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# MOTIVATING YOUR INTERNS

SESSION ID: PA201

WEDNESDAY MAY 16, 2012 10:30-11:30



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# Learning Objectives

1. As Published
2. As Published
3. As Published
4. As Published

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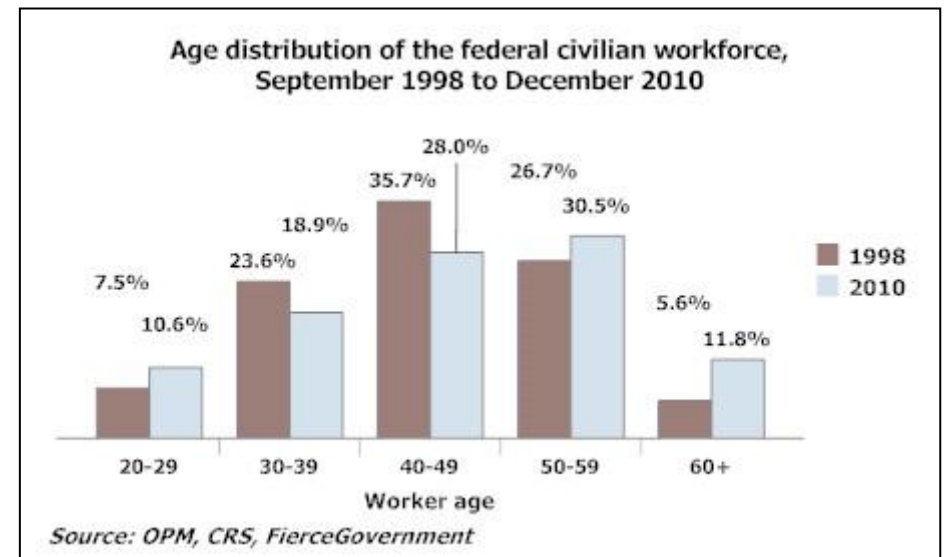
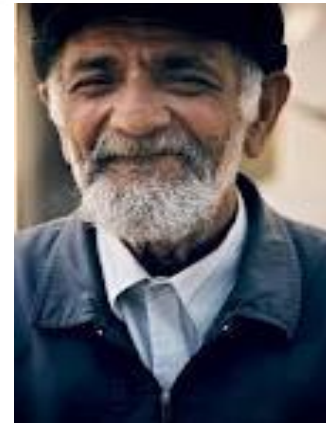
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# The Challenge:

- An Aging Work Force Leaving
- A New Work Force Arriving
- What Can Leaders do to Make Government Employment Attractive & Motivate Employees?





# Three Solutions Plus Thoughts

- Planning Practicums
  - Training and Challenging Work Rolled Together
- Assistance Teams
  - Pulling Together Talent for an Effective Team
- 2030 Project
  - A New Look at Security and Sustainability
- Additional Thoughts and Challenges

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# USACE Planning Practicums

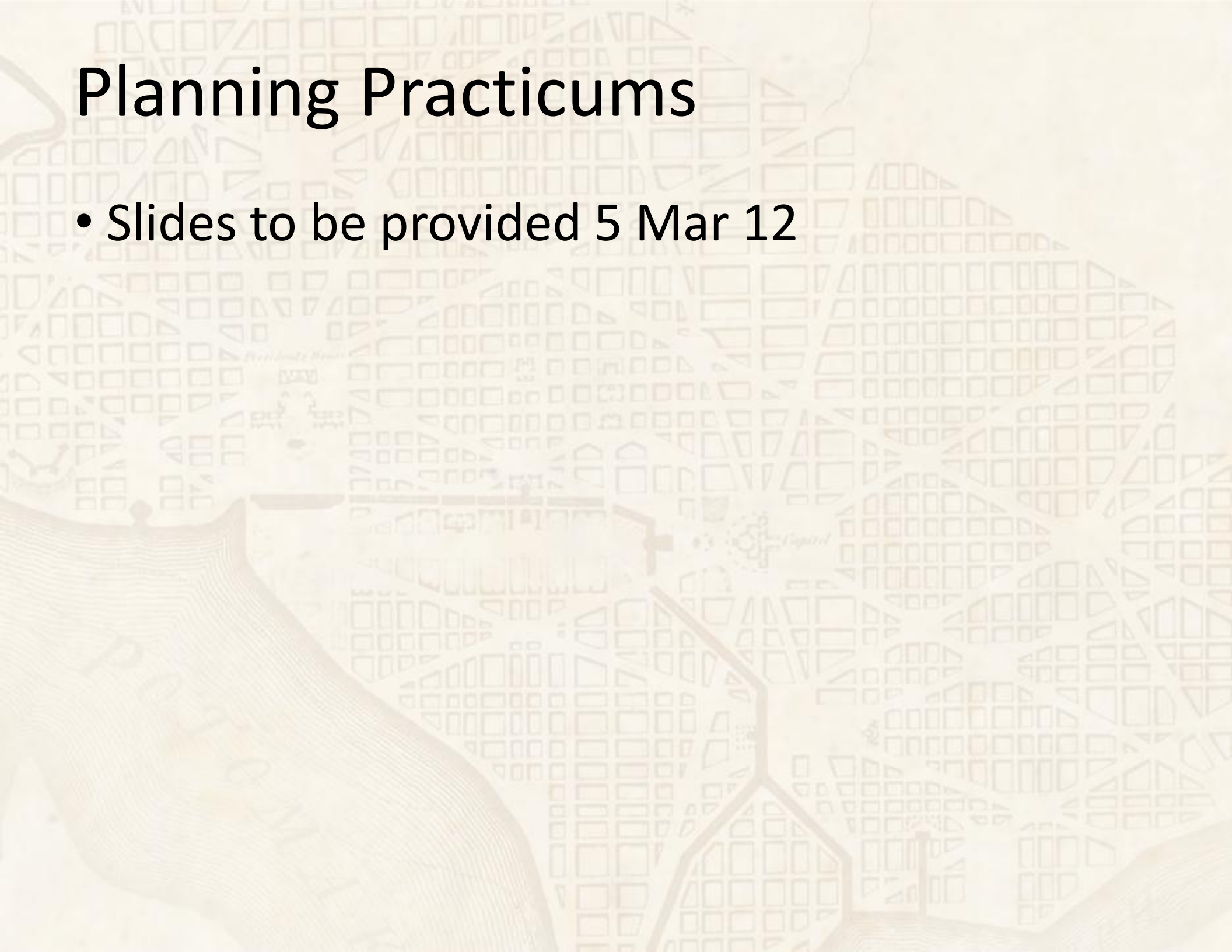
Jerry Zekrt  
Chief of Master Planning

Andrea W. Kuhn, LEED Associate  
Senior Planner

Headquarters  
US Army Corps of Engineers

# Planning Practicums

- Slides to be provided 5 Mar 12





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# AF Assistance Teams

Rick Sinkfield, AIA  
Architectural Subject Matter Expert

Headquarters  
Air Force Center for Environmental Excellence

# USAF Assistance Team Program



- History
  - Program is an outgrowth of and is patterned after the Regional/Urban Design Assistance Team (R/UDAT) program developed by the American Institute of Architects.
  - R/UDAT: Multidisciplinary teams conduct intensive studies of planning and design problems for requesting civilian communities.
  - The Air Force has adopted a version of this program for improving its installations.
- 10 – First study conducted at March AFB In August 1981



# USAF Assistance Team Program

- Basics:
  - Participation is voluntary
  - Rapid response is possible
  - Very economical
  - Team members are design professionals familiar with Air Force requirements
  - Team members may have no more technical expertise than exists within the installation's Civil Engineer staff
  - Can be more objective recommendations without being unduly influenced by local practices and expectations.
  - AT members often provide the customer with “another set of eyes”

# USAF Assistance Team Program

- Evolution
  - First Air Force studies were “PAT” teams – Planning Assistance Teams
  - Process adapted for other type studies:
    - Interior Design
    - Architecture
    - Landscape Design



