

# ARMY TRAINING SUPPORT CENTER



THE TRAINING SUPPORT SYSTEM ENABLES AN OPERATIONALLY RELEVANT TRAINING ENVIRONMENT WHENEVER AND WHEREVER IT IS NEEDED.











# A MESSAGE FROM THE COMMANDER

This has truly been a remarkable year for the US Army Training Support Center (ATSC)—one marked by change. In 2009, we realigned under Fort Leavenworth's Combined Arms Center (CAC) combining many of the Army's critical training and training support functions under the Deputy Commanding General (DCG), CAC-Training (CAC-T). While this realignment fundamentally changed our work relationships, it did not change our bottom-line. We continued to make training support to America's Soldiers our number one priority. We continued to lead the way in training and education technology and innovative approaches to getting critical training enablers into commanders' hands. And we remain committed to



maximizing benefits to the Soldier by leveraging the best training support from our limited funding and personnel resources.

With the help of our partners, stakeholders, and employees, including our Department of the

Army military, civilian, and contractor personnel, ATSC has been integrally involved in almost every aspect of training support this year.

- We supported responsible management of over 13M acres of training land—maintaining, improving, and constructing weapons ranges and training facilities on numerous Army installations.
- Student enrollment in Army distributed learning courses exceeded last year's record of 1.7M.

- Literally billions of dollars of training devices have been inventoried and moved to where they are needed in support of the Army's BRAC decisions.
- We have been key stakeholders in the CAC/TRADOC Integrated Training Environment (ITE) as it developed in 2009, and likewise in the Army's Training Support Enterprise (TSE)—both key frameworks to better support Army training.
- Video and graphics support to TRADOC initiatives and conferences exceeded all expectations.
- Major Army training information systems such as the Training Development Capability (TDC) were brought into final integration phases in 2009, at the same time that maintenance and support for critical systems continued at high standards.
- TRADOC's distributed learning (dL) function for the Army came to ATSC late in 2009, along with management of TRADOC's classroom modernization portfolio.

These are just a few of our accomplishments highlighted in this annual report. We are justifiably proud of our accomplishments in 2009 and anticipate a great year ahead in delivering what our Army's commanders and Soldiers need to do their job – relevant, superior training support when and where they need it!

Mark S.E

COL Mark Edgren Commander, ATSC





# MISSION

ATSC delivers integrated products, services, and infrastructure to enable education and full-spectrum training to the Soldier.

# VISION

We will be a trusted team of innovative professionals leveraging technology to best meet The Army's training requirements:

- Committed to high-quality training and education for America's Soldiers.
- Collaborative as we work with other Army and Joint organizations. to seek out the best practices that save money and time.
- Creative in solving tough training and education problems, handling change, and delivering solutions rapidly.

# GOALS

- Deliver education and training support to the operational and institutional Army – and, most importantly, to the Soldier.
- Push the envelope on technology to enhance training and education and better use resources.
- Execute DA and TRADOC missions completely and in an integrated manner.
- Make ATSC the Army's premier training support organization.



#### SGM BRUCE BLACK, Senior Enlisted Advisor

With the current operational tempo and future operations of today's military, I am committed to ensuring that service members receive the necessary resources that will provide institutional, operational, and self-development opportunities, whether at home station or in a deployed environment. This is necessary for all Soldiers and leaders who are leading our Army in the 21st Century. As the Senior Enlisted Advisor for ATSC, this is my commitment to you.



ATSC Established BG C. G. Wright



Army Institute for Professional Development (AIDP) National Training Center (NTC)

1980

Multiple Integrated Laser Engagement System (MILES)

1982

Air (SOA) Weapons Crew Training Study/Standards

in Training

(STRAC)

1984

Commission

School of the



Video

Teletraining

Combined Arms Training Strategy (CATS)

Combined Arms Tactical Trainer (CATT)

1986

1988

1990

# A B O U T A T S C

# WHO WE ARE

Established on 1 July 1976 and located at Fort Eustis, Virginia, ATSC is a major contributor to the execution of Army training support. ATSC employs about 400 military, civilian, and contractor personnel who are critical to ensuring Soldiers have the training and education support products they need.

Our mission is to deliver integrated products, services, and infrastructure to enable education and full-spectrum training for Soldiers. We work closely with Headquarters, Department of the Army (HQDA), HQ US Army Training and Doctrine Command (HQ TRADOC), 33 TRADOC centers and schools, and installations worldwide to provide the Army training community with a wide variety of education and training support capabilities. These capabilities include, but are not limited to, training ranges, training ammunition, classrooms, courseware, audiovisual products, training information systems, and training aids, devices, simulators and simulations (TADSS) that are essential to enabling education and full-spectrum training.

ATSC's workforce is charged with duties such as the design, development, acquisition, production, reproduction, delivery, maintenance, and accountability of training support capabilities. Our ability to manage and sustain the many training support capabilities makes us uniquely qualified to support our nation at war with exceptional training support anytime, anywhere.

This annual report highlights ATSC's accomplishments in 2009. You can find a detailed listing of all our programs, products, and services at our website: http://www.atsc.army.mil.







### **OUR MAJOR PROGRAMS**

ATSC serves as the HQDA lead or delegated authority and the TRADOC lead for several Army programs that provide integral training support capabilities for Soldiers. Those programs include—

- Army Training Information System (ATIS)
- Fielded Devices Inventory Management
- Graphic Training Aids (GTA) Management
- Sustainable Range Program (SRP)
  - o Integrated Training Area Management (ITAM) o Range and Training Land Program (RTLP)
- Standards in Training Commission (STRAC)
- Tactical Engagement Simulation (TES)
- TADSS Requirements Documentation
- Training Support System (TSS) Integration
- Training Support Representative (TSR) Program
- The Army Distributed Learning Program (TADLP)
- Department of the Army Multimedia/Visual Information Production and Distribution Program (DAMVIPDP)

The impact of these programs on the Army mission and Soldiers is significant and our efforts for these programs are critical to the Army Force Generation (ARFORGEN) process.

