

Acquisition, Education, Training, and Experience Opportunity Announcement

U.S. ARMY ACQUISITION SUPPORT CENTER (MARCH 17, 2010)

The U.S. Army Acquisition Support Center is pleased to announce the offering of the Naval Postgraduate School (NPS) Master of Science in Program Management (MSPM) (2010 - 2012 Class):

Naval Postgraduate School (NPS) Master of Science in Program Management (MSPM) (2010 - 2012 Class)

Closing Date: May 18, 2010

Board Review Date: June 2, 2010

Course Start Date: Sept 27, 2010

This is an opportunity to complete a Master of Science degree in Program Management on a part-time basis within a two-year period. MSPM is an eight quarters, part-time degree program that is conducted by distributed learning. All classes use an Internet tool called "Elluminate." Elluminate uses Voice over Internet Protocol (VoIP) technology to send both video and audio over the Internet to any computer logged into the course site. MSPM is delivered exclusively over the Internet using two, three-hour sessions a week from 0800-1100 (Pacific Time). To use Elluminate, students will need Internet access, a personal computer (PC) microphone, and a PC camera (optional). There is no special software for Elluminate.

Several Defense Acquisition University course equivalencies are earned while attending this course of study. Students who complete the degree program earn Defense Acquisition Workforce Improvement Act training requirements for program management (PMT 352); (SAM 201); systems engineering (SYS 201); contracting (CON 100, 101, 110, 111, and 112); and production and quality management (PQM 101 and 201). While completion of the MSPM provides some of the required training for certification in the above careers, individuals must complete the additional DAU training for certification in the career field. Additional information about the program can be reviewed at <www.nps.navy.mil/gsbpp/mspm/>.

2010 School of Choice (SoC) Program Announcement

U.S. ARMY ACQUISITION SUPPORT CENTER (MARCH 12, 2010)

The U.S. Army Acquisition Support Center is pleased to announce the offering of the 2010 School of Choice program:

Opening Date: March 12, 2010

Closing Date: May 3, 2010

Board Date: May 17, 2010

Notifications made to selectees: Starting June 28, 2010

Classes to start no earlier than: August 2, 2010

The USAASC will sponsor students to participate in the SoC program based on eligibility and application criteria as well as the availability of funds.

The SoC program is a highly competitive 18-24 month full-time degree granting program that provides civilian members of the Acquisition, Logistics, and Technology (AL&T) workforce an opportunity to keep their current acquisition position while completing a bachelor's or master's degree during duty hours. Applicants must be certified for the position they currently encumber, and this must be documented on the Acquisition Career Record Brief before the submission of a SoC program application. Full-time program status is defined by enrolling and attending a minimum of four courses each semester or quarter, regardless of the university's full-time definition. If the applicant or school of choice cannot accommodate this rigorous course load, applicants should not apply. The SoC program is restricted to colleges and universities that are nationally accredited and offer degree programs in business or disciplines that directly support acquisition functions as outlined in the Defense Acquisition University catalog for acquisition certification <www.dau.mil>. Schools must be located within the applicants' local commuting area (no more than 50 miles) or provide Web-based programs. Travel expenses and prerequisite course work will not be funded. For detailed information, link to the USAASC announcement at <http://asc.army.mil/docs/announcement/FY10_SOC_Announcement.pdf>.

Army Materiel Command Launches Job Swap Program

ARMY MATERIEL COMMAND NEWS RELEASE (FEB. 12, 2010)

Beth Clemons

FORT BELVOIR, Va.—The U.S. Army Materiel Command officially launches the AMC Job Swap Program today. The program was developed in an effort to alleviate challenges that AMC will face in filling critical positions during the dozens of Base Realignment and Closure moves going on throughout the command.

What is Job Swap?

The Job Swap Program is an alternative approach to the placement of AMC civilian employees affected by the 2005 BRAC decision. No vacancy is being filled in a swap. Instead, two permanent AMC civilian employees, in similar or like jobs, switch positions and organizations. The switch amounts to a lateral reassignment or transfer.

