



Army Civilian Senior Service College Fellowship Military Equivalent Education (MEL) – 1 Application

DAU Board of Visitors

May 17, 2011



Agenda

- Army Civilian Senior Service College Fellowship
 - Program Approval and Direction
 - Course Design
 - MEL-1 Crosswalk
 - Metrics
 - Outcomes
 - Impact



Senior Service College Fellowship Direction

AAE DIRECTION - July 1, 2005

The basis for this initiative is leadership training for civilians to prepare them for senior leadership roles such as PM/PEO. *“Do not do what other similar programs have done in the past and fall back into a technical ‘comfort zone’ and avoid leadership training.”*

MILDEP (LTG Yakovac) DIRECTION – December 1, 2005

Approved the deployment strategy to ensure it covers as much of the civilian workforce as possible and ensures fairness. This prototype will go to all Army “Mega Centers” or LCMC commands (AMCOM, TACOM and CECOM) for implementation.

At Full Operational Capability seek approval for Military Education level (MEL) - 1 equivalency.

- Ratified by MILDEP LTG Thompson, April 26, 2007
- Ratified by MILDEP LTG Phillips, April 2, 2010

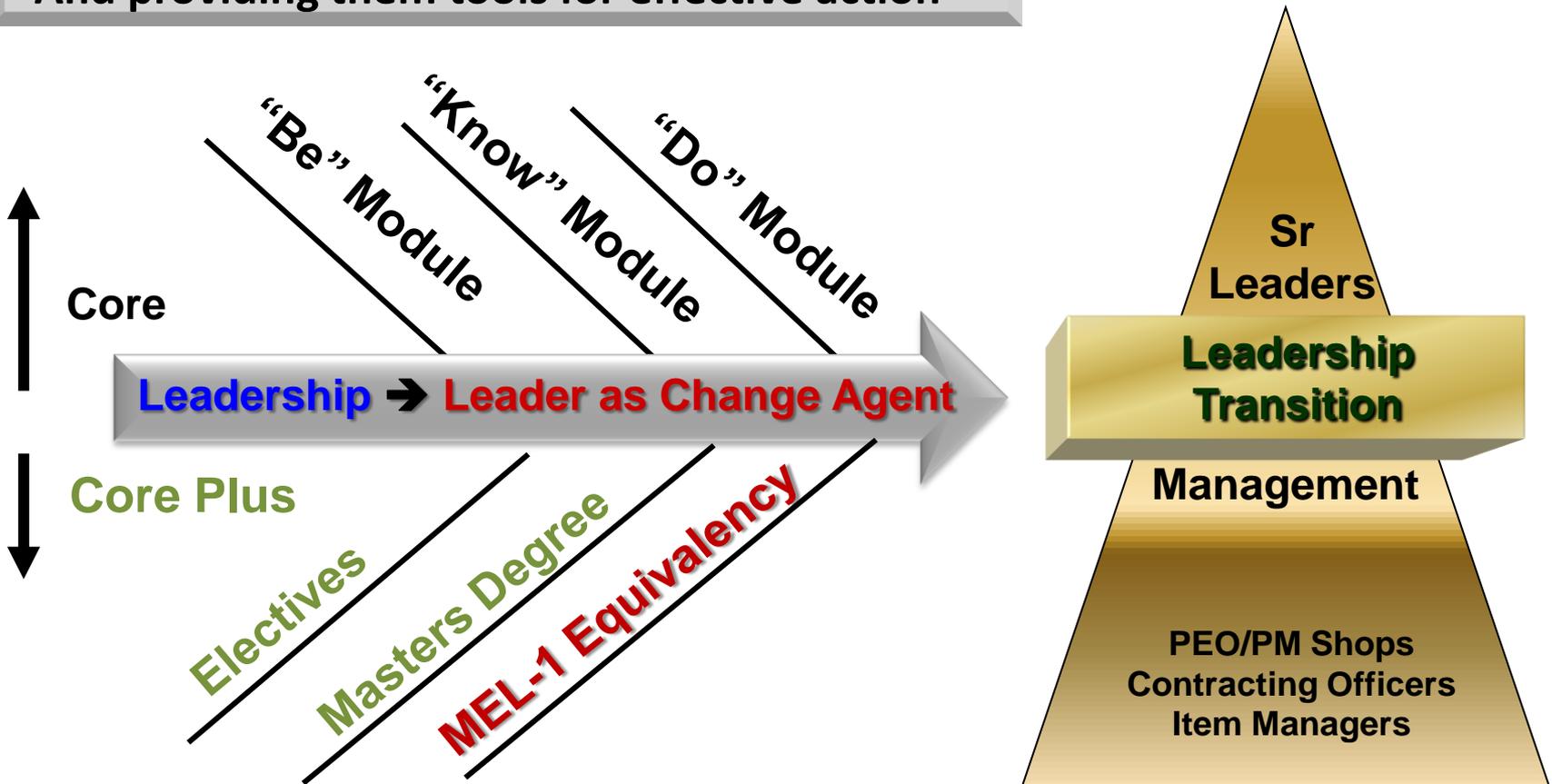
MILDEP (LTG Phillips) DIRECTION – November 5, 2011

