



JOB-SPECIFIC EFFICIENCY COMPETITIONS

Power the Force. Fuel the Fight.



WHAT IS A JOB-SPECIFIC COMPETITION?

Job-Specific Efficiency Competitions incentivize Airmen to optimize their performance and efficiency by measuring and comparing energy use across a range of job functions. Metrics collected directly relate to the Airman's ability to accomplish his or her piece of the mission in the most efficient manner.

In so doing, Airmen learn how to do their job more efficiently and are incentivized to innovate and continually improve their performance. Innovative Airmen are also recognized by their leadership and their best practices shared with colleagues to improve overall performance.

Who is involved?

Job-Specific Efficiency Competitions can be held within or between a wing, squadron, or unit that share a job or mission function and have the tools to measure energy use. Because it is important that all pertinent policy and procedure subject matter experts are involved to ensure the right best practices are encouraged.

Job-Specific Efficiency Competitions are tied into official job responsibilities and duties, incorporating wing, squadron, and unit leadership in the promotion of the competition drives participation by showing commitment to energy efficiency and reinforcing the idea that energy efficient methods are part of doing the job right..

How do you measure success?

In Job-Specific Efficiency Competitions success is measured by the overall level of energy savings or avoidance achieved by the wing, squadron or unit. Taking time to identify a baseline and equitable method to compare different groups to each other is important to ensure fairness and equal participation.



Capt John Anacker, 21st Airlift Squadron C-17 Globemaster III pilot, and Under Secretary of the Air Force Erin Conatan discuss fuel and energy saving initiatives and Travis AFB's innovative Flight Bag Program-- eliminating inefficiencies of human error by automatic flight data inputs

INSTALLATION SPOTLIGHT

AMC Energy Superstars used a Job-Specific Efficiency Competition to optimize performance and increase awareness of the Air Force's energy priorities in aviation.

The ten areas of evaluation include:

1. Most Improve Wing
2. Sortie Reporting Rate
3. Ramp Fuel Accuracy
4. Time in Tanks
5. Fueling Accuracy
6. Auxiliary Power Unit Use
7. Cargo Loading Accuracy
8. Offload Accuracy
9. Best Overall Squadron
10. Special Recognition

The winning bases received a monetary reward from the Installations and Mission Support Directorate:

First place: Travis AFB- \$100,000

Second place: JB Charleston- \$75,000

Third place: Little Rock AFB- \$50,000

“Our Airmen are innovators. They have identified new policies, processes and technologies to improve the ways we use energy. We will look to their continued creativity and focus on energy to obtain an assured energy advantage in air, space and cyberspace.”

Secretary Michael Donley; National Clean Energy Summit, 7 August 2012

STEPS

1. Define the Rules (~60 days prior)

- ☐ Set Duration of Competition
- ☐ Identify Eligible or Targeted Participants
- ☐ Designate Competition Officials
- ☐ Determine Potential for Monetary Award
- ☐ Create Scalable Measures of Performance
- ☐ Establish Baseline Energy Performance Level

2. Get Leadership Buy In (~45 days prior)

- ☐ Provide Overview of Competition Parameters
- ☐ Formulate “Asks” for Leadership Involvement

3. Promote the Competition (~30 days prior)

- ☐ Announce Competition
- ☐ Leverage Leadership to Encourage Participation
- ☐ Leverage Mascots or other Promotional Tools to Elevate Interest
- ☐ Provide Tools to Educate Airmen on Energy Best Practices (ex: Factsheets, Training)
- ☐ Advertise Participant Incentives

4. Implement the Competition (~1 month duration)

- ☐ Kick-Off the Competition
- ☐ Involve Leadership to Deliver Periodic Performance Updates and Sustain Interest

5. Announce the Winner

- ☐ Publically Acknowledge all Participants
- ☐ Engage Leadership to Present Award to Winner
- ☐ Leverage Public Affairs Platforms (Base Publications, Local News, Social Media) to Cover Event/Results

6. Measure Performance Metrics

- ☐ Track How Many People Received Promotional Correspondence
- ☐ Measure Reductions in Energy Consumption Removed from Circulation

Account for variability in team size, location, job function and other factors by establishing a pre-competition baseline and metrics that can be measured and fairly compared across groups. Using a normalized scale such as % increase in efficiency will enable the competition to be judged across several functional areas.

In a Job-Specific Efficiency Competition, winners are measured based on the total performance for the entire duration of the competition. The sooner Airmen engage, the better it is for the team. Invest more time and effort to announce and promote the competition.

Take time to celebrate competition successes. This will reinforce the importance of energy efficiency and encourage Airmen to continue to innovate.

Job-Specific Efficiency Competitions reward efficient execution of job functions so ensure MAJCOM leadership and senior experts in the job functions are involved in judging, budgeting and metric identification.

When seeking leadership, know what to ask for:

- One promotional email sent from Wing Commander to encourage participation
- Two email updates during the competition
- Weekly in-person updates of team performance and rank throughout the competition
- One public appearance to present award to winner

Success in a Job Specific Competition is measured in the energy savings compared to the baseline and in the number of individuals who actively participate during the competition.