Who is eligible?

A "job swap" provides for the reassignment of two AMC employees who have the same position title, series, and grade or pay band when no vacancy exists and neither employee has declined an offer under Transfer of Function, Transfer of Work, or management-directed reassignment.

The Job Swap Program is available to any AMC civilian employee on a non-temporary/non-term appointment in a

CONUS position affected by BRAC 2005. Employees must be willing to swap jobs, via a lateral reassignment, with another AMC employee under these same conditions.

Non-BRAC impacted employees wishing to swap with a BRAC impacted employee are also eligible. Job Swaps are exempt from the Priority Placement Program.

How do I apply?

The program will be available starting Feb. 12. AMC employees can express their interest in swapping through the use of Army Knowledge Online at <<https://www.us.army.mil/suite/page/607469>>.

The Civilian Personnel Advisory Centers will collaborate on potential matches and review qualifications of interested employees. CPAC will coordinate the swap with affected supervisors, human resources points of contact, and employees.

For more information on the AMC Job Swap Program, please contact Tracie Harris at 256-450-9080.

Clemons is with Army Materiel Command.

Defense Civilians Prepare For Overseas Deployment

SPECIAL TO AMERICAN FORCES PRESS SERVICE (FEB. 18, 2010)

T. D. Jackson

CAMP ATTERBURY JOINT MANEUVER TRAINING CENTER, EDINBURGH, Ind.—The Civilian Expeditionary Workforce, introduced in January 2009, is up and running at full speed.

After an intense 10-day course held from Jan. 25 through Feb. 3, the first group of 16 CEW students completed the course at Camp Atterbury Joint Maneuver Training Center and Muscatatuck Urban Training Center here. To date, more than 3,000 civilians have deployed in support of overseas stabilization missions.

The CEW is a workforce of Department of Defense civilians trained and equipped to deploy overseas in support of worldwide military missions. This particular CEW class has personnel deploying to Iraq, Afghanistan, and the Horn of Africa.

Army Brig. Gen. Clif Tooley, commanding general for Camp Atterbury-Muscatatuck Center for Complex Operations, said CEW members volunteer to be deployed overseas for up to two years.

"This gives the DoD flexibility in meeting emerging requirements," Tooley said.

Whether they have logistics or intelligence jobs, the students' main goal during training is to learn how to perform their duties in a new and potentially stressful environment.

"Our purpose is to help prepare our civilians to be at peak performance on 'day one' in theater," said Marilee Fitzgerald, the Pentagon's acting deputy under secretary of defense for civilian personnel policy. "Many of our deployers are leaving desk jobs and going to the deployment zone."

The training is geared to build an understanding of the environment in which the civilians will be working, Fitzgerald said. Training objectives, she said, include: strengthening emotional resilience; understanding the tools and methods for making effective decisions in uncertain, chaotic environments; understanding the principles of conflict transformation toward understanding social dynamics in conflict environments; enhancing the ability to interact and solve problems across different cultures, languages, and governments; and providing tools for dealing with the challenges of post-deployment integration.

The course was developed through a partnership between Fitzgerald's office, the Office of the Deputy Under Secretary of Defense for Readiness, and the Indiana Army National Guard. Frank DiGiovanni, the deputy director for Readiness and Training Programs and Policy, said the customized set of course curriculum was derived from several ongoing training initiatives across the department managed by his office.

"This curriculum is on the cutting edge of several new approaches for training our personnel for deployment," he said. DiGiovanni said lessons learned here will help formulate training policy across the entire department. DiGiovanni said trend lines are showing that the department will look to the civilian force to make greater contributions in the future, and that a trained and ready Total Force is definitely a force multiplier for current and future operations.

During the course of instruction the students learned about national and military security strategy, conflict assessment, and post-traumatic stress disorder prevention. They also participated in a field training exercise that featured mock "attacks" by instructors posing as insurgents.

