



"TRAINING WAVES"

HRSC-NE's Training Community Quarterly Newsletter **SUMMER 2003**



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The HRSC-NE Marketing Plan

NOTE: The following is a reprint of the HRSC-NE Marketing Plan Announcement dated May 15, 2003. It is provided herein to acquaint you with the HRSC-NE initiative undertaken by the HRSC-NE to ensure your awareness of the range and availability of our services.

Dear Readers,

The HRSC-NE recently developed and began implementing the HRSC-NE Marketing Plan and I'd like to take a few minutes to tell you about it.

It's important for the HRSC-NE to establish and maintain lines of communication with our serviced activities, especially since there are so many of them (256 at last count) spread across 25 states. In the past, we've gotten the word out about our organization to various segments of our serviced activities in several ways, including:

- An Annual Business Report mailed to the heads of all our serviced activities annually for the past four years.
- The inaugural "Training Waves Newsletter" which was recently sent to training directors, training coordinators and activity managers.
- The inaugural "Delegated Examining (DE) News" newsletter which was sent to all Human Resources Office (HRO) Directors in December 2002.
- An initial Customer Advisory Board (CAB) meeting which was held on-site in March 2003 to facilitate communications between the HRSC-NE and senior management at our serviced activities.

Our Marketing Plan then, is a designed approach which will allow us to reach managers and supervisors directly, whenever necessary, for the purpose of improved communications. We regard this as a vital goal given the extensive program modifications and technological changes anticipated in the next few years.

I won't go into all of the details of the Plan, as I just wanted to provide everyone with a "heads up" that a Plan is in place to improve our lines of communication with supervisors and managers at our serviced activities.

Sincerely,
John Conwell, Director, HRSC-NE

Coming soon to a computer near you...

HRSC-NE FY-04 Training Needs Survey

The HRSC-NE FY04 Training Needs Survey will be sent electronically to the Northeast Region on 30 June 2003. Based upon input from individual organizations and installations such as yours, the HRSC-NE Training Division will be able to determine the training needs of its customers for the next fiscal year. The survey is a web-based tool that also permits each organization to determine their training needs at their level. ★

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### **Department of Defense (DOD)**

#### **Worldwide Human Resources (HR) Conference**

The Department of Defense (DOD) Worldwide Human Resources (HR) Conference, "DoD HR 2003: Transforming Human Resources," is scheduled for July 21-24, 2003, at the DoD Executive Training Center in Southbridge, Massachusetts. The 2003 agenda will address many new and exciting initiatives currently under development. It will also provide updates on continuing programs. Up-to-date conference information is posted on the CPMS Homepage <http://www.cpms.osd.mil/> ★

#### **ATTENTION: New DASN (CHR) ON-DECK!**

Ms. Patricia Adams, the newly appointed Deputy Assistant Secretary of the Navy for Civilian Human Resources (DASN (CHR)), has an impressive HR background that includes significant achievements in employee and organizational development. We believe that her selection is a good omen for the training community and, because her background is in private industry (the Marriott Corporation), we can probably expect some new and different approaches to training management. Ms. Adams is expected to be on board in mid-June.

#### ***In DoD News...***

DoD is revising their Directive 1322.6 governing fellowships, scholarships, training with industry and grants for DoD personnel. This instruction permits these awards if the program will qualify the recipient to satisfy a requirement or potential requirement of the DoD, contribute to the recipient's recognized potential for career service, or constitute a contribution to a project of value to the U.S. A CSA (continuing servicing agreement) is required for both military and civilian participants.

Dr. David S. C. Chu, Under Secretary of Defense for personnel and readiness, has been appointed to the position of Chief Human Capital Officer (CHCO) representing DoD. The purpose of the CHCO is to focus on training and managing the federal workforce. CHCOs from major agencies will regularly gather to discuss government-wide personnel policies. ★

## Office of Personnel Management

OPM is in the process of putting together a document of frequently asked questions (FAQ) on academic degree training programs. They are seeking agencies' assistance and it is being provided. OPM intends to provide us with responses that will ensure consistency across all agencies. We will keep you posted!

## *Legislation Regarding Acquisition Training/DAWIA*

The House Government Reform Committee approved legislation in early May that will reform how the government buys services and creates an acquisition work force training program. The "Services Acquisition Reform Act" (H.R. 1837) will exempt some service contracts from acquisition rules; promote share-in-savings contracts, which allow contractors and agencies to split savings generated by new innovations; and develop a government-industry exchange program for contracting officials. The bill will also create a fund for training federal procurement employees. Keep an eye out for additional details that should be forthcoming.

