

JBSA LEGACY

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JOINT BASE SAN ANTONIO

OCTOBER 22, 2021



JASON WILKINSON

Basic Military Training trainees go through practice scenarios for Chemical, Biological, Radiological, and Nuclear, or CBRN, Defense Orientation Sept. 15 at Joint Base San Antonio-Chapman Training Annex.

319th Training Squadron lays foundation for CBRN training

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BAMC nurse supports effort to vaccinate Afghan evacuees

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Army outlines operational impact of Army Unified Network during AUSA

Office of the Army Deputy
Chief of Staff, G-6

The Army released the Army Unified Network Plan Oct. 8, which is the critical enabler to establishing the Army's Multi-Domain Operations capable force by 2028.

The Unified Network enables Army formations, as part of the Joint Force, to operate in highly contested and congested operational environments with the speed and global range to achieve decision dominance and maintain overmatch. The plan shapes, synchronizes, integrates and governs Unified Network efforts and aligns the personnel, organizational structure and capabilities required to enable MDO at all echelons.

While the Army has made tremendous strides toward modernizing its tactical formations with the deployment of Integrated Tactical Network capability sets, enterprise modernization efforts at the strategic and operational levels have significantly lagged and focused primarily on unclassified local area networks on Army installations. This unbalanced approach creates unintended seams that the network modernization approach is now addressing through the Army Unified Network Plan.

The Unified Network will integrate the Army's various network efforts to allow secure and seamless communications using our mission networks, our support to Joint All Domain Command and Control with sister services, and the mission partner environment with our partners and allies.

"Our potential adversaries' threats continue to increase in number, degree of complexity and level of physical and technical damage they can inflict," said Lt. Gen. John Morrison Jr., Deputy Chief of Staff of G-6.

Morrison will join other military leaders to discuss the Unified Network during this year's Association of the United States Army Annual Meeting, held Oct. 11-13 in Washington, D.C., and broadcast virtually worldwide.

The meeting kicked off with a Defense News panel discussion on Oct. 11, featuring Lt. Gen. John Morrison Jr., Deputy Chief of Staff of G-6; Brig. Gen. Jeth Rey, director of the Network Cross-Functional Team; Mr. Ross Guckert, Program Executive Officer EIS; and Maj. Gen. Robert Collins, Program



Lt. Gen. John Morrison Jr., Deputy Chief of Staff, G-6, discussed the Army's Unified Network Plan during his keynote address Aug. 18 at the Armed Forces Communications and Electronics Association's 2021 TechNet conference in Augusta, Georgia.

Executive Officer for Command, Control and Communications-Tactical. During the presentation, panel members discussed the Unified Network plan and how their organizations are supporting it.

The discussion continued with an emphasis on the operational perspective on Oct. 12 during the Warriors Corner, with presentations from Maj. Gen. Christopher Donahue, commanding general of the 82nd Airborne Division; Maj. Gen. Thomas Pugh, G-6 Director of Networks, Services and Strategy; Maj. Gen. Robert Collins, Program Executive Officer for Command, Control, and Communications-Tactical; and Brig. Gen. Jeth Rey, director of the Network Cross-Functional Team.

During the Warriors Corner, the leaders will share their perspectives on the operational need for a Unified Network and how it will enable the secure and rapid transfer of data to, from and across the battlefield — even in the most challenging electromagnetic spectrum and cyber environments.

"We have to look at it from the tactical edge back to the strategic environment," Rey said. "The Army has to close that gap in order to empower commanders now and enable

Multi-Domain Operations in the future."

A critical step to achieving a Unified Network will be driving the Army's communications technology to be data-centric, transport-agnostic and underpinned by a multi-layered security architecture, Rey said.

"In simple terms, this means that Soldiers will be able to securely access and operate on the network with the information they need — just like you can log in to a digital bank database that has millions of other users, but the bank only renders your financial information to you," he added.

The Unified Network is not just a thing, and is more than developing and fielding capabilities — it is a holistic approach that addresses our people, training, organizations, policies and processes.

"The only way we can bring the power of the nation, across all warfighting domains, at the time and place of the commander's choosing to deliver strategic effects to the tactical edge — whether in competition or conflict — is with the Unified Network," Morrison said. "To conduct MDO and be an MDO capable force by 2028, we must have a Unified Network. It's not just a requirement, it's an operational imperative."

JBSA LEGACY

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Feedback Fridays

Brig. Gen. Caroline M. Miller
502D AIR BASE WING COMMANDER

Feedback Fridays is a weekly forum that aims to connect the 502d Air Base Wing with members of the Joint Base San Antonio community. Questions are collected during commander's calls, town hall meetings and throughout the week.

If you have a question or concern, please send an email to jbsapublicaffairs@gmail.com using the subject line "Feedback Fridays."

Questions will be further researched and published as information becomes available.

Q: I have noticed over the past several months that bicyclists on JBSA-Fort Sam Houston pay no attention to traffic signs, basic traffic laws and many wear no reflective vest or helmet.

I have nearly struck multiple bicyclists with my vehicle as they

blew straight through stop signs and a traffic light without so much as slowing down.

Don't bicyclists need to obey all traffic laws since they are considered moving vehicles? Maybe it's time to get some training started back up as a refresher before someone is seriously injured or worse.

Be smart out there and be safe!

A: Thank you for reaching out and your safety concern!

We've reached out to our safety manager at JBSA-Fort Sam Houston who will coordinate with security forces to intensify enforcement of traffic violators and increase awareness of the requirements for the base populace.

We will also send this information to the rest of our Air Education and Training Command safety offices who may be experiencing the same issues at their bases

We've witnessed a nationwide increase in cycling since the pandemic started



COURTESY GRAPHIC

more than a year ago. From people getting reacquainted with cycling after many years, to the fitness enthusiast, to the commuter, we are seeing more and more riders on the roadways.

Ideally, we would have dedicated bike lanes to separate and de-conflict automobile and cyclist traffic to reduce risks to both road users. Lacking these, we need to share the road.

We would like to remind JBSA that bicyclists need to obey all traffic laws just

like every other road user.

The Texas Department of Transportation says, "Generally, bikes are entitled to all rights and obligated to all duties of the road that apply to a motor vehicle."

Air Force Instruction 91-207, the U.S. Air Force Traffic Safety Program, further states bicyclists are required to wear a helmet and are encouraged to wear a highly visible outer garment during daylight hours.

Cybersecurity Awareness Month - Secure Teleworking

By Airman 1st Class Edward Medina
436TH COMMUNICATIONS SQUADRON

While teleworking is not a new concept, the COVID-19 pandemic highlighted the complexities of working efficiently, productively and most importantly, securely from home.

Operating under the emerging constraints of COVID-19 and the need for social distancing, the Air Force quickly adapted by implementing secure ways for more than 300,000 personnel to communicate and continue secure operations worldwide.

Extensive use of teleworking, however, has led to new risks to Department of Defense information and systems. For example, the use of official webmail on personal machines presents the risk of inadvertently transferring information to systems that are not authorized to process government information. It is imperative to follow teleworking guidance and policy that is available on the Air Force Portal.

Another unique consideration when working with government information and resources from home is to ensure that your home office is secure, as this



U.S. MARINE CORPS DIGITAL ILLUSTRATION BY LANCE CPL. EVERETT RADCLIFFE

is essential in safeguarding information. It is also important to maintain the same cybersecurity awareness as you would in the office environment, such as remembering to

log off whenever you step away from your workstation and protecting your Common Access Card.

