

U.S. Army Acquisition Leadership Challenge Program

U.S. ARMY ACQUISITION SUPPORT CENTER UPDATE

The “Acquisition Leadership Challenge Program” (ALCP) is the newest program to the Acquisition Education and Training Portfolio for the Army. Based upon the huge success the Air Force has enjoyed with ALCP, the Army piloted multiple offerings of the 2-1/2 day course in FY12. For FY13, the Army is bringing the course to you. For more information on how to apply, visit the U.S. Army Acquisition Support Center website: <http://asc.army.mil/web/career-development/programs/acquisition-leadership-challenge-program/>. Below are the FY13 ALCP training dates (by location):

DATE	OFFERING TYPE (ALCP I or II)	LOCATION
July 29-Aug. 2	Level I & Level II	Huntsville, Ala.
Aug. 19-23	Back-to-back Level I offerings	Aberdeen, Md.

AMC Fellows

The Army Materiel Command Fellows Program will terminate effective Sept. 30, 2013. During this time, AMC is taking the opportunity to restructure its entry-level recruitment efforts. AMC will use the Department of the Army Intern Program and Office of Personnel Management Pathways Program to build its successor workforce. When available, additional information and guidance will be posted at the following website: <http://www.amc.army.mil/amc/opportunities.html#careers>.

AF Migrates Civilian Personnel Records to OPM

AIR FORCE PERSONNEL CENTER PUBLIC AFFAIRS (APRIL 2, 2013)

Debbie Gildea

JOINT BASE SAN ANTONIO-RANDOLPH, Texas—The Air Force has migrated Air Force employee electronic official personnel folders to the Office of Personnel Management eOPF version, Air Force Personnel Center officials said today.

The eOPF is a secure, digitized version of a hardcopy personnel folder that contains official human resource records for each federal employee. The system enhances portability of civilian HR records and increases employee awareness and accountability through email notifications of personnel actions, said Sal Lara, the AFPC Civilian Future Operations Branch personnel systems project officer.

The eOPF system was developed to provide electronic official personnel files for all federal agencies and to simplify how employees access their own official personnel folders. It includes human resources records and documents related to federal civilian employees.

For Air Force civilian employees, AFPC will continue to manage personnel information, but the eOPF database will be controlled by OPM.

“There are significant financial savings and other efficiencies inherent in the change,” Lara said.

Migration to the OPM eOPF allows information to be transferred electronically between agencies and will provide employees with continuous electronic access to their records. It will also accelerate access to the OPF for new employees, and all employees will get email notifications when documents are added to the folders. Major command staff will be able to view OPFs across all the bases within their command, and finally the OPM eOPF reduces the need to physically store, print, and mail OPFs between agencies resulting in significant savings.

The migration will affect more than 153,000 civilian employees, and about 14 million documents.

“Although all civilians are affected, impact will be minimal,” Lara said. “The only difference between accessing an OPF then and now will be that OPM is hosting the OPF. To ensure all employees can easily access their file, we’ve sent an email to all civilian personnel with the website link and instructions on how to create their user account.”

For more information about the eOPF migration, go to myPers at <https://mypers.af.mil> and enter eOPF in the search window.

Voluntary Separation Programs Continue Through August

AIR FORCE PERSONNEL CENTER PUBLIC AFFAIRS (APRIL 5, 2013)

Debbie Gildea

JOINT BASE SAN ANTONIO-RANDOLPH, Texas—Eligible officers and enlisted members have until Aug. 1 to submit their application for separation under the fiscal 2013 voluntary force management programs, Air Force officials reminded airmen today.

Announced in February, FY13 force management programs support the Air Force effort to reduce manning to the authorized end-strength by Sept. 30.

Officer programs, available for specific year groups and overage career fields, include time-in-grade waivers for eligible lieutenant colonels, limited active-duty service commitment waivers, Palace Chase transfers to the Air National Guard or Air Force Reserve, and the 10 to 8 Commissioned Years of Service Waiver program.

Enlisted voluntary programs, for those who are not in critical specialties, include limited active duty service commitment and time-in-grade waivers, waivers to enlistment contracts, and Palace Chase transfers to the Air National Guard or Air Force Reserve.