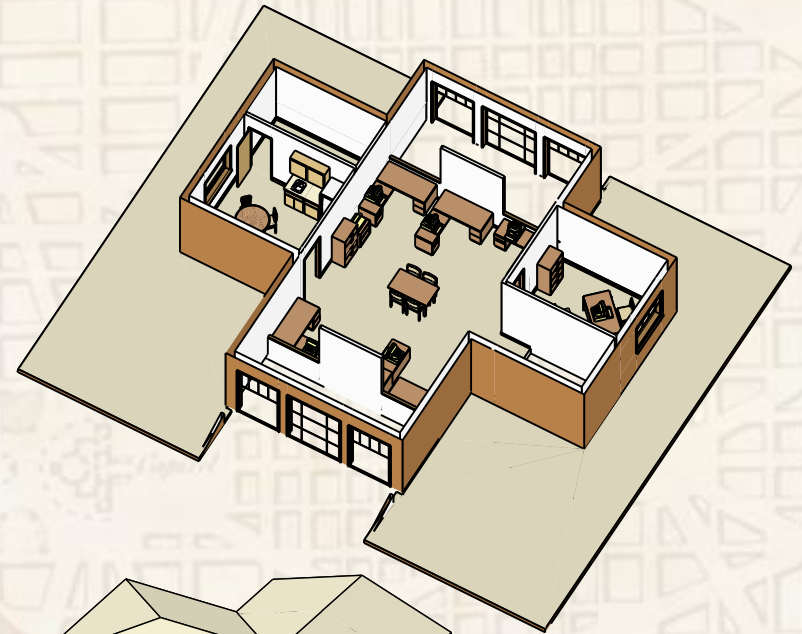
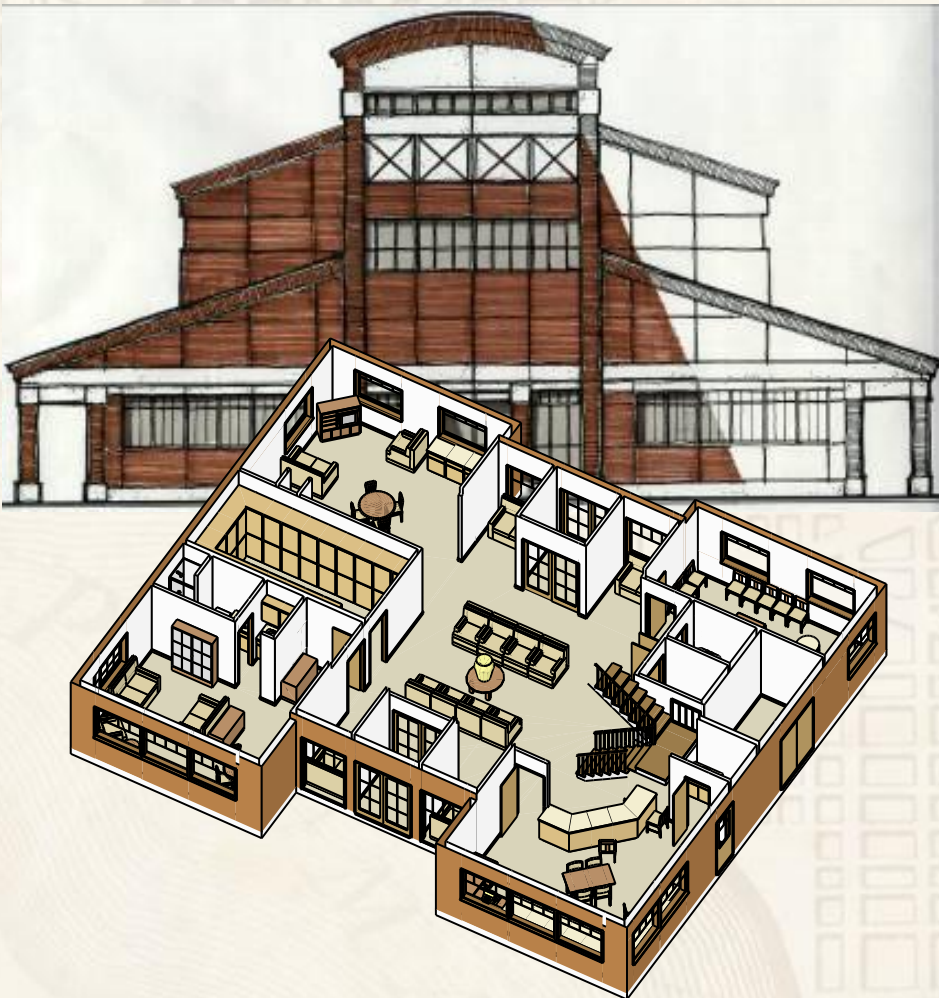


# USAF Assistance Team Program

- **Scope**
  - Architectural Planning and Design
  - Interior Design and Space Planning
  - Area Development Planning
  - Land Use Analysis
  - Facility Use Studies
  - Landscape Planning and Design
  - Installation Planning
  - Architectural Compatibility Studies
  - Facility Reuse Analysis
  - Facility Improvement Studies
  - Recreational Facility Planning and Design

