

SAME Warrior Transition Task Force



Progress Report to the Hampton Roads Post September 17, 2014



Neal T. Wright, PE, PMP, F. SAME, LTC, US Army (ret.)

MISSION of the WTTF

The directed Mission of the SAME Warrior Transition Task Force is as follows (mission directive August 6, 2012):

- Investigate the opportunities for SAME to contribute to the **credentialing of military engineers** while they are in uniform so that they have better opportunities for employment after leaving military service.
- The credentialing should address the needs of both enlisted and officer personnel, although the emphasis may be **focused on the enlisted force**.
- The Task Force should also investigate how **SAME continuing education programs**, can help in the process.

WTTF Team Charter

We Adopted a Three-Prong Approach with Vectors of Effort:

- Research to Cross Walk Military Engineering specialty codes/ratings to industry recognized Certification Programs.
- Meet with the Three Service “School Houses” to compare credential requirements. Conduct a GAP analysis to identify training shortfalls and recommend education options to bridge the deficiencies.
- Conduct a “Beta Test” of the process and requirements to credential a cadre of volunteer Soldiers, Airmen, and Sailors through the NICET process.

Task Force Members- current

- Co-Chairs:

- Neal Wright and CMSgt (ret) USAF Mike Doris: 2012-2013

- Neal Wright and COL(ret) USA Vernie Reichling: 2013-2015

Phase Two Volunteer Leaders

Don	Young	COL(ret), USA	MBP
Shawn	Howley	LTC(ret), USA	US Army Engineer School
Charlie	Kahn	Capt (ret), USN	Consultant
Mike	Coats	Lt Col. (ret), USAF	HCR Construction
Veronica	Moczygemba	EACS	Joint Staff South, J31
Venie	Reichling	COL(ret), USA	USACE
Joel	Burke	USAF (ret)	URS
Chris	Pittman	SFC, USA (ret)	Conotech
Thomas	Mitchell	Lt. Col. (ret) USAF	Florida A&M University

Task Force Support- current

- Supporting SAME Posts:
 - Hampton Roads
 - Virginia Peninsula
 - Northern Virginia
 - Washington DC

Stakeholders

Marian	Cain	Mr.	OSD
Rick	Burgess	CAPT	HQ USN
Smallfield	Jason	COL	USAES
Michael	Kozal	Col	USAF
Karl	Groninger	CSM	USACE
Anthony	Agee	CSM	USACE 249 En Bn
Kammer	Toby	SGM	USAES
Meyer	Jon	SGM	USAES

Task Force Support- current

SAME Sponsors

Jennifer	Fogg	Ms.	Asset Group
Gary	Engle	RDML, USN(ret)	URS
Anthony	Leketa	COL(ret)	Parsons
John	Mogge	Col (ret)	CH2MHill
Joseph	Schroedel	BG, USA, (ret)	SAME
Robert	Wolff	Dr.	SAME
Nick	Desport	Col (ret)	SAME

Partners

Mike	Clark	Mr.	NICET
Paul	Stockman	CMC(ret) USN	NICET
Chip	Hollis	Mr.	NICET
Misha	Henderson	MS.	DBIA
Cathy	Pavick	Ms.	IFMA
Mark	Della Pietra	Mr.	SMPS
Jeff	Greenwald	Mr.	IHMM

NICET Assistance

- The National Institute for Certification in Engineering Technologies (NICET) is a non-profit division of the National Society of Professional Engineers (NSPE)
- “NICET stands ready to conduct another workshop for the US Navy whenever they are ready. We recently got some interest from a US Navy group (Public Works Department Sigonella, Italy) regarding the NICET Water and Sewer Lines certification. We are not yet sure that we can/will be conducting tests in Italy, but that is a possibility if we can get it set up. I will keep you posted on that as it unfolds.”
- “We are also prepared to review the various curriculum and work with the schoolhouses to confirm that the training being offered fits into the NICET Certification structure. Again, we are ready to go with that review whenever someone is available to help walk us through things.”

Appropriate Credentials

Most appropriate for our engineer Enlisted, NCO and Officer Ranks to obtain at reasonable cost and level of effort:

- ***NICET certified Technician and Technologist Certifications***
- ***PMI certified Project Management Professional (PMP) and Certified Assistant in Project Management (CAPM)***
- IFMA certified Facilities Management Professional (FMP), Sustainable Facilities Professional (SFP) and Certified Facility Manager (CFM)
- AFE Certified Plant Engineer, Certified Plant Maintenance Manager and Certified Plant Supervisor
- DBIA certified Associate DBIA (Assoc. DBIA)
- ***CMAA Certified Construction Manager (CCM)***
- ***IHMM Certified Hazardous Materials Manager (CHMM), Certified Hazardous Materials Practitioner (CHMP) and Certified Dangerous Goods Professional (CDGP)[new in 2014]***

- Certified UXO Technician (UXO)
- United Associations Veterans in Piping Apprenticeship (UAVIP)

