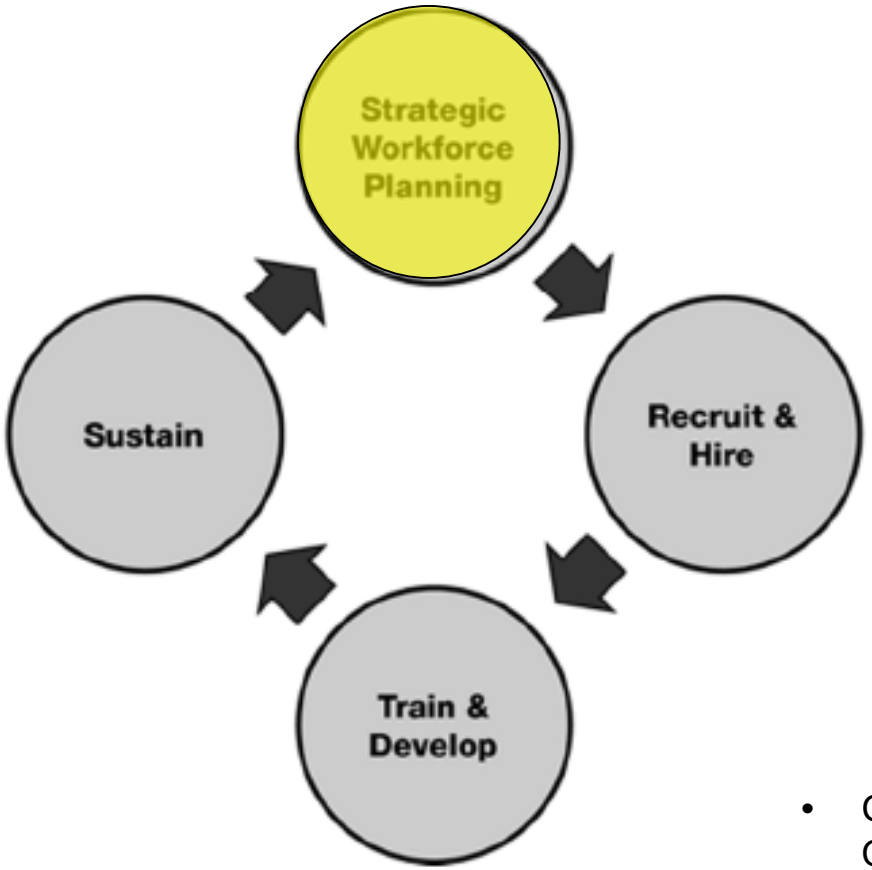

Figure 4–1. Army civilian human capital life cycle

- Future and/or Adjusted and Medical Missions and Functions
  - FY17 NDAA Alignments
    - Sec. 702 Governance
    - Sec. 706 Est. of high performance military-civilian integrated health delivery systems
    - Sec. 721 Mil to Civ Dental
    - TITLE XI—Civilian. Personnel Matters
    - Sec 1101 Civ. Personnel Management
    - sec. 1106 Direct-Hire of DoD Postg-secondary schools and recent graduates
  - TSG, Force Management; G-1/4/6; G-3/5/7; G-8/9
  - OTSG, Manpower Policy, Programming & Allocation Directorate
  - AMEDD Cm Grade Allocation (CGA) Cong. e FY19
  - Emerging Missions
  - ACOM, ASCC, DRU Coordination
  - 70F (Mil HR) Coordination Across Commands
  - AMEDD Civilian Corps
  - MEDCOM Manpower Div. and G-1
- Coordination with Army Medicine Personnel Proponency Office
  - Officer Propoency Branch
  - Enlisted Proponency Branch
  - Force Structure
- Quarterly and Monthly Series Analysis

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CP-53 Demographics

- **Largest Army CP representing high percentage (13-15%) of the Army civilian workforce**
- Support military force readiness, military force readiness, direct medical care, medical research, etc.
- 90% of workforce within Medical Command (MEDCOM) as 52% of that command's total workforce to achieve the Army's medical missions.

Per The Defense Civilian Personnel Data System (DCPDS): CP53 services:

- **Over 34.7K in occupied medical careerist positions (13% of the 270K Army CP Careerists)**
- **Over 40.9K occupied and vacant medial careerist positions (15% of the 270K Army CP Careerists)**
- Accounts for **18.4% of the Mission Critical Occupation (MCO) series (16 of 87) across the Army,** which are critical hires under the Strategic Workforce Plan
- **16 MCO series**, 18.4K authorized MCO careerist positions (over **53% of the overall CP53 Workforce**), with 21.2K required MCO positions

Millennials	18-34	637	2%
Gen X	**35-46**	**8191**	**23%**
Younger Boomers	47-56	6899	20%
Older Boomers	57-65	8611	25%
Silent Generation	66-74	6287	18%
GI Generation	75+	899	3%

CP53 Grade Distribution	
Grade	Populace
00	42
01	4
02	357
03	619
04	2429
05	4533
06	5560
07	2886
08	1381
09	2376
10	1457
11	5471
12	4388
13	1599
14	1030
15	541
4A	81
5A	11
6A	13
7A	4
Q1	1
Q2	1
(blank)	107
Grand Total	**34891**

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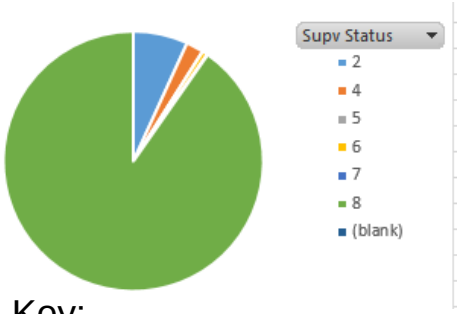
Army Model and CP- 53 Leaders

Civilian Capabilities Framework

CP 53 Leaders

Supervisor Status	Total
2	2372
4	753
5	10
6	220
7	32
8	31504
(blank)	
Grand Total	34891



Key:
2: Supervisor or Manager
4: Supervisor (CSRA)
5: Management Official (CSRA)
6: Leader (1 Grade Intervals)
7: Team Leaders (2 Grade Intervals)
8: Nonsupervisory

Top 1 Percent (%)	
14	1030
15	541
Grand Total	**1571**

Top 1% minus 601 General Health Science 602 Medical Officer	
14	252
15	24
Grand Total	**276**

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CP53 - 91 Medical Occupational Series

89	Emergency Mgmt Specialist
101	Social Science Series
102	Social Science Aid & Tech
180	Psychology
181	Psychology Aid & Tech
184	Sociology
185	Social Work
186	Social Services & Assistant
199	Social Science Student Trainee
301	Misc Admin and Program (Med)
303	Misc Clerk / Assistant (Med)
340	Program Management (Med)
399	Admin Student Trainee
401	Gen Natural Res Mgt/Biological Science
403	Microbiology
404	Biological Technician
405	Pharmacology
410	Zoology
413	Physiology
414	Entomology
415	Toxicology
440	Genetics
487	Animal Science
499	Bio Science Student Trainee
601	General Health Science
602	Medical Officer
603	Physician Assistant
610	Registered Nurse
620	Practical Nurse
621	Nursing Assistant
622	Med Supply Aid & Technician

625	Autopsy Assistant
630	Dietician & Nutritionist
631	Occupational Therapist
633	Physical Therapist
635	Kinesiotherapist
636	Rehabilitation Therapy Assistant
638	Recreation/Creative Arts Therapist
640	Health Aid and Technician
642	Nuclear Medicine Technician
644	Medical Technologist
645	Medical Technician
646	Pathology Technician
647	Diagnostic Radiologic Tech
648	Therapeutic Radiologic Tech
649	Medical Instrument Technician
650	Medical Technical Assistant
651	Respiratory Therapist
660	Pharmacist
661	Pharmacy Technician
662	Optometrist
665	Speech Pathologist/Audiologist
667	Orthotist and Prosthetist
668	Podiatrist
669	Medical Records Administrator
670	Health System Administrator
671	Health System Specialist
673	Hospital Housekeeping Manager
675	Medical Records Technician
679	Medical Support Assistant
680	Dental Officer
681	Dental Assistant
682	Dental Hygienist
683	Dental Laboratory Technician

685	Public Health Program Specialist
688	Sanitation
690	Industrial Hygienist
696	Consumer Safety
698	Environmental Health Technician
699	Medical/Health Student Trainee
701	Veterinarian
704	Animal Health Technician
799	Veterinary Student Trainee
856	Electronics Technician
858	Biomedical Engineer
899	Biomedical Student Trainee
962	Contact Representative
1083	Technical Writer
1530	Statistics (Medical)
1531	Statistics Assistant (Medical)
1725	Public Health Educator
1801	Gen Insp, Inv & Compliance
1802	Compliance Insp and Spt
1863	Food Inspector
1910	Quality Assurance (Subsistence/Clinical)
3511	Laboratory Worker
3515	Laboratory Support Worker
4010	Prescription Eyeglass Maker
4805	Medical Equipment Repairer
5031	Insects Production Worker
5048	Animal Caretaker

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CP- 53 – Army's Largest Career Program

- Army Medicine is 60% Civilian
  - CP-53 represents approximately 75% of Army Medicine Civilians
    - 34.8K CP-53 Medical Civilians
      - 90% of CP-53 Army Civilians Align to Medical Command
        - Funded by DHP
      - 10% of CP-53 Army Civilians Across Other Army Commands
        - Funded by OMA

Careerist – Employed at All Command Echelons (HQs, major commands, hospitals, dental facilities, clinics, training centers, etc.)