# USAF Assistance Team Program

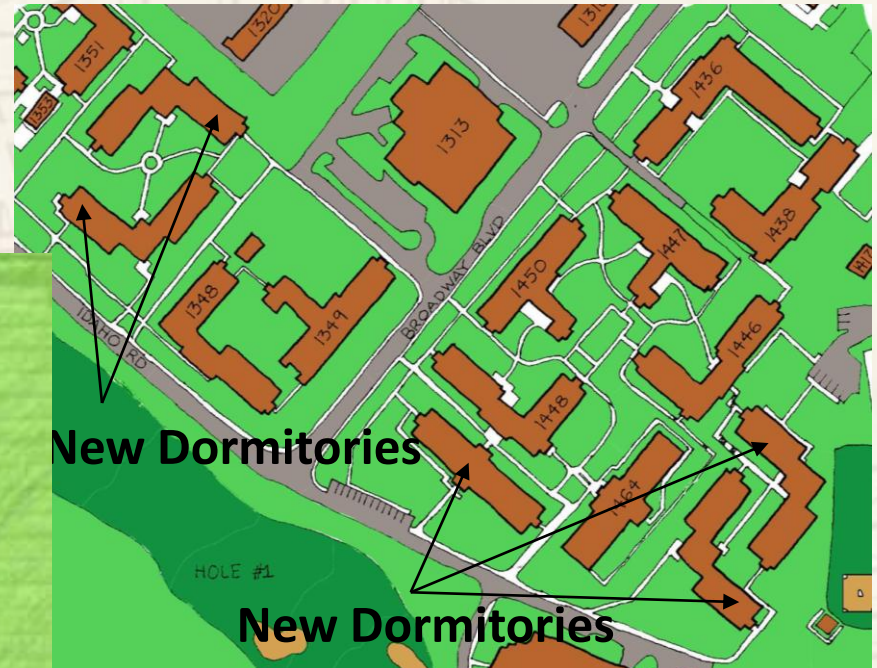
- Architectural Planning and Design





# USAF Assistance Team Program

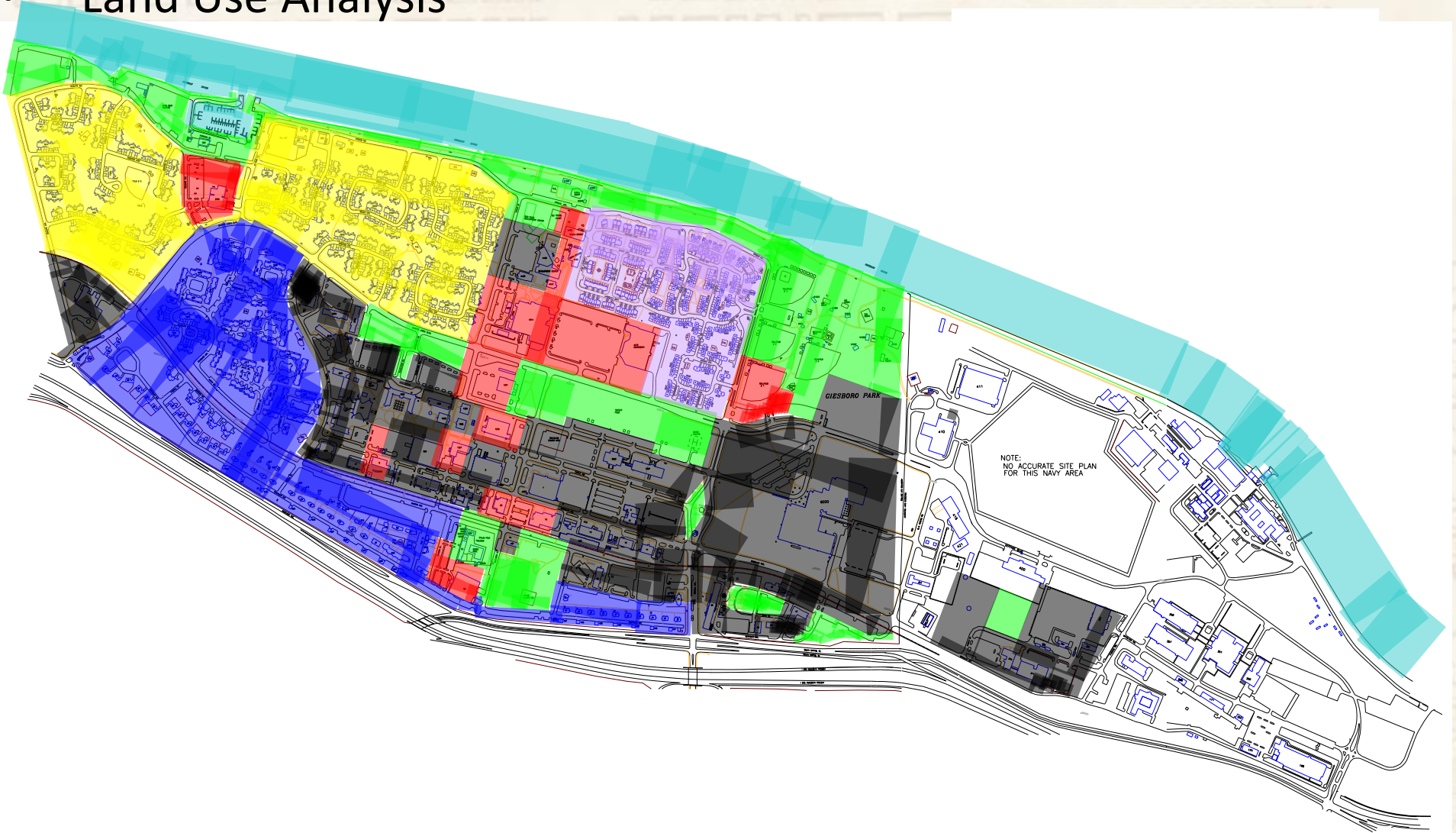
- Area Development Planning





