



# TECOM CONNECTION

## NEWSLETTER



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Can you name the Presidents featured in Mount Rushmore National Memorial?

(Answers in the Editor's Corner)

*Welcome to the second edition of the **TECOM** Connection newsletter!*



TECOM Connection is a bi-monthly newsletter that highlights professional development opportunities and training information for TECOM civilian employees and supervisors. TECOM Connection also aims to highlight various information for all TECOM employees, military and civilian, in order to enhance collaboration and communication across the workforce. We hope to include professional articles written by TECOM employees and a venue to educate, promote and inspire discussion amongst the workforce on various professional and personal topics. This edition of the TECOM Connection features the Civilian Manpower Branch. We hope you find this edition of the TECOM Connection informative and look forward to your feedback.

## Civilian Manpower Branch

### Meet the Civilian Manpower Team...Stephanie, Lynette, Robin, Jaclyn and Brittany

The Civilian Manpower Branch provides direct support of civilians and oversight coordination to EDCOM and TRNGCOM at Quantico as well as general support to the Major Subordinate Commands (MSCs) as required/requested by MAGTF-TC (29Palms, CA) and the MCRDs at San Diego, CA and Parris Island, SC.

Civilian Manpower has cognizance over all matters pertaining to civilian manpower management to include position management, Table of Manpower Requirements, and miscellaneous administrative personnel functions for the TECOM civilian workforce.



**Stephanie Andrews**

Stephanie is the Supervisory Management Analyst (Branch Head) for the TECOM G-1, Civilian Manpower Branch. She assists as the principle advisor for TECOM on all matters pertaining to the civilian staffing and structure concerns. Stephanie will be able to participate in any long range planning in order to validate and evaluate perspective structures involving realignments and or modifications for manpower strengths, authorization's, and associated documentation. She can assist with the development, initiatives, requests, and assessments for the overall Marine Corp Manpower programs, consistent with the current governing regulations. With her expertise Stephanie will counsel TECOM staff members on the diversity of Civilian Human Resource Management.

*"I have been fortunate enough to work for some exceptional businesses that have contributed to my personal and professional growth in regards to training and leadership. The most impressive leader that I had the privilege to work with was former CEO of General Electric, Jack Welch. Perhaps Mr. Welch's famous quote, "Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others" sums up the impact on my personal and professional growth. To this day, I look forward to every opportunity to grow others!"*

Email: [Stephanie.andrews@usmc.mil](mailto:Stephanie.andrews@usmc.mil)/Phone: 703 432- 8051



**Lynette Blakely**

Lynette is a Management Analyst for TECOM G-1, Civilian Manpower Branch. Her primary focus is to assist the Civilian Manpower Branch Head in guidance, technical support, procedures to internal staff. Lynette is the POC on all TECOM structure and Performance Management. She collects and analyzes pertinent organizational data and information related to workforce concerns.

*"I have worked on Quantico Marine Corps base for 22 yrs. I am a native of Stafford for over 40 yrs. I enjoy camping, 4 wheeling and spending time with my dog (Kody)."* Email: [lynette.blakely@usmc.mil](mailto:lynette.blakely@usmc.mil)/Phone: 703 784 – 0335

## Civilian Manpower Branch

### Meet the Civilian Manpower Team... *Stephanie, Lynette, Robin, Jaclyn and Brittany*

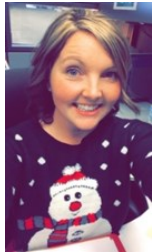


**Robin Soto-Smallwood**

Robin is a Management Analyst for TECOM G-1, Civilian Manpower Branch. Her primary focus is to advise, guide and coordinate the staffing requirements associated with TECOM's mission. She is able to assist with analyzing the Human Resource requirements and capabilities for current workforce authorizations. Robin assists and advises management on personnel concerns and reviews Position Management structure to engage workforce requirements. She can advise you on hiring submissions and requests.

*"I have been with TECOM for almost 9 years, and the Federal government for 11 years, I have been blessed with 4 wonderful children and always put my beliefs and family first, I enjoy working with the TECOM family and always look in accepting challenges to feel the exhilaration of victory."*

Email: robin.soto@usmc.mil/Phone: 703 432 - 2074



**Jaclyn Swick**

Jaclyn is a Management Assistant for TECOM G-1, Civilian Manpower Branch; she serves as the Training and Education Command Civilian Personnel Liaison for the TECOM HQ. She assists the Management Analysts in preparation of Personnel Actions (Position Management), personnel procedures for the civilian personnel in TECOM HQ, position descriptions; performance plans and appraisals; upgrades; longevity step increases; awards are maintained for actions involving civilian personnel matters. Jaclyn is a bright young lady and will make you smile as you enter the G-1 Civilian Manpower Branch.

