**APG Senior Leader Cohort 6**

**Community Based Projects (CBP)**

**Project Title:** APG-wide Civilian Greening Program

**Project Point of Contact (s):** TBD

**SES Sponsor:** Mr. John Willison, Director, CERDEC CP&I

**Project Summary:**

All the work that is performed at APG is within the overall mission of providing support to the Soldier. The more APG employees understand about the Soldier and the Army, the more effective we will be in performing that mission.

The intent of the APG-wide Greening program is to further establish a “greening” program for APG civilian new hires. Through this program, civilian employees will be exposed to the mission, tasks, training procedures, and equipment used by our Soldiers. Employees spend a day (actually, approximately two weeks) ‘walking in the boots’ of our Soldiers. The aim of the training is to given the employees insight into current capabilities and challenges. The program will educate, motivate and help retain our civilian employees by providing them an awareness and understanding of the Army and the role of APG while also fostering organizational cross-pollination and relationship-building across the APG community. The Greening Program represents s a unique and valuable career development opportunity.

Resources:

A cohort 5 team started the intiative and conducted a number of interviews, data collection efforts, initial agenda development, etc. They produced an initial baseline assessment which shoul d be used as the foundation upon which to finalize the effort. The completed project will include:

1. Conduct of a pilot greening course with participants from across APG (target audience is employees with < 5 years service)
2. Survey of participants to obtain feedback on the pilot course offering. Survey results will be used by the team to make proposed modifications to the course construct, agenda, content, etc.
3. Proposed structure for future greening course offerings (frequency, structure for managing the program, initial agreements/MOAs with organizations to establish commitments for continued support of the program – access to equipment, facilities, test ranges, etc)