Applications, due Aug. 1, must be submitted via the virtual Military Personnel File. Those approved for retirement must retire by Sept. 1. Separations must be completed by Sept. 29.

Airmen who separate or retire must attend the mandatory five-day Transition Assistance Program workshop. TAP helps airmen prepare for post-military life, offering instruction and guidance on resume development, job hunting, and more.

Full eligibility requirements and application procedures for officer and enlisted force management programs are available on myPers at <https://mypers.af.mil>. Enter PSDM 13-09 in the search window for officer programs and PSDM 13-10 for enlisted programs.

Air Force Officials Announce Civilian Reduction in Force

AIR FORCE NEWS SERVICE (APRIL 17, 2013)

WASHINGTON—In a continuing effort to meet the Department of Defense funding targets in the FY12 President's Budget and re-balance the civilian workforce, approximately 60 Air Force installations will implement civilian Reduction in Force authorities effective through about Aug. 23, to assist in the placement of employees not assigned against funded positions (termed "surplus employees").

These actions started in FY12 and are not related to the current sequestration actions.

To meet the funding targets in the FY12 President's Budget, the Air Force was required to reduce more than 16,000 civilian positions. The Air Force was able to successfully reduce approximately 15,000 positions minimizing adverse impact to civilian personnel, but now needs to use RIF authorities, which will provide options to help place most of the remaining civilians on unfunded positions.

RIF procedures allow greater flexibilities for employees to be placed at their installations and still retain their grade or pay. In addition, the use of RIF procedures allows for eligible employees who cannot immediately be placed in local vacancies to be registered in the Priority Placement Program (PPP).

"Voluntary efforts to balance the civilian workforce in FY12 have gotten us significantly closer to funded levels, but we

still have a way to go in placing the number of surplus employees to funded vacancies, and RIF authorities will enable us to achieve that goal," said Brig. Gen. Gina Grosso, the director of force management policy for the Air Force.

"The Air Force recognizes and strives to balance the invaluable contributions of our civilian workforce with the fiscal realities under which the Department of Defense and the government as a whole are operating. We continue to focus on minimizing the impact on our current civilian workforce and their families."

As the Air Force continues to shape the workforce, starting the RIF procedures will provide installations greater flexibilities to further realign and rebalance the civilian force.

"Usually a reduction in force has negative perception, but the use of RIF procedures will allow many employees to be retained and continue employment with the Air Force," Grosso said. "We want to assure everyone involved with this process that we remain committed to minimizing the impacts during these times of transition."

The processes available use reduction in force procedures to determine employee placement rights into vacancies as well as provide the flexibility to waive qualifications to create more placement options.

RIF implementation is separate from current sequestration actions.

For information about civilian employment, reduction in force, and other personnel issues, visit the Air Force Personnel Service website at <https://mypers.af.mil>.

First Lady Unveils Certification Plan for Veteran Jobs

AMERICAN FORCES PRESS SERVICE (APRIL 29, 2013)

Terri Moon Cronk

WASHINGTON—First Lady Michelle Obama today unveiled the new Information Technology Training and Certification Partnership to put thousands of service members to work with industry-recognized IT certifications in hand before they leave the military.

Obama, who made the announcement at the White House Forum on Military Credentialing and Licensing at the White House, said a public-private partnership will offer the certification program.

"This new partnership will provide up to 161,000 service members with the chance to gain the certifications they need for 12 different high-demand, high-paying technology

careers ... from IT security analysts to computer programmers to quality assurance engineers," she noted.

The program is expected to garner more than 1.8 million jobs by 2020, with salaries of more than \$81,000, a White House fact sheet indicated.

"More than 1 million service members will be hanging up their uniforms and transitioning to civilian life ... on top of the hundreds of thousands of veterans and military spouses already out there looking for work," the first lady said.

Obama said that too often, men and women in uniform come home to find that the training and experience they've received in the military doesn't count toward civilian employment, "or they discover that the credits they've earned in military courses don't transfer when they enroll in college, so they're turned away from jobs that they're more than qualified to do."

Obama called military members highly skilled, hard-working, and dedicated people.

