

DAU Acquisition Training Symposium

April 7, 2015

The Defense Acquisition University (DAU) will host a low-cost, one-day training symposium on April 7, 2015, at its Fort Belvoir campus (Scott Hall). The symposium is presented by the DAU Alumni Association (DAUAA) on behalf of DAU. The theme is "Achieving Dominant Capabilities through Technical Excellence and Innovation." The forum will provide an opportunity for both government and industry acquisition professionals to receive training and perspectives on implementing the Better Buying Power (BBP) 3.0 initiatives of the Under Secretary of Defense for Acquisition, Technology, and Logistics. Through a series of plenary and classroom training sessions, attendees will learn about such topics as: Critical Thinking for Effective Acquisition Outcomes; Improving Interfaces between the Acquisition, Intelligence and Requirements Communities; Hands-on Implementation of Product Support—Including a PBL Guidebook Tutorial; Incentive Contracting Tools and Techniques that Work; Second Annual PARCA

Report on Performance of the Defense Acquisition System; DCMA—What's Working and What's Not with Weapon Systems Development and Production; and the Hirsch Research Paper Competition presentation focusing on Improving Professionalism of the Total Acquisition Workforce. In a period of fiscal and technological challenges, the sessions will focus on learning hard skills—training in the latest USD(AT&L) policy, practices, and techniques that attendees can take back to the workplace and apply. The low-cost training symposium will take place from 8:00 a.m.–5:00 p.m. and be fed via VTC to numerous DAU regional campuses and sites. The symposium provides five (5) Continuous Learning Points (CLP) for continued DoD acquisition certification.

Registration opens Feb. 1, 2015. Register online at <http://dauaa.org/Symposium2015/Index.htm>

U.S. Army Research Laboratory Establishes Postdoctoral Association

ARMY RESEARCH LABORATORY PUBLIC AFFAIRS (DEC. 2, 2014)
Joyce M. Conant

ABERDEEN PROVING GROUND, Md.—The U.S. Army Research Laboratory Postdoctoral Association was recently established, marking a major step forward for postdoctoral training.

The association is designed to enhance the postdoctoral experience at ARL by creating an inclusive environment where postdoctoral fellows can interact, build professional connections, and develop career objectives.

Jamie Lukos, founder and president of the ARL-PDA, said this effort was led by ARL's postdoctoral fellows in collaboration with Frederick Gregory, a program manager at the Army Research Office and Vallen Emery, director of outreach in the Office of the Director.

"The number of postdoctoral fellows at ARL has increased more than four-fold in less than a decade with approximately 140 postdoctoral fellows situated across the major ARL in-

stallations," said Lukos. "Prior to establishing this association, there was only limited structured support in place designed to meet the unique needs specific to the ARL postdoctoral community. As this community continues to grow, there was an increasing need for an organizational effort to support and enrich postdoctoral fellows' educational and professional experiences as they contribute to our nation's Army."

ARL leadership has been incredibly supportive of postdocs and the association.

"Postdocs play a vital role at ARL by introducing fresh research directions and providing novel in-house expertise to the organization," said Dr. Thomas Russell, director of ARL, who recently acknowledged the importance of postdocs to the organization by dedicating his time to a postdoc-only town hall discussion to listen to and address questions and concerns from the postdoc body.

"We believe the association is invaluable not only to current postdoctoral fellows, but is an institutional strength of ARL to promote a positive environment for young professional scientists," said Lukos. "In only a short time, we've already

seen a positive culture shift. As with any laboratory environment, everyone's experience at ARL is very different. Having a peer group to identify with and interact with can really help provide a consistent base of support."

Beyond the scope of ARL, Lukos hopes the success of this effort can educate and inspire other government DoD laboratories. "As far as we can tell, this is the only organizationally sanctioned postdoctoral association at a military service laboratory," said Lukos. "That makes this effort an incredibly unique and exciting endeavor, and one with potentially far-reaching DoD impact as we begin to form ties with other labs like the Naval and Air Force Research Laboratories."

