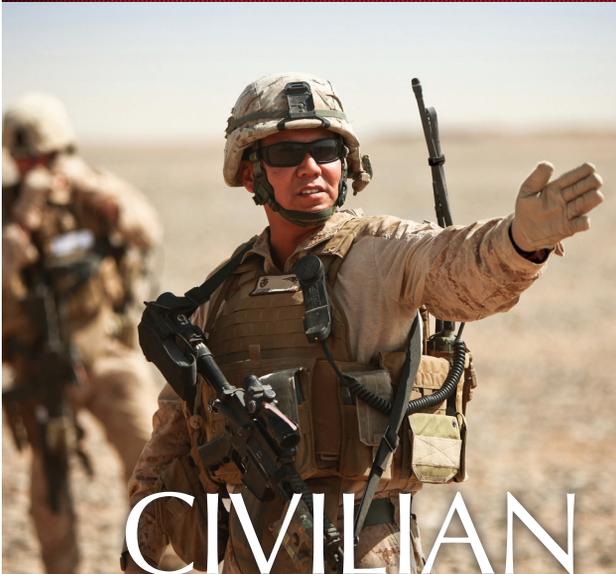




SUPPORT OUR MARINES.
BE PART OF THE TEAM.



CIVILIAN WORKFORCE

STRATEGIC PLAN

Securing the Future



*If it were just any
job, just anybody
could do it.*



Recognized by our Marines for the important role they play in supporting the mission, Civilian Marines are an invaluable resource to the United States Marine Corps. We are the employer of choice for civilians seeking challenging and rewarding careers.

We value expert, innovative, and dedicated civilians. Civilian Marines experience a work environment that encourages personal growth and professional development, recognizes and rewards high performance, allows for a generous work-life balance, and promotes retention. Our focus is on making training and diverse work experiences available to all of our Civilian Marines, with strict regard to Equal Employment Opportunity and Merit System Principles.

Civilian Marines exemplify the core values of the United States Marine Corps (USMC); Honor, Courage, and Commitment, embracing esprit de corps, teamwork, and pride in belonging to the finest war-fighting organization the world has ever seen. Our Civilian Marines are part of a long and esteemed legacy respected throughout the world; a legacy created and maintained by a deeply honored few. This Civilian Workforce Strategic Plan (CWSP) identifies the USMC Civilian Workforce Strategic Goals with aligned objectives, initiatives and measures. Our CWSP promotes career growth and leadership development, active performance measurement, the development of creative incentives, and encourages opportunities for Civilian Marines to excel in a collaborative environment.

A handwritten signature in black ink, appearing to read 'R.E. Milstead, Jr.', written in a cursive style.

R.E. MILSTÉAD, JR.
Deputy Commandant For
Manpower and Reserve Affairs

Civilian Marine Core Values

VISION

The Marine Corps is the employer of choice for expert, innovative, and dedicated civilians serving and supporting the Nation's finest fighting force.

MISSION

Civilian Marines support the Marine Corps through a capable, competency based workforce committed to sustaining operational readiness.

CORE VALUES

The USMC core values; Honor, Courage, and Commitment shape and form the character of both our Marines and Civilian Marines. They give us strength and direct our behavior; they bond the Marine Corps into a Total Force, ready and able to meet any challenge. Civilian Marines embrace core values in daily work activities and decision-making.

HONOR

Integrity, Responsibility, and Accountability.

Honor guides the Marines and Civilian Marines to exemplify the ultimate in ethical and moral conduct; to never lie, cheat or steal; to abide by an uncompromising code of integrity; to respect human dignity; and respect others. The qualities of maturity, dedication, trust, and dependability commit the USMC team to act responsibly; to be accountable for our actions; to fulfill obligations; and to hold others accountable for their actions.

COURAGE

*Do the right thing, in the right way,
for the right reasons.*

Courage is the mental, moral and physical strength ingrained in our Marines and Civilian Marines. It is the inner strength that enables the USMC team to do what is right; to adhere to a higher standard of personal conduct; and to make tough decisions under stress and pressure.

COMMITMENT

Devotion to the Corps

Commitment is the spirit of determination and dedication found in our Marines and Civilian Marines. It leads to the highest order of discipline. It is the ingredient that drives dedication to the United States Marine Corps and country. It inspires an unrelenting determination to achieve a standard of excellence in every endeavor.