According to the official Cyber Security Awareness Month website,

some other helpful tips for maintaining a secure teleworking posture include the following:

- ▶▶ Avoid using public Wi-Fi, and make sure your home Wi-Fi has a strong password.
 - ▶▶ Be sure networking devices have software patches applied when made available.
 - ▶▶ Only store work-related files and content on your government computer/device.
 - ▶▶ Update your government computer/device firewall, antivirus software and other applications when updates are available.
 - ▶▶ Never connect your government computer to your home printer or other devices with data storage capabilities
 - ▶▶ If using government webmail on a personal device, update the device's operating system and applications when needed
- (<https://usaf.dps.mil/sites/13057/Office-of-the-CISO/CSAM/SitePages/Home.aspx>)

Free anti-virus for Department of Defense employees is available for download at <https://storefront.disa.mil/kinetic/disa/servicecatalog#/forms/antivirus-home-use>.

JBSA observes Energy Awareness Month with annual expo

By Alex Delgado

502ND AIR BASE WING PUBLIC AFFAIRS

Joint Base San Antonio kicked off Energy Awareness Month by hosting an Energy Expo at the JBSA- Lackland Main Exchange Oct. 7.

This year's theme is "Energy Able — Mission Capable," which represents mission capability and readiness reached through efficient energy usage.

The event highlighted the critical role energy plays in Air Force operations, and encouraged smart energy use and management for the installation.

"This year's events promote energy and water conservation awareness by focusing on energy optimization and water management technology applications," said Richard Trevino, 502nd Civil Engineer Group director. "Our investment and commitment to installation resiliency are bolstered through events of this nature."

In all, 15 local energy-centric businesses were present to showcase their products and educate attendees on how their products contribute to energy and water conservation.

Planning an event with so many

stakeholders attending the event at no cost to the Air Force presented some challenges for the event coordinator Nicholas Lopez, an energy and utility manager with the 802nd Civil Engineer Squadron.

"It was a great experience for me to organize this event even though it did present some challenges," Lopez said. "Seeing the successful outcome makes me proud to be part of such an important program."

This type of event helps improve energy optimization and water management by educating the community on technology that is currently available from the industry, and how it can contribute to increased energy efficiency and water conservation.

"Energy-saving technologies are important as well as consumer awareness and education at the operational level," Trevino said. "Our success is created through lasting partnerships with industry and academia in events such as this year's JBSA Energy Expo."

JBSA will host another Energy Expo at the JBSA-Randolph Main Exchange Oct. 20.



JOHNNY SALDIVAR

Joint Base San Antonio kicked off Energy Awareness Month by hosting an Energy Expo at the JBSA-Lackland Main Exchange Oct. 7.

Partnership assists members transitioning from military service



NELSON Y. JAMES

Brig. Gen. Caroline S. Miller (center left), 502nd Air Base Wing and Joint Base San Antonio commander, and Adam Hamilton, president and chief executive officer of Southwest Research Institute, shake hands after signing a memorandum of understanding during the Public-Public, Public-Private meeting Oct. 14 at the Alamo Area Council of Governments in San Antonio.

By Lori A. Bultman

502ND AIR BASE WING PUBLIC AFFAIRS

A memorandum of understanding to establish an official Air Force Community Partnership between the 502nd Air Base Wing and Southwest Research Institute, or SwRI, was ceremoniously signed during the Public-Public, Public-Private meeting Oct. 14, 2021, at the Alamo Area Council of Governments.

The original agreement began in April 2020, but the signing was delayed due to COVID-19 restrictions.

The MOU allows service members transitioning from military service, as part of the Career Skills Program or Skillbridge, to apply for and attend SwRI-sponsored internships within 180 days of the end of their service obligation.

Participating service members will learn job skills, receive mentoring support, and obtain assistance with resume preparation and job searches at SwRI while still receiving military pay.

Internship positions have included ballistics, program management, embedded systems engineering, electronic systems engineering, and human resources.

Since the program began, five participants have completed internships and all were hired by either SwRI or other industry partners.

FORT SAM HOUSTON

BAMC nurse helps support vaccination effort for Afghan evacuees

By Lori Newman

BROOKE ARMY MEDICAL CENTER
PUBLIC AFFAIRS

A Brooke Army Medical Center clinical nurse specialist used her training and experience to help vaccinate Afghan evacuees at Rhine Ordnance Barracks, Germany, Sept. 17-18.

Army Maj. Giang Martinez recently graduated as a clinical nurse specialist doctor of nursing practice from the Army Medical Department's Long Term Health Education and Training program at Louisiana State University Health Science Center in New Orleans, where she focused, in part, on disaster relief and preparedness. The team she was part of was able to vaccinate more than 1,600 evacuees over a two-day period.

"It felt amazing to be able to use my knowledge and background to help all these people," Martinez said. "That's what being a nurse is about — helping people."

The humanitarian mission, led by the 30th Medical Brigade with assistance from Regional Health Command-Europe and operational units around Europe, administered measles, mumps and rubella, or MMR, and chickenpox vaccines to provide protection for the Afghan evacuees. In total, the vaccination teams administered MMR and chickenpox vaccines to nearly 5,500 people.

"We originally estimated that it would take a week to vaccinate that many people, but set a goal to get everyone vaccinated in five days," said Lt. Col. Julie Hundertmark, the

512th Field Hospital commander, who was responsible for setting up many of the vaccination sites and staffing them with the appropriate mix of specialties.

"I never dreamed we could finish in less than three days, but our diverse team of medical professionals came together quickly and functioned like a single medical element," Hundertmark said. "This is a testament to how the Army medicine team does such a great job of coming together to meet our patient care needs when called upon."

Vaccinations were administered at the request of the U.S. Centers for Disease Control and Prevention due to a small number of measles cases in the United States among newly arrived evacuees from Afghanistan.

"I relied on my training as a nurse in the military, and my personal experience as a second-generation Vietnamese immigrant," Martinez said. "This mission is a true testament to the training in the Army Nurse Corps."

Army Col. Jana Nohrenberg, the RHCE regional nurse executive, praised Martinez for her efforts.

"Maj. Martinez's contributions to the unique mission supporting the Operation Allies Refuge/Welcome response were vital in ensuring the highest quality, safe and efficient care was provided to the evacuee population and exemplifies the value that the (clinical nurse specialist) brings to the mission," she said.

Martinez said for many the mission provided closure after



PHOTOS BY GINO MATTORANO

Medical personnel check in Afghan evacuees waiting to receive measles, mumps and rubella and chickenpox vaccines. A diverse team of Army medical professionals vaccinated nearly 5,500 Afghan evacuees in less than 72 hours at Rhine Ordnance Barracks, Germany, Sept. 17-19.

serving multiple deployments and witnessing the aftermath of constant conflict.

"This mission brought us full circle, spoke to the soul of military nursing, and was a reminder of why we joined the military," she said.

Right: Maj. Laura Payton (foreground) and Capt. Jennifer Hensel, both Certified Registered Nurse Anesthetists from the 67th Forward Resuscitative Surgical Detachment, prepare measles, mumps and rubella syringes along with chickenpox syringes to administer to Afghan evacuees at Rhine Ordnance Barracks, Germany, Sept. 18.