The new credentialing initiative is in line with President Barack Obama's partnerships with the manufacturing sector for service members to gain high-demand advanced manufacturing certifications. It also ties in with the recently developed DoD Military Credentialing and Licensing Task Force, and the first lady's February challenge to governors to take executive or legislative action for service members to get the credentials they need to transition to the civilian labor market by the end of 2015.

"We're here today ... not just for our veterans and our military families, but for our economy and for the future of our country," Obama told members of four roundtables who helped to launch today's event and will work to streamline the credentialing program.

Members of the roundtables represented the Defense Department and the military services, the private sector, industry trade associations, unions, educational institutions, state legislatures, veterans service organizations, and state licensing boards.

"In recent months, we've seen leaders across this country starting to solve this problem," Obama said of veteran unemployment. "We have seen dozens of governors and state legislators passing laws that clear away all the red tape so



First Lady Michelle Obama delivers remarks at the White House Forum on Military Credentialing and Licensing, in the Eisenhower Executive Office Building South Court Auditorium, April 29, 2013. The First Lady announced the IT Training and Certification Partnership, a new public-private partnership that will enable thousands of service members to earn industry-recognized information technology certifications before they transition from military service.

that veterans and military spouses can get the licenses they need for the jobs they're qualified for."

Obama emphasized that changing laws is just the beginning, noting that "even the best laws in the world won't make a difference until companies are actually making those job offers, schools are accepting those credits, and our veterans and military spouses are actually collecting those paychecks that they need to take care of their families."

The first lady encouraged roundtable members to work together to find the gaps in the veterans unemployment system and find ways to close them, and to share ideas.

"If you have a program or a curriculum that's working at your school, hospital, or company, we want you to share the information here. Tell people about it, ... because we have to be prepared to accept our military members, our veterans

and service members wherever they land in this country after their service," she said.

Industry leaders that will help support the initiative are Cisco Systems, Microsoft Corp., Oracle, CompTIA NetApp, Hewlett-Packard, Futures, Global Knowledge, Gogo Training and SANS Institute and Global Information Assurance Certification, according to White House officials.

"We are not going to stop until all our veterans and military families have good jobs ... jobs they deserve ... jobs that they've earned, jobs that will help them build their careers and create a better future for their children," Obama said.

Officer Development Program Applications Due

AIR FORCE PERSONNEL CENTER PUBLIC AFFAIRS (APRIL 30, 2013)

Debbie Gildea

JOINT BASE SAN ANTONIO-RANDOLPH, Texas—Officers considering 2014 advanced academic degree and experience broadening programs have a narrow application window, which is currently open, Air Force Personnel Center officials said.

In addition, mobility pilot, intelligence, space, missile, weather, cyber operations, munitions and missile maintenance, logistics readiness, security forces, civil engineer, personnel, chaplain, scientific/research, developmental engineering, acquisition, contracting, finance, and special investigations career field officers may be able to apply for one or more developmental programs.

Officers may also apply for instructor pipeline programs with the U.S. Air Force Academy and Air Force Institute of Technology, said Sophia Barnard, a member of the AFPC staff and special duty assignments branch.

"We deliberately develop airmen by focusing on the right education, training, and experience at the right time in their careers," Barnard said. "This program supports the Air Force continuum of learning and helps us foster warfighting competencies in world-class leaders."

Available programs include the Air Force Institute of Technology or Naval Postgraduate School, Education with Industry, Space Lift Education and Crossover Program, Space Acquisition Exchange Program, Acquisition and Intelligence Experience Exchange Tour, Acquisition and Logistics Experience Exchange Tour, Comptroller Operation Logistics Tour, U.S. Marine Corps Expeditionary Warfare School, Missile Operations and Missile Maintenance Exchange Program, and the Information Officer Engineering Exchange.

Officers must submit a completed Air Force Form 3849, PME/AFIT/RTFB Officer Worksheet, to the appropriate agencies by suspense dates identified in the 2014 AAD/SPEED Guide, available on the myPers website.

For more information and complete application instructions, go to <https://mypers.af.mil> and enter "AAD/SPEED" in the search window.

New Workforce Development Program Coming for AFMC Maintainers

CHIEF, AIR FORCE MATERIEL COMMAND LOGISTICS FUNCTIONAL OFFICE (MAY 9, 2013)

Sandra B. Wimberly

WRIGHT-PATTERSON AIR FORCE BASE, Ohio—A new career development program has been deployed to the Air Force Materiel Command maintenance community. The Maintenance Workforce Development Program is being implemented to provide a standard approach and increased opportunities for maintenance personnel to broaden their careers.