The students' orientation packet hinted at the austere environment they would experience during the last three days of training. After a grueling workday during which students moved between various preparatory stations, to include im-



A range safety official shows Julia Schoenfeld her results after she fires an M-9 pistol. Schoenfeld is with the Civilian Expeditionary Workforce, which trains and equips Department of Defense civilians to deploy overseas in support of worldwide military missions. She is among the first CEW students who graduated Feb. 3, 2010.

U.S. Army photo by T.D. Jackson

yesterday, that's maybe not a fun view." But, learning how to shoot a pistol and a M-16 rifle, she said, constitutes "the fun part" of the training, "even though it is the end of January."

The civilians braved the brisk, 25-degree Indiana winter to learn the ins and outs of surviving in an austere environment.

"I think [the training] helps us not be such a liability to our military counterparts," Schoenfeld said. "We're self-sufficient when we get there. It's not motor memory yet, but at least we're familiar with a lot of the procedures and how to keep ourselves safe and not harm everybody else."

munizations, the students left the "luxury" of their barracks and headed to Forward Operating Base Panther.

Civilian participant Julia Schoenfeld described her new weekend get-away.

"It's port-a-johns, it's a trailer—but heated, so that's good; and you have to walk 10 minutes through the snow to brush your teeth," Schoenfeld said with a half-smile. "It's not something we're used to."

And that's the point, as Fitzgerald sees it.

"By exposing them to those kinds of conditions, it better prepares them to contribute on day one," Fitzgerald said.

"I think many of them who have not been deployed before feel a little more comfortable" about going overseas after taking the training, Fitzgerald said.

Schoenfeld, who is assigned to the Joint Forces Command in Norfolk, Va., is deploying to Afghanistan to work with the International Security Assistance Force as a NATO advisor. Her training experience so far, she said, has been fun.

"It feels like we're sort of peeking into their world a little bit," Schoenfeld said. "The eight immunization shots that I got

David Matthews, who will be deploying to Afghanistan as a senior strategic planning officer, said although theirs is the first class to go through the process, it was incredibly well organized.

"The quality of the instruction is superb," Matthews said.

The CEW training, Matthews added, excels at teaching safety and cultural awareness.

"The training here prepares me for going overseas and being inculcated in the culture and dealing with safety and things of that nature," he said.

Though Schoenfeld visited Afghanistan in 2008, this will be her first real deployment. "I think for the DoD civilian, it is really hard to find a way to serve your country in the same way that the armed forces get to," she said.

Her overseas deployment represents a commitment to serve as well as "a once in a lifetime experience that you'll never forget," Schoenfeld said.

Fitzgerald agreed that the civilians share the same passion as their military brethren.

"It is a proud moment when the DoD civilians can serve alongside their warfighters," she said.

Jackson is assigned to Camp Atterbury Public Affairs. Eileen M. Lainez of the Defense Press Office contributed to this article.

Spring to Mark Start of Personnel System Transition

AMERICAN FORCES PRESS SERVICE (FEB. 18, 2010)

Elaine Wilson

WASHINGTON—The Defense Department is on track to transition the majority of its more than 220,000 civilian employees out of the National Security Personnel System by Sept. 30, more than a year ahead of deadline, the official heading up that transition said today.

The 2010 National Defense Authorization Act called for the termination of NSPS by January 2012, bringing an end to a controversial personnel system that's been operational for less than four years.

The majority of employees will transition—starting this spring—back to the decades-old General Schedule system, but with an assurance in regard to pay.

"I am committed to ensure, as directed in the National Defense Authorization Act, that employees experience no loss of, or decrease in, pay upon conversion," said John James Jr., director of the Pentagon's NSPS transition office. "The department believes in that and believes it is the right thing to do."

This preservation of pay encompasses all employees. For instance, NSPS employees who are paid a salary that exceeds Step 10—the highest step under the GS system—of their pay grade will retain their pay upon conversion, James explained.

