

# High Priority Performance Goal/Security Cooperation Training Initiative (HPPG/SCTI)



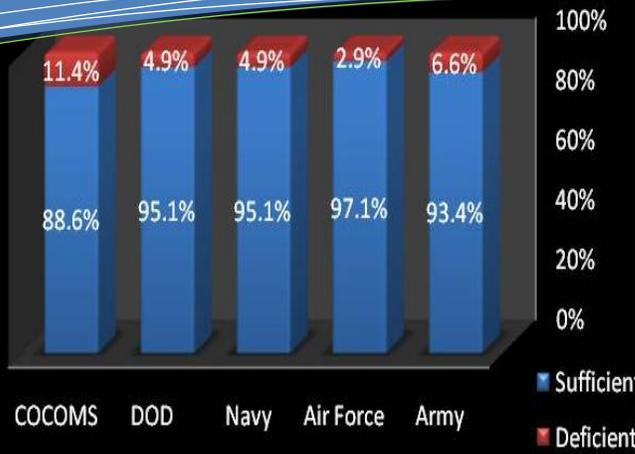
## DISAM Commandant's Comments

In case you haven't heard, we've made the goal of 95% -- barely hit it as we ended the 3<sup>rd</sup> Qtr of FY11, but continue to build on that success! Great job by all involved as we all pulled out all stops in terms of getting folks trained. Good on ya!

We've indeed come an unbelievably long way in training the workforce, but we're not done -- it's only the beginning now that we have a system in place to identify training shortfalls and track completions -- that will greatly ensure that we have the class offerings from year to year to meet requirements. We've got to keep that momentum going, plus we know that there are additional constituency organizations that are not included yet within SCWD to reach out to (with some already reaching out to us).

We'll keep pressing with this effort, but as I've stated all along -- the real value isn't that folks are trained, it's the efficiencies and expertise that are hopefully gained by them being trained that we need to be preparing to measure within the next couple of years as we maintain that training goal.

I won't delve into SCWD



## DoD Mandated Goal met on 30 June- Reported to OMB

DSCA provided guidance for goal setting to ensure the HPPG/SCTI Metric is achieved as part of the overall strategic plan. Thus far, all predetermined targets have been met and third quarter was no exception. The DoD mandated 3<sup>rd</sup> Quarter Goal of 93% was exceeded with a reported 95.1%. Navy led the effort with 97.1% achieved, followed by: Air Force and DoD (both 95.1%), Army (93.4%) and the COCOMs (88.6%). Conus training efforts have largely been supported by SAM-C On-site classes. There have been nine training classes held, training unprecedented numbers of 410 students. Three more classes will be held onsite this

year at Hill AFB, Huntsville, and Pax River where capacity is available to train an additional 260 SAM-C students in FY11 in addition to our DISAM resident course offerings. The OConus team has also made significant efforts in providing on location support to COCOM partners. COCOM POC's for HPPG recently completed updates to ensure personnel are entered into the SCWD (Security Cooperation Workforce Database) and receive full credit for their time and effort attending SCM-O training class provided by DISAM onsite. For additional training opportunities, check out DISAM online at <http://www.disam.dscamil/>.

## SCWD Enhancements

The SCWD developers have been very busy lately. The SCWD is transforming into a more robust tool that can help better track your organization's training needs. Since April, new features to the SCWD include grace period tracking, DISAM course registration information, a level 4 training requirement column, a miscellaneous remarks column, and a downloadable training report.

Specifically, the new grace period allows 180 days before the SCWD counts newly entered personnel as deficient. The overarching purpose is to alleviate the impact to the HPPG metric when an organization enters new personnel who require a resident DISAM course. We all know there is considerable lead time to make travel arrangements, complete prerequisites, and to secure a spot in the next course so it only seems fair that there should be a grace

period to allow adequate coordination time. The new feature also helps prioritize long standing deficiencies ahead of new personnel so that those going without training the longest get dibs on the next course offering.

Going into FY12 DISAM needs to understand the community's level 4 training requirements to ensure they offer enough advanced resident courses. The new level 4 requirement (*L4 trng reqd*) column will help organizations communicate their specific training needs so that DISAM can plan accordingly.

The new *Registered* and *Remarks* columns enhance your ability to track who is scheduled for and who has their prerequisites complete. The *Registered* column automatically retrieves data from the DISAM Registrars' database. When

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enhancements as they're covered already within this newsletter, but there are some very good/helpful additional capabilities that should make things easier on all of us. Keep an eye out for more information to flow to you regarding enhancements, but also let us know of any ideas you have that will make things better for you.

There's also much more is going on at DISAM, with a focus on SC curriculum. We're dedicating additional resources to redesign the SCM-O course into a 3-4 week course which will provide the right information to overseas-bound SCOs. That new course begins in October.

