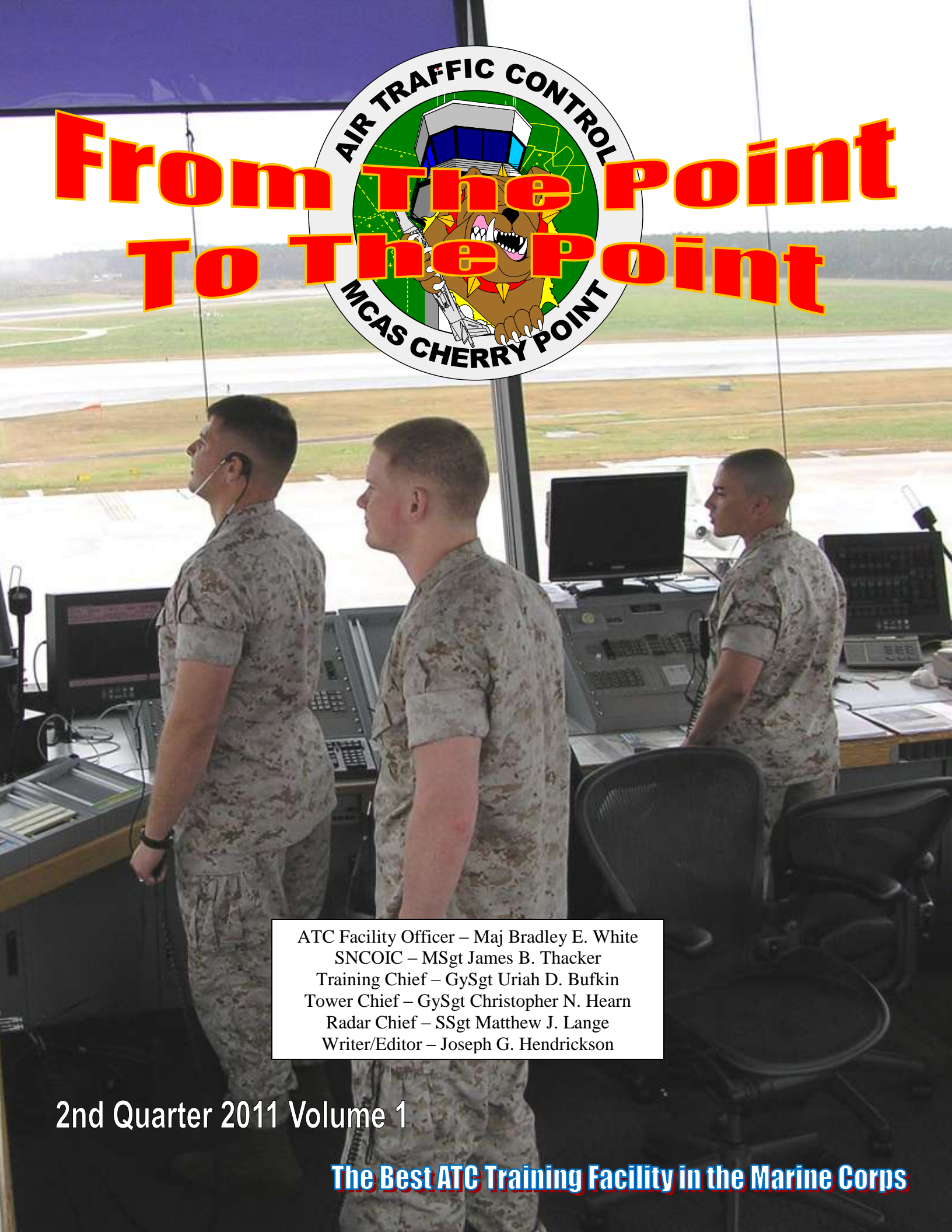


From The Point To The Point



ATC Facility Officer – Maj Bradley E. White
SNCOIC – MSgt James B. Thacker
Training Chief – GySgt Uriah D. Bufkin
Tower Chief – GySgt Christopher N. Hearn
Radar Chief – SSgt Matthew J. Lange
Writer/Editor – Joseph G. Hendrickson

2nd Quarter 2011 Volume 1

The Best ATC Training Facility in the Marine Corps

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On the cover

Corporal Benda issues landing instructions to aircraft on Local Control as his instructor, Corporal Greece, looks on. Lance Corporal Piburn handles Ground Control.

