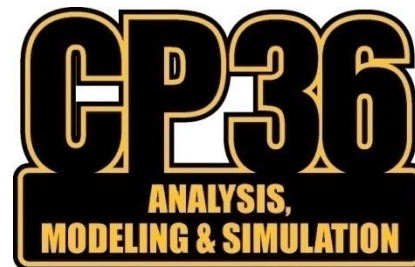


Army's Career Program for Analysis, Modeling & Simulation



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

U.S. ARMY

CP	Program Description
0	NOT IN CAREER PROGRAM
10	CIVILIAN HR MANAGEMENT
11	COMPTROLLER
12	SAFETY & OCCUPATIONAL HEALTH
13	SUPPLY MANAGEMENT
14	CONTRACT & ACQUISITION
15	QUALITY & RELIABILITY ASSURANCE
16	ENGINEERS & SCIENTISTS (NON-CONSTRUCTION)
17	MATERIEL MAINTENANCE MANAGEMENT
18	ENGINEERS & SCIENTISTS (CONSTRUCTION)
19	PHYSICAL SECURITY & LAW ENFORCEMENT
20	QUALITY ASSURANCE SPECIALIST (AMMO SURVEILLANCE)
22	PUBLIC AFFAIRS & COMMUNICATIONS MEDIA
24	TRANSPORTATION & DISTRIBUTION MANAGEMENT
26	MANPOWER & FORCE MANAGEMENT
27	HOUSING MANAGEMENT

CP	Program Description
28	EQUAL EMPLOYMENT OPPORTUNITY
29	INSTALLATION MANAGEMENT
31	EDUCATION SERVICES
32	TRAINING, CAPABILITIES & DOCTRINE WARFIGHTING DEVELOPMENT
33	AMMUNITION MANAGMENT
34	INFORMATION TECHNOLOGY MANAGEMENT
35	INTELLIGENCE
36	ANALYSIS, MODELING AND SIMULATION
50	MILITARY PERSONNEL MANAGEMENT
51	GENERAL ADMINISTRATION & SUPPORT
53	MEDICAL
55	INSPECTOR GENERAL
56	LEGAL
60	FOREIGN AFFAIRS AND STRATEGIC PLANNING
61	HISTORIAN, MUSEUM CURATOR
64	AVIATION

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**

Job Series vs Career Program

- 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 | 1082 - Writing & Editing |
| 340 - Program Management | 1501 - General Mathematics |
| 343 - Management & Program Analysis | 1515 - Operations Research |
| 346 - Logistics Management | 1520 - Mathematics |
| 391 - Telecommunications | 1550 - Computer Scientists |
| 801 - General Engineering | 1701 - General Ed. & Training |
| 802 - Engineering Technician | 1702 - Ed. & Training Technician |
| 830 - Mechanical Engineering | 1712 - Training Instruction |
| 854 - Computer Engineering | 1750 - Instructional Systems |
| 855 - Electronics Engineering | 2210 - Information Technology |
| 861 - Aerospace Engineering | |