## Civilian Personnel Policy Update

The House Armed Services Committee has approved a \$400.5 billion Defense authorization bill that would give the Pentagon broad new powers to manage its civilian workforce. The bill calls for ditching the General Schedule pay system and, instead, implementing a pay-banding system and creating a separate pay structure for managers. Pentagon officials would also be able to modify job classifications, hiring authorities, pay administration and reduction-in-force procedures.

Meanwhile, the House Government Reform Committee approved legislation that would overhaul the civilian personnel system at the Defense Department, as well as give broad personnel flexibilities to NASA and the Securities and Exchange Commission. In addition to the changes above, measure (H.R. 1836) also lets Defense eliminate automatic annual pay increases, and authorizes the creation of a pay-for-performance fund managers can use to boost the salaries of high-performing employees. A full Senate committee hearing entitled "Transforming the Department of Defense Personnel System: Finding the Right Approach" is scheduled in June.

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**(FLITE)**

## **Federal Legal Information Through Electronics**

Looking for information on Labor or Employee relations case law? Here's an educational tool you may want to try. It is called **FLITE** and it is **FREE** and is at <http://www.fedworld.gov/supcourt/index.htm#FLITEinfo>. FLITE contains 7,407 Decisions from volumes 300 through 422 of US Reports. This system contains the full text of 7,407 U.S. Supreme Court Decisions from 1937 to 1975. Decisions are available as ASCII text files that can be read on your browser's screen or saved to your hard drive and accessed by using most word processor programs. Most Decisions are very large and may take a

while to download if you have a slow Internet connection. After conducting a search, the search results screen lists the size of the Decision in bytes so that you can estimate download times. ★

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### ***NIST 'Pins' Down Imaging System for the Blind***

Seeing is believing, unless you're blind or visually impaired. To this group, the National Institute of Standards and Technology (NIST) says "try feeling is believing." Computer scientists and engineers at NIST have created a tactile graphic display that brings electronic images to the blind and visually impaired in the same way that Braille makes words readable.

The new imaging device was developed in NIST's Information Technology Laboratory by the same research team that created a low-cost electronic Braille reader. The reader translates text from sources such as electronic books and electronic mail into Braille, then displays it on a rotating wheel. The inspiration for the tactile graphic display came from a "bed of nails" toy found in a novelty store. Watching the pins in the toy depress under fingers and then return to their original state started the ITL team thinking about how the principle could be applied to electronic signals. For more information go to

[www.nist.gov/public\\_affairs/factsheet/visualdisplay.htm](http://www.nist.gov/public_affairs/factsheet/visualdisplay.htm) ★

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### Equal Employment Opportunity Commission Training & Assistance

Outreach, Education and Technical Assistance preventing employment discrimination from occurring in the workplace in the first place is preferable to remedying the consequences of discrimination. EEOC is committed to providing training and technical assistance; outreach and education programs to assist employers, employees and stakeholder groups understand and prevent discrimination.

No-Cost Outreach and Education Programs - EEOC representatives are available at no cost to make presentations and participate in meetings with employees and employers, and their representative groups, as well as community organizations and other members of the general public. Training and Technical Assistance Programs: EEOC provides fee-based training and technical assistance programs throughout the country, and has training and technical assistance materials available for sale. Contact [www.eeoc.gov](http://www.eeoc.gov) for details. ★

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### Defense Leadership and Management Program (DLAMP)

The Defense Leadership and Management Program (DLAMP) office is in discussions with the Office of Personnel Management (OPM) on the possibility of DLAMP becoming a formal SES Candidate Development Program (CDP). Completion of an OPM approved CDP would pre-certify a graduate's Executive Corps Qualifications (ECQs) and give him/her non-competitive status for entry into the SES.

In the meantime, OSD hopes to go forward with a 2003 class. A solicitation letter is now in draft at the Pentagon, with a target date for component nominations of late summer/early fall. The requirements of the program and status of current participants in

regard to immediate graduation are also being reviewed, especially in light of DLAMP being considered as a formal CDP. <http://www.cpms.osd.mil/dlamp/> ★

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## Apologize in 1 Minute

Following are some educational excerpts from the book *"The One Minute Apology"*\*\*\* by Ken Blanchard and Margaret McBride. Their book teaches methods of accepting responsibility for one's errors and how to deal with the cause of their damage while maintaining a genuine sense of dignity.

- ♣ "The toughest part of apologizing is realizing and admitting that you were wrong."
  - ♣ "At the core of most problems is a truth you don't want to face."
  - ♣ "One minute of being honest with yourself is worth more than days, months or years of self-deception."
  - ♣ "The best way to apologize to someone you have harmed is to tell him or her you made a mistake, you feel badly about it, and how you will change your behavior."
  - ♣ "Honesty is telling the truth to ourselves and to others. Integrity is living that truth."
  - ♣ "The legacy you leave is the one you live."