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Jul 2011

From The Point

MSgt Thacker



From The Schoolhouse

PFC David M. Long	21 Apr 11
PFC Dylan K. Hainsworth	4 May 11
PFC Charles D. Collins	12 May 11
LCpl Christopher M. Balk	26 May 11
PFC Emerson P. Dorsey	26 May 11
PFC Jonathan Castellon	2 Jun 11
PFC Travis E. Kelch	9 Jun 11
LCpl Laura A. Simon	20 Jun 11
LCpl Jovanni Pinero	24 Jun 11
2ndLt Joshua T. Fisher	27 Jun 11
2ndLt Matthew S. Jozaitis	27 Jun 11

Civilians Make A Difference

Cherry Point currently has 21 civilian Air Traffic Control Specialists, including 3 supervisors, employed full time. That number has fluctuated quite a bit since 1996, starting at 26 and reaching a maximum of 32 by mid 1998. There have been high ranking Marines over the years that have proposed fixing the “Civilian Problem” here, usually stemming from rumors about management/union problems or inefficient work schedules. The truth is that Cherry Point civilians are most responsible for the success of the ATC training program. They are the assembly line when it comes to producing Approach Controllers, Arrival Controllers and Local Controllers. They have the most experience and continuity in using the tools that are available.

Since the program began on May 11, 1998, Cherry Point has trained 455 controllers and logged 146,000 hours of OJT. Over 69,000, or nearly 50% of those hours were accomplished by a relatively small group of civilian instructors. Some of the civilians have already become legends, surpassing an individual mark of 4,000 hours.

John H. Hough (Retired)	5,104
Jason D. Woodin	4,790
John M. Holbrook	4,460
Terry P. Tolster	4,369
Karen L. Geddings (Retired)	4,155

Their base of experience and proficiency allows Cherry Point to produce qualified Marine controllers at every level, and then let them go without the painful impact that would be felt if Marines were required to man all of the supervisory and senior operating positions. It gives the ATCFO an incredible amount of flexibility in managing crews and allows rapid movement of Marines between the branches in order to meet MOS deadlines as quickly as possible.

Training

Training Program Statistics

	<u>Apr-Jun</u>	<u>Total</u>
OJT Hours	3,103.55	146,032
OJF Hours	239.40	16,349
Tower Simulation (Training)	101.55	5,652
Tower Simulation (Support)	216.87	4,226
Radar Simulation (Training)	349.20	6,965
Radar Simulation (Support)	479.52	9,480
Simulated GCAs	1,413	44,134
MOSs Issued	17	899
Position Qualifications	56	2,524

Controller of the Quarter

Cpl Joshua A. Mohundro was awarded Controller of the Quarter for the 2nd quarter of 2011. He stood out from the competition with over 90 hours as an OJT Instructor along with attaining a Local Control qualification on June 24th. He is the only NCO currently assigned to the facility that has all three MOS skill designators. He instructed 11 Marines on Radar Final Control, Radar Flight Data, Tower Flight Data and Ground Control and trained for 54 hours on Local Control.

Congratulations, Cpl Mohundro

Qualifications

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>MOS</u>
2ndLt E. A. Forestiere	4 Apr 11	RD	
LCpl D. J. Monteiro	4 Apr 11	RD	
SSgt J. L. Kroemer	5 Apr 11	RD	
LCpl M. S. Raphael	8 Apr 11	FD	
LCpl D. Bravo	11 Apr 11	GC	7257T
LCpl C. W. Morgan	14 Apr 11	GC	7257T
Mr B. B. Strasler	22 Apr 11	APE	
Mr B. B. Strasler	22 Apr 11	AR	
Sgt T. M. McCabe	27 Apr 11	FC	
Sgt J. L. Johnson	27 Apr 11	RD	
LCpl S. P. Eads	27 Apr 11	LC	7252
Sgt G. M. Fanning	28 Apr 11	GC	
LCpl Z. J. Moore	29 Apr 11	FC	7257R
GySgt C. E. Roach	6 May 11	RD	
LCpl D. J. Monteiro	11 May 11	FC	7257R
Mr M. T. Seabrook	12 May 11	APE	
LCpl B. T. Thackrey	12 May 11	FD	
GySgt C. E. Roach	18 May 11	FC	
LCpl D. Bravo	20 May 11	RD	
LCpl A. D. Phillips	21 May 11	RD	
Sgt G. M. Fanning	21 May 11	FD	
2ndLt E. A. Forestiere	23 May 11	FC	