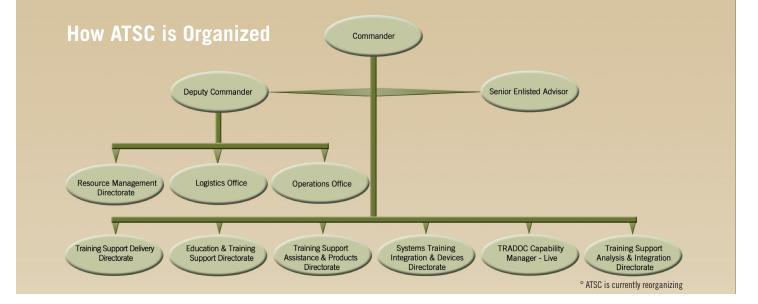
#### **OUR PARTNERS, STAKEHOLDERS, AND CUSTOMERS**

While our ultimate customer is always the Soldier, ATSC has many other partners, stakeholders, and customers we work with to provide the products and services needed to effectively train our Soldiers and our workforce. Among those are:

- HQDA
- Various Program Executive Offices (PEOs)
- Army Commands (ACOMs), Army Service Component Commands (ASCCs), and Direct Reporting Units (DRUs)
- HQ TRADOC Staff, Centers, and Service Schools
- Joint Community
- Unified Combatant Commands
- Other DoD and Government Agencies
- Industry Partners
- Academia

We continue to work diligently with all our partners,

stakeholders, and customers to ensure the most operationally relevant training support programs, products, and services are available to Soldiers and civilians at the right place and time.



### **OUR ORGANIZATIONAL STRUCTURE**

Like many organizations, over the last year we faced budget and personnel resourcing challenges. To remain relevant and adaptive in this constrained environment, ATSC continues to review and improve upon what we do and how we deliver our training products and services to the Army. We are organized in a manner that allows us to be flexible and adaptive in responding to the needs of our customers. Our current structure includes a command group, six functional directorates, and three internal support elements. The six functional directorates are:

- Training Support Delivery Directorate (TSDD)
- Training Support Assistance and Products Directorate (TSAPD)
- Systems Training Integration and Devices Directorate (STIDD)
- Training Support Analysis and Integration Directorate (TSAID)
- Education and Training Support Directorate (ETSD)
- TRADOC Capability Manager (TCM)-Live

The three internal support elements are the Resource Management Directorate (RMD), Logistics Office (Log), and Operations Office (Ops).

# OUR SIGNIFICANT EVENTS OF 2009 Realignment to cac-t

Since its establishment in 1976, ATSC had been a field operating agency of HQ TRADOC, Deputy Chief of Staff for Operations and Training or the G-3/5/7. On 1 May 2009, ATSC realigned from TRADOC G-3/5/7 to CAC at Fort Leavenworth, KS, and became a part of the CAC-T organization. CAC is a major subordinate command under HQ TRADOC. As a part of the realignment, 16 July 2009, COL(P) Paul Funk, Deputy Commander, CAC-T, passed responsibility for commanding ATSC to incoming commander, COL Mark Edgren, during an Assumption of Command ceremony at Fort Eustis.

The realignment of ATSC to CAC-T marked a significant event in the history of the organization. It not only brings all elements of the live, virtual, and constructive training environments under one commander, but it also joins other major elements of training support across all training domains—institutional, operational, and selfdevelopment.

#### ESTABLISHMENT OF THE TRAINING SUPPORT ENTERPRISE

Over the past year, ATSC has been instrumental in establishing the TSE in order to more effectively deliver training support capabilities across all training support programs and training domains. The TSE looks across capabilities in order to prioritize requirements, integrate capabilities, eliminate redundancies, maximize funding, and ensure relevant outputs.

Once fully established, the TSE will improve effectiveness and efficiency and result in measurable improvement in support of Soldier readiness, ARFORGEN, and the Human Capital Core Enterprise.





# ASSIGNMENT AS TRADOC CAPABILITY MANAGERS FOR THE ARMY TRAINING INFORMATION SYSTEM AND THE ARMY DISTRIBUTED LEARNING PROGRAM

On 1 October 2009, both the Army Training Information System (ATIS) and TADLP functions and resources were realigned from HQ TRADOC to ATSC. On 15 December 2009, TRADOC Commander GEN Martin Dempsey presented charters assigning ATSC personnel—Mr. Larry Matthews and Ms. Helen Remily—as TRADOC Capability Managers (TCMs) for the ATIS and TADLP, respectively. TCM responsibilities include managing and directing the ATIS and dL enterprises; establishing and enforcing standards; providing governance, policy, and oversight; managing, allocating, and distributing resources; and developing dL and ATIS programs, systems, product lines, architectures, and methods.

Realigning the TCM-ATIS and TCM-TADLP functions to ATSC enables an integrated approach for developing and delivering relevant training and education products to Soldiers and civilians.

#### **GROUNDBREAKING FOR NEW ATSC BUILDING**

In December of 2009, construction began on ATSC's long-awaited new building—the Advanced Training Technology Support Facility. The facility will be a 2-story structure that costs approximately \$13.6M. It will accommodate administrative space, special work areas, office support areas, conference rooms, storage areas, mailroom functions, and computer/communication space.

This facility will be approximately 56,700 square feet and will consolidate much of the ATSC workforce into one building, which will improve workforce efficiency and reduce facilities costs. The estimated completion date is March 2011 with a goal to fully occupy the building by May 2011.

# OUR DIRECTORATES AND THEIR ACCOMPLISHMENTS TRAINING SUPPORT DELIVERY DIRECTORATE (TSDD)

With the appointment of the Director TSDD as the new TCM-ATIS, TSDD became fully responsible for implementing the ATIS to ensure it provides an integrated, interoperable means to share training information that supports Soldiers, civilians, and leaders and complies with the DoD and Army Global Network Enterprise.

#### TRAINING AND EDUCATION ACCESSIBILITY:

The ATIS encompasses four training and education operational elements--infrastructure, development, delivery, and management which provide a persistent learning capability within the Army Integrated Training Environment (ITE). The infrastructure element establishes the framework necessary to achieve a net-centric, costeffective solution for enabling Army training. The development element enables the development of courses and other training products. The delivery element facilitates the discovery, sharing, and delivery of training products to individuals, units, and other information systems. The management element is the enterprise





solution that seamlessly provides the Army Learning Management capability.

In 2009, TSDD became responsible for the "My Training Tab" site on AKO. We restructured and redeployed the site to make it more relevant and easier for Soldiers to fully customize and manage their training and education resources through one web protal. The site offers Soldiers a consolidated central access point to all webbased training resources, including required Military Occupational Specialty qualification training or optional training and professional development courses. It also provides visibility of the Army Training Requirements and Resource System training records, access to career tracking capabilities, access to training guidance documents, and a guide to recurring common military training. The site provides connection to available digital repositories, a host of Army web sites, and user-designated social networking and mobile technology websites.