Parallel US Army Engineer School (USAES) Credentialing Initiative

- *End State:* Align, where possible, Professional Military Education with Civilian Credentials

- *Goals:*
 - Enhance Soldiers' professional skills

 - Produce well-rounded, educated and mature leaders

 - Increase Soldier competence and potential

 - Overall better Soldiers for future operations and endeavors

- *Process:*
 - Utilize military skills and experience to obtain civilian recognized credentials

 - Provide an opportunity to increase overall education and experience

 - “Professionalize” the Regiment

 - Assist with post military employment opportunities with future expansion into Reserve and Guard applications

US Army Engineer School (USAES) Credentialing Initiative-Plan of Action

- One-year pilot program based on selected credentials
- Credentials offered to instructors and key personnel to provide credentialing mentors.
- Provide opportunities for credentials to Soldiers, NCOs, WO and Officers attending USAES courses
 - PMI certified Project Management Professional (PMP)
 - PMI Certified Assistant in Project Management (CAPM)
 - CMAA Certified Construction Manager (CCM)
 - CMAA Construction Manager In Training (CMIT)
 - Certified Manager (CM)

Planned WTTF Phase Two Activities

- Established Vision of Success with Two Major Milestones- *November 2014 (six month mark) and May 2015 (next annual SAME JETC)*
- Revise Credentials Cross Walk and Build a Credentials Portal on www.same.org website. Place the credential crosswalk and identified certification guidelines on the SAME website. *Military engineers will be able to access and discover the most feasible programs that are available for them at their current MOS and grade.*
- Working with Three Service Schools to Complete the Curriculum Gap Analysis, for NICET and Other Identified Credentials. Recommend Curriculum changes to support credentialing. *Can the Schools make minor changes for major impact?*
- Work to directly support the credentialing initiatives of the US Army Engineer School (USAES). Help leverage the expertise of our partners at NICET and other credentialing bodies to facilitate their progress.

Planned WTTTF Phase Two Activities-(2)

- Complete NICET Test Certification Process for current volunteer Soldiers and Airmen. *Identify Cadre of US Navy Seabees and complete their test.*
- Establish how-to guidelines for engineer service members seeking NICET Certification and other Identified Credentials.
- Conduct External Coordination and Outreach with organizations, primarily – *DOD Credential and Licensing TF and American Legion.*
- Contact staff of US Senator Kaine (D-VA) to brief them on credentialing efforts (*as appropriate*).
- *Establish “how to “ guidelines for engineer service members seeking certification and SOP for SAME Post Support of credentialing programs .*
- Work with HQ SAME; review identified training gaps and craft SAME Continuing Education course offerings to bridge the requirements.

What Can the Hampton Roads Post do to Assist the SAME WTTF?

- We are close to having our Seabee volunteers- 8 Seabees and 4 Logisticians. NAVY- Help us!!
- Senior Chief Veronica Moczygemba: Seabee Battle Buddy in garnering support and Chief's Buy-in. Two briefings to Chiefs' Mess!
- Post: Help us Host Two luncheon presentations by NICET and IHMM
- Captains , USN (retired) John Edwards, Pat Gibbons: keep pressing the CEC Schools to assist in Curriculum Review
- COL, USA (ret) Don Young, PE, CCM: what a great partner and representative for CMAA! Helping SAME and USAES.
- Post: Schedule and resource credentialing workshops for our NCO's and JO's- credential reviews, resume workshops, networking.



Certified Construction Manager (CCM)

- Program/Benefits:
 - Increased professional stature; Clearly defines qualification for standards of practice and value; Assurance to owners on quality who employ a CCM
- Target Candidate:
 - Engineers, Architects, and Construction Consultants
- Eligibility Requirements:
 1. 48 months experience of Responsible in Charge (RIC) in the qualifying areas as defined by the Qualifications Matrix
 2. One of the following:
 - a. 4-year Engineer/Construction Degree or
 - b. 2-year AA/AS Degree **AND** 4 years design/construction experience*.
 - c. No degree **AND** 8 years design/construction experience*.

*(This experience is in addition to the 48 month CM requirement.)

Sponsoring Professional Organization Agency: Construction Manager Certification Institute (CMCI) of the Construction Management Association of America (CMAA)

