



Career Development

ARMY NEWS SERVICE (JULY 8, 2005) ARMY AWARDS NEW AKO CONTRACT

FORT BELVOIR, Va.—A contract valued at more than \$152 million has been awarded to Lockheed Martin Corporation to manage Army Knowledge Online, the Army's enterprise Web portal.

Under the agreement, Computer Sciences Corporation and Science Applications International Corporation (SAIC) are major subcontractors with Lockheed Martin to help manage the AKO portal.

G-6 statistics indicate that AKO is logged onto more than a half million times daily by soldiers, Department of Army civilians, and others with sponsored accounts.

This past year, the Army's chief information officer/G-6, Lt. Gen. Steven Boutelle, directed two fundamental business process improvements for AKO.

As of June 1, responsibility for system development and oversight and for day-to-day management of AKO operations was moved from Network Enterprise Technology Command/9th Army Signal Command to Program Executive Office Enterprise Information Systems. PEO EIS. Officials said this move provides a better alignment of personnel and core competencies against organizational missions.

A universally secure, single point of entry for official Army business, available 24x7 worldwide, AKO uses the power of single sign-on and authentication capability to connect with knowledge, systems, and services. For the first time in the Army, AKO brings people, communities, systems, and applications together into one place, said Kevin Carroll, program executive officer for PEO EIS.

Second, the new contract gives the Army a single synergistic industry team to work with to optimally evolve and sustain AKO, PEO EIS officials said. They said the procurement also gives the Army a chance to have industry provide ideas on how to best evolve AKO with new capabilities.

Lockheed Martin will provide systems operations and maintenance, network communications, hardware and software integration, and 24/7 help desk support for both the unclassified and secure Army networks.

The award is for a base year with six option years and is a performance-based, fixed price, time and materials contract established by the Army Contracting Agency's Information Technology and Electronic Commerce Commercial Contracting Center, known as ITEC4.

Bryon Young, director of ITEC4, said he believes the AKO-EIS competition and resulting award "is an excellent example of the benefits that can be achieved through a performance-based acquisition strategy."

PEO EIS will have oversight of the new contract.

"Combining the great things that AKO has done in the past with the net-centric future that Army modularity will provide—this is a great opportunity for the Army," said Carroll from his Fort Belvoir office as the contract announcement was made.

"AKO prides itself in service to soldiers supporting Army operations around the world. Through the hard work of countless IT pioneers, AKO has steadily grown to a world class intranet service in a few short years, and our team looks forward to the continued evolution of technological advances to meet the needs of the Army active duty, Guard, Reserve, DA civilians, retirees, family members, and other users," said Greg Fritz, the acting director of AKO.

Gary Winkler, the Army's AKO user representative in the CIO/G6, said, "With AKO's industry team in place and its management shift to PEO EIS, we should be very effective and efficient at quickly infusing new capabilities for all Army users, building upon AKO's successes to date."

DEFENSE ACQUISITION UNIVERSITY MIDWEST REGION (JULY 18, 2005) DAU MIDWEST REGION AND U.S. ARMY TACOM LCMC SIGN LEARNING ORGANIZATION AGREEMENT

Carl D. Hayden

On July 18, 2005, the Defense Acquisition University Cooperative Learning Organization and U.S. Army Tank-automotive and Armaments Command Life Cycle Management Command signed a learning organization agreement that establishes a centralized learning center for professional development of the TACOM acquisition, technology, and logistics work-



Signing the learning organization agreement in Warren, Mich., are Gerald Emke, dean, DAU Midwest Region (seated left) and Maj. Gen. William Lenaers, USA, commander, U.S. Army TACOM Life Cycle Management Command. Standing (left to right) are Carl D. Hayden, associate dean of academics, DAU Midwest Region; Katherine Bell, assistant chief of staff for personnel, TACOM G1; Rick Bradley, chief, TACOM Learning Center; and Nancy W. Deming, TACOM training coordinator. Photograph by Karen Sas, TACOM.

force. The new center allows the two organizations to leverage both TACOM LCMC training and DAU programs.

