

## Alan Lee Wooldridge, Senior Analyst

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### Summary

Owner/consultant **TrailBlazer Technologies, LLC** providing performance solutions with a multi-disciplinary approach focused on training needs analysis, business change management, human capital development, and performance support automation for space, military, and civilian applications. Specializing in simulation systems, life cycle cost estimation systems, multivariate performance measurement, cockpit workload assessment, human resource management automation, and automated training analysis and management systems.

### Education

M.S., Industrial Engineering, University of Central Florida, Orlando, Florida; 1980

B.A., Psychology, University of Central Florida, Orlando, Florida; 1973

B.S., Industrial Engineering, University of Central Florida; 1973

### Relevant Professional Experience

- ◆ *Consultant and Senior Analyst* to PerformTech, Inc. for Homeland Security Customs and Border Protection to conduct job task analysis for operating and maintaining border security surveillance systems, including the complete Boeing SBInet using own RDAS.net training analysis database to manage and analyze over 7,000 operator and maintenance tasks. Also provided a comprehensive media and methods analysis, and safety and hazards analysis of all SBInet tasks. Facilitated review and validation sessions at the Boeing SBInet facility in Tucson, Arizona for the task inventory, media and methods, and safety and hazard analysis.
- ◆ *Consultant and Senior Analyst* to PerformTech, Inc. for Homeland Security Customs and Border Protection to conduct job task analyses for operating and maintaining SBInet surveillance equipment. Performed operator task analysis, training requirements analysis, and curriculum design for the Block 1 SBInet C3I Station-COP and Mobile-COP systems and its supporting products. Conducted focus groups in the field with operator SMEs and developed both the technical approach and the supporting templates for data collection and analysis. Developed a critical task list for Border Patrol Agents and their supervisors, identified course content, and designed a complete operator curriculum.
- ◆ *Consultant and Senior Analyst* to PerformTech for Homeland Security Customs and Border Protection to develop an operator task inventory for Northern Border snowmobile operators and instructors. Traveled to the Pamina, North Dakota Border Patrol Station to observe and interview current Border Patrol Agents who patrol on snowmobile and perform operator instruction. Interviewed Border Patrol Agents performing similar functions at Whitefish, Montana Border Patrol Station. Produced a task inventory document that included 107 general operator tasks with 527 supporting KSAs; focusing on nine primary functional areas: pre-ride checkout, basic riding skills, night riding, ice-riding, mountain riding (avalanche survival), patrolling, towing/trailer, post ride check and maintenance, and instructor skills.

- ◆ *Consultant and Senior Analyst* to PerformTech for Homeland Security Customs and Border Protection to develop an operator task inventory and curriculum design for the SBInet Northern Border Deployment (NBP) and other Remote Video Surveillance Systems (RVSS). Traveled to both Northern and Southern Borders to observe and interview current Border Patrol surveillance camera systems and RVSS vendor integration and programmer team members, including Border Patrol agents, Supervisors, and Sector Enforcement Specialists. Produced a design document that included course structure, performance objectives, content outline, instructional strategies, assessment approach, media to be used in this course, and technical requirements.
  
- ◆ *Consultant and Principle Investigator* to PerformTech for Homeland Security Customs and Border Protection (HSCBP) to develop an HSCBP Technical Support workforce maintenance task inventory and curriculum design for the Mobile Surveillance System (MSS). Conducted interviews with Telephonics, Inc. and HSCBP maintenance personnel onsite at the MSS field maintenance facility in Tucson, Arizona. Developed a validated task inventory with over 780 corrective and preventative maintenance tasks (including tools and parts) with more than 80 flow charts describing MSS systems, and maintenance activities.
  