An employee's grade upon conversion will be determined by classification specialists using the same criteria in use for GS employees, James said.

"An employee's position will be evaluated under the General Schedule system and classified," he said. "If that position classifies out as a GS-13, then that employee will become a 13 when they transition."

While the Defense Department has a goal for transition completion, James noted that each organization and component will make a determination on a timeline based on four factors:

- No undue interruption to mission or hardship to employees

- Established processes to classify NSPS positions into the appropriate non-NSPS system
- Existence of a legacy performance management system
- An information technology system capable of handling the transition.

As officials work to ensure a smooth transition, they also are turning an eye to the road ahead. Along with terminating NSPS, the act gives the Defense Department new authorities to look at developing a successor performance management system that incorporates the best practices of NSPS and GS.

"One of the best advantages under NSPS that we saw was the clear alignment between employees and the organization about what their contribution means to the priorities and the direction of the organization," James said. "As we develop the new authorities and transition employees to the GS system, in most cases, we plan to reinforce that directive and that effort to ensure the employees are aligned with the organization."

Officials also will examine the law's requirements for hiring flexibilities and a personnel performance fund that rewards employees or teams for their performance, he said.

These processes will continue to be open and transparent, James vowed. "I envision the transition and development and use of the new authorities to be a collaborative effort with supervisors, management, leadership, union partners, labor partners, the Office of Personnel Management, and other stakeholders. I see this as being an entirely inclusive process."

James emphasized the importance of communication throughout the transition process and future personnel system modifications. "You can't overcommunicate a change," he said.

To that end, the NSPS Web site <www.cpmo.osd.mil/nsps/> now includes transition updates and a training module called GS-101, he said.

"Employees who have never been in the GS system, and there are a few, can go in and walk through that," James said. "It really is informative and tells them how the GS system works." It's also of value to employees who were in the system before, he added.

James encouraged employees to continue to ask questions. "Employees should feel free to ask their chain of command about how that process is being implemented," he said. "GS

is very prescriptive in how the process works. They will be informed how their job will be classified and transitioned.”

Wilson writes for American Forces Press Service.

Select Bases Using New Civilian Application Procedure

AIR FORCE PERSONNEL CENTER PUBLIC AFFAIRS OFFICE (MARCH 8, 2010)

April Rowden

RANDOLPH AIR FORCE BASE, Texas—The planned Feb. 22 rollout of a civilian hiring test initiative activated on schedule, requiring current Air Force civilian employees to follow new procedures when applying for jobs at select bases.

Air Force civilians applying for jobs at Goodfellow AFB, Texas; Osan Air Base, Korea; or any of the United States Air Forces in Europe bases will apply for vacancies through USAJOBS instead of the Air Force Civilian Employment Self-Nomination Application found on the Air Force Personnel Center’s secure Web site.

This change applies to jobs staffed through AFPC, not those staffed through other Air Force Agencies such as Air Force Materiel Command, Air Force District of Washington, or Air Force Reserve Command.

Air Force employees applying for positions at the pilot locations will need to submit an online resume for consideration. AFPC will determine qualifications based on the resume, thereby replacing consideration by career briefs and job experience skills codes.

Applicants can verify the announcement is available to current Air Force civilian candidates by looking for the “Current Permanent Air Force Employee” eligibility statement on jobs advertised at USAJOBS. Applicants should identify themselves as current Air Force employees in the assessment questionnaire included in the vacancy announcement.

Recent town hall meetings at the pilot locations generated largely positive feedback from the audience. Attendees were generally pleased with the user-friendly aspect of the online resume builder and felt the new process created a more level playing field for all applicants.

USAJOBS at <www.USAJOBS.gov> can be accessed by computer or smart phone with a username and password 24 hours a day, seven days a week.

Current Air Force employees may call the 24-hour Air Force Total Force Service Center at 800-525-0102.

