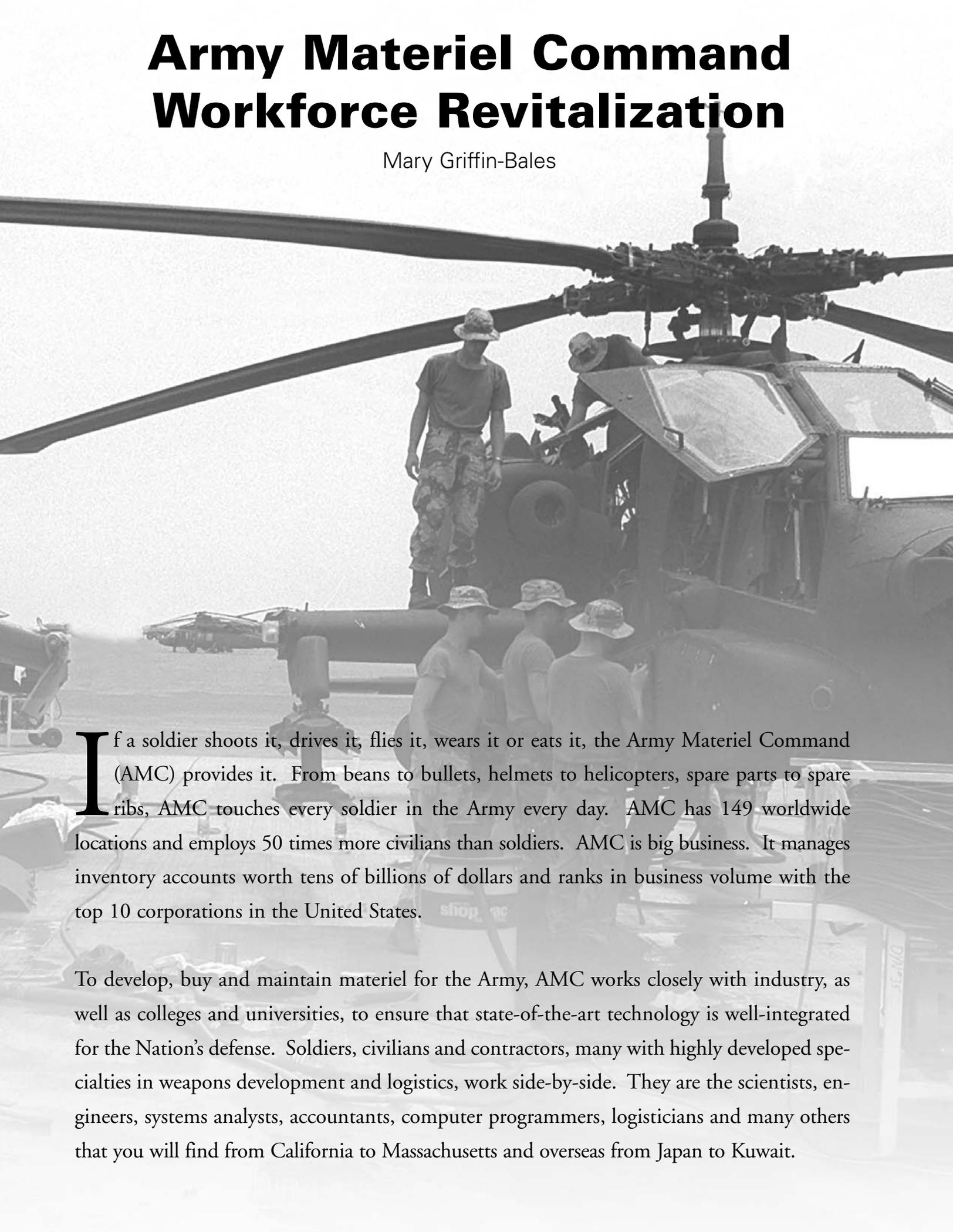


Army Materiel Command Workforce Revitalization

Mary Griffin-Bales



If a soldier shoots it, drives it, flies it, wears it or eats it, the Army Materiel Command (AMC) provides it. From beans to bullets, helmets to helicopters, spare parts to spare ribs, AMC touches every soldier in the Army every day. AMC has 149 worldwide locations and employs 50 times more civilians than soldiers. AMC is big business. It manages inventory accounts worth tens of billions of dollars and ranks in business volume with the top 10 corporations in the United States.

To develop, buy and maintain materiel for the Army, AMC works closely with industry, as well as colleges and universities, to ensure that state-of-the-art technology is well-integrated for the Nation's defense. Soldiers, civilians and contractors, many with highly developed specialties in weapons development and logistics, work side-by-side. They are the scientists, engineers, systems analysts, accountants, computer programmers, logisticians and many others that you will find from California to Massachusetts and overseas from Japan to Kuwait.

Since September 11, 2001, Americans have heard the call to public service — to make a difference — and AMC is just the place to do it. AMC is a place where the work is exciting and really matters. The Blue Force Tracker Installation teams from Tobyhanna Army Depot can attest to that. During *Operation Iraqi Freedom* they installed the Blue Force Tracker device on every lead vehicle making it possible for the command and control centers to track friendly forces and avoid confusing them with the enemy. Now DOD is making plans to install Blue Force Tracker in every Navy, Air Force and Marine vehicle and aircraft. AMC is doing today what other companies have not even thought of doing.

How is the talent for these jobs acquired and retained? Simple — AMC trains leaders and attracts America's brightest, tech-savvy graduates for our premier fellows and intern training programs. The AMC fellows is a structured, 5-year program that grows multifunctional generalists in the following specialties: contracting and acquisition, supply management, materiel maintenance management, quality and reliability assurance, engineers (non-construction) and scientists and information technology. Fellows complete graduate degree requirements at Texas A&M University, College Station, TX, during their first year, followed by multiple rotational assignments. They enter the program at the GS-7 level with a target of GS-12/-13. The intern program, by comparison, lasts 2 years. It covers 22 career programs with disciplines ranging from budget to physical security and law enforcement. In addition to the fellows and intern programs, AMC



Erica Jones, right, of the Aviation and Missile Research, Development and Engineering Center's (AMRDEC's) Software Engineering Directorate, shows Lori Hardy and Jennifer Elliot, college students attending the Technological Excellence in Aviation, Missiles and Space Week 2003 Conference, the Kiowa Warrior simulator. (photo by Kimberly Danford)

has a 4-year Blue Collar Apprentice Program. Graduate apprentices earn certification from the Department of Labor. Student employment programs for high school and college students are popular throughout AMC activities and are a direct link into the AMC intern and apprentice programs.

AMC is not without challenges in revitalizing its workforce. Like every employer, AMC faces stiff competition to attract the best applicants and retain its talented workforce. But it is not all about recruitment and retention. Continuous learning is key to ensuring the workforce develops the strategic competencies needed to transition with AMC from industrial commodity-based work to knowledge-based integration missions. Today, 205 employees are transitioning to the revolutionary Logistics Modernization Program. These employees are learning new and future business practices that provide the tools to work in a new enterprise system.

This is just one example of how AMC is retraining its workforce.

Whether it's training and development or college recruitment, AMC is meeting the challenge to revitalize its workforce for today and tomorrow.

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