FACT SHEET | Expanded Operational Stress Control

Expanded Operational Stress Control (EOSC) is a Peer-to-Peer program which integrates COSC practices with psychological resilience and mindfulness training to improve the psychological readiness and toughness of Sailors and units. Evidence-informed practices can enhance sailor resilience and toughness through adaptive coping, positive mindset, cognitive and behavioral regulation, problem solving, sleep, physical fitness, mind-body practices, and social support. EOSC is designed as a single comprehensive curriculum to increase resilience and strengthen toughness resulting in improved individual and unit readiness. NAVADMINS 222/19 and 332/20 mark the expansion of OSC and the way ahead for the Fleet roll out of EOSC.

What you need to know

Pilot

- A 12-month pilot was started in Oct of 2020 in order to demonstrate the capacity for this training to be effectively delivered to fleet commands. Data collection for that pilot is ongoing, and has already informed revisions to the EOSC curriculum. While outcome data related to destructive behaviors is premature, the qualitative responses from those involved in training has been consistently favorable. Sailors across all ranks have expressed that there is a real need for this type of programing.

EOSC Implementation

- The EOSC Training includes 14 modules which cover basic stress optimization techniques, resilience building, and command advisement.
- Previous studies have demonstrated that individuals trained in resilience can teach these skills effectively to others, providing evidence for the "Train the Trainer model". One of the advantages of the EOSC program is that it is modular and adaptable to the needs of each command. While the EOSC TL will receive training in all of the modules, the other members of the CRT will only require training in the modules relevant to their job. At a minimum this will include Buddy Care and Unit assessment. If any individual member of the CRT desires more training it is certainly available from the EOSC TL. Other scenarios where EOSC training may be delivered include Command Indoctrination, All Hands training events, or Divisional training events.

Sustainment

- EOSC will become a self-sustaining program within each command. OPNAV N17 and NCCOSC will also be establishing periodic engagement opportunities for Team Leaders (TL) to discuss challenges and share solutions. The TL will have access to the EOSC Support Center which contains a variety of materials and training aids. N17 has an EOSC Program Manager who is working full time to ensure resources are available. Finally, the program may adapt and change as new evidence and approaches become available. EOSC TLs will be offered updated materials as they are developed.

Rollout Plan

- The EOSC Program began rolling out with the release of NAVADMIN 332/20. From 6 July to 9 December 2021 OPNAV N17 will train Team Leaders and Assistant Team Leaders for every command in the Navy
- EOSC should be implemented in every command no later than January 2022
- Course is 2.5 days and conducted virtually by EOSC Training Facilitators

TL/ATL Registration

- Commands should identify their TL/ATL ASAP
- TLs must be E7 or above, or GS-11 and above, with 1 year left at the command
- ATLs must be E6 or above, or GS-11 and above, with 1 year left at the command
- Commands with a civilian population of 60% or more may appoint a civilian TL or ATL, however, wherever possible one of the two positions should be a uniformed member

Policy Guidance Links:

NAVADMIN 222/19	NAVADMIN 332/20	NAVADMIN 115/21

Q1. How do I register as a Team Leader (TL) or Assistant Team Leader (ATL)?
A1. Visit the following link:
https://esportal.med.navy.mil/bumed/rh/m3/m33/nccosc/activity/center/index.aspx

Q2. Where can I find more information?
A2. https://mynavyhr.navy.afpims.mil/Support-Services/21st-Century-Sailor/E-OSC/

Q3. When will this training be coming to my command?
A3. From 6 July to 9 December 2021 OPNAV N17 will train TLs and ATLs for every command in the Navy. EOSC should be implemented in every command no later than January 2022.

Q4. How long is the training course?
A4. The course is 2.5 days long and will be conducted virtually.

Q5. What is the expectation for TLs?
A5. The EOSC program will be taught to TLs and ATLs. Once trained the TL may return to the command and begin implementing the program. After that the expectation is the program will become self-sustaining and EOSC TLs will be expected to train their replacements. If a TL feels that additional support is required, they can reach out to the designated POC within either NCCOSC or OPNAV N17 to assist them. Once trained, EOSC TLs are expected to function as a member of the CRT. They may be requested to participate in the CRT Human Factors Council (CRTHFC) as well.

Q6. What do the modules cover?

1. Course Overview and Introduction
2. Stress and Resilience
3. Mindfulness
4. Valued Living
5. Emotional Intelligence (EQ)
6. Flexible Thinking
7. Healthy Behaviors
8. Problem Solving
9. Combat and Operational Stress First Aid (COSFA)
10. Core Leader Functions
11. Buddy Care
12. Unit Assessment
13. Stress-O-Meter
14. Program Implementation