# USAF Assistance Team Program

- Land Use Analysis

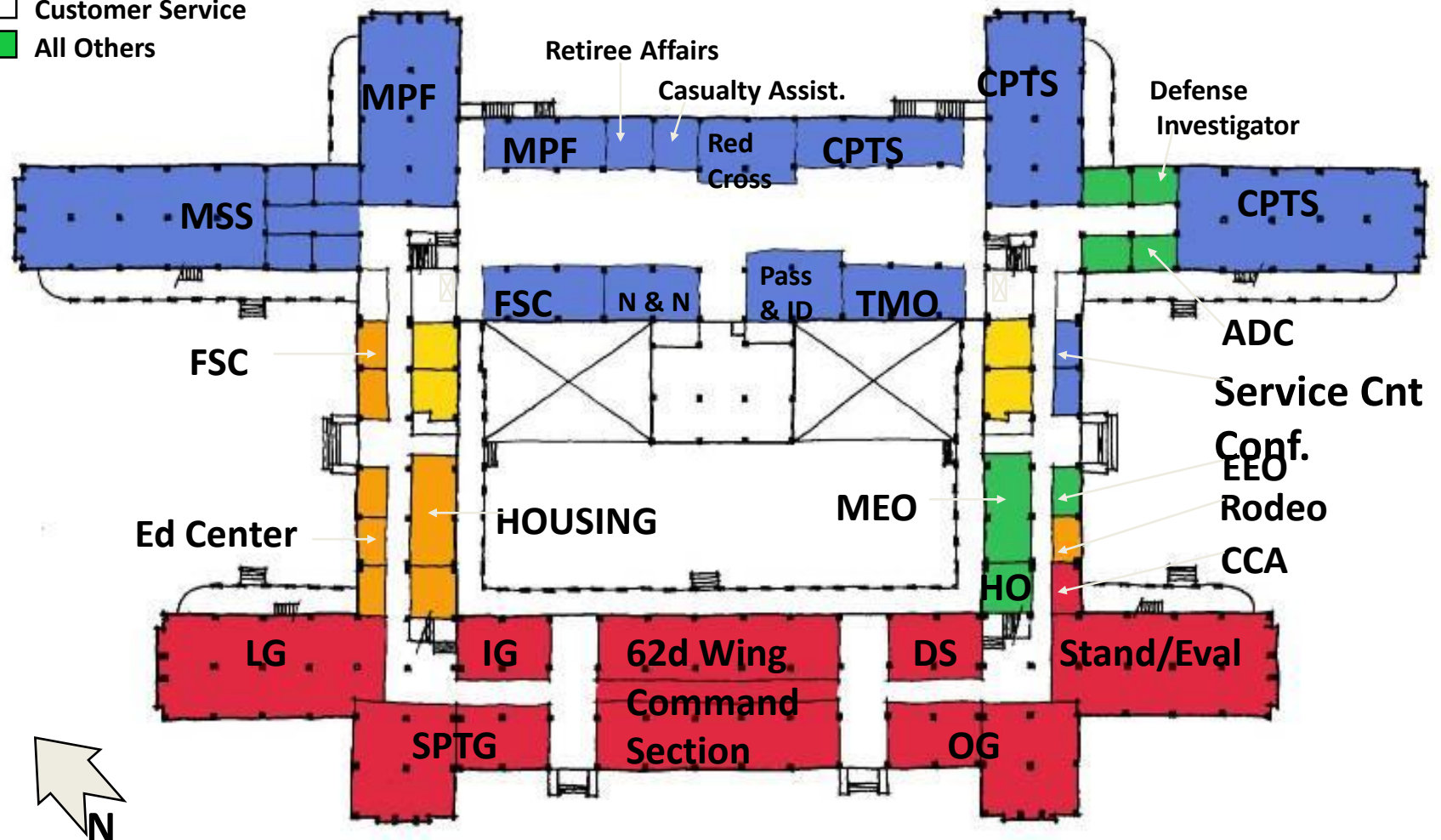




# USAF Assistance Team Program

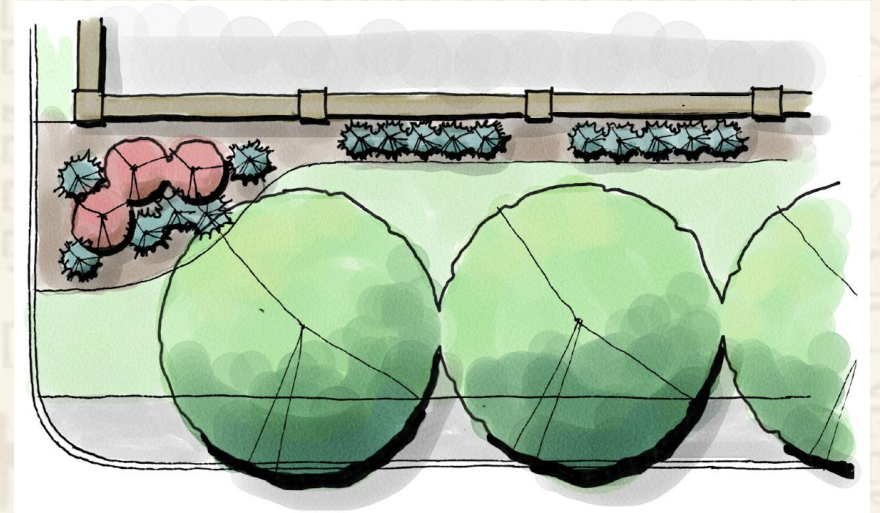
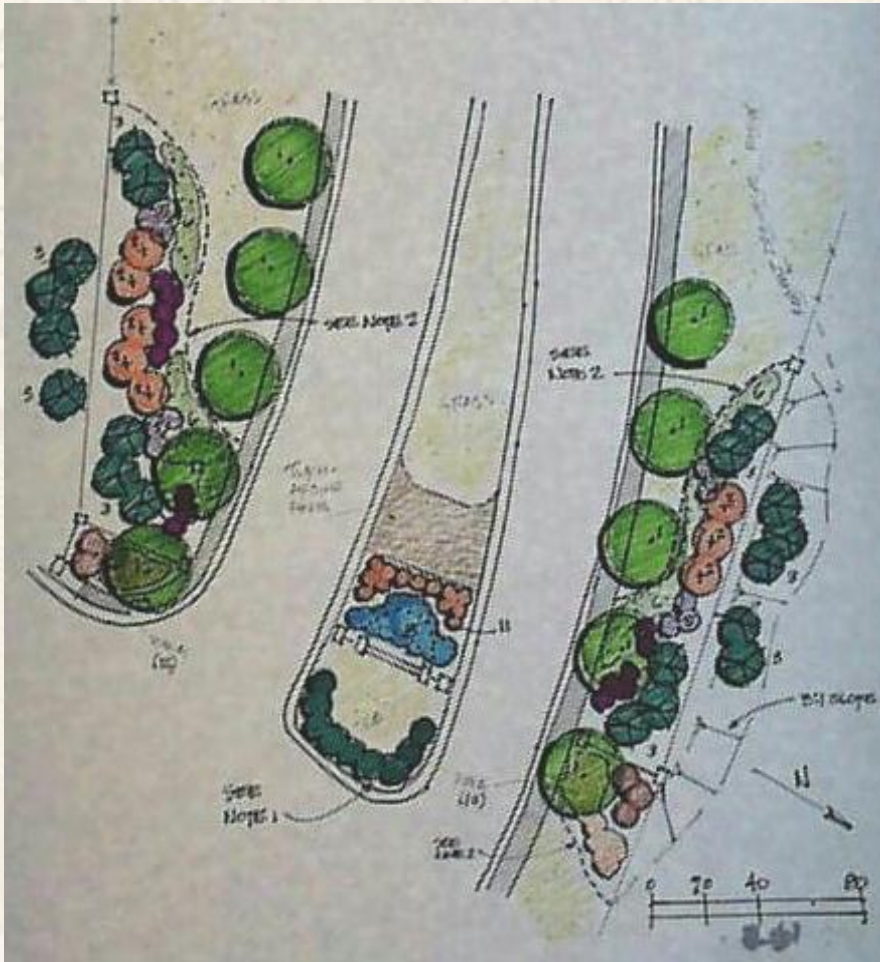
- Facility Use Studies

