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USD(AT&L) ANNOUNCES TWO NEW WORKFORCE TOOLS

Under Secretary of Defense for Acquisition, Technology and Logistics John Young has announced the creation of two tools that will help foster an open and collaborative environment. They are the AT&L Living Library and the AT&L Reading Library. Both libraries are linked to the AT&L Knowledge Sharing System Web site at <<https://akss.dau.mil/default.aspx>> and the Defense Acquisition University Web site at <www.dau.mil>.

The Living Library is a forum for leaders to share experiences and lessons learned related to everything from configuration steering boards, program stability, program planning, to cost control and much more. The first interview was with Rear Adm. Steven Enewold, vice commander of the Naval Air Systems Command and former program executive officer for the Joint Strike Fighter program. The Reading Library houses recent policy memos for easy reference.

DOD LOGISTICS HUMAN CAPITAL STRATEGIC PLANNING

The office of the assistant deputy under secretary of defense for supply chain integration, under the leadership of James D. Hall, is leading the DoD Logistics Human Capital Strategic Planning (HCSP) effort in support of AT&L Strategic Goal 1 and AT&L Human Capital Strategic Plan v3.0. The DoD Logistics HCSP vision is to develop a multi-faceted, agile logistics workforce that will succeed in a joint operating environment using a competency-based Professional Development Framework.

The competency-based, enterprise-focused logistics workforce will empower a flexible workforce to support requirements, sustain the knowledge base, optimize resources, provide consistent expectations and application of competencies and skills requirements, and provide a common lexicon for communication. It will benefit the workforce by providing a DoD enterprise system to identify and utilize competencies to meet mission needs, and logistics synergy to deliver capabilities for current/emerging mission requirements. For the individual, it will provide cross-functional development for more flexibility and growth.

Accomplishments to date are: the definition of logistics career fields; assessment of future logistics trends; identification and definition of the logistics technical competencies; development of proficiencies mapped to Supply-Chain Operations Reference (SCOR) Model 4.0 level 3;

incorporation of the Office of Personnel Management's core functional competencies; and the development of the professional development framework. The next set of events includes developing training, education, and developmental assignments; developing a Web-based assessment process; and populating the professional development framework.

The DoD Logistics HCSP, overseen by a senior-level Logistics Executive Steering Group, is a joint effort that includes the coordination of the Services, the Office of the Secretary of Defense, the Joint Staff, U.S. Transportation Command, the Defense Logistics Agency, DoD Civilian Personnel Management Service, and industry and academia partners.

For more information, contact Carol Conrad at carol.conrad@osd.mil.

ARMY NEWS RELEASE (DEC. 13, 2007) ARMY ANNOUNCES LOGISTICS BRANCH

The Department of the Army announced Dec. 13 the establishment of a new branch, which will become effective Jan. 1, 2008. The logistics branch is the newest branch of the Army for commissioned officers. Ordnance, quartermaster, and transportation officers from the ranks of captain through colonel will be united into the logistics branch. This change will occur across all components of the Army.

"Establishment of the logistics branch fully supports the needs of the modular Army," said Lt. Gen. Ann Dunwoody, deputy chief of staff, G-4. "It promotes the development of multi-skilled logisticians, capable of anticipating requirements, planning, integrating, and executing all types of deployment and sustainment activities that enable our nation's forces to initiate and sustain full-spectrum operations. As a result of Army transformation and modularity, Army logistics has shifted from a functional to a multifunctional focus. The reduction of functional logistics commands and the increase of multifunctional logistics commands at all levels make this a natural evolution for Army logisticians."

"New lieutenants will still begin their careers as ordnance, quartermaster, or transportation officers to become technically and tactically proficient in their basic branch specialties," she said. Upon promotion to captain and completion of the Combined Logistics Captains' Career Course, these officers will begin their journey in the logistics branch.

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The ordnance, transportation, and quartermaster branches will still remain. The technical skills of enlisted soldiers, noncommissioned officers, warrant officers, and lieutenants remain consistent with the needs of the transformed Army and the requirement for functional expertise within these branches.

AIR FORCE PRINT NEWS (DEC. 20, 2007) CSAF ANNOUNCES SELECTEES FOR NEW SENIOR OFFICER PROGRAM

Staff Sgt. Monique Randolph, USAF

WASHINGTON—Seven senior officers were recently selected to be part of a new program directed by Chief of Staff of the Air Force Gen. T. Michael Moseley.