In 2009, TSDD was intimately involved in developing, managing, and maintaining each element to ensure those who develop training support products and the Soldiers and civilians who use them have continuous access to information and capabilities.

#### CLASSROOM MODERNIZATION:

TSDD's Classroom Modernization Program is one of the critical enablers for delivery of digital training to Soldiers in the Active and Reserve Components. The classrooms support initial military training, functional training, leader development, and Battle Command training functions. The Classroom Modernization Program, which includes over 1,300 digital classrooms, provides central management and sustainment of TRADOC installation classrooms, transforming them from an analog to a digital instructional environment.

#### SYNCHRONOUS COLLABORATIVE TOOLS:

In an effort to provide continuous, relevant support to our customers, TSDD offers collaboration tools at www.atsc.army. mil/tssreach/. These collaboration tools include CollabWorx, the Broadband Training System (BTS), and video teletraining (VTT). In 2009, the BTS continued to be a value added to the language training community. The Defense Language Institute Foreign Language Center (DLIFLC) used a customized version of BTS, the Broadband Language Training System (BLTS), for foreign language training in response to the National Security Strategy. BLTS enabled DLIFLC to deliver individual and small group synchronous language instruction for nearly 100 low-density/high-profile languages for DoD students worldwide. Examples of languages included Arabic, Chinese, Dari, French, Hebrew, Japanese, Korean, Persian, Farsi, Russian, Serbian/Croatian, Spanish, and Vietnamese. We also supported the Pentagon-established Afghanistan-Pakistan Hands (APH) Program by providing collaboration, orientation, and technical support for APH students and DLI instructors. The APH Program will select about 600 officers and civilians from all branches to develop counterinsurgency and regional language and culture skills. Upon completion of the program, students will be placed in positions of strategic influence to ensure progress towards achieving US government objectives in the Afghanistan-Pakistan region.

TSDD also supported the Army with internet and satellite connectivity to train Soldiers around the globe using VTT equipment



PAM FIELDS, Chief, Production and Documentation

Through the Department of the Army Multimedia Visual Information Production and Distribution Program (DAMVIPDP), we enabled more than 34 TRADOC programs in support of public affairs, strategic communication, and institutional, operational, and self-development training products. and communications. This connectivity linked 267 Continental US (CONUS) and 56 outside CONUS (OCONUS) classrooms and 9 deployable classrooms located in Germany, Egypt, Kosovo, and Iraq. Instructors conducted 59,628 hours of training worldwide in such areas as Emergency Medical Training, Advanced Nurse Leadership, First Sergeants Course, and Fiscal Law. In some cases, this was the only way

forward-deployed Soldiers could receive training.

In 2009, the Installation Management Command (IMCOM) became a VTT customer. Over the next two years, with TSDD assistance, IMCOM plans to install 96 CONUS VTT sites to train its employees in Base Realignment and Closure (BRAC) activities.

# TRAINING SUPPORT ASSISTANCE AND PRODUCTS Directorate (TSAPD)

During 2009, TSAPD provided enterprise-level life cycle management, training support, and assistance for the development, replication, and distribution of a variety of training products. Through its four divisions addressed below, the Directorate oversees several major individual training support programs that are integral to providing critical training support products for Soldiers, civilians, and leadership Armywide.

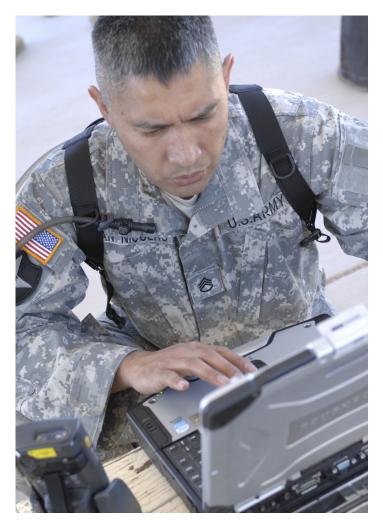
#### **REPLICATION AND DISTRIBUTION:**

TSAPD serves as the TRADOC Departmental Publications Print Manager for the Army Doctrine and Training Literature Program (ADTLP). This responsibility includes managing the ATSC centralized warehouse and distribution processes for replicating ADTLP, The Army Training System (TATS), dL, and Army Correspondence Course Program (ACCP) publications, and GTAs. During 2009, we processed over 10.9M training products and publications that were distributed throughout the Army, other Services, and DoD training and deployment activities worldwide. These training products and publications support individual and unit training and Army readiness to include the global war on terror, initial military training, leader development, and Army training transformation. The warehouse distributed over 9M GTAs; 192,500 TATS courses and materials (150,033 produced by print on demand system (POD) with 84 courses uploaded to POD); 193,000 copies of the Initial Entry Training Soldier's Handbook; and 147,000 copies of the Arab Cultural Awareness Handbook.

#### CUSTOMER ASSISTANCE:

The Customer Assistance Division manages the Army Training Help Desk (ATHD), which is a TRADOC initiative connecting a federation of 270 help desk agents throughout the Army. ATHD provides answers for up to 50,000 inquiries per year in support of over 300,000 students. Over the past 6 months, we completed 31,687 transactions resulting from 13,851 inquiries. The number of searches for information was 87,071, while 84,266 customers viewed the frequently asked questions/Knowledge Base portion of the ATHD. Additionally, the number of new customers to the ATHD was approximately 55,555. As part of our student services' role, we





processed over 48,000 Combat Lifesaver students.

To ensure we continue to provide relevant services, we surveyed over 4,000 customers on four areas of agent performance. The results of the survey indicated that customer service satisfaction rates were 88 percent for professionalism, 77 percent for accuracy, 73 percent for communication, and 79 percent for knowledge of subject matter.

#### PRODUCTION AND DOCUMENTATION:

TSAPD is the training advocate for the TRADOC Visual Information (VI) mission. We provide DAMVIPDP guidance and support to TRADOC schools and activities and input to DoD, HQDA, and TRADOC policy. One of our key missions is to document historically significant events and archive products for TRADOC.

In 2009, we archived over 35 events and products at the March Air Force Base (AFB) repository that will be available for future reference. We also produced 85 videos for Armywide distribution at a cost of \$1.1M, which represents a significant savings for the Army.