WHO ARE OUR CIVILIAN MARINES?

Our Civilian Marines serve a vital role supporting the USMC mission and provide competencies crucial to supporting operations. Marines and Civilian Marines work hand in hand. Civilian Marines provide a range of support to our USMC forces, enabling them to accomplish assigned missions across all aspects of expeditionary operations and warfare.

Civilian Marines positively affect our community through daily work contributions and help sustain the fundamental purpose of the USMC; to make Marines and win battles, by building commitment, raising morale, and contributing to family, unit, and operational readiness.

*We value expert,
innovative, and
dedicated civilians.*

Communities of Interest

Civilian career opportunities within the USMC civilian workforce are distributed across 21 Communities of Interest (COI). Each COI has a Leader and a Manager. The Community Leader works as an advocate for Civilian Marines within their COI to uphold the Community Mission, Vision and Goals; define responsibilities; provide Community guidance; establish and maintain career roadmaps, and maintain Community-wide communication.

COI Leaders manage competency requirements and proficiency expectations within their COI to ensure the Community has the training necessary to support Marines.

COI Managers are Community technical experts who work in conjunction with their COI Leader to support competency requirements. The COI Manager coordinates and provides communication; professional and career growth opportunities; and conducts Community wide outreach activities.

Our COIs are grouped according to associated or related occupational groups and/or job families as follows:

- Administration
- Community Support
- Contracts
- Education & Training
- Engineering & Science
- Environmental
- Facilities
- Financial
- Human Resources
- Industrial Trades
- Information Technology Management
- Intelligence
- Legal
- Logistics
- Management & Program Analysis
- Manufacturing & Production
- Professional Analyst
- Program Management
- Safety & Occupational Health
- Security & Emergency Services
- Visual Information & Public Affairs

Civilian Marine Work Lifecycle

Our focus on sustaining the highest levels of performance across all occupations and locations encompasses the Civilian Marine Work Lifecycle from recruiting and retention through celebration of service and separation from the USMC Civilian Marine workforce. We introduce Civilian Marines to our culture and provide opportunities to learn about the role of Civilian Marines; the USMC mission and organizational structure, history, traditions, protocols, and workforce development.

We foster personal and professional development through celebration, appreciation, and career management programs throughout various phases of the Civilian Marine Work Lifecycle.



USMC Civilian Workforce Strategic Goals

Our USMC Civilian Workforce Strategic Goals are the foundation that integrates plans to develop and manage the civilian workforce, which supports and contributes to Total Force operational readiness.

Our four Strategic Goals are:

GOAL 1

Provide civilian workforce development opportunities to support career progression and growth.

GOAL 2

Implement a competency based approach to total workforce management in order to shape the current and future workforce.

GOAL 3

Enhance integrated military-civilian culture as one team to accomplish the Marine Corps mission.

GOAL 4

Foster a work environment that encourages excellence.

The USMC recognizes the importance of investing in our most critical asset – our people. The following Goals with aligned Objectives, Initiatives, and Measures ensures that we continue to develop, motivate, and encourage our Civilian Marines.

STRATEGIC GOAL 1

Provide civilian workforce development opportunities to support career progression and growth.

OBJECTIVES

We will be successful when we see increased...

- Retention
- COI opportunities
- Mentor participation
- Leadership capability

INITIATIVES

In order to be successful we must...

- Create opportunities for civilian leadership and workforce development based on a competency framework
- Establish policy and procedures to ensure civilian employees have Individual Development Plans that identify career roadmaps and promote professional development
- Establish process and methodology to identify and measure leadership and workforce competencies and requirements
- Publish leadership and workforce development policy

MEASURES

We will assess our progress by evaluating factors such as:

- COI Health Index
- Attrition rate
- Number of leadership competency proficiencies
- Training dollars spent on the workforce population
- Talent Management Index (score based on items from the Employee Viewpoint Survey (EVS))

STRATEGIC GOAL 2

Implement a competency based approach to total workforce management in order to shape the current and future workforce.

OBJECTIVES

We will be successful when we see...

- A workforce structure ensuring all series are assigned to the most appropriate COI
- A workforce structure maximizing the optimum military, civilian, and contractor mix

INITIATIVES

In order to be successful we must...

