Army’s Career Program for Analysis, Modeling & Simulation

Civilian Career Program
Simulation Proponent Office

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Purpose

- Make people aware that the Army recognizes modeling & simulation as a Career Program and has committed funding to support it.

- Provide information about the Army’s Career Program 36 (Analysis, Modeling & Simulation).

- When you work with a CP36 careerist you will know something about their background and qualifications.

- Obtain feedback on other modeling & simulation education and training opportunities that may exist.
What is a Career Program?

- Army Regulation (AR) 690-950 “Career Management” establishes policy for the administration and management of Army interns and management of career programs.

- The regulation provides guidance on organizational constructs, management, & administrative procedures.

- Career Programs are responsible for educating and training Army civilians in their respective career programs.
# Army’s Career Programs

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CP36 GOALS

- Develop and increase knowledge and skills of CP36 careerists wherever they are assigned across the Army’s civilian workforce

- Empower supervisors to make their organizations better

- Identify career positions and develop individuals to increase their expertise to perform in those positions

- Empower individuals to make use of education and training opportunities
Career Program 36 Established

- The Assistant Secretary of the Army (Manpower & Reserve Affairs) approved CP36 “Modeling and Simulation” as a career program on February 15, 2005

- In January 2011 the name was changed to “Analysis, Modeling and Simulation”

- CP36 includes 21 Federal Job Series
A job series identifies skills in a position description that one is hired against. One is expected to enter into a position with the requisite skills of his/her job series. The position description dictates the job series.

A career program is a functional field based on functionality or commonality. A job’s primary responsibilities identifies the applicable career program.

Example: Job Series 801 is a General Engineer but if that engineer is doing mostly modeling and simulation, he can be in Job Series 801 and in Career Program 36.

A Career Program can help pay for education and training but a Job Series cannot.
Job Series in CP36

301  - Administration & Programmatic
340  - Program Management
343  - Management & Program Analysis
346  - Logistics Management
391  - Telecommunications
801  - General Engineering
802  - Engineering Technician
830  - Mechanical Engineering
854  - Computer Engineering
855  - Electronics Engineering
861  - Aerospace Engineering

1082 - Writing & Editing
1501 - General Mathematics
1515 - Operations Research
1520 - Mathematics
1550 - Computer Scientists
1701 - General Ed. & Training
1702 - Ed. & Training Technician
1712 - Training Instruction
1750 - Instructional Systems
2210 - Information Technology
Developing Human Capital for CP36

Components for developing individuals:

- Education
- Training
- Experience
- Mentorship

Described for CP 36 in our Army Civilian Training, Education and Development Systems (ACTEDS) Document

2 year Army Intern Program

Career Program 36 is responsible for providing professional development opportunities for individuals assigned to CP36 coded positions
CP 36 ACTEDS Plan

- Provides:
  - A career progression roadmap
  - Opportunities to enhance abilities in current and future positions

- Scheduled to be updated within the next 12 months
  - Will include all M&S Communities
  - Will include Operations Research Analysts

Types of Education & Training

- University certificates
- Army M&S Courses
- Participation in Education & Training Conferences (e.g., I/ITSEC; SIW; ITEA...)
- Developmental Assignments
- Internships
- Army Greening programs (NTC Right Seat Ride Program)
- Online continuing education
- University degree programs (Bachelor’s/Master’s/PhD)

Training and Education Opportunities are Competitive Within the Career Program
 Organizations Identify Intern Requirements (1st Qtr.)

- G-1 Provides Allocation (1st Qtr)

- Announced through USA Jobs (2nd Qtr.)

- Interviewed by Requesting Organizations (2nd - 3rd Qtr.)

- Recruitment closes (4th Qtr.)
  - Recruited into 2 Year Intern M&S Program
  - Hired as GS-7
  - After 1st successful year promoted to a GS-9
  - Upon successful completion promoted to GS-11

- Fully funded by CP36
## Structure of the Intern Training Plan

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Notes:
1. Orientation to federal government, Department of the Army, & individual’s organization. Develops Individual Development Plan (IDP)
2. Includes writing, briefing techniques, and staffing processes and procedures
3. Six week Simulation Operations Course is required.
Career Program Benefits

- Advantages CP36 Offers:
  - Education and training opportunities
  - Development of M&S expertise in your organization
  - Opportunities for individual career advancement
  - Another tool a supervisor can use to meet mission needs
  - Funding for travel, per diem and tuition

- The individual nor the organization is required to:
  - Achieve a mandatory certification
  - Take unwanted training
  - Change job series (301, 1515, 2210, 1550, 854, 855, etc...)