Comprised of 7 occupational groups to address diversity of workforce:

- Administrative
- Behavioral Health
- Clinical Professional/Technician
- Clinical Support
- Dental
- Nursing
- Public Health/Veterinary

CP53 Support to Mitigate Risk:
Attrition Rates Vary by Medical Series and Command Structure

Civilian Analysis Tool Occupation Group Data FY16Q4	FY16 Auths	Avg E2E Time So Far This FY	FY16Q4 Non Pay End Str	End Strength (Pay Status Only)				Natural Attrition Rate (Annual) Last 4 Qtrs			
				FY16Q1	FY16Q2	FY16Q3	FY16QX	FY16Q1	FY16Q2	FY16Q3	FY16Q4
Physicians	**1,332**	**221**	**18**	**1,261**	**1,261**	**1,254**	**1,272**	**12%**	**13%**	**13%**	**12%**
Non BH Physician	1,211	221	18	**1,131**	1,133	1,129	1,142	**11%**	12%	12%	11%
Psychiatrist	121	219	0	**130**	128	125	130	**18%**	21%	19%	18%
BH (Except Physicians)	**2,021**	**168**	**19**	**1,974**	**1,972**	**1,976**	**1,957**	**15%**	**14%**	**14%**	**15%**
Social Worker	1,084	145	2	**950**	957	962	944	**13%**	12%	12%	13%
Psychologist	485	222	4	**585**	580	583	594	**14%**	14%	15%	14%
BH Tech/Asst	452	141	13	**439**	435	431	419	**20%**	17%	18%	20%
Physician Asst / Adv Prac Nursing	**956**	**196**	**7**	**493**	**506**	**507**	**512**	**14%**	**14%**	**15%**	**14%**
Physician Asst	422		0	**0**	0	0	0				
BH Nurse Prac	82	290	0	**43**	45	45	45	**7%**	13%	14%	7%
Non BH Nurse Prac	452	190	7	**450**	461	462	467	**15%**	14%	15%	15%
Nursing	**8,291**	**148**	**196**	**9,407**	**9,498**	**9,611**	**9,577**	**14%**	**14%**	**14%**	**14%**
Non BH Nurse	4,647	131	115	**5,412**	5,476	5,532	5,536	**12%**	13%	12%	12%
BH Nurse	65	159	2	**137**	134	143	151	**15%**	17%	15%	15%
Non BH LPN/LVN	2,916	171	66	**3,069**	3,100	3,129	3,091	**18%**	18%	17%	18%
BH LPN/LVN	4	148	0	**13**	14	14	17	**0%**	0%	0%	0%
Non BH Nurse Aid	635	163	12	**706**	702	724	715	**14%**	14%	14%	14%
BH Nurse Aid	24	207	1	**70**	72	69	67	**14%**	15%	17%	14%
Medical Therapy	**895**	**208**	**15**	**926**	**928**	**981**	**988**	**12%**	**12%**	**12%**	**12%**
Respiratory Therapist	156	183	1	**171**	171	178	172	**12%**	9%	10%	12%
Audiologist	35	327	0	**53**	53	54	52	**8%**	4%	4%	8%
Speech Pathologist	67	191	1	**50**	45	50	49	**21%**	24%	21%	21%
PT-OT	262	233	4	**301**	305	324	336	**12%**	15%	14%	12%
PT-OT Assistant	342	185	9	**328**	330	352	355	**13%**	11%	11%	13%
Orthotist	33	298	0	**23**	24	23	24	**5%**	5%	5%	5%
Allied Health	**985**	**160**	**8**	**888**	**908**	**938**	**964**	**11%**	**12%**	**11%**	**11%**
Chiropractor	257	260	0	**39**	40	42	44	**8%**	7%	10%	8%
Pharmacist	528	147	6	**680**	696	720	731	**11%**	12%	11%	11%
Dietitian	0	200	2	**80**	85	88	93	**7%**	13%	10%	7%
Podiatrist	21	223	0	**18**	17	17	19	**19%**	18%	13%	19%
Optometrist	114	175	0	**71**	70	71	77	**15%**	18%	14%	15%
Other Medical	**12,698**	**133**	**298**	**15,287**	**15,159**	**15,162**	**15,162**	**13%**	**13%**	**13%**	**13%**
Dentist	215	201	2	**191**	185	179	177	**9%**	12%	13%	9%
Dental Tech	1,706	142	50	**1,525**	1,521	1,496	1,477	**13%**	13%	13%	13%
Veterinarian	33	169	0	**36**	37	34	33	**14%**	11%	14%	14%
Veterinary Asst	0	186	0	**41**	43	43	41	**10%**	10%	10%	10%
Other Medical	10,714	132	246	**13,494**	13,373	13,410	13,434	**13%**	13%	13%	13%
Non Medical	**11,305**	**138**	**139**	**10,513**	**10,733**	**10,871**	**10,847**	**14%**	**15%**	**15%**	**14%**
IM/IT	820	148	1	**1,033**	1,030	1,037	1,044	**11%**	11%	12%	11%
Non Medical STEM	914	154	2	**892**	918	918	909	**9%**	11%	10%	9%
Other Non Medical	9,571	137	136	**8,588**	8,785	8,916	8,894	**15%**	16%	15%	15%
ALL MEDCOM	**38,483**	**145**	**700**	**40,749**	**40,965**	**41,300**	**41,279**	**14%**	**14%**	**13%**	**13%**

Note: All data is APPR, Medcom Only

CP53 Assistance:

- Support Command in Determining Civilian Workforce Impacts
- Support Critical Skill and Competency Training to Meet Mission Gaps
- Civilian Lifecycle System Support
- Site Visits and Assessments

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Recruit & Hire

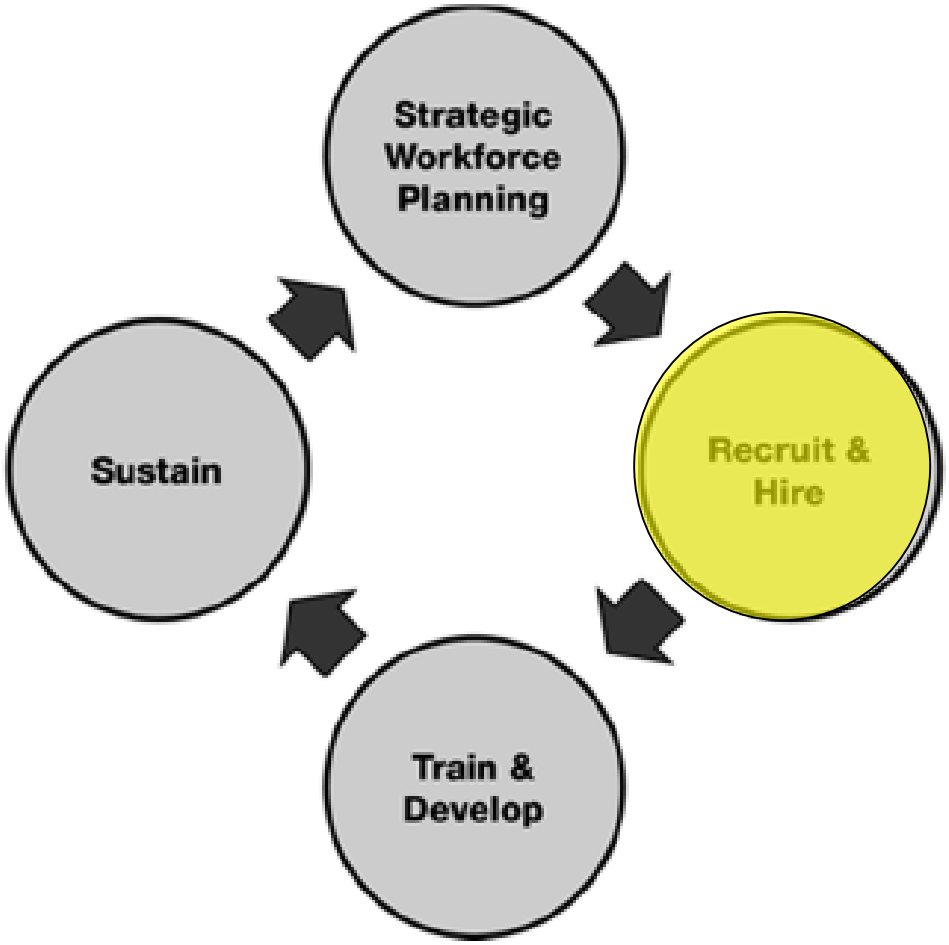

Figure 4–1. Army Civilian human capital life cycle

- Coordination:
  - ASA, M&RA, DASA (CP)
  - ACS, G-1: AG-1 CP - Interns
  - ACS, G-3/5/7
  - OTSG
  - ACOM, ASCC, DRU Coordination
  - AMEDD Civilian Corps
  - MEDCOM Manpower Div.
  - MEDCOM G-1 Recruit & Retain
- Coordination with Army Medicine Personnel Proponency Office
  - Officer Propoency Branch
  - Enlisted Proponency Branch
  - Force Structure
- Quarterly and Monthly Series Analysis