- Establish a strategic workforce planning process to support competency alignment, dynamic mission requirements, and succession planning
- Develop strategies and policy to identify and bridge competency gaps to ensure an agile, qualified, expert, and innovative workforce
- Conduct USMC Civilian Workforce Climate Survey

MEASURES

We will assess our progress by evaluating factors such as:

- Commands conducting strategic workforce planning
- Competency assessments conducted by employees and supervisors
- Employee competency proficiency rates
- Talent Management Index (score based on items from the Employee Viewpoint Survey (EVS))



STRATEGIC GOAL 3

Enhance integrated military-civilian culture as one team to accomplish the Marine Corps mission.

OBJECTIVES

We will be successful when we see...

- Greater appreciation and understanding for Civilian and Marine roles and responsibilities
- Workforce structure that maximizes the optimum military, civilian, and contractor mix
- Increased quality of work-life satisfaction

INITIATIVES

In order to be successful we must...

- Implement a Strategic Communication Plan to encourage Civilian Marine/Marine teamwork and appreciation
- Update the Marine Corps On-boarding Program and policy to include Acculturation training
- Utilize DON's formal Supervisory Training Program and establish policy to mandate attendance in Marine Acculturation training



MEASURES

We will assess our progress by evaluating factors such as:

- Climate survey results
- Number of new hires that complete On-boarding and Marine Corps Acculturation training
- Key elements of Supervisory Training



STRATEGIC GOAL 4

Foster a work environment that encourages excellence.

OBJECTIVES

We will be successful when we see...

- Recognition as a federal employer of choice
- A high performing workforce culture
- Increased workforce satisfaction

INITIATIVES

In order to be successful we must...

- Ensure Supervisory Training includes a module on motivating employees and emphasizing participation in work-life programs and opportunities
- Develop a performance management system to ensure performance objectives align with USMC mission and program goals
- Leverage an awards program to encourage recognition, enhance non-monetary award opportunities, and outline high performance criteria
- Develop and implement policies, programs, and initiatives designed to foster work-life balance and employee wellness

MEASURES

We will assess our progress by evaluating factors such as:

- Attrition rate
- Number of grievance and EEO complaints
- Award and recognition programs
- Key elements of Supervisory Training
- Employee Engagement Index from Employee Viewpoint Survey (EVS)



SEMPER FI

Just as the success of a battle plan hinges on the commitment and dedication of those entrusted with its execution, the success of this plan depends upon the diligence of its' execution by leaders at all levels throughout the USMC. Civilian Marines have our unwavering commitment to achieve success and create a unified civilian and military force positioned to respond to any threat, anywhere.

Visit www.manpower.usmc.mil/civilianmarine for more information.

*Support Our
Marines. Be Part
of the Team.*

Appendix

COMMUNITY OF INTEREST



Strategic Summary Sheets

- Administration
- Community Support
- Contracts
- Education & Training
- Engineering & Science
- Environmental
- Facilities
- Financial
- Human Resources
- Industrial Trades
- Information Technology Management
- Intelligence
- Legal
- Logistics
- Management & Program Analysis
- Manufacturing & Production
- Professional Analyst
- Program Management
- Safety & Occupational Health
- Security & Emergency Services
- Visual Information & Public Affairs

Community of Interest Strategic Plan Summary

Administration



COI LEADER

Director of Administration and Resource Management

COI MISSION STATEMENT

The Administration Community of Interest's (COI) mission is to develop and provide a systematic process for Civilian Marines to identify and assess technical and behavioral competency requirements, training opportunities, career roadmaps and mentoring partnerships to support career development.

COI VISION STATEMENT

The Administration COI encompasses professionals that serve as expert, innovative and distinct team members dedicated to supporting our Nation's force in readiness both today and in the future while upholding Marine Corps values of honor, courage and commitment.

COI GOALS

- Develop Administration COI Steering Committee
- Conduct Administration COI environmental analysis and forecast
- Establish Administration COI key stakeholders and relationships
- Develop integrated tiered program of continuous learning
- Develop standardized Individual Development Plans (IDP)
- Develop Award and Recognition Program
- Develop COI specific Mentorship/Coaching Program
- Develop Administration COI Strategic Communication Plan
- Identify and join professional associations and conferences

Community Support



COI LEADER

Director, Semper Fit and Exchange Services Division

COI MISSION STATEMENT

The Community Support Community of Interest's (COI) mission is to develop and execute strategic, management, and financial plans that result in effective community support services for operational forces, military, civilian personnel and families worldwide.

