



# The Naval Aviation Enterprise

# AIR PLAN

...One Vision, One Team



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August 2009

"When some people think of Naval capability they think of machines. We have no autonomous vehicles of any kind in today's Navy. Naval capability depends on our Sailors and Marines and we must plan and act accordingly."

- RDML Mark Guadagnini, Chief of Naval Air Training

## NAE Total Force Cross-Functional Team (TF CFT)

**The most important component** of Naval Aviation warfighting readiness is our Total Force: The diverse mix of Sailors and Marines, government civilians, and contractors who work within the Naval Aviation Enterprise (NAE). The TF Cross-Functional Team (CFT) was established to add focus to the "people piece" of Naval Aviation warfighting readiness. The main objective of the TF CFT is to help Title 10 stakeholder commands more efficiently deliver and retain people with the right technical and leadership skills to achieve the warfighting capability that the Navy and Marine Corps require.

**The TF CFT achieves this** by removing barriers that impede personnel readiness. It does so by involving members across a wide spectrum of specialties throughout the Navy, as well as NAE stakeholders. Led by RDML Mark Guadagnini, the TF CFT has:

- Closed the Naval Enlisted Aircrew production gap by 73%...this means fewer gapped billets in your command.
- Closed the NAE Type/Model/Series (TMS) Qualified and Proficient Technician (QPT) gap by 18%...this equates to a higher quality of work getting done more quickly.
- Established Rating and NEC FIT metrics for squadrons and aircraft carriers...Better measurement of our progress.
- Developed an Integrated Production Plan (IPP) for A, C, F and T schools; and for career C schools for O and I level courses, and implemented a C-School Challenge Course program. The IPP provides the major CNAF input to the Naval Aviation demand signal for technicians...your command receives better trained technicians, sooner.
- Established TF TRIADs at all TMS platforms to increase CNATT-U seat utilization and help close the NEC FIT gap...this is driving greater schoolhouse seat availability and much fewer missed opportunities.
- Defined Unmanned Aerial Systems (UAS) unit manning requirements through four manpower conferences in support of UAS Concept of Operations...this is proactively defining future needs and meeting them!
- Completed a Diversity Mentoring pilot / roll-out plan and leadership mentorship training, and launched ethnic and gender initiatives...we are becoming a better reflection of who we represent.

**The TF CFT is forward leaning** and proactive. Future barriers and challenges include the following:

- Closing the NEC FIT gap and correcting manning for TMS transitions
- Creating a single demand signal from Recruiting through Naval Air Technical Training production
- Correcting CNATRA and CNATT instructor shortfalls

## Latest NAE Outstanding Performance Award Winners

June 2009: Mr. Steve Main, CHSMWL, Current Readiness CFT HSL Community Representative  
 July 2009: Mr. Russ Scott, CNAL, Current Readiness CFT Coordinator  
 August 2009: Ms. Barbara Buscher, NAVAIR, Command Staff Analysis & Planning

### Key Messages

- The NAE TF CFT focuses on the people side of warfighting readiness.
- The NAE works with Title 10 stakeholders to deliver and retain a diverse mix of Sailors and Marines, government civilians, and contractors.
- The NAE is helping Naval Aviation become an employer of choice in the marketplace.
- The NAE helps to develop, maintain, and enhance a technically-capable workforce (quality vs. size).

### Facts and Figures

- The NAE is comprised of both Navy and USMC personnel.
- The NAE totals more than 183,000 Marines, Sailors, civilians and contractors.
- More than 51,000 Marine Corps and 132,000 Navy personnel are in the NAE:
  - Approximately 137,000 military
  - Approximately 24,000 civilians
  - Approximately 21,000 contractors