

ARMYDE POT





COVER PHOTO: COL Kyle Hogan, Commander of the Corpus Christi Army Depot and SGM Jon Trawick, CCAD Command Sergeant Major, hosted the quarterly town hall for the workforce in the Dynamic Component Repair Facility.



## **High Velocity Training Continuum**

By Della Adame, CCAD Public Affairs Office Photos by Ervey Martinez, CCAD Multimedia Imaging Specialist



From left: Larry Adams, COL Kyle Hogan, SGM Jon Trawick, CSM Bradford Smith, Carlen Chestang, Earl Walters.

Corpus Christi Army Depot, TX -- In a milestone event, a ribbon cutting was held to open the CCAD aviation maintenance instructional center. The center point of aviation maintenance training is now home to the High Velocity Talent Continuum (HVTC) project.

Spearheaded by Larry Adams, chief of the workforce development division, and Earl Walters, Aviation and Missile Command (AMCOM) HVTC program manager, the project will help prepare the depot for changes in mission that will require upskilling or reschooling of the workforce. These efforts will drive the CCAD training division into a modernization effort that takes advantage of educa-



tional opportunities to meet training needs on demand and at the point of need.

AMCOM's Command Sergeant Major, Bradford Smith, explained, "There are work packages with experienced artisan input, that can be digitized. We develop an advanced training curriculum, and anybody from college/high school or

the workforce can train with it. That's like working right beside them, but you're doing it online or in this HVTC office." This kind of skill training benefits soldiers and artisans. Soldiers may come

to the Depot for training to become more proficient and competent with necessary skills to maintain aircraft at their home bases and units.

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## **Commander's Corner**



#### Team CCAD:

First and foremost, thank you for all you do each and every day.

CCAD is "America's Depot" of choice because of our workforce.

As I finalize my time with CCAD this summer, I know walking away the depot is moving in a positive direction. We know that everything is not perfect, but if we seek to improve our areas 1% each day, that is over a 300% increase in one year. I encourage you all to seek that one thing and drive it to perfection, and improve your area 1% each day, starting today.

Over the last 12-months we have increased workload, adjusted schedules, added a health improvement program, all to benefit the employees. All these actions were requests presented to me when I arrived. Now that I have delivered, it is your turn, to produce, and execute. Our reputation as the best Depot in the Army is driven by results, and the results are in your hands, simply deliver.

All the best!

KYLE M. HOGAN Colonel, Aviation

#### **One Last HOOAH!**

By Kathleen (Kat) Pettaway-Clarke, CCAD Public Affairs Photos by Ervey Martinez, CCAD Multimedia Imaging Specialist

Corpus Christi Army Depot, TX -- Every graduating ROTC class is a significant milestone, as recruiting is the foundation of the all-volunteer force. The ROTC program's education and leadership training helps prepare cadets to enter the Army as junior leaders. This approach has evident benefits, as it ensures a pool of educated leaders, enhancing the Army's ability to sustain an all-volunteer force.

Sgt. Maj. Jon Trawick, the senior non-commissioned officer at Corpus Christi Army Depot, was recently invited to instruct a graduating ROTC class at Texas A&M University-Corpus Christi. The "Taking Charge" workshop explained the importance of cultivating relationships with non-commissioned officers.

The NCO Creed, emphasizing competence, is a guiding principle for all NCOs. 'Competence is my watchword,' it states, and this competence is visible in an NCOs action during operations and in quality, effective instruction to other uniformed Soldiers. In the field, officers and NCOs must be competent in leading Soldiers and teams for diverse



missions at home or abroad. A nurtured relationship with NCOs, guided by the principles of the

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## **CCAD Chaplain: Captain Dennis Ohiku**

By Kathleen (Kat) Pettaway-Clarke, CCAD Public Affairs Photos by Ervey Martinez, CCAD Multimedia Imaging Specialist

CORPUS CHRISTI ARMY DEPOT — The depot recently welcomed Chaplain (Capt.) Dennis Ohiku as its first Army chaplain; his assignment is part of Corpus Christi Army Depot's health improvement program, which strives for continuous organizational excellence and efficiency.