*"Here's to the bright New Year, and a fond farewell to the old; here's to the things that are yet to come, and to the memories that we hold."*

Email: jaclyn.swick@usmc.mil/Phone: 703 432 - 1920



**Brittany Okonkwo**

Brittany is a Management Assistant in TECOM G-1, Civilian Manpower Branch; Brittany provides managerial assistance and program support to the branch by preparation of various reports, compiling work data, creation of non-recruitment actions, performs clerical and administrative work in connection with the branch requirements to include maintaining files, supplies, and preparation/review of routine correspondence packages. She also assists in preparing Onboarding binders as well as preparing Federal Length Service Awards.

*"I am fairly new to the Virginia area and I am glad to be working with TECOM. Other than being a mother, to a beautiful and outgoing five-year old, and a wife, I am going to school at NOVA to obtain an Associates degree in Business Admin; then transferring (not sure where yet) to get my bachelors in Business Management. I'm interested in reading, learning new recipes and working-out.."*

Email: brittany.okonkwo@usmc.mil/Phone: 703 784 - 3751



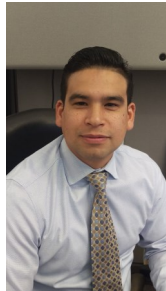
### How was your training experience?

The PMP Bootcamp & Exam Prep training covered all aspects of the PMP Certification Exam, the application process and requirements, plus participants create a personal study plan with more than 1,000 practice questions. The class includes Project Management Body of Knowledge Guide and the PMP Exam Prep Study Guide.

**Check out the dates below in the Civilian Development Training plan.**

Read the feedback from Oscar and Phillip....

**NOTE: If you're interested in sending feedback regarding your recent training send to:**  
**terra.eidinger@usmc.mil**



**Oscar Corzo**

*"I recently attended the PMP Bootcamp training offered by TECOM. I have to say that I was thoroughly impressed with the instructor's level of expertise and energy level to keep us all focused. The material covered is extensive for a week but very powerful and enriching on a professional and personal level. Overall PMP Bootcamp was a very rewarding class that I recommend 100% to others."*

-Oscar Corzo, Manpower Analyst, Military Affairs TECOM G-1



**Phillip Warren**

*"I was offered an opportunity to attend Project Management Professional Bootcamp, commonly known as PMP certification, by my leadership. While pursuing my Master's Degree in Human Resources, I have been encouraged by my professors and fellow students to try and obtain my PMP certification. So when the chance made itself available, I jumped on onboard. The class is actually a course in what it takes to pass the certification test. But in order to achieve this, one must understand what is expected of a project manager, and the tools and techniques that are employed for completion of a successful project. The course gave a deep explanation of the process for taking the PMP certification exam."*

*But the part that benefited me the most were the techniques and processes that PMP uses for completion a project. These tools can be using at my current position on a daily bases, to improve my work efficiency, communications and effectiveness. Processes such as time management, communication plan, and managing expectations can be applied in several of my own processes. I can see a difference and improvement in my short term projects since taking the course. From the information I request to complete a project, to the way I brief the finish produce to the stakeholders."*

*The course gave an outstanding overall view of project management and its components. Our instructor was able to give examples of exam scenarios, instructor insight, and real world applications for the information we received. I would definitely recommend this course to people who are considering taking the PMP certificate exam, but also to people who are looking to become more efficient in their own work processes."*

-Phillip Warren, Budget Analyst, MAGTF, Training & Education Standards Division

## CIVILIAN DEVELOPMENT TRAINING

Participants must secure their individual TAD requirements and/or transportation. Note: Training opportunities are for Civilian Marine workforce.. Military may be offered open seats after Civilian employee registration. Send inquiries to: [TECOM\\_CWFDT@usmc.mil](mailto:TECOM_CWFDT@usmc.mil)

<u>COURSES</u>	<u>DATES</u>	<u>LOCATIONS</u>
Project Management Professional	21 - 25 March 2016	Quantico, VA (Gray Research Center)
Project Management Professional	6 - 7 April 2016	29 Palms, CA
Contracting Officer Representative	9 - 12 February 2016	Quantico, VA (Gray Research Center)
Contracting Officer Representative	16 - 19 February 2016	Ft. Belvoir, VA (DAU CNE)**
Contracting Officer Representative	31 May - 3 June 2016	Ft. Belvoir, VA (DAU CNE) **
Contracting Officer Representative	7 - 10 June 2016	Aberdeen Proving Grounds, MD
Contracting Officer Representative	12 - 15 September 2016	Ft. Belvoir, VA (DAU CNE)**

(\*\*Ft. Belvoir, VA POC: Mr. Jimenez @ [Raleigh.Jimenez@dau.mil](mailto:Raleigh.Jimenez@dau.mil))



## Training & Resource Information

### Lynda.com Free Training

In accordance with MARADMIN 013/16, Communities of Interest (COIs) Leaders are directed offer structured training opportunities each fiscal year for Civilian Marines through a mix of courses delivered via traditional on-site training, virtual classroom, online training, or a blended learning environment. To accomplish this, the COIs will be using the commercial online training site Lynda.com as their primary training resource. Lynda.com is an online learning company that helps anyone learn about business, software, technology, education and creative skills to achieve personal and professional goals. For more information about Lynda.com or peruse the available training, visit: <http://www.lynda.com/default.aspx>.