Army Civilian Training, Education, and Development System (ACTEDS) Intern Program

- HQDA Centrally funded for 2 Years
- Recruitment aligned with vacant Authorized/Required TDA position
- Infuses the workforce with fresh insights through the employment of recent graduates in a development capacity
- Completed IAW Merit Principles
- Successful completion of Intense developmental program prior to permanent assignment

- **FY17 Request Process**
  - 15 Requests were Approved
  - MEDCOM Regions Represented
    - Atlantic Region: 13
    - Central Region : 2
    - Europe Region : 1
    - Pacific Region : 7

- **Occupational Series Represented**
  - 0185, Social Worker (FAP)
  - 0340, Program Manager
  - 0341, Administrative Officer
  - 0343, Management Analyst
  - 0603, Physician Assistant
  - 0610, Registered Nurse
  - 0646, Medical Technician
  - 0671, Health System Specialist
  - 1530, Statistician

FY18: 23 Intern Authorization Approved, with Growth in Out Years

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FY18 CAREER PROGRAM INTERN ALLOCATIONS

CAREER PROGRAM	FY13 ALLOCATION	FY14 ALLOCATION	FY15 ALLOCATION	FY16 ALLOCATION	FY17 ALLOCATION	FY18 FORECASTED REQUIREMENTS	FY18 FCR REQUESTED REQS & AIERB DISCUSS	FY18 NEW HIRE ALLOCATION RECOMMENDATION
CP10 Civilian Personnel Mgmt	20	1	20	20	30	**31**	**62**	**31**
CP11 Comptroller	62	65	38	25	71	**86**	**86**	**86**
CP12 Safety Mgmt	28	20	25	15	43	**69**	**69**	**69**
CP13 Supply Mgmt	21	12	20	12	22	**16**	**53**	**46**
CP14 Contracting and Acq	189	115	125	50	154	**182**	**192**	**182**
CP15 Quality and Reliability Assurance	8	7	10	10	19	**15**	**12**	**12**
CP16 Engineers and Scientists (Non Cor	185	136	100	20	130	**94**	**230**	**100**
CP17 Material Maintenance Mgmt	16	12	25	11	19	**17**	**56**	**42**
CP18 Engineers and Scientists (Res Cor	195	150	200	84	251	**287**	**561**	**287**
CP19 Physical Security	0	0	1	2	5	**0**	**10**	**10**
CP20 Quality Assurance Ammo	0	0	10	24	20	**1**	**50**	**50**
CP22 Public Affairs	6	7	4	2	5	**6**	**6**	**6**
CP24 Transportation Mgmt	7	12	12	9	13	**6**	**20**	**15**
CP26 Manpower	11	17	10	4	13	**22**	**17**	**17**
CP27 Housing Mgmt	0	4	1	2	5	**2**	**2**	**2**
CP28 EEO	6	12	6	1	5	**6**	**7**	**7**
CP29 Installation Mgmt	5	4	10	4	10	**14**	**14**	**14**
CP31 Education Services	15	10	10	0	6	**13**	**13**	**13**
CP32 Training Mgmt	12	0	5	1	4	**2**	**17**	**11**
CP33 Ammunition Mgmt	0	0	10	15	10	**0**	**1**	**1**
CP34 Information Mgmt	62	60	50	24	80	**103**	**113**	**103**
CP35 Intelligence	20	27	15	1	10	**28**	**23**	**23**
CP36 Modeling and Simulation	23	43	17	11	32	**37**	**77**	**37**
CP50 Military Personnel Mgmt	15	10	5	5	12	**25**	**25**	**25**
CP51 General Admin and Management	0	0	0	0	0	**2**	**0**	**0**
CP53 Medical	0	0	12	4	15	**4**	**23**	**23**
CP55 Inspector General	0	0	0	0	0	**0**	**0**	**0**
CP56 Legal	1	7	5	0	3	**0**	**0**	**0**
CP60 Foreign Affairs/Strategic Planning	0	0	2	4	10	**0**	**11**	**11**
CP61 Historian/Museum Curator	1	2	2	1	3	**2**	**3**	**3**
CP64 Aviation	0	0	0	0	0	**0**	**2**	**2**
Totals	**908**	**733**	**750**	**361**	**1000**	**1070**	**1755**	**1228**

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Train & Develop

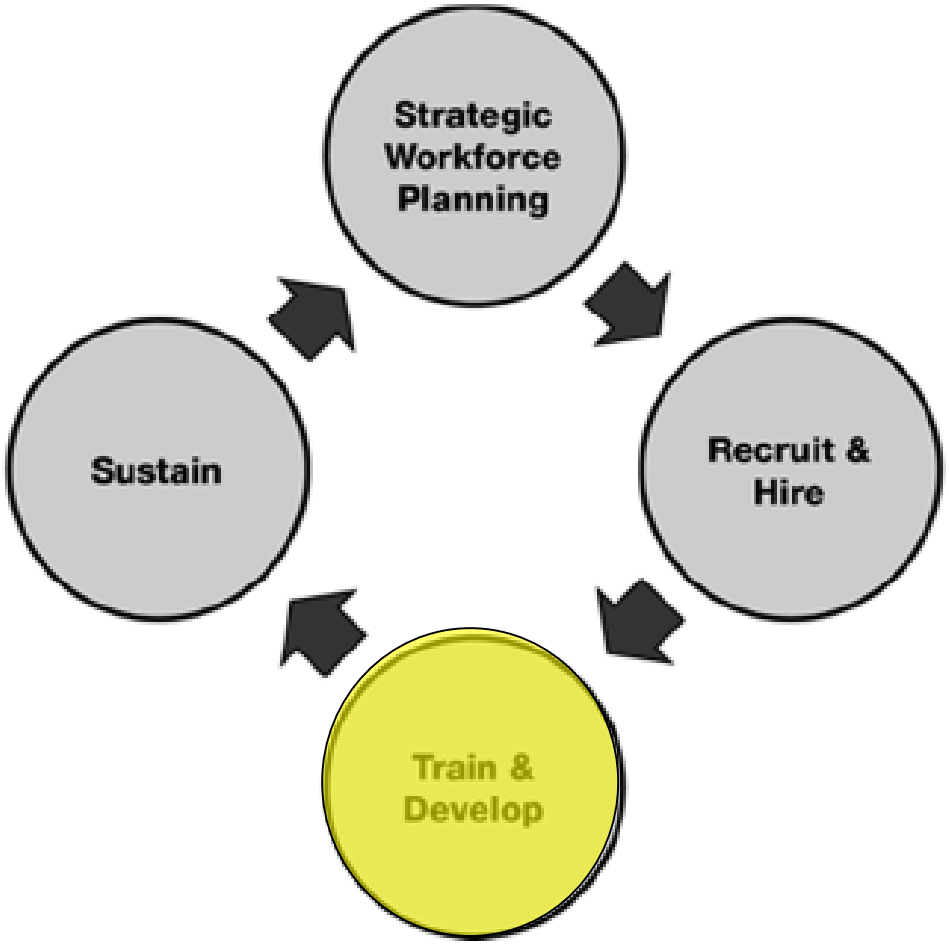

Figure 4–1. Army civilian human capital life cycle

- Coordination:
  - ASA, M&RA, DASA (CP)
  - ACS, G-1: AG-1 CP - Interns
  - ACS, G-3/5/7
  - OTSG
  - Consultants, SMEs, corps specific branch proponent officer (CSBPO)
  - ACOM, ASCC, DRU Coordination
  - AMEDD Civilian Corps
  - MEDCOM Manpower Div.
  - MEDCOM G-1 Recruit & Retain
  - AMEDDC&S
  - External Partners, Academia, and Vendors
- Coordination with Army Medicine Personnel Proponency Office
  - Officer Propoency Branch
  - Enlisted Proponency Branch
  - Force Structure
- Quarterly and Monthly Series Analysis

Academic Degree Training (ADT) Program

- ASA M&RA Authorized/Approved ADT IAW HQDA G-3/5/7 Recommendation and Functional Chief (TSG) or Functional Chief Representative (Mr. Stevens) Endorsement
- CP53 funded individual academic training for tuition and books
- Allocations (10 annually) driven by availability of CP funding
- Support careerist pursuit of an Associates, Bachelors, or Master's degree.
- Competitive Program with annual training application solicitation
- ADT accomplished on personal time, in a traditional classroom/online setting