Minimal cost to the Employer to gain M&S Expertise in the Organization
Where are CP36 Careerists in the Workforce?
Where Modeling & Simulation is Used

The Army is in the process of realigning from M&S domains to M&S Communities

- Training, Exercise and Military Operations (TEMO)
- Advanced Concepts Requirements (ACR)
- Research, Development and Acquisition (RDA)

Not all of the DoD M&S Communities align with the Army

There are additional communities that the Army may consider

Potential Army M&S Communities:
- Acquisition
- Analysis
- Experimentation
- Intelligence
- Operations/Plans
- Testing
- Training

Models & Simulations are taking on a bigger role and are used throughout the Army
Types of Army Organizations with CP36 Careerists Assigned

- Headquarters Department of the Army
- Assistant Secretary of the Army (Acquisition, Logistics & Technology)
- Army Materiel Command
- U.S. Army Forces Command
- U.S. Army Training and Doctrine Command
- U.S. Army Europe
- U.S. Army Pacific
- Eighth Army
- U.S. Army South
- U.S. Army Special Operations Command
- U.S. Army Test and Evaluation Command
- U.S. Army Installation Management Command
- U.S. Army Medical Command
- Military Surface Deployment and Distribution Command
- U.S. Army Space and Missile Defense Command
CP36 Demographics
(As of May 2011)

Commands

- TRADOC: 31.2%
- AMC: 22.3%
- ATEC: 22.3%
- HQDA: 9.2%
- Other: 15.1%

Other Commands:
ASALT
FORCECOM
USAEUR
USAPAC
EUSA
USASOC
USSOCOM
IMCOM
SDDC
SMDC
Education and Training Opportunities
- **Simulation Operations Course (SOC)**
  - 6 week resident course, VA

- **Advanced Simulation Course (ASC)**
  - 2 week resident course, CA

- **Battle Command Officer Integration Course (BCOIC)**
  - 2 week resident course

- **Simulation S7 Course (S7)**
  - Online

- **Simulation Professional Course**
  - 1 to 3 weeks, tailored to location

- **Modeling and Simulation Basic Course (MSBC)**
  - 1 to 3 weeks, tailored to location

- **Right-Seat-Ride: National Training Center (NTC)**
  - Fort Irwin, CA
DoD Modeling & Simulation Staff Officer Course  (3 days)

Computer-Assisted Exercise (CAX) Workshop  (3 days)

Modeling and Simulation 101  (4 hours)

Acquisition Modeling and Simulation Workshop  (1 day)

Training Modeling and Simulation Workshop  (1 day)

Verification, Validation and Accreditation (VV&A) Workshop  (1 day)

Modeling and Simulation in Test and Evaluation Tutorial  (2 hours)

Modeling and Simulation in Research, Development, & Acquisition (RDA) Tutorial  (2 hours)

Simulation Support Plan Tutorial  (2 hours)
Other Government Offerings in M&S:

- Navy Modeling and Simulation Office (Online):
  - Essentials in Modeling & Simulation

- Defense Acquisition University (Online):
  - M&S in Systems Engineering (CLE011)
  - Modeling & Simulation for Test & Evaluation (CLE 023)
University Offerings in M&S

- Arizona State University
  - Ph.D.

- George Mason University
  - Certificates

- Georgia Institute of Technology
  - Certificates

- Naval Postgraduate School
  - Certificates
  - Masters Degree
  - Ph.D.

- Old Dominion University
  - Bachelors Degree
  - Masters Degree
  - Ph.D.

- University of Alabama, Huntsville
  - Certificates
  - Masters Degree
  - Ph.D.

- University of Central Florida
  - Certificates
  - Masters Degree
  - Ph.D.
Industry Offerings

- **The AEgis Technologies Group, Inc. Training**
  - acsIX
  - A comprehensive Introduction to the HLA
  - IEEE 1516 HLA Hands-on Training
  - Implementing HLA 1.3 Hands-on Training
  - Expanded HLA 1.3 Hands-on Training
  - VV&A

- **Distributed Simulation, Inc. (DisTi)**
  - Visual Simulation Techniques & Technology (3 Days)
  - HLA - A Practical Guide to HLA Development (4 Days)
  - Distributed Interactive Simulation (DIS) Applications (4 Days)
  - Military Simulation & Serious Game Technology (3 Days)
  - Fundamentals of Distributed Simulations (3 Days)
For More Information

Visit the CP36 Web Page:

See the CP36 video at:
CP36 is interested in your feedback

Any suggestions or recommendations?

Any specific Education & Training opportunities the program should be aware of?

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Back Up
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## Simulation Operations Course
### Major Student Activities

#### Modules:

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| 1      | Basics of M&S and BC           | - Describe the fundamentals of M&S, Battle Command (BC) and Knowledge Management  
|        |                               | - Identify the process of exchanging information between simulations, communications and real world digital systems  
|        |                               | - Describe the battle command & C2 environment  
|        |                               | - Analyze roles and responsibilities as a BC Officer                     |
| 2      | Creating and Modifying M&S    | - Analyze case studies in creating M&S  
|        |                               | - Explain technical development issues of M&S                             |
| 3      | Applying M&S and BC           | - Compare live virtual constructive and gaming training  
|        |                               | - Explain the multiple sources of information that guide training development  
|        |                               | - State the goal of initial exercise design                              |
| 4      | Site Visit BCTC               | - Observe how simulation and digital battle command systems interface  
|        |                               | - Become familiar with the Army Battle Command Systems, communications, network and simulation integration  
|        |                               | - Conduct a site survey                                                   |
| 5      | Integrating M&S and BC        | - Perform integration activities  
|        |                               | - Analyze unit training requirements and Commander’s Training Objectives  
|        |                               | - Collect data from a training event                                      
|        |                               | - Develop exercise scenarios                                              
|        |                               | - Describe cell functions                                                  
|        |                               | - Describe exercise flow                                                   
|        |                               | - Develop architecture for integrating M&S and ABCS                       |
| 6      | Assessments                   | - Prepare and brief a simulation exercise plan to the commander  
|        |                               | - Prepare and brief a technical support plan                              |