

U.S. Army Command Assessment Programs (CAP): COVID-19 Risk Mitigation

29 August 2020

The Army is taking steps to reduce the risk of COVID-19 transmission while maintaining operational readiness. Large gatherings of personnel, particularly when they come from different parts of the world, as is the case with the inaugural Colonels Command Assessment Program (CCAP) and the Battalion Commander Assessment Program (BCAP), require careful planning to mitigate risk. The Army Talent Management Task Force has been working closely with Army and Fort Knox Public Health officials as well as with multiple units across FORSCOM and TRADOC to gather best practices and ensure that appropriate risk mitigation measures are in place to **prevent, detect, and respond** to COVID-19 during these events.

PREVENT

These measures are being taken to reduce the risk of COVID-19 transmission:

- Mini-Cohorts. Candidates will be divided into mini-cohorts of fewer than 24 personnel and will minimize intermixing of these “cocoons.”
- CAP “Bubble.” All CAP sites are reserved for CAP-use only. All cadre and candidates will be tested upon arrival to Fort Knox (see below) and be screened daily. A special wristband will be issued each day upon completing the daily screening that allows CAP cadre and candidates to access CAP sites.
- Barracks. Candidates will have their own rooms and latrines. Rooms will be deep cleaned in between occupants.
- Transportation. Individual POVs and rental cars will be used by candidates for transportation to/from assessment sites. (In contrast, all candidate transportation during BCAP 1 was on large buses) Additionally, due to COVID-19 safety, candidates are being reimbursed for POV/rental car travel for up to 800 miles (and one night in a hotel if greater than 400 miles), which is greater than the standard JTR reimbursement to reduce the level of commercial travel.
- APFT. Graders will wear masks, grading stations will be more than six feet apart, and bars will be used to hold the candidate’s feet during sit-up event. Weather permitting, the run will be held outdoors.
- Assessments. The facilities footprint has been enlarged to ensure that candidates will be at least six feet apart for all assessments.
- Disinfection. Handwashing stations, sanitizers, and increased cleaning will be present in all facilities.
- Meals. Dining hours have been expanded and an additional dining facility will be used to promote proper social distancing. Also, where possible, meal times for cohorts have been offset to facilitate social distancing. All food will be served in

“to go” clamshells with single use flatware. DFAC seating has been limited to ensure a minimum of six feet between everyone, and chairs/tables will be disinfected between diners. If candidates choose or if the DFAC is at capacity, then the meal will be “grab and go.”

- Panel Interview. All panel members will be six feet apart and wear cloth masks; candidates will also be six feet from any panel members and on the other side of a screen.
- Courtesy patrol. Specific cadre will be dedicated to monitor common areas to assist cadre and candidates in adhering to all COVID-19 risk mitigation measures, such as social distancing.
- MS Teams. Many in-person briefings/gatherings have been either eliminated or moved outdoors. For example, the mayor cell RSOI in-brief upon arrival will now be done one-on-one while candidates are in their cars prior to going through the drive-through COVID-19 test site. The sponsor teams will now use MS Teams to disseminate instructions rather than using in-person gatherings as the primary means.

DETECT

These measures are being taken to detect potential COVID-19 infection:

- Pre-travel Screening. All CCAP candidates will be asked periodically to self-identify symptoms starting 14 days prior to travel; potentially symptomatic candidates will be asked to seek medical advice and COVID-19 testing before travel. Candidates who test positive for COVID-19 or are diagnosed by a qualified medical provider will be exempted from attending CCAP and locked in place on the OML based on their CSL board score. All cadre and panel members will also be pre-screened prior to travel to CCAP.
- COVID-19 Testing. All candidates, cadre, and panel members will be required to take a COVID-19 test upon arrival at Fort Knox. They will not be “released” into the CCAP bubble until receiving a negative result. Those that test positive will be isolated and will not participate in any events.
- Daily Screening. Candidates, cadre, and panel members will undergo daily screening for symptoms of COVID-19. Once screened for the day, individuals will receive a colored wristband to identify this. Individuals showing symptoms will be quarantined and receive follow-on medical assessment and care as required.

RESPOND

These measures are being taken to respond to COVID-19 cases:

- Isolation. Candidates or cadre who test positive for COVID-19 will be directed to specially identified isolation quarters. Fort Knox Garrison and CCAP personnel will ensure these individuals receive appropriate support and care. Candidates

should pack enough clothing and supplies for a isolation period of at least 10 days.

- Contact Tracing. Per the DoD Force Health Protection Supplemental Guidance 10, an individual who has been within six feet of another individual for 15 minutes or longer without medical grade PPE is considered a “contact.” Any “contact” of an individual who tests positive for COVID-19 will be subject to a mandatory 14-day quarantine period. To facilitate precise contact tracing, all CAP assessments and events will have pre-assigned seating. All CAP seating has been designed to be six feet or greater to keep candidates safe and avoid triggering a mandatory quarantine.