Examples of these videos include "Transformation to a Two Level Maintenance System," "Helicopter Rotor Theory," "Mass Casualty Decontamination," "Forensic Autopsy Protocol," "Investigate a Possible Explosive Hazard with the MPCV Mechanical Arm," "Training Meeting Overview," and "Precision Measuring Tools," all of which attest to the diversity of TSAPD's centralized and unique skills. Additionally, we produced "TRADOC Victory Starts Here!" and "The Army Leader Development Strategy" videos for the TRADOC Commanding General. We supported the Unified Quest 09 Wargames by documenting and archiving the events and producing the introductory video, "An Army Future Study...Sustaining Balance in the Future" and the outcome video that showcased the insights from the games for the Senior Leaders Seminar. We produced the "Army Expeditionary Warrior Experiment, Spiral E" and the "US Army Capstone Concept 2009" videos for the Army Capabilities Integration Center and the "Year of the NCO" for HQDA G3.

#### GRAPHICS AND EXHIBIT SERVICES:

TSAPD designed, developed, and distributed over 168 print and web products in 2009. In addition to supporting the training mission, these products represented TRADOC at local and national events, including the Association of the US Army (AUSA) Conferences, the ATSC dL Workshop, the Master Gunners' Symposium, and the SRP Workshop. TSAPD's professional products give visual substance and continuity to the Army, TRADOC, and CAC-T themes and messages. Our rapid response and cost-cutting production capabilities enhance conference exhibits, presentations, and training products.

# SYSTEMS TRAINING INTEGRATION AND DEVICES Directorate (Stidd)

As the DA Executive Agent for TADSS, STIDD executes the HQDA and TRADOC mission to manage the TADSS inventory worldwide.



COL MICHELE GODDETTE, Director, Systems Training Intergration and Devices

I am vey proud to lead a highly professional workforce that directly impacts the readiness and training of the Army on a daily basis. STIDD's efforts are focused on requirements determination through acquisition and life-cycle management of all TADSS.

Our significant accomplishments for 2009 are detailed below.

#### LIFE CYCLE MANAGEMENT:

STIDD conducted life-cycle management of over \$3.8B worth of fielded TADSS throughout the Army. We led inventory, accountability, distribution, redistribution, maintenance, storage, disposal, and Foreign Military Sales (FMS) of TADSS,

all supporting DA and Army Command training requirements at 44 Training Support Centers (TSCs) and subcenters located around the world. Special emphasis was placed on the Contingency Theater TSC in Kuwait that supports Iraq and Afghanistan.

During 2009, over 13,000 TADSS were laterally transferred between TSCs to support specific missions such as mobilization, deployed training, BRAC, Integrated Global Presence and Basing Strategy, concept exploration, and other surge training requirements for Active Army, Army National Guard, Army Reserve, and other DoD agencies/ units. A total of 25,169 TADSS were identified for turn in to support FMS or to the Defense Reutilization Marketing Office (DRMO) due to obsolescence or unserviceability.

STIDD continued to improve and upgrade the Training Support -Materiel Armywide Tracking System (TS-MATS), which provides real time inventory, usage data, workload, and installation reporting data collection for TADSS. TS-MATS is the Army program of record for the life-cycle management of TADSS and is used by material developers, proponents, installations, and units in support of approved training strategies.



#### FABRICATED DEVICES:

As the Army training device fabrication manager, STIDD procured and distributed 54,485 training devices. We used fabrication facilities at Fort Gordon, Fort Jackson, Fort Knox, Redstone Arsenal, and Fort Benning to produce devices in support of training new recruits and deploying Soldiers, as well as Soldiers already deployed to Iraq, Kuwait, and Afghanistan. For example, the RKG-3 Anti-Tank Grenade was fabricated and procured through ATSC.

#### TRAINING SUPPORT CENTER OVERSIGHT:

STIDD provided validated manpower and facility requirements at the 2009 Training Support Center (TSC) Conference and provided input to the FY 12-17 Program Objective Memorandum (POM) in order to obtain funding for critical TSC and other training support requirements. Additionally, STIDD provided Standard Garrison Organization information to installation staffs on the requirements for their respective TSC facilities during their initial 35 and 65 percent design charettes at Forts AP Hill, Lee, Riley, Carson, Campbell, and Leonard Wood. These charettes provide the Army Corps of Engineers, the Installation Directorate of Public Works, and the TSC manager an opportunity to review the proposed facility design and to make any required updates prior to the final building design.

#### NON-SYSTEMS AND SYSTEMS TRAINING REQUIREMENTS:

During the annual HQDA Weapon System Reviews, STIDD served as the training advocate for proponent requirements. We participated in over 70 reviews that identified and mitigated critical TSS shortfalls. In its role as the lead oversight agency for systems training requirements determination, STIDD coordinated with 14 TRADOC



Centers and Schools to ensure training requirements were properly developed and published in approved System Training Plans (STRAPs). These STRAPs provided HQDA visibility of system training strategies and required training products, TADSS, services, information infrastructure, and facilities and land across all training domains. They also included cost estimates associated with each new system training requirement. On behalf of DA and TRADOC, we completed the review and approval of 53 STRAPs in 2009.

Additionally, STIDD maintained the web-based STRAP Writing Tool (SWT) that provides efficiency in STRAP initiation, development, coordination, and approval processes in a web-based environment. This tool helped conserve valuable resources and streamlined the entire STRAP program, ensuring STRAPs are in synch and responsive to the acquisition process so Soldiers receive proper training as systems and nonsystem devices are fielded.

# TRAINING SUPPORT ANALYSIS AND INTEGRATION Directorate (TSAID)

TSAID manages the TSE, working with program leads to collect, vet, integrate, and validate training support requirements across all training domains as part of the Human Capital Enterprise. We serve as the integration and training support analysis lead for the TSS Enterprise and the co-chair of the Army Training Support Working Group providing training support enablers to the Army.

TSAID works with myriad partners, including HQDA, HQ TRADOC, the Installation Management Command (IMCOM), Forces Command (FORSCOM), CAC, Centers of Excellence (CoEs), and others necessary to provide the critical, relevant training enablers to Soldiers when and where they need them. During 2009, TSAID concentrated efforts in four key areas: establishing the Army TSE, integrating training support requirements to gain resourcing as a part of the FY 12-17 POM, providing Training Support Representatives (TSRs) to the field, and providing analysis for critical Army programs to maximize the use of resources and generate the best training support value for units and Soldiers.

