

MILPER Message Number**20-254****Proponent****AHRC-OPM-C****Title**

Colonels Command Assessment Program (CCAP) Participant Attendance in Association with the Fiscal Year 2022 (FY22) Colonel (COL) Army Competitive Category (ACC) Centralized Selection List (CSL) - Command/Key Billet Boards Announcement

...Issued:[8/10/2020 8:33:49 AM]...

A. MILPER Message 20-206, 1 July 2020, subject: Fiscal Year 2022 (FY22) Colonel (COL) Army Competitive Category (ACC) Centralized Selection List (CSL) – Command/General Staff Boards.

1. This message will expire NLT 10 August 2021.

2. Selection for brigade command and key billet positions is one of the most important decisions the Army makes. Leaders at this level are critical to the accomplishment of the Army's mission for a variety of reasons: they play a crucial role in developing and enabling battalion commanders, ensuring the mission success of their units, and comprise the primary source of future general officers and strategic leaders. Therefore, the Army must select adaptive and innovative leaders who can both lead the Army enterprise and generate results within Joint and Interagency environments.

3. In furtherance of the Secretary of the Army's prioritization of talent management, the Chief of Staff of the Army is implementing an additional step to the Army Competitive Category (ACC) Command and Key Billet Centralized Selection List (CSL) process: the Colonels Command Assessment Program (CCAP). The purpose of the CCAP is to expand the Army's understanding of each officer's talents and assess their strategic leadership potential and readiness for command. The CCAP will consider the results of the CSL board; cognitive, non-cognitive, physical, written, and verbal assessments; and a series of interviews. Beginning with the FY22 ACC COL CSL board, the Army will use the CCAP results to inform principal command selects, alternate command selects, and removal of officers from command consideration. Leading Soldiers in command and key billets is an extraordinary privilege, and the CCAP will improve the Army's selection process for these mission essential assignments.

4. The CCAP is a bold step in institutionalizing much of what we have learned about the Army's best selection processes. It combines the Army's CSL board system with a new assessment and screening process to ensure the Army makes the most informed choices for brigade command and key billets. The basic tenet of the CCAP is that the addition of relevant information about a candidate leads to better decisions.

5. COVID-19. Candidates will be required to self-report their health status to CCAP personnel every day for 14 days prior to travel using the ATMTF CCAP SharePoint site at https://army.deps.mil/army/cmds/HQDAG1/ATMTF/ccapportal/_layouts/15/start.aspx#/SitePages/Home.aspx. Specific reporting instructions will be published in the candidate welcome letter. Candidates exhibiting potential COVID-19 symptoms will be required to be tested prior to travel. Candidates who test positive for COVID-19 within 30 days of attendance must apply for an exemption from attendance. Symptomatic candidates who are unable to receive diagnostic testing or who test negative will be contacted by CCAP personnel and their situation will be reviewed on a case-by-case basis. OCONUS candidates requiring a quarantine period will be contacted directly by CCAP personnel and travel will be adjusted accordingly. All candidates will be tested for COVID-19 upon arrival at Fort Knox, KY. Candidates who test positive will enter the Fort Knox isolation barracks and receive follow-on care. Any candidates who are suspected positive may be placed into the quarantine barracks for 14-days for monitoring. Daily screenings of candidate health status, increased disinfection of classrooms and common areas, and social distancing, will take place throughout CCAP to mitigate the spread of COVID-19.

6. All officers will submit their most recent standard three event Army Physical Fitness Test (APFT) Scorecard (DA Form 705) without alternate event. The scorecard will be signed by the OIC (O-6 or higher) in the NCOIC/OIC signature block. The OIC name will be provided in the comments block. The scorecard will be submitted NLT 31 August 2020 on the ATMTF CCAP SharePoint site at https://army.deps.mil/army/cmds/HQDAG1/ATMTF/ccapportal/_layouts/15/start.aspx#/SitePages/Home.aspx.

7. All CCAP candidates must complete an Army Commander Evaluation Tool self-assessment prior to attending CCAP. This assessment was sent to the military email of all potential O-6 candidates on 13 July and all potential O-5(P) candidates on 20 July. It must be completed NLT 28 August 2020.

8. Officers who are stationed CONUS will travel to Fort Knox, KY between 10 September 2020 and 22 September 2020 to attend one (1) of seven (7) 4-day assessments. Officers who are OCONUS may arrive travel up to three (3) days early to acclimate. The CCAP consists of multiple assessments outlined below and culminates in the Army Comprehensive Talent Interview (ACTI). CCAP informs the final order of merit list determination for FY22 ACC CSL.
 - a. Physical fitness is the cornerstone of combat readiness and represents an essential element of command and leadership; therefore, officers will be required to take the Army Physical Fitness Test (APFT) and conduct a height and weight screening while at CCAP. All officers on temporary profile will be required to provide a copy for the CCAP. Officers who fail the APFT or height and weight screening will not complete the remainder of CCAP and will be immediately sent back to their home station. The Officers will be removed from command consideration and will not appear on either the principal or the alternate CSL lists subsequently published by Human Resources Command (HRC).
 - b. Verbal communication is a critical competency of command and leadership. Officers will be evaluated on their verbal communication skills during a panel interview. The scoring rubric is located on the ATMTF CCAP SharePoint site at

https://army.deps.mil/army/cmds/HQDAG1/ATMTF/ccapportal/_layouts/15/start.aspx#/SitePages/Home.aspx.