The Logistics Advisory Council identified a need for development programs particularly focused on the federal wage system community, and issued a call for action.

According to Lorna Estep, AFMC deputy director of logistics and co-chair of the LAC, "AFMC needs a standardized training and workforce development approach in place. We need to take the time now to develop programs and broaden opportunities for our employees to gain the knowledge and skills needed for future enterprise logistics roles."

With this general vision, the LAC chartered an integrated process team to look into current development efforts and propose a standardized approach. The IPT was led by the AFMC Logistics Functional Office with representatives from each of the command's air logistics complexes (Hill AFB, Utah; Tinker AFB, Okla.; and Robins AF, Ga.), as well as Edwards AFB, Calif.; the Air Force Personnel Center, and AFMC's Directorate of Manpower, Personnel and Services.

Over the past 18 months, the team reviewed career development programs ongoing at each of the air logistics complexes and identified best practices, which helped the team define the MWDP concept. The MWDP provides a multi-tiered approach for professional development. The first tier, modeled after the Air Force Developmental Opportunities Program and the Tinker Opportunities for Professional Service, is called the GS Developmental Opportunities Program (MWDP-GS) and is targeted toward FWS and lower grade general schedule employees. Under this program, FWS and

lower grade GS employees may apply and be competitively selected for developmental positions (GS-05 target -09) within the maintenance area.

There are currently five occupational series eligible for the MWDP-GS: GS-0301, Miscellaneous Administrative; GS-0343, Management and Program Analyst; GS-0895, Industrial Engineer Technician/Planner; GS-1152, Production Control; and GS-1670, Equipment Specialist. When a vacancy becomes available in one of these five series, the hiring official will make a determination as to whether the position could be filled as a developmental program position. If so, the position will be re-designated and advertised for fill action as an MWDP developmental position. Once selected, the employee will be placed on a Formal Training Plan to guide development and will be provided with quarterly feedback to ensure successful progression.

The FTP identifies required training geared for a specific job series that all personnel selected for MWDP-GS will complete, along with duty-specific tasks and training as determined by the supervisor. In order to be promoted, an employee must spend at least one year time-in-grade in the position and must successfully complete the training requirements identified in the FTP. This cycle will continue until the employee reaches the target grade of the position. Civilian employees interested in a developmental position within maintenance should monitor the USAJOBS website for announcements and follow the instructions on the job announcement to apply.

The second tier of the MWDP is designed for Wage Leader development. IPT members interviewed supervisors at their respective locations and collected information concerning common knowledge gaps with newly assigned WLs. That information, along with training identified that could be used to close the gaps, culminated in the Wage Leader Development Program (MWDP-WL). The MWDP-WL includes a series of developmental courses new WLs must complete to help provide the knowledge and skills needed to succeed in the new position and assists with making the transition from mechanic/worker to leader. Under this program, new WLs must complete the identified training within one year of assignment.

"We applaud leadership's desire to develop our maintenance workers and provide them a path to transition to the general schedule," said Troy Tingey, American Federation of Government Employees Council 214 president, during a briefing on the program. "A program like this has been needed for a long time."

For the maintenance WG and WL communities, MWDP offers a great opportunity for professional, as well as personal, growth. The MWDP applies only to the air logistics complexes; however, other AFMC maintenance organizations may adopt the program if desired. For more information, see AFMCI 36-2602, Maintenance Workforce Development Program, which was published March 1, 2013, and provides eligibility requirements and other program information. Or, contact your local MWDP point of contact (Hill AFB, Kevin Moore and Steve Tharp; Tinker AFB, Beverly Brown and Barry George; Robins AFB, Abe Banks; HQ AFMC/A4, Sandra Wimberly and Steve McBride).

Hagel Issues Memo Directing Preparations for Civilian Furloughs

AMERICAN FORCES PRESS SERVICE (MAY 14, 2013)

WASHINGTON—Defense Secretary Chuck Hagel announced today that he has signed a memorandum directing defense managers to prepare to furlough most Defense Department civilian employees for up to 11 days between July 8 and the Sept. 30 end of the fiscal year.