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

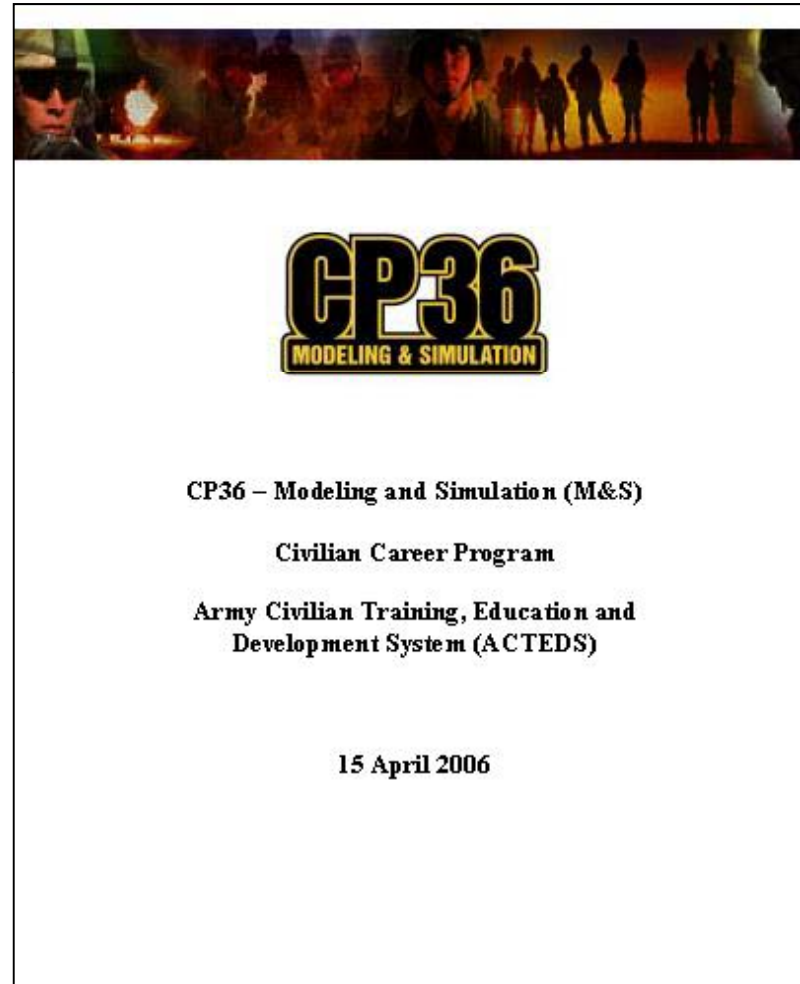
- **2 year Army Intern Program**

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

CP 36 ACTEDS Plan

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- 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



http://cpol.army.mil/library/train/acteds/CP_36

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**

CP 36 Interns

- 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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EVENT	PHASE 1	PHASE 2	PHASE 3	PHASE 4
Orientation ¹				
General Skills Training ²				
Simulations Core Training				
Simulations Support Core Training ³				
Leadership and Organizational Management Core Training				
Performance Enhancing Job Experience Rotational Assignments				

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**

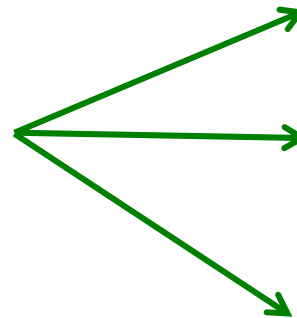
Where are CP36 Careerists in the Workforce?

Where Modeling & Simulation is Used

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- 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)



Potential Army M&S Communities:

- Acquisition
- Analysis
- Experimentation
- Intelligence
- Operations/Plans
- Testing
- Training

- Not all of the DoD M&S Communities align with the Army
- There are additional communities that the Army may consider

Models & Simulations are taking on a bigger role and are used throughout the Army

Types of Army Organizations with CP36 Careerists Assigned

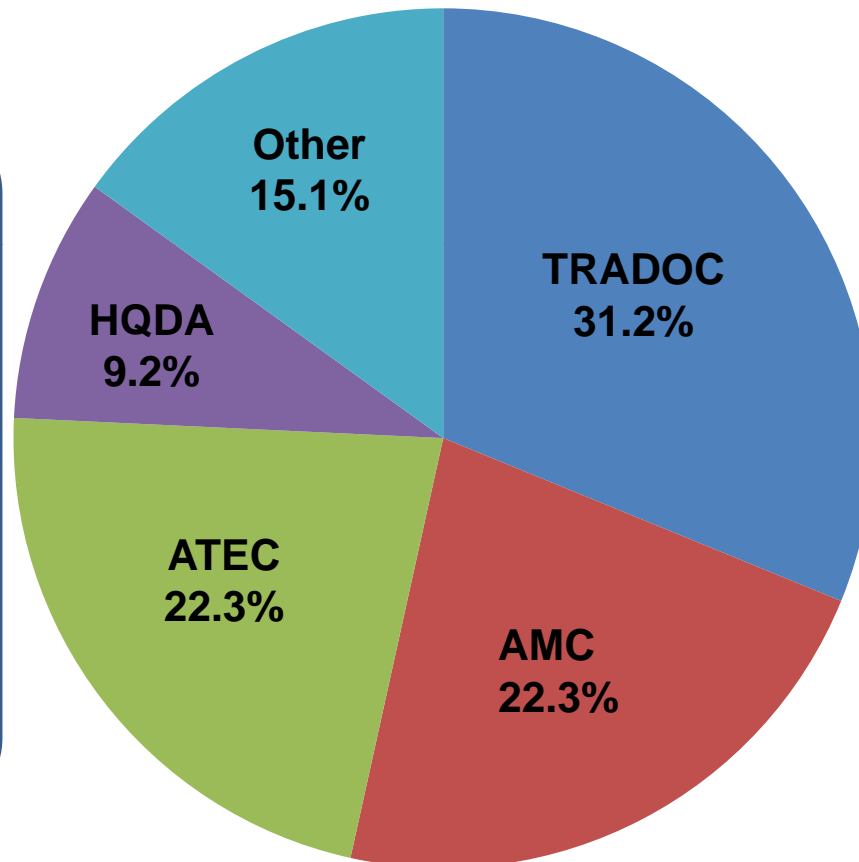
- Headquarters Department of the Army
- Assistant Secretary of the Army (Acquisition, Logistics & Technology)
- Army Materiel Command
- U.S. Army Forces Command
- U.S. Army Training and Doctrine Command
- U.S. Army Europe
- U.S. Army Pacific
- Eighth Army
- U.S. Army South
- U.S. Army Special Operations 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)