- Command Functions
- Customer Service
- All Others



# USAF Assistance Team Program

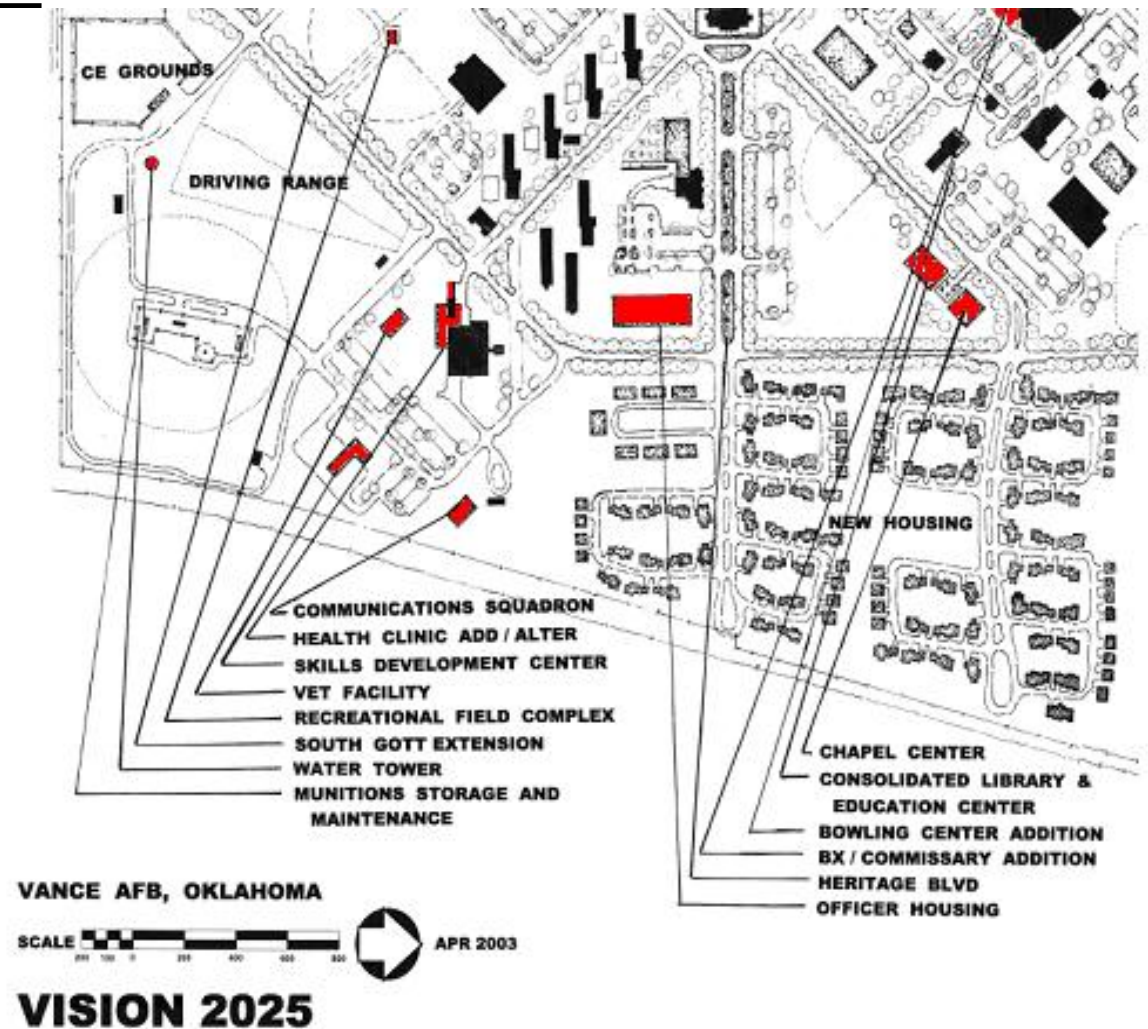
- Landscape Planning and Design





# USAF Assistance Team Program

- Installation Planning





# USAF Assistance Team Program

- Architectural Compatibility Studies

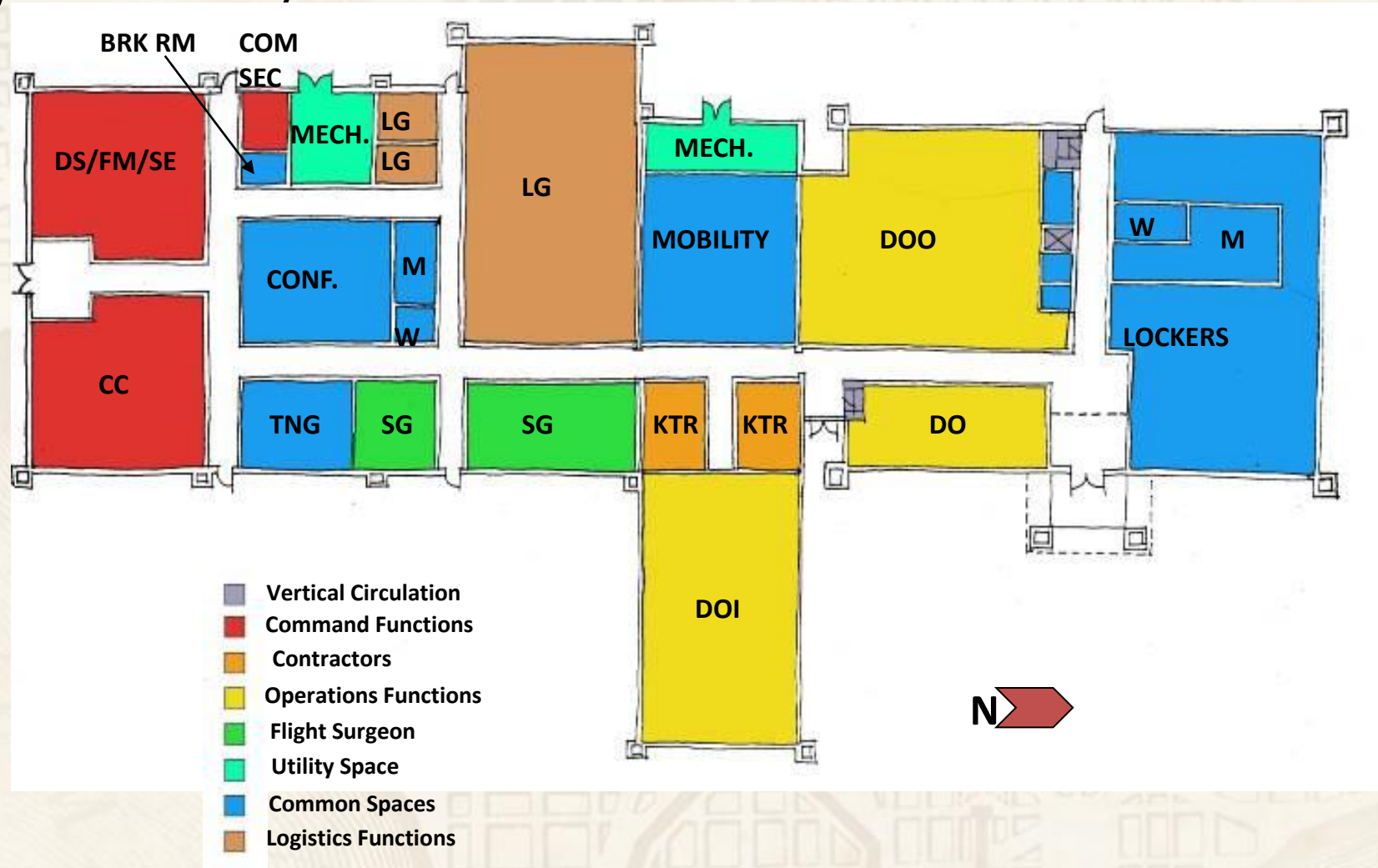
Architectural Compatibility Study



Luke Air Force Base  
28 September, 2001

# USAF Assistance Team Program

- Facility Reuse Analysis





# USAF Assistance Team Program

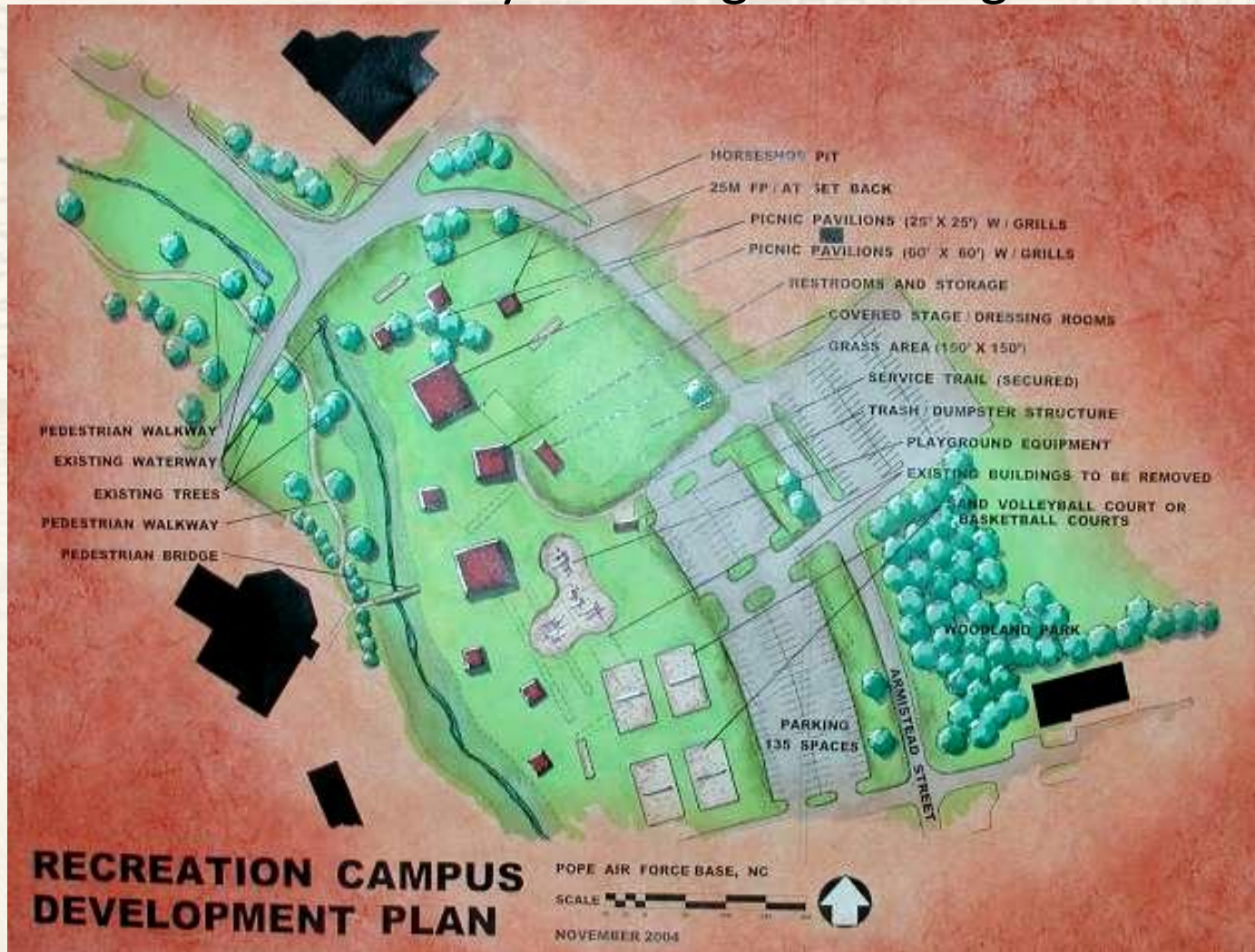
- Facility Improvement Studies





# USAF Assistance Team Program

- Recreational Facility Planning And Design



# USAF Assistance Team Program

- Nomination Process
- AFCEE issues call letter to MAJCOMs in May each FY
- MAJCOMs canvass their installations for study requests
- Prioritized list provided by each MAJCOM to AFCEE by beginning of FY
- AFCEE typically funds 1<sup>st</sup> two studies per MAJCOM
- Other studies may be funded by installation



# USAF Assistance Team Program

- Keys to success
  - Submit request during MAJCOM call
    - Often difficult to “work-in” unscheduled studies later in the year
  - Make sure study scope is focused, not too broad
    - Time and manpower is often limited
    - Team can put more effort into a focused study instead of having to address multiple concerns
  - Must have base senior leadership buy-in

# USAF Assistance Team Program

- Typical schedule
  - Sunday
    - Team arrives
  - Monday
    - Site visit, in-brief, interviews
  - Tuesday
    - Concept development
  - Wednesday
    - Informal over-the-shoulder review
  - Thursday
    - Recommendation development
  - Friday
    - Out-brief



# USAF Assistance Team Program

- Team process
  - Verify scope, gather information
  - Site/facility analysis
  - Develop options
  - Weigh pros and cons
  - Develop recommendations
  - Finalize out-brief

# USAF Assistance Team Program

- Advantages of AT over contractors
  - Much cheaper - \$6K vs. \$25K
    - No labor cost – just TDY
  - In-house Air Force design professionals have less learning curve
  - Security clearances less of an issue
  - Faster response for critical studies



# USAF Assistance Team Program

- Limitations
  - No General Plan updates – but can do Area Development Plan components
  - Anti-terrorism/Force Protection studies best done by AF Security Forces Battle Lab
    - Qualified to make threat assessments
  - Rarely extend past one week