“I will be the proponent for Army approval for Military Education level (MEL) - 1 equivalency”



Leadership is the Senior Service College Fellowship Backbone

- Helping them to better understand themselves
- The strategic environment where they work
- And providing them tools for effective action





Army/DAU SSCF Application for MEL-1

**Army/DAU SSCF content is greater than the required
Army War College (AWC) fifty percent**

Core Activities	AWC	CURRENT DAU
<i>Strategic Thinking</i>	X	X
<i>Theory of War and Strategy</i>	X	X
<i>Strategic Leadership</i>	X	X
<i>National Security Policy and Strategy</i>	X	X
<i>Theater Strategy and Campaigning</i>	X	
<i>Joint Processes and Landpower Development</i>	X	



Senior Service College Fellowship Operations

Efficiency: Service Delivery

- Students believe they got the benefit desired. LSS study showed **17% improvement in skills.**
- **Full Operational Capability - 2010** (AMCOM/CECOM/TACOM)
- Provided **67 graduates** to date (~3 times as many civilians as ICAF)
- Current class of **24 students** graduates in May
- 35% of cost of ICAF
- **MEL-1 Equivalency**
- **Executive Coach to 4 graduates** in key positions in 2009/10

Effectiveness: Outcomes

- **Three ACAT I PMs; One Product Manager**
- **Ten O5/O6 level PM /Alternate Selections**
- **67 leaders** trained and placed in key acquisition leadership positions
- ***Are they better leaders? Commanders believe they are improved (interview)***



Army/DAU Senior Service College Fellowship (SSCF) Impact

The effect of the SSCF on Army PMT 401 certification for civilians is similar to the Senior Service College Equivalency Impact

Average Military PM time in position is 23 months.

In 2008 the distribution of Army civilians was 38,689 to 1,580 officers (<4%) in the defense acquisition workforce.

With more officers assigned to support our US efforts in Iraq and Afghanistan, leadership for our major programs now rests more heavily on civilians with the Army recognizing the need for leadership training of key civilians.

Impact Of Army/DAU SSCF

PMT 401

	FY08	FY09	FY10
Military	37	38	37
Civilian*	8	9	6
SSCF	18	16	19
Total	63	63	62

* Includes ALL Army Regional, Belvoir & ICAF civilian participation

SSC

	FY08	FY09	FY10
Military	25	26	27
Civilian**	11	11	9
SSCF	18	16	20
Total	54	53	56

** Includes ALL Army War College, ICAF, & other Fellowships (TX, Harvard et al) civilian participation



Army/DAU Senior Service College Fellowship Successes



“Local Access geographically generated great interest by folks that otherwise would not take the course” ...“Mentoring program by senior leaders gave access that led to me hiring a fellow outside the PEO I would not otherwise have been exposed to” – Paul Begosian, Former PEO Army Aviation



“I’d love to see you take more of our people because I really believe the product you produce is so vastly improved from the person that you had when they walked through the door.” - Commanding General, AMCOM

“The SSCF is starting to change the culture ...” Deputy to the Commanding General, AMCOM



“The Fellowship grows civilian leaders for the materiel enterprise... to tackle big picture integration across the acquisition, logistics, and technology enterprise. This is a big deal. We’re off to a great start with this program and need to grow it to its full capacity...” Commanding General, TACOM

“I have seen a change in my fellows. They are more professional... I see growth.” Scott J. Davis, SES, PEO FCS

“The SSCF program was the best year of my career. It expanded my strategic level focus and changed my perspective in many areas. The mentoring and the speakers programs were especially beneficial.”

“This is an excellent program for high performing civilians. It was a challenge and got me outside my comfort zone.”

“The program was excellent – my mentors are responsible for a new clarity on my long range goals.”