Signing the agreement were Army Maj. Gen. William Lenaers, commander, TACOM LCMC, Warren, Mich., and Gerald Emke, dean, DAU Midwest Region, Kettering, Ohio. Also present at the signing were Carl D. Hayden, associate dean of academics, DAU Midwest Region; Katherine Bell, assistant chief of staff for personnel, TACOM G1; Rick Bradley, chief, TACOM Learning Center; Nancy W. Deming, TACOM training coordinator; and Dr. Donald McKeon, professor, DAU Midwest TACOM Satellite Office.

The TACOM LCMC learning organization is a cooperative effort that provides learning support and knowledge management to members of the TACOM LCMC community. Currently, the DAU Midwest Region satellite office in Warren, Mich., staffed by two DAU professors, provides and coordinates training, site-specific performance support consulting, and classroom training. Twenty-eight DAU classes, five systems engineering workshops, and nine performance-based service acquisition workshops (specially, tailored for TACOM) are scheduled for fiscal 2006.

Acquisition Insight Day

The Acquisition Insight Day held on Aug. 17 at the U.S. Army Tank Automotive Research, Development and Engineering Center (TARDEC) auditorium and at TACOM's

training facilities was the first of many events brought about as a result of the learning organization agreement. It provided the nearly 18,000-member acquisition workforce at TACOM the opportunity to learn of the new DoD initiatives. DAU Midwest Region faculty, with faculty support also from DAU Capital and Northeast Region and DAU West Region, provided seminars on the new initiatives and updates on existing ones.

Hayden is the associate dean of academics for DAU Midwest Region.

DEFENSE ACQUISITION UNIVERSITY MIDWEST REGION DAU DEVELOPS SYSTEMS ENGINEERING REVITALIZATION COURSES FOR U.S. ARMY TACOM LCMC

The Defense Acquisition University (DAU) Midwest Region has developed two systems engineering revitalization courses for the Army: a five-day SE course tailored to revitalize the use of systems engineering by Program Executive Office Ground Combat Systems (GCS), part of the Tank-automotive and Armaments Command Life Cycle Management Command (TACOM LCMC) community; and a four-day course tailored for concept development activities for the Tank Automotive Research, Development and Engineering Center (TARDEC)'s Advanced Concepts Team. Both organizations are located in Warren, Mich.



The first class was piloted May 23–26, 2005, for TARDEC's Advanced Concepts team. Since then, two five-day classes for PEO GCS have been held. Before the end of fiscal year 2005, one more four-day and two more five-day classes will be held. A one-day executive course is also under development.

High-level OSD and DA personnel in the systems engineering communities are invited to kick off each class to reinforce the importance of systems engineering, the revitalization of which was directed in 2004 by Michael Wynne, former under secretary of defense, acquisition, technology and logistics. The classes use short, group-based case studies to allow students to practice the key systems engineering concepts and tools. Student feedback has been very positive.

At least one SE class is planned for fiscal 2006.

AIR FORCE PRINT NEWS (JULY 7, 2005) CDP'S PROVIDE AIR FORCE CIVILIAN EMPLOYEES A VOICE IN THEIR CAREER

RANDOLPH AIR FORCE BASE, Texas—As part of civilian force development efforts, development teams are now using career development plans to provide employees at the GS-13 to -15 levels with development recommendations on their careers.

The plans are forms that allow civilians to list their short- and long-term development goals. They provide employees an opportunity to indicate their personal desires for experience, training, educational opportunities and, in return, receive feedback on how their personal desires fit in with Air Force goals and requirements.

"These plans are the employees' primary voice into the civilian force management process," said Henry Snider, director of civilian force management at the Air Force Personnel Center. "We're noticing some people who've been given an opportunity to complete a CDP don't because they mistakenly believe they will have to move or take another job. The reality is there's no risk or commitment incurred by completing a [plan]."

"The only risk is *not* completing a CDP," he said. "In essence, those who don't complete a [plan] are leaving their career progression to chance."