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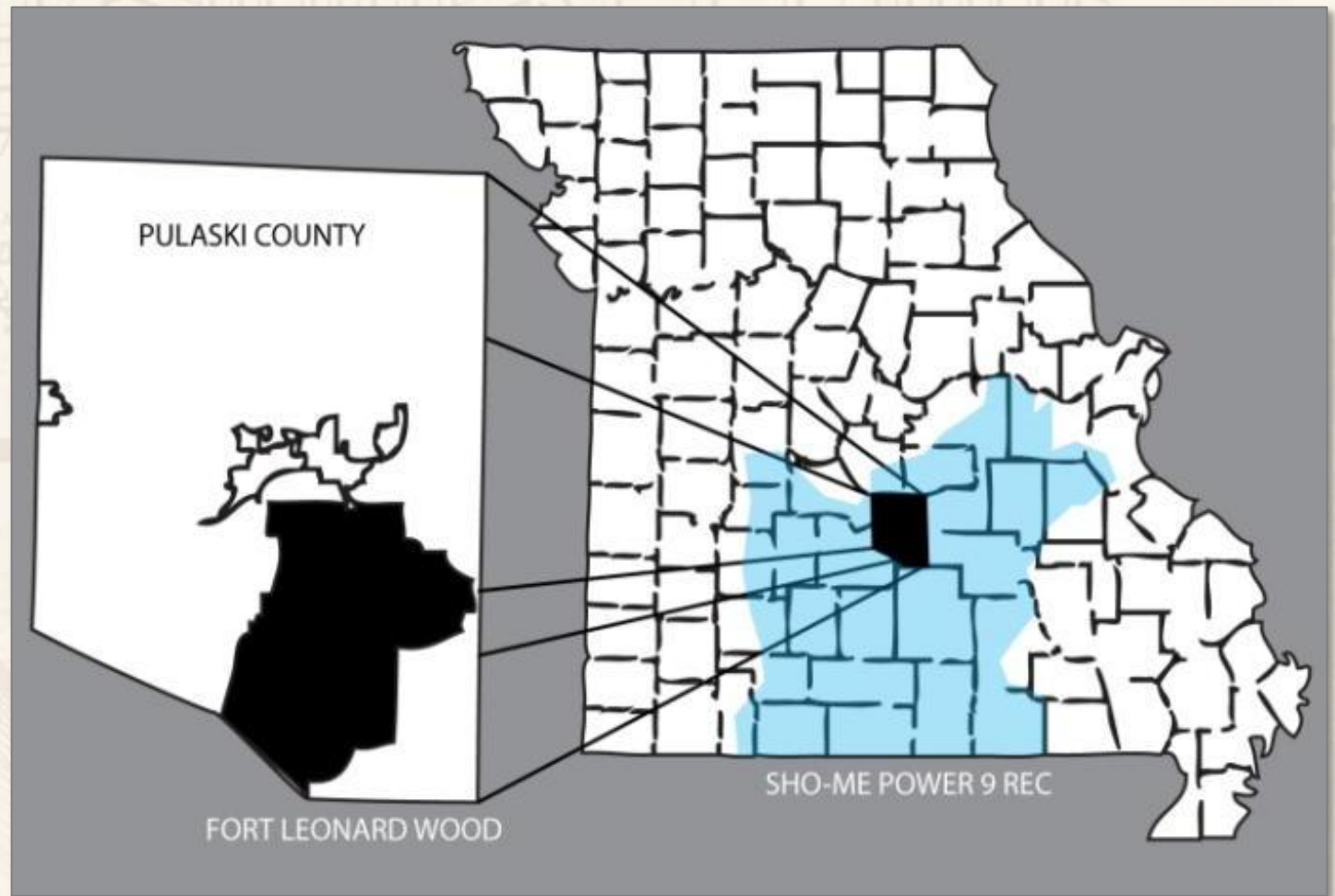
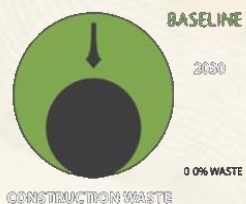
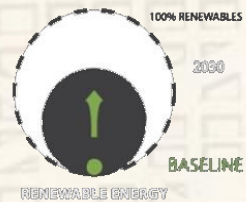
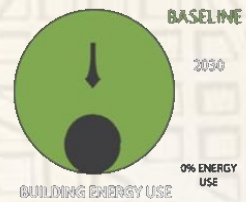
# USACE 2030 Project

Lyndsey N. D. Pruitt, LEED BD&C  
Sustainability Training

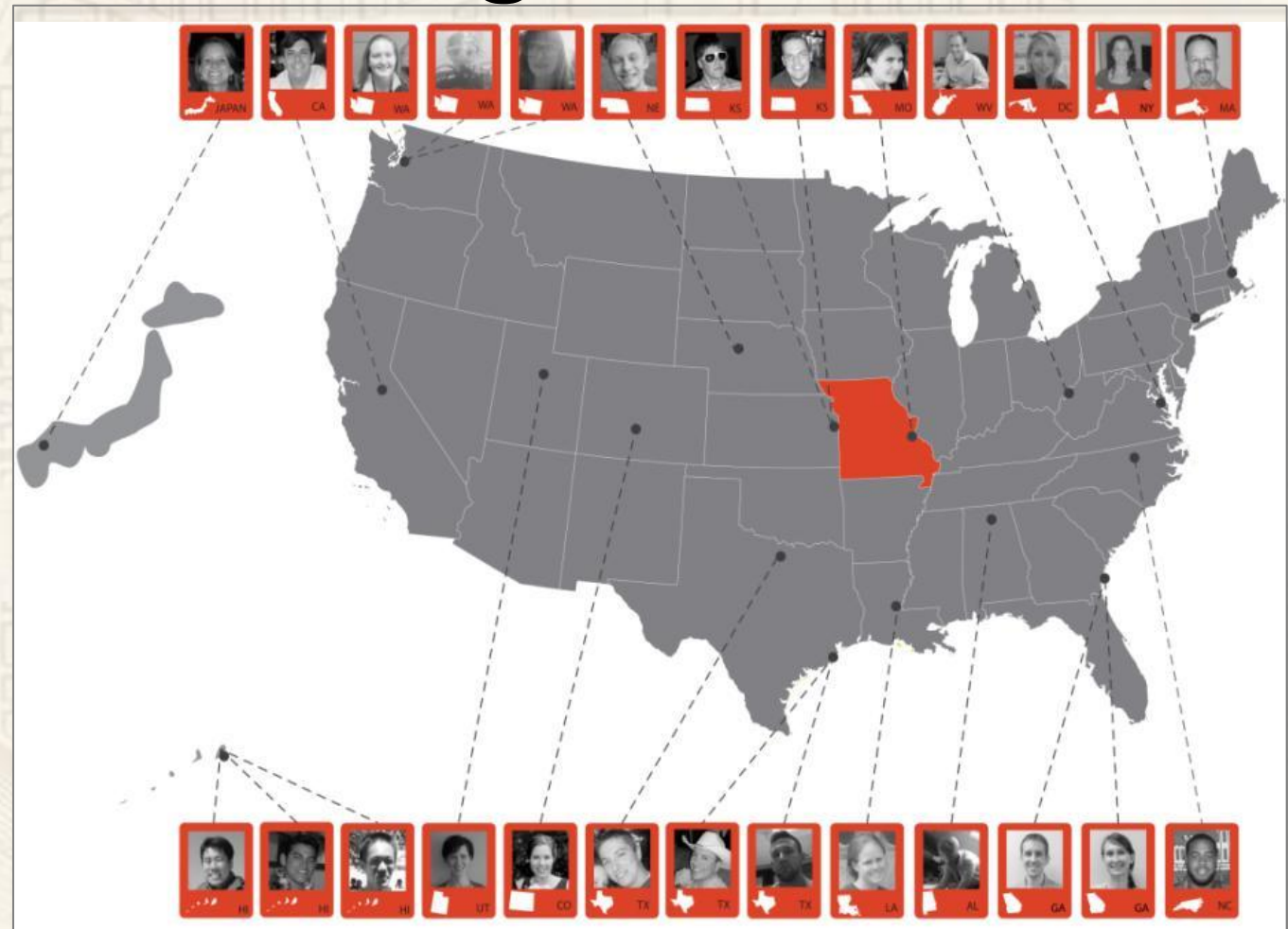
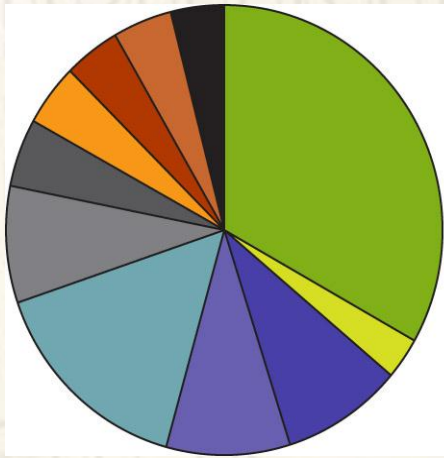
Headquarters  
US Army Corps of Engineers