**\*\*You must act fast if you are interested; there are only 3,000 Lynda.com accounts available in 2016! If interested in participating in this opportunity, please contact your occupational series community manager, which you can find at Communities of Interest website, [https://www.manpower.usmc.mil/portal/page/portal/M\\_RA\\_HOME/MP/MPC/d\\_CWM/Career%20Communities](https://www.manpower.usmc.mil/portal/page/portal/M_RA_HOME/MP/MPC/d_CWM/Career%20Communities). \*\***

\*\*\*\*\*  
Approved account requests on a "First-Come" basis until the account limit is reached.

If you have any questions or concerns, please feel free to contact your COI directly.

### 7 –Part Supervisory Brown Bag Lunch Series

The Human Resources and Organizational Management Branch (HROM) and the HQMC Office of Counsel present a 7-part Supervisory Brown Bag Lunch Series.

Do you supervise civilians? Do you have time for busy supervisors of civilians, HROM and the HQMC Office of Counsel. Each Brown Bag covers a critical supervisory topic in one hour or less. You can attend all sessions, or just those that *fit your schedule*. Bring your *lunch* and *listen* to the hosts discuss relevant issues and lessons learned in regards to the specific topics. Registration is highly recommended but not required.

**Audience:** Supervisors of Civilians

**Registration:** <http://www.hqmc.marines.mil/hrom/SponsoredTraining.aspx>

#### **Part 7: Civilian Employee Discipline**

**Date: Thursday, 25 February 2016,**

**Time: 1200-1300**

**Pentagon, Room 2B248A**

Participants will learn how to address employee misconduct and poor performance using progressive discipline. We will discuss informal and formal discipline, roles and responsibilities, and the Alternative Discipline Systems (ADS) to promote the efficiency of service.

Stay Tuned for More Brown bags in the 3rd Quarter!

Contact:

SMB.HQMC.ARHB.TRNG@USMC.MIL  
or 703-614-9088

### [“Are Snow Days in Washington A Thing of the Past?”](#)

Read ...how OPM determines the operating status for all agencies and offices located in the DC are, while the local Federal Executive Boards make the call for employees located throughout the rest of the country.

(Source: Government Executive.com/ December 18, 2015)

### **National Parks - FREE Entrance Days**

According to the National Park Service is celebrating 100 years old in 2016. On 16 days in 2016, all National Park Services sites that charge an entrance fee will offer free admission to everyone.

#### **MARK YOUR DATE**

April 16 through 24:

[National Park Week](#)

August 25 through 28:

National Park Service Birthday

September 24:

National Public Lands Day

November 11:

[Veterans Day](#)





## *Let's Ride!*

### **DoD NCR Mass Transportation Benefit**

#### **ATTENTION:**

**DoD National Capital Region (NCR) Mass Transportation Benefit Participants (NCR area only)**

#### **WHAT?**

TECOM Civilians and Uniform Members, the maximum allowed subsidy has increased from \$130 to \$255 according to the recently passed Consolidated Appropriations Act of 2016. If you wish to send more than \$130 off your Smart Trip card to CommuterDirect as your employer contribution, you must update your allocation using the following link.

#### **WHEN?**

February 2016

The Mass Transportation Benefit Program will implement the increase in the maximum allowed subsidy for the Feb 2016 benefit distribution forward.

#### **WHAT DO YOU NEED TO DO?**

There is no need to submit a change application for this increase unless you are changing your commute or need to update your commuting expenses. Your most recently approved commuting expenses are on file. In January, you will be able to submit your monthly claim for February 2016 benefits up to your actual costs or \$255, whichever is lower. To view your most recently approved application that includes your expenses, copy and paste the link below.

\*\*\*COPY & PASTE LINK\*\*\*

<https://mtbp.whs.mil/Participant/Status.aspx>

If you pay a 3rd party transit authority using a SmartBenefits allocation account (MARC, VRE, Van pool, etc.) you will need to update your allocation

amount with either CommuterDirect.com or WMATA in the first half of January to reflect the new value you wish to transfer to your vendor each month. Specific instructions on updating an allocation account will be sent in early January.

\*\*\*COPY & PASTE LINK\*\*\*

[https://](https://www.commuterdirect.com/)

[www.commuterdirect.com/](https://www.commuterdirect.com/)

Specific instructions are outlined on the right side of the website, under the "News..." section.