#### THE TRAINING SUPPORT ENTERPRISE:

In 2009, TSAID led the efforts for CAC-T to establish the TSE, as directed by the TRADOC Campaign Plan. The TSE encompasses the training support programs that provide the infrastructure, products, tools, personnel, services, and facilities required to support operational, institutional, and self-development training. Currently, training support capabilities are often developed through independent programs within "stovepipes," resulting in training support solutions that are sometimes redundant, inefficient, and not interoperable, integrated, or reconfigurable. Once fully established, the TSE will provide an ITE that eliminates stovepipes and provides measurable improvement in the integration and synchronization of capabilities across programs, ensuring we deliver relevant, responsive training support to Soldiers, ARFORGEN, and the Human Capital Core Enterprise.

In the short time that this Enterprise existed last year, the TSE leveraged digital classroom capabilities to promulgate gaming across the Army, saving over \$2M dollars for the Gaming program. Other critical outputs created were metrics and methods for using a commodities vice a content outlook to ensure programming as part of the Army Planning Programming Budgeting and Execution (PPBE) process for dL.

#### INTEGRATED TRAINING SUPPORT REQUIREMENTS:

TSAID played a significant role in integrating training support requirements across several HQDA programs, including the SRP, ITAM, Soldier Training Support Program (STSP), Battle Command Training Support Program (BCTSP), and the Combat Training Center (CTC) Modernization Program. The integration effort included coordinating and participating in meetings that provided HQDA, ACOMs, TRADOC, CAC, and proponent representatives with opportunities to identify and resolve issues, determine priorities,



ensure cross-program synchronization and situational awareness, and make TSS program decisions in support of the Army Campaign Plan and the Army Training and Leader Development Strategy. We also led the mission essential requirements (MER)/TSS Master Plan development process for documenting, assessing, and integrating doctrinal requirements for key installations to ensure Soldiers receive critical training enablers to accomplish their missions. The TSS Master Plan was successfully used to document over \$3.5B in training support full-spectrum capability for Soldiers and units across the Army.

In 2009, TSAID assumed responsibility for integrating the dL program into the TSE. This effort includes consolidating the dL program modernization and investment strategies into the overall training support master plan and investment strategy for the Army. It also includes the development and maintenance of the dL MER and establishment of a dL governance process to ensure requirements are identified, prioritized, synchronized, and resourced in line with Army objectives. We also became responsible for the Deployed Digital Training Campus (DDTC) program, a deployable digital training capability used to train Soldiers in deployed environments. The DDTC will provide over 50 digital classrooms to deploying and deployed forces across the Army by 2014.

TSAID continued development of the Training Support Information Management System (TSIMS), a browser-accessible relational database that supports development of the TSS Master Plan and will ultimately provide authorized users with real-time total training support asset visibility across programs and programspecific applications. We are working to integrate TSIMS with existing databases and decision forums, such as the Army Range Requirements Module and HQDA G-3/5/7 Enterprise Management Decision Support Team for use as an authoritative source for installation assessment data that will inform decision making for training support requirements.

As part of TSAID's look to the future, we initiated a process to identify, track, and report on future force transformation, technology, and modernization initiatives with potential training support impacts. Two of the products we published included papers on "The Army Robotics Strategy," which addressed the impacts of robotics on specific training support capabilities and "Embedded Training Beyond the FCS Program," which addressed the implications of embedded training in future weapons system development.

#### TRAINING SUPPORT REPRESENTATIVES:

We have a network of TSRs at Army installations and satellite locations that provide on-site training support integration and problem-solving. Having a dedicated deployed training cell in TSAID and a TSR located in Kuwait allowed us to provide specialized support to deployed forces in Army Central Command (ARCENT). TSRs assisted ARCENT with training support solutions resulting from the realignment of forces among Iraq, Afghanistan, and Kuwait. For example, they identified regional aviation support requirements in order to provide training enablers that will improve training readiness and support to Theater aviation units. Other examples of assistance included the coordination and realignment of Engagement Skills Trainers and medical simulation training capabilities from low-use to high-need areas.

Our ARCENT TSR provided direct support to ARCENT and US Forces Iraq and Afghanistan leadership. The TSR was uniquely placed to identify training support implications resulting from the drawdown in Iraq, realignment of requirements in Kuwait, and the surge requirements in Afghanistan. The TSR was a key player on the team that assisted in diverting Mine-resistant Ambush Protected



(MRAP) vehicle egress/roll-over trainers to Kuwait to overcome major reception and staging training gaps. The ARCENT TSR is developing procedures to ensure training enablers are properly inventoried, transported, maintained, and reassigned as part of Theater re-disposition actions.

During 2009, the TSR network was expanded to cover Forts Stewart, Carson, Rucker, and Lee. Their presence on the installation significantly improved local training support planning and management. Their efforts working across the TSS programs resulted in tangible improvements in providing mission essential products and services for units and Soldiers. These TSRs provided a capability for the senior commander to identify and resolve training support needs and issues through the appropriate forums and agencies. In 2010, we anticipate adding TSRs at Fort Sill and eventually the Army National Guard and Army Reserve.

In their role as the ATSC leads for the ARFORGEN Training Support and Resource Support Conference, TSRs helped solve installation readiness issues identified in Commander Unit Status Reports (USR). Their expertise was critical in adjusting fielding schedules for training enablers, such as engagement skills and aviation trainers, High Mobility Multipurpose Wheeled Vehicle (HMMWV) Egress Trainers (HEAT), and MRAP egress trainers. Getting the right training enabler into the hands of Soldiers enabled these units to accomplish their pre-deployment training to meet ARFORGEN requirements. When faced with shortages of critical training enablers at an installation, the TSRs facilitated movement of enablers across installations to meet unit specific mobilization deployment schedules. They were vital members of installation and command teams that identified training gaps and found solutions to ensure that critical ARFORGEN training would be met.

Another valuable contribution by the TSRs during 2009 was

their assistance in developing Operational Needs Statements (ONS) to identify capabilities needed by units. For example, they assisted in an ONS on "Capacity Building" that focused on developing leader knowledge-skills-abilities, or "capacities," for dealing with current operational challenges. TSRs also assisted in developing an ONS describing the need for a Medical Simulation Training Center. Providing solutions to these needs will be important contributions to current critical training readiness gaps.

To prepare units for deployment, the TSRs helped to incorporate Iraq and Afghanistan operational lessons learned into EST scenarios. Their efforts helped coordinate user, training management proponents, and ATSC production team efforts. The resulting videos and scenarios for the EST will enable company and battalion echelon to provide more relevant training that reflects the ever-changing operational environment. TSRs also worked behind the scenes with Army and TRADOC proponents to identify enduring Unmanned Aerial System (UAS) and Counter IED (CIED) training requirements. Without their efforts to capture and incorporate these requirements into the regular funding process, the Army may lose these critical training capabilities as funding changes.

