

U.S. Army FY14 Acquisition Education and Training Announcements

U.S. ARMY ACQUISITION SUPPORT CENTER (SEPTEMBER 2013)

The FY14 schedule for U.S. Army Acquisition Education and Training (AET) opportunities has been finalized. All AET opportunities (except for Acquisition Leadership Challenge Program) will be announced through the Army Acquisition Professional Development System (AAPDS). To access AAPDS, login at the Career Acquisition Management Portal (CAMP) at <https://rda.altess.army.mil/camp/>. Next, click on Career Acquisition Personnel and Position Management Information System (CAPP MIS). Once in CAPP MIS, select the AAPDS tab, and then select the Application Module link. Click on Apply and view all Army Director of Acquisition Career Management (DACM) available opportunities. For information on any program, go to the USAASC website at <http://asc.army.mil/web/access-acquisition-education-and-training-corner-3-10/>.

- Acquisition Tuition Assistance Program (ATAP) FY14 Announcement will open April 28 and close May 26, 2014. Anyone approved for funding during this announcement may start courses no earlier than Oct 1.
- The Competitive Development Group/Army Acquisition Fellows announcement is on hold for FY14. Because of the current hiring freeze, we have been unable to bring new fellows on board from the FY13 Announcement. If and when the hiring freeze is lifted, we will first work toward finalizing the FY13 board results prior to conducting another announcement.
- The Defense Acquisition University-Senior Service College Fellowship announcement will open Jan. 29 and close April 2, 2014. REMINDER: Applicants need to complete the Civilian Education System Advanced Course prior to the start of the Fellowship.
- The Defense Civilian Emerging Leaders Program announcement will open May 5, 2014, and close June 13. These dates are tentative as this is a DoD-scheduled program, and DoD has not provided specific dates.
- The Excellence in Government Fellows announcement will open June 12, 2014, and close July 15.
- The Naval Postgraduate School-Masters of Science in Program Management: Announcement will open Feb. 3, 2014, and close March 18.
- School of Choice (SOC): Because of the current fiscal environment, there will not be an SOC announcement in FY14. Should a command have an urgent need to send a high-performing workforce member to obtain his/her bachelor's or master's during duty time, please contact the AET Branch Chief, Scott Greene, at scott.m.greene14.civ@mail.mil, to discuss options.

The FY14 schedule for the Acquisition Leadership Challenge Program (ALCP) follows. (Note that ALCP will not be announced using AAPDS. Please contact your command or organization acquisition career management advocate or organizational acquisition point of contact.)

DATE	OFFERING TYPE COURSE LEVEL	LOCATION
March 3-4	ALCP B	Aberdeen, Md.
March 17-19	ALCP I	Orlando, Fla.
March 19-21	ALCP I	Orlando, Fla.
April 28-30	ALCP I	Aberdeen, Md.
April 30-May 2	ALCP I	Aberdeen, Md.
May 19-21	ALCP I	Atlanta, Ga.
May 21-23	ALCP II	Atlanta, Ga.
June 9-11	ALCP I	Warren, Mich.
June 11-13	ALCP II	Warren, Mich.
June 23-24	ALCP B	Huntsville, Ala.
July 28-30	ALCP I	Huntsville, Ala.
July 30-Aug. 1	ALCP I	Huntsville, Ala.
Aug. 18-20	ALCP I	Atlanta, Ga.
Aug. 20-22	ALCP II	Atlanta, Ga.
Aug. 25-26	ALCP B	Atlanta, Ga.
Aug. 27-28	ALCP B	Atlanta, Ga.

FY14 Acquisition Certification Changes

U.S. ARMY ACQUISITION SUPPORT CENTER (AUGUST 2013)

DoD Acquisition, Technology & Logistics career field certification standards are implemented on Oct. 1 of each fiscal year. FY14 changes are outlined in a table at <http://asc.army.mil/web/access-acquisition-education-and-training-corner-3-10/>. The changes in these 11 certification requirements become effective for the respective career fields on Oct. 1. For career fields not listed, there are no approved changes to date. To view the most current career field certification standards required for your current acquisition position, please access DAU's iCatalog at <http://icatalog.dau.mil/>.

AF Officials Announce FY14 Civilian Workforce Shaping

AIR FORCE NEWS SERVICE (DEC. 11, 2013)

WASHINGTON—The Air Force will reduce the size of its civilian workforce by about 900 positions in addition to maintaining approximately 7,000 vacancies across the force to meet the demands of a constrained fiscal 2014 budget, officials announced.

Specific reductions by location have not been determined.