Contact phone number: 703-228-7433

\*\*TECOM Civilians and Uniform outside of Washington DC Metro area, please contact your local duty station mass transit representatives.

**ALERT** — If you fail to update your allocation with CommuterDirect by January 15, 2016, your previous allocation value will be sent for February 2016 (likely \$130). Any unallocated benefits will remain on your SmartTrip card.

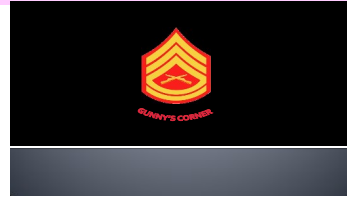
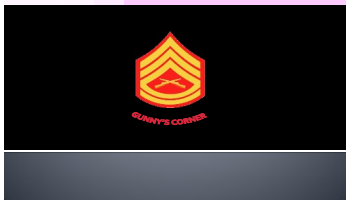
[CommuterDirect.com](http://CommuterDirect.com)  
lets you buy transit tickets and passes online plus delivered to your home or office.

**Happy Commuting!**

## **Virginia Railway Express (VRE)**

The VRE is a commuter train service that operates Monday through Friday, from the Northern Virginia suburbs to Washington, D.C. Most travel northbound in the morning, towards Washington and southbound during the evening, towards Manassas (along I-66), and Fredericksburg (along I-95). VRE does not operate service on weekends or federal holidays.

For more information: <http://www.vre.org/>



## GYSGT MARVIN D. HILL

*"Do today what most people won't, so you can do tomorrow what most people can't."*

### SAFETY RECOMMENDATIONS

#### BASE OPERATIONAL CODE (MCB QUANTICO)

**\*\*\*Note:** Not all commands and activities follow the base operating status, so employees need to confirm reporting instructions with their respective chain of command. \*\*If inclement weather occurs during non-working hours, every attempt will be made to make the decision on the base's operational status prior to 4 a.m.

**CODE GREEN (Condition Normal)** - The base is open on time. Employees are expected to work on time. Will not be announced on local radio and TV stations.

**CODE YELLOW (Open with Reasonable Delays)** - The base is open on time. Reasonable delays for reporting to work are excused. Unscheduled leave may be authorized. Will be announced on local radio and TV stations.

**CODE BLUE (Open at Specified time)** - The base opens at a specified time. Unscheduled leave may be authorized. Will be announced on local radio and TV stations.

**CODE RED (Closed for Non-Essential Personnel)** - Weather conditions are severe and the base is closed for normal operation, only emergency and essential personnel are expected to report to work. Will be announced on local radio and TV stations.

**Note:** During inclement weather, families with special needs (EFMs, handicap, etc.) that may need special/additional assistance should call the MCB Command Duty Officer. For urgent emergencies dial 911.



#### HOME

- ⇒ Remove all hoses from exterior spigots and turn off outside spigots from inside the home.
  - ⇒ Make sure gutters are clean. Gutters that do not allow water to escape can freeze and cause expensive damage to the home.
  - ⇒ If you lose power during a storm and the temperatures are below freezing—please open base sink base to allow warmer air to get to sink
  - ⇒ Consider a couple of Underwriters Listing (UL) approved space heaters if your heat break down
  - ⇒ Avoid harsh chemicals on paved driveways—use sand or kitty litter instead
  - ⇒ Car - get serviced now, check your battery/cooling system, fill your windshield washer and inspect your tires.
- Learn what to do in a winter emergency to you and your loved ones.

# Shout Out!

*"Dr. Lathers is an important member of the Marine Corps Combat Service Support Schools team who has distinguished himself by excelling in numerous assignments since joining our Command over 15 years ago. He is an extremely competent professional educator who has worked at both the school and headquarters level, thus providing him with a big picture perspective on our mission. He has made important past contributions in the areas of curricula management within the Logistics Operations School and the standup of the Tactical Decision Center. Since joining the Headquarters staff, he has assumed responsibility for several functional areas which were handled by multiple personnel in the past. He is often handed complex special projects and always produces a quality product. He is a true asset to our Command and a model for others to emulate, both military and civilian, in regard to his conscientious and dedication to duty."*

**~ Lin Walker/Executive Deputy, MCCSSS**



**Dr. John "Dan" Lathers**  
Doctrine Manager, MCCSSS

*"Dr. Lathers is an ardent advocate of professional development and personal growth. His efforts in these areas have resulted in significant improvements to our in-house Staff and Faculty Development Program and have increased awareness of lifelong learning opportunities for command personnel. He has made valuable and lasting contributions to this organization. Dr. Lathers does a superb job in all elements of his responsibilities at MCCSSS. He is responsible to manage the command's Staff and Faculty Development Program and the Learning Center which provides basic skills instruction (math/reading) to entry level students that require assistance in those areas. He also serves as the command Education Officer, Historian, and Academic Statistician. He has made significant strides to enhance the efficiency of each of these areas which had resulted in improved service to students, permanent personnel, and support to command leadership."*