Once employees complete a development plan, it is reviewed by appropriate people in the chain of command and their career field. Ultimately, it is what development teams use to validate career goals and recommend the

best next type of experience, education, or training opportunity for each employee.

That recommendation is then used by career field managers at AFPC to best match Air Force needs with each employee's expressed career goals.

Reviewers of the form will also be able to record additional recommendations made by the development teams. The CDP process, to include review, will be conducted annually or on timelines established by each career field, Snider said.

While initial efforts in civilian force development are concentrating on the GS-13 to -15 ranks, similar processes will eventually be rolled out for lower grades.

Civil engineering, financial management, contracting, program management, scientist and engineer, and personnel civilian career fields have already begun using CDPs, and by the end of the year, all GS-13 to -15 career fields will be using the plan.

Employees can contact their career field management teams at AFPC for more information about specific CDP submission timelines and content. Points of contact and additional information about civilian force management can be found online at <http://www.afpc.randolph.af.mil/cp/>.

AIR FORCE MATERIEL COMMAND NEWS SERVICE (JULY 29, 2005) AFIT, RESEARCH LAB AGREEMENT BOOSTS RESEARCH CAPABILITIES

Larine Barr

WRIGHT-PATTERSON AIR FORCE BASE, Ohio—Scientists, faculty and students will have greater access to research opportunities through a landmark memorandum of agreement signed July 26 between the Air Force Institute of Technology and the Air Force Research Laboratory.

Maj. Gen. Perry L. Lamy, AFRL commander, and Brig. Gen. Mark T. Matthews, AFIT commandant, signed the agreement.

"This solidifies the long-standing relationship and common goals that both organizations share and allows us to more fully leverage our resources," said Lamy after signing the agreement. "Both organizations have a critical role in creating the Air Force of the future, and together we can solve future challenges."



In the works for nearly one year, the agreement forms a strategic alliance between both organizations—which have been in partnership for more than 50 years—to consolidate 10 separate agreements into one corporate agreement. It supersedes all other existing agreements between the lab's 10 technology directorates and AFIT.

"Today is significant and fortuitous—this MOA gives us greater ability to rapidly respond to the needs of the Department of Defense and the warfighter in the field," Matthews said during the ceremony.

The agreement was established for two reasons: education and research opportunities, said Jack Blackhurst, AFRL plans and programs directorate.

"We look to AFIT to educate our future scientists and Air Force leaders and to leverage AFIT research talent and lab facilities," he said.

While both organizations have performed coordinated research programs for many years, the agreement clears the path for streamlined access and resource sharing among the lab's sites across the United States and AFIT.

"We want to break down any barriers for AFIT interaction at all of our sites," Blackhurst said. "This past year, AFIT established a full-time professor at Kirtland Air Force Base (N.M.) and they have created agreements with the University of New Mexico. We hope to explore educational opportunities like this at our other sites."

Key elements of the agreement are to jointly develop personnel expertise and competencies in research areas of mutual interest, define the support required for major collaborative research programs and shared facilities, regularly review and highlight partnership accomplishments, and identify opportunities for multipartner teaming with other organizations to accomplish research objectives.

One of the primary benefits of the agreement will be increased flexibility among AFRL researchers and AFIT faculty and students, Blackhurst said.

"Researchers will be able to choose topics based on annual research calls, which are centered on topics of Air Force interest—specifically air, space, and information technologies," he said.

Another part of the agreement calls for increased interaction among the leaders of both organizations by hold-

ing an annual summit, a yearly interchange meeting, and an annual Technology Day event. The agreement also establishes a partnership working group, composed of the AFRL chief technologist, AFRL chief scientists, and AFIT Graduate School deans and department heads.

Barr is with Air Force Research Laboratory Public Affairs, Wright-Patterson AFB, Ohio.

AIR FORCE PERSONNEL CENTER NEWS SERVICE (AUG. 2, 2005) AIR FORCE INTERN PROGRAM DEVELOPS FUTURE LEADERS

RANDOLPH AIR FORCE BASE, Texas—The Air Force Intern Program Central Selection Board will convene at the Air Force Personnel Center here following the fall 2005 Developmental Team Review Process.