The Air Force will implement civilian workforce shaping initiatives, along with continued targeted hiring to comply

with mandatory funding targets and to rebalance the civilian workforce to meet skill demands for fiscal 2014 and beyond.

“The Defense Department used administrative furloughs to meet civilian pay budget demands in the compressed time frame between sequestration and the end of the FY13. We will meet a similar budgetary challenge in FY14 through a reduced workforce,” said Brig. Gen. Gina Grosso, the director of force management policy for the Air Force. The general added that the Air Force’s strategy to meet civilian pay budget targets does not include a furlough.

To reduce the number of employees assigned against previously and newly abolished positions, the Air Force plans to maximize the use of Voluntary Early Retirement Authority and Voluntary Separation Incentive Pay to entice employees who are eligible to leave federal service to do so voluntarily. These programs offer early retirement for employees who are considering life outside of federal service and up to \$25,000 for employees whose voluntary separation would save another employee from being involuntarily separated.

“Over the last couple of years the Air Force has gone through significant civilian pay budget challenges,” Grosso said. “By implementing voluntary programs now, we hope to mitigate future involuntary losses to the civilian workforce.”

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

AF Announces Additional Force Management Programs to Reduce Force Size

AIR FORCE NEWS SERVICE (DEC. 11, 2013)

WASHINGTON—Air Force leaders announced force management programs Dec. 11 designed to reduce the force by thousands of airmen over the next five years as a result of sequestration.

Fiscal 2014 force management initiatives are in addition to the announcement made in July, stating the Air Force will implement several force management programs to meet budget reduction requirements.

Air Force leaders made the decision to announce the overall strategic plan now so that airmen have the necessary time to consider all their career options.

During testimony to the House Armed Services Committee in November, Gen. Mark A. Welsh III, the Air Force chief of staff, said long-term impacts of sequestration could force the Service to cut about 25,000 airmen over the next five years.

“The difference from years past is that we announced voluntary programs first, then involuntary,” said Lt. Gen. Samuel Cox, the deputy chief of staff for Manpower, Personnel and Services. “This year, due to the limited timeframe, we’re announcing all programs at once to allow airmen time to consider their options and ensure their personnel records are up to date.”

Several programs will be announced in the coming weeks. Boards will consider an airman’s entire record of performance and will be conducted in accordance with Air Force promotion board standards. These programs only apply to active-duty airmen.

ENLISTED ONLY PROGRAMS

The chief master sergeant retention board will include two phases. During phase one, chiefs in specific specialties may apply for voluntary retirement in lieu of meeting a retention board. Chiefs with 20 years of total active federal military service from identified overage career fields who do not apply for retirement before the phase one window closes Mar. 15, 2014, will be considered by the board, Cox said.

The quality force review board will look at senior master sergeants and below with a negative quality indicator code. Negative codes include reporting identifiers, grade status reasons, reenlistment eligibility, or assignment availability codes. For a complete list of codes, airmen should visit the MyPers website once the Personnel Services Delivery Memorandum for this program is released.

Airmen who have declined to obtain retainability for PCS, TDY, retraining/training, deployments or promotion will be looked at under the Date of Separation, or DOS, rollback program.

Voluntary separation pay applies to airmen on the active-duty list with more than six years, but no more than 20 years of total active federal military service, and will be offered to enlisted retention board eligible airmen as a voluntary incentive prior to the retention boards. The enlisted retention boards will look at senior airmen through senior master sergeants in overage Air Force specialty codes with a date of rank of Jan. 1, 2013, or earlier. Senior NCOs with a minimum of 20 years of total active federal military service by the mandated retirement date will also be considered by the board.

OFFICER ONLY PROGRAMS

Force shaping boards will consider active-duty officers with more than three but less than six years of commissioned

service as of Dec. 31, 2014, for separation and will target career fields and year groups based on sustainment levels.

Overages in the officer corps will require the force to conduct an Enhanced Selective Early Retirement Board, or ESERB. An ESERB allows the Service to consider retirement-eligible, active-duty officers below the rank of colonel, lieutenant colonels once deferred for promotion, and colonels with two to four years time in grade. By law, the Air Force will select no more than 30 percent for each grade in each competitive category.

Voluntary separation pay will be offered to active-duty officers with six or more years total active federal military service as a voluntary incentive prior to the meeting a board. A reduction in force, or RIF, board will consider regular officers below the grade of lieutenant colonel who have served at least one year of active duty in their current grade, are not on a promotion list, and have six or more years total active commissioned service and less than 18 years of total active federal military service.