DISAM has also stood up a Lessons Learned/Best Practices (LL/BP) Center utilizing the Security Cooperation Information Portal (SCIP) to both input and receive LL/BP information. Many folks don't have SCIP accounts – getting that is the first step to accessing this info, and more capabilities are occurring everyday in SCIP affecting all facets of the SC Community. You can always come to the DISAM webpage for more information.

Thanks again for all your efforts in reaching and now maintaining our training goal! Well Done!



### SCWD Enhancements (cont.)

information is present, you can download an unofficial student training report by highlighting the person's record and clicking their name that appears in red text at the bottom of the window. Likewise, the *Remarks* column is available for

administrators to enter notes concerning a person's registration status or any other miscellaneous info concerning the record. For more detailed information about the SCWD and its new enhancements, refer to the SCWD User Guide or contact the SCWD Admin Team at [hpgg.scwd@disam.dsca.mil](mailto:hpgg.scwd@disam.dsca.mil).

## New SCM-OC Course in Full Effect

SCM-OC is designed as an introduction for security cooperation workforce members and contractors. SCM-OC is offered online, in residence, and on-site at customer locations. It takes the place of two previously offered DISAM courses:

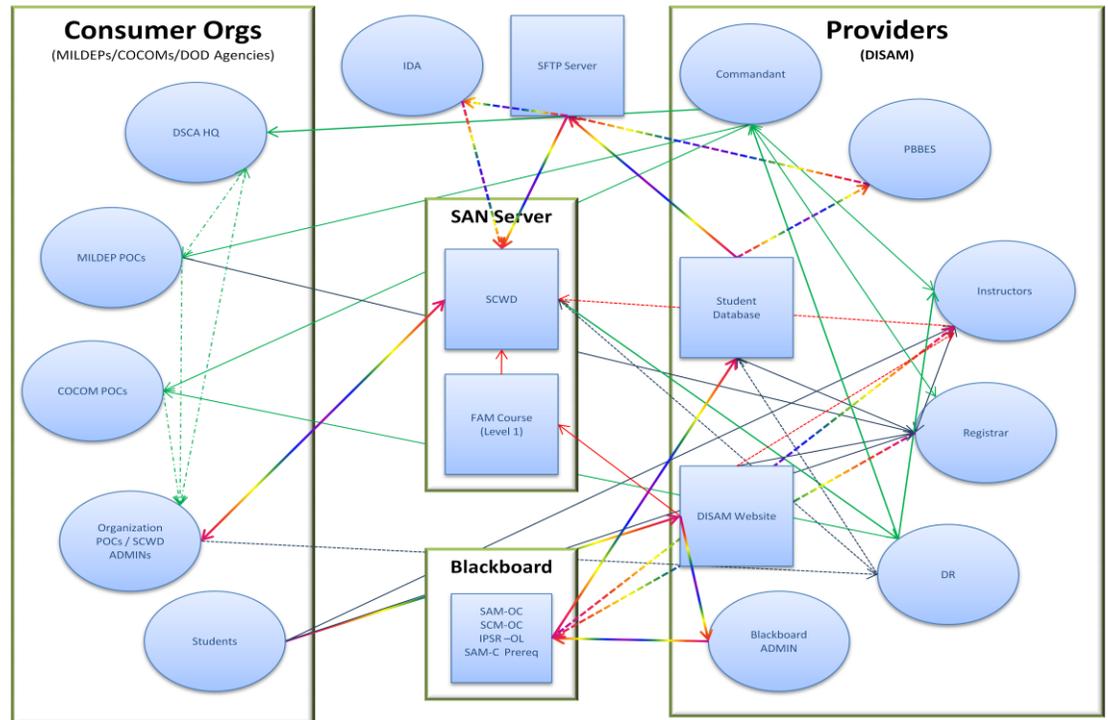
SAM-OC and SAM-C-OL and meets the SC workforce level 2 training requirement.

**Tip of the Month:**  
SCM-OC-OL is the new prerequisite for SAM-C Level 3.

## The HPPG System

On the surface the SCWD seems like a very simple database. You enter someone into a billet, they register for DISAM training, they complete the training, and the SCWD gives them credit. However, the IT infrastructure and system of people and processes behind the scene is anything but simple. Because DISAM delivers training through so many different channels, there is a huge juggling act that takes place to ensure everyone who

completes training, regardless of level or delivery method, receives credit in the SCWD. The HPPG System Map below shows the complex interconnected network of people, processes, and systems that work together to get students the training they need and to track their completions in the SCWD (each color represents a different information flow corresponding with a specific training level).



**A Note From The DISAM Director of Research** Let me add my congratulations and thanks to all who worked so diligently to achieve the DepSecDef ambitious high priority performance goal. As we move into FY 12, we will focus our efforts on making the SCWD a more useful tool for all of you who continue to load and update your organizational and personnel data. Suggestions? Send them to the HPPG mailbox.