- **FY18 Application Process**
  - 10 of 27 Applicants were Selected
  - Multiple Commands Represented
    - 23 MEDCOM*
      - Atlantic Region: 9
      - Central Region : 9
      - Pacific Region : 5
    - 3 MEPCOM*
    - 1 ASA*

- **Occupational Series Represented**
  - 0101, Social Science
  - 0303, Misc Clerk/Assistant (Med)
  - 0610, Registered Nurse
  - 0620, Licensed Practical Nurse
  - 0640, Health Aid and Technician
  - 0645, Medical Technician
  - 0671, Health System Specialist
  - 0675, Medical Records Technician
  - 0679, Medical Support Assistant
  - 0681, Dental Assistant
  - 1910, Quality Assurance

***Acronym Legend: (MEDCOM - Medical Command) (MEPS - Military Entrance Processing Command) (ASA - Army Support Activity)**

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Career Maps – Careerist Professional Blueprint

http://www.asamra.army.mil/cwt/careermaps_cp53.cfm

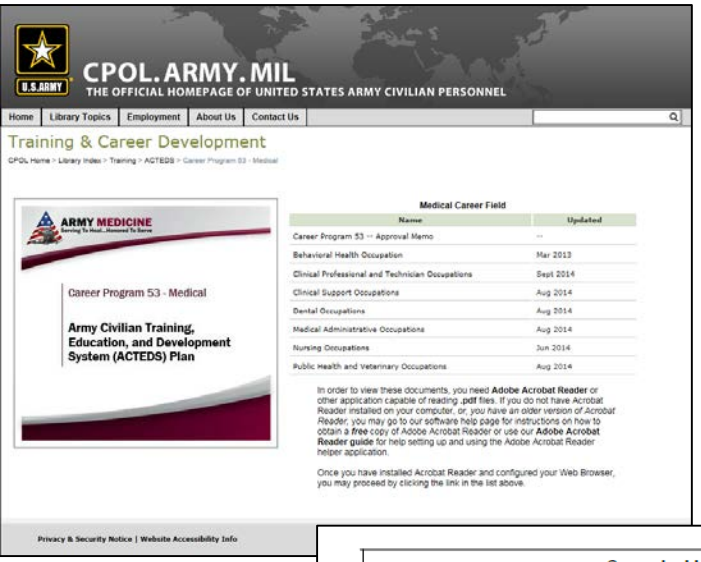
Standardized framework and career enhancing information for careerist and managers for the professional development of the Army Civilian Corps.

91 Position Series with Individual Grade Requirements – Supervisory and Non-Supervisory

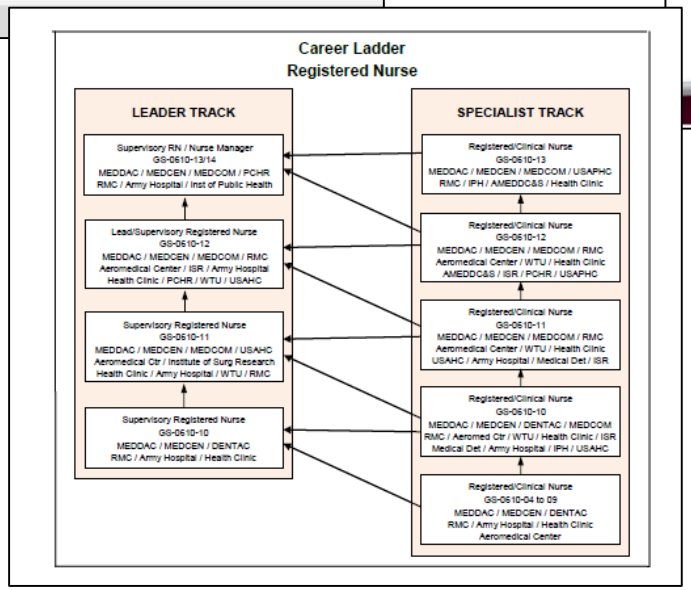
- Key Assignments/Key Billets
- Leadership Competencies
- Functional Competencies
- Core Competencies
- Leader Development (Basic to Senior Service School)
- Professional Development
- Occupational/Functional Training
- Academic Training
- Certifications
- Mandatory Training
- Self-Development – Resources

Army Civilian Training, Education, and Development System (ACTEDS) Plans

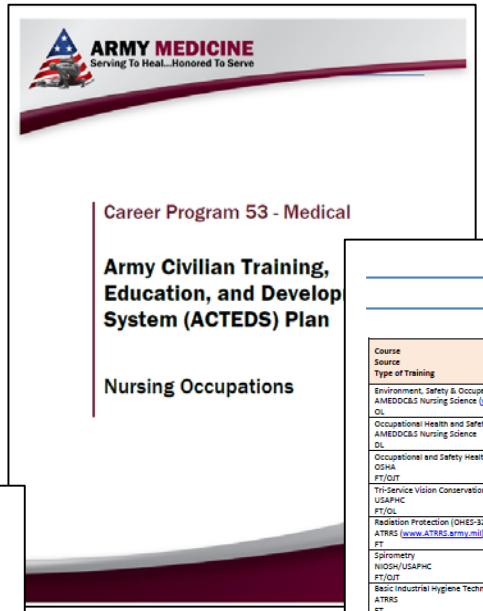
https://www.milsuite.mil/book/groups/cp53-careerist-support/content



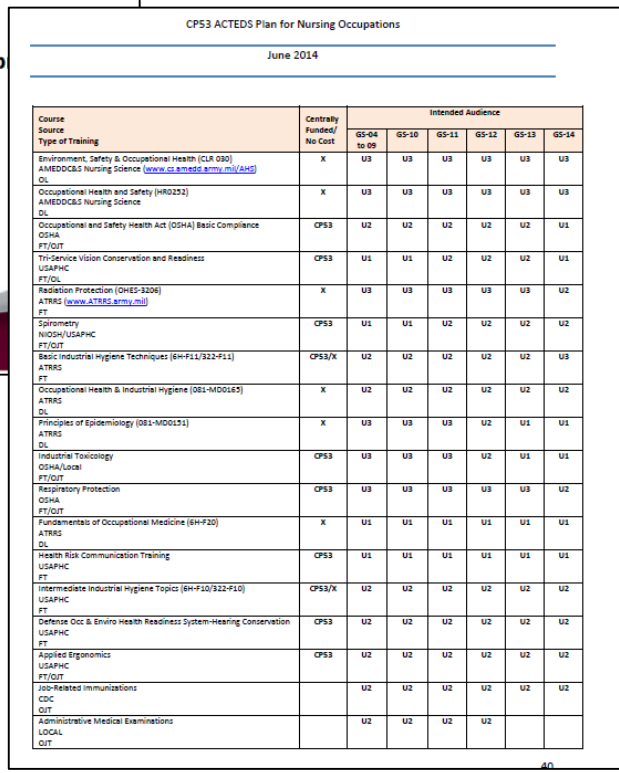
ACTEDS Plan by Functional Area



Example: ACTEDS Career Ladder for Registered Nurses



Example: ACTEDS Plan for Nurses


CP53 ACTEDS Plan for Nursing Occupations

June 2014

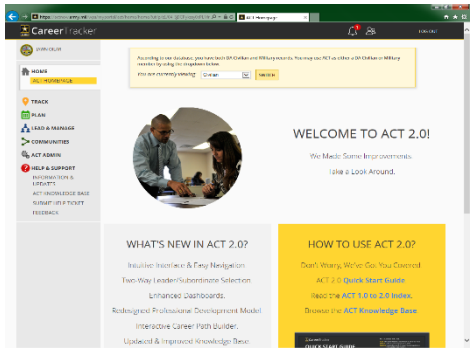
Course Source Type of Training	Centrally Funded/ No Cost	Intended Audience					
		GS-04 to 09	GS-10	GS-11	GS-12	GS-13	GS-14
Environment, Safety & Occupational Health (CLR 030) AMEDDC&S Nursing Science (www.cs.amedd.army.mil/AHS) OL	X	U3	U3	U3	U3	U3	U3
Occupational Health and Safety (HR0252) AMEDDC&S Nursing Science DL	X	U3	U3	U3	U3	U3	U3
Occupational and Safety Health Act (OSHA) Basic Compliance OSHA FT/OJT	CP53	U2	U2	U2	U2	U2	U1
Tri-Service Vision Conservation and Readiness USAPHC FT/OL	CP53	U1	U1	U2	U2	U2	U1
Radiation Protection (OHES-3206) ATRRS (www.ATRRS.army.mil) FT	X	U3	U3	U3	U3	U3	U2
Spirometry NIOSH/USAPHC FT/OJT	CP53	U1	U1	U2	U2	U2	U2
Basic Industrial Hygiene Techniques (6H-F11/322-F11) ATRRS FT	CP53/X	U2	U2	U2	U2	U2	U3
Occupational Health & Industrial Hygiene (081-MD0165) ATRRS DL	X	U2	U2	U2	U2	U2	U2
Principles of Epidemiology (081-MD0151) ATRRS DL	X	U3	U3	U3	U2	U1	U1
Industrial Toxicology OSHA/Local FT/OJT	CP53	U3	U3	U3	U2	U1	U1
Respiratory Protection OSHA FT/OJT	CP53	U3	U3	U3	U3	U3	U2
Fundamentals of Occupational Medicine (6H-F20) ATRRS DL	X	U1	U1	U1	U1	U1	U1
Health Risk Communication Training USAPHC FT	CP53	U1	U1	U1	U1	U1	U1
Intermediate Industrial Hygiene Topics (6H-F10/322-F10) USAPHC FT	CP53/X	U2	U2	U2	U2	U2	U2
Defense Occ & Enviro Health Readiness System-Hearing Conservation USAPHC FT	CP53	U2	U2	U2	U2	U2	U2
Applied Ergonomics USAPHC FT/OJT	CP53	U2	U2	U2	U2	U2	U2
Job-Related Immunizations CDC OJT		U2	U2	U2	U2	U2	U2
Administrative Medical Examinations LOCAL OJT		U2	U2	U2	U2		