**~ Kevin M. Barth, Operations Officer, MCCSSS**

*"He goes above and beyond to help me anytime he can" ~ Rebekah Logan/Program Assistant, TECOM*

## Who is Dr. Lathers?

Dr. John "Dan" Lathers enlisted in the U.S. Marines Corps on February 28, 1979 and completed recruit training in sunny San Diego later that year. He spent nearly a year in Millington, TN completing a slew of aviation electronic courses necessary to become an Air Traffic Control Navigational Aids Repairman (MOS 5952).

His first duty station after formal schooling was MATCS-28, Det. Bravo at Bogue Field, NC, where he assisted in maintaining the expeditionary airfield. Later in 1982, he was transferred to MATCS-18, MCAS Futenma, promoted to Sergeant, and participated in a number of successful deployments including Team Spirit and NTA. He returned to Bogue Field in 1983 but was selected for recruiting duty in the frozen tundra of western Michigan in 1984. He spent the next three years winning hearts and minds successfully completing the tour as a Staff Sergeant.

Believing himself a pseudo-hypocrite after 'selling' tuition assistance to so many poolies and parents, he dedicated himself to gaining a legitimate education. He applied for the SNCO Degree Completion Program and was selected to complete the necessary credits for a four-year degree. He completed a bach-

elor's degree in Psychology with honors at the University of North Carolina, Wilmington in 1991. He completed his payback tour at the Family Service Center in Beaufort, SC, where he completed his first Master's degree in Counseling Psychology from Webster University in 1993. In 1994, GySgt Lathers reported to the formal schools in Millington, TN as a course coordinator for Marine Air Traffic Control electronic-technician courses. He gained his Master Instructor NEC rating while successfully supervising students and instructors, developing curriculum, and coordinated much of the BRAC-move of the MATC school to Pensacola, FL. He was awarded the Outstanding Volunteer Service Medal for his work with Adult Literacy, the Boy Scouts of America, and the Special Olympics.

MSgt Lathers began his twilight tour in 1997 as the Ground Electronics Maintenance Chief of MCAS Futenma, Okinawa. During this tour, he contributed to the success of Air Ops, Weather, Crash Fire and Rescue, Customs, and all ATC electronic systems and procedures. He was successfully drown-proofed in 1998 to earn a CT-39 Saberliner Plane Captain designation and served as the NATOPS instructor/evaluator for the aircraft until his retirement in August, 2000. His personal awards include the Meritorious Service Medal, the Navy-Marine Corps Commendation Medal, and the Navy-Marine

Corps Achievement Medal with Gold Star.

Mr. Lathers arrived at Logistics Operations School in September 2000 serving as the Director, Plans and Programs and later as the Academics Officer. He oversaw the successful implementation of 23 courses, over 1200 lessons, and nearly 300 exams, which contributed to graduating over 16,500 students. He completed his second Master's in Education in 2005. He relocated to LOGTECOE in 2006 where he was instrumental in the success of the Tactical Decision Center, the Mobility Operations Practical Application Site (MOPAS), and the reemergence of the Marine Logistics Operations Group (MCLOG) as the lead instructional designer. He completed his doctorate in Education in 2010 with his dissertation titled "Designing an Instrument to Identify Instructor Characteristics and Student Reactions in U.S. Marine Corps Vocational Training". Since then he has published "A Critical Analysis of the U.S. Marine Corps 04XX Logistics Community".

As part of future operations, Dr. Lathers later served as the MCCSSS Doctrine Manager and eventually became the MCCSSS Education Officer and Staff Historian in late 2013. He is supported by his wife, Belinda, and five children John, Alex, Gabby, Nick, and Nate.



*Happy Birthday!*



## SPOTLIGHT...“Mr. Michael Blaine”

**TE:** Tell us a little about yourself....

**MB:** *Well, I'm Mr. Michael Blaine, Mission Assurance Program Manager & Antiterrorism Officer. I've been with TECOM since 2012. My hobbies and interests: Men's JV Lacrosse Coach, bishop Ireton HS, running , reading. My birthday is February 17th.*

**TE:** What is your role at TECOM?

**MB:** *I coordinate all TECOM Mission Assurance programs with our Major Subordinate Commands and Service Level Training Installations, HQMC and Marine Forces North, and am responsible for all TECOM MA programs aboard MCBQ.*

**TE:** What would people never guess you do in your role?

**MB:** *Conduct Building physical security surveys.*

**TE:** What aspect of your role do you enjoy the most?

**MB:** *Visiting TECOM installations, learning how installations conduct their MA programs and sharing best practices within TECOM.*