COI VISION STATEMENT

The Community Support COI provides thought leadership in identifying development opportunities that enhance recruitment and retention of professionals dedicated to promoting mission readiness.

COI GOALS

- Develop Professional Development and COI Steering Committee committed to organizational needs assessment and training effectiveness measurement
- Support Morale, Welfare, Recreational and Business Operations which contribute to mission, readiness, retention and overall quality of life
- Establish High Potential and Targeted Executive Development Program
- Develop Systems Training & Sustainment Processes
- Develop standardized Individual Development Plans (IDP)
- Develop COI focused performance and development Coaching Program
- Identify and join professional associations and conferences

Community of Interest Strategic Plan Summary

Contracts



COI LEADER

Assistant Deputy Commandant for Installations and Logistics,
Contracts Division

COI MISSION STATEMENT

Members of the Contracts Community of Interest (COI) develop and manage processes and execute strategies necessary to provide quality goods and services for the Marine Corps.

COI VISION STATEMENT

The Contracts COI vision is to be the premiere Community of contracting professionals turning requirements into capabilities in support of Marines and their families through good business decisions and executing fiduciary responsibility with honesty and integrity.

COI GOALS

- Build and sustain professional development across the Community
- Provide Community advocacy and workforce management
- Conduct Community outreach
- Foster stakeholder partnerships to achieve mutually beneficial outcomes

Community of Interest Strategic Plan Summary

Education & Training



COI LEADER

Executive Director, Training and Education Command (TECOM)

COI MISSION STATEMENT

The Education & Training Community of Interest (COI) mission is to foster the organization, professional growth, and success of the 1700 Occupational Group and Family that provides the highest quality training and education within the United States Marine Corps.

COI VISION STATEMENT

The Education & Training COI vision is to provide a professional training and education workforce that supports the United States Marine Corps.

COI GOALS

- Develop organizational structure and integration
- Create a professional development continuum
- Develop inter-service and inter-agency interaction

Community of Interest Strategic Plan Summary

Engineering & Science



COI LEADER

Deputy Commander, Systems Engineering Interoperability, Architecture & Technology (SIAT), Marine Corps Systems Command

COI MISSION STATEMENT

The Engineering and Science Community of Interest (COI) develops the professional competence of the engineering and scientific workforce across the Marine Corps. As the designated Marine Corps proponent for professional development of engineers and scientists, the Community focuses on the overall process of defining, developing, acquiring, testing, operating, and maintaining Marine Corps systems. As a result, the COI supports the growth of civilian engineers and scientists to ensure diverse engineering disciplines such as electronics, mechanics, ergonometics, aerodynamics, and software are integrated into coherent and effective Marine Corps systems.

COI VISION STATEMENT

A professional engineering and scientific civilian workforce that supports the United States Marine Corps and advances the state of knowledge on engineering and scientific issues of concern to senior leaders. Develop Civilian Marines who are a capable, competency based essential element of the Marine Corps committed to maintaining the readiness of the Nation's expeditionary force.

COI GOALS

- Provide a focal point for dissemination of engineering and scientific knowledge
- Promote collaboration in engineering practice, education, and scientific research across the Marine Corps
- Assure the establishment of professional standards in the practice of systems engineering and scientific research
- Improve the professional status of all Civilian Marines engaged in the disciplines of engineering and science

Environmental



COI LEADER

Deputy Assistant Deputy Commandant, Installations and Logistics (Facilities)

COI MISSION STATEMENT

The Environmental Community of Interest's (COI) mission is to develop and sustain a superior environmental workforce by supporting and training personnel to match capabilities with existing and emerging requirements.

COI VISION STATEMENT

The Environmental COI provides a superior workforce that ensures, enhances and sustains the Marine Corps mission and quality of life through sound stewardship of air, land, and sea resources.