New Program Helps Fill Job Vacancies Amid BRAC Retirements

ARMY NEWS SERVICE (MARCH 12, 2010)

Ed Lopez

FORT MONMOUTH, N.J.—Matching up experienced workers with organizations looking for such workers can sometimes be a hit-or-miss proposition. However, for Pamela S. Ludwig and the Software Engineering Center (SEC) at the U.S. Army Communications-Electronics Command Life Cycle Management Command (CECOM LCMC), the stars were aligned by virtue of a program called Partnership for Public Service (PPS).

Before her job was outsourced to India, Ludwig spent 27 years with IBM, most recently at Endicott, N.Y. Ludwig has a master of science degree in computer science from the Watson School of Engineering, and a bachelor of science degree. Her years of experience encompass all areas of software development spanning multiple hardware and operating systems and computer software languages.

Last October, Ludwig joined the SEC at Aberdeen Proving Ground (APG), Md., in the Enterprise Solutions Directorate, Data Services Division. Her appointment was the result of CECOM LCMC’s cooperative affiliation with PPS, a nonprofit organization devoted to the challenge of bringing private and public sectors together to develop solutions for matching experienced workers with the needs of the federal government.

The PPS mission is to explore new and expanded means for government to overcome institutional barriers and tap into the growing talent source of workers who must either retire or begin a new career due to corporate cut-backs and restructuring.

Research by PPS shows that while many employees may be eligible to retire, they still have a significant number of years of workplace interest. The research confirms that this segment of workers represents a source of key talent and vast experience that could become an intellectual asset to government agencies.

“Our ability to tap into Pam’s expertise is helping us expand our knowledge base beyond a government-only focus,” said Ludwig’s supervisor, Judy Pinsky.

Fort Monmouth’s status as an installation affected by the Base Realignment And Closure (BRAC) law—and its impact on retaining talent—is one of the reasons the Department of the Army invited CECOM LCMC to participate in the PPS “FedExperience Transitions to Government” pilot program.

"Another reason we were asked to participate is because of the command's reputation for progressive HR [human resource] initiatives and practices," said Debbie Devlin, CECOM LCMC G1.

The partnership's first client was IBM, and it has since expanded to include other companies and organizations undergoing workforce reductions. The partnership seeks out companies who have a corporate commitment to effectively transition workers to new jobs and careers.

"Ms. Ludwig's placement was an exciting 'first' for the Army," Devlin explained. "SEC was the first Army organization to extend a job offer, in this particular case to an experienced IBM employee whose industry background comparably relates to the rigorous job demands inherent in SEC systems, software, and hardware programs.

PPS is also attracting a growing number of federal agencies, so the competition among federal agencies for those talented individuals is mounting as well.

The inventory includes resumes for applicants who can be appointed under authorities such as nationwide and Army-specific shortage occupations; high-quality, full performance-level professionals through the expedited hiring authority for acquisition positions; various veteran appointment authorities; student and intern programs; and a number of additional excepted and competitive service appointments.

Those authorities are all supplemental to the normal process of announcing positions via the Civilian Personnel On Line and USAJOBS Web sites. The G1 Recruitment Team; Army Team Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) managers; and the servicing Civilian Personnel Advisory Center (CPAC) have forged a productive partnership to use an array of appointment authorities that fit C4ISR needs, said Devlin.

Ludwig's appointment is an example of the possibilities afforded by these innovative hiring methods and practices. She wasn't familiar with how to search for a federal job. However, when G1 staff members became aware of her resume through PPS, they swiftly contacted C4ISR organizations that might be interested in her credentials.



Pamela S. Ludwig wasn't ready to retire after nearly 30 years with IBM and the Army needs experienced workers to replace current employees who will retire as a result of Base Realignment and Closure (BRAC) at Fort Monmouth. A new hiring program addresses both needs.