40

Example: ACTEDS Functional Training and Funding Source

Command and Careerist Tools

Individual/Group Training & Academic Degree Training (ADT)



Army Career Tracker ((ACT) - www.actnow.army.mil

- **CP53 Community Page**
- **Army Civilian Training, Education, and Development System (ACTEDS) Plan by Civilian Medical Series**
- **Career Maps by Civilian Medical Series**
- **Individual Development Plan – Requires Supervisor Approval**

Go Army Ed - www.goarmyed.com

- **Training Request Platform**
- **Training Approval – Supervisor, CP53, and Army G-3/5/7**

Army Training Requirements & Resources System (ATRRS) - https://atrrs.army.mil/

- **Course Catalog Platform**
- **Individual Training Record**

Sustain

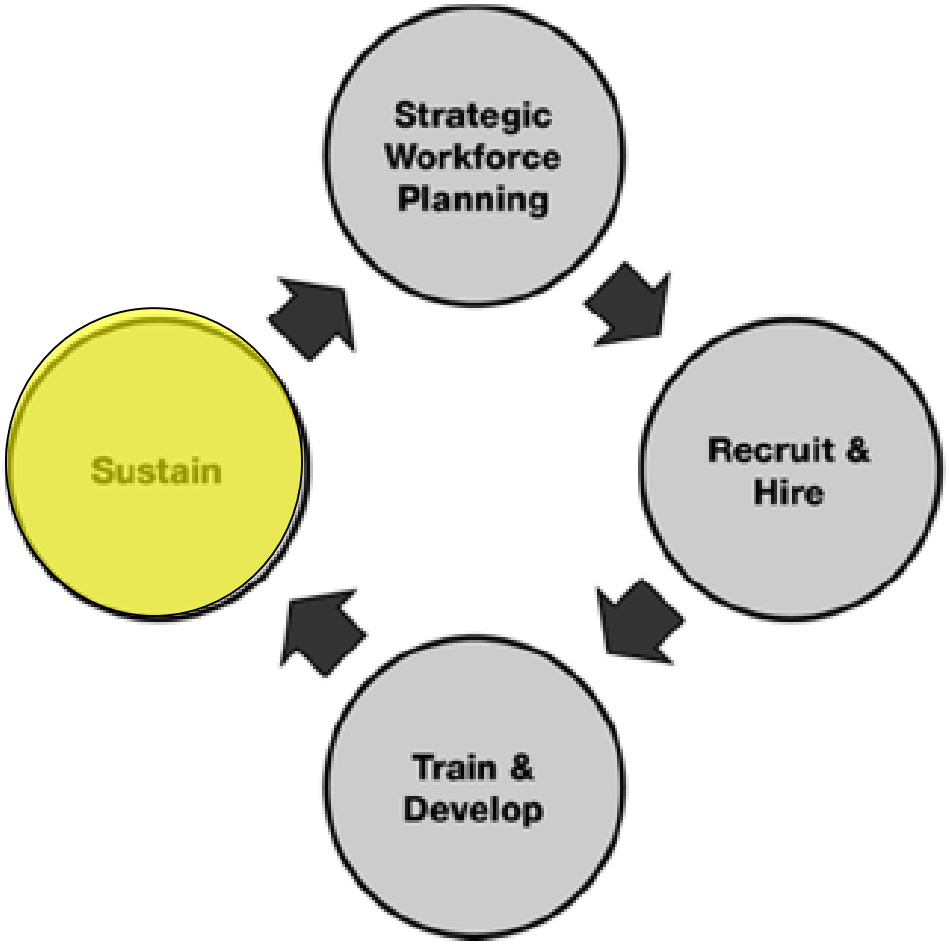


Figure 4–1. Army Civilian human capital life cycle

- Budget and POM for Sustainment of Resources, Manpower, and Training
- Coordination:
  - DHA
  - ASA, M&RA, DASA (CP)
  - ACS, G-1: AG-1 CP - Interns
  - ACS, G-3/5/7
  - OTSG
  - ACOM, ASCC, DRU Coordination
  - AMEDD Civilian Corps
  - MEDCOM Manpower Div.
  - MEDCOM G-1 Recruit & Retain
- Coordination with Army Medicine Personnel Proponency Office
  - Officer Propoency Branch
  - Enlisted Proponency Branch
  - Force Structure
- Quarterly and Monthly Series Analysis

Program Resourcing

- Army Centrally Funded Program Resources for Army CP-53 (Medical):
- FY17 - $2.8M (87% growth over FY16) with Projected POM Annual Funding of $13M (FY24)
  - ✓ Directly Funded by HQDA G-3/5/7
  - ✓ Functional Medical Training Across 91 Medical Series
  - ✓ Approx. 1.5K functional training annually across 91 medical series
- ACTED Intern Programs (GS-09/11) Funded by OPM
  - ✓ FY18 23 ACTED Intern Allocations Funded ($2.3M)
  - ✓ Program Manpower Cost Savings $2M+ (2015-2017)
  - ✓ High level of projected Civilian Medical Intern growth in out-years and cost savings

Future – FY20-24 POM & Alignment

Short-Term Training (STT) ≤120 Days

- Example: Soft Skill - Crucial Conversations
- Example: Proficiency Skill: Physical Therapists or Case Manager Course (AMEDDC&S)

Long-Term Training (LTT) >120 Days

- Developmental Assignment to MTF
- Potential AMEDDC&S Training

Training With Industry (TWI)

- 5 Initial FY19 Opportunities
- Growth to 10 FY23 Opportunities
- Average Time: 6 Months
- Command Competition
- Ex: John Hopkins 6 Month Developmental Assignment

Academic Training (ADT)

- Academic Degree Training
- Examples:
  - Associate, Bachelors, Master
- Pursuing Occupational Therapy (OT) PHD Program
  - Baylor University
  - Fayetteville State Univ.

Part-Time/ Full Time Academic Training (F/PTA)

- Institutions: Varying
- Limited to CP Individual Budget
- 12 Credit Hours Limit to Careerist Before ADT Requirement

Emerging Missions

- **FY17 NDAA (National Defense Authorization Act)**
  - Component Model
  - Services primary missions with Services ultimately responsible for this mission and supported by DHA
  - DHA responsible for health benefit and supported by Services – enables and sustains readiness
  - **DHA creates healthcare direction, policies and procedures for Direct Care System, as well as single source budgeting authority**
  - **Alignment of Medical Civilian/Resources unknown**
  - **Potential Mil to Civ Conversion - Dental**

- **PROFIS (Professional Filler System)**
  - Purpose: To provide clinically and operationally competent, deployable, medical personnel in support of the Army and Joint Forces while sustaining access to quality, outcome based care for all beneficiaries.
  - End State: AMEDD delivers responsive medical capabilities to support the Army and Joint Forces balanced to sustain access to quality, outcomes based care for all beneficiaries.
  - Potential Utilization of Civilian Medical Careerist

- Physical Therapist Embedded with Brigade Combat Teams – potentially down to the BN Level
  - TBD: Military, Civilian, or Contractor manning

- **HELOS (**Health Executive Leadership Structure) **– Position/Rank determined by Functional Requirements at Designated Assignment**
  - Deputy Commander for Administration (MS) (GS-0671 – 13 and GS-0671 – 14)
  - Deputy to Commander for Quality and Safety (GS-671-13)
  - Deputy to Commander for Quality and Safety (GS-671-14)
  - Commander, Quality and Safety (GP-0602-15)

Centrally & Command Funded Leadership Development

Civilian Training Resources (CES)

- **Civilian Education System (CES)** *https://www.atrrs.army.mil/channels/chrtas*
  is the foundation of the Army's leader development program for all Army Civilians, providing progressive and sequential education courses throughout their careers. Courses are held at the Army Management Staff College in Fort Leavenworth, KS

- All Army Civilians who were hired after 30 September 2006 are required to take the Foundation Course prior to enrolling in any of the CES courses

- Employees are eligible to attend the CES course that is targeted at their grade level. CES Courses entail two phases: Distance Learning (DL) and Residency. You have 4 years to complete your Resident phase after completing the DL portion

  - Basic Course - GS-01 through GS-09
    - Resident Phase: 2 weeks
  - Intermediate Course - GS-10 through GS-12
    - Resident Phase: 3 weeks
  - Advanced Course - GS-13 through GS-15
    - Resident Phase: 4 weeks

- **HQMEDCOM G37 POC: Raymond Mendoza, raymond.r.mendoza2.civ@mail.mil**

SETM/ETM

- **Senior Enterprise Talent Management (SETM)/ Enterprise Talent Management (ETM)** https://www.csldo.army.mil// The means by which the Army prepares Senior Civilians to assume positions of greater responsibility across the department.