Qualifications

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>MOS</u>
PFC J. T. Perez	23 May 11	FD	
Cpl B. T. Proctor	23 May 11	FD	
Cpl T. D. Brooks	24 May 11	LC	7252
Cpl V. Yann	25 May 11	APW	7253/54
Sgt A. J. Meter	25 May 11	LC	7252
Cpl C. J. Benda	25 May 11	LC	7252
SSgt R. C. Kelley	26 May 11	RD	
SSgt R. C. Kelley	27 May 11	FC	
LCpl S. A. Weeces	8 Jun 11	RD	
LCpl I. N. Burks	9 Jun 11	RD	
PFC D. M. Long	15 Jun 11	RD	
LCpl J. T. Perez	15 Jun 11	GC	7257T
Pvt K. T. Smith	16 Jun 11	APW	7253/54
Cpl N. A. Connor	16 Jun 11	RD	
Cpl N. A. Connor	16 Jun 11	FC	7257R
LCpl M. S. Raphael	16 Jun 11	GC	7257T
Mr M. T. Seabrook	20 Jun 11	AR	
LCpl R. J. Cunningham	24 Jun 11	FC	7257R
Cpl J. A. Mohundro	24 Jun 11	LC	7252
Mr M. T. Seabrook	29 Jun 11	FC	
Sgt J. E. Fager	29 Jun 11	GC	

Note

AR, APW, APE and LC include associate positions.



To The Point

with
Joe Hendrickson

Continuous process improvement is the key to success and tracking that improvement is the indicator of success. We must have a clear picture of where we were when it all started in order to present the results of all of our hard work. I find it particularly important since it is my job.

When Cherry Point came out of the Dark Ages at the end of 1999, we had tripled our performance and set standards that we could only hope to maintain. After two years of producing less than 70 qualifications, our 3-year average of 157 was phenomenal and we had achieved an annual record of over 13,000 hours of OJT.

The first three years, 1997-1999, saw the most dramatic changes in the facility as we implemented our training program on 11 May 98. The program established numerous processes that are now considered routine. The recording of OJT, OJF, Skill Checks, qualifications, designations and MOSs was just a start. Continuous process improvement was our focus and setting annual benchmarks enabled us to calibrate that improvement. Benchmarks set at 157 qualifications and 10,300 hours of OJT. Student flow – 69.

The next period, 2000-2002, showed a slight decrease in OJT hours due to a 240% increase in simulation. This was not some high dollar gear that the Navy dumped on us. This was 1,700 hours of flight data stacks along with Local Control scenarios over a 4x8 sheet of plywood with the airfield diagram painted on it. Even with a drop in student flow, the combination of OJT and simulation increased the qualification rate. Benchmarks set at 167 qualifications and 10,300 hours of OJT. Student flow – 57.

From 2003-2005 homemade simulation remained nearly identical while the OJT hours increased 26%. Annual student flow peaked in 2004 at 33 and then dropped off dramatically to as low as 12 during 2005 but was an overall improvement. New benchmarks set at 192 qualifications and 12,100 hours of OJT. Student flow – 70.

2006-2008 would be transition years and would reveal how well our new program performed as it would mark the 10th anniversary on 11 May 08. We had an unofficial goal of maintaining an average of 180 qualifications per year and we just reached it with 181. The annual record for the first 10 years was 14,000 hours of OJT+Sim and 228 qualifications, both in 2006. We received the Improved Precision Approach Radar Trainer (IPART) in April of 2006, the tower simulator in July of 2006 and the AT Coach in October of 2008. NASMOD upgrades to the tower and radar branches were also completed in October of 2008. Benchmarks remained the same.

The past three years, 2009-2011, have been nothing short of amazing. There was another 250% increase in simulation but this time with an increase in OJT, which had never been seen before. The annual qualifications for the first two years were record breaking at 241 and 240 with 2011 projected to be 244. Simulation has not reached its full potential yet but continues to enhance targeted positions. The class of 2010 also set a new record for time to MOS with all 20 trainees achieving a 7257 in an average of 4.46 months. Benchmarks projected to be 240 qualifications, 12,600 hours of OJT and 2,200 hours of simulation which will beat the record established in 2006. Student flow – 80.

The contrast between the performance of the first three years and the last three years is an increase of 10,000 hours per period, student flow up from 69 to 80 and number of qualifications up from 471 to 725.

We still have much work to do in some areas. We just transitioned from hours to months on qualification goals and it appears to be working. Proficiency and availability of personnel to run simulation equipment continues to fluctuate, especially for the tower simulator and we still have a goal of integrating the simulators at 25% of OJT. Our new T&R Supplements are nearly complete and are now being enhanced by the introduction of Knowledge Enabling Guides (KEGs) that will help reduce the number of total training days. We expect to have the KEGs and associated tests updated by year's end.