

Logistics Force Development Newsletter

Welcome (again)!

I wanted to re-inaugurate the Force Development Newsletter to provide another venue to communicate Logistics Force Development updates to you. It's been 9 months since our last newsletter, and since a lot's been happening in the force development and organizations world, you'll find as much looking "forward" as looking "back" in this edition. In this issue, you'll find informative articles on civilian, officer, and enlisted training, education, career field, and organizational initiatives. Finally, we realize when it comes to the force development and organizations mission we can't "over communicate," so you'll see more of these newsletters in the future (about every 4 months). We need your input to ensure it is as value added as possible for communicating Logistics Force Development news to the field. Email your inputs and / or questions to AF.A4LFworkflow@pentagon.af.mil. Thanks for what you do enabling the Air Force mission.

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Volume 3, Issue 1 (Feb 11)

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New Civilian Career Field Education and Training Plan

The civilian Logistics Career Field Education & Training Plan (CFETP) has been updated and is now loaded to the Logistics Readiness Force Development Community of Practice. The CFETP for civilian logistics managers provides the framework and guidance necessary for planning, developing, managing, and conducting a career field-training program. The plan documents a "training roadmap" for the career field. This roadmap identifies recommended training and certification that is applicable to logistics managers during their career progression in

logistics management. The last version of the CFETP was dated January 2006, and much of the content was out of date. The new CFETP was completed in December of 2010 and reflects new and up-to-date content.

One significant change to the CFETP is the addition of the DoD Logistics Human Capital Strategy (HCS). The DoD Logistics HCS identifies four workforce categories: Supply Management; Deployment/Distribution/Transportation; Maintenance

Support; and Life Cycle Logistics. Each of these workforce categories contains a core set of competencies and proficiencies. To learn more about the DoD Logistics Human Capital Strategy, please visit <http://www.acq.osd.mil/log/sci/hcs.html>.

Also worth noting is the Civilian Logistics Career Pyramid. The pyramid identifies where you may be assigned during your career and at the grade you should expect to be eligible for that duty. In some cases

experience and education will determine your assignment.

To access the CFETP, please visit <https://www.my.af.mil/afknp/rod/community/views/home.aspx?Filter=OO-DP-AF-29>.

Leslie Reed
AF/A4LF
Civilian Logistics Force Development

"One significant change to the CFETP is the addition of the DoD Logistics Human Capital Strategy"

Enlisted Logistics Readiness Career Fields 2010 Year in Review

The year 2010 was a busy but productive year for Logistics Readiness (LogR) Enlisted Force Development. In support of the CSAF's #1 2010 priority, "Continue to Strengthen the Nuclear Enterprise," several web-based courses were brought on line. The two most important courses were the NWRM Fundamentals Course and NWRM Accountable Officer Course. The former is required to be taken annually by those who handle NWRM and the latter is required to be taken annually by NWRM Action Officers. These two courses are governed by AFI 20-110, NWRM Management. Both courses are due to be modified once AFI 20-110 is updated sometime during the first quarter of this year.

Another major project that has been underway is the Integrated Receipt Process (IRP) which is an integration of the 2S0X1 (Materiel Management) receiving function and the 2T0X1 (Traffic Management) inbound function under one process slated to become the responsibility of the 2T0X1. The stage was set in 2008 when these two functions merged into one section under the Deployment and Distribution Flight. However, the two very similar functions continued to be performed by two different

AFSCs. IRP is the next step in process improvement and is expected to decrease hand-offs and wait time. Implementation began in April 2010 and FOC is expected in January 2012. It has not been easy but is worthwhile to better form our workforce around processes.

Although the LRS QA initiative was led by our policy division (A4LM), our division has played and continues to play a key role in developing QA evaluator training. We developed the evaluator qualification and training policy currently in AFI 20-112 and continue work on a LRS QA AF Job Qualification Standard (JQS) and a web-based LRS QA Course. The JQS should be available in TBA by February while the LRS QA Course, being developed by our AFIT education experts, is still on track to be available on-line by April 2011.

To better prepare our LogR SNCOs for leading multiple AFSCs, i.e. as in the LRS QA Section or LRS LGRD Flight and as the LRS Superintendent, we are still working hard to stand up a web-based LogR SNCO Course. Our AETC partners continue to work with SMEs to make it a comprehensive course covering the basics of all seven of the

enlisted disciplines.

This article wouldn't be complete without the mention of the 2T0/2T1 AFSC merger project that began in 2006 and was placed on a strategic pause in 2010. Concerns of OPSTEMPO, timing and funding were the three largest driving factors for this strategic pause. It remains on hold until further research and testing is completed in preparation for the Deputy Chief of Staff, Logistics, Installations and Mission Support to make a decision on the future of this initiative. We expect to be able to present a recommendation to Lt Gen Reno by March of this year.