Courtesy photo

Knowing that an immediate job offer could be made, the SEC responded immediately. The hiring authority used to appoint Ludwig had the primary advantage of allowing management to deal directly with the candidate and provide valuable feedback, extending an immediate employment commitment without the typical prolonged announcement and referral process that commonly takes many months to conclude.

The referral and selection process, in this particular case, took only a couple of weeks. Because of the BRAC status, Army Team C4ISR organizations will experience increasingly higher attrition over the next two years as employees who are not relocating begin to take advantage of local employment opportunities or retire from federal service.

"Managers will need to stay ahead of potential staffing voids or talent drains by utilizing every hiring and recruitment tool available," Devlin said. The G1's goal is to preclude inter-

ruption of service as the mission transfers to APG, where thousands of vacancies are anticipated.

Lopez writes for Fort Monmouth Public Affairs.

NSPS Web Site Adds Features To Track Transition

AIR FORCE PERSONNEL CENTER PUBLIC AFFAIRS OFFICE

(MARCH 12, 2010)

April Rowden

RANDOLPH AIR FORCE BASE, Texas—New features on the redesigned National Security Personnel System Web site give employees the opportunity to follow the Air Force's progress as it prepares to transition more than 44,000 current Air Force NSPS employees into non-NSPS personnel systems.

To enhance transparency in operations, the Web site incorporated a transition section that includes news, timelines, resources and training tools, and a modified feedback area where viewers can submit brief comments to help shape the site's content.

"GS-101," another addition to the site, is intended to benefit employees transitioning into the legacy General Schedule, or GS, classification and pay system. The introductory training course provides information on the structure and features of the GS system, covering topics from pay and promotion to appraisals and career development.

The course can be found on the NSPS Web site <www.cpms.osd.mil/nsps/>, housed within the "Resources" box.

With few exceptions, the majority of the NSPS employees will convert to the GS system.

The transition is a result of the National Defense Authorization Act for Fiscal Year 2010. The NDAA contained a provision that repealed NSPS and required the transition of employees out of NSPS, with no loss of or decrease in pay, not later than Jan. 1, 2012. The Air Force hopes to complete the conversion on a more aggressive schedule than what is allowed.

For more information, visit <www.cpms.osd.mil/nsps/> or contact the local civilian personnel section.

New Process Available For Selecting Retirement Option

AIR FORCE PERSONNEL CENTER PUBLIC AFFAIRS (MARCH 12, 2010)

RANDOLPH AIR FORCE BASE, Texas—Officers and enlisted airmen reaching 15 years of active-duty service will have new

procedures in place beginning April 1 to accept enrollment in the Redux retirement plan.

Airmen will receive an electronic notification of their eligibility for the High-3 Choice retirement plan that allows members to choose a \$30,000 career status bonus in exchange for lower retirement pay under Redux. The notification will inform airmen of their option to elect CSB, advise them on how to accept the bonus, and instruct them on how to initiate the payment request.

Members who do not respond to the notification will automatically revert to the High-3 retirement plan.

"A relatively low interest in the CSB led to the change in the notification and election process," said Col. William Foote, director of personnel services at the Air Force Personnel Center here. "Streamlining this procedure reduces the strain of paperwork for airmen and returns valuable time back to members, commanders, and support staffs."

Ann Lacey, an AFPC retirement procedures specialist, explained that all members were previously required to initiate a CSB election whether they desired the bonus or not, requiring all eligible airmen to complete a DD Form 2839, Career Status Bonus Election, and commanders to review their records. However, only a little more than 20 percent of airmen were electing the bonus.

"These changes are going to greatly reduce the workload for all parties involved in the CSB process," she said.

The change eliminates the need to complete the form for members who do not wish to elect the CSB after notification has been acknowledged, thereby saving airmen and their units time by reducing paperwork.

The Redux retirement plan affects members initially entering the military or uniformed service Aug. 1, 1986, or later. Redux is one of three retirement plans in effect based on an airman's date of initial entry to the uniformed service and currently applies to more than 92 percent of the active force.