During 2009, TSRs developed and coordinated several study proposals with the TRADOC Requirement Analysis Center. These studies focus on conducting a comprehensive Training Effectiveness Analysis to provide a means of comparing the effectiveness of various CIED training enablers. It will provide the Army a means of identifying which enablers are the most relevant and cost-effective and which do not provide sufficient value.

TSRs also made two other valuable contributions during this period. One involved completing the first LVC training enabler site survey at a TRADOC CoE. This established the baseline for identifying essential LVC enablers required to support TRADOC CoE training and education. Another contribution assisted senior leaders with resolution of issues involving military construction funds by assessing the risk of diverting training military construction funds to non-training programs.

#### ANALYSIS:

As part of our analysis mission, TSAID conducts studies and analyses to determine effectiveness, cost-benefit, and return on investments independently using rigorous state-of-the-art techniques. In 2009, we began screening the monthly USRs submitted by brigade level units. The primary purpose was to provide a measure of the effectiveness of the TSE; however, the initiative has also realized immediate benefits to Soldiers by providing a means to quickly resolve training support issues. For example, a Florida Army National Guard Infantry Brigade Combat Team undergoing pre-deployment training reported that it was unable to complete MRAP driver's training due to the lack of availability of a MRAP Egress Trainer. TSAID contacted the program manager and within five days a trainer was delivered to the unit.

At the direction of CAC-T, TSAID conducted a holistic assessment of the Army's high technology classrooms. The assessment found that there were significantly under-utilized classrooms around the Army under the control of the Program Manager-Distributed Learning System (PM-DLS). TSAID brought this to the attention of the TRADOC Capability Manager-Gaming (TCM-G); as a result, PM-DLS and TCM-G are working together to integrate gaming capability into these classrooms, saving the Army an estimated \$6.6M over five years and getting a gaming capability into the hands of Soldiers sooner than could otherwise be accomplished.

As 2010 begins, TSAID is conducting a study to determine the most cost effective means of providing the integration training which units require in order to establish the Battle Command System of Systems within their command posts.

# EDUCATION AND TRAINING SUPPORT Directorate (ETSD)

With the appointment of the Director ETSD as the new TCM-TADLP, ETSD gained the responsibility for seamlessly implementing TADLP within all Army schools and training environments while ensuring the continuity of training and education for Soldiers and Army civilians. The ETSD workforce supports the TCM-TADLP by managing the design, development, and fielding of individual training and education support products and services. These products range from legacy paper-based courseware to state-of-the-art computer-based dL courseware. ETSD also provides management and oversight of dL contracts, standards, and certification, as well as staff and faculty support to personnel in TRADOC and non-TRADOC institutions and agencies. Our primary focus includes management and harmonization of courseware, hardware, infrastructure, and resources necessary to ensure Soldiers and civilians get the products they need when and where they need them.

#### dL COURSEWARE:

ETSD provides high-quality and cost-effective training and education courseware to Soldiers and leaders anywhere, anytime through an integrated network of technological capabilities and processes. We provide courseware management, contract support, and government acceptance testing of dL products. In 2009, we supported 19 proponent schools' completion of 63 dL courses while overseeing the continuing development of 49 additional courses through the Distributed Learning Education and Training Products contract. We tested 140 final courses, 40 modules, 97 lessons, and 50 compact discs for 26 different proponents and agencies resulting in fielded products that function correctly on myriad hardware and software configurations at schools, home stations, armories, deployed



locations, and domiciles. These courses are developed to precise Army standards and fielded in support of the Global War on Terror, leadership training, professional military education, military occupational specialty sustainment training, and functional training requirements for the Army.

#### dL WORKSHOP:

Over 400 members of the dL training and education development community attended the annual dL Workshop held 10-12 March 2009 in Newport News, VA. Participants included representatives across the Army, Joint community, academia, and industry. The theme was "Blurring the Lines between Resident and Non-Resident Training: Blended dL Strategies" and the keynote speaker for the event was Sergeant Major of the Army, Kenneth O. Preston. The workshop provided the dL community an opportunity to share information, resolve technical issues in the development and fielding of dL courseware, and receive professional development on the latest advancements in dynamic learning environments. The event provides a critical forum for the dL training community to synchronize initiatives across the Force in support of ARFORGEN.

#### dL SUMMIT:

On 25-27 August 2009, ETSD conducted the dL Summit II at Fort Eustis, VA to review the Army's dL implementation strategy to ensure it is responsive to the Army's training and education requirements. COL Mark Edgren, Commander, ATSC, hosted the summit and introduced COL(P) Paul Funk, Deputy Commander, CAC-T, who presented opening remarks on "Consolidation of dL Mission under CAC and Implications for dL. BG Richard Longo, Director of Training, HQDA, provided the keynote address on the "Role of dL in Training and Leader Development Strategy." Over 130 people from the Army dL community attended the Summit. The outcome was a strategy for improving the resourcing, development, and delivery of dL products into the future.

# ARMY INSTITUTE FOR PROFESSIONAL DEVELOPMENT (AIPD):

AIPD governs the Army Correspondence Course Program (ACCP), a program which consists of over 95 online courses providing selfdevelopment educational opportunities for Soldiers and civilians. In addition to the professional development gained from the courses, Active and Reserve Component (RC) Soldiers earn promotion points and RC Soldiers acquire credits toward retirement.



HELEN REMILY, Director, Education and Training Support Support LTC ANDREW SMALLS TADLP, Officer in Charge

We are working together to provide new dL capabilities that enable Soldiers easier access to personalized content through a 24X7 persistent learning capability. While technology will facilitate anytime/anywhere learning, our focus will first and foremost remain on ensuring dL content is high quality, that the delivery means are appropriate for the material, and that access to the information is easy and always available.

Last year saw the first conversion of ACCP courseware to level 1-3 interactive multimedia instruction, enhancing the content and creating a challenging learning experience for the student. A total of 444 hours of instruction was contracted for conversion. Subjects included Effective Army Writing, scheduled for delivery in FY10, and Fires CoE courses for enlisted personnel, scheduled for delivery in FY11.

Increasing test security was a priority with AIPD, continuing initiatives from 2008 to completely migrate ACCP curriculum from the Interim Learning Management System to the Army Learning Management System in 2010. This new home for the course material will provide greater security and reduce the compromise of ACCP exams.