The ARL-PDA mission is focused on four objectives. First, the association acts as "transitional support" by forming an accessible peer group that provides essential information to orient new postdoctoral fellows to the expectations and regulations of ARL. Second, the association is working to promote professional development opportunities and career guidance as postdoctoral fellows progress through their appointments. Third, it facilitates social and professional interactions among postdoctoral fellows across all major installations of ARL, with monthly meetings broadcast across Aberdeen Proving Ground, Adelphi Laboratory Center, Simulation Training and Technology Center, and White Sands Missile Range. And, finally, the association acts as a liaison to the executive offices of ARL to represent postdoctoral fellows' interests and needs.

Contracting Leader Gives Insight into Leadership

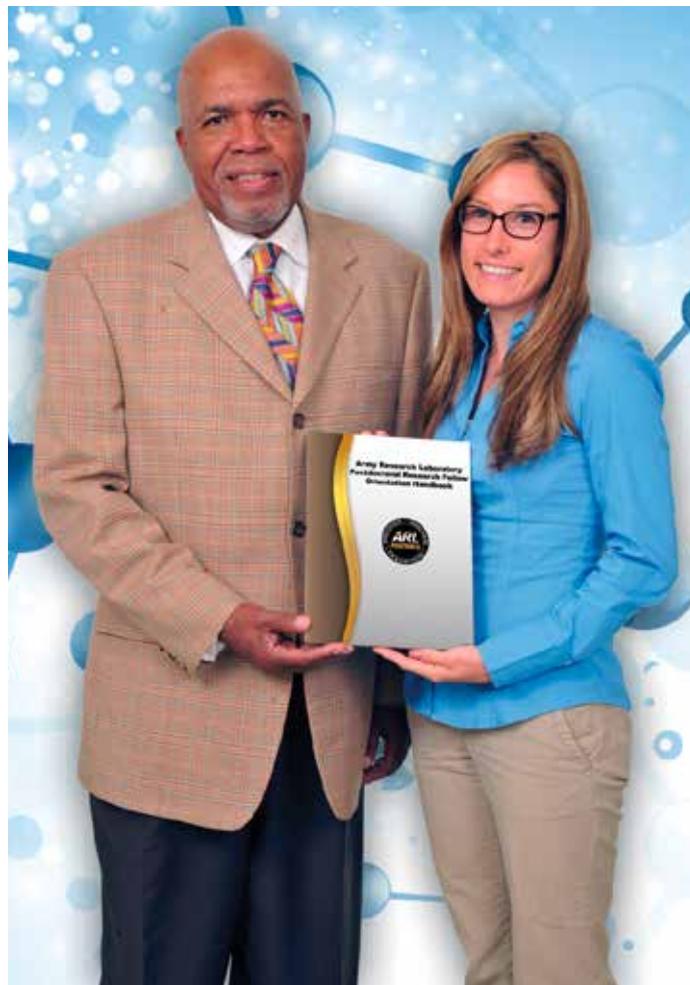
*MISSION AND INSTALLATION CONTRACTING COMMAND
PUBLIC AFFAIRS OFFICE (DEC. 3, 2014)*

Ben Gonzales

JOINT BASE SAN ANTONIO-FORT SAM HOUSTON, Texas—The deputy assistant secretary of the Army for procurement (DASA(P)) spoke to senior contracting professionals during the November Mission and Installation Contracting Command Acquisition Leadership Conference in San Antonio.

Harry Hallock spoke on what it takes to be a leader in today's Army during an evening dinner with the conference attendees.

Brig. Gen. Jeffrey Gabbert, the MICC commanding general, and Command Sgt. Maj. Stephen Bowens led the three-day conference that included more than 100 commanders, directors, and senior enlisted members representing MICC organizations from throughout the United States and Puerto Rico.



