

Vince Huebner, McChord AFB, WA Success Story



Vince Huebner

I retired from the Air Force in August 2002 where I had served the majority of my career as a Weather Technician. Upon retirement, I enrolled in Southern Illinois University Carbondale's accelerated Workforce Education and Development Program at McChord AFB Washington. I earned my bachelor's

degree in 2003 and accepted a training position with a large security company where I used the knowledge and skills I learned in school to work my way up to Human Resources Manager in less than a year.

In 2005, I discovered my current company, Universal Weather and Aviation, Inc., on the Internet and convinced my girlfriend, Kathleen, to move to Texas so I could pursue a training manager position at company headquarters in Houston.

Universal® provides a variety of aviation support services to private and charter aircraft operators including weather and flight planning, arranging handling and fuel, customs, landing and overflight permits, transportation, hotel accommodations and a variety of other services domestically and internationally. Universal's clients include Fortune 500 companies, prominent sports figures, celebrities, government officials and foreign dignitaries.

Universal selected me for the position, and I have since been promoted to Manager, Workforce Development Center. In this role, I manage the team responsible for the development and facilitation of training for new employee orientation, system enhancements, procedural changes, and other company-wide training requirements. My

team is also responsible for developing training materials to support operations at the company's international locations around the world. Universal's New Hire Orientation Program consists of two months of classroom training comprised of a variety of topics including aviation terminology, aircraft performance specifications, worldwide aircraft and crew flight requirements, time conversions, computer flight planning, and database training where employees learn how to use the company's custom applications to load trip requirements into an Oracle-based computer system. My team uses a combination of instructor-led training, demonstrations and hands-on practice in a test database before transitioning to live data during the final two weeks of training.

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The education and training I received at SIU has been the primary factor in my success at Universal. In fact, one year after being hired by Universal I asked how I stood out as a candidate and was told, "When

we asked you what training model you incorporated into training development and you recited the principles of the ADDIE Model, we knew we had the right person."

Between us, Kathleen and I have five children from previous marriages and recently celebrated the birth of our first grandchild, Noah Scott.

If you're interested in a training development or training facilitation career, the Workforce Education and Development Program is a must; everything you learn is relevant and applicable to the training development field. I couldn't have done it without SIU.

