

Useful Links

♦ National Defense Strategy

Dental Corps

- ♦ Army Dental Corps
- ♦ Dental Directorate SharePoint
- ♦ Dental Corps History

HRC/Personnel Links

- ♦ HRC (DC OPMD)
- ♦ AIM 2.0
- ♦ IPPS-A
- ♦ AMEDD Command Management
- ♦ My Board File
- ♦ LTHET FY24 Results

Dental Education/CE

- ♦ USU Postgraduate Dental College
- ♦ AMEDD Library
- ♦ Forensic ICT Link

Patient Safety/Infection Prevention and Control

- ♦ MHS Patient Safety Program
- ♦ Infection Control
- ♦ CDC - Dental settings
- ♦ The Joint Commission- Dental

DHA

- ♦ Dental Operations Support Branch
- ♦ DHA Dental Roster



AIM 2

WHAT : The Assignment Interactive Module 2

WHO: Active Duty Officers, in particular those identified for YMAV 2025

WHERE: Online, [AIM 2 EULA \(army.mil\)](#)

WHEN: When your Year/Month Available to Move (YMAV) group opens or as an aid to help plan your career

WHY: This special edition will enable you to ask the right questions as you prepare for PCS, be comfortable using the AIM system, and show you all the tools available to you.

- 1) Understand the Process
- 2) Understand how to rank places that are good for you and your family
- 3) Understand the things that are out of your control
- 4) Understand the tools available to help you build the career that you want

What are people saying about

AIM2?

AIM2, how long for results

“ This AIM2 process blows. How long after the market closes will it generally take before you are notified that you did not get any of your top 57 choices?

One thing that sucks about this process is instead of just one fleeting moment of disappointment when Branch informed you for your next assignment, you now get multiple days of disappointment every time a unit says thanks but no thanks.”

“ AIM isn't perfect. But even with all its shortfalls it's significantly better than how assignments used to be run. If you were lucky you might get three options from branch, other times it was "this is where the Army needs you, thank you for your service." When asking for an assignment that would take me to Afghanistan instead of Polk I was literally told just that. With AIM we atleast have visibility on every opportunity out there and the chance to succeed, or fail on your merits. It can be stressful as hell, and frustrating, but atleast we now have some hand in our destiny. ”

“ For top performers, AIM2 is great because now you can see all the available assignments and actually have a decent shot at contacting and competing for those lesser known locations/Commands. Most people think they're above average when in reality, we're more average than we think we are. So, when it comes to applying for jobs, it's definitely very disappointing seeing that units aren't biting or even interested.”

Sources: Reddit



WHAT DO THE FIGURES SAY

ABOUT AIM 2?

The idea behind AIM 2 was to create a more market-style hiring system with the intent of better connecting officers and units. AIM 2 allows officers to showcase their distinct knowledge, skills, behaviors, and preferences. This enables units to find officers whose talents best match their specific operational needs. Additionally, pairing officers with roles they have deemed suitable enhances job satisfaction and maximizes the potential for mission success.

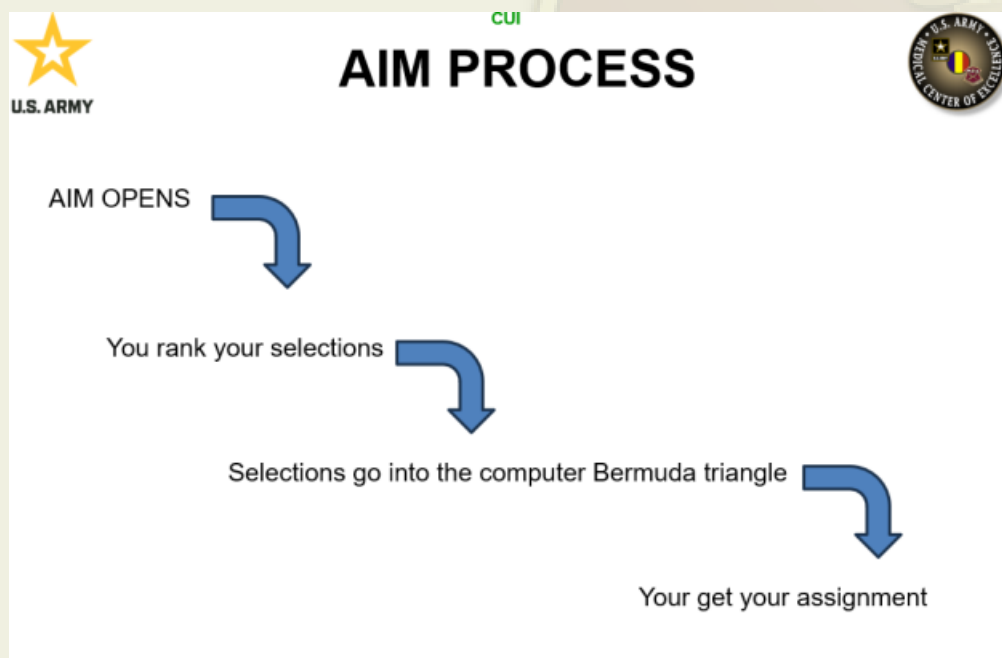
Risks of unanticipated manning shortages require the system to try and fluctuate with military demands. For officers, this means, that the needs of the Army is still top priority while dynamically balancing career growth and supporting the overall readiness of the Army.