Ohiku said he aims to help improve employees' success, enhance workforce resiliency, and provide confidential counseling. The chaplain's door is also open to provide spiritual counseling, relationship counseling and professional support.

"One of the singular privileges I have cherished so far is the opportunity to serve in the American Army; because of my service with them, I can categorically say the United States is still in good hands," Ohiku said.

The Army chaplaincy is a multi-faith program providing spiritual, religious, and moral support during crises.

Ohiku is a member of The Church of Jesus Christ Latter Day Saints. As an Army chaplain, he serves, supports, and provides for the needs of all CCAD employees regardless of their faith or religious denomination.

In matters of religion, Ohiku said: "Nobody has the right to judge you — I feel strongly about that."

Ohiku believes his calling is to serve and support all



CCAD employees.

In 2021, the rate of suicide among military personnel in Alaska increased, with 17 Soldiers taking their own lives. In response, the Army created a program called Story continues on page 17

## Final Civilian Education System Intermediate Course Held at Historic Navy Building 1760

The last Civilian Education System's (CES) Intermediate Course (IC) returned to CCAD for the last in-person learning via a Mobile Education Team (MET) at Building 1760 in January. The course was offered to those in grades GS-10 to 12.

COL Kyle Hogan, CCAD Commander, and Deputy and Chief Operations Officer, Rod Benson, welcomed the students. Each emphasized the importance of their participation in the session designed for Army Civilians to prepare them for increasing responsibilities to exercise direct and indirect supervision.

Comprised of two phases,



Group photo, L-R: Army Management Staff College, Department of Organizational Leadership class instructors (left to right) John Kloeker, Davide Teater, Mike Edwards, Kathy Strand, CCAD Commander COL. Kyle M. Hogan, Deputy and Chief Operations Officer Roderick D. Benson, Workforce Development Division Training Coordinator Bill Gallagher. (Photo by Ervey Martinez.)

the first phase of CES IC is a virtual course. Upon completion of phase one, students apply for the second phase, a three-week instructor-led classroom course via the MET. For the next three weeks students can expect full 8-hour days with nightly homework assignments. The CES is a progressive Story continues on page 5

## **Depot hosts Texas A&M University Corpus Christi ROTC**



Americas Aviation Depot hosted 50 cadets and leaders from the TAMUCC ROTC program for a site visit and depot tour. This event offered the future soldiers and officers exposure to and familiarization with Army Aviation. Broad scope discussion related to depot operations and capabilities enabled more focused dialogue about leadership, military opportunities, and modernization. The group represented a cross section

of personnel from university freshman to graduating seniors. This experience provided additional context and information for Cadets who haven't decided which U.S. Army branch to pursue.



#### CES continued from page 4

and sequential leader development program that provides enhanced educational opportunities for Army Civilians throughout their careers. The course develops current and aspiring Army Civilian leaders to become more innovative, self-aware, and prepared to effectively lead and care for personnel and manage assigned resources at the organizational level.



Left: Photo of the bronze plaque on the exterior of Building 1760, known as Gonzalez Hall.

Originally the 'chow' hall during WWII, Building 1760 on Naval Air Station Corpus Christi was dedicated to honor Medal of Honor recipient USMC Sergeant Alfredo "Freddy" Gonzalez who died in Viet Nam in 1968.

The historic building is slated for demolition.

## **Service Members Participate in Read Across America Event**

By Kathleen Pettaway-Clarke, CCAD Public Affairs Photos by Ervey Martinez, CCAD Multimedia Imaging Specialist

Corpus Christi Army Depot, Texas — It's never too early to plant seeds for future talent in keeping with the Army's objective of building a diverse and cohesive workforce, which is why service members from Corpus Christi Army Depot participated in Read Across America Day.



Sgt 1st Class Courtney Kayser and Spc. Edbert Alvarado-Franceschi, both with CCAD security forces, and Gunnery Sgt. Timothy Rodriguez, the fleet liaison for the U. S. Marine Corps light attack helicopter program, visited John F. Kennedy Elementary Library located in Corpus Christi, Texas, to read to students and celebrate Dr. Seuss week.

Former school principal Margaret Evans, who also volunteered, said, "It is very important [to have military representation] because the students need to know that's a career option."