- ◆ *Consultant and Senior Analyst* to PerformTech for Homeland Security Customs and Border Protection (HSCBP) to conduct a training needs analysis to identify the scope of the pre- and post-Academy curricula, the specific topics and learning objectives to be included in each, and the best delivery and assessment methods to employ. The goal of this project was to identify the training components that would comprise a standardized, measurable pre-Academy curriculum and post-Academy curriculum for CBP Officers. The pre-Academy curriculum would be focused on acquisition of knowledge and skills that will best prepare the CBP Officer to succeed at the Academy. The post-Academy curriculum would reinforce what was learned at the Academy, while focusing on application of skills required of trainees in their first 18-24 months on the job. Conducted through interviews and focus groups with Customs Subject Matter Experts (SMEs) from the field and from the Customs Field Operations Academy. The end product was an HSCBP approved comprehensive Curriculum Design Guide that described the scope and sequence of the pre- and post-Academy curricula, listing major topics, learning objectives, delivery methods, and assessment methods. This curriculum included a blend of classroom training, Virtual Learning Center courses, and on-the-job training, as required by the analysis.
  
- ◆ *Consultant and Senior Analyst* to PerformTech, Inc. conducting Job Task Analyses for operating and maintaining SBInet surveillance equipment. The Secure Border Initiative (SBI) is a comprehensive plan by the U.S. Department of Homeland Security (DHS) to gain operational control of the U.S. borders through the integration of detection technology and infrastructure. SBInet is the C3I network portion of that

- ◆ *Principle Investigator* to PerformTech, Inc. responsible for planning, performing and documenting analyses of Mobile Surveillance System (MSS) preventative and corrective maintenance operations not previously documented or trained. Conducted interviews with field personnel, made field observations, interviewed Boeing and Telephonics engineers on the design and use of the Mobile Sensor System (MSS) equipment, and generated a validated task list for Border patrol agents, IT Technicians, and Field technicians. Developed a comprehensive set of maintenance flow diagrams to support application of the task inventory to development of training. This is an ongoing project that is expanding to include additional SBInet systems as they become operational.
  
- ◆ *Systems Software Analyst/Engineer/Business Process Consultant* to PerformTech, Inc. performing systems engineering on the Commissary Career Program (CCP) System and business process engineering for the Defense Commissary Agency (DeCA) during a migration from legacy pay scales (GS) to new NSPS pay bands. This ongoing project involves both developing human resources business processes as well as redesigning and implementing commensurate changes to the CCP system software. Additional work to develop Workforce of the Future (WOF) and NSPS-based competency assessment and analysis automation is ongoing.
  
- ◆ *Principal Investigator* to PerformTech, Inc. Performing training and curriculum analysis to redesign the Border Patrol Academy curriculum at Artesia New Mexico. The goal of this design analysis was intended to both validate the current curriculum against a comprehensive task analysis and to suggest improvements to the curriculum that would enhance throughput of graduates. All recommendations and curriculum designs were based on the evaluation of cost-effective interventions derived by deciding the nature of support needed, determining cost-effectiveness, and organizing the interventions into an efficient flow meeting the strategic goals of Homeland Security. As well as supporting a major portion of the analysis (fire arms training, weapons reaction training, anti-terrorism, service intelligence, applied authority, pursuit driving, etc.), Mr. Wooldridge developed the technical approach and supporting tools for data collection and analysis.