After the first utilization of the Army Talent Alignment Process in 2020, it was noted:

- 1) Nearly all eligible officers and units participated at 95% and 98%, respectively.
- 2) Orders were released at a faster rate.
- 3) More than 55% of officers got their #1 choice of assignment while 80% got something from their top 10% of preferenced jobs.

Some officers have published their personal experiences using the system in online forums. Ultimately, many expressed that there was a healthy amount of skepticism about the program but found that it often aligned skills, behaviors, and interests to the needs of the Army. However, Soldiers need to be willing to seek tough assignments to prepare for future responsibilities, prioritize the job over location, and even be bold enough to reach out to the contacts at the units to ask the burning questions they may have.

UNDERSTANDING THE PROCESS



Sources: https://www.army.mil/article/232041/more_than_half_of_officers_receive_top_choice_in_first_atap_cycle
<https://fromthegreennotebook.com/2021/03/15/aim-2-0-your-one-stop-shop-for-talent-management/>



UNDERSTANDING THE PROCESS

1) Set the Market

- Building a strong resume is a crucial step for any officer looking to advance their career, and it is never too early to start this process, even if you are not part of the upcoming move cycle. Your resume serves as your initial handshake with the recruiting unit, making it essential to present yourself in the best possible light. Ideally, your resume should reflect information that is different from what is observed in your STP/ORB. In short, officers who maintain an updated resume in AIM are significantly more likely to receive favorable consideration from recruiting units compared to those who do not.
- Ensure all records are updated including medical, EFMP, immunization, etc.
- For those considering FSTE, ensure you have abided by HRC/Army Regulation for appropriate communication prior to the opening of the market.

OFFICER SELF-PROFESSED KNOWLEDGE, SKILLS & BEHAVIORS							
ORB TYPE AIM	BRIEF DATE	FUNCTIONAL CATEGORY	DESIG DATE	ENTL BRANCH OR STUDIES	COMPONENT RA	AD GRADE - ACOR	NAME
SUMMARY			EDUCATION				
<ul style="list-style-type: none"> What sets you apart from your peers? Summarize your overall skills, desires, career goals. Include information that makes people want to read more. What kind of job are you looking for next? What opportunities do you want to be considered for? (i.e. KD, command, aide de camp, speechwriter, WIAS, etc.). What are your career aspirations 5-10 years out? 			<ul style="list-style-type: none"> Include civilian and military education that is not listed on your ORB (i.e. 30 credits in graduate program, cyber courses, etc.). Describe any significant educational information that goes beyond your degree title (i.e. thesis topic, area of specification; internships; etc.). How have you used your education opportunities to improve the Army, your branch, or your unit? 				
CIVILIAN			ASSIGNMENTS				
<ul style="list-style-type: none"> What work have you done to better the community? How did you solve a problem? What were the results? How have you improved civilian-military relationships? Have you organized or participated in unit events that served the community? Do you have a leadership position in any civilian organization? (i.e. schools, sports, etc.). 			<ul style="list-style-type: none"> What key experiences/accomplishments do you want to convey from your past assignments? Review your OERs for potential input. What did you accomplish, how did you make an impact in key assignments? Highlight assignments that prepared you for the future jobs you want. 				
ADDITIONAL SKILLS & CERTIFICATIONS			CULTURAL EXPERIENCES & TRAVEL				
<ul style="list-style-type: none"> List any articles/writings you have published. List any military or civilian certifications that are not listed on your ORB. Include certifications you are working toward. Do you have a unique skill you have used to improve the Army, your branch, or your unit? 			<ul style="list-style-type: none"> How have you used your experiences/travel to improve the Army, your branch, or your unit? What have you done or experienced that sets you apart from your peers? Do you have any unique experiences that makes you better suited for the jobs you want? 				
LANGUAGE			REFERENCES				
Language	Description		Name	Org (Duty Title)	Email	Phone	
	List all languages you have studied and/or languages in which you are proficient, that are not listed on your ORB.		<p>Ensure your references know they are listed – if someone contacts them and they do not remember you or do not respond, it may not reflect well on you.</p>				



