



# Integrated Prevention Advisory Group (I-PAG)

# **Integrated Prevention Division**

Office of the Deputy Chief of Staff, G-9 (Installations)
13 December 2023

#### **G-9 Mission**

The DCS, G-9 leads integration across the Army enterprise to modernize installations, enhance quality of life, and develop and implement policies, plans, and programs that enable the Army to recruit, train, deploy, fight, and win.

### **G-9 Vision**

Dedicated professionals driving excellence across the Army Installations Enterprise to support Soldiers, families, and Army civilians wherever they train, work, and live.



# Workforce Structure and Roles



### Strategic (Headquarters)

- · Synthesizes data and research
- Translates findings into policy and guidance
- Provides tools and technical assistance to the operational level

#### Roles:

- Prevention Director
- Deputy
- Supervisory Integrated Prevention Specialist
- Prevention Integrators
- Evaluation Specialist
- Data Scientists (linked to Commands)

# Operational (e.g., Commands)

- Applies strategic guidance to their sphere of influence
- Provides tools and technical assistance to the tactical level to facilitate the execution of the strategic guidance.

#### Roles:

- Supervisory Prevention Program Managers
- Prevention Support Specialists

# Tactical (Installations)

 Requires collaboration and facilitation skills as well as the ability to apply the strategic guidance, tools, and technical assistance to their organization

#### Roles:

- Supervisory Prevention Specialists (Prevention Leads)
- Prevention Specialists (Deputy)
- Prevention Implementation Specialists



# Workforce Implementation



FY 23-27

Presidential Management Fellowship

Career Ladder

Interns

Recent Graduates

FY 22 Phase 1 Implemented

FY 23-26

Phased Implementation

(conditions based)

FY 23-24 Phase 2.1 & 2.2 Implementation

FY 23-24

ORISE Fellowship
Available

FY 27 Full Operating Capability



# **Phase 1 Locations**





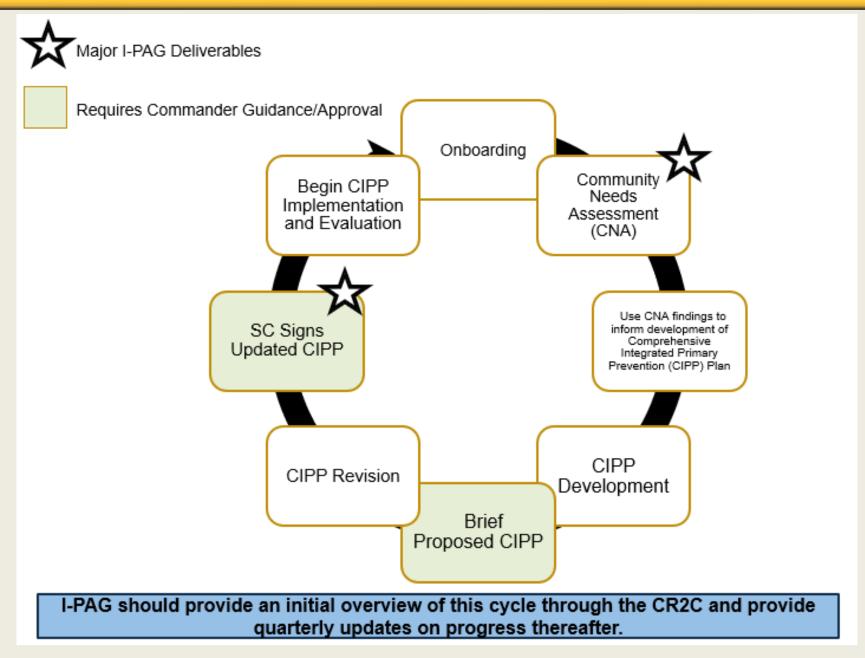






# **Major Workforce Milestones**







# Phase 1: Lessons & Growth Strategies



### Hiring

- Allow more time to hire
- Identify "right" talent (e.g., teams balanced with public health science backgrounds and Armyspecific knowledge)
- Hire Prevention Leads first

### Roles and responsibilities

Publish workforce guides to further refine roles and responsibilities over time

### Knowledge, skills, and abilities of I-PAG

- Technical assistance visits (TAVs) can provide training on primary prevention in the Army but cannot replace formal education and experience
- Required continuing education will be needed to strengthen workforce competencies

## Army-level policy

Formal policy is needed to direct workforce and leader actions



# Phase 2 Approach

Phase 2 is being implemented with a phased approach, based on lessons learned from Phase I with the goal of providing subject matter prevention expertise and avoiding stress to local labor markets.

- The proposed distribution locations for Phase II is aligned to the OSD guidance and is based on installation size, risk levels, sexual assault prevalence, climate survey scores, and complexity.
- USA Memo: Integrated Prevention Advisory Group (I-PAG) Phase II Hiring Approach
  - Phase 2.1 created a new tactical level prevention capability at 47 locations by allocating one billet each to hire a Supervisory Prevention Specialist (Prevention Lead).
  - Phase 2.2 is conditions-based on the completion of Phase 2.1 and allocates each location one additional billet to hire a Prevention Specialist (Prevention Deputy).
  - In Phase 2.3 new I-PAG teams will build capacity by building relationships with commands, familiarizing leaders with prevention work, and studying the location's command climate and the population's needs. This process will feed into a formal needs assessment and combine with command feedback that will allow the Directorate of Prevention, Resilience, and Readiness Integrated Prevention Division to provide recommendations for future manning.



# **Phase 2 Locations**





Workforce will be hired at 47 Army installations