COI GOALS

- Establish key stakeholder relationships
- Support workforce management
- Build and sustain professional development across the Community
- Provide COI advocacy and outreach

Facilities



COI LEADER

Deputy Assistant Deputy Commandant, Installations and Logistics (Facilities)

COI MISSION STATEMENT

The Facilities Community of Interest's (COI) mission is to foster communication and cooperation across the COI; define, shape, and identify training and experience levels of the workforce through competency-based development that leverages emerging technologies that provide highly effective facility management; and collaborate with other COIs to promote adequate professional development for Installation and Environmental workforce within the respective COIs.

COI VISION STATEMENT

The Facilities COI advocates best practices for recruitment, professional development, and retention of Facilities Community members to enable Installation Commanders to provide efficient and responsive facilities support to the warfighter.

COI GOALS

- Pursue realignment of Installation and Environmental workforce from other COIs into Facilities COI
- Build and sustain professional development across the Community
- Develop and execute Communication Plan
- Advocate for proper funding for professional development

Financial Management



COI LEADER

Assistant Deputy Commandant, Programs and Resources (Resources)

COI MISSION STATEMENT

The Financial Management Community of Interest (COI) exists to build an agile workforce responsive to the Marine Corps' financial management requirements in support of operational forces. Our Community will use competency-based criteria to identify the training and experience required within the Financial Management Community. We will promote professional development, technical competency and ethical behavior to provide the Corps with Marines, equipment, and training.

COI VISION STATEMENT

The Financial Management COI encompasses professionals that serve as experts in planning, programming, budgeting, and executing of fiscal resources for the Marine Corps both today and in the future. We uphold Marine Corps values of honor, courage, and commitment by executing our fiduciary responsibilities with honesty and integrity. We are the stewards of the United States Marine Corps' financial resources.

COI GOALS

- Build and sustain professional development across the Community
- Achieve a consistent, motivated and highly skilled Community
- Enhance competency expertise as demonstrated through auditable results
- Establish key partnerships and relationships with professional associations and other services and agencies
- Build understanding of financial management implications within other Marine Corps professional communities

Community of Interest Strategic Plan Summary

Human Resources



COI LEADER

Assistant Deputy Commandant for Manpower and Reserve Affairs

COI MISSION STATEMENT

The Human Resources Community of Interest's (COI) mission is to be the center of excellence providing credible, professional, resources needed to support the Human Resources Community by:

- Owning the responsibility to change work requirements
- Enhancing competency proficiency
- Promoting the use of retention and recruiting flexibilities
- Providing career management opportunities

COI VISION STATEMENT

The Human Resources COI vision is to engage Human Resource professionals to support a shared goal of developing and implementing strategies, policies, and procedures related to the management and career progression of Community members.

COI GOALS

- Respond to changing work requirements
- Enhance competency proficiency
- Promote the use of recruitment and retention initiatives and programs
- Provide career management opportunities
- Establish HR COI key stakeholder relationships
- Conduct HR COI Community outreach

Community of Interest Strategic Plan Summary

Industrial Trades



COI LEADER

Executive Deputy, Marine Corps Logistics Command

COI MISSION STATEMENT

The Industrial Trades Community of Interest's (COI) mission is to deliver products and services to the Marine Corps through a continuous improvement process including goal-oriented professional development education and training opportunities.

COI VISION STATEMENT

The Industrial Trades COI is dedicated to delivering customer service excellence supporting Marine Corps operational readiness by fostering and sustaining a knowledgeable, technical, and proficient workforce.

COI GOALS

- Develop and implement Communication Plan
- Build and sustain professional development across the Community to enhance excellence and quality of work life
- Promote the use of recruitment and retention initiatives and programs
- Provide Community advocacy and workforce management

Community of Interest Strategic Plan Summary

Information Technology Management



COI LEADER

Deputy Director, C4/Deputy CIO

COI MISSION STATEMENT

The Information Technology Management (ITM) Community of Interest's (COI) mission is to create a working environment to attract and retain the best and brightest talent to support and develop sustainable ITM Civilian Marine workforce.

COI VISION STATEMENT

The Information Technology Management (ITM) COI vision is to achieve a consistent, motivated and highly skilled ITM Civilian Marine workforce recognized as integral to the accomplishment of the USMC mission.