This memo directs defense managers to prepare to furlough most Department of Defense (DoD) civilians for up to 11 days. The schedule for furloughs, and some specific exceptions, are described later in this memo and in the attachment. I have made this decision very reluctantly, because I know that the furloughs will disrupt lives and impact DoD operations. I, along with the senior civilian and military leadership of the Department, have spent considerable time reviewing information related to the need for furloughs, and I would like to share with you the reasoning that led me to this difficult decision.

Major budgetary shortfalls drove the basic furlough decision. On March 1, sequestration went into effect across the federal government. DoD's budget for FY 2013 was reduced by \$37 billion, including \$20 billion in the operations and maintenance (O&M) accounts that pay many of our civilian workers. In addition, because our wartime budget is also subject to sequestration, we must utilize funds originally budgeted for other purposes in order to provide our troops at war with every resource they need. To compound our problems, when we estimated future wartime operating costs more than a year ago, we planned on fuel costs below what we are currently experiencing. Taken together, all these factors lead to a shortfall in our O&M accounts of more than \$30 billion—a level that exceeds 15 percent of our budget request, with fewer than six months left in the fiscal year in which to accommodate this dramatic reduction in available resources.

We are taking actions to reduce this shortfall. One main priority has governed our decisions: to minimize the adverse effects on our military mission, including military readiness. With this in mind, early this calendar year we cut back sharply on facilities maintenance and worked to hold down base operating costs—decisions we knew would build a backlog of maintenance and adversely affect our bases. We are also preparing a request to Congress that would permit us to shift some funding from investment and military personnel accounts into the O&M accounts. If approved by Congress, this initiative—known as a reprogramming—would help close the gap.

But these actions are not enough. We have begun making sharp cuts in the training and maintenance of our operating forces—cutbacks that are seriously harming military readiness. The Army, for example, has terminated most remaining FY 2013 training rotations at its combat training centers. The Air Force has or soon will stop all flying at about one-third of its combat coded squadrons in the active forces. The Navy and Marine Corps are cutting back on training and on deployments—including a decision not to send a second carrier strike group to the Gulf.

These are only a few of the many cutbacks we have made in training and maintenance. These actions reduce our ability to handle future military contingency needs, both this year and in subsequent years.

Even after taking all these actions, we are still short of needed operating funds for FY 2013, and we cannot rule out unexpected increases in costs during the next few months. So we confront a difficult set of trade offs. We can make even larger cutbacks in training and maintenance, further reducing readiness to handle contingency operations and putting into even greater jeopardy our military readiness in future fiscal years. Alternatively, we can furlough civilian personnel to help close the gap, knowing that morale, productivity, and readiness would be affected. This is an unpleasant set of choices, but this is the situation we face.

Before making a decision, I sought advice and inputs from senior leaders in the military departments and agencies as well as advice from my senior civilian and military staff. I asked them to keep in mind our fundamental criterion to minimize adverse mission effects and, subject to that criterion, to ensure reasonable consistency and fairness across the department for any furloughs that we impose.

Based on all these inputs, I have decided to direct furloughs of up to 11 days for most of the department's civilian personnel. Furloughs for up to 11 days represent about half of the

22 days that can legally be imposed in a year and also about half the number we had originally planned. This halving of previous furlough plans reflects vigorous efforts to meet our budgetary shortfalls through actions other than furloughs as well as congressional passage of an appropriations bill in late March that reduced the shortfalls in our operating budget and expectations of congressional action on our reprogramming request.

Furloughs will be imposed in every military department as well as almost every agency and in our working capital funds. All of our civilian employees are important, and I would prefer not to furlough any of them. However, there will only be limited exceptions driven by law and by the need to minimize harm to mission execution. We will except civilians deployed to combat zones and civilians necessary to protect life and property (but only to the extent needed to provide that protection). A few categories of workers will be excepted for specific mission reasons while some categories of workers will be excepted because furloughing them would not free up money for critical DoD mission needs.

Fewer than one fifth of all civilians paid with appropriated funds will be excepted from furloughs.