OFFICER AND ENLISTED PROGRAMS

Officers and enlisted in over-manned career fields with more than 15 but less than 20 years of service will be eligible for Temporary Early Retirement Authority, or TERA, Phase II. The Air Force will offer TERA in fiscal 2014 with the application window starting in January 2014.

These measures are part of the Air Force's comprehensive Force Management Program designed to shape the future force.

For more information and force management, force shaping, reduction in force and other personnel programs, go to the myPers website at <https://mypers.af.mil>.

Army Acquisition Fellows

U.S. ARMY ACQUISITION SUPPORT CENTER (DEC. 13, 2013)

Congratulations to newly selected Competitive Development Group/Army Acquisition Fellows. The Year Group 14 inductees are:

- Kyle Bruner, Program Executive Office (PEO) Combat Support & Combat Service Support
- Monica Clemons, Army Contracting Command
- Kelly Courtney, Research, Development and Engineering Command (RDECOM)
- Walter Hamm, Army Contracting Command
- Lauren McNew, PEO Command, Control, Communications-Tactical
- David Oatley, RDECOM

- Maurice Stephens, Communications-Electronics Command

The CDG/AAF Program is a three-year leadership program that offers competitively selected GS-12/13s (or broad/pay band equivalent) expanded leadership training and experience opportunities.

USTRANSCOM Continues Civilian Exchange Program

U.S. TRANSPORTATION COMMAND NEWS RELEASE (JAN. 24, 2014)

Bob Fehringer

SCOTT AIR FORCE BASE, Ill.—If you work at U.S. Transportation Command, or its components, and would like to broaden your professional skills, enhance your leadership abilities, and get out of your daily grind, have we got a deal for you.

If this sounds like a recruiting brochure, in a way, it is.

If you are a GS 12 or GS 13 logistician at USTRANSCOM, Air Mobility Command, or Military Surface Deployment and Distribution Command this could be your chance of a lifetime, or at least a chance to broaden your horizons.

USTRANSCOM has partnered with AMC and SDDC to create a local Civilian Exchange Development program. It offers a unique opportunity to non-supervisory GS 12/13 logisticians for voluntary one-year rotational assignments throughout the commands.

Barry Smithey, USTRANSCOM Strategy, Policy, Programs and Logistics directorate, is the Civilian Exchange Development program manager.

"The pilot program was developed in mid-2012," Smithey said. "It is for non-supervisory employees in either logistics or transportation series at GS 12 or 13 grade levels."

According to Smithey, many highly qualified employees from USTRANSCOM and the components volunteered, and seven were chosen for the initial program.

"FY13 selectees were our test pilots and they did an outstanding job," Smithey said. "The program started with seven applicants—two were promoted. This year we had many high-grade applicants apply and were only able to accommodate four.

"The surveys we distribute on a quarterly basis attest to the fact this program is broadening their logistical view and [they] are glad to be allowed to learn and expand their



Vice Adm. William A. Brown, deputy commander, USTRANSCOM (center) meets with (clockwise), Ken Watson TCJ5/J4 deputy; FY14 Joint Civilian Exchange Program selectees Todd Goetz, parent organization HQ SDDC/G3, exchange organization HQ AMC/A4PY; Robert Barton, parent organization HQ AMC/A4PY, exchange organization, HQ SDDC/G3; David Schmitt, parent organization HQ AMC/A4MS, Exchange Organization HQ SDDC/G; Cheryl Freeman, HQ SDDC/G3, exchange organization, HQ AMC/A4MS; and Barry Smithey, Joint Civilian Exchange Program manager.

Photo by Bob Fehringer, USTRANSCOM Public Affairs

knowledge base," Smithey continued. "This program not only benefits the individuals, but all of our organizations will gain from the cross utilization experience these participants will bring back to their organizations."

Sue Kennedy from USTRANSCOM, Command Control, Communication and Cyber Systems directorate, is one of the participants in the first program. She is working at SDDC as a logistics management specialist.

"The Exchange Program has afforded me the opportunity to be an employee of SDDC," Kennedy said, "not a USTRANSCOM employee embedded in SDDC working USTRANSCOM issues."

"My transportation career started in AMC before I took an assignment at USTRANSCOM," Kennedy continued. "The program allowed me to complete the circle of knowledge by providing me the opportunity to learn SDDC's way of doing business from the inside."

Michael Clover, AMC air transportation operation specialist, now working at USTRANSCOM Operations and Planning directorate in the FY 13 program, summed it all up. "This

is a super, once-in-a-lifetime opportunity to learn and grow professionally."