As part of the Chief of Staff of the Air Force Fellows Program, these select officers will work directly for the chief of staff in lieu of serving as a group or vice wing commander, and after successful completion of the program will be strong candidates for operational wing command or equivalent positions.

“The CSAF Fellows Program is a prestigious opportunity to develop some of the Air Force’s most talented officers,” Moseley said. “It will provide these hand-selected officers with the opportunity to cultivate their skill sets in career-broadening positions specializing in national military strategy, national defense policy, and international relations.”

The intent of the CSAF Fellows program is to develop a strong group of senior officers with breadth and depth in operational, command, and joint/interagency experience, he said. Officers are selected based on their strong competency and potential to serve in senior positions.

Tour lengths for the program will vary from one to two years, and participating officers will still be expected to complete a program such as Air War College to receive credit for developmental education.

“Maintaining peak combat capability begins and ends with talented, motivated, trained, and well-equipped airmen,” Moseley said. “This prestigious program provides distinguished officers with the right experience at the right time in their careers.”

Officers selected for the program are:

Lt. Col. Gary W. Henderson, a senior developmental education student at NATO Defense College in Rome, Italy.

Lt. Col. David A. Krumm, commander of the 43rd Fighter Squadron at Tyndall AFB, Fla.

Col. Michael T. Plehn, commander of the 27th Special Operations Group at Cannon AFB, N.M.

Col. Kathleen C. Sakura, deputy director for joint staff intelligence support for the Joint Chiefs of Staff at the Pentagon.

Col. Jeffrey B. Taliaferro, an Air Force Fellow at the Center for Strategic and International Studies in Washington, D.C.

Col. Stephen N. Whiting, commander of the 614th Air and Space Operations Center and director of the Joint Space Operations Center at Vandenberg AFB, Calif.

Col. John M. Wood, deputy commander of the 60th Operations Group at Travis AFB, Calif.

Randolph writes for Secretary of the Air Force Public Affairs.

AMERICAN FORCES PRESS SERVICE (JAN. 8, 2008) PERSONNEL SYSTEM OFFERS WORKERS OPPORTUNITIES, OFFICIALS SAY

Sgt. Sara Moore, USA

WASHINGTON—In its second year of implementation, the Defense Department’s new civilian personnel system is meeting its goal of shifting the department to a performance-based pay system while giving employees the power to boost their own careers, two officials with the program said here yesterday.

The National Security Personnel System now covers about 130,000 of the department’s civilian employees, and feedback has been positive about the system, which ties employees’ pay raises and bonuses more directly to annual performance evaluations, Michael Dominguez, principal deputy under secretary of defense for personnel and readiness, said in an interview.

“What I’ve been hearing is, the system is doing what we’ve intended it to do, which is to galvanize conversations in the department and with our employees about our mission [and] what it is we need to achieve,” Dominguez said.

DoD recently issued the 2008 NSPS pay schedules, which were effective Jan. 6. This year, 60 percent of the base sal-

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any increase for federal employees will go to pay increases for employees who receive a final rating of 2 or higher on their evaluations, which includes virtually all federal employees. Forty percent of the base salary increase will go to “pay pools” to be allocated as performance-based salary increases to employees with a rating of level 3 or higher.

Mary E. Lacey, program executive officer for NSPS, said that in last year’s NSPS payout, the January salary increase was not at all tied to performance. However, this year the department changed that to bring the annual pay increases more in line with the performance-based management system, she said. DoD had planned to make January pay increases exclusively performance-based by next year, but under an agreement with Congress, the split will remain 60 percent and 40 percent, as it is this year, Lacey said.

Lacey said she has seen data on about 60 percent of the payouts that will be made under NSPS this year, and the results are promising. About 5 percent of employees are being rated as level 5, or “role model,” about 60 percent of employees are rated at level 3, and practically no employees are rated as level 1, or “unacceptable,” she said.

“I think most employees will find, at the end of the day, ... that they did pretty darn well under NSPS, and some of those fears will die down,” Lacey said, referring to some employees’ anxieties about the new system.

Lacey and Dominguez agreed that implementing a new system is challenging, and supervisors and employees alike have had difficulty adjusting to the new performance-based culture. However, they said, it is a welcome change because it gives employees a clearer understanding of what is required of them to advance and even gives them the opportunity to advance more quickly than they could under the old system.

“To some extent, it’s a choice for employees in terms of how they want to approach their work, and ... if they want to rocket up the scale, if you will, [be] hard-driving [and] take on the tough challenges, then there is the potential there for them to take on more responsibility and increase their salary because of their performance,” Lacey said.