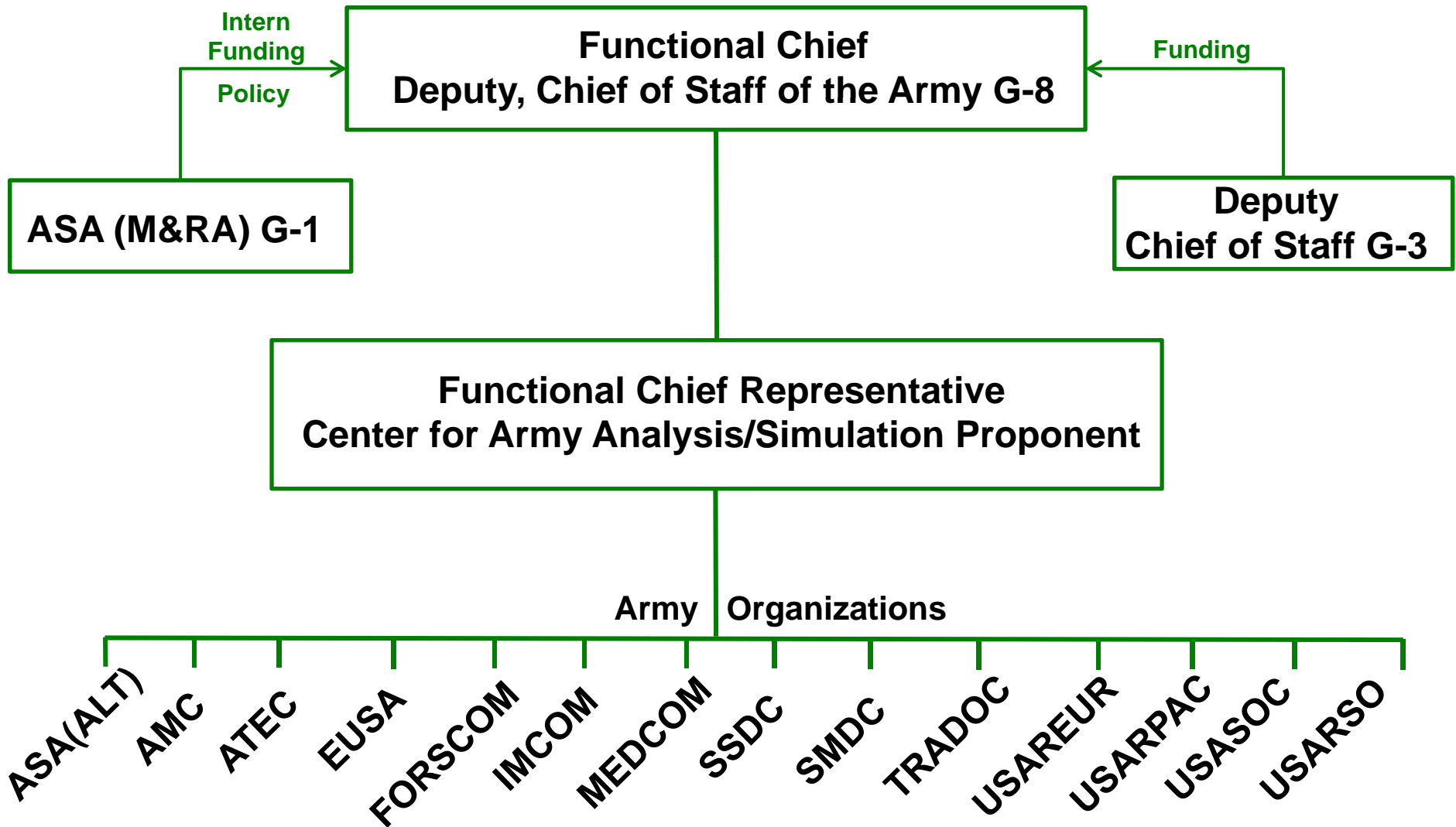
Commands

**Other
Commands:**
ASALT
FORCECOM
USAEUR
USAPAC
EUSA
USASOC
USSOCOM
IMCOM
SDDC
SMDC



CP36 Management Structure

U.S. ARMY



Education and Training Opportunities

Army Modeling & Simulation School

Center for
Army
Analysis

U.S. ARMY

- **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**

M&S Information Analysis Center

- 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 (1day)
- 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

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- **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:

<http://www.ms.army.mil/cp36/index.html>

See the CP36 video at:

http://www.ms.army.mil/library/cp36_video.html

Feedback?

- **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

CP36 POCs

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CP36 video: http://www.ms.army.mil/library/cp36_video.html

Simulation Operations Course

Major Student Activities

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Modules:

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