INFORMATION PAPER

SUBJECT: Training With Industry (TWI) Program

1. Purpose: To provide information on the Training With Industry (TWI) Program.

2. References:

a. AR 621-1 (Training of Military Personnel at Civilian Institutions).

b. DoDI 1322.06 (Fellowships, Scholarships, Training With Industry (TWI), and Grants for DoD Personnel).

c. 10 USC 2603 – Sec. 2603, Acceptance of Fellowships, Scholarships, or Grants.

d. AR 350-100, Officer Active Duty Service Obligations.

3. Facts.

A. **Program description**: The TWI Program was initiated in the 1970s in response to the Army's critical need for officers with state-of-the-art skills in industrial practices and procedures not available through military or civil education programs. The first students participated exclusively in programs which supported the development of material acquisition and logistics management related skills. Today the TWI Program has evolved to include training programs which support marketing, public affairs, artificial intelligence, physical security and finance. The Army's main objective in sponsoring the TWI Program is to develop a group of soldiers experienced in higher level managerial techniques and who have an understanding of the relationship of their industry as it relates to specific functions of the Army. Once the TWI student is integrated back into an Army organization, they can use this information to improve the Army's ability to interact and conduct business with industry. Participants may also be exposed to innovative industrial management practices, techniques, procedures, etc., which have applicability to, and benefit for, the Army.

B. **Selection Process**:

(1) The Personnel Proponent submits a request for a TWI Allocation, see attached form, to Leader Development Division (LDD), Advanced Education Programs Branch (AEPB) for approval.

(2) The request is reviewed by LDD, AEPB, IAW DoDI 1322.06 and AR 621-1.

(3) If the request is approved, a tasker is submitted to the HRC Career Branch for one candidate per allocation.

(4) The HRC Career Branch accepts and reviews all applications from potential candidates and submits the application (and HRC generated nomination form) of their top candidate to LDD, AEPB for review/approval.

(5) LDD, AEPB reviews and makes the final decision on all TWI applications.

(6) If the application is approved by LDD, AEPB, a request for assignment instructions is emailed to the HRC Career Branch's Professional Services Branch (PSB) to generate the RFO.

C. **Program tenure/location**: Non AMEDD students are assigned to the U.S. Army Student Detachment, Fort Jackson, SC with duty at selected participating company. AMEDD students are assigned to the AMEDD Student Detachment, San Antonio, TX with duty at selected participating company. Duration in this program is not less than six and not more than 12 consecutive months.

D. **Obligations incurred**: Students incur a three for one Active Duty Service Obligation (ADSO) for each day in the TWI Program, IAW AR 350-100. Students also incur a twenty four month utilization assignment immediately following completion of this program.

E. **Prerequisites**: See AR 621-1, chapter 6, paragraph 6-3.

F. **How to apply**: Interested service members must submit their application directly to their HRC Career Manager for consideration and suspense dates.

G. **Application**:

(1) DA Form 1618, Application for Detail as Student Officer at a Civilian Educational Institution or at Training With Industry.

(2) Last three DA Form 67-9, Officer Evaluation Report.

(3) Current Officer Record Brief (ORB).

H. **Responsibilities**:

(1) U.S. Army Human Resources Command (HRC): Serves as the overall administrative coordinator for the Army. Establishes TWI personnel policies and procedures. Maintains the Army Education Requirements System (AERS) data base and distributes TWI Quotas. Nominates and selects soldiers to participate in TWI. Administers/controls training funds. Initiates requests for Gratuitous Agreements. Determines follow-on

assignments. Serves as the reviewer for TWI participants on all Civilian Academic Evaluation Reports (DA Form 1059-1) generated by the participating company.

(2) Proponent: Serves as the training coordinator for the Army. Serves as liaison between participating company, the TWI student and HRC. Initiates the establishment, and controls the execution of the student's training program through validation of field requirement, development of training objectives and training plans, reviews training reports and travel plans and validation of training.

(3) Participating company: Develops training objectives, training plans and travel plans in coordination with the proponent. Fulfills obligations under the Gratuitous Agreement to include the completion of the Academic Evaluation Report (DA Form 1059-1).

(4) Student Detachment: Responsible for the command and control, personnel administration and pay related matters of all assigned TWI students including issues concerning TRICARE. Publishes TDY orders based on HRC approval. Provides copies of these forms to the Student.

(5) TWI Student: Acts in accordance with the Joint Ethics Regulation (JER) (DOD 5500.7-R); Meets or exceeds his/her established training objectives; Submits required reports IAW AHRC TWI Student Handbook; Monitors completion and submission of the DA Form 1059-1 (Civilian Institution Academic Evaluation Report); Establishes an on-site continuity book.

Mr. Joel Strout
Joel.Srout@US.Army.Mil
(502) 613-6411
Approved by:_____

OFFICE SYMBOL   DATE:

MEMORANDUM FOR Commander, US Army Human Resources Command, ATTN: AHRC-OPL-C (Mr. Joel Strout), 1600 Spearhead Division Avenue, Fort Knox, KY 40122-5208

SUBJECT: Training With Industry (TWI) Worksheet – Fiscal Year 20--

1. The requested information is as follows:

   a. Name and full address of the Private Sector Host (PSH).

   b. Name, email, and telephone number of the PSH point of contact.

   c. The full address training will take place (include zip code).

   d. What is the grade, career field/MOS that will fill this allocation?

   e. Please choose one of the following: (check only one):

      (1) This PSH participated last year within our career field/MOS and will participate in this year's TWI Program.

      (2) This PSH is replacing a PSH that participated within our career field/MOS last year. The PSH that it is replacing is _____.

      (3) This is a request for an additional TWI Allocation.

   f. If this is a new PSH that did not participate within your career field/MOS last year, please provide a brief justification why this PSH should participate in the TWI Program, include training objectives.

   g. What is the follow on utilization assignment? (Include the Army Education Requirement System (AERS) Position Number; unit; unit identification code (UIC); and job title).

   h. Additional eligibility requirements for candidates, if any.

2. Point of contact for this memorandum is (include telephone & email address)

                              PROPONENT'S SIGNATURE BLOCK AND SIGNATURE