• There is no one "right" way to fill out your resume. This is "a way" to fill out a resume, and not the only way.

• Feedback from the field varies. Some units prefer short and concise (bullet format) while other units prefer long and detailed resumes (narrative format).

• Craft your resume to illustrate your experiences and tailor it to your prospective positions.

• The AIM resume is just the start. Personal contact and interviews often give a more in-depth look into an officer's experiences/skills and create a more lasting impression on a unit.

• Officer KSBs do not appear on the resume, but are viewable and searchable by units. Find available KSBs at the following link: <https://www.milsuite.mil/book/docs/DOC-635623>.



UNDERSTANDING THE PROCESS

2) Open Market

- Preference your job vacancies. This includes screening the position for qualification, special consideration, and consider ranking all possible positions. The sooner an officer preferences assignments, the sooner units will see their interest. Remember, you can update your preferences at any time until the market closes. You should consider maximizing your signal and rank all possible positions that are available to you.
- Reach out to the unit POCs and incumbents to open dialogue. Ensure you are preferencing a position that fits your career and family ambitions. Reaching out to units that you are interested in and asking questions could help you separate yourself from the crowd. Keep in mind that personnel management cannot guarantee that officers will always receive their more preferred assignment as multiple factors are taken into account including developmental opportunities, required skills, and programs like the Exceptional Family Member and Married Army Couples programs.
- Participate in interviews.

1 Clear All Preferences: allows users to clear (reset) all preferences from their marketplace.

2 Talent Marketplace

3 Popularity: provides the number of officers that have preferred that assignment in their top 10.

4 Unit Activity: has two numbers (0/0). The first number in the unit activity tab depicts the number of officers a unit has preferred for that assignment. The second number represents the total number of officers available to apply for that position. If the numbers read 0/0, the unit has yet to open that assignment to view officers available for preferencing.

5 The "Unit Interest" column informs the officer that a unit has preferred him/her.

6 Interest: where officers can rank-order their preferences. The top three choices or top 10% (whichever is greater) send the signal to units that the officer is interested in their unit.
Note: Assignments that have the "X" icon in the "Interest" column have been removed from the market and are no longer available for preferencing.

7 Labels are guides (filters) provided to direct an officer's attention to certain jobs that align with career progression.

8 The "i" icon provides position information, unit information, KSBs, unit comments, and the incumbent for a particular position.

Job Title	Unit Description	Location	Grade	Sub	Popularity	Unit Activity	Unit Interest	Interest	Labels	i
EXECUTIVE OFFICER	3002 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3007 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3008 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3009 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3010 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3011 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3012 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3013 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3014 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3015 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3016 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3017 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3018 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3019 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				
EXECUTIVE OFFICER	3020 BN BN ENGINEER BATTAL	FT GORDON, GA	MAJ		100	0/0				

U.S. Army Human Resources Command "Soldiers First" //UNCLASSIFIED// PED LEVEL 2 POC: MAJ Chad Henderson (502) 613-6858 as of 7 Oct 19



UNDERSTANDING THE PROCESS

BLUF: There are some factors that you have no control over.

- 1) Programs including:
 - MACP, EFMP, Family Stabilization programs all get priority.

Therefore, you should consider:

- 1) Learn how to promote yourself and what you bring to the table- this is like the NFL draft. Learn to increase your draft value.
 - Sell yourself. What do you bring to the table?
- 2) Look at assignment locations differently. Not just the location but practice quality, mentorship availability and Command.
 - Find out: What are the primary needs at that duty location?
 - Schedule a teams or phone conversation with pertinent POC(s)
 - Other questions to consider asking:
 - What is the dental staffing condition there?
 - What are the dental procedures that are common for my AOC?
 - How satisfied are you/doctors with their clinical practice?
 - Is there mentorship available?
 - How is the Command climate?