"I would like to continue to see the high quality of applicants apply in FY15 as we have had in the past," Smithey added. "[The] FY13 program was an outstanding success, and I am confident FY14 will be as well."

Mandatory Annual Ethics Training for the Defense Acquisition Workforce

OFFICE OF THE UNDER SECRETARY OF DEFENSE (ACQUISITION, TECHNOLOGY & LOGISTICS) (JAN. 24, 2014)

Effective January 2014, Component Heads will ensure acquisition professionals have adequate time and resources to complete annual ethics training. Chain-of-command leaders, managers and supervisors are responsible for ensuring members complete the annual training. Further details are provided at http://www.acq.osd.mil/dpap/policy/policyvault/Mandatory_Annual_Ethics_Training_for_the_Defense_Acquisition_Workforce_USD_ATL_signed_15_Jan_14.pdf.

Fellowships, Scholarships Offer Officers Career-Broadening Opportunities

ARMY NEWS SERVICE (JAN. 27, 2014)

David Vergun

WASHINGTON—Officers looking for challenges beyond their military training might want to consider applying for some interesting civilian education opportunities, said Joel Strout, program manager for the Army's Broadening Opportunity Program.

The fellowships and scholarships now being offered allow candidates to take their families with them and some even offer interesting travel opportunities, he said.

While these opportunities are good for personal development, Strout said they also benefit the Army because they broaden an officer's perspective, and the experience helps them better mentor younger officers.

"I've heard nothing but positive feedback from candidates who've been through the programs," Strout added.

There are four scholarships and fellowships within the Broadening Opportunity Program.

The General Wayne A. Downing Scholarship, a program for captains and junior majors, provides studies in terrorism and counterterrorism at a top-tier university that's intermediate-level area of concentration accredited, or ILE-AOC. Would-be applicants can find more information in MILPER message 13-362.

Also for captains and junior majors is the George & Carol Olmsted Scholarship, a program culminating in a master's-level liberal arts degree at a foreign university.

While pursuing the degree, candidates can travel around their host country and learn about its culture and economics, Strout said. The program is one of the Army's oldest. It was first offered in the 1960s. Additional details are available in MILPER message 13-363.

Ideal candidates for the General Wayne A. Downing Scholarship and the George & Carol Olmsted Scholarship will have had command experience and will have taken the Graduate Record Exam.

Two additional fellowships are for senior majors and junior lieutenant colonels.

The Asia-Pacific Center Fellowship for Security Studies focuses on studies in security and is located at the Asia-Pacific Center in Honolulu. Additional details are available in MILPER message 13-360.

The George C. Marshall European Center for Security Studies Fellowship also offers studies in security and is located in Garmisch, Germany. Further details are spelled out in MILPER message 13-361.

Human Resources Command at Fort Knox, Ky., manages the scholarship and fellowship programs.

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SecAF Outlines Top Focus Areas to Improve ICBM Career Field

AIR FORCE PUBLIC AFFAIRS AGENCY, OPERATING LOCATION - PENTAGON (JAN. 30, 2014)

Staff Sgt. David Salantri

WASHINGTON—Throughout the next 60 days, senior Air Force leaders will re-examine the way ahead for the Air Force's nuclear mission.

Secretary of the Air Force Deborah Lee James addressed members of the Air Force Association Jan. 29, in Arlington, Va., giving an update on her recent visits to four Global Strike Command bases - F.E. Warren Air Force Base, Wyo., Malmstrom AFB, Mont., Minot AFB, N.D., and Barksdale AFB, La.

During her visits, James, along with Air Force Chief of Staff Gen. Mark A. Welsh III and Chief Master Sgt. of the Air Force James A. Cody, met with airmen in small focus groups and larger town halls.

"Early on, I knew I would want to visit our nuclear airmen," James said. "No mission is more important. Our airmen are entrusted with the most powerful weapons on earth."



Deborah Lee James is the Secretary of the Air Force, Washington, D.C. She is the 23rd Secretary of the Air Force.

DoD photo

James described her recent visits as insightful, coming away with seven key focus areas she and other senior leaders will assess over the next two months.

Tackling these areas over the next 60 days will provide the Air Force a way ahead, complete with an action plan, she said.

Focus areas include:

Systemic problems—“We do have a systemic problem,” James said. “The need for perfection has created way too much stress and fear about the future.”

James said airmen who conduct the ICBM mission feel the system is overly “punitive” and there’s a level of micromanagement she feels “should be transformed to empowerment.”