**TE:** What do you like most about TECOM?

**MB:** *Working with Marines and Marines no longer on active duty.*

**TE:** Before working here, what was the most unusual or interesting job you've ever had?

**MB:** *Being a Marine Aviator & teaching students how to fly.*

**TE:** What kinds of hobbies and interests do you have outside of work?

**MB:** *I've coached the JV Men's Lacrosse team at Bishop Ireton HS in Alexandria VA for 9 years. I ran in the 1<sup>st</sup> Marine Corps Marathon in 1976 and am preparing to run again this year. I am a lay Eucharistic minister at the Cathedral of St Thomas More in Arlington VA.*

**TE:** What is one thing you couldn't live without?

**MB:** *My wife Beth!*

**TE:** What is your favorite movie and book?

**MB:** *It's a Wonderful Life. I read Edmond Rostand's play, Cyrano de Bergerac, ~once a year.*



## Simulations Assessment Working Group: It was a SAWG Summer!

By Kenneth Potter

(Head, Analysis Section/Operations Branch/MAGTF Training & Education Standards Division)

According to the 36<sup>th</sup> Commandant, General Dunford, he wrote in his “36th Commandant’s Planning Guidance:” “Our investment in training systems will reflect the priority we place on preparing for combat and be fully integrated with training and readiness standards. I expect all elements of the MAGTF to make extensive use of simulators where appropriate. My intent is for Marines to encounter their initial tactical and ethical dilemmas in a simulated battlefield vice actual combat.” To meet this intent, Major General Lukeman, Commanding General, Marine Corps Training and Education Command (CG TECOM), announced in MARADMIN 190/15 his intent to hold a series of Simulation Assessment Working Groups (SAWG) from 4 May until 5 September 2015 to align requirements in ground Training and Readiness (T&R) manuals with the capabilities of appropriate simulators already fielded by the Marine Corps to train Marines.

### SME Participation

During the summer of 2015, TECOM personnel from the MAGTF Training and Education Standards Division (MTESD), Training and Education Capabilities Division (TECD), Program Managers Office, Marine Corps Training Systems (PM TRASYS), the operating forces and Marine Corps formal schools convened aboard Camp Lejeune to carry out CG TECOM’s intent, which, in the SAWG attendees’ vernacular, was to “inject simulation into T&R Manuals.” Therefore, every subject matter

expert (SME) participating in the SAWG from the operating forces and the formal schools was brought to the II MEF Simulation Center and given an orientation brief regarding the upcoming events of the SAWG. The SMEs were then given an intensive one and one half day tour of the simulators aboard Camp Lejeune where the SMEs were shown the maximum current capability of the simulations and encouraged to ask challenging questions. At the conclusion of the tour, the SMEs convened in a classroom aboard Camp Johnson provided by Logistics Operations School to conduct the assessments.

Meanwhile, on a SharePoint site created by a management analyst from MTESD Assessment Section, each event in that community’s T&R Manual was projected on a screen in the front of the room. The SMEs then were asked the following questions, the answers to which were recorded in the SAWG SharePoint site established for the particular T&R Manual in review:

- (1) Can the event be simulated? Yes, no, or partially.
- (2) If yes or partially yes, which simulator should be used for training? SMEs by consensus would pick one of the simulators from their tour. If there was no consensus, or if multiple simulators could be employed to train the event, SMEs were directed to pick one “best in breed.”
- (3) Once the “best in breed” simulator was selected, SMEs would by con-

sensus articulate the number of hours necessary to train the event partially or fully, as selected in question 1 above.

The CG TECOM made it clear in the workup to the SAWGs and during the debrief “hot washes” that occurred after every SAWG that the assessments made in the SAWG regarding venue and time for training were directive in nature to those personnel responsible for developing unit training or creating formal school curricula. CG TECOM and all SAWG participants were fully aware that given the scarcity of simulators, there might not be enough at the right locations to accommodate all Marines and units trying to train on them. That is why a close examination of the suitability and sequence code descriptions will reveal that live training is appropriate for most events when simulation capacity is not available. Nonetheless, when simulators are available, all units, including all formal schools, are expected to use those simulators for training those events assessed as amenable to such training. (continued on page 11)

# Simulations Assessment Working Group: It was a SAWG Summer!

By Kenneth Potter

(Head, Analysis Section/Operations Branch/MAGTF Training & Education Standards Division)

## Events & Observations in the T&R Manuals

In total, 12,145 T&R events were reviewed, and SMEs determined that 7,373 of those events could be trained at least partially in the assessed simulators. Furthermore, numerical breakdown to the suitability of simulation for training follows: SMEs determined that 119 events must be performed in the simulator as a prerequisite before live training can be conducted. Further, 16 events can only be trained to standard in the appropriate TECOM procured simulator. SMEs assessed that 7328 other events or 61% of the events assessed can be trained fully or partially to standard in one of the TECOM procured simulators listed above.