In addition to celebrating Dr. Seuss, the elementary school



celebrated the grand opening of its renovated library.

School librarian Dr. Malia Perez said, "When I worked with the designers to get this library going for the kids, I wanted to make sure that the kids understood the importance of their community, not only what the community offers them, but



the importance that kids play in the community." She continued, "CCAD is important for the community; the kids need to see you as part of their community."

Serving in the U. S. Army or Marine Corps and properly donning the uniform is a sense of responsibility and pride.

Upon entering their assigned classroom, the service members were met with smiling faces and several "oohs' and "ahs" from 17 second graders who marveled at the uniform of each individual.

"It is a pleasure for me and a big responsibility — being a Story continues on page 17

## **Process Based Leadership Cohort Held at Del Mar College**

In February, twenty-five CCAD employees attended Process Based Leadership® Cohort I at Del Mar College with the intent to institute its principles and practices into their organizations. PBL is a system that brings a sound, process-driven approach to executing a strategy and operating a business. There are visible and auditable non-negotiable processes that drive focus, urgency and accountability. It will provide the foundation for a leadership legacy that promotes continuous improvement through business transformation.



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## **CCAD at Army Aviation Summit in Denver**



From left: SES Brian Wood, ALC Director; Lori Bonincontri, CCAD FUOPS Strategic Business Analyst; Robert Martinez, CCAD Sustainment Planning Specialist.

The Corpus Christi Army Depot was in Denver, Colo., for the Army Aviation Association of America Mission Solutions Summit in April. The event brought together major companies from throughout the country to profile their services. The two and a half day, in-person event supports the entire Army Aviation Enterprise. The Summit attracts aviation trainers, operators, logisticians, project managers, capability managers, research & development and key decision makers.

## **CCAD Industry Day Held at DMC Oso Creek Campus**



## **Marines Train at America's Aviation Depot**

Marines from Company C, 1st Bn, 23rd Marine Regiment conducted training at Corpus Christi Army Depot recently. This training at #Americas Aviation Depot was focused on safety and operational considerations when conducting joint aviation missions involving Army aircraft. The Marines were provided a general overview of the #UH60BlackHawk as well as a passenger briefing including standard and emergency procedures pertinent to the platform. The Marines conducted practical exercises to familiarize themselves with load-ing, unloading, and security of passengers, equipment, and casualties. Additional points of discussion were provided on safety features of this aircraft and nuance differences of other Army platforms. Photos: U.S. Army





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## **Certificates of Commendation Awarded by Mayor**

The Office of the Mayor extended its gratitude to the city's Certificate of Commendation recipients on Tuesday, February 20. Mayor Paulette Guajardo and Council member, District 3, Roland Barrera reiterated the city's sustained support of the military community, which provides thousands of jobs, in addition to how our local heroes' exemplary service positively reflects on the Coastal Bend and the nation.

CCAD's Soldier of the Year, Sergeant Ricardo Yglesias, and Artisan of the Year, Crystal Leal, electronics integrated systems mechanic, were among the awardees.

Other recipients recognized were Captain Michael Ensign for NAS Civilian of the Year, Assistant Fire Chief Nathaniel Pyle for NAS Civilian Supervisor of the Year, and Fire Chief Jeff Hawkins, Senior Civilian Supervisor of the Year.

CCAD Commander Colonel Kyle Hogan and Sergeant Major Jon Trawick lauded Corpus Christi's leadership's support of the military and the collective efforts of collaboration toward success for all industries in Nueces County.







### **Outstanding Performers**

# **CCAD Outstanding Performers**

## Daniel Sudell & Marissa Arredondo





#CCADSalute to Daniel Sudell (Directorate of Information Technology) and Marissa Arredondo (Directorate of Resource Management.) For the last several months they have worked tirelessly to develop the DRM dashboard that enables better access, understanding, and action across the DRM portfolio of responsibilities. Their efforts allow depot managers and leaders the access they need to drive business forward. Having Mr. Sudell physically matrixed here in building 37 from the IT Directorate, allowed for maximum use of his knowledge, skills, and abilities. These exciting and productive efforts contribute to depot knowledge and success. This team is truly an asset to CCAD and the epitome of the 'I am CCAD' mantra.