AIPD hired a Test Security Manager in 2009 to address the security of the online courses, educate proponents as to best practices while designing and storing exams, and address compromises when they occur. Successful measures taken this year include blocking access to web sites from the .mil domain and identifying Soldiers who compromised exams on-line. Please email the Test Security Manager directly at ATSC.accpsecurity@conus.army.mil to report security issues and concerns.

#### STAFF AND FACULTY:

ATSC is the proponent for The Army School System (TASS) Staff and Faculty Development (SFD) Program for Instructor and Training Developer Skill Identifiers, Special Qualification Identifiers, and the Staff and Faculty Core Curriculum. ETSD manages the SFD program, which provides supplemental instruction to local SFD activities to ensure that Soldiers, Army civilians, and contractor personnel who are directly or indirectly involved in instruction, curriculum development, and training and education management functions have the skills and knowledge to perform their jobs to standard. During 2009, SFD hosted the Annual Staff and Faculty Development Chief's Conference at Fort Sam Houston, TX, with 40 participants from across TASS. SFD graduated 697 personnel who, in turn, went on to teach and develop training and education products for Soldiers, civilians, and partners worldwide. Another key accomplishment was the collaboration with the Space and Missile Defense Command, Directorate of Combat Development Future Warfare Center, CO; the Army Material Command, Pueblo Chemical Depot, CO; and the Human Resource Center Training Academy, FT Knox, KY. This collaboration resulted in identification of SFD requirements and customized training support solutions. Additionally in 2009, we partnered with the Kabul Military Training Center, the Afghanistan

Army National Sergeants Major Academy, and the Counterinsurgency Training Center to produce a 40-hour Advisor Instructor Course for US/Coalition forces. These courses provided important training for those responsible for training the Afghanistan National Security Forces and ultimately building Afghan capacity.

# TRADOC CAPABILITY MANAGER-LIVE (TCM-LIVE)

TCM-Live is the DA Executive Agent for the Tactical Engagement Simulation (TES) Program, the Sustainable Range Program (SRP), and the Standards in Training Commission (STRAC). TCM-Live also provides oversight of the CTC Modernization Program and develops requirement documents for live-fire training programs on behalf of TRADOC. In an era of unparalleled demand for live training products, such as ranges, targets, instrumentation, and ammunition, TCM-Live delivered over \$2.4B in training support products and services to installations, schools, and CTCs, providing exceptional support to operational forces.

#### TES AND CTC MODERNIZATION:

Through the TES Program, TCM-Live replaced the National Training Center's (NTC) manworn basic Multiple Integrated Laser Engagement System (MILES) with the Individual Weapons System (IWS). IWS is a lighter manworn system that is capable of being integrated into NTC's central instrumentation system providing dismounted position location and centralized adjudication for real time casualty assessment.

Through the CTC Modernization Program, TCM-Live fielded the CTC Instrumentation System (CTC-IS) to the NTC and Joint Readiness Training Center (JRTC). CTC-IS replaced the instrumentation systems that were operating since the early 1980s. The new instrumentation system enhances battlefield realism and adjudication and facilitates an extensive feedback after action review (AAR) capability. This provides our Soldiers a more comprehensive training experience.



#### SUSTAINABLE RANGE PROGRAM:

TCM-Live was diligent in management and oversight of the SRP, executing the Army's strategy to improve how ranges are designed, managed, and used to ensure long-term sustainability. We integrated the SRP core programs with safety program functions and with facilities, environmental, and munitions management in support of the doctrinal capability.

Of the 614 range modernization projects managed by TCM-Live, 130 range projects were in some phase of design or construction last year. In 2009, we oversaw the completion of 69 ranges and facilities. These facilities cost over \$390M and included 18 urban operation facilities; Korea, Fort Carson, and Fort Hood Digital Maneuver ranges; Grafenwoehr Integrated Battle Area Complex; Donnelley Training Area Battle Area Complex; and 44 small arms, non-instrumented ranges, such as Combat Pistol, Modified Record Fire, and Machine Gun Ranges.

Additionally, TCM-Live manages the fielding of Army-approved vehicle and infantry Combat Identification (CID) targetry. In 2009, over 1,400 CID targets were fielded across 21 installations at a cost of \$297K. These new ranges and targetry reduced throughput challenges at installations and provided our Soldiers unprecedented gunnery feedback.





Last year, in coordination with US Marine Corps Training and Education Command, TCM-Live conducted 11 Interservice Range Safety Course intermediate classes. Approximately 254 students successfully completed the classes, which prepare selected safety and range control professionals for positions associated with firing current and future weapons and ensure safe and efficient range operations in support of the commander's mission.

#### INTEGRATED TRAINING AREA MANAGEMENT:

During 2009, TCM-Live coordinated the development of the Management Decision Package (MDEP) funding guidance letter on ITAM with DAMO-TRS. This letter provides additional guidance beyond existing regulations to define which ITAM project types are eligible for MDEP funds. Additionally, this letter clarifies potentially ambiguous language in existing regulations for ITAM personnel at installations, ACOMs, IMCOM, and ATSC. The letter was signed and disseminated to the field in September 2009. Installations supported by the MDEP submitted over 2,100 projects via the Workplan Analysis Module, an automated program that captures all installation ITAM projects and tracks funding and execution of those projects. We reviewed every submittal for eligibility and proper justification according to established guidelines and used the analysis to assist DAMO-TRS build the FY10 budget work plan.

Additionally, we developed a new categorization model which, among other things, determines eligible staffing levels for each ITAMsupported installation. We also helped DAMO-TRS develop a critical requirements model, which incorporated those staffing levels and is used for POM12-17 funding projections.

TCM-Live hosted the 3d Annual SRP Workshop, which was held in Indianapolis, IN. The SRP Workshop combines the ITAM Workshop and the Range Symposium, bringing together range officers and range operators Armywide to share knowledge and experience. Over 1,400 people participated in the week-long event,



to include members of Army Environmental Conservation, National Environmental Policy Act, and Naval Special Warfare Command. We provided Content Area Manager (CAM) training to members of the SRP identified as SRPWeb webpage content managers. The training taught CAMs how to create, edit, and maintain program pages within SRPWeb.

TCM-Live is a member of the Army Installation Geospatial Information and Services (IGI&S) Working Group (WG) as a functional proponent for the SRP. The IGI&S WG is designed to provide recommendations on Army IGI&S policy, standards, and procedures in order to integrate geospatial efforts and resources. Through this WG, we helped develop strategies and deployment plans for Geospatial Information Systems (GIS) Quality Assurance Plans (QAP). These QAPs ensure geospatial data from all SRPsupported installations are compliant with Army data standards.