To ensure that employees and managers understand the system, DoD officials have invested a lot of time in training and education about how the system works and why it is beneficial, Dominguez said. He stressed that leaders at every level, including military leaders who have em-

ployees or colleagues under NSPS, need to understand the system completely and ensure their subordinates understand it.

NSPS is a system that’s first designed to support DoD’s national security mission, Dominguez said. It’s also designed to update the civil service system to meet the demands of the 21st century, where workers expect to be rewarded based on performance, instead of how long they’ve been in a job, he said.

“In NSPS, you can go as fast and as far as you want to go,” Dominguez said. “It’s not a time-driven system; it’s a performance-driven system.”

DoD plans to bring about 57,000 more employees under NSPS in the spring, Lacey said. The department will also work with organized labor to bring even more employees under the system, she said.

Because DoD is such a large, complex organization, it will continue to take time to get everyone trained and under the new system, she said. In fact, pay systems for some employees—those in the intelligence field, for example—are covered under statutory authority, and they will never come under NSPS.

Overall, about 500,000 civilian employees will come into NSPS over the next three to five years, Lacey said.

“This is probably the most significant investment we have made in our civilian workforce in terms of their leadership, management, and soft skills [such as communication and coaching employees] ever—in my career, at least,” Lacey said. “We will continue that pace as we train folks up to bring them in.”

Moore writes for American Forces Press Service.

FEDERAL ACQUISITION INSTITUTE TRAINING UPDATES

The process to procure Federal Acquisition Institute Certification in Contracting (FAC-C) core training classes for FY08-12 is near completion. As soon as new class schedules are available, an announcement and class schedules will be posted to the FAI Web site at < www.fai.gov >. For questions or more information, e-mail FAI Student Services at questions@FAI.gov or call 703-805-2300.

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FEDERAL ACQUISITION INSTITUTE NEW CONTINUOUS LEARNING MODULES

The following continuous learning modules are now available. To enroll in these courses and others, login to the Federal Acquisition Institute Training Application System (FAITAS) at <<https://atrrs.army.mil/channels/faitas/student/logon.aspx?caller=1>> and select Continuous Learning Modules on the left side of the screen.

CLC 039

Contingency Contracting Simulation: Barda Bridge—2 Continuous Learning Points

This module begins in the pre-deployment phase at the home station. Situations requiring effective contingency contracting officer (CCO) skills and competencies are presented with decision points. Each decision will be played out with corresponding results. After pre-deployment, the CCO moves into initial deployment in the warfighting zone. The simulation continues through the build-up phase with a final major project theme as a critical decision among all other CCO issues. The CCO then returns to the home station.

CLL 013

DoD Packaging—3 Continuous Learning Points

This module, primarily for program managers, logistics managers, packaging specialists, and product specialists will allow learners involved in the packaging, handling, storage, and transportation (PHS&T) process to obtain sufficient knowledge of the value of PHS&T throughout its life cycle. An effective knowledge and application of PHS&T principles will benefit users throughout the life cycle of a program and ensure that the warfighter is properly supported.

CLL 019

Technology Refreshment—3 Continuous Learning Points

The goal of this module is to provide the learner with an overview and introduction to technology refreshment as it applies across the weapon system life cycle. The module covers basic concepts, regulatory material, and applications used in technology refreshment.

U.S. ARMY MATERIEL COMMAND NEWS RELEASE (JAN. 15, 2008)