U.S. ARMY

# **CCAD Outstanding Performer**

### SSG Kristin Robertson-Kukrall

SSG Kristin Robertson-Kukrall, NCOIC of Supply Management, developed a portal for 'lost tool' reporting which reduced administrative processing time from days to hours. She also developed property accountability training and "how to" guides for ease of understanding the information. Throughout FY23, she served as the primary CCAD FLIPL Coordinator and was instrumental in clearing up the backlog of lost tools and property requiring investigation and liability determination. Now, CCAD only has 4 FLIPLs; a strong indicator that the improved annual training, established cyclic annual inventories, and the improved 'lost tool' process is paying off. SSG Robertson-Kukrall's "can-do attitude" and "takecharge" persona directly contributed to these efforts. Her steadfast focus to mission accomplishment and supporting our Warfighters is second to none. Congratulations!



Congratulations to the CCAD CFC volunteer campaign coordinators from each directorate on winning the Bronze Over-the-Top Award!

America's Aviation Depot was recognized for its exceptional 25% increase in pledge totals during the 2023 Combined Federal Campaign.



## **Awards & Recognition**

Congratulations to the recipients of star notes and Commanding General coins presented by Command Sergeant Major Brad Smith on behalf of Major General Tom O'Connor of the Army Aviation and Missile Command.



Congratulations to recent retirees and length of service awardees.



Note: Retirees may self-submit their photo to the PAO office for inclusion in the Aircraftsman.

## **Around the Depot**



Welcome to the newest members of the Depot Workforce! Newly hired federal workers arrived bright and early for an industrial tour of the facilities during their New Employee Orientation (NEO) sessions.



The historic solar eclipse at CCAD.







Our education partner, Del Mar College, received an engine for use in the engine repair program at the West Campus.



Colonel Kyle Hogan, CCAD Commander, and Rod Benson, deputy & chief operations officer, recently visited Sikorsky Aircraft headquarters and met with Dina Halvorsen, Sikorsky Program Director, and other senior leaders. The leaders collaborated and shared industry best practices and discussed future public/private partnership opportunities.



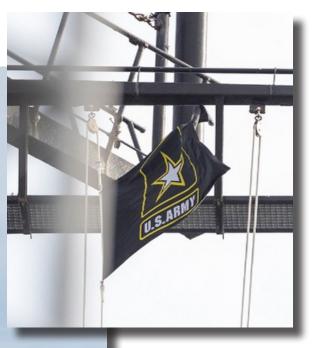
The Coastal Bend Blood Center set up at Building 8 to accept lifesaving donations during the annual blood drive at the Depot. Left: Phlebotomists from the CBBC ready to collect donations. Right: Kenny Hoyos, CCAD Information Assurance Network Manager.



## **In Our Community**



Roderick "Rod" Benson, Deputy and Chief Operating Officer of Corpus Christi Army Depot or CCAD, leads the brief and panel discussion on the responsibilities, operations and future goals of CCAD. The motto of Corpus Christi Army Depot is "We answer the nation's call, we keep the Army flying" and they do so by providing aviation and component repair at both its home station and in deployed settings in order to support soldiers, allied and industry partners as well as the Department of Defense.



The Army flag flew once again on the mast of the USS Lexington for the second year in a row. Since the Army beat the Navy, Colonel Kyle Hogan, CCAD Commander. Sergeant Major Jon Trawick and Steve Banta, USS Lexington Museum Executive Director were finally able to make good on the agreement.

#### **Tours**



## Tours



The 2024 Buc Days Leadership Program toured America's Aviation Depot as part of their program curriculum.

The outing gave the emerging leaders an opportunity to experience the variety of occupations and federal jobs at the Depot. The group got to sit inside a Black Hawk helicopter cockpit, watch a flight test and a take-off from the flightline.

Leading the tour was Military Deputy for Aircraft Production, LTC Ken Ferguson, Marc Gonzalez, Director of Powertrain Production, and Tyler Yeathermon, Chief of On Condition Maintenance/Crash Battle Division.