#### STANDARDS IN TRAINING COMMISSION:

The Standards in Training Commission (STRAC) program provides all Army units with training ammunition strategies as published in DA Pam 350-38, Standards in Training Commission. In its DA Executive Agent role for STRAC, TCM-Live produced the DA Pam based on modularity in coordination with Army Commands and proponent schools. This pamphlet is the source document for all ammunition requirements within the Army and provides units the information they need to plan and execute live-fire, collective, and force-on-force training events. It was signed by the Army G3 and published in 2009, ensuring relevant training guidance for constantly changing training strategies.

#### LIVE TRAINING REQUIREMENTS:

In 2009, we developed the requirements that led to the contract award for the Exportable Training Capability Instrumentation System (ETC-IS). ETC-IS will provide critical training instrumentation that leverages Army Battle Command System capabilities for monitoring, tracking, and AAR developmant. ETC-IS will support the ARFORGEN training model and relieve throughput pressure on the maneuver CTCs.

TCM-Live was instrumental in developing the requirements that led to the contract award for modification of the Light Utility Helicopter (LUH) used by CTC Observer/Controllers (O/C) and the Opposing Forces (OPFOR). The current fleet of UH-1 helicopters used by CTCs is being phased out of the inventory and the LUH, with modifications, will provide a more capable state-of-the-art aircraft in support of units training at the CTCs.

We continued to develop the Capabilities Production Documents (CPDs) for live training programs such as One Tactical Engagement Simulation System (OneTESS), Homestation Instrumentation Training Systems (HITS), and OPFOR (Wheeled). The CPDs codify and authenticate a program of record and provide the materiel developer with a blueprint for building the system. These requirements ensure





live training systems are integrated and interoperable within a live, virtual, and constructive training experience.

# **RESOURCE MANAGEMENT DIRECTORATE** (RMD)

RMD is the organization's principal financial advisor for management and stewardship of monetary and manpower resources required to support ATSC and delegated Army training support missions. RMD develops and executes the budget, manages manpower and personnel actions, is responsible for acquisition management oversight, and conducts management studies and analyses.

In 2009, RMD managed and successfully executed over \$145M in direct and reimbursable funding—a significant accomplishment in a dynamic environment. Additionally, we processed 100 Acquisition Management Oversight packages, which is TRADOC's process for review and approval for all contract acquisitions. The directorate serves a G1 function for civilian personnel and processed 550 personnel actions, and 144 incentive and honorary awards.

RMD's behind-the-scenes work in all of the above areas has resulted in on-time delivery of Joint, DA, and proponent products and services.

# LOGISTICS OFFICE

The Logistics Office was instrumental in the planning that led to the long-awaited new military construction project for the Advanced Training Technology Support Facility. Construction of the building began in December 2009 and includes administrative space, special work areas, office support areas, classrooms, conference rooms, storage areas, mailroom functions, and computer/communication space. This facility is a 2-story structure that costs \$13.6M, and has approximately 56,700 square feet. It will consolidate numerous smaller buildings to improve workforce efficiency. The estimated



completion date is March 2011 with a goal to fully occupy the building by May 2011.

We also supported the successful negotiation of a contract for a new addition to an existing building. The addition will include administrative space, office space, and a break area and will house approximately 47 government personnel and contractors that provide software development and database management. The addition will cost approximately \$733K and the estimated completion date is November 2010. MARY EISENHAUER Director, Resource Management

YVONNE SCOTT Chief, Program and Budget Division

RMD is integral to the success of ATSC. In addition to helping execute and track current year funding, we advocate for additional resources to meet unresourced needs as well as work to get programs funded in the future. RMD administers the personnel system to fill positions so that all ATSC directorates can better perform their missions. We also monitor the management oversight program to ensure center compliance with Army and DoD regulations.

In addition to managing and maintaining our facilities, The Logistics Office accounted for over 3000 pieces of equipment valued at over \$9M. During 2009,

we processed the disposal of approximately \$4.5M of excess and unserviceable items to the Defense Reutilization and Marketing Office that can be used DOD-wide.

The Logistics Office has acquisition authority for Government Purchase Card transactions. In 2009, we processed over 2400 credit card transactions totaling over \$4.2M.





Additionally, we processed 470 printing contracts totaling over \$3.5M and 189 FedEx/UPS shipments totaling over \$214K in support of Army training support programs and Soldiers worldwide.

# **OPERATIONS OFFICE**

The Operations Office ensures the timely planning, coordination, and execution of commandwide efforts. This office has the lead for organizational initiatives, including portal development and knowledge management, security management, the National Security Personnel System, and Anti-Terrorism/Continuity of Operations Planning. The administration of the command's military personnel is maintained in this office as is the mail distribution function. These initiatives are critical to ensure the organization operates efficiently and is prepared for events that could threaten our security.

As the central tasking authority for ATSC, Ops manages a continuous flow of recurring and new taskings necessary to support the execution of our mission and the mission of our higher headquarters. During 2009, we effectively managed over 1,000 internal and external taskings and coordinated the visits of numerous dignitaries.

The Operations Office manages the organization's Human Capital Strategy and commandwide training. In 2009, we identified and established core competencies and individual development plans for all ATSC personnel. The command also sponsored a significant amount of training for individuals and groups to support multiple mission-related functions.

To ensure we have continuous access to training and conference events, we manage two training/conference facilities which provide video teleconference and classroom support to ATSC and various organizations at Fort Eustis and Fort Monroe.

### A LOOK FORWARD

ATSC looks forward to 2010 and the opportunities it will provide to enhance both training and education through new and exciting technology that gets to the bottom-line of Soldier and civilian learning. As TRADOC's Capability Manager for live training, dL, and ATIS, we have unique capability development and requirements

responsibilities to ensure that Soldier training and education needs are met. As the DA lead in several critical training areas, we have a responsibility to the Army to ensure training support is



done right. Now linked with significant training organizations such as the National Simulation Center, the Battle Command Training Program, and the CTC Directorate all under CAC-T, ATSC is postured to integrate our programs to deliver key enablers to the operational force.

Most of all, we at ATSC look forward to serving our #1 customer the American Soldier—faithfully, efficiently, and rapidly, because our Soldiers deserve nothing less.





TRAINING SUPPORT—The Army Advantage for Trained and Ready Soldiers Anytime, Anywhere!



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