ARL's Postdoctoral Association was recently established, marking a major step forward for postdoctoral training at ARL. The association is designed to enhance the postdoctoral experience at ARL by creating an inclusive environment where postdoctoral fellows can interact, build professional connections, and develop career objectives. Shown here is Jamie Lukos (right), founder and president of the ARL-PDA and Vallen Emery, director of outreach in the Office of the Director.

Courtesy photo

As the DASA(P) since July 2013, Hallock manages the Army's procurement mission including development and dissemination of policies, processes, and contracting business systems. He directs the evaluation, measurement, and continuous improvement actions of more than 270 Army contracting offices worldwide executing contracts for major weapons systems, base logistics support, construction, and wartime operational contracting in Iraq and Afghanistan.



Harry Hallock speaks with leaders from the Mission and Installation Contracting Command Nov. 5 during a dinner as part of the MICC Acquisition Leadership Conference in San Antonio. Hallock is the deputy assistant secretary of the Army for procurement.

Photo Credit: Ben Gonzales

But Hallock's rise to be the Army's senior contracting officer began as a 22-year-old GS-5 intern in 1979 at Warren, Michigan. Fresh from the University of Delaware with his business administration degree, he set out on a career that would span more than 33 years at Warren in jobs of increasing responsibility before moving to Washington, D.C. in June 2013.

Along the way, Hallock learned all aspects of the acquisition career field from supervisors, mentors, and superiors. One aspect he stressed was that the success of the Army contracting enterprise is directly related to how, or if, its workforce is empowered.

"We will only make the 8,000 members in our enterprise stronger once we empower them with training and the tools to contract smarter," he said. Hallock emphasized the following aspects to empower the workforce:

- Assign projects and duties according to an employee's skill so that they can see the assignment through.
- Listen to and communicate with your employees, but do not micromanage.
- Appoint decision-making responsibilities to your employees to show that you trust your employees.

- Create a positive workplace by valuing your employees' contributions to the team, and treat them with dignity and respect.
- Recognize the hard work of your employees.
- Provide your employees with valuable resources, and equip them with the right training and resources needed.

Hallock said Army contracting has always had its challenges, adding that in many respects, that is just the nature of the business.

"During more than a decade of contingency contracting, Congress stood up three oversight commissions to ensure we contracted smartly and we're held accountable," he said. "We must continue to effectively manage declining contracting dollars and requirements, and to challenge the defense industry to provide affordable products and innovations at lower costs. In addition, we must all continue to focus on oversight and quality products with an increased emphasis being placed on contract administration."

As the functional career representative for contracting, Hallock reminds the Army Acquisition Corps that, "We live in a glass bowl in the Department of Defense, and we are

charged to act on behalf of the taxpayer. Thus, our actions have to be transparent. As the Army contracting enterprise moves ahead in this constrained budgetary environment, we must contract 'smarter' while increasing our oversight to ensure contracting personnel are doing their jobs to the best of their ability.

"We must continue to work with the requirements community to effectively define and analyze their requirements," Hallock said. "If we don't take the time to really look at and prioritize the requirements, we spend time and money on designing and creating something that may not be what we need."

Another essential quality for the success of the Army contracting enterprise stressed by Hallock is teamwork.

"Leaders need to encourage teamwork not only within our organizations, but also within the entire acquisition community. We must build relationships and stop relying on e-mail or texts. Interaction with colleagues is vital," he said.

At the end of Hallock's address to MICC leaders, he took out a letter he received from a colleague he worked with at the Army's Tank-Automotive and Armament Command Contracting Center in Warren as he left to become the DASA(P). Although reluctant to read the letter, it highlighted characteristics and traits he did not realize that others saw in him.