\*\*\*This book is the sequel to *"The One Minute Manager"* by Ken Blanchard. ★

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## OPM's 2003 Fall Festival of Training

Increase your Federal benefits strategic resources by attending the 7th Fall Festival of Training on November 17-20, 2003 in San Diego, CA. During this comprehensive National training, the U.S. Office of Personnel Management will offer an array of workshops to help you increase your knowledge of the Federal benefits programs and to improve your counseling skills. **Attendance at the 2003 Fall Festival of Training meets the requirement in 5 U.S.C 8350(3) that "once each year, each retirement counselor of an agency shall successfully complete a training session conducted under the training program."** Human Resource and Payroll Officers, who are responsible for administering benefits and payroll programs in their agency, or providing counseling to employees about their benefits, should attend this event.

**Please stay tuned to the OPM Homepage or for additional information, you can call (202) 606-4900, or fax (202) 606-4327, or email at [FallFestival@opm.gov](mailto:FallFestival@opm.gov) ★**

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## QUOTABLE EDUCATION QUOTES

"Education is the ability to listen to almost anything without losing your temper or your self-confidence." - Robert Frost

"It's what you learn *after* you Wooden



know it all that counts." - John

" If you have knowledge, let Fuller

others light their candles at it."-

"One generation plants the - Unknown

trees, the next sits in the shade"

"The most difficult thing to open is a closed mind."- Anonymous

"Human history becomes more and more a race between education and catastrophe." - H.G. Wells ★

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### NATIONAL MILITARY FAMILY INFORMATION WEBSITE

Military Families have a new source of deployment information on the National Military Family Association (NMFA) Web site. The site was created in response to questions, particularly in e-mails from military families. The questions were collected and combined in a "one-stop" answer spot. The Web page has been up since early April. The links listed on the page are from government, non-profit, and private sites with information on such topics as communication, stress, and family support. World wide locators for servicemen, guides for mailing packages to soldiers, information from the American Red Cross, different military branch family support programs, financial information and information on supporting children can all be found at links on the new page. You can visit the site at:



[www.nmfa.org/infocenter](http://www.nmfa.org/infocenter) ★

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### LEARNING TOOLS FOR CHILDREN - OUR FUTURE LEADERS.

Do you think your children would like to visit the National Zoo? Explore the Smithsonian? How about learning how a coin is made at the U.S. Mint? Perhaps they would like to learn about space travel. All these topics and many more can be found on

the web site Ben's Guide to U.S. Government for Kids. This guide is brought to the World Wide Web as a service of the Superintendent of Documents, U. S. Government Printing Office (GPO). It provides learning tools for K-12 students, parents, and teachers. Many topics are listed under this ONE site covering animals, arts, business and money, careers, communities and people, the environment, health and safety, American history, and science. Their imagination can run wild by accessing links such as StarChild: A Learning Center for Young Astronomers, H.I.P. Pocket Change from the U.S. Mint, SpaceKids - Space Science for Kids, Team Nutrition, Encyclopedia Smithsonian, Career Exploration, and Jimmy Carter Library Kid's Corner. Add this web site to your favorites and let exploration, learning, and fun begin. **Click on the graphic above to explore.** ★

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### ***LINKS TO LEARNING***

This site provides external links as a convenience to our users. The goal is to assist service members and DoN civilians in getting the most out of the HRSC-NE's unique contributions to employee and organizational development matters.

The appearance of an external hyperlink does not constitute endorsement by the Department of the Navy of a particular website or the information, products or services contained therein.

#### **Distance Learning Organizations:**

American Association for Higher Education is a national organization of more than 8,500 individuals dedicated to improving the quality of American higher education.

<http://www.aahe.org> .

**American Center for the Study of Distance Education (ACSDE)** - ACSDE provides consultation to national and local bodies, developing distance education courses and incorporating distance education into existing systems.

<http://www.cde.psu.edu/ACSDE>

**American Society for Training and Development (ASTD)** is the leading resource on workplace learning and performance issues, providing information, research, analysis and practical information to its members. [http://www.astd.org/index\\_IE.html](http://www.astd.org/index_IE.html)

**Association for Educational Communications and Technology (AECT)** - AECT provides leadership in educational communications and technology by linking professionals holding a common interest in the use of educational technology and its application to the learning process. <http://www.aect.org>.

