



THE NAVAL AVIATION ENTERPRISE AIR PLAN



...One Vision, One Team

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“People, our most critical, complex, and costly resource...The Total Force Team works to enhance Naval Aviation through a focus on the delivery, enrichment, and shaping of the NAE Total Force”

- RDML William Sizemore, Chief of Naval Air Training

NAE Total Force: The most important component of Naval Aviation warfighting readiness

The [Naval Aviation Enterprise](#) (NAE) Total Force (TF) refers to the diverse mix of Sailors and Marines, government civilians, and contractors within Naval Aviation who work together to provide warfighting readiness.

Within the NAE, a Total Force Cross Functional Team ([TF CFT](#)) partners across commands and leadership in a transparent, collaborative manner in order to enhance the enrichment, shaping and delivery of a technically superior, diverse and cost effective total force required to fight and win in combat.

The TF CFT:

- Prepares Sailors, Marines and civilians for the challenges of the future through enrichment of technical skill sets and programmatic improvements to Naval Aviation training, both of which are designed to increase and enhance the experience levels among squadrons and on aircraft carriers.
- Shapes the workforce of the future with out-year planning, budgeting and forecasting using innovations like the People-Master Aviation Plan (PMAP) tool, manpower war games and other workforce planning initiatives. Conducts manpower and manning risk assessments for transitioning air systems.
- Optimizes the delivery of Sailors and Marines by examining current processes, identifying systemic barriers and constraints, and assigning resources to tackle them through continuous process improvement.
- Utilizes key metrics to understand the people supply chain and overcome challenges associated with the complex issues involved with getting the right numbers of skilled personnel to the right place, at the right time, and to gain deeper awareness of performance and costs required to produce warfighting readiness.

The NAE’s Total Force strategy reflects the belief that Naval Aviation’s competitive advantage is, and always will be, dedicated and highly talented people. This strategy provides the framework to create a capable and effective Total Force that meets current readiness goals while building future capability - and its most important product - the warfighter.

Latest NAE Awards

- April Mr. Terrence O’Haire, Commander, Helicopter Sea Combat Wing Pacific
- May CAPT Mike Kelly, Commander, Naval Air Forces
- June CAPT Kate Erb, Navy Office of the Director of Fleet Readiness
- June LtCol Brian Haviland, Marine Aviation Logistics Squadron 24
- July Mr. George Jubert, Commander, Helicopter Sea Combat Wing Atlantic

Key Messages

- The NAE enhances the enrichment, shaping and delivery of a technically superior, diverse and cost effective total force.
- The NAE is committed to developing and retaining the best Sailors, Marines and civilians by preparing them to be successful for the future of naval aviation.
- People are our most critical, yet complex and costly resource.

Facts and Figures

- The NAE Navy and USMC team totals more than 193,000 Marines, Sailors, civilians and contractors.
- The NAE’s mentoring and outreach programs are key elements of the Navy’s [Strategic Diversity Working Group](#) which was awarded the 2011 Association of Diversity Councils’ [Honors Award](#) for outstanding diversity in the workforce, workplace and marketplace.