COI GOALS

- Develop a Communication Plan
- Develop a Rotational Assignment Program
- Develop an Internship Program
- Develop a Rewards and Recognition Program

Community of Interest Strategic Plan Summary

Intelligence



COI LEADER

Assistant Director of Intelligence for Support, HQMC Intelligence Department

COI MISSION STATEMENT

The mission of the Intelligence Community of Interest (COI) is to develop a workforce possessing the aptitude, training, education, and experience to understand the threat environment and provide Commanders with information, resources, and analysis needed to make sound and timely decisions.

COI VISION STATEMENT

The Intelligence COI is a blend of professionals that recognize the need for seamless connections between intelligence and operations encompassing:

- A premier workforce that collects, analyzes, solves, and translates knowledge of the enemy and environment into operational opportunities
- Trained professionals with technical, tactical, and leadership expertise to meet the challenge of future threats
- Billet assignment based on certifications and career qualifications

COI GOALS

- Mapped career paths
- Active leader and mentor professional engagement
- Language and cultural training
- A credentialed workforce of intelligence professionals
- Recognize excellence and foster a culture of lifelong learning
- Technological innovation and integration

Community of Interest Strategic Plan Summary

Legal



COI LEADER

Deputy Counsel for the Commandant

COI MISSION STATEMENT

The Legal Community of Interest (COI) encompasses professionals that serve as expert, innovative and distinct team members dedicated to supporting our Nation's force in readiness both today and in the future while upholding Marine Corps values of honor, courage and commitment.

COI VISION STATEMENT

The Legal COI develops the professional competence of the Legal civilian workforce across the Marine Corps. As the designated Marine Corps proponent for professional development of the legal field competency, the Community focuses on the development of technical, mission-oriented competencies through internal training and external/commercial educational programs.

COI GOALS:

- Establish COI Professional Development site on the CL website
- Conduct annual COI conference
- Support annual training events
- Publish a COI roadmap

Community of Interest Strategic Plan Summary

Logistics



COI LEADER

Assistant Deputy Commandant for Installations and Logistics

COI MISSION STATEMENT

The Logistics Community of Interest (COI) identifies and provides opportunities for the civilian Workforce to enhance and support the mission of the Marine Corps in a joint and modernized environment.

COI VISION STATEMENT

A Logistics COI that promotes and fosters an interoperable civilian workforce by providing professional development opportunities, career progression, succession planning, mentorship and Community forums in support of the Marine Corps.

COI GOALS

- Develop and implement Strategic Communication Plan
- Maintain Logistics COI SharePoint site
- Conduct Logistics COI Conference/Workshop
- Develop and promote career progression models and Career Road Maps
- Advocate logistics training and education opportunities



Management & Program Analysis

COI LEADER

Assistant Deputy Commandant, Programs and Resources

COI MISSION STATEMENT

The Management & Program Analysis Community of Interest's (COI) mission is to foster the organization, professional growth, and success of the 0343 and 0344 occupational series through the identification and execution of quality training and education programs.

COI VISION STATEMENT

Provide a professional analytical workforce that supports USMC leaders through strong, in-depth and well conceived analysis and program management.

COI GOALS

- Enhance and sustain professional development across the Community
- Provide and conduct Community advocacy and outreach
- Build and sustain professional development across the Community

Community of Interest Strategic Plan Summary

Manufacturing & Production



COI LEADER

Executive Deputy, Marine Corps Logistics Command

MISSION STATEMENT

The Manufacturing & Production Community of Interest's (COI) mission is to deliver products and services to the Marine Corps through a continuous improvement process including goal-oriented professional development education and training opportunities.

COI VISION STATEMENT

The Manufacturing & Production COI is dedicated to delivering customer service excellence supporting Marine Corps operational readiness by fostering and sustaining a knowledgeable, technical, and proficient workforce.

COI GOALS

- Develop and implement Communication Plan
- Build and sustain professional development across the Community to enhance excellence and quality of work life
- Promote the use of recruitment and retention initiatives and programs
- Provide Community advocacy and workforce management

Program Management



COI LEADER

Program Executive Officer Land Systems

COI MISSION STATEMENT

The Program Management (PM) Community of Interest's (COI) mission is to promulgate Program Management career competency requirements as defined in the Defense Acquisition Workforce Improvement Act (DAWIA) and other applicable legislation, and enhance the capability of the USMC Program Management competency workforce through mentoring, access to training opportunities, career roadmaps, and other positive support mechanisms.