For information about CSB, visit <www.afpc.randolph.af.mil> and type "Career Status Bonus" or "Redux" into the search engine, or call the Total Force Service Center at 800-525-0102.

Office of the Deputy Under Secretary of Defense (Acquisition & Technology) (March 2010)

The Human Capital Initiatives (HCI) team is finalizing the Human Capital Strategic Plan (HCSP), also known as the

Defense Acquisition Workforce Growth Strategy Report to Congress. The HCSP, DoD's strategic map for the growth of the Defense Acquisition Workforce through FY15, will be Appendix 1 of the DoD Human Capital Strategic Plan. The document responds to various requirements of the FY07 and FY08 National Defense Authorization Acts, and Section 301 of the Weapons Systems Acquisition Reform Act of 2009, "Awards for Department of Defense Personnel for Excellence in the Acquisition of Products and Services."

Civilian, Officer Development Backs Up Book Study With Travel

AIR FORCE PERSONNEL CENTER PUBLIC AFFAIRS (MARCH 17, 2010)

David Michael • April Rowden

RANDOLPH AIR FORCE BASE, Texas—From Southbridge, Mass., to Seoul, South Korea, the 61 members of the 2010 Department of Defense Executive Leadership Development Program have been globetrotting to gain hands-on field experience geared toward sculpting their joint leadership skills.

By exposing the participants to the various military components and allied forces around the world, program managers hope to encourage problem-solving skills that incorporate enterprise-wide solutions.

"Because we live and operate in a joint environment, it's important that we give our future leaders the chance to experience joint and coalition teams working together toward a common goal. Then they can take those broader lessons learned and apply them when making decisions that can impact the success or failure of a mission," said Dr. Todd Fore, executive director at the Air Force Personnel Center.

For the past 25 years, ELDP has served as a career-enhancing, competitive program for qualifying DoD uniformed and civilian employees in pay grades GS-12/13 or equivalent and for majors and major selects.

"Civilian participants are selected based on their potential to become effective leaders at the senior executive level," said Joan Gudinas from AFPC's Directorate of Civilian Integration. "When career development teams vector an individual into ELDP, they are looking for initiative, professional excellence, community involvement, integrity, and a commitment to public service."

The 10-month program is filled with extensive travel and challenging schedules. Between the historical tours of the North and South Korea demilitarized zone and paying homage in Hawaii during the anniversary of the Pearl Harbor attack, participants join in field training exercises, tackle

obstacle courses, and complete intensive studies all over the world.

"This program is not for everyone. It's physically, mentally, and intellectually demanding," Gudinas said. "But if any civilian aspires to become a senior executive in the DoD, participating in the ELDP should be at the top of the training list."

To be considered for a position in the ELDP, civilians should annotate this option in their transition civilian development plan, commonly referred to as a T-CDP, as well as apply during the annual civilian developmental education call.

For officers interested in pursuing a unit-funded slot in ELDP, they should complete Air Force IMT 3849 V2 and list "ELDP" under the preference. Career field managers can provide additional guidance, including deadlines to submit applications to the ELDP Selection Board.

Those selected to attend ELDP should expect to be in temporary duty status for one to two weeks every month during the 10-month period. No temporary backfills are assigned for the ELDP participants.

Applications for intermediate and senior developmental education programs such as ELDP, Air Force Legislative Fellow, Air War College, and Strategic Leadership, are due April 5 for officers and April 26 for civilians.

Those interested in the program are encouraged to call the 24-hour Air Force Total Force Service Center at 800-525-0102.

Michael is a participant in the Executive Leadership Development Program; Rowden is with the Air Force Personnel Center Public Affairs Office.