- ◆ *Human Performance Consultant/Instructional Systems Design Engineer* to PerformTech, Inc. (and *Program Manager for Star Mountain prior to working with PerformTech*) for the Defense Information Systems Agency (DISA) to facilitate the reorganization of DISA during both a transition from a largely military to a civilian organization, to facilitate the management of massive downsizing, and to support the migration of Defense MegaCenters from mainframe operations to mid-tier service center operation. Mr. Wooldridge played a key role as management consultant in leading a team to identify the strategic goals of the enterprise and develop best enterprise business practices (on both management and technical fronts). Serving as human performance consultant, Mr. Wooldridge also played a key role in the development of a human performance infrastructure providing the ability to capture and leverage best enterprise practices through the integrated analysis of strategic goals, the alignment of enterprise stakeholders toward the accomplishment of those goals, the planning for new performance, the diagnosis of performance deficiencies, and the development, implementation, conduct, and assessment of the performance interventions needed to achieve those goals in every aspect of the enterprise. Responsibilities included directing and performing an analysis to identify each job specialty affected, on-job accomplishments, behaviors and criteria to identify transition skill requirements develop a training syllabus and resources document, and implementing the transition training map in the SkillsTree™ training management system. Supported the development of training requirements, identify training sources, administer the training management database, and develop approaches for the integration of various Federal training management systems. This effort resulted in a fully functional and comprehensive training analysis and management system based on analysis of over 3800 task topics with over 4700 related training interventions with the capability of tracking the training of over 7800 employees with over 352 core position descriptions. Developed and maintained the DISA CMS Management Plan, provided program management, marketing, and coordinated OPM and DISA management at all levels. Team leader and mentor for the technical staff supporting all tasks and activities associated with the management plan. Developed technical support materials and facilitated both technical and nontechnical DISA Career Boards to provide the competencies and job skills for DISA CMS Job Requisition Kits and Job Application Kits. Developed concepts, scripts, and supervised production of DISA training pamphlets, printed guides, and training videos. Performed management analysis, conducted training, and conducted workshops for both DISA and DISA-WESTHEM Training Strategic Plan, the Career management System (CMS) Vision and Concepts. Developed innovative management training interventions constructed using contextually realistic business simulations, conducted sessions, and authored a report for a migration management simulation for DISA-WESTHEM at Vail, Colorado. Traveled to most DISA Megacenters to: Develop technical support materials and facilitate DISA agency consolidation meetings at DMC-Mechanicsburg, DMC-Denver, DMC-Rock Island, and DMC-San Diego which supported the development of data processing center migration technical and management plans and a DMC concept of operations at each site. Developed benchmarking, training needs assessment, and organizational health concepts, authored materials, conducted surveys, and analyzed results for DMC-Ogden

- ◆ *Systems Software Analyst/Engineer/Consultant* to PerformTech, Inc. performing career management systems analysis, programming, implementation, and maintenance of the Defense Commissary Agency (DeCA) Commissary Career Processing System (CCPS). The CCP is DeCA's program for recruiting, retaining, developing and advancing employees assigned to positions in the Commissary Management Series. Mr. Wooldridge was responsible for identifying ways to enhance the customer's (candidate employees) experience with the CCP as well as making the CCP process more efficient. Developed and implemented new and improved user interfaces and continual business process improvements, and incorporated the corresponding performance support software, embedded productivity tracking and analysis tools, automated job candidate application and referral processing, automated email notifications, and various data exchange interfaces to on-line Internet and Oracle databases. Developed and delivered worldwide classroom training in support of new CCP programs and procedures. This activity resulted in simplifying candidate employee interactions with the CCP and cutting the staff required to support the CCP process by 60 percent while improving referral response time from weeks to just four days. This complex system has been fully operational for several years without a single problem call and continues to satisfy emerging CCP needs without modification.
  
- ◆ *Systems Analyst/Engineer/Consultant* to PerformTech, Inc. performing systems and personnel competency analysis, programming, and implementation of the Defense Commissary Agency (DeCA) Commissary Employee Skills Gap Analysis System. Reviewed existing competencies for generic positions representing all DeCA employees across the entire agency. Responsible for facilitating project alignment, performance planning front end analysis (FEA) for a rescoping of commissary positions, and developing diagnostic FEA specification, and planning for design of interventions. Developed an improved rigorous analysis approach to enhance the utility of the skills gap data and developed and implemented an MS Access 2000 workbook for use by supervisors to survey and analyze skill gaps. An MS Access 2000 prototype of the survey system for maintaining, rolling up, summarizing and presenting agency-wide skill gap data was also developed and demonstrated.
  