  - **SETM Program Modules (GS 14-15):**
    - Defense Senior Leader Development Program
    - Senior Service College
    - Army Senior Civilian Fellowship
    - Enterprise Placement Program
    - SETM- TDY

  - **ETM Program Modules (GS 12-13):**
    - Command & General Staff Officer College
    - Executive Leader Development Program
    - Leadership Shadowing Experience
    - Enterprise Leader Development Program

Emerging Enterprise Leader (EEL)

AMERICA'S ARMY
OUR PROFESSION – LIVING THE ARMY ETHIC

Emerging Enterprise Leader (EEL): *Program Overview*

EEL PROGRAM STRUCTURE

EEL is a command-level early career leadership potential program, engaging aspiring GS-11/12 (or equivalent) Civilian employees who are competitively selected and developed locally in leadership competencies.

EEL programs are owned and executed within available resources by commands, consistent with Army-wide guidance overseen by DASA-CP, including these modules:

Mentoring	Developmental Assignment	Self-Development	Team-Based Problem Solving
Formal mentoring program, with EELs matched with senior mentors	*Structured with defined learning objectives, deliverables, and an out-brief*	*Customized self-study (Army eLearning & other)*	*Participants work together on a group project*

Participants must complete all four modules.
Each module focuses on growing OPM ECQs, emphasizing underpinning competencies and thereby providing EEL participants a path for success (increased breadth, responsibility, etc. – does not have to be promotion)

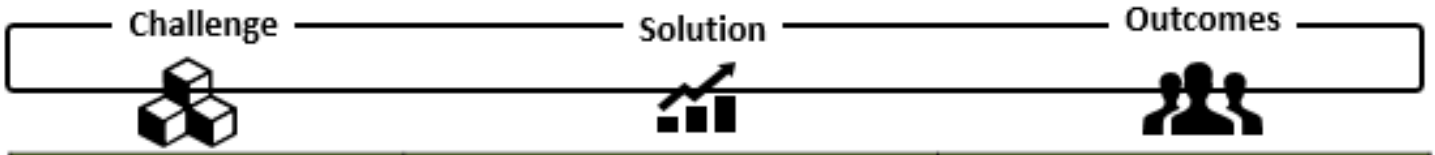
- **Army Directive 2017-14 (Department of the Army Emerging Enterprise Leader Development Program) was signed on 28 June 2017.**
- This Directive requires Commands to establish EEL programs compliant with Army-wide criteria by the end of fiscal year 2017, ready for implementation during fiscal year 2018.
- **Next Steps:** *EEL PM/CWT will evaluate (and recommend certification by DASA-CP) Command EEL programs meeting Army-wide criteria.*

3

Emerging Enterprise Leader (EEL)

AMERICA'S ARMY
OUR PROFESSION – LIVING THE ARMY ETHIC

Emerging Enterprise Leader Program



Army lacked standard approach for Civilian enterprise leader development for GS-11/12s	CWT developed the Emerging Enterprise Leader (EEL) program for aspiring GS-11/12s across the Army	Enables Army to start building the bench of trained, capable, future Army enterprise leaders from the GS-11 grade
• Many CMDs do not offer GS-11/12 leader development programs • Inconsistency in program implementation and impact across CMDs • No enterprise GS-11/12 equivalent to offerings at higher grades	• Develop future Army leaders • Attract, grow and retain top talent • Provide opportunities to GS-11/12 employees whom have the potential and desire to lead • Address gaps and inconsistencies between Commands in available leader development programs for GS-11/12s across the Army	65K+ GS-11/12s will have access to enterprise leader development ROI tracking Enterprise leader development ROI tracked at multiple levels Gap Filled Critical gap filled in enterprise leader development

The EEL initiative is an effort to expand the Army's enterprise leadership development efforts to emerging leaders at the GS-11/12 level

Carolyn R. Collins Carolyn.r.Collins.civ@mail.mil/210-221-9909

Emerging Enterprise Leader (EEL)

Roles and Responsibilities

		CMD Lead Respon.	Command Responsibilities			Assist Respon.	OTSG	Career Program
			CDR, MEDCOM	MEDCOM G-3/7	G-1		Civilian Corps	CP-53
Program Lead			Yes	Yes	Yes		Yes	No
Identify EEL participants			Yes	Yes	Yes		Yes	Yes
Est. CMD Implementation Plan NLT: 30 Sep 2017			Yes	Yes	Yes		Yes	Yes
Program Must include:	Framework		Yes	Yes	Yes		Yes	Yes
- Mentoring - Team-Based Proble Solving - Self-Development - Developmental Assignment	Program Duration		Yes	Yes	Yes		Yes	Yes
	Completion Criteria		Yes	Yes	Yes		Yes	Yes
	Reporting NLT 30 Jun Annually to DASA-CP		Yes	Yes	Yes		Yes	No
	Tracking Requirements		Yes	Yes	Yes		Yes	No
Administer Program IAW Merit Princp.			Yes	Yes	Yes		Yes	No
Communcate EEL Opportunities			Yes	Yes	Yes		Yes	No
Fund Program			Yes	Yes	Yes		Yes	No

Career Program Proponency Office (CPPO) - 53 (Medical)

HR Specialist
Tara Ballard
GS-201-13
GS-0201-1333

VACANT
Human Resources Specialist
GS-201-12

VACANT
Human Resources Specialist
GS-201-11

HR Specialist
Rebekah Lindsay
GS-201-09
210-221-9291

0102 Social Science Aid & Tech
0186 Social Services & Assistant
0410 Zoology
0414 EntomologyToxicology
0440 Genetics
0499 Biological Sci Student Trainee
0620 Practical Nurse
0621 Nursing Assistant
0622 Med Supply Aid & Technician
0625 Autopsy Assistant
0631 Occupational Therapist
0635 Kinesiotherapist
0636 Rehabilitation Therapy Assistant 0645 Medical Technician
0661 Pharmacy Technician
0679 Medical Support Assistant
0698 Environmental Health Technician 0699 Medical/Health Student Trainee 0704 Animal Health Technician
0799 Veterinary Student Trainee (Intern)
1801 Gen Insp, Inv & Compliance
5048 Animal Caretaker

HR Specialist
Jerry Salyers
GS-201-12
210-221-9294

0101 Social Science Series
0199 Social Science Student Trainee
0180 Psychology
0181 Psychology Aid & Tech
0184 Sociology
0185 Social work
0301 Misc Admin and Program (Med)
0413 Physiology
0487 Animal Science
0603 Physician Assistant
0630 Dietician & Nutritionist
0640 Health Aid and Technician
0642 Nuclear Medicine Technician
0647 Diagnostic Radiologic Tech
0660 Pharmacist
0670 Health System Administrator
0671 Health System Specialist
0701 Veterinarian

HR Specialist
Kayla Chambers
GS-201-11
210-221-9923

0303 Misc. Clerk/Assistant (Med)
0399 Admin Student Trainee (Medical)
0401 Gen Natural Res Mgt/Biological Science
0404 Biological Technician
0405 Pharmacology
0638 Recreation/Creative Arts Therapist
0646 Pathology Technician
0648 Therapeutic Radiologic Tech
0649 Medical Instrument Technician
0650 Medical Technical Assistant
0651 Respiratory Therapist
0644 Medical Technologist
0662 Optometrist
0667 Orthotist and Prosthetist
0669 Medical Records Administrator
0673 Hospital Housekeeping Manager
0675 Medical Records Technician
0681 Dental Assistant
0682 Dental Hygienist
0683 Dental Laboratory Technician
0685 Public Health Program Specialist
0688 Sanitation
0696 Consumer Safety
0962 Contact Representative
1083 Technical Writer
1530 Statistics (Medical)
1531 Statistics Assistant (Medical)
1725 Public Health Educator
1802 Compliance Insp and Spt
1863 Food Inspector
1910 Quality Assurance
3511 Laboratory Worker
3515 Laboratory Support Worker
4010 Prescription Eyeglass Maker
4805 Medical Equipment Repairer
5031 Insect Production Worker