VIPs provided update on CDC during JBSA-Fort Sam Houston tour

David DeKunder
502ND AIR BASE WING
PUBLIC AFFAIRS

Lt. Col. Brian Strickland, 502nd Civil Engineer Group deputy commander, provided an update on repairs being made to the Joint Base San Antonio-Fort Sam Houston Child Development Center, or CDC, during a VIP tour Oct. 12.

The tour group, staff members from the office of U.S. Sen. John Cornyn, took a windshield tour of JBSA-Fort Sam Houston starting with a briefing from Brig. Gen. Caroline M. Miller, 502nd Air Base Wing and JBSA commander, at the Wing headquarters.

During the presentation on the CDC, Strickland said roof repairs are being made to the 30-year-old JBSA-Fort Sam Houston CDC building to stop it from leaking. The building's roof has leaked during rainstorms and had significant problems during Winter Storm Uri in February.

The roof repairs are part of a multimillion-dollar repair and replacement project for the JBSA-Fort Sam Houston CDC facility, which includes a new roof and HVAC system and replacing fire alarms, sprinklers and the mass notification system.

Immediate repairs to the roof are temporary to prevent further damage to the building, and work on a replacement roof is expected to start in March 2022, Strickland said.

After the immediate repairs are completed, Strickland said the 502nd Civil Engineer Group will go out for bid and award a contract for the replacement roof and new HVAC system in December, with work on the HVAC system scheduled at the same time as the replacement roof.

Strickland said the



STAFF SGT. PRESTON CHERRY

Jennifer Couch (right), assistant director of the Joint Base San Antonio-Fort Sam Houston Child Development Center, speaks with Isaac Jalkanen, a staff member from the office of U.S. Sen. John Cornyn (R-Texas). Lt. Col. Brian Strickland, 502nd Civil Engineer Group deputy commander, also provided an update on repairs being made to the JBSA-Fort Sam Houston CDC during a VIP tour visiting the base Oct. 12.

“This repair project will help us continue to provide the best childcare for our military-connected families. We are using temporary facilities to provide childcare on JBSA-FSH as we do the repairs, and we deeply appreciate the support we’ve received from the CDC staff and the parents and guardians in this endeavor.”

**Lt. Col. Brian Strickland,
502nd Civil Engineer Group deputy commander**

replacement roof to be placed on the building will have a new look to it.

“We’re switching the style of the roof from clay tile to a standing seam metal roof,” Strickland said. “It (standing seam metal roof) lasts a little bit longer and we have fewer issues

with standing seam metal roofs compared to clay tile roofs; it’s less maintenance.”

Repairs to the JBSA-Fort Sam Houston CDC started in September and required the temporary closure of the facility for 18 to 24 months during the repair project.

Families of children affected by this closure have been provided alternate childcare options utilizing other Child and Youth Services facilities on JBSA-Fort Sam Houston or JBSA-Randolph or in the community, including the JBSA-Fort Sam Houston CDC Annex.

In addition, the 68 staff members who worked at the JBSA-Fort Sam Houston CDC are continuing to provide child care at the alternate Child and Youth Services locations on JBSA-Fort Sam Houston or other programs across JBSA.

So far, Strickland said the repair and replacement project is still on track to be completed during its planned 18-to-24-month timeline.

While the temporary closure of the JBSA-Fort Sam Houston

CDC is an inconvenience for children and families, the outcome of the improvement project will be worth it in the long run, Strickland said.

“This repair project will help us continue to provide the best childcare for our military-connected families. We are using temporary facilities to provide childcare on JBSA-FSH as we do the repairs, and we deeply appreciate the support we’ve received from the CDC staff and the parents and guardians in this endeavor,” he said. “The critical repair work we’re doing at the main JBSA-FSH building will help us provide a much better environment for the military-connected children in our care in a facility that has adequate climate control and humidity control.”

Border conference promotes security for neighboring countries in South America

By Donald Sparks

U.S. ARMY SOUTH PUBLIC AFFAIRS

The Brazilian Army hosted senior military leaders from U.S. Army South, the armies of Colombia, Ecuador and Peru, and the Panamanian SENAFRONT at the 2nd Multilateral Border Conference in Manaus, Amazonas state, held Sept. 27-29. The focus of the conference was to improve cooperation between participants and to develop solutions for regional border problems.

The conference allowed the sharing of good practices and lessons learned in dealing with issues related to border protection, observing the individualities of each country's defense policies and identifying opportunities for exchanges that improve understanding of challenges and threats of the border region.

"The conference allowed leaders of participating armies to strengthen the linkages of cooperation and friendship at



U.S. ARMY SOUTH

Gen. Achilles Furlan Neto, commander of the Brazilian Army Amazon Military Command, briefs the capabilities of his soldiers during the 2nd Multilateral Border Conference Sept. 27-29 in Manaus, Amazonas state, Brazil, to a delegation of senior leaders from Army South, Colombia, Peru, Panama, and Ecuador.

the senior leader level, and exchange best practices and lessons learned between participating armies," said Lt. Col. Daniel Lalaria, Theater Security Cooperation planner, Army South. "It also improved participants' mutual understanding of

each other's strengths and principle threats in border regions, in order to strengthen collaboration in confronting transnational threats."

Gen. Paulo Sérgio, Brazilian Army commander, welcomed the delegation comprised of more than 15 general officers, including Maj. Gen. William Thigpen, Army South commanding general, and shared best practices and lessons learned in confronting threats in border regions. Sérgio said the armies to work together to pursue common solutions for common problems and seek opportunities for training exchanges between the participating nations.

This was the second time Army South has participated in the border conference, with the last event being held in Colombia in 2019.

Serving as the Army South Deputy Commanding General-Interoperability, Colombian Army Brig. Gen. Hernando Garzón viewed the conference as an important event for Army South to understand the regional relationships between Brazil and other partner nations.

"Brazil, given its geographic size, borders 10 South American countries," said Garzón, who is assigned to Army South from the Colombian Army. "Undoubtedly, the understanding of the operational environment begins with understanding what happens in South America."

The delegation received an operational briefing on the capabilities and challenges of Brazil's Amazon Military

Command and was given an aerial overview of the operating environment of the Amazon region.

During the conference, participants agreed the protection of the Amazon is a vital objective and interest for Brazil, Colombia and other Amazonian states, however, its geography and small population constitute a major challenge.

Recognizing the dense topography in the border areas makes it harder to detect security issues such as transnational threats, narcotrafficking, illegal mining, illegal immigration and other transnational crime.

Garzón mentioned the control of the Colombian-Brazilian border is of vital importance for the two nations and for the Amazon, an ecosystem of global importance.

"The cooperation between our two countries goes back a long time, but it was strengthened between the two armies with this conference," he said.

At the conclusion of the conference, all of the leaders agreed to continue strengthening cross-border cooperation and coordination with Brazilian forces.

"Strengthening cooperation and building trust measures is a key factor in achieving hemispheric security objectives; consequently, the security of the Amazon border constitutes a challenge and a common objective for all neighboring states," Garzón said. "The attendees shared with frankness, the existing problems, as well as the successful measures implemented in each country."

Career skills program saves JBSA approximately \$1 million

By David DeKunder

502ND AIR BASE WING PUBLIC AFFAIRS

Since its inception in 2016, the Joint Base San Antonio SkillBridge/Career Skills Program has provided a savings of nearly \$1 million by helping more than 1,400 transitioning service members with job training and new career opportunities as they leave the military.