- ◆ *Senior Analyst* to PerformTech Inc. conducting Job Task Analyses for Customs and Border Protection on the tasks associated with operating and maintaining the SBInet surveillance equipment. Responsible for performance planning FEA for preventative and corrective maintenance operations not previously documented or trained. Conducted interviews with field personnel, made field observations, interviewed Boeing and Telephonics engineers on the design and use of the equipment, and generated a validated task list for Border patrol agents, IT Technicians, and Field technicians. Performed a preliminary plan for design of interventions by developing a curriculum matrix of the training.
  
- ◆ *Senior Analyst* to PerformTech Inc. designing a Career Development System for CBP. Facilitated FEA project alignment, new performance FEA specification, diagnostic FEA specification, and plan for selection of existing interventions by conducting interviews and focus groups with supervisors, new hires, and journeyman

Border patrol Agents and CBP officers to identify career opportunities within the agency, specified the processes by which individuals can advance in their career, and documented the behaviors and criteria required to take on more leadership responsibilities. Created a functional prototype of the automated Career Development System.

- ◆ *Systems Analyst/Engineer/Business Process Consultant* to PerformTech, Inc. performing systems engineering on the Commissary Career Program (CCP) System and business process engineering for the Defense Commissary Agency (DeCA) during a migration from legacy pay scales (GS) to new NSPS pay bands. This ongoing project involves developing human resources business processes as well as redesigning and implementing commensurate changes to the CCP system software. Additional work to develop Workforce of the Future (WOF) and NSPS-based performance optimization analysis automation is ongoing.
- ◆ *Systems Analyst/Engineer/Consultant* to PerformTech, Inc. performing systems analysis, programming, and implementation of the Defense Commissary Agency (DeCA) Employee Satisfaction Survey Data Management and Analysis System. This system supports the scanning of survey forms, the management of unlimited years of survey data, the statistical analysis and graphical presentation of the results, and the comparison of results with similar OPM surveys. Developed and implemented in MSAccess97/VBA. This project resulted in a simplified process for the collection of data and the production survey results that dramatically reduced the time and number of personnel needed to perform this function.
- ◆ *Systems Analyst/Engineer/Consultant* to PerformTech, Inc. performing training management and assessment systems analysis, business process analysis, and requirements development for the Defense Commissary Agency Commissary Training Management System (TMS). Facilitating requirements analysis sessions, authoring requirements documentation, and preparing a GAO and OMB business case analysis and life cycle cost estimations for developing and implementing a complete conversion of the DBMS mainframe legacy software system to perform as an operational client-server system integrated with the immerging DeCA data warehouse.
- ◆ *Systems Analyst/Engineer/Consultant* to PerformTech, Inc. performing systems analysis, programming, and implementation of the Defense Commissary Agency (DeCA) Commissary Student Training Evaluation System. This system administers Level 1 evaluations of management training courses provided by DeCA Headquarters.
- ◆ *Instructional Systems Design Engineer/Consultant* to PerformTech, Inc. for the Federal Deposit Insurance Corporation to design and develop a Present Value Electronic Performance Support System add-in for Microsoft Excel97, a cost-benefit analysis tool. Responsibilities included the design and development of integrated on-line help and supporting the development of integrated computer based user training materials.