COI VISION STATEMENT

The PM COI encompasses acquisition professionals that serve as leaders and managers of the USMC's programs/projects, working to ensure best value acquisition of material and services required by the Marine warfighters to accomplish their missions.

COI GOALS

- Develop PM COI Steering Committee
- Conduct PM COI environmental analysis and forecast
- Establish PM COI key stakeholders and relationships
- Develop PM specific Mentorship/Coaching Program

Community of Interest Strategic Plan Summary

Professional Analyst



COI LEADER

Senior Analyst, Marine Corps Combat Development Command

COI MISSION STATEMENT

The Professional Analyst Community of Interest (COI) develops the professional competence of the analysis civilian workforce across the Marine Corps. As the designated Marine Corps proponent for professional development of 1500 Occupational Family Civilian Marines, the Community focuses on the development of technical, mission oriented competencies through internal training and external/commercial educational programs. As a result, the COI supports the growth of analysts and the development/upgrading of analytical tools to support the Community.

COI VISION STATEMENT

Provide a professional analytical workforce that supports the United States Marine Corps, and advances the state of knowledge on issues of concern to senior leaders. Develop individuals possessing the best qualities of both Civilian Marines and Operations Research Analysts.

COI GOALS

- Establish COI Steering Committee
- Establish COI Professional Development site
- Conduct annual COI conference
- Support annual training events
- Publish a COI common analytical tools list

Safety & Occupational Health



COI LEADER

Director, Safety Division

COI MISSION STATEMENT

The Safety & Occupational Health Community of Interest's (COI) mission is to advocate and develop a competent and effective Safety & Occupational Health Community to enhance the USMC operational force in readiness through the preservation of personnel and materials.

COI VISION STATEMENT

The Safety & Occupational Health COI vision is to be the premier, competent, and professional Safety & Occupational Health workforce for the United States Marine Corps.

COI GOALS

- Enhance and sustain professional development across the Community
- Provide and conduct Community advocacy and outreach
- Establish key partnerships and stakeholders relationships
- Enhance workforce management



Security & Emergency Services

COI LEADER

Assistant Deputy Commandant (Security), Plans, Policies and Operations

COI MISSION STATEMENT

The Security & Emergency Services Community of Interest (COI) creates professional development opportunities, provides Community forums, and promotes the interests of Marine Corps Security and Emergency Services organizations.

COI VISION STATEMENT

To become an essential partner with installations and operating forces by providing Security & Emergency Services COI members individual career development opportunities and a network for exchanging knowledge, improving communications, sharing best practices, and finding innovative solutions which will deliver improved organizational capabilities to meet future safety and security needs for Marines, civilians and their families.

COI GOALS

- Establish web-based Community Forum to promote best practices and discuss lessons learned
- Employee Exchange Program/Partnering
- Coordinate and support participation in Marine Corps programming and budget process
- Identify micro projects
- Conduct competency models analysis including series 2151
- Conduct COI environmental analysis and forecast

Community of Interest Strategic Plan Summary

Visual Information & Public Affairs



COI LEADER

Director of Administration and Resource Management

COI MISSION STATEMENT

The Visual Information & Public Affairs Community exists to educate, train, and inform, service members, employees, their families and the public about the Marine Corps through effective verbal, written and audio/visual communications. Our purpose is to foster public understanding and support, while providing the warfighter with tools needed to accomplish the mission.

COI VISION STATEMENT

The Visual Information & Public Affairs Community of Interest (COI) vision is to support the warfighter by meeting the information needs of the Marine Corps.

COI GOALS

- Develop Visual Information & Public Affairs COI Steering Committee
- Conduct Visual Information & Public Affairs COI environmental analysis and forecast
- Establish Visual Information & Public Affairs COI key stakeholders and relationships
- Develop integrated tiered program of continuous learning
- Create standardized Individual Development Plans
- Develop Award and Recognition Program
- Develop COI specific Mentorship/Coaching Program
- Develop Visual Information & Public Affairs COI Strategic Communication Plan
- Identify and join/attend professional associations and conferences

Notes





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www.manpower.usmc.mil/civilianmarine