The author of the letter confessed that she used to have naïve perceptions of leadership, until she worked with Hallock. In the letter, the author wrote, "Because of you, I take it for granted that all leaders believe it is important to encourage employees and to recognize successful performance. Because of you, I think leaders are interested in soliciting my opinion and considering any suggestion I may have. Because of you, I think leaders get out of the way and let employees accomplish the mission without micromanaging the minutia and do not ask for information they don't need or don't plan to review. Because of you, I think leaders care about the quality of the product and the integrity of the process and professionalism. Because of you, I take it for granted that leaders have unquestionable ethics. Because of you, I take it for granted that leaders value employee development and mentor them to succeed."

Hallock concluded his remarks by asking acquisition leaders to accept accountability.

"We must all make a personal commitment to being accountable—to ourselves and to others," he said. "Think about contracting actions from a mindset of how best to

meet the needs of our customers while being efficient and conscious of the consequences of our actions. By continuing to encourage our workforce to think about their actions, we are training the next generation to be true business advisers to our customers."

AMC Commander: Army's Technology Needs Offer Rewarding Career Opportunities

PICATINNY PUBLIC AFFAIRS (DEC. 8, 2014)

Ed Lopez

PICATINNY ARSENAL, N.J.—Despite periods of uncertainty and budget constraints, the United States Army represents a tremendous opportunity for exciting and rewarding careers as the Army seeks to maintain its technology edge, the Army's top materiel officer said here recently.

Gen. Dennis L. Via, Commander of the U.S. Army Materiel Command or AMC, made his remarks Dec. 1 during a visit that included the Armament Research, Development and Engineering Center. AMC is the Army's premier provider of materiel readiness to ensure dominant land force capability for the U.S. warfighter and our allies.

About 2,500 members of the AMC workforce retire each year, which translates into opportunities for student interns, who Via described as the "seed corn" of the future in which the Army must invest.

"While we go through periods when we face uncertainty—it happens after a war—at some point we will work our way through this and there will be tremendous opportunities for them in the future," said Via, who took command of AMC in August 2012.

The U.S. Army is the most advanced army ever known, largely because of its technological advantages and places like Picatinny Arsenal that provide those advances, Via said. The key is to keep looking ahead at the next "leap-ahead" technologies that need to be developed and acquired, he added.

"Picatinny is going to continue to play a critical role in support of our United States Army and support of the Department of Defense," Via said. "They are the munitions and armament experts. They provided this capability for well over 90 years. It has an enduring presence and capability so I think its role is going to continue to be important going forward."

The general said that among the biggest challenges of the Army Materiel Command is to perform its mission within the resources provided.



From left: Gen. Dennis L. Via, commanding general of the Army Materiel Command, inspects the Army's newest pair of stabilized binoculars, the M25A1, as Project Manager Soldier Weapons Col. Scott C. Armstrong explains how the "binos" improve the soldier's ability to see the battlefield while on the move.

U.S. Army photo

"We will always have far more requirements—we always do, always have—in the area of logistics and technology systems, capabilities, and sustainment," Via said.

Meeting mission requirements and maintaining readiness of personnel and equipment present challenges during a period of sequestration, Via said, noting that the Army must have a state of readiness so that soldiers can deploy and be effective, regardless of whether it is a combat situation or contingency operation.

Via noted that budget constraints reflected in sequestration and job furloughs can produce anxiety and concerns about job security among the workforce. In one of his previous assignments, Via was commander of the U.S. Army Communications-Electronics Command at Fort Monmouth, New Jersey, which closed in 2011 under the Base Relocation and Closure (BRAC) act by Congress.

"The stress is there, but I think it's important just to continue to talk about, not so much focus on the money we're not receiving, but the resources that we are receiving and leverage that to the best of our ability," the general said. "And to continue to train our workforce, and continue to meet our

mission requirements, and continue to support our civilians, our soldiers, and our families."

The AMC commander also said that maintaining a resilient workforce is a key objective.

"We have great people, both officers and non-commissioned officers, Army civilians and contractors, who have been supporting the Army and joint forces for well over 13 years," he said. "We have to ensure that they are ready—mentally, physically, and spiritually—to continue the stressful work that they do every day."

