

## 2009 USD(AT&L) Workforce Development Award

On Wednesday, November 4<sup>th</sup>, seven winning organizations received the 2009 Under Secretary of Defense for Acquisition, Technology and Logistics (USD(AT&L)) Workforce Development Award in recognition of their accomplishments in developing innovative, comprehensive learning and development programs for their workforces. Mr. Shay Assad, Acting Deputy Under Secretary of Defense for Acquisition and Technology, presented the awards to the winners at a luncheon held in conjunction with the Program Executive Officers'/Systems Command (PEO/SYSCOM) Commanders' Conference at Fort Belvoir, Virginia.

The winners are:

### Large Organization Category (500 or more employees):

Gold Award	U.S. Army Armament Research, Development and Engineering Center, Picatinny Arsenal, NJ
Silver Award	Defense Information Systems Agency, Arlington, VA
Bronze Award	Air Force Global Logistics Support Center, Scott AFB, IL

### Small Organization Category (fewer than 500 employees):

Gold Award	Aviation Engineering Directorate, U.S. Army Aviation and Missile Research, Development and Engineering Center, Redstone Arsenal, AL
Silver Award	Cost and Systems Analysis Office, U.S. Army TACOM Life Cycle Management Command, Warren, MI
Bronze Award	Cooperative Threat Reduction Directorate, Defense Threat Reduction Agency, Fort Belvoir, VA
Bronze Award	Detachment 1, Directorate of Contracting, Air Force Research Laboratory, Wright-Patterson AFB, OH

An expert panel of seven judges from academia, industry, and corporate learning institutions independently conducted the award evaluation process and recommended the winners to the Honorable Ashton B. Carter, USD(AT&L). A record 42 nominations were received, and the judges reported the quality of submissions was outstanding and competition for the awards was fierce.

Organizations reported establishing numerous effective best practices to recruit, train and develop, and retain their workforces, including in the areas of internships, succession planning, continuous learning, job rotation, job shadowing, leadership development, mentoring, executive coaching, organization-unique training, assessment and evaluation, tuition reimbursement, performance management, knowledge sharing, and partnerships with other government agencies, academic institutions, and industry. Outcomes from these programs included greater organizational and individual performance, increased workforce expertise, higher employee satisfaction, and significant cost savings.

Applicants spanned the entire country, the Services and defense agencies, and many different areas of mission. Organizations ranged from as few as 13 people to more than 17,000 employees.

The USD(AT&L) Workforce Development Award program was established in 2004 to recognize organizations that are achieving excellence in learning and development for their employees. Additionally, the program identifies best practices for other USD(AT&L) organizations to consider.