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# Career Development

## AIR FORCE PRINT NEWS (FEB. 29, 2008) AIR FORCE OFFICIALS INTRODUCE NEW CIVILIAN TRAINING VEHICLE

RANDOLPH AIR FORCE BASE, Texas—Without it, they are stuck in park. With it, however, they can rev up their future. With the introduction of the Standard Form 182, which was rolled out recently by the Office of Personnel Management, Air Force civilians now have an elite vehicle in their inventory that can effectively steer them toward their individual training goals.

Whether it's an advanced clerical course, a motor vehicle operating class, or one of hundreds of other critical courses and training conferences, the SF-182 is the mechanism that can put civilians' training needs in motion.

"The new form is a big improvement over the DD Form 1556, which we have been using for more than 25 years or so," said Hugh Lovelady, chief of the workforce effectiveness section with the Air Force Personnel Center at Randolph Air Force Base, Texas. "The SF-182 is clearer, more specific, easier to use, and should help our customers better identify and communicate their individual training needs."

Besides ease of use, another factor behind OPM mandating use of the form was to give government agencies the ability to enter training data in the Enterprise Human Resource Integration System, which is a tool initiated by OPM to maintain training data and personnel information.

"The SF-182's user interface helps Air Force training managers use that information more effectively," said Mike Hameroff, the Air Force's academic programs branch chief at the Pentagon. "With help from the Defense Civilian Personnel Data System, they can now track completed training using a variety of reporting and filtering tools."

At the base level, training offices currently accept the SF-182 in electronic and in hard-copy forms. Electronic routing, however, is preferred.

"Even though it has been an adjustment for people who were used to using the older 1556," said Patricia Lapsley, who serves as the civilian training manager for more than 5,000 civilian employees at four Air Force bases, "we do see the long-term potential with the new form's electronic signature process and drop-down code menus. We encourage units to submit SF-182s via e-mail so we can electronically sign the form. It speeds up the process."

The SF-182 can be downloaded at <[www.opm.gov/forms/](http://www.opm.gov/forms/)>. Air Force members can use blocks in the basic information, course data, and cost and billing sections to meet their specific needs. Although not required, military members can also use the form to put their training goals on the fast track. Interested individuals can see their local training program manager for details.

## AIR FORCE PRINT NEWS (MARCH 10, 2008) OFFICIALS HIGHLIGHT TRAINING VISION TO INDUSTRY LEADERS

*Tech. Sgt. Mike Hammond, USAF*

RANDOLPH AIR FORCE BASE, Texas—More than 70 representatives from 44 corporations met March 6 to consider ways the civilian industry might partner with Air Education and Training Command officials to make the vision of the future of education and training a reality.

Attendees at the AETC Industry Forum came from all parts of the country and represented diverse slices of the corporate world—including the defense industry, information technology, and communications sectors.

Maj. Gen. Erwin F. "Erv" Lessel III, the AETC director of plans, programs, requirements, and analysis, hosted the event, sharing the command's vision of the future of education and training in the Air Force. Command officials recently published the AETC white paper, "On learning: The future of Air Force education and training," a vision for Air Force learning transformation.

Lessel said new airmen today are digital natives—people who have grown up in the digital age, accustomed to the technology available today. To illustrate that point, the general told those in attendance of a recent trip he made to Laughlin Air Force Base, Texas, for a pilot training graduation.

"The first graduate I saw had a patch—each class has a patch they design—and it looked like an iPod. At the top was a pilot with a helmet and mask on, and with earbuds on the side," the general said. "This is the kind of airmen we have coming into the Air Force today. They are thinking mobile technologies, podcasts, and video. We have to adapt to the way they learn."

The general stressed the potential impact of industry on the command's efforts to transform learning, noting that solutions must be flexible and adaptive.

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“We need to be able to make quick changes when necessary—not long, drawn-out processes that result in the technology we select being obsolete by the time we implement the programs,” Lessel said.

For their part, many attendees were interested in how far along the vision was in securing commitment at higher levels of the Air Force, and AETC officials have shown the briefing to senior leaders. Some industry representatives suggested working closely with other Services to develop a joint effort, while other attendees suggested creating a collaborative consortium from industry, academia, and government. Much discussion focused on getting the commitment needed to make headway on the various objectives they saw outlined.

Lessel highlighted several promising examples of the potential impact of live, virtual, and constructive training. One recent success involved a test at Luke Air Force Base, Ariz. By harnessing technology, four actual F-16 Fighting Falcons were joined by four additional virtual F-16s—two flown by pilots from a simulator on the ground and two that were computer-generated targets. Using the same images and displays, the effect was to have eight planes in an air-to-air engagement while only using four live aircraft.

“You can imagine where this goes in terms of savings and direct support sorties that could be flown in a simulator or computer-generated,” Lessel said. “We’ve successfully demonstrated this and are looking at implementing it at Luke [AFB] and other fighter training bases as an Air Force Smart Operations [for the 21<sup>st</sup> century] initiative.”

Addressing some of the suggestions and questions from the members of industry in attendance, Lessel said the white paper was a result of more than nine months of very hard work, but that those nine months were the easy part.

“The real challenge is implementation. How do we transform from where we are now to an Air Force v2.0 Learning Organization? In the white paper, we’ve outlined the important concepts for the future of education and training. The technology is here today and will continue to advance—it just needs to be applied using these concepts.”

The general said the advantages are well worth pursuing.

“The focus of this vision is to harness the power of new technology and leverage the new skill sets airmen bring

to the Air Force to build knowledge-enabled airmen,” he said.