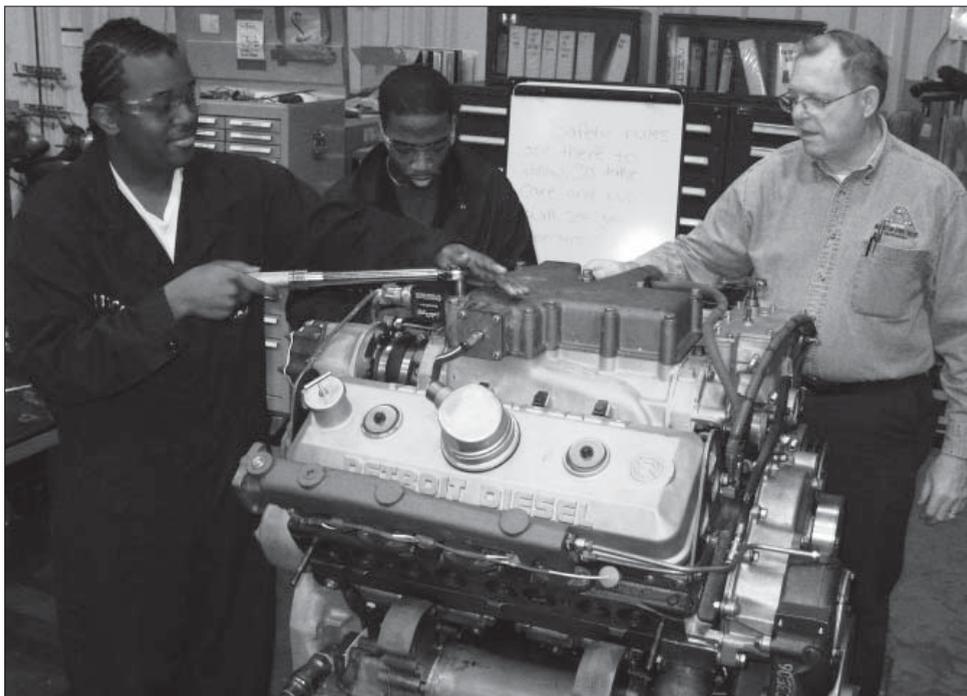
ANNISTON ARMY DEPOT CO-OP PROGRAM EDUCATES STUDENTS, PROVIDES CAREER SKILLS

Beth E. Clemons • Miranda Myrick

Since 2001, Anniston Army Depot and the Alabama Department of Education have combined efforts to support the ANAD Career Academy.

Recognizing the need for educated and skilled workers at the depot and within the community, ANAD leadership developed the academy to provide local high school students with the academic coursework and on-the-job training required to become viable employees for the depot.

“We are very proud of our co-op students and enjoy having them on the Anniston Army Depot Team. Being a part of the career academy is an op-



Homer Parton (right), academy instructor, observes Cordelra Denson and Justin Daniel working on a Detroit V-8 engine at the Anniston Army Depot Career Academy.

Photo by Miranda Myrick, Tank-Automotive and Armaments Command-Life Cycle Management Command

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portunity of a lifetime and a chance to support the soldier in the field,” said ANAD Chief of Staff Ray V. Minter.

For students training at the academy, it’s the first part of a three-phase cooperative program. After graduation from high school and the academy, they begin their coursework in a technical college while working part-time in the depot’s Nichols Industrial Complex. Career progression, the third phase of the program, begins when the student graduates college and becomes a full-time employee.

Students are recruited from approximately 45 schools in 11 counties, located within a 35-mile radius of the depot. Those selected for the academy are placed into one of five co-op opportunities: machining, mechanics, welding, hydraulics/pneumatics, and electronics.

Selected students attend their respective high school for half a day and train at the academy the remainder of the day. While at the depot, students attend one hour of state-mandated coordinated studies taught by a certified educator.

“It’s the best thing that’s ever happened to me,” said Malachi King, a hydraulics student at the academy.

After their coordinated studies, students conduct three-and-a-half hours of on-the-job training with depot instructors. Training is provided in an Occupational Safety and Health Administration-approved facility outside the depot’s industrial area.

“The parts they’re working are those that they’ll be working when they graduate high school and make their way to the industrial area,” said Larry Simmons, instructor at the career academy.

Simmons has worked at Anniston Army Depot for six years—two as a machinist in the depot’s Nichols Industrial Complex and the last four as a machining and hydraulics instructor at the academy. He already had a teaching certificate before coming to the depot, so his work experience and education led to his position at the academy.

A senior at White Plains High School, Tyler Ponder works and studies diesel mechanics at the academy where he builds Detroit V-8 engines—the same ones used in the combat vehicles produced in the depot’s industrial area. He and his co-workers at the academy receive parts from the depot’s machine shop and build the engines just like they do in the east industrial area.

“It’s great to already kind of know what I’ll be doing when I enter the depot on a full-time basis one day,” said Ponder.

For their hard work, students are rewarded with one high school credit for the coordinated studies class and two credits for on-the-job training. Besides the beneficial work experience and school credits, co-op participants are paid employees and earn appropriate benefits such as sick and annual leave.

To be eligible for the academy, students must meet several requirements, some of which include: being 16 years old; maintaining a C grade-point average; passing the Alabama high school graduation exam; and successfully interviewing for the position.

“It feels good I can help contribute to our soldiers,” said Holli Eubanks, a senior at Pleasant Valley High School and a diesel mechanics student at the academy. “I hope to stay a mechanic here,” she said.