However, not all observations that came out of the SAWGs were positive. SMEs noted that improvements were needed in all the simulators. For example, only the IIT can provide night training capabilities. Other simulators must catch up to be more fully employed. Further, system improvements are needed so that simulators are capable of communicating with each other during concurrent collective training exercises. SMEs also noted that the fidelity of graphics hinders training within some simulators assets, and is not up to video game standards that Marines have come to expect. And a major item noted by all the SAWGs was the lack of awareness in the Operating Forces regarding the current capabilities of the fielded simulators. There was consensus among SAWG participants that capabilities

briefings for scheduled Operational Advisory Group (OAG's), and guided tours conducted on a periodic basis are necessary for senior Marine leadership to be aware of existing capabilities. Marines newly assigned to training billets should receive SAWG style Simulations Capabilities briefs and orientations.

The SAWGs are the first step in a process that will allow the operating forces to have more of a say in the quality of the training devices and training venues that TECOM provides to prepare units and Marines for combat. CG TECOM authorized the stand-up of Training Management Teams (TMT) modeled on those conducted by TECOM MTESD Aviation Standards Branch as part of the Aviation Training System (ATS). ATS is the overarching aviation training structure that integrates and coordinates policy, manpower, equipment, and fiscal requirements for Marine aviation officer and enlisted post new accession training. The ATS structure centers on Marine Aviation Training Systems Squadron (MATSS) sites, located at each Marine Corps Air Station, to assist commanders in training their units and ease the training burden placed on the operational forces. The mission of ATS is to develop a completely integrated training system across all of Marine Aviation that links training cost with readiness, in order to provide the MAGTF Commander with combat ready units. The Ground TMT

concept will provide a similar service to Ground Communities and advocates that the Aviation TMTs provide to the Air Wing. Ground TMTs would validate the initial SAWG assessments and capitalize on the momentum from the SAWGs. Ground SMEs were much more willing to go out on a limb to create assessments since they knew there was to be a rigorous follow-on effort to check the original assessments. An added benefit of the TMTs is that they would nest into the Marine Corps Expeditionary Warfare Development System assisting in requirement to identify material and non-materiel approaches for eliminating or mitigating capability gaps in training with the goal of including those training gaps in the Marine Corps Enterprise Integration Plan (MCEIP). Further, and since fielding "good ideas" and enhancements to the simulators was outside to scope of the SAWGs, a follow on effort would be empowered to field those types of comments was desired.

Finally, at the recent Interservice/Industry Training, Simulation and Education Conference (I/ITSEC) in Orlando, Florida, the 37th Commandant of the Marine Corps, General Neller in his keynote speech made it clear that he also sees the value in simulation that his predecessor articulated in the 36th Commandant's Planning Guidance. He made the point explicitly in his keynote remarks that "Marines need to exercise their skills like athletes – through practice and repetition" and that simulators are the way for Marines to get those repetitions. More reps equal increased proficiency. A single pass on a live range is not enough. "[Small Unit Leaders] get one shot live-fire and they'll probably never get another shot again the

always found that very unsatisfying...

How can I run a range 100 times? ... There's got to be a way to do that." Although unspoken, the clear implication was that simulations are that way, and SAWGs are the initial effort in a long process to institutionalize multiple training repetitions in high quality, high fidelity, high capacity simulators training critical skills ground Marines need to be successful in combat.

**For complete after action analysis contact -  
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## About Ken Potter

Ken Potter became Head of the Analysis Section of TECOM Standards Division in July 2014 and is responsible for publishing the MOS Manual yearly and conducting Front End Analyses for Marine Corps occupational fields. Over the summer, he was tasked to head the Simulation Assessment Working Groups that took place aboard Camp Johnson in North Carolina. He has been with TECOM for more than 11 years. Ken grew up in Louisiana, is a graduate of Baylor University and holds a Masters from American Military University. Ken is a former Marine Infantryman and intelligence officer and is married with three children.



## School of Infantry East Combat Instructor of the Year for 2015



**Sergeant Jonathon D. Manuel**  
**Primary Instructor, Heavy Machinegun Section**  
**Infantry Training Battalion, School of Infantry-East**

Sergeant Jonathon D. Manuel has been assigned to School of Infantry East since June 2014. Sergeant Manuel has researched and proposed new training and readiness standards within the Machinegun Program of Instruction that will increase the effectiveness and safety of entry-level training conducted at Infantry Training Battalion, thereby improving the overall proficiency of Machinegunners assigned to the Operating Forces. Serving as the Primary Instructor for the Heavy Machinegun Section, Sergeant Manuel has taught more than 20 periods of instruction to more than 150 students across the Battalion's four Training Companies, comprising of more than 100 hours of formal instruction. As a result of his contributions to the Infantry Training Battalion and his efforts within School of Infantry East, Sergeant Manuel was selected as the School of Infantry East Combat Instructor of the Year for 2015. He has been in the Marine Corps since 18 May 2009. He has also completed the requirements to become a Senior Instructor for School of Infantry East. Sgt Manuel is married to Sydney Manuel.