c. Written communication is a critical competency of strategic leadership. Officers will compose an essay and take a test to measure their English language skills. The essay scoring rubric is located on the ATMTF CCAP SharePoint site at

https://army.deps.mil/army/cmds/HQDAG1/ATMTF/ccapportal/_layouts/15/start.aspx#/SitePages/Home.aspx.

d. During the CCAP, candidates will take several assessments to measure cognitive and behavioral attributes. These assessments will not be scored or used to determine the OML, but will be used to gain additional insight into each candidate and assess their readiness for brigade command.

9. CCAP candidates will participate in the ACTI. The ACTI will determine whether a CCAP candidate is "Ready for Command" or "Not Ready for Command." The ACTI panel will review the data from all the scored events, the Army Commander Evaluation Tool (ACET), receive input from psychologists, and execute a structured interview with unstructured follow-up questions with each candidate. When an officer is found "Not Ready for Command", the officer will be removed from command consideration and will not appear on either the principal or the alternate CSL list subsequently published by HRC. Officers who are determined to be "Not Ready for Command" will have the opportunity to re-compete the following year, if eligible.

10. All Officers who opt into the FY22 COL ACC CSL Board must attend the CCAP. This includes deployed officers. VCSA is the approval authority for all exemptions. Officers unable to attend the CCAP, and who do not have an approved exemption from the Vice Chief of Staff of the Army (VCSA) prior to the end of CCAP, will be removed from command/key billet consideration without prejudice and may compete the following year, if eligible. Officers may request an exemption to participate in the CCAP for the following reasons: maternity convalescent leave; pregnant and not medically cleared to participate; hospitalization; tests positive for Covid-19 within 30 days of scheduled CCAP attendance; emergency leave; operational necessity; and other extenuating circumstances. The VCSA is the approval authority to exempt an officer from attending. If the VCSA approves an officer's exemption request, his/her CSL board OML position will remain unchanged. Exemption requests must be submitted to the VCSA NLT 14 August 2020 or as soon as practicable following an emerging reason. Requests will include an exemption request from the officer and an endorsement letter from the first General Officer in the participant's chain of command and be provided to: Leader Development Branch, COMO at antonio.mckoy.civ@mail.mil or joseph.v.messina.mil@mail.mil. Examples of the exemption request and endorsement letter are located on the ATMTF CCAP SharePoint site at https://army.deps.mil/army/cmds/HQDAG1/ATMTF/ccapportal/_layouts/15/start.aspx#/SitePages/Home.aspx. Officers who decline to attend the CCAP will be removed from command/key billet consideration without prejudice and may compete the following year, if eligible.

11. Each officer will communicate with their individual COMO HRM about their desired attendance date NLT 14 August 2020. As an exception, officers attending the United States Army War College (USAWC) will communicate with the G3 USAWC about their desired attendance date. COMO and USAWC will schedule each officer in the Army Training Requirements and Resources System (ATRRS). Officers will get confirmation of their forecasted attendance via an automated ATRRS message. Officers can access ATRRS at <https://www.atrrs.army.mil/atrrscc/search.aspx> to view available class dates. The course number is "CCAP." The course title is "Colonels Command Assessment Program." The school code is "126." Additionally, ATRRS provides an overview of travel requirements and equipment needs. Some key highlights are: the line of accounting (LOA) for funding is "TMTF CCAP DT"; participants will schedule flights to the Louisville International Airport (SDF); rental cars are authorized; a shuttle will not be provided; and all participants, to include those assigned to Fort Knox, will reside in assigned barracks on

Fort Knox; therefore, do not reserve lodging. It is imperative that once you receive your ATRRS reservation that you create your travel authorization in DTS as quickly as possible – NLT 28 August. A copy of the Funding Memorandum is located on the ATMTF CCAP SharePoint site at https://army.deps.mil/army/cmds/HQDAG1/ATMTF/ccapportal/_layouts/15/start.aspx#/SitePages/Home.aspx.

12. All participants who are traveling from OCONUS and do not require a quarantine period are authorized to arrive no earlier than (NET) 3-days prior to the class date to start acclimatization. All participants traveling from CONUS must arrive to Fort Knox NLT 1500 on their report date. Officers who arrive late may be rescheduled into a subsequent cohort, if one is available.

13. All officers who are attending senior service college to include sister service, fellowships, or foreign senior service college will attend the CCAP. Army leadership is working with joint leadership to ensure that all officers are able to attend.

14. All Fiscal Year 2019, 2020, and 2021 deferred or unslated principals are exempt from participating in the CCAP.

15. The CCAP preparation guide will be posted at <https://talent.army.mil/ccap>. The purpose of the guide is to assist officers and units in preparing their officers to attend the CCAP.

16. Point of contact for this MILPER message is COL Mike Shekleton, Army Talent Management Task Force at commercial (703)-614-8247 or michael.a.shekleton.mil@mail.mil.