Air Force Leaders Expand Force Management Options

SECRETARY OF THE AIR FORCE PUBLIC AFFAIRS (MARCH 25, 2010)

Air Force Tech. Sgt. Amaani Lyle

EDITOR'S NOTE—Due to the high volume of traffic on the Air Force Personnel Center personnel services Web site following this announcement, airmen experiencing difficulty accessing the site may direct their questions concerning force management to their base military personnel sections or the Total Force Service Center at 800-525-0102 or DSN 665-5000.

WASHINGTON—Air Force leaders announced March 25 an expansion of force management measures designed to bring the Service closer to its authorized funded end strength. Fewer airmen than anticipated applied for voluntary pro-

grams offered under Phase One of the force management program initiated in November of 2009. This has prompted expanded programs to encourage more airmen to apply for separation or retirement by Sept. 1, 2010, or earlier.

Both officer and enlisted accessions will be reduced to meet mission requirements. Voluntary and involuntary initiatives also will be implemented as appropriate. Eligibility for these programs will vary by Air Force Specialty Code and years of service to ensure the Air Force has the right balance of skills needed to meet current and future mission requirements.

"Air Force retention is at a 15-year high," said Brig. Gen. Sharon Dunbar, director of force management policy. "While this is tremendous testament to the dedication of our great airmen, we now have more airmen serving than our authorized, funded levels. We also have a number of career fields overmanned at the expense of other critical and stressed career fields. The challenge before us is to keep our force both sized and balanced within authorized, funded levels."

In an attempt to limit the impact to airmen who are currently serving, Air Force officials will adjust accessions. Decisions to reduce accessions will be based on career field manning and future growth.

Expanded officer measures include waiving active-duty service commitments in targeted year groups; waiving all but two years of commissioning commitments for Air Force Academy and ROTC graduates as well as waiving their education and scholarship recoupment costs; and lowering the Reserve obligation for Palace Chase transfers from a three-year commitment ratio to one year for each remaining year of ADSC.

This phase of the force management program also involves a Selective Early Retirement Board. The SERB will consider for early retirement Air Force colonels with four or more years time in grade and lieutenant colonels deferred for promotion at least twice. This board will convene July 19-23, 2010, to identify those who must retire by Jan. 1, 2011.

Officers with more than six and less than 12 years of commissioned service in specific career fields and year groups will be offered voluntary separation pay as a means to encourage their transition from active-duty service. Should this incentive fall short of encouraging the number of transitions needed, a reduction-in-force board will convene in September to identify officers for transition by April 1, 2011.

A force-shaping board also will convene at this time to identify officers with less than six years of commissioned service

in designated career fields and year groups for continued retention or separation.

Enlisted force management measures have been expanded to include waiving time-in-grade and limited ADSCs for airmen in non-critical, overage Air Force specialties and year groups; and waiving up to two years of four- and six-year enlistments for those in non-critical, overage specialties and year groups. Palace Chase transfers also are available for enlisted personnel with a one-to-one rather than a two-to-one year commitment.

Dates of separation rollback will result in early release of some airmen with less than 14 years of service or more than 20 years of service who have declined training, failed initial training, declined retainability for an assignment, or who have negative quality indicators.

Air Force Reserve, Air National Guard, and Department of Defense civilian hiring opportunities are open to all airmen, officials said. Staffs at Airman and Family Readiness Centers host the Department of Labor Transition Assistance Program, offering airmen vital information for a successful transition from the Air Force. Veterans also receive hiring preference for federal service and are eligible for GI Bill Programs.

"The Air Force has a long-standing tradition of offering comprehensive transition assistance programs," Dunbar said. "It is important for our airmen to know the full range of options and benefits available to them."

Officials said if the current retention environment continues, personnel reduction actions will continue beyond fiscal year 2011.

For more information on force management options, call the Total Force Service Center at 800-525-0102 or visit the Air Force Personnel Center Web site at <https://gum.afpc.randolph.af.mil/cgi-bin/askafpc.cfg/php/enduser/home.php?p_sid=pf8ohfXj&p_accessibility=0&p_redirect>.

Dan Elkins contributed to this release.