



THE NAVAL AVIATION ENTERPRISE AIR PLAN



...One Vision, One Team

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“Across Naval Aviation, we are committed to ensuring our Sailors and Marines have the proper experience levels and training for the jobs we are asking them to do. Since maintenance on the flight lines is critical to Naval Aviation readiness, we must ensure maintainers are trained and equipped to perform their work efficiently, effectively and according to standards.”

- Rear Adm. Michael Crane, Commander, Naval Air Force Reserve/Total Force Cross-Functional Team Lead

Naval Aviation Efforts to Measure and Improve Enlisted Maintainer Experience Levels

To enable the best possible management of talent within Naval Aviation and to maximize Sailor and Marine effectiveness, the Naval Aviation Enterprise (NAE) is employing metrics related to experience and qualifications – including the Aviation Maintainer Experience (AMEX) metric and the Maintainer Core Competency (MCC)/Maintenance Personnel Readiness (MPR) metrics.

1. What is AMEX?

AMEX is a foundational metric that provides NAE leadership with the experience levels, across all Type/Model/Series (TMS), of E-5 through E-9 Sailors with the following ratings: Aviation Machinist’s Mate (AD), Aviation Electrician’s Mate (AE), Aviation Structural Mechanic (AM), Aviation Structural Mechanic (Safety Equipment) (AME), Aviation Ordnanceman (AO) and Aviation Electronics Technician (AT.) A Sailor is considered experienced if he or she has three years of experience within a specific type model, or reassignment to the same type model within the past five years. As NAE stakeholders implement initiatives to improve experience levels in units, AMEX should improve over time.

2. What is MCC?

MCC is an assessment, based on a standard set by the operational level maintenance chiefs and approved by the TMS Lead and Headquarters Marine Corps Aviation, of a squadron/unit/detachment’s ability to accomplish sustained dual shift maintenance. Dual shift capable, as defined in the MCC basis for measurement (BFM), is the minimum number of required maintainers and inspectors to work two separate and possibly simultaneous shifts of maintenance in order to provide safe and effective aviation maintenance capacity, including scheduled and unscheduled maintenance and the launch and recovery of aircraft. MCC measures the number of maintainers on hand who hold specific qualifications, certifications and licenses (QCL); compares that number on hand to a TMS-determined standard; and then weights the outcome, based on the criticality of the QCL, to determine Maintainer Core Competency. MCC and the Navy’s MPR metric are closely aligned.

3. What is being done to manage maintainer experience levels within Naval Aviation?

Intuitively, we all recognize the intangible benefits of building and maintaining experience, which is why Naval Aviation has tools and processes in place to utilize experienced Sailors and Marines as effectively as possible. The Aviation Community Detailing Initiative (ACDI) tool is a Navy Personnel Command Enlisted Aviation Detailers (PERS-404) project designed to help Naval Aviation maximize its investment in Sailors by keeping them in their communities and Navy Enlisted Classifications (NECs) whenever possible and consistent with the prioritization of billets by Commander, U. S. Fleet Forces. Using the ACDI tool – which is currently focused on Naval Air Force, Pacific/Naval Air Force, Atlantic squadrons – PERS-404 collects data to create a monthly report that is used to examine success at billet detailing for career NECs within the AD, AE, AM, AME, AO and AT ratings. The Marine Corps implements closed-loop detailing, ensuring a Marine – once assigned to and trained for a particular Military Occupational Specialty (MOS) – continues to work in that MOS on the same aircraft for the rest of his or her career (barring any unforeseen circumstances). The Marine Corps is taking several additional actions to reinforce experience, including the creation of a Master Maintainer training program for senior aviation maintainers to use in developing young maintainers, the creation of additional MOSS or skills designators to identify certain critical qualifications and certifications, and a shift from the traditional Maintenance Management and Evaluation Program (MATMEP) to MOS-specific Training and Readiness program.

Latest NAE Award Winners

Questions? Ask: nae@navy.mil

January: Capt. Nate Schneider, Naval Air Systems Command (NAVAIR)

February: Capt. Matt Ott, Naval Supply Systems Command Weapon Systems Support (NAVSUP WSS)

March: Chris Hawes, NAVAIR

April: Olga Rivas, Helicopter Maritime Strike Wing Pacific; George Jubert, Helicopter Sea Combat Wing Atlantic

Main Points

- Naval Aviation leaders – both Navy and Marine Corps – are committed to assigning the right personnel with the right training and experience to the right billets.
- By providing greater visibility into experience levels, metrics like AMEX and MCC can drive NAE collaboration to remove barriers, tailor training efforts and improve experience levels over time.

Facts/Figures/Resources

- For more information on AMEX, MCC and other readiness metrics, refer to the [Current Readiness Cross-Functional Team Basis for Measurement](#). (Access to the NAE SharePoint site is required. Please contact nae@navy.mil for assistance with access.)
- NAE stakeholders from the Navy and Marine Corps are working together to share best practices for measuring and managing aviation maintainer experience and to explore possible opportunities to build similarities between the service branches’ metrics and processes.