FACT OR CAP?

Fact or Cap: I cannot get in touch with the POC listed on my marketplace (or one is not listed). So, I cannot talk to anyone from that unit since it was not listed.

- ♦ **CAP!** If you go to the G3-5-7 site, you can see the DENTAC Rosters; <https://amp.health.mil/sites/G357/DentalCareDelivery/Lists/DHCDENTAC/Site%20HQ.aspx>

Fact or Cap: I don't have anyone who mentors me regularly. So, I have to do all my own research to figure out what works best for me.

- ♦ **CAP!** While it is in the officers' interest to reach out to units you want to be a part of and do your own research to understand where you are going, you can also utilize your consultant to better guide you.

Fact or Cap: I can call the units/POCs listed on my AIM marketplace.

- ♦ **FACT!** As a matter of fact, we encourage personnel to reach out to units to ask questions based on their professional and personal goals.

Fact or Cap: There is no AIM training available.

- ♦ **CAP!** There is training available on MilSuite: [IPPS-A/AIM 2.0 Talent Marketplace Training for ... |milBook Home \(milsuite.mil\)](#)



FACT OR CAP?

Fact or Cap: I really want to work with Graduate Dental Education Programs. But, I can't easily get a GDE spot because it is not published when those positions become available

- ◆ **CAP!** As a matter in fact, you can view GDE Positions in AIM, who is currently in them, and their projected YMAV. See steps below. Please know that this can be a little outdated. However, this information helps you build the career that you want. Program Director positions, however, are often an exception to AIM.
- ◆ The GDE faculty tracker shows who is currently in GDE positions with projected YMAV date. The Projected Vacancies from 2024-2027 document includes Regional Dental Commands, strategic billets, DENTAC Commands, TOE Commands, and staff/broadening lists. This document does not show dates but shows who is currently in positions, allowing you to reach out to personnel to see if you're YMAV aligns with your career goals. These can be a little out of date but in gives you a general idea of options that exist. See how to view GDE Openings below.
- ◆ For those who really have a passion for teaching in GDE, your consultant is the best person to verify when openings will become available at GDE locations. .

Fact or Cap: I will be doing a utilization tour since I completed a fellowship. So, I do not use the AIM system.

- ◆ **FACT!** Fellowship utilization can also be an exception to the AIM system. Also, you should know that low density AOC's are often coordinated with the consultant, career manager, and the officer.

The top screenshot shows the AIM system interface. On the left, the 'My Branch' menu is expanded, and 'Branch Documents' is highlighted with a red circle and an arrow. The main content area shows 'Officer Development' with a blue banner stating 'Below you will find information about programs available to officers.' and tabs for Education, Career Opportunities, Transition, and Other. Below these tabs, there are links for 'Active Component Intermediate Level Education (ILE)' and 'DA Form 1059-1 Message for ACS Students'.

The bottom screenshot shows the same interface, but with the 'Branch Documents' pop-up window open. The pop-up window has a title bar 'Branch Documents' and a close button. It contains the text 'The below is a list of documents published by your assignment branch:' followed by a table of documents.

Document	Uploaded
GDE Faculty Tracker AY24 10 OCT 2023.pdf	10/10/2023 4:06:44 PM
~Projected Vacancies 2024-2027 02 MAY 2024.pdf	5/2/2024 9:43:10 AM

The pop-up window also has a 'Close' button at the bottom right.



OTHER TIPS & INFORMATION

Know your YMAV

- ◆ Login to AIM
- ◆ Click Talent Marketplace
- ◆ See YMAV
- ◆ YMAV is based on several factors, such as, your DEROS, your special duty assignment tour length, any approved stabilization you may have, and when you arrived to your CONUS duty station. Most YMAVs are set to a 36 month time on station rule, with some exceptions.

Talent Marketplace

YMAV: 202507

You have been opted out of the current assignment cycle due to the reason lis

OPMD Rules of Engagement

- ATAP References:
 - Family Relocation Portal
 - HQDA EXORD 241-21
 - Maximize the Power of AIM2 KSBs for Your Resume (KSBs can now be up
 - The Army Talent Management Task Force
 - AIM Training Products
 - The Officer's Guide to ATAP
- Markets are built to allow officers the widest choice and preference of assignm
- The 25-02 Talent Marketplace Dates: 25SEP2024-12NOV2024
 - 25SEP2024-12NOV2024 Market: Officers and units numerically preferenc
 - communicate to make more informed preferencing choices.