VACANT
HR Specialist
GS-201-13
210-221-1335

HR Specialist
Janet Davis
GS-201-12
210-221-2486

0089 Emergency
0340 Program Management (Med)
0601 General Health Science
0602 Medical Officer
0610 Registered Nurse
0633 Physical Therapist
0665 Speech Pathologist/Audiologist
0668 Podiatrist
0690 Industrial Hygienist
0856 Electronics Technician
0858 Biomedical Engineer
0899 Eng/Architecture Student Trainee

VACANT
Human Resources Specialist
GS-201-12

Back-up

Background – Department of Defense

Department of Defense
INSTRUCTION

NUMBER 1400.25, Volume 250
November 18, 2008
USD(P&R)

SUBJECT: DoD Civilian Personnel Management System: Volume 250, Civilian Strategic Human Capital Planning (SHCP)

References: (a) DoD Directive 5124.02, "Under Secretary of Defense for Personnel and Readiness (USD (P&R))," June 23, 2008
(b) Under Secretary of Defense for Personnel and Readiness Memorandum, "Competency Management and Workforce Planning Information," November 6, 2007 (hereby canceled)
(c) Section 1122 of Public Law 109-163, "National Defense Authorization Act for Fiscal Year 2006, January 6, 2006
(d) Under Secretary of Defense for Personnel and Readiness Memorandum, "Human Capital Strategy Governance," June 6, 2006
(e) Section 300.103 of title 5, Code of Federal Regulations
(f) Federal Register 38290, "Uniform Guidelines on Employee Selection Procedures," August 25, 1978

1. PURPOSE

a. This Instruction establishes and implements policy, establishes uniform DoD-wide procedures, provides guidelines and model programs, delegates authority, and assigns responsibilities regarding civilian personnel management within the Department of Defense under the authority of Reference (a).

b. This Volume:

(1) Incorporates and cancels Reference (b).

(2) Establishes policy and assigns responsibilities for civilian strategic human capital planning, as part of total force planning, to meet current and future civilian employee requirements consistent with the guidance in References (a), (c), (d), and (e).

2. APPLICABILITY. This Volume applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field

OUSD (P&R) Memo,
Enterprise Civilian Competency Management Framework Implementation,
November 23, 2011

N D A A

OUSD (P&R) Memo,
Framework for Department of Defense (DoD) Civilian Strategic Workforce Planning and Enterprise Competency Management,
October 27, 2011

Department of Defense
INSTRUCTION

NUMBER 1400.25, Volume 250
June 7, 2016
USD(P&R)

SUBJECT: DoD Civilian Personnel Management System: Civilian Strategic Human Capital Planning (SHCP)

References: See Enclosure 1

1. PURPOSE

a. Instruction. This instruction is composed of several volumes, each containing its own purpose. The purpose of the overall instruction, in accordance with the authority in DoD Directive (DoDD) 5124.02 (Reference (a)), is to establish and implement policy, establish procedures, provide guidelines and model programs, delegate authority, and assign responsibilities regarding civilian personnel management within the DoD.

b. Volume. In accordance with the authority in Reference (a), this volume:

(1) Reissues Volume 250 of DoD Instruction (DoDI) 1400.25 (Reference (b)), and incorporates and cancels Under Secretary of Defense for Personnel and Readiness (USD(P&R)) memorandums (References (c) and (d)).

(2) Updates policy, assigned roles and responsibilities, and procedures for DoD Components to implement SHCP across DoD.

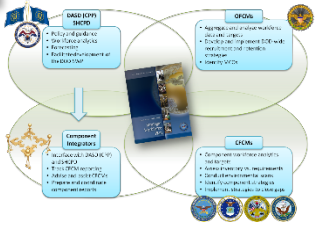
2. APPLICABILITY

a. This volume applies to OSD, the Military Departments, the Joint Chiefs of Staff and the Joint Staff, the Combatant Cou the DoD Field Activities, and all other organizational entities w its volume as the "DoD Components").

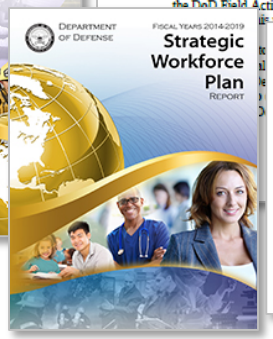
Functional Communities

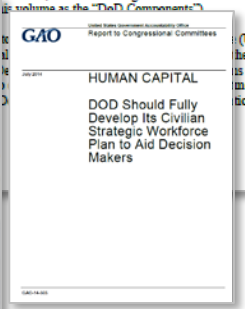
The Department's Workforce Plan moves toward the requirements of section 115b of title 10, U.S.C. and builds on lesson learned in which the Department has implemented a unified process for workforce planning across DOD.

The Department's workforce planning framework emphasizes the establishment of functional communities and management and analysis of Mission Critical Occupations (MCOs).



DCAT
Defense Competency Assessment Tool

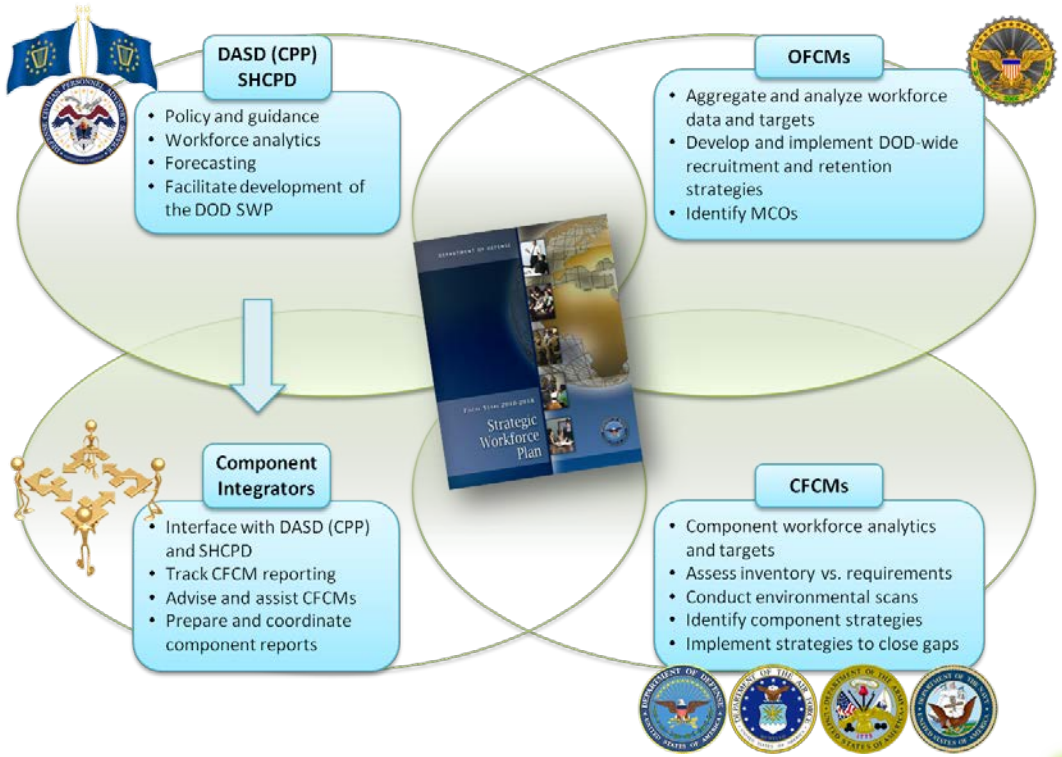




DoD defines and refines how its accomplishing civilian human capital planning

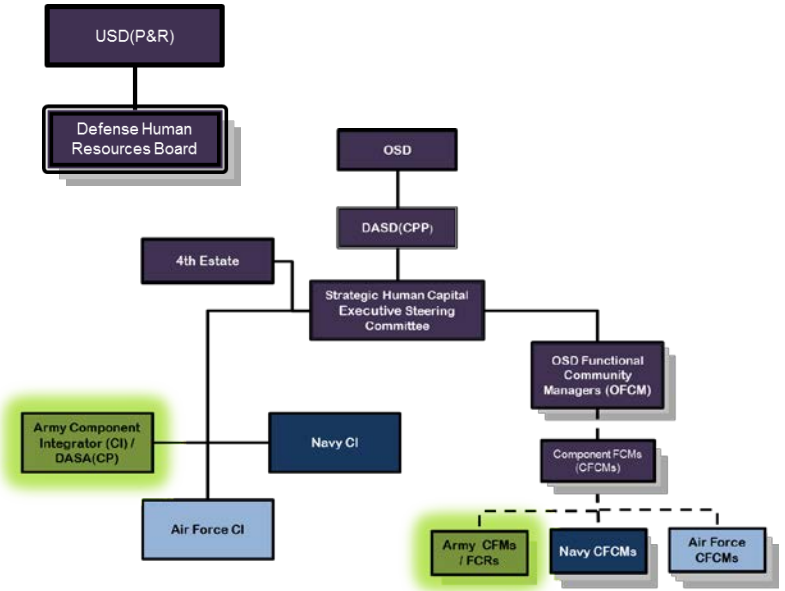
Backup 3

Background – Department of Defense



Component functional community managers (CFCMs)

