**2022 – 2025 Engineer Category Strategic Plan**

**Vision:** USPHS Engineer officers are proficient, prepared, and effective public health professionals with unique capabilities to address current and emergent public health challenges throughout the nation and globally.

**Mission:** Apply public health engineering practice, technologies, techniques, and solutions to protect, promote, and advance the health and safety of our nation.

**Purpose:** To define and establish a strategic plan for the USPHS Engineer category to execute the Vision and Mission for USPHS Engineers and advance the profession. This is a live document that will be updated, as needed. The EPAC and Engineer category, under the advisement of the Engineer Chief Professional Officer (CPO), will develop action plans to implement the Strategic Plan and goals.

**Focus Areas**

1. **Recruitment and Retention:** Increase the force strength of Commissioned Corps Engineer officers to meet mission requirements. Identify and make recommendations regarding factors that affect the recruitment and retention of Engineer officers.

**Specific Goals**

* 1. Align efforts of the Career Development and Recruitment and Retention Subcommittees to support recruitment (of JR and SR COSTEP, Ready Reserve, and active-duty officers), hiring, and retention efforts of Operational/Staff Divisions (e.g., liaison officers (LNOs), hiring officials).
  2. Engage in outreach efforts with third parties, such as external professional organizations and universities[[1]](#footnote-2), and consider novel approaches including social networking tools to facilitate recruitment of Engineer officers (e.g., for IHS, consider collaborating with Alaska Native Science and Engineering Program (ANSEP) and American Indian Science and Engineering Society (AISES)).
  3. The Recruitment and Retention Subcommittee will evaluate the onboarding process of active duty-cleared engineer applicants seeking assignment. More specifically, to understand what obstacles are preventing new call to active duty Engineers from obtaining USPHS Commissioned Corps assignment.
  4. The Recruitment and Retention Subcommittee to implement and inform candidates of CCHQ’s policies (e.g., General Appointment Standards, Category Specific Standards, uniform and appearance standards, Commissioned Service Obligation commitment).
  5. The Engineer CPO and Recruitment and Retention Subcommittee will work with CCHQ to identify factors that may lead to disqualification and/or application withdrawals and provide recommendations to the engineer appointment standard criteria (e.g., prior service, grades/GPA (current requirement is minimum of 2.8), tattoos).
  6. Recruitment and Retention Subcommittee to develop After Action report to track efforts and outcomes of recruitment materials and outreach strategy.

1. **Career Development[[2]](#footnote-3):** Provide resources and guidance for the professional development and career progression of Commissioned Corps Engineer officers within Career Pathways and tracks.

**Specific Goals**

* 1. Career Development Subcommittee to develop recommendations for Engineer career progression paths within Career Pathways and tracks (i.e., technical/SME/senior advisor vs. management/supervisor path).
  2. Engineer CPO/Career Development Subcommittee to work with CCHQ to better align billets with leadership roles.
  3. Establish collaborative opportunities between the Applied Public Health Engineer disciplines – Scientist (except psychologist), Veterinary, Environmental Health, and Health Services (i.e., Medical Technology, Medical Record Administration) Professional Advisory Committees – to support Engineer officers’ ability to meet promotion benchmarks and support cross-discipline networking (e.g., mentoring).
  4. Career Development Subcommittee to identify and share relevant engineer credential, licensures, and advanced degrees that enhance Engineer officer’s knowledge, expertise, and value to the Corps.
  5. Awards and Information Subcommittees to identify and recognize officer contributions and achievements at their Agency and on deployment to build an inclusive engineer community where officers are appreciated and valued, including, but not limited to, nominations for CCHQ Officer Spotlight.
  6. EPAC Mentoring Subcommittee to increase mentor-mentee assignments to support junior Engineer officers with their career and leadership development.
  7. Career Development Subcommittee to develop resources for work-life balance and integration with USPHS mission challenges (e.g., increased remote work environment, changing landscape, etc.).

1. **Readiness and Deployment Support:** To ensure the ability of Engineer officers to maintain readiness and to effectively respond to deployment needs at the officer level (e.g., deployment support team, trainings, engineer skillset database) and at the CCHQ level (e.g., highlighting expansion of engineer deployment roles and versatility).

**Specific Goals**

* 1. Readiness Subcommittee to provide recommendations to the Engineer CPO and CCHQ for expanded deployment roles for Engineer officers (e.g., “engineer cohort”).
  2. Establish and maintain database of officer skillsets to enable CCHQ’s and site management command staff’s force management of officers at mission and team assignments.
  3. Readiness Subcommittee’s Deployment Support Team to connect and support Engineer officers deployed in the field with experienced engineers who can provide immediate technical assistance.
  4. Readiness Subcommittee to identify and recommend relevant disaster response engineer trainings on CCMIS and other sources.
  5. Highlight versatility of engineer deployment roles via Deployment Narratives that can be shared at the EPAC and CCHQ level. Work with CCHQ and ASPR to ensure Engineer officers are being utilized for critical mission deployments.

1. **Modernization:** To maintain Engineer category visibility and relevance to the Corps and advocate for Engineer category interests during the CCHQ modernization process and transition to the Applied Public Health promotion category.

**Specific Goals**

* 1. EPAC to identify opportunities to promote Engineer category visibility and engagement within the Applied Public Health promotion category and to CCHQ.
  2. Ad Hoc Policy Committee to establish resources and guidance to implement Modernization promotions and separations/retirement policies.

1. Universities that offer engineering programs accredited by the Accreditation Board for Engineering and Technology (ABET). CCI 231.03, Category Specific Appointment Standards. [↑](#footnote-ref-2)
2. For applicable career development and readiness training, please refer to “Training” section on the CCMIS home page. [↑](#footnote-ref-3)