The nearly \$1 million in savings - \$990,000 - is for unemployment compensation, which would have been paid out to transitioning service members if they had not been able to be readily employed after their military service ended, said Jose Ontiveros, JBSA Transition and Workforce Alliance SkillBridge/Career Skills Program manager.

The SkillBridge/Career Skills Program is a Department of Defense initiative that allows transitioning service members to gain skills in a civilian work setting through training, apprenticeships, internships, or a credential program during their final 180 days of military service.

According to statistics provided by the U.S. Department of Labor, Ontiveros said the average unemployment compensation for a transitioning service member who does not find a job after leaving the military is \$10,000.

Ontiveros said the \$990,000 JBSA has saved so far in unemployment compensation during its duration in the program covers the 18-24 age group that transitions out of the military early. With approximately 99 transitioning service members ages 18-24 within JBSA having gone through the SkillBridge/Career Skills Program since 2016, each saving the military \$10,000 in unemployment compensation, the \$990,000 mark in savings has been reached.

"The math is pretty simple," Ontiveros said. "For every 18-24-year-old we put into the program, if we're able to help them get through successfully in landing a job and they are now employed by another company, that is essentially \$10,000 in unemployment that we have saved."

With a few more transitioning service members expected to complete their time soon in the SkillBridge/Career Skills Program, Ontiveros is hoping the program will mark \$1 million in unemployment



COURTESY PHOTO

Amariyls Silva (left) and Wendy Banks (right), Joint Base San Antonio Workforce and Transition Alliance SkillBridge/Career Skills Program coordinators, work an information booth on the program at the Non Commissioned Officers Association 61st anniversary golf tournament at the JBSA-Fort Sam Houston Golf Club Sept. 24.

compensation savings in October.

He said those savings from unemployment compensation are put back into each branch's operational budgets on items that benefit service members and their units, including food, equipment, accessories and clothing.

"Whatever units need money for to make their mission successful," Ontiveros said.

Besides providing financial savings, Ontiveros said the SkillBridge/Career Skills Program has made a difference in the lives of many transitioning service members, who have been able to land jobs after their service has ended. During the program's five-year duration at JBSA, a total of 1,425 active duty members have received training, apprenticeships, internships, or gone through a credential program with a local company, organization or employer or have received a job offer.

The program has grown steadily over the last five years. In 2016, the JBSA SkillBridge/Career Skills Program helped 10 transitioning service members. This year, the program has provided training and job opportunities for 491 transitioning service members.

Ontiveros said the program has a 99 percent completion rate and most of

the transitioning service members who go through the program receive a job offer after completing their training, apprenticeship, internship or going through a credential program that helps them gain skills in the civilian career field they are going into.

"Over the life of this program from 2016, we have a 97 percent job offer rate," Ontiveros said. "Out of those 97 percent who get a job offer, 91 percent accept them."

Ontiveros said the JBSA SkillBridge/Career Skills Program continues to grow and expand through the efforts of the JBSA Transition and

Workforce Alliance, a partnership between the installation and local government, non-governmental agencies, veteran and non-profit service organizations which provide career opportunities for transitioning service members, military spouses and military family members through several programs.

In addition, the JBSA SkillBridge/Career Skills Program was able to expand its presence and resources with the addition of three program coordinators each at JBSA-Fort Sam Houston, JBSA-Lackland and JBSA-Randolph in 2020. This has allowed the program to reach out to more companies and organizations at job fairs within JBSA and the San Antonio community that are interested in employing transitioning service members.

Karen Lawhorne, JBSA Transition and Workforce Alliance SkillBridge/Career Skills Program coordinator at JBSA-Randolph, said she and the rest of the program staff members get satisfaction out of helping transitioning service members meet their career goals.

"At the end of the day, it's like I got them close to where they wanted to be," Lawhorne said. "Just this morning, I connected a service member with his dream SkillBridge (job), and just to hear his excitement, it's just awesome. It's very rewarding and as a team, we really work together."

For more information on the JBSA SkillBridge/Career Skills Program, contact them at usaf.jbsa.502-abw.mbx.career-skills-program@mail.mil or at JBSA-Fort Sam Houston, 210-488-4119; at JBSA-Lackland, 210-563-8223; and at JBSA-Randolph, 210-727-1281.

LACKLAND

319th TRS lays foundation for Chemical, Biological, Radiological and Nuclear Defense training

By Joe Gangemi

37TH TRAINING WING
PUBLIC AFFAIRS

Airmen and Guardians are able to operate in a ready state and continue the mission when chemicals are present, thanks to their Chemical, Biological, Radiological and Nuclear Defense training.

Emergency management cadre at the 39th Training Squadron at Joint Base San Antonio-Lackland train all enlisted Airmen and Guardians at Basic Military Training on CBRN defense — nearly 35,000 recruits annually.

“The training provided here lays the solid foundational skillset that’s required to build upon readiness,” said Tech. Sgt. Tyler Pennington, 319th TRS CBRN Section Chief. “This is the first time that they have ever worn or seen this protective equipment.”

After BMT graduation, Airmen and Guardians are awarded and will be current on their CBRN Defense training for 18 months.

Over the last 20 months, there have been significant changes to the CBRN Defense training course, including relocation from The Torch site behind Wilford Hall Ambulatory Surgical Center to the current Basic Expeditionary Airman Skills Training site at the JBSA-Chapman Training Annex.

“After an eight-month tactical pause due to COVID-19, we launched the revamped CBRN Defense course with mitigation protocols during a beta test conducted in December 2020,” Pennington



JASON WILKINSON

Basic Military Training trainees go through practice scenarios for Chemical, Biological, Radiological, and Nuclear, or CBRN, Defense Orientation Sept. 15 at Joint Base San Antonio-Chapman Training Annex.

said. “The instructor-led course consists of individual and team performance-based objectives that provides hands-on evaluation of CBRN defense material. Delivering the CBRN Defense course at the BEAST site allows for application in the different zones enabling us to provide crawl, walk and run scenarios in a simulated deployed environment.”

During the week-long BEAST experience, trainees are split into four camps or “zones”

named Vigilant, Sentinel, Reaper, and Phantom. Within each zone, there are 10 canvas tents used for sleeping, plus one used as a field hospital and the other as a command post. A three-story tower stands in the center, along with a hardened building used as an armory and a bomb shelter.

Each zone also includes five defensive firing positions and an entry control point, making each zone a self-contained unit responsible for operating and

defending itself.

The eight-hour course includes four lessons that cover the M50 Joint Service General Purpose Mask, Ground Crew Chemical Ensemble, Mission-Oriented Protective Postures levels, CBRN hazards and attack actions. The morning portion focuses on equipment familiarization and knowledge-based objectives, while the afternoon portion challenges trainees to use what they’ve learned and react to

scenarios in a simulated environment within their respective zones.

The gas chamber portion was removed from the course in 2020 as a COVID-19 mitigation protocol, and then sustained significant damage during Winter Storm Uri in February 2021. Now known as the Mask Confidence Training Facility, the new building is forecasted to arrive by the end of the year. This facility will enhance training by instilling confidence in the CBRN protective gear required to survive and operate in a WMD-contested environment.