The planning and implementation of furloughs will be carried out based on the schedule below:

- May 28 – June 5: Furlough proposal notices will be served to individual employees subject to furloughs.
- June 4 – June 12: Individual employee reply periods end 7 calendar days from when the proposal was received, unless Component procedures allow for a different reply period.
- June 5 – July 5: Furlough decision letters will be served to individual employees subject to furloughs, depending on when the proposal was received and prior to the first day of furlough.
- July 8: Furlough period begins no earlier than this date.

We will begin furloughs on July 8 at the rate of 1 furlough day per week for most personnel. For now, we plan to continue furloughs through the end of FY 2013. That schedule would lead to 11 furlough days—one fifth of the week for about one quarter of the year. Moreover, I am directing all components to monitor funding closely for the remainder of FY 2013. If our budgetary situation permits us to end furloughs early, I would strongly prefer to do so. That is a decision I will make later in the year.

Consistent with this memo and with applicable laws and rules, commanders and managers will have the authority to develop the specifics of furlough procedures in order to

minimize adverse mission effects and also limit the harm to morale and productivity. Further bargaining with unions may also be required. The Under Secretary for Personnel and Readiness has already issued guidance as appropriate regarding personnel and union issues related to furloughs and will issue additional guidance as needed. Overall coordination of sequester and furlough policies will be the responsibility of the Under Secretary of Defense (Comptroller).

Each of the department's civilian employees makes an important contribution to the readiness of our department to meet the nation's national security needs. I understand that the decision to impose furloughs imposes financial burdens on our valued employees, harms overall morale, and corrodes the long-term ability of the department to carry out the national defense mission. I deeply regret this decision. I will continue to urge that our nation's leaders reach an agreement to reduce the deficit and de-trigger sequestration. If no agreement is reached, I will continue to look for ways to limit the adverse effects of sequestration and associated budgetary shortfalls both on the men and women of the Department of Defense, and on our national defense.

Navy Announces FY 14 Specialty Career Path Board

NAVY PERSONNEL COMMAND PUBLIC AFFAIRS (MAY 31, 2013)

MILLINGTON, Tenn.—The Navy is accepting applications from eligible officers for the Fiscal Year 2014 (FY 14) Specialty Career Path (SCP) Program, in a Navy message released May 31.

The SCP program provides officers alternatives to the traditional command-at-sea-career path and supports demand for senior unrestricted line officer expertise in growing mission areas.

The program is designed to develop and utilize selected officers in the following distinct specialty career paths: operations analysis, financial management, naval operational planner, anti-terrorism/force protection, shore installation management, anti-submarine warfare, mine warfare, missile defense, strategic sealift, education, and training management.

The FY 14 SCP Selection Board will be held July 22 – 26 at Navy Personnel Command (NPC). Eligibility information and application procedures can be found in the NAVADMIN.

Officers who meet eligibility requirements may apply for up to two specialty career paths. The board will select eligible officers best qualified to serve the needs of the Navy in each specialty career path. Selectees will retain their original officer designator and will receive an additional qualification designator that indicates their area of specialization.

The program provides selectees jobs with increasing complexity and responsibility. Officers will gain experience and develop management and leadership skills that will best serve the Navy while providing enhanced opportunity for successful career transition upon retirement.

The FY 14 SCP Selection Board will also screen previously unselected SCP lieutenant commanders and commanders for SCP executive (XO) and commanding officer (CO) billets within their mission areas. SCP XO and CO screened officers will be eligible to fill designated SCP milestone billets.

For more information read NAVADMIN 148/13 and visit the SCP section of the NPC website at <http://www.public.navy.mil/bupers-npc/officer/detailing/surfacewarfare/spc/Pages/default.aspx>.

Excellence in Government Fellowship (EIGF)

U.S. ARMY ACQUISITION SUPPORT CENTER

The Department of the Army Excellence in Government Fellows program announcement will be open from June 13 to July 15 for all eligible personnel in GS-13 to GS-15 or broadband/pay band equivalent positions who have met their current position certification requirement. EIGF offers senior acquisition workforce members the opportunity to network and team with fellow senior leaders from across the government. This program focuses on benchmarking best practices and then returning to your organization to implement. For more information, go to: <http://asc.army.mil/web/career-development/programs/excellence-in-government-fellows-program/>.