Army Pharmacy Civilian Breakout Session

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Learning Objectives

• Describe the role of the AMEDD Civilian Corps and BOA
• List civilian AMEDD Career Program 53 (CP53) training opportunities
• Describe Individual Development Plan (IDP) for Army civilians
• Describe leadership and educational opportunities to grow leaders from within the MEDCOM organization

AMEDD Civilian Corps

• Mission: Revolutionize the current culture to build an integrated and enduring professional Team serving Army Medicine
• Vision: A distinguished Team of passionate professionals recognized for quality, innovation, and customer service in support of Army Medicine

Army Medical Department Civilian Corps

Our Profession

• Army Medical Department (AMEDD) consists of 130,000 active, reserve and national guard Soldiers and civilians united to improve Soldier health
• AMEDD Civilian Corps represents ~45,000 civilians in >200 specialties
• ~71% of MEDCOM Civilians are in Army Career Program 53 (CP53) for Medical Specialties
• ~5% of CP53 are Series 0660 and 0661

AMEDD Civilian Corps Chief Board of Advisors

• Established October 2012/ Start-up Jan 2013
• Purpose: The appointed advisors participate in committee meetings and collaborative review of issues related to the Civilian Corps and Army Medicine. (Term 12-36 months)
• Consists of 12 civilians various occupations, career programs (CP), and experience levels from Admin, Behavioral Health, Clinical, Technical, Dental, Clinical Support, Nursing, Public Health, Admin, Comptroller, Supply Management, and Training.
AMEDD Civilian Corps Chief
Board of Advisors Role

• Hands on experience with Civilian Corps strategic planning initiatives
• Providing a voice of the working professionals to Civilian Corps Chief
• Shaping the future of the Corps for the next generation of professionals
• Helping prioritize issues related to the Civilian Corps and Army Medicine
• Defining civilian leadership opportunities

CP 53 Funding
Who What Where

WHO: CP53 Career Advisor- Mr. Jawn Oilar
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WHAT?
• Assist you with career management and obtaining training to perform your job better
• Assist in funding requests for training
• Process FY16 Training Application and Travel Guide, in preparation for requesting funding for training

What CP53 Career Advisor Can Do For Series 0660 & 0661

• Provide advice and assistance with Academic Degree Training (ADT)
• Recruit, develop, and place Army Civilian Training, Education, and Development System (ACTEDS) interns
• Provide advisory services for workforce planning
• Identify training to close competency gaps
• Develop and maintain career plans and maps
• Guide users with navigating Army Career Tracker/GoArmyEd
• Provide assistance with development of Individual Development Plans (IDPs)
• Provide funding for individual and group training
  – Supplements local command training funds

CP 53 Funded Training
WHERE?

• Completed IDP -With training identified?
• Grade appropriate Civilian Education System (CES) courses completed
• Review Professional Development Models (PDM) Recommendations for your job series under the “My Planner/Career Map” tab
• Activate student account in GoArmyEd
• Training application and SF 182 (funding request) in GoArmyEd

CES Courses

CES: leadership courses for all civilians
Foundation Course- mandatory for all civilians hired prior to 30 September 2006
• Basic Course
• Intermediate Course
• Advanced Course

Military equivalency credit available- CHRTAS

Civilian Education System
Road Map

Civilian Training Overview

- CES
  - Foundation (ALL)
  - Basic (G01-9)
  - Intermediate (G02-12)
  - Advanced/CEG (G03-15)
  - SSC (G04-16)
- PME
  - ANCOC, BOLC, WOAC
  - FSC, CCC, WOSC
  - SMC, COSC/ILE, WOSSC
  - SSC

ADT Eligibility Requirements

- Must have three (3) years of permanent, full time employment as a Department of Army (DA) civilian at time of application.
- Must have a student account in GoArmyEd
- Must agree to serve three times the length of training paid for and/or attended while in a pay status.
- The academic degree must be related to or enhance the performance of the careerist’s official duties.
- Careerist must have a current Individual Development Plan (IDP) in Army Career Tracker with the requested degree listed as a goal.
- Careerist must have completed the grade specific Distance Learning portion of the Civilian Education System (CES) course.
- Selections for the ADT program will be made through a competitive process in accordance with AR 690-950.

Academic Degree Training (ADT)

- Billed as best professional development programs currently in existence for civilian careerists.
- The program essentially allows the CP53 Medical Proponency Office to use Headquarters Department of Army funding to pay for a CP53 Careerist’s Associates, Bachelors, or Masters degree.
- Academic degree MUST be related to or enhance official duties.
- Interested careerists should complete application package by the suspense date: Open: 8 Oct and Closes 19 Nov 15.