Once the students complete the academy’s program and graduate from high school, they are eligible to enter into the depot’s Technical College Co-op Program, the second phase. Prospective students must meet specific requirements, be selected into the program, and accepted to a post-secondary educational institution.

“The program opened up a door of opportunity for me,” said Evan Bush, a senior at Etowah High School in the academy’s welding area who drives 48 miles, one way, to work at the depot. Bush said he looks forward to attending college in the fall as a college-level cooperative education student.

Students can earn up to nine hours of college credit at Gadsden State Community College. Participants who successfully complete an accredited post-secondary education will be eligible for non-competitive conversion to a full-time position if one is available.

The success of the program can be seen in its growth; the first high school co-op class in 2001 had 24 students. There are 100 students currently enrolled in the 2008 class. The facilities have also grown; the original facility measuring 6,000 square feet consisted of a classroom, tool crib, administrative office, and shop area. An additional 5,000 square feet has been added and includes welding bays and hoods, office space, locker room, and a break room.

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Academy officials report interest in the program DoD-wide. The private sector has noticed too—Mercedes-Benz prototyped the co-op facility for its operations in Vance, Ala.

For more information on the Anniston Army Depot Career Academy, contact Susan G. Hill or Anthony Stamper at 256-741-5340.

Clemons works for Headquarters, U.S. Army Materiel Command Public Affairs; Myrick works for Tank-Automotive and Armaments Command-Life Cycle Management Center.

AIR FORCE PRINT NEWS (FEB. 20, 2008) NEW WEB-BASED ASSIGNMENT APPLICATION DEBUTS MARCH 3

RANDOLPH AIR FORCE BASE, Texas—The power to apply for your next home-basing and follow-on (HB/FO) assignment will soon be literally at your fingertips.

Starting March 3, all active duty enlisted members and officers, lieutenant colonel and below, who are slated to serve an unaccompanied tour of 15 months or less will have the ability to submit Web-based applications from any location worldwide, 24/7.

The new self-service application process is part of Air Force leadership's ongoing commitment to personnel services delivery transformation.

"This change will help streamline the application process by eliminating paperwork and unnecessary trips to the military personnel element," said Letty Inabinet, chief of the assignment programs and procedures branch at the Air Force Personnel Center. "Starting March 3, an airman will be able to fill out the application online, and if eligible, the system will validate it on the spot and send it to AFPC for consideration."

Even though the HB/FO assignment program will be Web-based, the benefits remain the same.

"The program continues to be a win-win for the Air Force," Inabinet said. "It helps reduce stress among our airmen who don't know where their next duty station will be after they serve the unaccompanied tour, and it provides stability for our Air Force families."

Home-basing assignments offer airmen an assignment back to the same continental U.S. location, or long-tour location in Alaska or Hawaii, from where they left. Follow-

on assignments offer airmen assignment consideration to a preferred CONUS location or the overseas long-tour location of their choice. Airmen can choose up to eight CONUS locations and up to eight overseas choices.

For convenience and accessibility, the application will be made available March 3 at the Virtual Military Personnel Flight. The program's guidelines are outlined in Air Force Instruction 36-2110, Assignments. Applicants are encouraged to thoroughly read the sections on entitlements and restrictions before submitting their application.

For more information about the program, visit AFPC's "Ask" Web site and search for "Follow On." The 24-hour Air Force Contact Center (toll free 1-800-616-3775, DSN 665-5000) is also available to answer questions.

OMB ANNOUNCES RESULTS OF NEW 2007 CONTRACTING WORKFORCE COMPETENCIES SURVEY

WASHINGTON, DC—The Office of Management and Budget (OMB) has released the results of the 2007 contracting workforce competency survey, the first-ever baseline analysis of the proficiency levels of the civilian agency contracting workforce.

The survey by OMB's Office of Federal Procurement Policy (OFPP) and the Federal Acquisition Institute (FAI) indicates that the civilian agency contracting professionals are generally operating at appropriate levels, but require training in such areas as project management, requirements definition, performance-based acquisition, and negotiation.

"This survey is a comprehensive review of our workforce and will guide strategic development and succession planning efforts. Agencies have a unique opportunity to identify specific organizational competency gaps and are using this information to develop plans to close those gaps," said Paul Denett, Administrator for Federal Procurement Policy in the Office of Management and Budget.

OFPP will continue to work with agencies, the Federal Chief Acquisition Officers Council, and other stakeholders to ensure coverage of essential competency gaps, as well as improve upon strengths identified by the study.

View the entire contracting competency survey results at < www.fai.gov/sturep.asp#acq >.