The research and development center at Picatinny is a subordinate organization of the U.S. Army Research, Development and Engineering Command at Aberdeen, Maryland, which reports to the Army Materiel Command.

By designation of the Secretary of Defense and an act of Congress, Picatinny Arsenal is the Department of Defense's Joint Center of Excellence for Armaments and Munitions. Picatinny's portfolio comprises nearly 90 percent of the Army's lethality and all conventional ammunition for joint warfighters.

Merger Adds Efficiency to Nuke Mission, Pay Raises for Eligible Minot AFB Employees

DOD NEWS, DEFENSE MEDIA ACTIVITY (DEC. 10, 2014)

WASHINGTON—By realigning key elements of its nuclear mission under a dual-hatted, two-star commander, the Air Force hopes to create more efficient life-cycle management of its nuclear systems, Air Force Secretary Deborah Lee James said here Dec. 9.

Speaking at a Center for Strategic and International Studies conference, James said that merging the Air Force Nuclear Weapons Center and Air Force Program Executive Office for Strategic Systems will combine acquisition and product support management functions.

“The nuclear enterprise goes directly to the readiness of today, but it also talks to the readiness of tomorrow,” James said. “In the future, ... we will have one senior leader accountable for the entirety of the weapons system: ... the missile, the launch facilities, and the supporting equipment.”

The Nuclear Weapons Center subsequently will reorganize into three directorates. Two will focus on intercontinental ballistic missiles and air-delivered capabilities, and the third will bolster nuclear requirements and interagency engagement.

In addition, James said, the 377th Air Base Wing, which hosts and supports the Air Force Nuclear Weapons Center at Kirtland Air Force Base, New Mexico, will transfer from Air Force Materiel Command to Air Force Global Strike Command.

This, James explained, allows the wing to better focus on installation support at Kirtland with Air Force Global Strike Command oversight, and it enables Air Force Materiel Command to streamline its product support, related functions, and modernization.

Pay Raises for Eligible Minot Air Force Base Employees

Noting that budget constraints have whittled current Air Force manning to its smallest numbers since 1947, when the Air Force became a separate Service, James said the Office of Personnel Management recently approved a pay increase of 33 to 37 percent for seven specifically targeted nonappropriated-fund craft and trade positions at Minot Air Force Base, North Dakota. This, she explained, will help the Air Force retain critical support occupations, including custodial and food service workers, child care employees, and mechanics.

“That community is in the midst of an energy boom,” James explained. “It is drawing away a lot of our employees from the nuclear mission, ... because they can get higher paying jobs associated with this energy boom.”

James said the restructures, pay raises, ROTC scholarship boosts, and enlisted special-duty pay increases are part of myriad efforts to fulfill the Air Force’s promise to redirect about \$500 million into nuclear priorities such as readiness, modernization, training, and munitions.

“I, as an American taxpayer, want to keep the nuclear enterprise strong,” James said, emphasizing that the Air Force’s nuclear goals will remain on course. “It’s partly money and investments, ... but it’s partly changing a systemic culture, and we’re committed to doing both.”

Looking for Career Progression? Join the Civilian Expeditionary Workforce

U.S. ARMY INSTALLATION MANAGEMENT COMMAND HUMAN RESOURCES (DEC. 11, 2014)

Rebecca Silvas

SAN ANTONIO—With critical installation management vacancies in deployed locations open now, U.S. Army Installation Management Command (IMCOM) employees have additional career development opportunities at their fingertips.

“No one knows installation management better than IMCOM,” said Maj. Gen. Lawarren Patterson, IMCOM deputy commanding general for Operations and chief of staff. “It’s the willingness of our employees to provide and manage support to soldiers in deployed locations that sets this command apart as an enabler of readiness and premier support organization.”

According to IMCOM leaders, there’s an immediate need to fill about 23 vacancies that include positions in public works, administration, housing, construction, plumbing, and operating forklifts. In the long term, the command hopes to develop a pool of applicants ready to serve at any location in The Army’s Home.