Although some of these initiatives have taken a long time (perhaps appropriate for Air Force-wide changes), we have made progress. And we will continue to work hard to better support you. One important note before closing, all of the above projects would not be effective or even possible without YOU, the SMEs. So, here is a big THANK YOU to all of those who have participated. **LogR ROCKS!!!**

CMSgt Karen Taber
AF/A4LF
LogR Enlisted Force Development

"In support of the CSAF's #1 2010 priority, "Continue to Strengthen the Nuclear Enterprise," several web-based courses were brought on line. The two most important courses were the NWRM Fundamentals Course and NWRM Accountable Officer Course."

Enlisted Maintenance Career Fields: Looking “Forward and Back”

As we review our old Expediter sheets from 2010, we realize the past year has been a year of looking back, while reaching forward at the same time, for the enlisted maintenance Career Field Managers. Your enlisted maintenance CFMs, comprised of CMSgts Jerry Akers, Mark Kovalcik and Mike Healy cover all the aircraft maintenance, PMEL, Scheduling and Analysis career fields. The “looking back” was a focused study on AFSC shred removals and shred mergers. Our focused look resulted in us holding course on crew chief, propulsion and fighter avionics shred removals. To date, we have not come up with any data showing a negative effect on the maintenance effort due to these shred removals. As we are typing this, the shred removal question remains Chief Kovalcik’s primary focus to ensure our maintenance effort is the best it can be. Our look back did drive us to cancel two of our proposed heavy avionics mergers and revealed the primarily old, legacy

heavy fleet is not ready for avionics mergers at this time. Our “reach forward” in 2010 was a continual look at where we think maintenance is headed in future years. As we look, we are planning now how we will be doing maintenance in the future. We are working a proposal to adjust fighter/RPA avionics structures to better align “legacy” aircraft with “newer” aircraft. The Air Force has structured aircraft maintenance for the newer F-22, F-35 and Remotely-Piloted Aircraft fleet utilizing a mech-tech concept which reduces the numbers of AFSCs required to work on the aircraft. This better utilizes our #1 maintenance resource - people. For example, on the MQ-1/9 fleet, the Mech technician is responsible for the aircraft, engines, hydraulics and fuels system maintenance while the Tech maintainer is responsible for avionics and

electro-environmental systems. This concept eliminates the requirement separate propulsion E/E, and fuels system maintainers. We continue to look at this in our “reach forward” if any other aircraft can be maintained using the mech-tech concept. Chief Healy traveled to AFSOC to start studying the CV-22 and whether it fits this concept. As we put a new 2011 Expediter sheet on our clipboard we will continue to reach forward, while ensuring what has already been done is best for the AF maintenance community. Contact us for any questions or thoughts you might have for the maintenance community efforts.

CMSgt Akers
AF/A4LF
Enlisted Force Management



Logistics Readiness Officer Education & Training Way Ahead

We have several initiatives in work to ensure LRO education and training keeps pace with our dynamic work environment and its many associated challenges. Of note, the “right solution” is not necessarily more training, but the right training at the right time. With that in mind, we are reviewing all education and training venues to deconflict redundancies and timing. In addition, to hone in on required key skills, we surveyed all 21R Colonels to help determine specific training and education viewed as most helpful in their day-to-day mission. The end state will be a deliberate continuum of learning capitalizing on key learning opportunities to ensure we continue to develop logistics professionals equipped for success.

HAF/A4L commissioned an on-going Occupational Assessment Report (OAR) in order to accurately assess what LROs are being asked to do in the field and where our training focus should be. As part of this process, an AETC occupational analyst visited several logistics work centers across multiple commands to validate what you LROs do day-to-day. In addition, the analyst interviewed over 70 LROs in an effort to capture candid feedback from the field. Finally, all LROs have been asked to participate in an ongoing automated survey that again, will capture collective expertise and concerns. The completed OAR will serve as a valuable source document for a summer Utilization & Training Workshop (U&TW) schedule for June 2011. The U&TW will bring together logistics leaders across commands to map out content and timing of key venues.

“end state will be a deliberate continuum of learning that capitalizes on key learning opportunities to develop logistics professions equipped for success.”

Finally, we look forward to the three exportable On-the-Job (OJT) training modules that will field in summer 11. Make no mistake; the modules are not intended to replace effective hands-on training or mentoring. Instead, the modules will assist to structure training across a myriad of field experiences and promote consistency in growth and development across the career field.