# Net Zero Energy, Water, Waste Installation

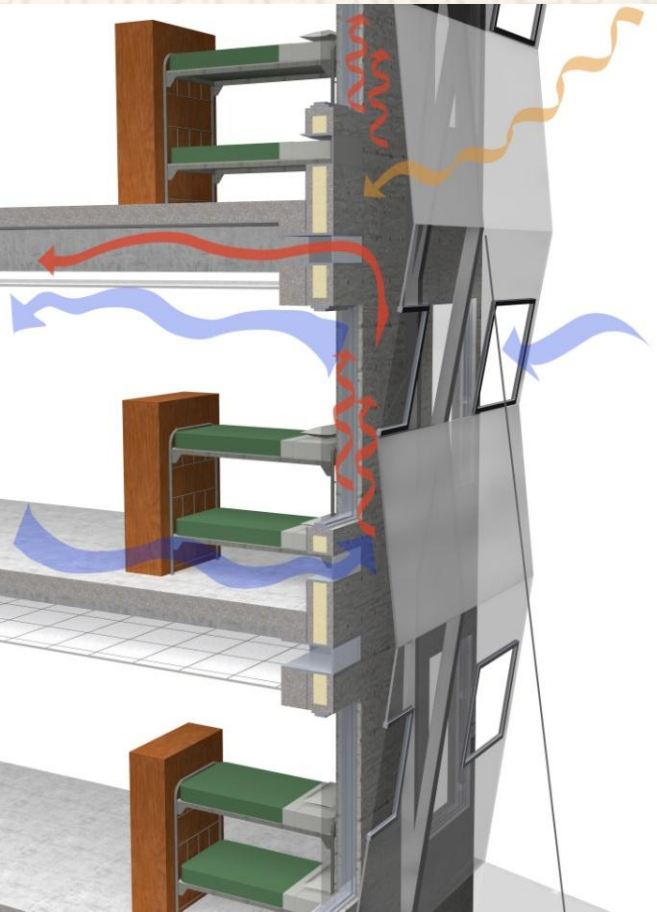


# Innovation through Integrated Design





# Systems Solution: Buildings Scale



# Basic Training Company Operations Facility (COF)

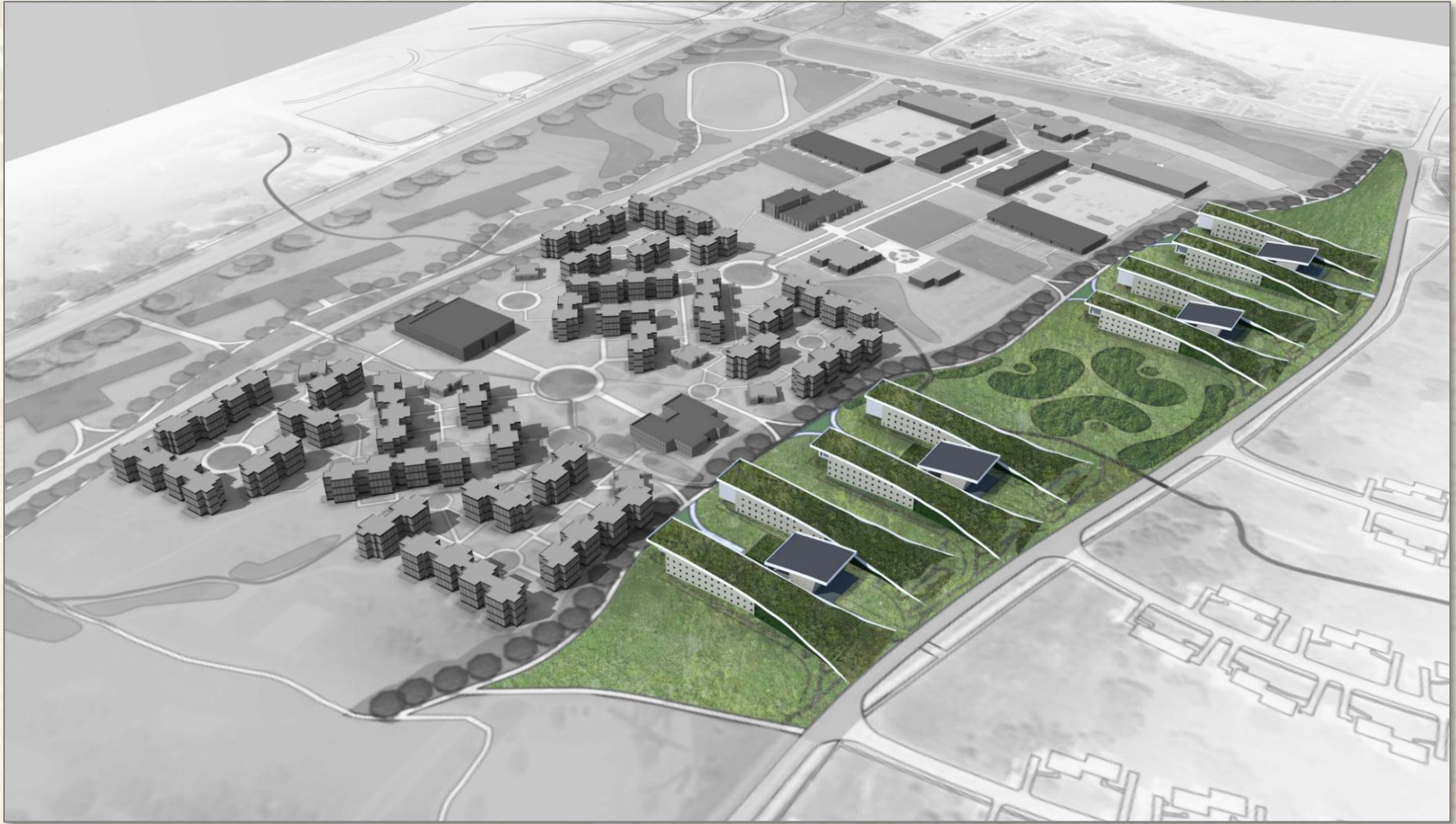




# Advanced Individual Training COF

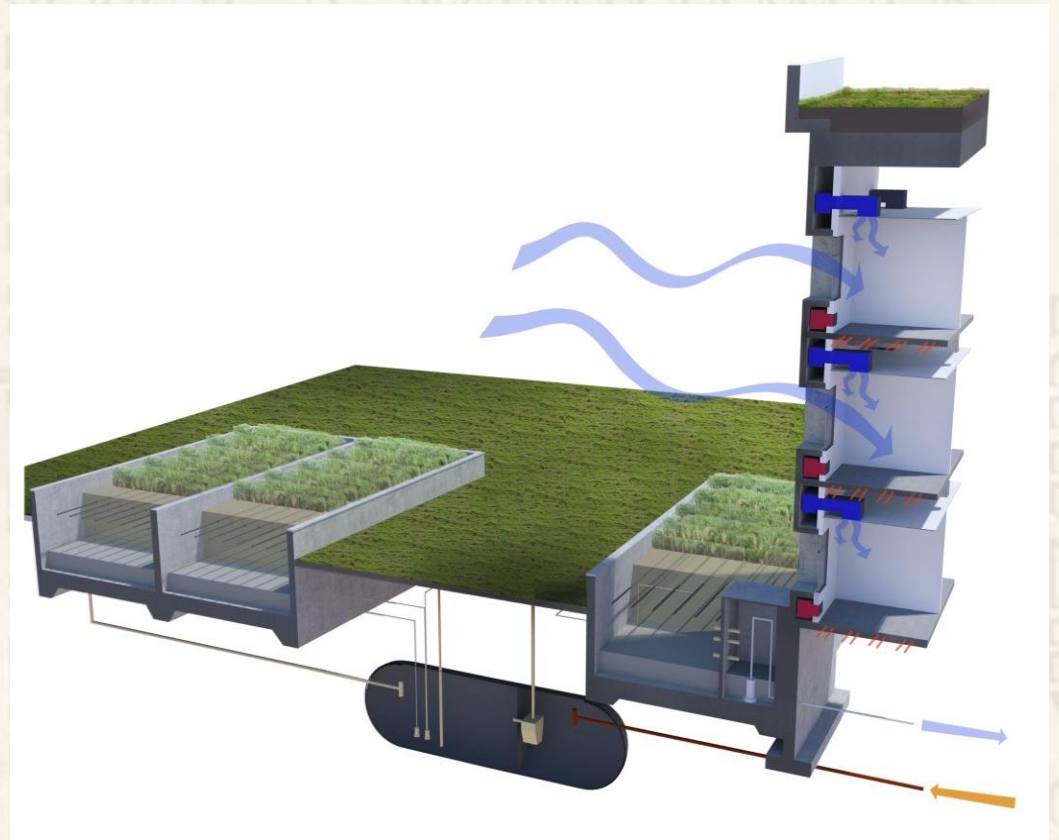


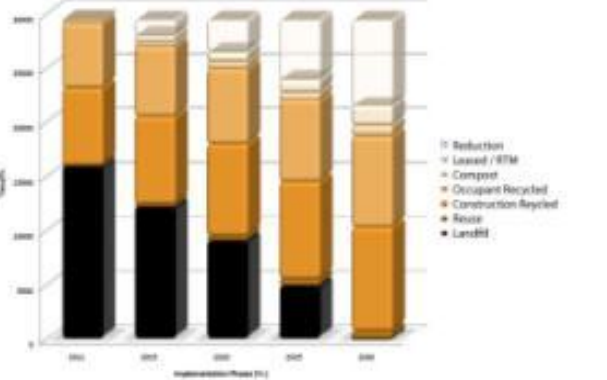
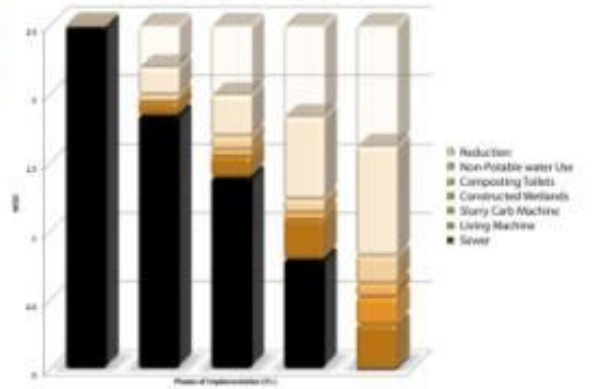
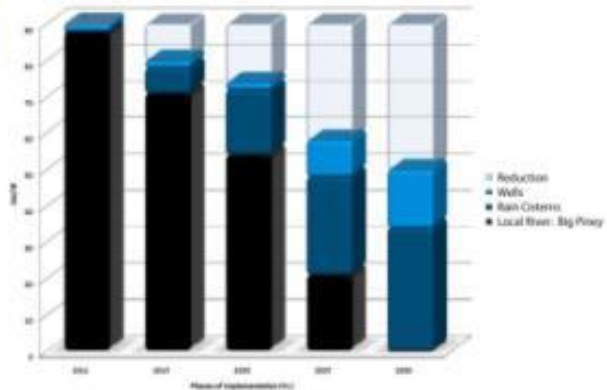
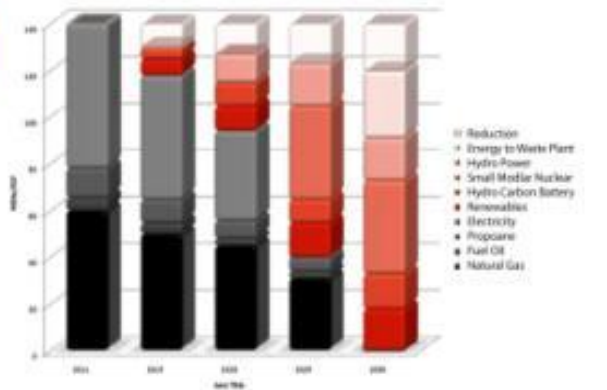
# System Solution: Planning Scale



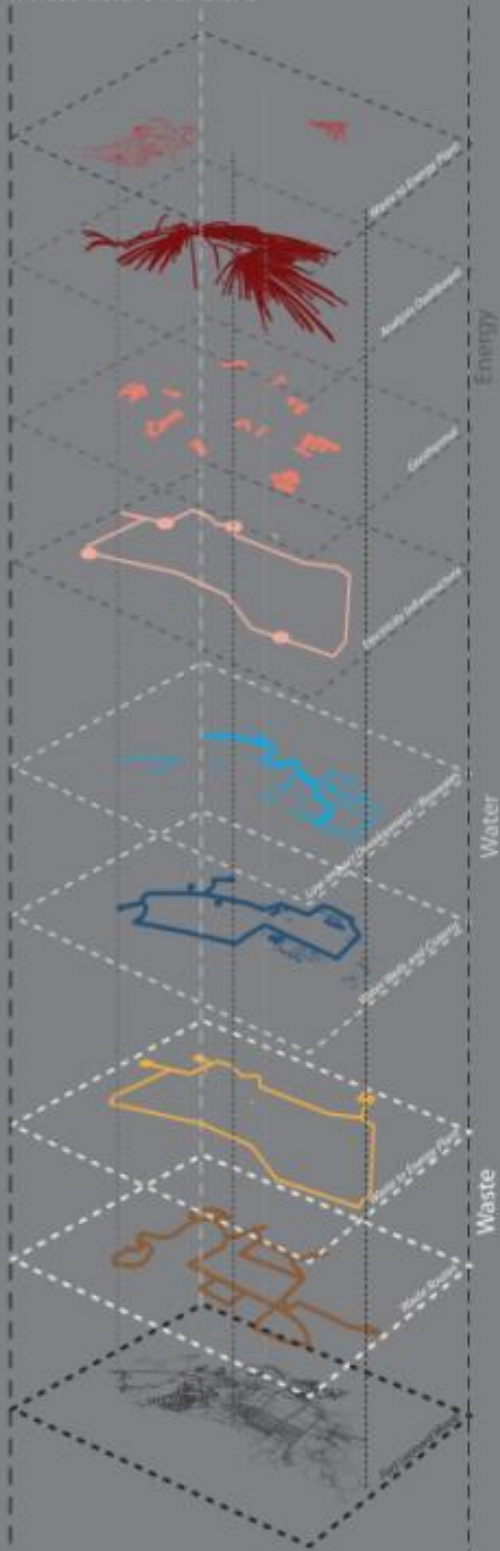


# BT Area Development Plan





## Fort Leonard Wood Infrastructure Revisions



## Community Scale Infrastructure Revisions

- district ground source heat pump
- low impact development (bioswale)
- building utility dashboard
- rain water cistern



## Advanced Individual Training Complex (AIT) & Existing Building Community





# Integrated-systems approach is a force multiplier on the net gains of technology



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# Thoughts and Challenges

Paula J. Loomis, FAIA, LEED BD&C, PMP  
Sustainability Program Manager

Headquarters  
US Army Corps of Engineers



# Shiny Nickel Initiative

(Encouraging Professional Organization Participation)

- Modeled after AF Reserve “Shiny Penny”
- Named after Thomas Jefferson
- Provides Opportunities for Outstanding Performers
  - Employees with Top Records
  - Employees Request Participation
  - Employee gets Flexibility in Work Schedule to Participate in Professional Organizations

# Challenges

- Providing Opportunities in Decreased Funding Environment
  - Look for Cost Effective Opportunities
    - Assistance Teams Cost Less than A/E Support
    - Practicums Provide Training and Products
    - Both provide Installation Buy-in
  - Be Upfront with Employees about the Trade Off between Opportunities and Time
- Providing Opportunities During Downsizing
  - Look for New Areas of Work
    - Sustainability, Energy, etc.



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Questions?

# Speakers

- Andrea Kuhn, LEED Associate, HQ USACE  
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- Paula J. Loomis, FAIA, LEED BD&C, PMP, HQ USACE & AFCEE  
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- Lyndsey Pruitt, LEED BD&C, HQ USACE  
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- Rick Sinkfield, AIA, AFCEE  
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- Jerry Zekert, HQ USACE  
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