

DELIVERING ON-SITE TRAINING

BY BARBARA BILLITZER

Back in 2008, IRWA contracted with the Naval Facilities Engineering Command (NAVFAC) in Jacksonville, FL, for on-site right of way training. NAVFAC was preparing to hire a batch of new realty specialists, and IRWA's Real Estate Law was a required course. The Command also wanted to offer Principles of Land Acquisition to serve as an introduction to public real estate services, so all base development planners and interns were registered for the course.

Fast-forward two years. In March 2010, IRWA was contacted by NAVFAC Marianas Realty Specialist Cynthia Jackson for specialized on-site training in Guam. The offices there had been outsourcing some of their document processing to other locations and wanted their staff to gain the certification necessary to handle everything on-site.

It was determined that three of IRWA's courses would fill NAVFAC's requirements. IRWA was contacted to see if a certified facilitator could bring the training to Guam. IRWA jumped into action, and a request for proposal was quickly sent to all facilitators who were certified to instruct all three classes. By early May, IRWA had assembled a formal proposal, including facilitator availability, travel schedules and cost estimates. After reviewing the qualifications of certified instructors available, the Navy selected Clyde Johnson, SR/WA, R/W-RAC.

By mid-July, the training was formally approved. The plan was to present three different classes, including Course 100 - Principles of Land Acquisition, Course 207 - Practical Negotiations for U.S. Federal Funded Land Acquisitions, and Course 800 - Principles of Real Estate Law. Travel plans were quickly made, and coordination of the course materials was arranged for shipping to Guam.



Certified to instruct all three IRWA courses, the Navy selected Clyde Johnson, SR/WA, R/W-RAC for their on-site training in Guam.

TO THE NAVY



Participants take a break from Course 100. Front row, from left, John Aguon, Erlinda Steiner, Brenda Dolder, Cynthia Jackson and Roger Jennings. Middle row, Vincent Martinez, Clyde Johnson and Roy Mendiola. Back row, Jaclyn Clayton, Joanne Reese, Stephen Daugherty and Mark Fontenot.

Before Clyde could launch into the teaching marathon ahead, he spent over 22 hours traveling from his home in Atlanta, Georgia (via Tokyo, Japan) before arriving in Nimitz Hill, Guam. Talk about jet lag!

From August 23 through September 1, classes were held back-to-back to maximize the learning opportunities while minimizing expenses. The participants included a diverse range of Navy specialists. Among the attendees was a NAVFAC attorney, Realty Specialists, an Inspector General and a Base Planner, to name a few.

Following the intense class schedule, the attendees gave the educational value overwhelmingly high ratings. In the participant surveys, Clyde was commended for making the material come to life with his many relatable experiences. "I enjoyed the experiences he shared with the Federal Highway Administration," noted one attendee. Another wrote, "The instructor had excellent presentation skills, was very experienced and had a great sense of humor." According to Cynthia Jackson, the group felt the real-life examples generated a deeper understanding of the course material. Even though the participants were already proficient in real estate, the class experience gave them a different perspective and shed new light on the nuances of the subject matter.

After seeing how well IRWA met NAVFAC's training goals, Cynthia is eager to elevate her fellow Realty Specialists to the next level – achieving Asset Management Certification. In response, IRWA is already coordinating the next series of classes to be held in Guam during Spring 2011.