*Hammond writes for Air Education and Training Command Public Affairs.*

### AIR FORCE MATERIEL COMMAND PUBLIC AFFAIRS (FEB. 22, 2008) **AIR FORCE CONTRACTING EXECUTIVE TO LEAD NEW HUMAN PERFORMANCE WING**

WRIGHT-PATTERSON AIR FORCE BASE, Ohio—Air Force officials announced Feb. 21 that Thomas S. Wells, a member of the federal Senior Executive Service, will lead the new 711<sup>th</sup> Human Performance Wing at Wright-Patterson Air Force Base.

Wells comes to the new wing after serving as deputy director, then director of contracting at Headquarters Air Force Materiel Command since November 2003. Prior to coming to Wright-Patterson AFB, he served in a variety of leadership positions after joining the civil service in 1981.

“I am honored and excited to have the opportunity to lead what will be a unique, world-class organization,” Wells said. “The wing will seek to enhance the human aspects of flight in the 21<sup>st</sup> century using the same kind of vigor and vision that the Wright Brothers first applied to the aero-mechanical aspects of flight here in Dayton some 100 years ago.”

As director of the wing, Wells will oversee a new organization that combines the Air Force’s human performance and related activities within a single organization. The wing’s formation is the result of a 2005 Department of Defense Base Realignment and Closure, or BRAC, decision that directed realignment of functions from Brooks City-Base, Texas, and Mesa Research Site, Ariz., to Wright-Patterson AFB. It combines the Air Force Research Laboratory Human Effectiveness Directorate with several units from Brooks’ 311<sup>th</sup> Human Systems Wing, including the U.S. Air Force School of Aerospace Medicine, Air Force Institute for Operational Health, and the 311<sup>th</sup> Performance Enhancement Directorate.

The wing will report to AFRL headquarters, located at Wright-Patterson AFB. However, the wing’s work will reach beyond the Air Force and beyond the gates of Wright-Patterson AFB. It will complement the Navy Aerospace Medical Research Laboratory—which is relocating to Wright-Patterson AFB from Naval Air Station Pensacola,

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Fla.—as well as surrounding universities and medical institutions.

The wing will function as a joint service center of excellence for human performance, and will model a university in its approach to education and training, research and development, and clinical evaluation and consultation.

Air Force officials estimate the wing could eventually create an additional 500 military and 350 civil service jobs by 2011, and a like number of contractor jobs at Wright-Patterson AFB and the surrounding area. In addition, the School of Aerospace Medicine will bring more than 5,000 students to the Dayton, Ohio, region annually.

The base will receive \$332 million in construction dollars to build facilities that will house the new wing and other units coming to Wright-Patterson AFB as a result of BRAC. Total new construction will amount to one million square feet and represent the largest construction project on the base since World War II.

Plans are under way for a formal ceremony to activate the new wing but no date has been set.

### AIR FORCE PRINT NEWS (APRIL 23, 2008) AFPC, AFMC TEMPORARILY COLLABORATE TO STAFF AFMC VACANCIES

RANDOLPH AIR FORCE BASE, Texas—Air Force Personnel Center and Air Force Materiel Command officials are partnering to reduce the number of Air Force civilian personnel actions currently in the system. Four AFMC bases temporarily will assume responsibility for all AFMC civilian fill actions.

The large civilian centers at Hill, Robins, Tinker, and Wright-Patterson Air Force bases will assist AFPC by working all AFMC civilian actions until September 2009, when the responsibility will return to AFPC.

“We are carving out time to establish a flexible process that will allow for the ebb and flow of civilian actions in the Air Force,” said Maj. Gen. K.C. McClain, AFPC commander. “New initiatives of the past 12 months, such as the implementation of a new staffing tool and National Security Personnel System, have culminated in a buildup of work.”

AFPC specialists now fill positions using both General Schedule and NSPS processes and rules, which has significantly increased workload and the need for advanced training. Under NSPS, the classification system, compen-

sation structure, and staffing component varies drastically from GS, impacting AFPC’s ability to swiftly fill civilian vacancies.

Since the four AFMC civilian centers still process civilian actions, they are equipped and staffed to absorb the temporary workload. This initiative will benefit other major commands within the Air Force by freeing up AFPC personnel to support their hiring requirements.

Air Force-wide, AFPC currently has more than 9,500 requests for personnel fill actions in process, with 500 to 700 new requests coming in weekly. AFMC employs 39 percent of the Air Force civilian population.

“This is one of many initiatives AFPC is taking to reduce the number of vacancies,” said McClain. “We fully understand the mission impact and appreciate the support, not only from AFMC but from all major commands, in working this critical issue.”

### FEDERAL ACQUISITION INTERN COALITION

The Federal Acquisition Institute is leading a new government-wide effort to raise the visibility of contracting as a career of choice in the federal government and leverage existing intern programs available across the federal spectrum. This new effort provides a facilitated environment all agencies can use to share information, launch new recruiting initiatives, and create a focal point for creating interest in acquisition careers across the government. The Federal Acquisition Intern Coalition is a combined effort of federal agencies to encourage people to consider careers in federal government procurement. The FAIC represents partnerships among FAI, the Office of Management and Budget, and the Office of Personnel Management. The FAIC’s goal is to attract individuals who want to make strategic decisions and be a part of the world’s largest buyer program—the U.S. Government. FAI has created a page on <[www.FAI.gov/careers](http://www.FAI.gov/careers)> that provides more information about the FAIC.