CP53 in FY16 - Pharmacy Specific

Pharmacy Short Courses
- Pharmacy Operations Course (9-13 May 2016) with central funding for ~8 CPT’s, 8 Jr NCO’s, and 13 DAC’s.
- Clinical Pharmacy Course (8-12 Feb 2016) central funding for ~21 DAC’s.
- ASHP Midyear (6-10 Dec 2015) funding for ~5 DAC’s.
- APhA Annual Meeting (4-7 Mar 2016) funding for ~4 DAC’s.

Reference: Alisha Gayle & LTC Walthall ~ $100K Civilian

Individual Development Plan

- How to create and IDP…. Simplified on AKO under My Professional Data> training button> then click lunch and learn tab to view.
- Where? Army Career Tracker (ACT)
- Why? For your career development!
- IRIS Incentives / $$$1000 for training
- How?
  - Set Goals using >> My Planner, My Activities, My Goals and My Notices

OTSG Incentives to Command

- Incentives in FY15/16 Training $$$
- IDP $300 for each approved IDP in ACT
- Foundation $200/completed or grandfathered
- CES $500/completed grade appropriate or higher CES (credit for dL training phase or equivalency)
- ACT is the data source for incentives
- Quarterly payments to Commands
- Resource use at Command discretion
Civilian Training- IDP

- Starts with completion of the Individual Development Plan (IDP) on Army Career Tracker (ACT) = $300

- Individual Development Plan (IDP) in Army Career Tracker with the requested training listed specifically as a goal

New Army Career Tracker 2.0

ACT 2.0 Quick Start Guide

Incorporated consolidated comments from Fort Bliss, Fort Knox, LRMC, Bavaria and regional leadership
Growing Leaders

- The current MTF command structure has been in place for ~ 45 years.
- There is a proposed change that would allow and encourage the involvement of civilians at the deputy command level.
- The new structure would consist of a Commander and 7 deputies - physician, nurse, quality management and 4 – O5A slots that could be filled with any medical leadership role - which should include civilians filling some roles.

Civilian Talent Management

- New MEDCOM Command structure opens opportunities for civilians leaders to hold positions in the Command.
- Now is the time to grow civilians for future leadership positions and the IDP is the employee planning tools to start leadership and career growth.

Senior Talent Management

- You can find information on the program on our AMEDD Civilian Corps website https://ameddciviliancorps.amedd.army.mil under “Training and Development” and “Other Training Information”.
- Previously Senior Enterprise Talent Management (SETM) was only open to GS 14/15s - now open to 12 & 13s with greater leader responsibilities and possibility for other growth as the expansion of civilian roles is developed and supported at the leadership level in the Command.

An IDP is the Tool to....

- to help employees reach career goals within the context of organizational objectives.
- to provide a developmental “action” plan to move employees from where they are to where they want or need to go.
- to provide the systematic steps to build on strengths and overcome weaknesses as employees improve job performance and pursue career goals.
- for all employees regardless of rank or performance.
Five Simple Steps to “Developing Others”

Step 1: Start with an accurate picture of the person’s strengths and weaknesses – competency gap analysis. They can’t grow if they don’t have good information about themselves - annotate developmental requirements on IDP

Step 2: Provide ongoing feedback from multiple sources.

Step 3: Supervisors: Give tasks and assignments that progressively stretch your team mates. Employees: Asks for tasks and assignments that will stretch your skill set. - no one grows from doing the same thing more and more

Step 4: Build a learner mentality. Encourage your people to think of themselves as professional learners as well as logisticians, resource managers, HR professionals.

Step 5: Use coaching, mentoring, classroom, online, books, course work and stretch assignments to promote and reinforce learning and development.

Executing Change

Disciplines of Execution

# 1. Focus on the wildly important ~ identified
   I. Change the interaction at the window
   II. PCMH Clinical Pharmacy extenders
   III. Recapture

# 2. Act on lead measures ~ weak
   I. Secret shopper
   II. Metrics
   III. DLA metrics

# 3. Keep a compelling scoreboard ~ weak
   Metric site
   Strategic plan updates
   Periodic data calls

# 4. Create a cadence of accountability ~ weak
   Monthly metrics
   Strategic plan updates
   Periodic data calls

Reference: COL Spain

Take-A-Ways

• Develop your plan
• Develop your staff
• Familiarize yourself with the training opportunities available
• Be flexible – it will take time

Questions??

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