The deployment experience allows civilians to use their capabilities, experience, and knowledge to support crucial Department of Defense missions abroad. Deployable civilians are needed to serve as qualified volunteers to fill critical functions in Afghanistan and other locations across the globe—everything from humanitarian aid and disaster relief to support infrastructure and contract management.

Volunteering to deploy gives civilian employees an extraordinary opportunity to broaden skills and expertise while directly supporting operations of national interest. As a deployee, you will live and serve on a variety of American bases and compounds with your military and government colleagues. Some of the locations will be quite austere and remote, and unlike any community back in the United States, contributing to the overall experience. You will receive training to help you prepare for living in-theater.

In addition to the experience you will gain from your deployment, you also may be eligible for a 35 percent post differential pay, 35 percent hazardous duty differential pay, and significant overtime compensation in addition to base salary.

Supporting soldiers, communities, and national interests is what IMCOM is all about. Imagine being able to help the local community build hospitals and schools, bring electricity to a village, and disperse disaster relief. Consider taking the next step in career development, and apply today.

The application process begins with filling out an Army Civilian Volunteer Request for Deployment form, found at <http://cpol.army.mil/library/mobil/webforms/index-Army.html>. Submit your completed form and resumé to the HQ IMCOM deployment coordinator e-mail address: usarmy.jbsa.imcom-hq.mbx.g1-civ-per@mail.mil. Please note that incomplete forms will NOT be considered.

Application Instructions:

- Section 1: Completed by the employee
- Section 2: Supervisor signature
- Section 3: Garrison Commander, Region Director (region employees), Director (HQ Employees)

For additional information, e-mail usarmy.jbsa.imcom-hq.mbx.g1-civ-per@mail.mil or visit <http://www.cpmc.osd.mil/expeditionary/>.

Call for Applications!

DEFENSE PROCUREMENT AND ACQUISITION POLICY
(Dec. 12, 2014)

The Naval Postgraduate School and its School of Business and Public Policy are pleased to announce the offering of an eight quarter part-time Master of Science in Contract Management by distance learning commencing July 7, 2015. Students that complete the degree program also earn DAWIA level III Training Requirements for the CON Series and DAU Equivalency for ACQ101, 201, 370, BCF103, EVM101, PMT251, and PMT257. The program also meets DAWIA requirements for 24 hours of business subjects and 40 hours of annual continuous learning. Note: DAU changes made

after the establishment of this program for the 2015-2017 tracks will be reviewed and accommodated if and where feasible. To review the Call for Applications, visit http://www.acq.osd.mil/dpap/ops/docs/835-154_MSCM_CallForApplications_July2015-June2017.pdf.

Mentoring Program Prepares Future Leaders

ARMY AVIATION AND MISSILE RESEARCH, DEVELOPMENT AND ENGINEERING CENTER PUBLIC AFFAIRS (DEC. 12, 2014)

Nikki Montgomery

REDSTONE ARSENAL, Ala.—A mentoring program to enhance both personal and professional growth has been established at the Army Aviation and Missile Research, Development and Engineering Center (AMRDEC).

This center-sponsored program was created to unite a cross section of AMRDEC employees from different directorates including members located in other states. Objectives of the AMRDEC Mentoring Program are to foster the mentee's ability to improve leadership and technical skills, gain knowledge from other directorates, and expand small group interaction and communication skills. Participation is on a volunteer basis and members will be eligible for Continuing Learning Points for each session hour, up to 16 hours.

Ideally, mentees will select mentors from a different directorate to gain insight to the mentor's specific area of expertise resulting in a broader range of knowledge. Teams will establish their agendas and meet one or two hours per month in locations that best fit the objectives of the group. Depending on the evolution of the mentor contact, lasting professional contacts may evolve to help and guide mentees in their career development.

The purpose of this venture is to provide employees a tool to advance their professional career while strengthening AMRDEC's workforce, sequentially strengthening the warfighter.