- ◆ *Management Systems Consultant/Training Analyst/Training Author* to PerformTech, Inc. performing training analysis, training development, design meeting facilitation, and authoring of key lessons (Life Cycle Costing and IPPD Overview) in the Defense Acquisition University (DAU) SYS211 Course on Integrated Product and Process Development (IPPD)..
- ◆ *Consultant* to Star Mountain for US Navy to develop training system life cycle cost estimation methodology for NAVAIR as standard for training life cycle management.
- ◆ *Training Analyst/Consultant* to Vertex Solutions developing a training needs analysis plan, performing training assessment interviews, reviewing training assessment data, supporting the authoring of the training needs assessment report, and developing comprehensive training curricula for Defense Security Services Special Agents and Industrial Security Representatives.
- ◆ *Senior Project Specialist*. Project Manager and Senior Consultant for an Abraxas International Inc. contract to AT&T Bell Laboratories Resource Planning and Administration to perform software R&D productivity research and survey of R&D quality and productivity management techniques. This included the development of both organizational level and individual performance evaluations.
- ◆ *Senior Analyst, Senior Engineer, and Planning and Analysis Manager* for the Air Force Space Command 1013th Combat Crew Training Squadron (CCTS) to develop the Space Training Management System (STMS), the Training Requirements Analysis Development Evaluation System (TRADES), and a four year comprehensive Training Development and Support Plan (TDSP) to be used by the CCTS for future tasking of the Training Support and Integration contractor. This included the development of standards and procedures for all levels of training evaluation.
- ◆ *Instructional Systems Design Engineer/Consultant* to Scientific Systems Corporation for the US Marine Corps Assault Amphibious Program training requirements analysis to provide training analysis and design and evaluation tools, and problem analysis methodology for the complete Amphibious Assault Vehicle (AAV7A1) lifecycle and all personnel involved from maintenance personnel to operators.
- ◆ *Consultant* to Rockwell Shuttle Operations Company for the NASA Operations Support Contract to provide training analysis and design tools for Space Station Freedom flight crew and ground support personnel. Authored the training and analysis portion of the RSOC proposal. An invited member of the NASA Quality Round table.
- ◆ *Senior Project Engineer Barrios Technology*. Founded the Space Station freedom training analysis through the integrated analysis of mission goals, the alignment of enterprise stakeholders toward the accomplishment of those goals, the planning for new performance, the diagnosis of performance deficiencies, and the development, implementation, conduct, and assessment of the performance interventions needed to

achieve those goals. Developed and applied advanced analysis tools (RDAS) to a complete and detailed organizational mission analysis, task analysis, training objectives analysis, media selection, and simulator functional requirements analysis for Space Station Freedom flight crew and ground support personnel. Developed the Space Station Working Group initial approach for the task and training requirements analysis. Supervised the initial training requirements analysis and developed prototype training materials for space station training. Authored and presented Space Station Freedom training analysis presentations for local, national, and international conferences.

- ◆ *Instructional Systems Design Engineer/Consultant to Spar Aerospace to Develop training analysis and design tools (RDAS) and methodology for Space Station Freedom robotics training.*
- ◆ *Proposal Manager, Project Manager and Senior Analyst United Airlines Services Corporation/ Flight Safety Services Corporation.* Reviewed and evaluated NASA and contractor Launch Team training for Lockheed Space Operations Company, and designed a complete and comprehensive Launch Team Training System (LTTS) to be used for future space operations at Kennedy Space Center.
- ◆ *Deputy Project Manager and Senior Analyst United Airlines Services Corporation/ Flight Safety Services Corporation.* Review and evaluate NASA astronaut and mission controller training for Rockwell Shuttle Operations Company (RSOC). The final products of this audit were a set of recommendations for the improvement of existing courseware and simulation systems, a prototype Automated Training Management System, a sample of advanced Computer Based Training applied to their specific subject matter, and a detailed management plan and guide for the improvement of the training business process and efficient production of courseware.
- ◆ *Instructional Systems Design Engineer/Consultant to Eduplus Ltd. to develop and implement training analysis and design tools, and the analysis methodology for the Canadian Coast Guard.*
- ◆ *Senior Scientist and Vice President Vreuls Research.* Senior Analyst on Air Force Human Resources Laboratory contract F33615-84-C-0055 to author tutorials and create user aids to support the operation of the stand-alone Performance Measurement and aircrew Debriefing Systems (PMDS) to be interfaced with the Simulator for Air-to-Air Combat (SAAC) and the Air Combat Maneuvering Instrumentation (ACMI) at Luke AFB.
- ◆ *Senior Analyst Vreuls Research Corporation.* Air Force Human Resources Laboratory contract F33615-82-C-0010 to perform Blue Flag augmentee job task analysis, information flow analysis, and design, develop and implement the Blue Flag Analysis Database System (BFTADS) to support Blue Flag training objectives and exercise design. Blue Flag training is an exercise which replicates an entire theater of battle (using augmentees to simulate each element of both sides of a battle) for each general (flag rank officers) in command of a theater. In support of optimizing the



human performance needed to execute these exercises, BFTADS is capable of automatically generating operating guides, information flow diagrams, and job performance support materials from the contents of the task analysis database for each augmentee. Use of this system dramatically cut the time to prepare for and the resources required to perform Blue Flag Exercises while improving the flow of training for flag rank officers.