“Trainees now receive the entire CBRN course in one location and on the same day of training versus two locations and two different weeks of training. Previously there was a one-week gap in the initial course, application and exercises,” said Master Sgt. Travis Lexvold, CBRN Flight Chief.

“Relocating the course reunited the entire flight of instructors with the rest of the expeditionary training mission. Consolidating to one location allows us to more efficiently and effectively maintain \$6.1 million of CBRN training gear including shipping and receiving operations. Most importantly, the BEAST site provides a more realistic training environment to execute the CBRN Defense course,” he added.

Completion of the CBRN Defense course, a combat skills line of effort, is one of seven core graduation requirements of BMT that strategically aligns to Air and Space Force foundational competencies.

SWTW dedicates new tactical training facility to fallen Special Warfare Airman

By Andrew C. Patterson

502ND AIR BASE WING
PUBLIC AFFAIRS

The Special Warfare Training Wing at Joint Base San Antonio dedicated their newest tactical training facility to fallen teammate Maj. Walter David Gray at the JBSA-Chapman Training Annex Oct. 8, 2021.

"We are honored and touched that the Tactical Air Control Party community members him in this way," said Maj. Gray's oldest daughter, Nyah, when offering remarks about the event.

"While we will never forget him or the example he led, it can often feel as if we are the only ones left who do remember.

"The TACP community has been so kind to us; they have put together event after event and have given us every opportunity to learn about the man they knew through the stories spread amongst the brotherhood," she added. "We are ever thankful for their contribution to the continuance of his legacy, and are, once again, honored to be cared for so well."

Gray, a Tactical Air Control Party air liaison officer, who was assigned to the 13th Air Support Operational Squadron at Fort Carson, Colorado, was killed in action Aug. 8, 2012, during Operation Enduring Freedom. He was killed that day by the second of two suicide bombers in Kunar Province, Afghanistan. After the first blast, Gray and his team rushed to the scene to help when the second blast went off.

"If Dave were sitting here today, he would say this is silly ... and would be embarrassed that we are making such a fuss over him," said U.S. Air Force Lt. Col. Matthew McMurtry, 353rd SW Training Squadron



Lt. Col. Matthew McMurtry, 353rd Special Warfare Training Squadron commander, and Heather Gray Blacklock along with her children unveil a dedication plaque during the Major David Gray Tactical Training Facility dedication ceremony Oct. 8 at the Joint Base San Antonio-Chapman Training Annex.

commander. "That's how humble he was. So, in typical TACP fashion, let's make a big fuss over Dave! Remember him today, celebrate him, and honor the legacy he left within our community!"

The 353rd Special Warfare Training Squadron requested the dedication of the facility and Lt. Gen. Marshall B. Webb, commander of Air Education and Training Command, approved the memorialization of the SWTW Tactical Training Facility, now the Gray Tactical Training Facility in March 2020, but the COVID-19 pandemic caused delays in scheduling the ceremony.

"This facility is central to the migration of Special Warfare training to the JBSA-Chapman Training Annex. It's already used extensively by our TACP candidates," said Col. Mason R. Dula, SWTW commander. "Looking to the near future, it will enable training events for

all Special Warfare candidates as our preparatory and assessment and selection courses will shift from JBSA-Lackland to JBSA-Chapman Training Annex."

The outdoor tactical training facility is made up of an athletic field, strength and conditioning areas, sandpits and restrooms. It supports JBSA Special Warfare training, including courses of initial entry, non-prior service enlisted Pararescue, Combat Control, Special Reconnaissance, and Tactical Air Control Party students.

Additionally, it supports the Pararescue Phase II selection course and multiple Special Warfare officer courses to include Air Liaison Officer, Special Tactics Officer, and Combat Rescue Officer courses for themselves and their Guard/Reserve/prior service counterparts.

The wing commander reiterated the importance of honoring the fallen during his remarks.

"Events like these are part of the cultural bedrock of the Special Warfare community. We are committed to honoring our fallen teammates, lost in combat and training," Dula said. "We are convinced the best way to keep them from becoming just pictures on the walls of our buildings, or names etched in stone on unit memorials, is to tell stories to do our best to keep the memories of our teammates alive in our formation."

"While his memory lives on with us, it is an entirely different feeling altogether when others join in on our remembrance," Nyah said. "No matter the circumstances, it always means the world to us to see that others still care, that they loved him too.

McMurtry, Gray's best friend,

"This facility is central to the migration of Special Warfare training to the JBSA-Chapman Training Annex. It's already used extensively by our TACP candidates."

**Col. Mason R. Dula,
Special Warfare Training Wing
commander**

spoke of the dedication it takes to become a TACP.

"Most Airmen don't consider volunteering for TACP and attempting the 106 TACP training days. Dave completed this schoolhouse as an enlisted Airman in 1996, and became an officer, he repeated the schoolhouse and graduated a second time in 2011 with Raptor Zero One," he said. "I've served 16 of my 20 years in the Air Force as a TACP, enlisted and officer. Through all the stories and the people that knew Dave, I have yet to hear someone say anything negative about him. He was the TACP everyone wants to be!"

An Air Force Tactical Air Control Party Airman is part of Air Force Special Warfare which consists of ground combat forces specialized in airpower application across hostile, denied, or diplomatically or politically sensitive environments. Special Warfare members provide global access, precision strike, and personnel recovery capabilities across the spectrum of conflict and the multi-domain battlefield.

JOHNNY SALDIVAR

902nd CES EOD called to investigate potential sea mine

By Jason Wilkinson

502ND AIR BASE WING PUBLIC AFFAIRS

When coming across a large metal sphere that you suspect could contain approximately 300 pounds of explosives, you should probably bring in the experts — in this case, the 902nd Civil Engineer Squadron's explosive ordnance disposal team at Joint Base San Antonio-Lackland.

On Sept. 17, the team got a call concerning a suspected live naval mine that had come ashore at the upper Texas coast town of Matagorda, Texas, located between Port O'Conner and Galveston, after a tropical storm and local flooding. The JBSA-Lackland EOD is responsible for responding to explosives-related emergency calls in the southern half of Texas.

"We have what we call a 'cradle-to-grave' responsibility," said Staff Sgt. Curtis Belew, one of the EOD team leaders who responded to the call. "They call us because we take care of any military ordnance items."

In this particular case, the team looked at some photos of the found mine, and decided that it warranted investigation. They suspected it might be a training mine, but training mines still have a small charge in them which could be harmful to the person.

"We wound up going down there and using a portable X-ray to verify that there were no explosives in it," Belew said. Instead, the mine contained only concrete.

The team gets plenty of "live" items, however. One of their more unusual cases turned out to be a call about a souvenir taken from World War I — a German stick grenade. Luckily the team was called again, and no one was injured.

"We get live explosive items from JBSA-Camp Bullis," said Staff Sgt. Eli Marquez, another of the EOD technicians and team leads. "It's usually pretty old stuff, leftover from when JBSA-Camp Bullis used to be a training range."

Both Airmen enjoy the variety that the job offers — from working sea mines and stick grenades, to



JASON WILKINSON

The 902nd Civil Engineer Squadron Explosive Ordnance Disposal team made a trip to the Texas coastal town of Matagorda Sept. 17 to investigate a naval sea mine suspected of containing live explosives. The mine was determined to have no live charges. Explosive Ordnance Disposal technicians (from left) Staff Sgt. Eli Marquez, Staff Sgt. Curtis Belew and Staff Sgt. Shayne Mooney stand behind a naval mine Oct. 4 at Joint Base San Antonio-Lackland.

surveying venues in cooperation with the Secret Service.