**Association for the Advancement of Computing in Education (AACE)** is an international, educational, and professional organization dedicated to the advancement of the knowledge, theory, and quality of learning and teaching at all levels with information

technology. This purpose is accomplished through the encouragement of scholarly inquiry related to information technology in education and the dissemination of research results and their applications through publications, conferences, divisions, societies, chapters and inter-organizational projects. <http://www.aace.org/>

**Center for Distance Education Research** – The Center's mission is to provide timely and appropriate information on the development, application and maintenance of information technology systems. The **Center's services are available to all public agencies** and private businesses interested in the welfare and education of people through the use of appropriate information technology and distance education.

<http://www.cdlr.tamu.edu/>

**Civilian Career and Leadership Development Branch** – The CCLD, Manpower Plans and Policy Division, Manpower and Reserve Affairs, was established to develop & implement a comprehensive civilian workforce management and leadership development program.

[https://inweb1.manpower.usmc.mil/manpower/mi/MRA\\_OFCT.nsf/MP/Civilian+Career+and+Leadership+Development+Branch](https://inweb1.manpower.usmc.mil/manpower/mi/MRA_OFCT.nsf/MP/Civilian+Career+and+Leadership+Development+Branch)

**Distance Education and Training Council** - a non-profit educational association located in Washington, DC. Serves as a clearinghouse of info about the distance study/correspondence field and sponsors a nationally recognized accrediting agency called the Accrediting Commission of the Distance Education and Training Council. The Council's goal is to promote sound educational standards and ethical business practices within the distance study field. <http://www.detc.org>.

**International Council for Distance Education (ICDE)** is the world organization of open and distance learning institutions, national and regional associations of open and distance education institutions, as well as academics and professionals in the field.

<http://www.icde.org/>

**Naval Postgraduate School (NPS) Online** is your portal to courses and instructional programs offered through the Internet and other technologically enhanced media. These new technologies make it possible for NPS to offer instruction without the time and place constraints of traditional resident programs. Their intent is to make NPS courses more accessible to the Naval Forces, via emerging technologies; this means that you will be able to complete the program with minimal time away from your professional/operational pursuits. Note: These are Graduate level education courses and will require you to possess a Bachelors degree and Command Sponsored funding before registering.

<http://online.nps.navy.mil/>

**Society for Applied Learning Technology (SALT)** is oriented to professionals whose work requires knowledge and communication in the field of instructional technology. It is a professional society, designed for individual membership participation with classes of membership keyed to the interest and experience of the individual.

<http://www.salt.org>

**Society for Information Technology and Teacher Education (SITE)**, is an international association of individual teacher educators and affiliated organizations of teacher educators in all disciplines interested in the creation and dissemination of knowledge about the use of information technology in teacher education. The society seeks to promote research, scholarship, collaboration, exchange and support among its membership and to actively foster the development of new regional and national organizations . <http://www.aace.org>.

**United States Distance Learning Association (USDLA)** - a non-profit association of more than 2,500 members whose purpose is to promote the development and application of distance learning for education and training. <http://www.usdla.org>.

**United States Navy Distance Learning** is a Navy E-Learning site managed by Naval Education and Training Command (NETC), Pensacola, Florida.  
<http://www.navylearning.com/>

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### *Our Humorous Side*



Since we believe that the best sense of humor belongs to the person who can laugh at him/herself, here's a little light item on age perspective for those who are maturing...chronologically... and may be having a tough time with it.

#### ***The Benefits of Growing Older (and you thought there weren't any)***

*People no longer view you as a hypochondriac.*

*There's nothing left to learn the hard way.*

*You can buy a compass for the dash of your car.*

*You can eat dinner at 4:00.*

*You consider coffee one of the most important things in life.*

*You can constantly talk about the price of gasoline.*

*You enjoy hearing about other people's operations.*

*You get into a heated argument about pension plans.*

*You got cable for the weather channel.*

*You have a party and the neighbors don't even realize it.*

*You no longer think of speed limits as a challenge.*

*You quit trying to hold your stomach in, no matter who walks into the room.*

*You give lots of money to charities.*

*You sing along with the elevator music.*

*Your Congressman pays attention to you.  
You are not expected to keep up with technology or understand it.  
You get travel and entertainment discounts.  
Your investment in health insurance is finally beginning to pay off.  
You can dance to the oldest music and no one laughs at you.  
Your secrets are safe with your friends because they can't remember them either.*

***In Closing...***

Comments or articles regarding employee and organizational developments are welcome. They will be publicized in future editions of **TRAINING WAVES** and will be of benefit to our readers. Interested parties should contact Dave Nickel, HRSC-NE at DSN: 243-5211 or Comm: 215-408-5211.  
Email: dave\_nickel@ne.hroc.navy.mil



***Have a Great and Safe Summer Season!***