Senior executive level leaders responsible for supporting the execution of this volume {Civilian Strategic Human Capital Planning) in their respective DoD Component career field by working with DASD(CPP), SHCPD, and command leadership, manpower and financial management representatives, OFCMs, and HR consultants.
DoDI 1400.25-V250, June 7, 2016



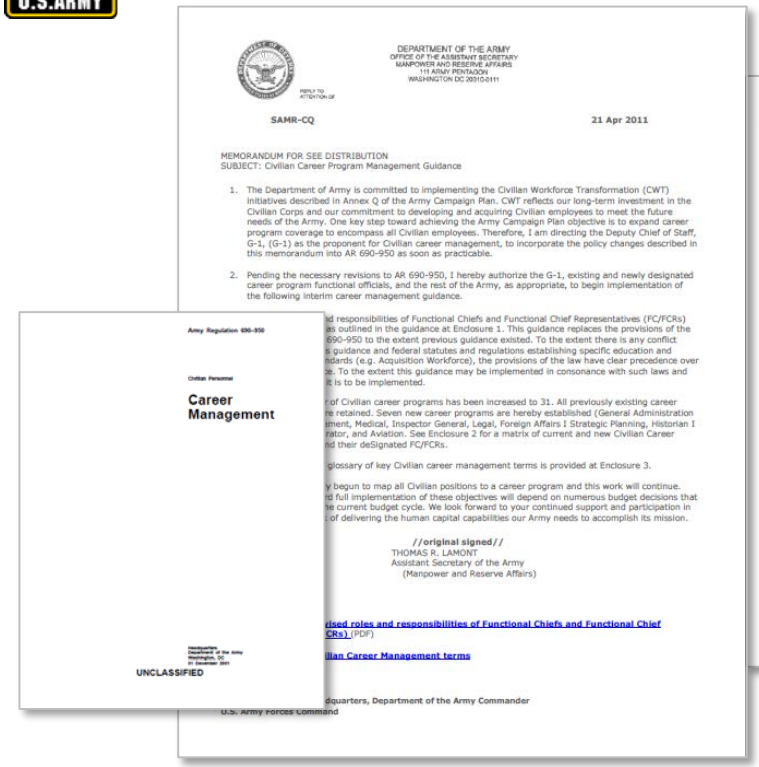
Component Integrators (CIs)

SES member from HR who is the single point of contact on SHCM issues at the DoD Component level.
DoDI 1400.25-V250, June 7, 2016

DoD creates a construct to develop and execute functional strategic workforce planning

Backup 4

Background – Army



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON DC 20310-0111

SAMR-CQ 21 Apr 2011

MEMORANDUM FOR SEE DISTRIBUTION
SUBJECT: Civilian Career Program Management Guidance

1. The Department of Army is committed to implementing the Civilian Workforce Transformation (CWT) initiatives described in Annex Q of the Army Campaign Plan. CWT reflects our long-term investment in the Civilian Corps and our commitment to developing and acquiring Civilian employees to meet the future needs of the Army. One key step toward achieving the Army Campaign Plan objective is to expand career program coverage to encompass all Civilian employees. Therefore, I am directing the Deputy Chief of Staff, G-1, (G-1) as the proponent for Civilian career management, to incorporate the policy changes described in this memorandum into AR 690-950 as soon as practicable.

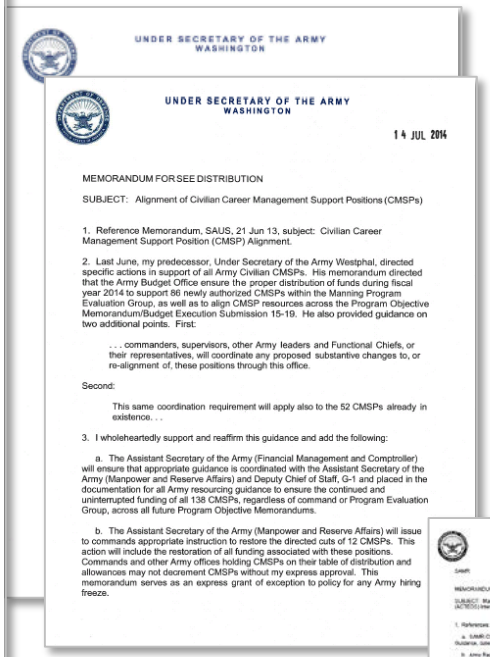
2. Pending the necessary revisions to AR 690-950, I hereby authorize the G-1, existing and newly designated career program functional officials, and the rest of the Army, as appropriate, to begin implementation of the following interim career management guidance.

Army Regulation 690-950

Career Management

UNCLASSIFIED

2011: ASA(M&RA) "establishes" Functional Chief (FC) /Functional chief Representative (FCR) roles (aligned to DOD guidance); creates 7 new Career Programs for a total 31 Career Programs; 100% mapping of Army Civilians to a Career Program



UNDER SECRETARY OF THE ARMY
WASHINGTON

14 JUL 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Alignment of Civilian Career Management Support Positions (CMSPs)

1. Reference Memorandum, SAUS, 21 Jun 13, subject: Civilian Career Management Support Position (CMSP) Alignment.

2. Last June, my predecessor, Under Secretary of the Army Westphal, directed specific actions in support of all Army Civilian CMSPs. His memorandum directed that the Army Budget Office ensure the proper distribution of funds during fiscal year 2014 to support 86 newly authorized CMSPs within the Manning Program Evaluation Group, as well as to align CMSP resources across the Program Objective Memorandum/Budget Execution Submission 15-19. He also provided guidance on two additional points. First:

. . . commanders, supervisors, other Army leaders and Functional Chiefs, or their representatives, will coordinate any proposed substantive changes to, or re-alignment of, these positions through this office.

Second:

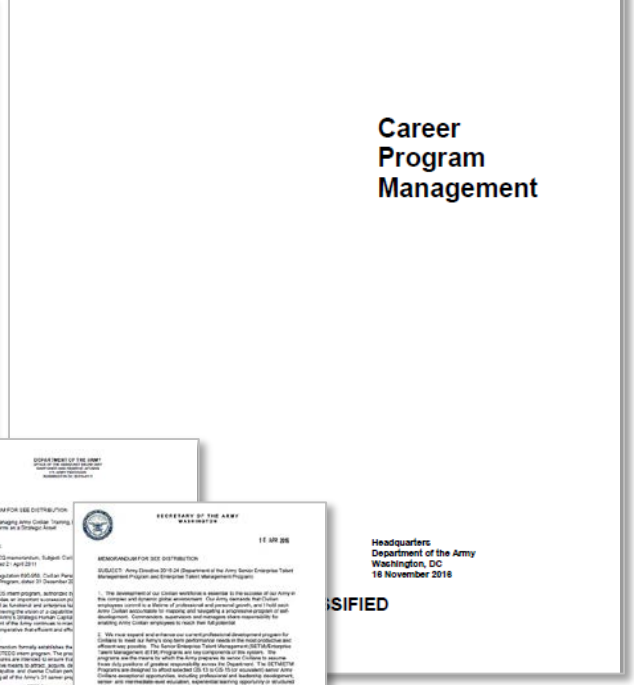
This same coordination requirement will apply also to the 52 CMSPs already in existence. . .

3. I wholeheartedly support and reaffirm this guidance and add the following:

a. The Assistant Secretary of the Army (Financial Management and Comptroller) will ensure that appropriate guidance is coordinated with the Assistant Secretary of the Army (Manpower and Reserve Affairs) and Deputy Chief of Staff, G-1 and placed in the documentation for all Army resourcing guidance to ensure the continued and uninterrupted funding of all 138 CMSPs, regardless of command or Program Evaluation Group, across all future Program Objective Memorandums.

b. The Assistant Secretary of the Army (Manpower and Reserve Affairs) will issue to commands appropriate instruction to restore the directed cuts of 12 CMSPs. This action will include the restoration of all funding associated with these positions. Commands and other Army offices holding CMSPs on their table of distribution and allowances may not decrement CMSPs without my express approval. This memorandum serves as an express grant of exception to policy for any Army hiring freeze.

2013/2014: Under Secretary directs **138** Career Management Support Positions (CMSPs) to "create" the Career Program Proponency Enterprise



Army Regulation 690–950

Career Program Management

Headquarters
Department of the Army
Washington, DC
16 November 2018

UNCLASSIFIED

Army Interns as a Strategic Asset

1980s

CMS

Competency Management System

CMSPs

SETM/ETM

Army Leaders position for ENTERPRISE Career Program Proponency for success…

Backups 5, 6