Training vs. testing—“We may have lost within this team the important distinction between training and testing,” James said, in regards to the number of monthly tests missile officers have to pass to stay qualified.

“When you’re talking about the idea of training, it’s learning,” she said. “In this environment, everything was a test and perfect scores had become an important gauge, and in some cases the only gauge of allowing commanders to differentiate among airmen. I think this is wrong. We need to address this. Instead of making the test 100 percent, make it or break it ... we need to look at the whole person concept ... with tests being an element.”

Accountability—“We have to have accountability at all levels, and there will be,” James said. “We’re also looking at leadership.”

Career field development—“We have to look at profession and leadership development,” she said. “We need to look at training—we have to ask ourselves if these airmen are getting the right leadership training; are they getting professional mentorship; what about their career path opportunities?”

“We need to work to make this career field something young airmen want to do, and aspire to do,” James said.

Core value campaign—“Airmen need to understand that being a good wingman does not mean protecting others that lack integrity,” James said. “Airmen have the responsibility not only to act with integrity ... but also report the wrongdoing they see. We need to go back to some basics here.”

Career field incentives—“We need to examine the incentives, the accolades, the recognition that is available to the nuclear force,” she said. “We have to ask ourselves ‘Should we take steps to make this career field more attractive?’”

She said this includes both officer and enlisted, and that incentive pay and medals are being taken under consideration.

Investments—“We need to look into other types of investments,” James said. “We need to put our money where our mouth is,” which includes increasing manning levels and higher priority of military construction for Global Strike Command’s aging facilities.

While optimistic, the secretary said she firmly believes that with challenges comes opportunity.

“Continuing to strengthen our nuclear enterprise is a top priority for me,” James said. “This mission is essential to our security and the security of our allies and partners. It remains safe, secure, and reliable. I’m very confident of that.”

Deployed Civilians Exemplify Total Force, Support Airmen

*380TH AIR EXPEDITIONARY WING PUBLIC AFFAIRS (FEB. 2, 2014)
Maj. Khalid Cannon*

SOUTHWEST ASIA—Two civilian contracting specialists with the 380th Expeditionary Contracting Squadron volunteered to deploy and gave two active-duty service members the opportunity to remain home with their families during the holidays.

John Seacrist and Timothy Lohn both joined the Air Force as civilians as part of the Jump Start Program, which recruits recent college graduates for federal civilian employment.

Seacrist, who is a graduate of Pennsylvania State University and the University of Akron School of Law, spoke about the sacrifices he’s seen military members make during his deployment here.

“Our roommate just had a baby over the holidays and he watched the birth through a video teleconference,” Seacrist said. “It’s important for us to come here and save active duty members from having to deploy, especially around the holidays.”

It is not uncommon for contracting personnel to have deployed five or six times in the last 10 years, Seacrist said.

“Since 2001, uniformed Air Force contracting personnel have been subject to a constant deployment cycle that

Career Development

has stressed the career field to critically manned levels," said Maj. Daniel Stupinski, the 380th ECONS commander. "When civilians like Tim and John raise their hands to fill these roles, it helps both the morale and long-term retention of contracting officers."

Lohn, who graduated from Miami University, said they will also benefit from the deployment because of the opportunity to serve as supervisors and operate outside of their normal contracting duties.

"We're deployed from Wright-Patterson Air Force Base, Ohio, which is mainly staffed by civilian employees," Lohn said. "Most major weapons systems are purchased there so we have the opportunity to expand our careers."

Neither Seacrist nor Lohn had experience working base contracting; both had worked toward the procurement of C-130 Hercules, C-5 Galaxies, and intelligence, surveillance, and reconnaissance systems.

"What we're doing here is different from the systems world because we see the immediate impact of our contracts, in-

cluding the construction of a new medical clinic and a laundry facility," Lohn said.

According to Lohn, each Jump Start class has 50 employees and each participant is eligible to volunteer for one deployment after acquiring two years of experience. He was a part of the second class to go through the program.

As part of the deployment application process, the employees are told they can be sent to various locations throughout Southwest Asia.

Lohn volunteered for Afghanistan, but one month prior, he was informed he would be assigned to the 380th Air Expeditionary Wing.

Through the Civilian Expeditionary Workforce, Seacrist and Lohn will likely have other opportunities to deploy, and both said they gladly would.



Timothy Lohn reviews building plans Jan. 29, 2014, at a construction site in Southwest Asia. Lohn is a contracting specialist assigned to the 380th Expeditionary Contracting Squadron and is responsible for overseeing the construction contracts on base.

U.S. Air Force photo/Staff Sgt. Michael Means