The board will choose 30 junior and mid-level captains to study the application of air and space power and observe senior Defense Department leaders in critical decision-making processes.

The fast-paced 12- to 24-month program is designed to develop tomorrow's leaders. While the program is available to line and nonline officers, a maximum of three slots are available to nonline officers.

"[It] is another great opportunity for young officers to continue their development," said Maj. Bill Schlichtig, chief of AFPC's officer developmental education branch here. "It's a method of preparing our very best officers for future key leadership positions."

The program combines hands-on experience as an intern in the offices of the secretary of defense, Joint Chiefs of Staff, and/or the Air Staff as well as an opportunity to earn an Air Force-funded master's degree in organizational leadership from the George Washington University.

"Selection for [the program] is based on potential for greater achievement as demonstrated by an officer's ability to handle more challenging jobs," Major Schlichtig said. "We want senior raters to nominate their absolutely best officers to meet the fall development teams for possible selection."

The program consists of two phases for interns not enrolled in GWU and three phases for those who are.



Officers incur a three-year active-duty service commitment upon completion of the program. Those who have not attended Squadron Office School in-residence will be allotted quotas to attend before starting the program.

For application instructions and more information, visit the officer professional developmental Web site online at <http://www.afpc.randolph.af.mil/fdso/afip.htm>.

AIR FORCE PRINT NEWS (AUG. 1, 2005) LOGISTICS PROGRAM BROADENS CAREERS

WASHINGTON—As the premier logistics training program in the Air Force, the logistics career broadening program provides logistics officers the chance to attain specialized knowledge in their career field.

The two-year program not only provides unique instruction in logistics but also lends opportunities for officers to grow as leaders and managers. The career broadening officer works in various disciplines, learning the functions and challenges of other logistics career fields and can earn professional certifications in program management and acquisition logistics.

“The CBOs gain the wholesale perspective at an air logistics center, and the air logistics centers benefit from the officer’s field-level experience and different perspectives on the problems we face as an Air Force,” said Brig. Gen. Polly A. Peyer, Pacific Air Forces director of logistics. “Countless times each year, this experience is used to mold depot processes and personnel knowledge to maintain and improve support structures. Bottom line, the CBO gets the chance to have a direct influence on Service-wide logistics issues from day one, while improving their personal ability to support the flight-line mission.”

These logistics officers also have an opportunity to work on high-level projects. The program’s officers have developed the new Civilian Achievement Medal, built the Blue School as an introduction to the military for new civilian hires, and served as action officers for the secretary of the Air Force’s Benchmarking with Industry Project. These developmental opportunities are designed to foster professional growth, not just as logisticians but also as leaders.

“The logistics career broadening program has evolved into a program for logistics officers that is producing of-

ficers with the potential to fill senior leadership positions, both at the air logistics centers and in the field,” said Lt. Col. Brian Yoo, program manager.

The selected captains for the 2005 to 2007 logistics career broadening program will complete their training at Hill Air Force Base, Utah; Robins AFB, Ga.; Tinker AFB, Okla.; and the Defense Logistics Agency at Scott AFB, Ill.

Those captains selected for training at Hill AFB are:

- Ivan Pennington
- Jean-Jacques Futey
- Kenneth Ocker
- Kenneth Benton
- Abram Marsh
- Jeremy Wells
- Andy Loving.

Those captains selected for training at Robins AFB are:

- Darren Brumfield
- David Wilson II
- Gaius Barron
- Buddy Elliott Jr.
- Gary Durst.
- Sean Tunaley
- Aaron Boyd.

Those captains selected for training at Tinker AFB are:

- Bradley Garcia
- Peter Abercrombie
- Adam Digerolamo
- John Schloss
- Brady Fischer
- Ashley Cannon
- Charles Dunaway
- Charles Hawkins.

Capt. Mark Guillory was selected for training at DLA.