Website address: <https://cmaanet.org/becoming-ccm>



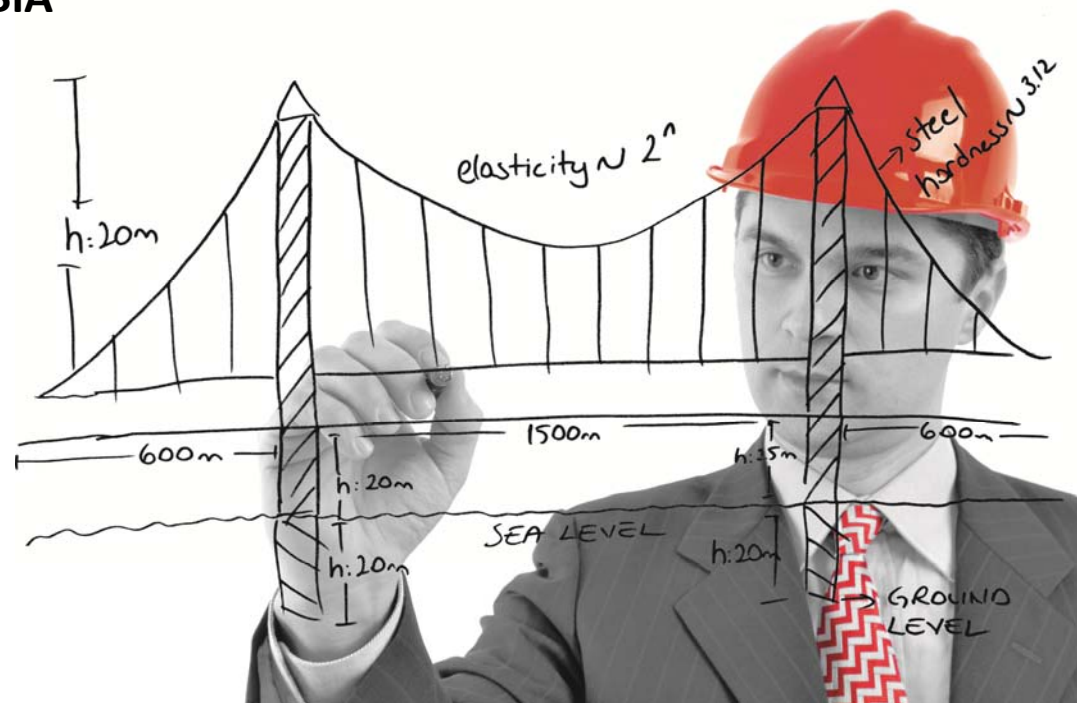
Certified Construction Manager (CCM)

- Certification Requirements
 - Qualifications: Complete the RIC experience according to the 6x5 Qualifications Matrix.
 - Time: 4-7 Months
 - Exam format:
 - Five hours in length and taken in one sitting. (4 hours and 50 minutes with a 10 minute survey at the end.
 - In most cases, results are immediately delivered.
 - Multiple-choice, with some mathematic calculations.
 - Fees: Application: \$325 (member)/\$425 (non member); Exam Registration: \$275; Exam Retake: \$125; Recertification: \$200; Professional CM Course: \$1,025; SOP Course: \$699;
 - Study material: CM Core Competencies ; CM Standards of Practice Study Kit

Sponsoring Professional Organization Agency: Construction Manager Certification Institute (CMCI) of the Construction Management Association of America (CMAA)
Website address: http://cmaanet.org/cmci/Certification_Process.php

So You Want to be a PM?

William A. Sorrentino, Jr., P.E., PMP, DBIA



SORRENTINO
CONSULTING

Top 10 PM Traits as Viewed by 40 Clients

1. Follows through
2. Good listener
3. Proactive
4. On top of every aspect of the job
5. Leads by example
6. Good communicator
7. Backs decisions of team members
8. Organized
9. Handles multiple priorities well
10. Technically proficient



PM Role: "Seller-Manager-Doer"

Typical Roles:

- **Plan** the work
- **Organize** the team
- **Direct** the team
- **Control** the project

Additional Roles:

- Up-sell & Cross-sell
- Close new deals
- Design/technical direction
- Earn **THE** profit
- Bill the client
- Secure payment



Tools of the Best PMs



1. Project Management Plans
2. Detailed Work Breakdown Structures
3. Proactive Client Communication
4. Earned Value Analysis
5. Change Management Process



Why Become a Project Management Professional (PMP)?

- ✓ Establishes Credibility
- ✓ Internationally Recognized
- ✓ Better Pay – Higher Billing Rate
- ✓ Opens the door to new clients



Who Will I Hire?

Candidate A

- ✓ P.E.
- ✓ PMP
- ✓ 15 Years of Experience

Candidate B

- ✓ P.E.
- ✓ NO PMP
- ✓ 10 Years of Experience



Who Will I Hire?

Candidate A

- ✓ P.E.
- ✓ PMP
- ✓ 15 Years of Experience

Candidate B

- ✓ P.E.
- ✓ **NO** PMP
- ✓ 15 Years of Experience



Which Certificate is Right for YOU?

Certified Associate in Project Management (CAPM)

- ✓ Entry level Certification
- ✓ Designed for those with little or no project experience
- ✓ Improves your ability to manage larger projects



Which Certificate is Right for YOU?

Project Management Professional (PMP)

- ✓ Experienced Project Managers
- ✓ Demonstrated competence in leading and directing project teams
- ✓ Stand out to employers
- ✓ Maximize your earning potential



Where to Get More Information

www.pmi.org

WHAT ARE YOU GOING TO DO TOMORROW?



SORRENTINO
CONSULTING