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	Boards, Commissions and Committees USACE HUMAN RESOURCES DEVELOPMENT STEERING COMMITTEE	
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DEPARTMENT OF THE ARMY
U.S. Army Corps of Engineers
Washington, D.C. 20314-1000

ER 15-1-16

CEHR-D

Regulation
No. 15-1-16

1 April 1996

Boards, Commissions, and Committees
USACE HUMAN RESOURCES DEVELOPMENT STEERING COMMITTEE

1. Purpose. This regulation establishes the roles, responsibilities and composition of the USACE Human Resources Development (HRD) Steering Committee and abolishes the Corps of Engineers Training Issues Committee (CETIC) and the Career Development Council.

2. Applicability. This regulation applies to HQUSACE elements, major subordinate commands, districts, laboratories and field operating activities (FOA).

3. References.

a. AR 690-900, Chapter 410, Training.

b. ER 690-1-414, Proponent Sponsored Engineer Corps Training.

4. Roles and Responsibilities.

a. The principal role of the HRD Steering Committee is to establish corporate direction and goals for individual and organization development. The committee will foster training program development, review and evaluate Corps training and development efforts, and recommend appropriate actions to be taken. The HRD Steering Committee will:

(1) Determine areas of training emphasis for the future (for example, three to five years from current year, based on future missions, priorities and directions.

(2) Recommend and/or make selection of nominees for long-term training (LTT).

(3) Determine and assess need for USACE-wide developmental programs.

This ER supersedes ER 15-1-16, 15 April 1993.

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b. The HRD Executive Secretary will solicit USACE Training issues (problems or issues involving development of the Corps workforce) for consideration by the HRD Steering Committee. In addition, the Director, CE Training Management Division (CEHNC-TD) and the Director, Center for Public Works may submit operational training issues for consideration to the Executive Secretary (ATTN: CEHR-D). The Executive Secretary will assemble the training issues received and prepare background information, if appropriate, for each issue. This background information and recommended agenda will be forwarded to the chairperson for review and approval. The HRD Steering Committee will meet as necessary, convened by the chairperson.

5. HRD Steering Committee.

a. The Deputy Commanding General, USACE, will hold the position of HRD Steering Committee Chairperson. The HRD Steering Committee will be composed of a chairperson and voting members. Each member will have one vote. If necessary, the chairperson will break a tie-vote. Six members will constitute a quorum.

b. The incumbents of the following positions are voting members:

Director, Military Programs
Director, Civil Works
Director, Information Management
Director, Real Estate
Director, Resource Management
Director, Research & Development
Director, Human Resources
Chief, Office of Equal Employment Opportunity
Principal Assistant Responsible for Contracting
Chief Counsel

c. The Director, CE Training Management and the Director, Center for Public Works will serve as educational advisors to the committee.

d. A member of the Human Resources Development Division (CEHR-D) will act as Executive Secretary to the committee.

6. HRD LTT Subcommittee.

a. A role of the HRD Steering Committee involves the recommendation and/or selection of nominees for long-term training (LTT).

b. The subcommittee is responsible for reviewing LTT nominations. Selections will be made on a competitive basis according to selection criteria established for each LTT program. These criteria are published in ER 350-1-416, and in periodic announcements by HQDA.

c. Each HRD Steering Committee member may sit on the LTT subcommittee or select a representative to hold his/her seat on the subcommittee. The subcommittee will elect a chairperson from within the committee.

d. The Executive Secretary for the subcommittee on LTT shall be provided by the Directorate of Human Resources.

7. Alternates. Due to the need for corporate-level perspective and guidance, the use of alternate or substitute members, designees or representatives is discouraged (except for the HRD LTT Subcommittee.) However, when a HRD Steering Committee member or subcommittee member cannot attend a meeting, he/she may send a substitute. HRD Steering Committee members are encouraged to send substitutes capable of demonstrating a corporate perspective. Such individual(s) will be able to vote in lieu of the regular member.

FOR THE COMMANDER:



ROBERT H. GRIFFIN
Colonel, Corps of Engineers
Chief of Staff