"If you are thinking about your career direction or generally want to experience having a mentor, you have nothing to lose by participating in this good program," said James Lackey, AMRDEC executive director. "Your career mapping should be about what excites you."

Lackey's direct involvement and interest in the mentoring program is based on his observance of a similar successful effort within the engineering directorate.

Darnell Whitney, strategic planning and communications analyst, shares Lackey's enthusiasm for the development of the program.

"Ultimately, AMRDEC employees are responsible for their own career," Whitney said. "This program is a deliberate attempt to provide a tool to our workforce to enhance their personal and professional development. If our people are not equipped, then the product we provide to our external stakeholders, PEOs, and PMs could suffer."

AMRDEC officials recognize the importance of mentoring stretches beyond the center's needs. Employees are also offered the opportunity to become a virtual mentor to students through the center's Virtual Mentoring Program (AVMP). Mentors will work with students from a distance and communicate via Internet, e-mail, and other approved social media platforms as appropriate. AVMP is an extension of the center's Outreach and Diversity strategic objectives.

Participants in the center's program will begin meeting in January 2015 and continue with a six-month minimum commitment. Interested AMRDEC employees are encouraged to e-mail the center support division's strategic planning office at strategicplanning@amrdec.army.mil.

AF Announces No Involuntary Force Management Programs for FY15

SECRETARY OF THE AIR FORCE PUBLIC AFFAIRS (DEC. 17, 2014)

WASHINGTON—Air Force officials announced there is no longer a need to conduct involuntary force management programs for fiscal year 2015 following a year of significant reductions designed to meet the Defense Department strategic and budgetary guidance.

Officials confirmed that fiscal year 2014 goals were achieved to size and shape the force, eliminating the previously anticipated requirement to conduct a second round of involuntary programs in fiscal year 2015.

"My travels and discussion with airmen this past year have convinced me that enough is enough," said Secretary of the Air Force Deborah Lee James. "Therefore, we will not have additional, involuntary boards in FY15."

Targeted fiscal year 2015 voluntary programs, with eligibility limited by both grade and Air Force specialty codes, will be offered to help properly shape the force. These non-monetary opportunities are part of the normal steady-state force management programs used annually to size and shape the force according to mandated end strength.

Voluntary programs will include waivers of some active-duty service commitments (ADSC), reductions of required time in grade for retirements, and reductions from 10 to eight years of commissioned service for retirements, allowing

prior enlisted officers to retire with eight years of commissioned time versus 10.

The Palace Chase program will still be in place, but the expanded option of a one-for-one transfer will not be available this year. Specific details on voluntary programs will be released in early 2015.

"I'm really pleased we'll be able to offer our dedicated airmen a break this year," said Air Force Chief of Staff Gen. Mark A. Welsh III. "Throughout this difficult process we committed to providing information to our airmen and families early so they could make decisions. Announcing the FY15 programs now continues that commitment and provides some of the stability airmen truly deserve."

For more information on force management and other personnel programs, visit the myPers website at <https://mypers.af.mil>.

DLA Recruits Service Members for Operation Warfighter Internships

DEFENSE LOGISTICS AGENCY NEWS RELEASE (DEC. 31, 2014)

Tonya Johnson

Internships at the Defense Logistics Agency (DLA) are not just for college students.

Employees may not know that service members who are recovering from a medical condition can work as interns through the Operation Warfighter (OWF) program.

DLA employees attended an OWF outreach event Dec. 12 at Fort Belvoir, Virginia, to recruit service members who are cleared to participate in the program. The employees are members of the DLA Corporate Recruitment Cadre, a group of employees from around the agency that attends various events to recruit people to work for the agency. About 15 federal agencies attended the event, which was held at the USO Warrior and Family Center.

Operation Warfighter is a Department of Defense temporary assignment and internship program that provides wounded, ill, and injured service members with opportunities for meaningful activity outside of the hospital environment while they wait to return to active duty or transition to the civilian world. Service members' salaries are paid for by their Service branches while they work at DLA or another federal agency.