#### HOOAH (continued from page 3

## **READ MORE**

#### HVTC (continued from page 2

The groundbreaking event set the standard as no one else in the Army has this. Carlen Chestang, AMCOM G1 Deputy Chief of Staff, elaborated, "The United States Army is experiencing a challenge, that includes skill gaps, workforce shortages, and the disconnect between what's being taught at the academic level and the new technology the depot requires amidst the growing numbers of artisans who are retiring from the workforce."

The high velocity alliance with the Army furthers the ability to capture knowledge from retiring subject matter experts. This development of a pathway for interns and new employees helps bring in their skills as well. Chestang added, "Make sure you get the right people with the right skills and the right skill sets."

Chestang also lauded CCAD leadership and thanked the command team for embracing the HVTC concept, "It's important, not just for CCAD, this is groundbreaking for the Army, and you should be very proud of that."

Scott Frost, a contractor with the Industrial Base Analysis and Sustainment Program in the Office of the Secretary of Defense, manages the industrial workforce development investment portfolio under an initiative called the National Imperative for Industrial Skills. He explained the growing challenge in assessing training, retaining critical skill sets particularly in the trades, across the defense industrial base, the commercial, and private sector, and the organic industrial base.

The program is a multi-year initiative primarily focused on the private side. The program partnered with military departments, within industry and academia, to solve problems that are really growing beyond the risk of industry to solve alone.

"The Office of the Secretary of Defense must craft an attack plan against some of these big giant problems like a retiring baby boomer workforce. So that as those new folks are coming out of the HVTC training pipelines we can fill the seats. Even with increased automation, requirements are large," said Frost.

He further explained, "CCAD could be moving from sheet metal and aluminum to composites in the future. And 35 to 40-vear artisans that understand sheet metal/ aluminum, they understand that business, but do they understand composites?"

ponent in the HVTC project wheel, the dedicated patriotic, hardworking the officer, to follow and make that artisans. They're the engine and subject matter experts that drive all ism, even in a disagreement." things HVTC. Their dedication to their trade and the knowledge base leadership experiences of a senior that's going out the door when they able to capture that knowledge with an officer and an NCO is unique. the new HVTC tools is so critical.

The Commander of the Corpus Christi Army Depot, Colonel Kyle Hogan, emphasized the importance decisions and facilitate operational of this new learning concept and how it supports the Army's four priready force, continuously modernize, and developing the profession.

"At the heart of what the Army does, we close in and destroy the enemy with violence of action and audacity. There's nothing on this planet that moves faster than aviation. Our workforce contributes to the success of the Army and what we've been asked to do."

meeting the priorities of the warfighter by developing the Artisan. When we deliver a combat ready force with the aircraft, through the HVTC, we're giving quality products to the warfighters on the ground. By professionalizing the workforce, we are making our artisans better than anybody else's within the defense industrial base. Continuous modernization means you're moving at the speed of technology, at the speed of innovation, ahead of our adversaries."

creed, helps develop junior officers' confidence and competence in sound decision-making.

Lt. Col. Steven Pierce, professor of Military Science at TAMUCC, said, "What's great about the perspective of a command sergeant major is that this individual has gone through all the ropes, which means that he's going through every single NCO position, which also means that he's gone through every officer position - second lieutenant, first lieutenant, captain, major, lieutenant colonel, They are the most important com- and colonel. The NCOs job responsibility is to be the senior adviser to officer successful, with professional-

Trawick revealed to cadets the enlisted service member in the field. retire is of the greatest value. Being In addition, the relationship between The enlisted Soldier has acquired experiences and knowledge that help the officer make more informed success.

"It is important to establish a diaorities: warfighting, deliver a combat logue," he said. "The idea is to complement each other. Junior officers understand what needs to happen, but NCOs have experience that can smooth out challenges in a plan's application."

When it comes to the traits of successful lieutenants, Trawick shared, "I've observed that it's the willingness to listen and learn while offering unassertive perspective. Don't Hogan added, "As we train, we're hesitate to seek your senior NCOs'

## **On The Glide Slope**

May Observance: **Asian American Pacific Islander Month** 

May 18: Armed Forces Day

May 23: CCAD Blood Drive

May 27: Memorial Day

June 14: Army Birthday

advice. Even if it's just for a visit, to say 'hi' and get some feedback. That [feedback] can significantly contribute to your development."