Thus summer 2011 will be a productive period for crafting LRO education and training way ahead. LROs are encouraged to participate by completing the field survey. You may also work through chain of command to provide feedback through your MAJCOM A4R. Finally, you’re welcome to contact the Chief of LRO Education and Training, Lt Col Chris De Los Santos, at DSN 227-1480 or chris.delossantos@pentagon.af.mil with questions.



Find Out What's "New" in the 21X Career Fields

One of the questions we often get in force development is, "What's new in the career field?" Of course, the answer is ever changing. From the results of Developmental Teams (DT) to the current status of a potential Critical Skills Retention Bonus (CSRB), there's lots of information you may need to know (example: 21R CSRB package is still at OSD for coordination.). The good news is you have a multitude of ways to keep up with career field current events, and quite a few are web based while others are the same "tried and true methods" that have been in place for years.

One great source of information is the AFPC website (see box insert for address).

https://gum.afpc.randolph.af.mil/cgi-bin/askafpc.cfg/php/enduser/std_adp.php?p_faqid=13757&p_created=1274299423&p_sid=KeNgIwlk&p_accessibility=0&p_redirect=&p_lva=&p_sp=cF9zcmNoPTEmcF9zb3J0X2J5PSZwX2dyaWRzb3J0PSZwX3Jvd19jbnQ9MTQsMTQmcF9wcm9kc20mcF9jYXRzPSZwX3B2PSZwX2N2PSZwX3BhZ2U9MSZwX3NIYXJjaF90ZXh0PTIxUg**&p_li=&p_topview=1&rstr_flag=1

From the AFPC website you can access DT minutes, 365-day TDY information, and information on other topics such as squadron commander eligibility criteria. You can even subscribe to the webpage to receive notifications upon updates. Subscribing is a painless process and a great way to ensure you know when new information hits the field. There is also a way to access information that isn't AFPC centric: Your own force development team here in the Pentagon hosts a Community of Practice (CoP) to facilitate information dissemination. The Aircraft Maintenance CoP is located at <https://www.my.af.mil/afknprod/community/views/home.aspx?Filter=OO-LG-AF-35> and the Logistics Readiness CoP is <https://www.my.af.mil/afknprod/community/views/home.aspx?Filter=OO-DP-AF-29>. From copies of previous newsletters to an electronic copy of the *Back to Basics Handbook for LRS and APS commanders*, the CoPs contain a treasure trove of information and resources. And these CoPs are for all grades and all logistics disciplines. Everyone should to take some time to periodically peruse these resources available on the many websites that have been in existence for years.

While a variety of on-line resources have been available for some time, I would also like to introduce you to a relatively new on-line tool. The Air Force has created a force development framework located on the AF Portal to be a convenient tool for an officer to find information not only about him or herself, but their career field and the Air Force in general. MyXDP is an integrated force development framework providing individual members a streamlined user experience and standardized presentation of enterprise data to ensure members receive appropriate development opportunities to meet requirements as future leaders. MyXDP provides the total force a standardized presentation of content for education, training and experience opportunities populated by Air Staff, Air Reserve Component, and Career Field Managers. While there isn't enough room in this article for a complete description of the information available on MyXDP, I would encourage you to log-in via the AF Portal and look at what the tool has to offer. Currently you can find topics such as the officer cross-flow program, 21X DT Charters, and mentorship resources.

To initiate a MyXDP session, log-on to Air Force Portal, navigate to Life & Career Tab, and select the Force Development option. Then select the MyXDP link appropriate to your corps (officer, enlisted, civilian)

communication and help prevent gaps between policy makers and officers stationed and operating across the globe in support of the mission.

There are many resources to ensure you stay apprised of developments in the 21X career fields. I encourage each of you to both seek out what information is available and to communicate your experiences and perspectives up your chain of command. This will aid effective

Lt Col Bradford Coley
AF/A4LF
Force Development and Organizations

Logistics Force Deployments

In December 10, HAF Functional Area Managers (FAMs) with MAJCOM FAMs conducted Tempo Band Assessments for Logistics Unit Type Codes (UTCs). Assessments are due annually to ensure career fields are appropriately postured to match UTC availability with combatant commander requirements. With the exception of the Logistics Readiness Officer (LRO) UTC 9LRCC (Logistics Readiness Officer Commander), all active duty Logistics UTCs will remain in their current Tempo Bands. 9LRCC will transition from Tempo Band E (1:1 dwell to deploy) to Tempo Band D (1:2 dwell to deploy) beginning in June 11 (though this change will not impact currently matched requirements). On another note, we continue to welcome

civilian volunteers to fill logistics deployments, especially for career fields in Tempo Bands D or E. Department of Air Force Civilians who are interested in this should contact their MAJCOM FAM or the HAF Logistics FAM (contact information below) with questions on the process.