"This is a great opportunity to help get the word out about DLA's mission, especially to service members," said Dianne Ryder, a secretary in the Joint Contingency Acquisition Sup-



Dianne Ryder, a secretary in the Joint Contingency Acquisition Support Office and a member of the DLA Corporate Recruitment Cadre, speaks with a service member about interning at DLA during an Operation Warfighter event Dec. 12 at the USO Warrior and Family Center at Fort Belvoir, Virginia.

Photo by Navy Petty Officer 1st Class Dan Garas

port Office who volunteered at the event. "By participating in events like this, it gives employees a chance to give back to warriors who have served our country and help them explore opportunities to enlarge their skill set."

Although there is no guarantee that service members will be hired after the internship, they can learn new job skills and develop relationships with mentors who can provide career advice and resumé assistance.

"Although there is no promise or guarantee of placement, the program can serve as a pipeline for future employment," said Hettie Holmes-Carter, DLA's program manager for OWF and the Corporate Recruitment Cadre. "By providing internship opportunities, supervisors are helping recovering service members attain employment skills they can use once they transition from the military."

Jennifer Anderson, the Operation Warfighter regional coordinator for the National Capital Region, coordinates these fairs at Fort Belvoir and Walter Reed National Military Medical Center in Bethesda, Maryland. She said some service members do get full-time jobs after the program and are often hired under the Schedule "A" hiring authority,

which allows agencies to hire individuals with disabilities non-competitively. She said the internship fairs alternate between both locations and are typically held once a month. About 50 service members attend on average, and 15-20 agencies participate.

"There are so many federal agencies who want to provide internships for these service members," Anderson said. "Service members get to pick and choose from a variety of good choices, and I always thank all of the agencies, including DLA, for making these types of internship opportunities available."

Anderson said about 90 percent of the service members who participate in OWF obtain an internship, and some take multiple ones depending on how long they are in the program.

DLA supervisors can participate in the program by identifying opportunities and providing agreed upon time frames, which can last from six weeks to a year. Service members can be placed in any area, including human resources, logistics, intelligence, finance, and more.

"Agency representatives like to attend, because they find great people for an internship before they leave the military," Anderson said. "These individuals often did similar jobs to the ones they intern in, but often in harsh conditions such as in combat."

Anderson said she has heard many positive comments from service members who have participated in OWF.

"Service members say they like participating in the program because they learn what it's like to be a civilian before they actually become one, so this is a good transition for them. These recovering service members have so much to offer," she said.

Holmes-Carter said she has also received positive feedback based on surveys from service members who have interned at DLA.

"The responses have been positive, with comments such as 'I love coming to work. Everyone is very professional and very helpful, and there is so much to learn every day about the job. ... I highly suggest DLA to anyone eligible for the program,'" she said.

For more information about DLA's participation in OWF, contact Holmes-Carter at 703-767-5358.

Naval Postgraduate School Master of Science in Program Management (NPS-MSPM) Program Announcement

U.S. ARMY ACQUISITION SUPPORT CENTER (JAN. 13, 2015)

The Army Director, Acquisition Career Management (DACM) has announced an offering of the NPS-MSPM Program, class 836-161. The announcement opens Feb. 3 and closes March 17. This distance learning program is the premier Army DACM Office-funded master's degree program, and offers an opportunity to earn an MS in program management on a part-time basis within a two-year timeframe. The Army Deputy DACM (DDACM) Office sponsors the NPS-MSPM Program and will fund the tuition and book costs. Please note: The Army DDACM Office will not fund second master's degrees for any workforce member who already holds a master's degree in a business and/or acquisition-related discipline. For more information, visit the USAASC NPS-MSPM programs website at <http://asc.army.mil/web/career-development/programs/naval-postgraduate-school-master-of-science-in-program-management/>.