- ◆ *Senior Analyst, Principal Investigator Vreuls Research* on Grumman Aerospace Corporation contract N00019-84-C-0015 and N00019-84-C-0098 to conceive, develop, implement, maintain and present an automated methods and media selection model for F-14A+, F-14D and A-6F operators and maintenance tasks. The A-6F analyses were implemented using both dBASE III and PL-1 in IBM PC/XT and IBM mainframe environments. Software was also developed and implemented to provide an automated task and objectives editing and reporting capability for the F-14 instructional designers. This contract also required interfacing the newly developed analysis software to the Grumman TRACS task analysis system on the IBM PC/XT, as well as, developing and implementing improvements to TRACS including the entire F-14A+/F-14D maintenance update analysis.
- ◆ *Systems analyst Vreuls Research* on United technologies contract P. O. 876285 to develop and adapt Mr. Wooldridge's proprietary Requirements Development and Analysis System (RDAS) to perform mission, task, and time-line analyses in support of Sikorsky Aircraft's LHX (later known as the Comanche light attack helicopter) design project. These analyses are being used to determine crew workload in one and two crewmember configurations in representative mission profiles. RDAS has been interfaced with off-the-shelf software to provide graphic outputs illustrating various aspects of crew workload. Continuing support and software maintenance was performed during the course of the LHX program.

## **Publications**

Lee Wooldridge has authored over 150 technical reports, journal articles, instructional courses, user guides, technical manuals, and professional presentations, below are selected reports from OPM contracts.

- ◆ Wooldridge, A.L. (2011). *SBI-net Maintenance Task Analysis (MTA) And Training Needs Assessment: Comprehensive Findings And Recommendations Report*, U.S. Customs and Border Protection.
- ◆ Wooldridge, A.L. (2010). *Border Patrol Snowmobile and Northern Border Operations: East/West Final Job Task Inventory*, U.S. Customs and Border Protection.
- ◆ Wooldridge, A.L. (2009). *SBI-net Field-Level Maintenance: Draft Task Inventory for Mobile Surveillance Systems (MSS) Maintenance*, U.S. Customs and Border Protection.

- ◆ Wooldridge, A.L., et al. (2009). *CBPi Pre- and Post-Academy Needs Analysis: Pre- and Post-Academy Curriculum Design Guide*, U.S. Customs and Border Protection.
- ◆ Wooldridge, A.L. (2009). *SBIInet C3I Station COP Operator Familiarization Training to support User Assessment*, U.S. Customs and Border Protection.
- ◆ Wooldridge, A.L. (2009) *C3I Block 1.0 COP Operator Familiarization Checklist - User Assessment Training Checklist*, Department of Homeland Security, U.S. Customs and Border Protection.
- ◆ Wooldridge, A.L. (2009) *C3I User Assessment Goals, Objectives and Safety Procedures – Instructor Guide*, Department of Homeland Security, U.S. Customs and Border Protection.
- ◆ Wooldridge, A.L., Babione, M., Lytle, J., Blatt, D., Moran, K. (2009). *Denver Mint Cross-Training Program - Draft Curriculum Design Document*, United States Treasury, Denver Mint.
- ◆ Wooldridge, A.L. (2007). *Hybrid NSPS/Legacy CCP Development Progress Report*, U.S. Defense Commissary Agency.
- ◆ Wooldridge, A.L. (2007). *Hybrid NSPS/Legacy CCP Functional Requirements*, U.S. Defense Commissary Agency.
- ◆ Wooldridge, A.L. (2007) *CBP Employee Development and Career Path System: TASK 3 - CDPS Functional Requirements Report*, U.S. Customs and Border Protection.
- ◆ Wooldridge, A.L., et al. (2006). *Draft Course Compendium*, U.S. Customs and Border Protection.
- ◆ Wooldridge, A.L., et al. (2006). *Border Patrol Academy Curriculum Review: Blueprint for the Future*, U.S. Customs and Border Protection.
- ◆ Wooldridge, A.L. (2004). *Self-Nomination Training Incident Report*, U.S. Defense Commissary Agency.
- ◆ Wooldridge, A.L. (2004). *CCP Self-Nomination Classroom Training* conducted at Kaiserslautern Germany, DeCA HQ (Ft. Lee Virginia), Norfolk Virginia, San Antonio, Texas, Sacramento, California, and Okinawa, Japan for the U.S. Defense Commissary Agency.