"The nice thing is that we are allowed to go to training events with these agencies we work with," Belew said. "So most of us have been to Alcohol, Tobacco, Firearms and Explosives and FBI training — as well as training offered by the other branches."

For those who can handle the stringent academic and physical requirements, the career of the EOD technician seems pretty interesting. The team members said it is a misconception that they simply train all the time and rarely apply their knowledge.

"We just like to blow stuff up and have a good time," joked Belew.

149th Fighter Wing hosts Egyptian Air Force

By Staff Sgt. Ryan Mancuso

149TH FIGHTER WING
PUBLIC AFFAIRS

Members of the Egyptian Air Force made a trip to the 149th Fighter Wing at Joint Base San Antonio-Lackland Sept. 26 as part of the state partnership program that has been newly established between the 149th FW and Egypt.

Brig. Gen. Matthew Barker, Chief of Staff, Headquarters Texas Air National Guard, hosted the Egyptian delegation as they toured the 149th FW facilities.

During their visit, they received information on flight operations and demonstrations of medical response and cyber operations capabilities, discussing ways to combine resources to train together in the future.

The Egyptian Air Force is the aviation branch of the Egyptian Armed Forces and is responsible for all airborne defense missions and operates all military aircraft, including those used in support of the Egyptian Army, Egyptian Navy and the Egyptian Air Defense Forces.



Col. Matthew C. Jensen (right), commander, 149th Fighter Wing, Air National Guard, briefs members of Egypt's Air Force during their visit to the 149th FW at Joint Base San Antonio-Lackland Sept. 26.

STAFF SGT. RYAN MANCUSO

IAAFA participates in AFA Air, Space and Cyber Conference

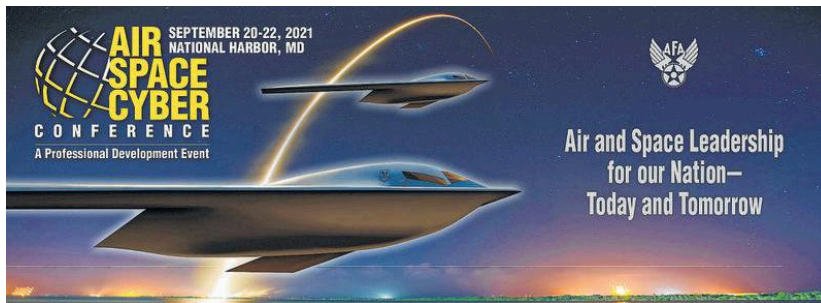
By Vanessa R. Adame

37TH TRAINING WING
PUBLIC AFFAIRS

A team of instructors and leaders from the Inter-American Air Forces Academy at Joint Base San Antonio-Lackland joined hundreds of Airmen and Guardians at the 2021 Air Force Association Air, Space and Cyber Conference in National Harbor, Maryland, Sept. 20-22.

IAAFA commandant Col. José Jiménez Jr., IAAFA superintendent Chief Master Sgt. Emilio Avila, and five instructors were among the academy members who attended.

The conference brought together defense industry leaders and representatives to discuss challenges facing the



COURTESY GRAPHIC

aerospace and cyber communities. Participants also had the opportunity to engage in additional sessions including agile combat employment and accelerating innovation.

“Our members’ presence at this conference is part of

IAAFA’s strategy to provide continuous professional education and training to our cadre and staff,” Jiménez said. “We are committed to giving our team members every opportunity to grow as instructors, technical experts and leaders.”

Highlights from the conference included presentations by Chief of Staff of the Air Force Gen. Charles Q. Brown Jr., and Chief of Space Operations Gen. John W. “Jay” Raymond. Brown discussed a change of culture necessary to

transform the Air Force to meet future demands.

For IAAFA helicopter maintenance instructor and retired Master Sgt. Javier Nagore, who also attended, the message was invigorating.

“It inspired me to maintain my professionalism and make sure what I’m teaching is the best information I can present to my students and meet expectations of the Air Force,” Nagore said.

As the Air Force focuses on modernization to address the renewed great power competition, IAAFA continues building partner capacity to strengthen relationships in line with national strategic objectives.

“Hands down all it does is leave room for growth,” Nagore said. “There is no limit.”

Two Special Warfare Training Wing Airmen earn 2020 AFSPECWAR awards

By Nicholas J. De La Pena

SPECIAL WARFARE TRAINING WING

Editor's note: Some names in this story have been omitted for operational security purposes.

Special Warfare Training Wing Airmen received 2020 Air Force Special Warfare awards, a first in the history of the SWTW, during a ceremony at Joint Base Anacostia-Bolling, Washington D.C., Sept. 17, 2021.

U.S. Air Force Capt. Hopkins, 351st Special Warfare Training Squadron, Instructor Flight commander and Chief Combat Rescue Officer instructor, earned the USAF Special Warfare Instructor Company Grade Officer of the Year and Master Sgt. Rylan Neely, 350th SWTS at Joint Base San Antonio-Lackland, Preparatory Course superintendent received the USAF SW Combat Controller Noncommissioned Officer of the Year.

The awards recognize Hopkins and Neely for their outstanding achievement from Jan. 1 to Dec. 31, 2020.

Hopkins led a flight of 21 Pararescue Instructors, oversaw the training of 161 Pararescue and CRO students over 217 days of training, and executed a \$4 million training budget.

"It's an honor to be selected for this award," said Hopkins. "My 351st SWTS teammates and I strive to build the best training for all PJ and CROs that will ultimately support Air Combat Command and Air Force Special Operations Command missions."

"As an instructor staff, we continually push to have realistic, effective training. We're maintaining the historically high standard which has been the foundation of success for pararescuemen for decades. Our direct customers are the operational units who receive our new graduates, but we always keep in mind that our final customer is an isolated person having one of their worst days. Our training keeps that IP in the forefront of our minds and lays the foundation for USAF Pararescue teams which are capable of operations ranging from low to high-intensity conflict," Hopkins said.

The 351st SWTS is nearing completion of a \$10 million weapons range that will provide Air Force Special Warfare trainees with realistic



U.S. Air Force Capt. Hopkins, 351st Special Warfare Training Squadron, Instructor Flight commander and Chief Combat Rescue Officer instructor, conducts a military free fall equipment jump from a DHC-4 Caribou aircraft in Coolidge, Arizona, July 17.

COURTESY PHOTO

combat training for decades to come.

"Securing AFSPECWAR's most advanced weapons facility ensures that basic combat skills are learned realistically, thoroughly, and efficiently. This range increases our training efficiency by leveraging emerging technology, ultimately giving PJs and CROs an edge in future conflicts," Hopkins said.

Neely transitioned from the 321st Special Tactics Squadron Sept. 6, 2019, Neely was promoted to master sergeant in early 2021, and now serves as the 350th SWTS, SW Preparatory Course superintendent, managing more than 65 personnel with an annual budget of \$7.5 million.

"I'm standing on the shoulders of giants," Neely said. "I feel very humbled to be considered Combat Controller of the Year with heroes like Master Sgt. Ismael Villegas who was awarded two Silver Stars and Medal of Honor recipient Master Sgt. John Chapman, as company within the career field."