Last but not least, we want to note and recognize our fellow Air Force logisticians who are forward deployed supporting combatant commander missions. And the same goes for the logisticians at home station who are continuing the mission while their team members are deployed. We know the latter is noteworthy as well, since we have multiple personnel deployed from Air Staff.

Lt Col Paul Smith
AF/A4LF
HAF Logistics FAM

Your Force Development and Organizations Team

Col Rick Cornelio leads logistics Force Development and Organizations. He is responsible for deliberate force development to include assignment vectors, education and training, and policy for squadron command and professional military education selection processes for logistics personnel. He can be reached at DSN 697-5978 or email rick.cornelio@pentagon.af.mil.

Lt Col Earl Scott is Chief of Force Development. He develops policies / concepts for officers and enlisted members and is HAF focal point for selection processes. He may be reached at DSN 223-4483 or email earl.scott@pentagon.af.mil.

Lt Col Brooks Reese is Chief, Manpower and Organizations. He coordinates approval for Logistics manpower and organization updates. You can reach him at DSN 224-5998 or brooks.reese@pentagon.af.mil.

Lt Col Brad Coley is the Chief of 21R Force Development. He works to balance requirements to enable LRO professional development. Lt Col Coley is scheduled to deploy for 365 days beginning in May and until then you can reach him at DSN 227-7335 or email Bradford.coley@pentagon.af.mil.

Ms Jean Brown is the AF/A4L manpower, personnel and organization POC for civilian issues. She tracks all logistics civilian personnel, updates core personnel documents, and provides organizational and manning charts. She can be reached at DSN: 227-8165 or email Jean.Brown@pentagon.af.mil.

CMSgt Karen Taber leads Logistics Readiness (LogR) enlisted projects to include development of a LogR SNCO Course, the LRS QA Evaluators Course, and the Integrated Receipt Process. She may be reached at DSN: 227-8137 or email Karen.Taber@pentagon.af.mil. (Continued Next Page)

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CMSgt Jerald Akers is the Avionics/PMEL Career Field Manager. He oversees avionics/PMEL issues and career field development. He can be reached at DSN 225-5275 or email gerald.akers@pentagon.af.mil.

CMSgt Michael Healy is Aircraft Systems Maintenance Career Field Manager. He oversees Propulsion, Accessories, and Fabrication issues and can be reached at DSN 227-8164 or email michael.healy@pentagon.af.mil.

CMSgt Mark Kovalcik is the Crew Chief Career Field Manager and works projects to include development of remotely piloted aircraft and F-35 pipeline training, Crash Damaged Disabled Aircraft Recovery (CDDAR) initiatives, and heavy crew chief manning issues. He can be reached at DSN: 223-4482 or email mark.kovalcik@pentagon.af.mil.

Mr Randy Samples is the point of contact for logistics civilian deployments under the Civilian Expeditionary Workforce process. He also works civilian personnel documents and manages civilian training and can be reached at DSN 697-1792.

Ms Leslie Reed works initiatives including updating the civilian logistics Career Field Education & Training Plan and life cycle logistics. She can be reached at DSN 227-3523 or email leslie.reed@pentagon.af.mil.

Lt Col De Los Santos is Chief, Logistics Readiness Officer Education and Training. In addition, he is responsible for coordinating guidance pertaining to the Logistics Career Broadening Program (LCBP). He may be reached at DSN: 226-1480- or email chris.delossantos@pentagon.af.mil.

Lt Col Diana Stuart is the Chief, Maintenance Officer Education and Training and lead for Maintenance Awards Programs. She may be reached at at DSN 223-9835 or email diana.stuart@pentagon.af.mil.

Lt Col Paul Smith and MSgt Paul Czechowicz are the Logistics Functional Area Managers and manage HAF policy for logistics deployments. MSgt Czechowicz in particular is the HAF FAM for Maintenance UTCs. You can reach them at DSN: 225-1593 or email paulp.smith@pentagon.af.mil or DSN 227-9429 or email paul.czechowicz@pentagon.af.mil.

The Force Development CoP (includes Newsletter Archive)

<https://www.my.af.mil/afknprod/community/views/home.aspx?Filter=OO-DP-AF-29>

Transportation CoP (2T0)

<https://www.my.af.mil/afknprod/community/views/home.aspx?Filter=OO-LG-TR-A7>

Vehicle Operations CoP (2T1)

<https://www.my.af.mil/afknprod/community/views/home.aspx?Filter=OO-LG-FE-06>

Materiel Management CoP (2S0)

<https://www.my.af.mil/afknprod/community/views/home.aspx?Filter=OO-LG-AF-20>

ECSS

<https://www.ecss.wpafb.af.mil>