- ◆ Wooldridge, A.L., et al. (2000). *DISA SkillsTree® Transition Training Guide*, U.S. Defense Information Systems Agency.
- ◆ Wooldridge, A.L. (2000). *DeCA 1144 Classification Survey System Online User Guide*, Defense Commissary Agency.
- ◆ Wooldridge, A.L. (2000). *DeCA CCP Online User Guide*, Defense Commissary Agency.
- ◆ Wooldridge, A.L. (2000). *DeCA Training Management System Business Case Analysis*, Defense Commissary Agency.
- ◆ Wooldridge, A.L. (1999). *DeCA Training Management System COTS Product Evaluations*, Defense Commissary Agency.
- ◆ Wooldridge, A.L., et al. (1999). *Training Needs Analysis*, U.S. Defense Security Service.
- ◆ Wooldridge, A.L. (1999). *DeCA CCP User Guide*, Defense Commissary Agency.
- ◆ Wooldridge, A.L. (1998). *Surface Transportation Vulnerability Assessment Human Factors Issues in Security*, U.S. Department of Transportation.
- ◆ Wooldridge, A.L. (1998). *Present Value EPSS Users Guide*, Federal Deposit Insurance Corporation.
- ◆ Turner, F.R., Wooldridge, A.L., and Galante, C.B. (1995). *Job Requisition Kit*, Defense Information Systems Agency.
- ◆ Turner, F.R., Wooldridge, A.L., and Galante, C.B. (1995). *Job Application Kit*, Defense Information Systems Agency.
- ◆ Wooldridge, A.L., and Turner, F.R. (1995). *Career Management System Selection and Placement: A Training Video*. Defense Information Systems Agency.
- ◆ Wooldridge, A.L., Baker, R.M., and Galante, C.B. (1995). *DISA Career Management System Management Plan*. Defense Information Services Agency.
- ◆ Wooldridge, A.L., and Turner, F.R. (1995). *Develop Courses; DMC San Diego Management Concepts*. Defense Information Services Agency.
- ◆ Wooldridge, A.L., and Turner, F.R. (1995). *Specialized Courses; DMC San Diego Management Concepts*. Defense Information Services Agency.