Col. Mason Dula, SWTW commander, says both Hopkins and Neely epitomize the caliber of Airmen



NICHOLAS J. DE LA PENNA

U.S. Air Force Master Sgt. Rylan Neely, 350th Special Warfare Training Squadron, SW Preparatory Course superintendent.

the SWTW strives to build and train.

"We are incredibly proud of Hopkins and Neely's accomplishments, they are highly capable and adaptive teammates that bring innovative ideas to the wing," Dula said. "Both of our winners make the people around them better and embody the qualities that demonstrate value in diversity of thought, ingenuity, and initiative which is paramount to the

success of the SW training mission."

Neely has met every single Special Warfare non-prior service candidate for the past two years and says he's grateful for the connections and proud of the opportunity he's been afforded.

"Here [SW Prep], is a different ballgame because I'm affecting 1,400 lives every year," Neely noted. "I have been given the chance to be involved in the Special Warfare Operator Enlisted Vector Process. It's a large program that's opened up my aperture for managing personnel and facility decisions."

Neely says he's humbled by the award and attributes his success to his fellow CCTs that trained him, his leadership, and his family, whom without, could not be the man he is today.

"The teammates that make up the CCT career field are being asked to do things because of their competency, their capability, and who they are as people. They have something that is a building block for what SW is."

Learn more about U.S. Air Force Special Warfare career opportunities, at: <https://www.airforce.com/careers/in-demand-careers/special-warfare>.

APIMS celebrates 25th anniversary improving air quality

By Jennifer Schneider

AIR FORCE CIVIL ENGINEER CENTER
ENVIRONMENTAL DIRECTORATE

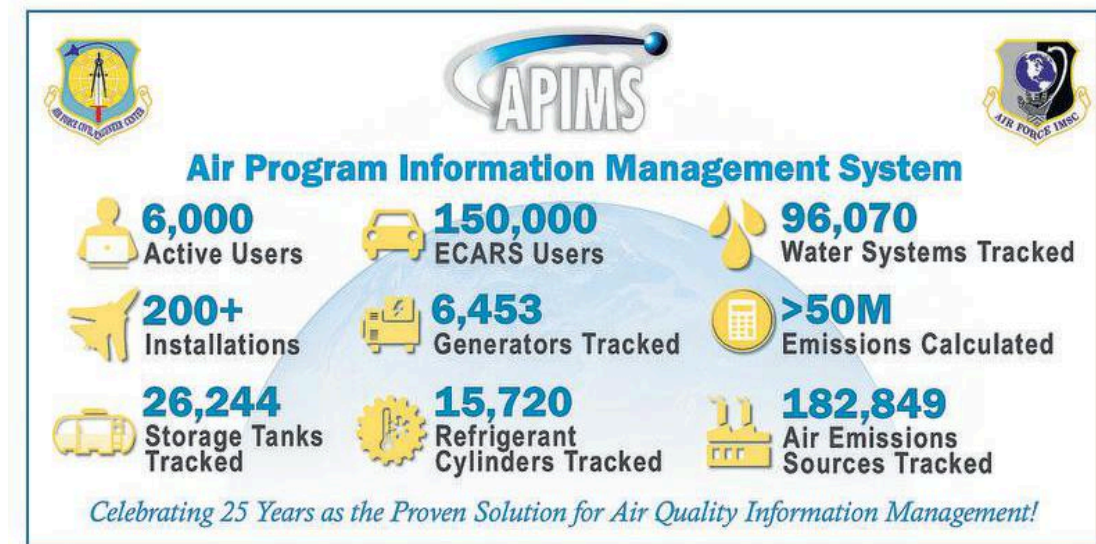
The Air Force Civil Engineer Center recently celebrated more than two decades of improving air quality across the Department of Defense, as its Air Program Information Management System, or APIMS, reached a milestone 25th anniversary.

“Air quality professionals are responsible for meeting complex and dynamic federal, state and local regulatory requirements,” said Frank Castaneda, Air Force air quality subject matter expert and APIMS program manager. “APIMS provides a user-friendly, standardized solution for ensuring these requirements are met.”

The web-based tool currently has more than 6,000 active users at more than 200 active duty Air Force, Army, Marine and National Aeronautics and Space Administration installations worldwide. In addition, approximately 150,000 Air Force employees use the system’s Employee-vehicle Certification and Reporting System, ECARS, module to self-certify compliance with local personal vehicle emissions testing requirements.

Prior to the launch of APIMS, the Air Force relied on a wide variety of contractor databases, spreadsheets and other software packages to manage air quality compliance and reporting.

Frustrated with the lack of readily available and reliable data, Steve Rasmussen, former air program manager at Hill Air Force Base, Utah, and the “father” of APIMS, knew the Air Force needed a modern, standardized solution.



AIR FORCE CIVIL ENGINEER CENTER

“I received a short suspense to assess the usage of methyl ethyl ketone and I had to scramble because we didn’t have that data readily at our fingertips,” Rasmussen said. “We needed consistent, reliable data access for different bases with different missions.”

To accelerate the software’s launch and reduce costs, the original APIMS was built on an existing platform managed by the Air Force Surgeon General. Rasmussen piloted the tool at Hill AFB in the late 1990s, then began implementation at other Air Force Materiel Command bases soon after.

As the tool’s popularity spread and sustainment requirements grew, program management was transitioned to Castaneda in August 2010.

The tool has since expanded

to support additional environmental programs, including water quality. Other modules now include Storage Tank Accounting and Reporting, or STAR, and Water Enterprise Tracking, or WET.

“Early in its development, the PMO recognized that other environmental media were also in need of a single, standardized enterprise authoritative data repository,” Castaneda said. “Today, more than half of the APIMS community are users of the STAR and/or WET modules of the system.”

To keep up with ever-changing regulatory requirements, the APIMS team implemented an agile version release process, resulting in 17 consecutive version releases this year. The team also staffs a helpdesk that has consistently earned

exceptionally high user satisfaction ratings.

“The APIMS program management office is the first to successfully implement an agile security review and release approach, and it is upheld by the A4PA information security review team as a model for other PMOs to follow,” said Brent Allred, a contract program manager supporting APIMS.

“APIMS and environmental regulations are frequently reviewed to identify and quickly resolve gaps caused by changing and expanding requirements,” Allred added. “APIMS users are notified of relevant changes and provided with guidance for maintaining compliance efforts.

The tool’s agile response to regulatory changes has generated substantial cost and time savings, Castaneda said.

“The development of

APIMS has saved the Air Force millions of dollars and man-hours in being able to support any kind of new regulations and produce air emissions inventories all across the Air Force,” Castaneda said.

In the years ahead, AFCEC plans to continue maintaining and expanding the system.

“The future of APIMS is bright,” Castaneda said. “A robust data management strategy for environmental compliance is more important than ever due to the continuously evolving regulatory requirements. The value that APIMS brings to enterprise compliance information management is evidenced by its longevity and the nearly 1,000 new users onboarded annually in recent years. AFCEC plans to sustain the system for many years to come.”

RANDOLPH

Tech Training Transformation accelerates change with MOTAR

By Miriam A. Thurber

AIR EDUCATION AND TRAINING
COMMAND PUBLIC AFFAIRS

Once again, the Analysis and Innovation Directorate's Det. 23 has accelerated change in the education and training landscape. This time, their Tech Training Transformation, or T3, team is strengthening the entire Air Force with an Air Education and Training Command digital platform that will deliver, analyze and report all training, making our force more ready, and certainly more lethal.