Current Consultants:

Specialty	AOC	Consultant
COMPREHENSIVE DENTISTRY	63B	YARBROUGH LISA N
PERIODONTICS	63D	JOHNSON THOMAS
ENDODONTICS	63E	DUTNER JOSEPH
PROSTHODONTICS	63F	CHERRINGTON STEPHEN
DENTAL PUBLIC HEALTH	63H	COLTHIRST PAUL
PEDIATRIC DENTISTRY	63K	STARK THOMAS
ORTHODONTICS	63M	WEBER DIANA
ORAL & MAXILLOFACIAL SURGERY	63N	SERRA MARC
ORAL & MAXILLOFACIAL PATHOLOGY	63P	HAWIE JENNIFER
OROFACIAL PAIN		SMITH ALEXANDER
CHIEF, GRADUATE DENTAL EDUCATION		STARK THOMAS
GENERAL DENTISTRY ASSIGNMENT OFFICER	63A	WHITAKER, KIMBERYN

NOTE: Consultants can periodically change. The Corps will inform of changes as they occur.

Sources: <https://talent.army.mil/faq/>
<https://www.hrc.army.mil/content/ASK-EM%20FAQs>



CONTINUING EDUCATION

Discuss these opportunities with your Command and Professional Development Officer.

Captain Career Course (CCC)

Phase 1 is no longer required. Visit <https://www.atrrs.army.mil/atrrsec/> and search Course # 6-8-C22 for available dates. Submit signed DA3838 to HRC, DC Professional Development Officer.

MedXellence Course

The MedXellence course was mandated approximately 40 years ago to help meet prerequisites for senior level staff and command positions within the MHS. The most up to date scheduling information for MedXellence can be found at the following website: <https://medschool.usuhs.edu/pmb/education/medxellence>.

The website has the dates and registration links for the remaining MedXellence courses for the current fiscal year. Of note, the San Diego course is full, but there is still room at the San Antonio course at the end of this month and the Germany course in August.

Remaining 2024 class dates are:

1. **October - 21th -23rd, 2024** - Virtual Course

If you have other questions, please do not hesitate to contact the POCs below. Thank you for your assistance and interest.

POC: LT Goodrich or Mr. Tinling - tyson.goodrich@usuhs.edu; walter.tinling@usuhs.edu.

Intermediate Level Education (ILE)

The primary method of completion is distance learning ILE. Submit signed DA3838 to HRC, DC Professional development Officer.

Expert Field Medical Badge (EFMB)

EFMB training and information can be found on the U.S. Army Medical Center of Excellence website: <https://medcoe.army.mil/efmb>. Testing for EFMB is conducted annually at multiple sites across the Army.

Army Training Requirements and Resources System (ATRRS)

[Brigade Healthcare Provider Course](#)

[Tactical Combat Medical Course](#)

Defense Medical Readiness Training Institute (DMRTI)

[Combat Casualty Care Course \(C4\)](#)

Joint Medical Executive Skills Program

Visit <https://www.health.mil/Military-Health-Topics/Education-and-Training/LEADS/JMESI>



CONTINUING EDUCATION

for information on the following courses: Healthcare Management Course, JMESI Intermediate Executive Skills, Capstone Course for Military Health System Leaders.

Joint Senior Medical Leader Course

Capabilities Development Course

Defense Strategy Course

Army Ignited

Army Credentialing Assistance

General Questions to the Army Dental Corps:

usarmy.jbsa.medical-coe.mbx.dental-corps@army.mil

Global Health Engagement Updates:

<https://www.dvidshub.net/video/933486/global-health-engagement-marshall-islands-dental>

Army Dentistry at Work Podcast:

iTunes: <https://podcasts.apple.com/us/podcast/army-dentistry-at-work/id1536441689>

Spotify: <https://open.spotify.com/show/7Hsmc2LwT0OR43yI01ZD7k?si=2w0srT76TQi2knGTkaVwWw>

Stitcher: <https://www.stitcher.com/podcast/army-dentistry-at-work>

LibSyn: <https://armydentistryatwork.libsyn.com/website>