The depot enjoys a robust partnership with TAMUCC. During his tenure, Trawick has spoken to preceding senior ROTC classes. He is retiring from the United States Army, so this was likely his final opportunity to speak to those students as the sergeant major of the Corpus Christi Army Depot.

Among other accolades of being a decorated Soldier, Trawick attended Troy State University and earned a master's degree in public administration and a Bachelor of Science in business administration. He is an alumnus of Class 64 of the United States Army's Sergeants Major Academy.

The backbone of the United States Army is the corps of NCOs, whose every step emulates the highest standards and is exemplary in encouraging the troops to follow their example. As Trawick winds down his tour at CCAD, his commitment to ensuring the next group of leaders is prepared and equipped is unwavering.

#### CHAPLAIN (continued from page 4

"Mission 100" and mobilized Army chaplains to Alaska to help, Ohiku was one of the 22 Army chaplains who volunteered to serve there.

The increased numbers of Army chaplains and spiritual leadership in Alaska reduced the waiting time for counseling, improved the crisis management skills of Soldiers and reduced the suicide rates among service members.

"That's what I'm trained to do," Ohiku said. "I volunteered to go to Alaska because it is very dark during winter with only two hours of sunlight. So, because of that, a lot of Soldiers became depressed, resulting in extremely high suicide rates."

Ohiku is originally from Nigeria. In addition to speaking English, he speaks three other languages fluently. He speaks Spanish because of his missionary service in Spain, native African languages Esan, Benin and piggin English.

In the Army, chaplains must have a master's degree in divinity or theology. Ohiku has a master's degree in divinity and a second in education, specializing in corporate and adult training. He has a bachelor's degree in communication from Utah Valley University and another in English language from Brigham Young University.

Prospective faith leaders must complete faith-based requirements from both the Department of Defense and religious organizations before receiving a religious endorsement to serve within the military chaplaincy.

Ohiku went through a rigorous process beginning with the local church that prepared him for interviews with his Bishop, Stake President, and General Authority Seventies to receive an endorsement from The Church of Jesus Christ of Latter-Day Saints. Additionally, he had to meet specific church requirements and pass a psychological personality evaluation to ensure he had the spiritual qualities required to serve as an Army chaplain.

"My entire life, I've seen [God's] hands and in so many experiences that I can't enumerate — so many," he said.

As an active-duty service member, he feels CCAD is the right place for him at this time in life.

"I don't plan to leave here," he said. "Except [if] the Lord has a different plan. I make my plans; God is the only one that can veto my plans."

The chaplain position in the U.S. Armed Forces is that of a non-combatant commissioned officer who is charged with providing religious services and spiritual support to fellow Soldiers, Sailors, Airmen, Marines and Coast Guardsmen. It also supports service members' families and DoD employees. Chaplains serve as messengers of hope when the United States is at war or experiencing challenging national crises; they are also responsible for advising military commanders on morale, staff and ethical issues.

In 1776, the Continental Congress approved having chaplains in each regiment. The intent was to make the blessings and protections of heaven available, especially during wartime, public distress and challenging personal crises. The vision of the Army Chaplain Corps for 2030 is to build the Army's spiritual readiness by investing in people, connecting them spiritually and cultivating our community.

#### READERS (continued from page 6

role model for the students," said Alvarado-Franceschi. "I am still a junior Soldier, but I can still bring to the table good life knowledge." The service members requested permission from the students to read a Dr. Seuss book as part of the commemoration of Dr. Seuss's birthday, and second graders responded with an overwhelmingly enthusiastic "Yes."

When asked about his participation, Kayser responded, "It's the best time to make an impression on a young mind to develop a love for reading. Young kids have so much energy and interest in the world."

Rodriguez added, "I remember being that age and having visitors share their experiences that helped shape who I am." He continued, "Knowing that I have an opportunity to do the same makes it special for me."

The depot is constantly looking to find the next generation of leaders. Community outreach with various independent school districts provides opportunities to share Army possibilities as a career choice.

As the service members left the classroom, a student shouted, "I'll see you in the Army!"