The best part? T3 hit this milestone in partnership with an American small business.

Maj. Jesse Johnson, Commander of Det. 23 and T3, started with a Small Business Innovation Research, or SBIR, proposal, pitching collaboration with the Dynepic DX learning platform to create an Air Force-unique, innovative digital ecosystem.

After receiving approval, the combined team finished the job in a record-breaking ten months, launching the Member Operations Training Analytics and Reports platform, or MOTAR. This agile system ensures the highest quality Airmen graduate the AETC pipeline, equipped with every aspect of knowledge, skill and experience.

MOTAR also provides robust performance analytics to our talent management systems, keeping our force aggressively modern by following Airmen from the beginning of their career, all



PHOTOS BY STAFF SGT. KEITH JAMES

Air Force Staff Sgt. Renee Scherf, Det. 23 curriculum engineer, MC-130H subject matter expert, demonstrates a virtual reality training system.

“We re-imagined technical training as a whole, and now we’re gifting every level of AETC the very best analysis and delivery tool on the market.”

Maj. Jesse Johnson,
Commander of Det. 23 and T3

the way to retirement.

When the T3 team presented MOTAR to AETC's leaders, the panel unanimously voted to validate MOTAR as an AETC requirement, marking it as a key function of Force Development for all future Airmen. This means AETC wings will simultaneously receive both the new training models with VR and AI, and the solutions for tracking progress.

“Airmen are innovating,”

said Johnson. “The Chief of Staff of the Air Force, Gen. Brown, instructed every Airman to accelerate change, and we're doing just that. We re-imagined technical training as a whole, and now we're gifting every level of AETC the very best analysis and delivery tool on the market.”

T3 Used AFWERX, RapidX, SBIR and Agile Acquisitions methodologies to envision and develop MOTAR.



Air Force Staff Sgt. Renee Scherf, Det. 23 curriculum engineer, MC-130H subject matter expert, dons virtual reality goggles.

Space Force, Air Force Total Force recruiting reaches goal for Fiscal Year 2021

By Master Sgt. Chance Babin

AIR FORCE RECRUITING SERVICE
PUBLIC AFFAIRS

For the first time in five years, each of the Total Force recruiting partners has reached or exceeded their recruiting goal and each has achieved its end strength for Fiscal 2021.

"It's been another challenging year as we've continued to fight through the challenges of COVID-19 but our recruiters have made every Air Force and Space Force goal. Our active duty Air Force recruiters made goal for the 21st straight year and our Guard and Reserve recruiters managed a Herculean lift, making goals even amidst record-high retention in the active Air Force, the source of many of our experienced and trained prior-service recruits," said Maj. Gen. Ed Thomas, Air Force Recruiting Service commander.

Thomas acknowledged that this is the first time in five years that all three components, the Air Force, Air Force Reserve and Air National Guard, have achieved their goal and end strength in the same year.

"Undoubtedly, the Total Force recruiting concept is a success," Thomas said. "We've still got work to do but we are aggressively moving the ball

down the field and achieving historic levels of performance. The Guard and the Reserve, who rely on those coming off active duty to join their ranks, particularly have had to pedal exceptionally hard. I couldn't be more proud of our Total Force recruiters' resilience and determination to succeed during this challenging year."

Regular Air Force gained 27,299 personnel, consisting of 26,641 enlisted and 658 officers. The Air Force Reserve gained approximately 8,800 personnel, about 7,300 enlisted and 1,500 officers. The Air National Guard gained 8,624 personnel, consisting of 7,869 enlisted and 755 officers. The U.S. Space Force recruiting team reached its goal of 404 future Guardians, with 395 enlisted and nine officers.

"Because of limited interaction with applicants, the recruiting environment was difficult in FY21 but ANG recruiters did an amazing job using inventive ways to attract talent," said Col. Shaunte Cooper, ANG Advisor to the AFRS commander. "It was the determination and out-of-the-box thinking of the ANG Recruiting and Retention NCOs in the field that help us exceed our goal."

Cooper added that for the last



TECH. SGT. RYAN CONROY

Air Force Maj. Gen. Ed Thomas (right), commander of Air Force Recruiting Service, and Chief Master Sgt. Clinton Healey, senior enlisted leader of the 360th Recruiting Group, lead participants of the Senior Leadership Summit in a "Boy, am I enthusiastic!" chant at the National Conference Center, Sept. 1 in Leesburg, Virginia.

three years the Air National Guard has exceeded its officer and enlisted recruiting goals and the exceedingly high rate of retention of 92% helped the ANG surpass its end strength goal of 108,100 Airmen assigned.

For the Air Force Reserve, this marked its 21st consecutive year of making goal, but fiscal 2021 was the first time in five years it made end strength.

"For the first time since 2016, the Air Force Reserve Command has made end strength," said Col. Eugene Smith, 367th Recruiting Group commander. "This allows us to meet or exceed Congressional

end strength, which is crucial in the CAFR's (Chief of Air Force Reserve) mission for the Air Force Reserve and to support the combatant commanders throughout the world."

Reserve recruiters overcame unprecedented challenges this year to meet these milestones including COVID-19 and shortages of service members separating from active duty.

He added that with high retention rates from the active components, Reserve In-Service recruiters went the extra mile working extensively with those separating on the benefits of joining the Air Force Reserve.

"The 2021 Recruiting Year was one of the toughest recruiting years ever on our Reserve recruiters," Smith said. "Still 'handcuffed' with social distancing, no access to large gatherings, and no entry into schools, all the while concerned for the recruiters' wellbeing, they charged on. They ensured they had the greatest personal protective measures in place and did the magic they do — went and got their goal."

Additionally, Air Force Special Warfare recruiting reached goal for the Explosive Ordnance Disposal career field for the first time in 10 years.

New processes happening at Air Force Wounded Warrior Program

By Shannon Hall

AIR FORCE WOUNDED WARRIOR PROGRAM

The Air Force Wounded Warrior, or AFW2, Program at Joint Base San Antonio-Randolph is always looking for new ways to keep up with the world, expand and improve current processes to ensure they meet the needs of their warriors and caregivers.

For this reason, a new form has been implemented to allow warriors,

and caregivers, an opportunity to let AFW2 staff know what they need.

"The old process required a staff member, warrior and/or caregiver to submit requests to multiple programs individually, which was redundant and time-consuming," said Robert Gullion, AFW2 top cover section lead. "The new process will help streamline, and hopefully eliminate, the need for multiple requests for information and referrals from the different programs."

The new process was a collaboration

from AFW2 leadership, program managers, recovery care coordinators, non-medical case managers and some wounded warriors. Having so many people play a role ensured nothing would be missed. The form can also be used to refer an Airman or Guardian, or just gain more knowledge of the program as a whole.

Accessing the new form is simple, just click here for the link. Once it populates, the warrior, or caregiver, will fill out the form with all of the

information they want, or need, from the multiple support programs within AFW2. When it's submitted, each program manager gets a notification and will connect with the warrior or caregiver personally to get them the information they requested.

If you have any questions regarding the new form, please reach out to your recovery care coordinator or send an email to AFPC.DPFW.CommandMktg@us.af.mil. AFW2 looks forward to hearing from you.