## Distribution Management Instructor for Ground Supply School

**Marine Corps Combat Service Support Schools**



**Gunnery Sergeant Jacqueline A. Hernandez**

Gunnery Sergeant Jacqueline A. Hernandez has been with Marine Corps Combat Service Support Schools (MCCSS) Ground Supply School (GSS) since September 2013. During her time at GSS, she exercised superlative leadership and technical expertise in personal property, passenger travel, and distribution operations. In turn, she has earned many accolades during her tour. During the 1st quarter of calendar year 2014, she won the Instructor of the Quarter Board. She exhibited a high degree of initiative, professionalism, technical competence, maturity, and a common sense leadership style. In February 2014, GySgt Hernandez endeavored to rectify a significant training gap that was identified within the Distribution Community for Corporals and Sergeants. Gunnery Sergeant Hernandez's efforts contributed to the first Distribution Management Intermediate Course (DMIC) designed specifically for Non-Commissioned Officers. In November 2015, GySgt Hernandez was selected to be a 3102 Distribution Management Officer from the FISCAL YEAR 2015 ENLISTED TO WARRANT OFFICER (WO) REGULAR BOARD and awarded the National Defense Transportation Association Instructor of the Year award. In January 2016, GySgt Hernandez was promoted to her current rank and will report to The Basic School on January 24, 2016 for the Warrant Officer Basic Course.

Gunnery Sergeant Hernandez is married to an active duty spouse and has two children.



TECOM...It's a Boy!



Introducing...

Michael  
Olivier



It's with much joy and pride that we introduce to you ...

Michael Olivier JeanLouis

Arrived: December 10, 2015

Weight: 5lbs 8 oz

Length: 19 inches

He fills our heart with much love, Sgt Steeve JeanLouis and Kathiana

**\*\*Sgt. Steeve JeanLouis is the Reserve Administrative Chief for TECOM Individual Mobilization Augmentee (IMA) since August 2015.**

**Note: Please tell us about your births, graduations, anniversaries and other special life events for the newsletter.  
Send info to: [terra.eidinger@usmc.mil](mailto:terra.eidinger@usmc.mil)**





## Editor's Corner

TECOM,

Our goal is to inform, communicate, educate our TECOM total workforce. Let's give everyone featured in this issue a sincere thank you for their participation! As a matter of fact, are you interested in being featured in the upcoming April and/or June newsletter? We want you...

- ◇ Success Stories and Spotlights (graduations, announcements, birthdays, anniversaries, etc. for both civilians and Marines)
- ◇ Articles, Case Studies and White Papers
- ◇ Training Feedback/Testimonies
- ◇ Resource/Tips Information

If you want to participate in April or June — please review the following dates below:

### Release Months/Deadline for Submission

**April 2016 (March 1, 2016) - Earth Day**

**June 2016 (May 4, 2016) - Health and Wellness**



### UPCOMING APRIL NEWSLETTER...

- Earth day is April 22, 2016 - Tell us what you and/or your co-workers are doing for Earth day, preventing environmental pollution, how do you and/or your co-workers support environmental programs. For example, have you organized an event in your community and/or place of work, changed a habit, etc. Please, let's not wait to April 22, 2016 every minute counts—start today!
- Individual Development Plans (IDP) - Did you know IDPs are required for all employees? Do you have one? Tell us how an IDP has helped you in the workplace. Do you want more information about IDPs? Check out the April issue.
- Are you a new supervisor and/or need refresher training? Check out our FAQs.
- Did you know that TECOM has a new employee onboarding book? We also have...A Survivor's Guide to Benefits/A Federal Government Employee's Guide—*Taking Care of TECOM and Our Families* sponsored by HQ, TECOM G-1, Civilian Workforce Development/Training Branch.
- Natural Disasters happen. Do you have an emergency preparedness kit? If so, tell us what types of things we'll find in your kit. This information can help save lives.
- Are you ready for Spring? We're seeking home and garden tips for the next issue.

Please submit all information regarding the TECOM Connection newsletter to: [terra.eidinger@usmc.mil](mailto:terra.eidinger@usmc.mil)

Thank you,

*Terra Eidinger, Editor*

**Cover page question answers:  
Mount Rushmore Memorial  
four United States  
presidents are:**

- **George Washington**
- **Thomas Jefferson**
- **Theodore Roosevelt**
- **Abraham Lincoln**

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*“It is better to participate  
and fail than fail to  
participate.”*

*~Debasish Mridha*

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