DEFENSE AT&L LIFE CYCLE MANAGEMENT FRAMEWORK CHART

The Web-enabled Version 5.1 Integrated Defense Acquisition, Technology and Logistics Life Cycle Management Framework Chart—known by the short title “Integrated Framework Chart (IFC)” —is now available at <http://akss.dau.mil/ifc>. The IFC is an essential aid for defense acquisition professionals, and a workflow learning tool for AT&L professionals and Defense Acquisition University (DAU) courses. It serves as a pictorial roadmap of most key activities in the systems



acquisition process. The chart is based on information in the Defense Acquisition Guidebook and key DoD policy documents such as the 5000 Series and CJCS instructions, and illustrates the interaction of the following three major decision support systems:

- Capabilities Development (Joint Capabilities Integration & Development System (JCIDS))
- Acquisition Management (Defense Acquisition System)
- Planning, Programming, Budgeting, and Execution (PPBE) Process.

FY06 LTC/COL, GS-14/15 PROJECT/PRODUCT MANAGER/ ACQUISITION COMMAND SLATE

The U.S. Army Human Resources Command recently released the FY06 Colonel/ GS-15 Project Manager/Acquisition Command slate. Also released was the FY06 Lieutenant Colonel/GS-14 Product Manager/Acquisition Command slate. View the list at <http://asc.army.mil/portal.cfm>.

OVERVIEW OF USD(AT&L) CONTINUOUS LEARNING POLICY

Acquisition personnel in Defense Acquisition Workforce Improvement Act (DAWIA) billets who are certified to the level of their position must earn 80 continuous learning points to meet Continuous Learning Policy requirements issued by the USD(AT&L) on Sept. 13, 2002. Continuous learning augments minimum education, training, and experience standards. Participating in continuous learning will enhance your career by helping you to:

- Stay current in acquisition functional areas, acquisition and logistics excellence-related subjects, and emerging acquisition policy
- Complete mandatory and assignment-specific training required for higher levels of DAWIA certification
- Complete “desired” training in your career field
- Cross-train to become familiar with, or certified in, multiple acquisition career fields
- Complete your undergraduate or advanced degree
- Learn by experience
- Develop your leadership and management skills.

A point is generally equivalent to one hour of education, training, or developmental activity. Continuous learning points build quickly when you attend training courses, conferences, and seminars; complete leadership training courses at colleges/universities; participate in professional activities; or pursue training through distance

learning. Continuous learning points are assigned to distance learning courses < <http://clc.dau.mil> > based on their academic credits or continuing education units. Other activities—such as satellite broadcasts, viewing a video tape, listening to an audio presentation, or working through a CD-ROM or Internet course—can earn continuous learning points on the basis of 1 point per 1 hour of time devoted to the activity. On-the-job training assignments, intra- and inter-organizational, rotational, broadening, and development assignments may also qualify toward meeting the continuous learning standards.

DEPARTMENT OF DEFENSE EDUCATION GATEWAY

The Department of Defense Education Gateway (EduGateway) Web site at < <http://web.lmi.org/edugate/> > provides general information about science, mathematics, and engineering (SME) educational programs sponsored in whole or in part by the DoD. Sponsored and funded by the director of defense research and engineering, the site was originally intended to display information about programs with science, mathematics, or engineering content. The Web site is now open to any and all genuine educational efforts supported by the Department that knowledgeable members of the DoD family wish to report.

NATIONAL SECURITY PERSONNEL SYSTEM UPDATE (AUG. 23, 2005)

The Department of Defense is working with the Office of Personnel Management to adjust the proposed regulations implementing the new National Security Personnel System (NSPS) based on public comments and the meet-and-confer process with employee representatives. DoD anticipates publication of the revised regulations in the *Federal Register* to occur later this summer and to begin implementation of NSPS this fall. Find the latest information on NSPS at < <http://www.cpms.osd.mil/nsps/> >.

CORRECTION

In the September-October 2005 issue of *Defense AT&L*, Navy Rear Adm. Daniel H. Stone was incorrectly identified in one instance as commander, Naval Sea Systems Command and chief of the Supply Corps. Stone's correct designation is commander, Naval Supply Systems Command and chief of Supply Corps.