- ◆ Wooldridge, A.L., and Turner, F.R. (1995). *Optimal Performance Course; Rock Island Management Concepts*. Defense Information Services Agency.
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- ◆ Wooldridge, A.L. (1995). *Develop Courses; DMC Denver Migration Management Concepts*. Defense Information Services Agency.
- ◆ Wooldridge, A.L. (1995). *DISO Training Strategic Planning*. Defense Information Services Organization.
- ◆ Wooldridge, A.L. and Bennett, W.R., (1994) *Overcoming Obstacles in Large Training Development Projects Using an Automated Requirements Definition and Analysis System*. Concordia Educational Technology Conference.
- ◆ Wooldridge, A.L., Baker, R.M., and Galante, C.B. (1994). *DISO Career Management System Management Plan*. Defense Information Technical Services Organization.
- ◆ Wooldridge, A.L. (1994). *KSA Inventory*. Defense Information Services Organization.
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- ◆ Wooldridge, A.L., Turner, F.R., Scopatz, R.A., and Mortellaro, T.M. (1994). *DISO Career Development System Computer Operations Directorate Joint Development Session Results*. Defense Information Services Organization.
- ◆ Wooldridge, A.L., Turner, F.R., and Mortellaro, T.M. (1994). *DISO Current Technical and Management ECs*. Defense Information Services Organization.
- ◆ Wooldridge, A.L., Turner, F.R., Scopatz, R.A., and Mortellaro, T.M. (1994). *DISO Migration Rehearsal Report*. Defense Information Services Organization.
- ◆ Turner, F.R. and Wooldridge, A.L. (1993). *DISO Concept of Operations*. Defense Information Services Organization.
- ◆ Turner, F.R. and Wooldridge, A.L. (1993). *Career Management System Assessment Needs Survey: Assessment Interviews*. Defense Information Services Organization.
- ◆ Wooldridge, A.L. and Turner, F.R. (1993). *Field Data Collection System: Software and Documentation*. Defense Information Services Organization.
- ◆ Wooldridge, A.L., Scopatz, R.A., Turner, F.R., and Mortellaro, T.M. (1993). *DITSO Career Management System Concept Document*. Defense Information Services Organization.

- ◆ Wooldridge, A.L. (1993). *DISO Career Development System Concept Document*. Defense Information Services Organization.
- ◆ Wooldridge, A.L. (1993). *DISO Career Development System Vision Paper*. Defense Information Services Organization.
- ◆ Wooldridge, A.L. (1993). *DISA Career Development System Infrastructure Management*. Defense Information Services Organization.
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- ◆ Wooldridge, A.L. (1993). *Career Development System Master Plan*. Defense Information Technical Services Organization.
- ◆ Wooldridge, A.L. (1993). *Career Development System Development Priorities Report*. Defense Information Technical Services Organization.
- ◆ Wooldridge, A.L. (1993). *Defense Information Technical Services Organization Architecture Report*. Defense Information Technical Services Organization.
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- ◆ Wooldridge, A.L. (1993). *Defense Information Technical Services Organization Current Business Practices I*. Defense Information Technical Services Organization.
- ◆ Galante, C.B. and Wooldridge, A.L. (1993). *DITSO Management Training Course Catalog*. Defense Information Technical Services Organization.
- ◆ Galante, C.B. and Wooldridge, A.L. (1993). *DITSO Technical Training Course Catalog*. Defense Information Technical Services Organization.
- ◆ Wooldridge, A.L., Smith, J.P., Scopatz, R.A. (1992). *DITSO Career Management System Management Plan*. Defense Information Technical Services Organization.

Complete list of publications available on request.

## **Professional Organizations**

A4H - Senior Technical Advisory Council (STAC): Consisting of former NASA astronauts, astronaut instructors, and government liaisons, the STAC provides A4H with strategic guidance on matters related to training and operations.

SALT - Society for Applied Learning Technology

AIAA - American Institute of Aeronautics and Astronautics: Senior member.

NDIA - National Defense Industrial Association

AFCEA International - The Armed Forces Communications and Electronics Association

## **Employment History**

TrailBlazer Technologies, Owner/Consultant; 1990 - Present

Star Mountain, Inc, Senior Analyst and Principal Investigator; 1990 -1997

Barrios Technology, Field Office Manager-Senior Project Engineer; 1989 - 1990

United Airlines Services/ Flight Safety Services Corporation, Senior Project Specialist; 1985 - 1989

Vreuls Research Corporation, Vice President and Principal Investigator; 1979 – 1985

Canyon Research Group, Inc., Regional Director and Principal Investigator, 1974 – 1979

Martin Marietta Aerospace Corporation, Quality Engineer, 1973 -1974